

## APPENDIX TWO INFORMATION ON TEACHERS SALARY RATES

Salary rates at 1/1/98 as supplied by the Australian Education Union

<b>CLASSROOM TEACHER SALARY RATES 1/1/98</b>		
<p><b>Tasmania</b> 15/8/97</p> <p>1. 27,490 3YT MIN 2. 28,354 3. 29,220 4. 30,082 4YT MIN 5. 31,629 6. 33,257 7. 34,970 8. 36,773 9. 38,666 10. 40,655 11. 42,570 4YT MAX</p> <p>AST1 44,060 AST2 45,313 AST3 47,770</p>	<p><b>Northern Territory</b> 7/8/97                      7/8/98</p> <p>T1 26,893 2Ytmin    27,700 T2 29,852 3Ytmin    30,748 T3 31,409 4Ytmin    32,351 3YT min T4 39,022              34,013 4YT min T5 34,882              35,928 5YT min T6 36,526              37,622 T7 38,858              40,024 T8 40,233              41,440 3YTbarrier T9 41,814              43,068 T10 45,128             46,482 T11 46,476             47,870 4YT max</p> <p>Note: from 1/1/98 3YT teachers start at T3 &amp; 4YT at T4</p> <p>Mt1=107.5% of sal. to max of 96% of ET 2 salary ie. 49,416    50,898</p> <p>MT2=112.5% to max: 51,475    53,019</p> <p>MT3=120% to max: 55,771    57,444</p>	<p><b>Queensland</b> 1/7/97</p> <p>Band 1 1. 27,840 3YT min 2. 28,630 3. 29,590 4. 30,611</p> <p>Band 2 5. 31,464 4YT min 6. 33,206 7. 34,947 8. 36,695 9. 38,443</p> <p style="text-align: right;">3YT soft barrier</p> <p>Band 3 10. 39,901 11. 41,362 12. 42,815 13. 44,271 4YT max</p> <p>AST1 45,672 4YT Allowance 1,401 3YT</p>

*A Class Act – Report on the status of the teaching profession*

Victoria			New South Wales				
	17/3/97*	9/2/98*					
Level 1			1/7/98	1/7/98	1/7/99	% increase	
1.	28,966	29,737	1.	25,693	26,464	27,258	16.95 Student teachers
2.	30,019	30,854	2.	28,005	28,845	29,710	16.95 2YT MIN
3.	31,071	31,970 4YT MIN	3.	29,871	30,767	31,690	16.95 3YT MIN
4.	32,638	33,617	4.	31,418	32,361	33,332	16.95
5.	34,238	35,265	5.	33,125	34,119	35,143	16.96 4YT MIN
6.	35,637	36,912	6.	34,832	35,877	36,953	16.95 5YT MIN
7.	37,437	38,561	7.	36,538	37,634	38,763	16.95
8.	39,035	40,206	8.	38,247	39,394	40,576	16.95
9.	40,636	41,855	9.	39,952	41,151	42,386	16.95
10.	42,235	43,502	10.	41,659	42,909	44,196	16.95
11.	43,835	45,150	11.	43,365	46,426	47,819	16.95
12.	44,987	46,337 2YT 3YT & 4YT max	12.	45,074	46,426	47,819	16.95
			13.	46,781	48,148	50,000*	17,82 2/3/4/5YT MAX
Level 2 Appointment		17/3/9 9/2/98 47,873 49,310	*Note this figure could be higher contingent on the pool of money available with the abolition of the Advanced Skills Teacher Classification.				
Level 2 Accreditation		48,999 50,469					
Level 3 Appointment		49,862 51,358					
Level 3 Accreditation		51,109 52,642					
*Note the rates marked with an asterisk are above award payments that the Victorian Branch has advised members to accept while the Union pursues higher increases.							

AUSTRALIAN CAPITAL TERRITORY						
	1/1/98	1/7/98	1/1/99	1/7/99	% increase	
1.	31,307	31,620	32,094	32,415	11.5 3YT MIN	
2.	32,692	33,019	33,514	33,849	11.5 4YT MIN	
3.	34,249	34,592	35,111	35,462	11.5 5YT MIN	
4.	36,008	36,368	36,914	37,283	11.5	
5.	37,634	38,001	38,581	38,967	11.5	
6.	38,854	39,242	39,831	40,229	11.5	
7.	40,138	40,540	41,148	41,559	11.5 3YTsoft barrier	
8.	41,694	42,111	42,742	43,170	11.5	
9.	43,188	43,619	44,274	44,716	11.5	
10.	44,538	44,983	45,658	46,115	11.5	
11.	46,049	46,510	47,207	47,679	11.5	
12.	47,504	47,979	48,699	49,186	11.5 4/5YT MAX	
Master Teacher	48,358	49,083	49,574	50,318	50,821	11.5

