

The proportion of male to female teachers was approximately the same in 1922 as in the previous year—*i.e.*, one male teacher to every two female teachers; among entrants to the service there was a decided increase in the proportion of the male element. So long as the number of males entering the service is sufficient to maintain a proportion of one male adult teacher in every three, the position may be considered satisfactory. As the average length of a woman's service is less than a man's, the number of males now entering the service is sufficient for this purpose, and the matter, which was attracting attention a few years ago, need no longer be one of concern.

SALARIES OF PRIMARY PUBLIC-SCHOOL TEACHERS.

(Table E4 in E.-2.)

The scale of salaries introduced in 1920 provided salaries for head or sole teachers ranging from £180 to £480, and for assistants ranging from £160 to £400. In addition, increments of from £20 to £60 are payable according to a teacher's position on the graded list, and married assistants also receive an additional allowance of £40 per annum. Head teachers either have the free use of a school residence or receive a house allowance of from £30 to £60 per annum.

Under the provisions of the Public Expenditure Adjustment Act, 1921-22, deductions ranging from £15 to £20 per annum were made in the salaries of all teachers payable according to the scale mentioned.

The total amount of all salaries and allowances at the rates payable on the 31st December, 1922, was £1,525,156, or £60,241 less than in the previous year. The total is made up as follows:—

	£
Adult teachers' salaries	1,363,511
Pupil-teachers' allowances	53,260
Probationers' allowances	68,155
House allowances to head or sole teachers where residence is not provided	40,230
	<hr/>
	£1,525,156

The above figures do not include the equivalent of house allowance where residences are provided, estimated at £47,580, nor the additional amounts paid to head teachers for the supervision of secondary departments of district high schools. The total cost of salaries and allowances (including the sum saved in house allowances) works out at £8 7s. 11d. per head of the average attendance, or £7 12s. 5d. per head of the average weekly roll number; the corresponding figures in 1921 were £9 1s. 4d. and £7 12s. 5d. respectively. The cost of salaries per head of the average attendance in London County Council schools was, in 1921-22, £7 8s. 6d. The salaries paid in these schools are recognized as being the best in England. In Ontario, Canada, the cost in 1919 was £3 12s. per enrolled pupil, and £5 12s. per pupil in average attendance.

The average salaries of adult teachers (including house allowances and value of residences) in 1914 and for the last five years are shown in the following table:—

AVERAGE SALARIES OF PRIMARY-SCHOOL TEACHERS.

	1914.	1918.	1919.	1920.	1921.	1922.
	£	£	£	£	£	£
(1.) Teachers in all schools—						
(a.) Men and women	163	187	240	278	285	269
(b.) Men	224	273	323	366	369	319
(c.) Women	128	153	201	235	243	228
(2.) Teachers in schools with average attendance over eight—						
(a.) Men and women	191	245	283	292	276	
(b.) Men	273	324	367	371	352	
(c.) Women	158	207	241	250	235	
(3.) Teachers in schools with average attendance over twenty—						
(a.) Men and women	200	254	294	301	285	
(b.) Men	286	339	382	388	370	
(c.) Women	164	210	245	253	235	
(4.) Head teachers—						
(a.) Men	319	380	432	438	420	
(b.) Women	251	319	373	385	360	
(5.) All sole teachers—						
(a.) Men	174	221	266	266	246	
(b.) Women	143	193	221	234	216	
(6.) Assistants—						
(a.) Men	257	301	336	343	326	
(b.) Women	150	197	229	238	224	