*Appendix two – Teacher salary rates*

<b>Western Australia</b>	<b>South Australia</b>			
Level 1	1/7/97	1/12/97	1/7/98	1/12/98
1. 25,116	1. 24,908	25,240	25,682	25,904
2. 26,421	2. 26,638	26,993	27,466	27,703
3. 27,944	3. 28,252	28,629	29,131	29,382 3YT MIN
4. 29,149 3YT MIN	4. 30,097	30,498	31,033	31,301
5. 31,035 4YT MIN	5. 32,403	32,835	33,411	33,700 4YT MIN
6. 32,863 5YT MIN	6. 34,075	34,529	35,135	35,438
7. 35,249	7. 35,747	36,224	36,859	37,177
8. 36,838	8. 37,419	37,918	38,583	38,915
9. 39,426	9. 39,092	39,613	40,308	40,655
Level 2	10. 40,763	41,307	42,031	42,394
10. 40,638	11. 42,435	43,001	43,755	44,132
11. 42,320	12. 44,049	44,637	45,420	45,811 4YT MAX
12. 45,493 4YT MAX	Key			
	Teacher 46,047	46,661	47,480	47,889
AST1 \$1,200 in addition to any level 2	AST1 45,549	46,156	46,966	47,371
rate or in addition to any level 1 rate	AST2 48,201	48,843	49,700	50,129
(3YT 5 years experience)	AST3 50,853	51,531	52,435	52,888

## Teachers Salaries Relative to Average Weekly earnings 1974 to 1997

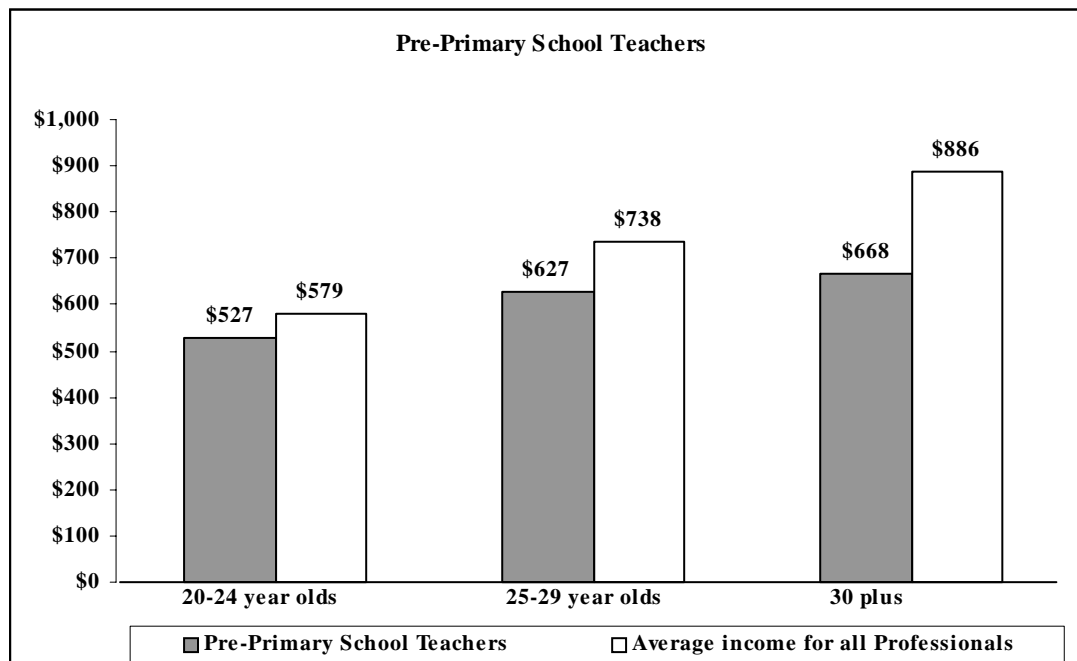
Date of Wages Increase		Average Weekly Total Earning F/T Adult Male	%
1974	4 <sup>th</sup> October	\$154.20	146.6
1975	19 <sup>th</sup> October	\$157.60	153.8
1976	26 <sup>th</sup> November	\$195.50	138.9
1977	23 <sup>rd</sup> December	\$212.50	136.9
1978	22 <sup>nd</sup> December	\$228.20	135.5
1979	7 <sup>th</sup> December	\$248.90	133.7
1980	7 <sup>th</sup> November	\$289.70	132.2
1981	8 <sup>th</sup> May	\$294.30	139.8
1982	1 <sup>st</sup> January	\$336.40	138.6
1983	7 <sup>th</sup> October	\$394.10	128.6
1984	6 <sup>th</sup> April	\$415.70	126.6
1985	15 <sup>th</sup> November	\$453.60	123.6
1986	11 <sup>th</sup> July	\$476.20	120.4
1987	27 <sup>th</sup> November	\$516.30	117.5
1988	16 <sup>th</sup> September	\$538.80	117.2
1989	22 <sup>nd</sup> December	\$595.90	110.8
1990	31 <sup>st</sup> August	\$616.90	111.5
1991	13 <sup>th</sup> September	\$637.90	117.0
1992			
1993	17 <sup>th</sup> December	\$691.80	111.1
1994	14 <sup>th</sup> December	\$724.50	111.1
1995	1 <sup>st</sup> September	\$751.00	108.3
1996	27 <sup>th</sup> August	\$778.20	110.7
1997	1 <sup>st</sup> July	\$790.60	113.4

*Source: Submission no 281, vol16, p 16 (Independent Education Union of Australia)*

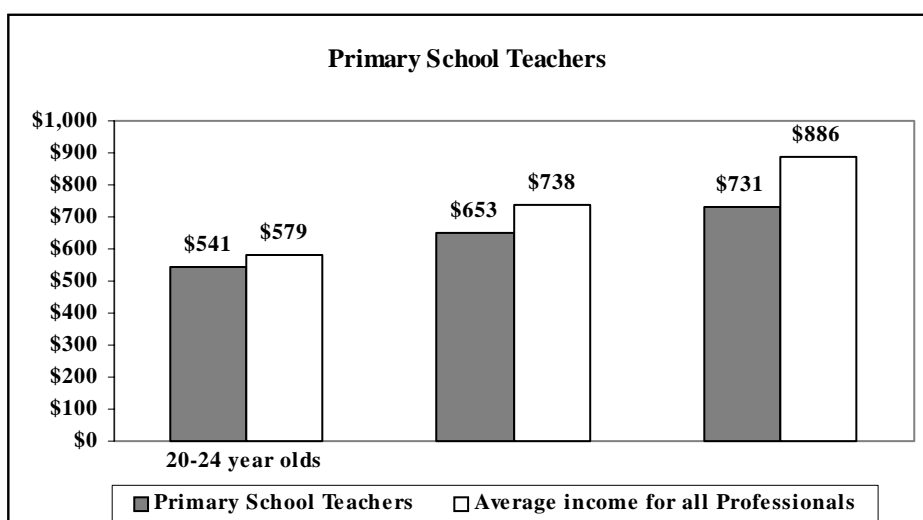
The following pages have been taken from

*What Jobs Pay* by Rod Stinson (1995)

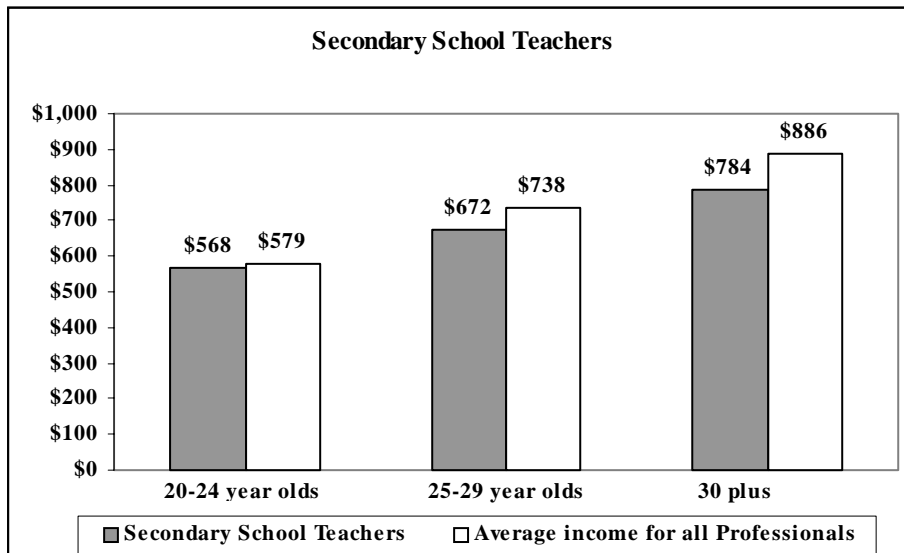
Salary comparison by age and grouping<sup>1</sup>



This group has the lowest salaries of all school teachers. A small number of pre-primary school teachers are self-employed, mainly in pre-schools and child care centres which they or their families operate. There is not a lot of scope for non-salary employment benefits.



Primary school teachers continue to earn less than their secondary counterparts. This is mainly due to the linking of pay scales to the length of training as well as to the number of years of professional experience. As more primary school teachers complete four years of professional training, average payrates will rise.



Secondary school teachers earn the highest incomes in the school teachers group, but the increases in pay which come with greater experience are not as large as in many other professions. This profession has no significant non salary employment benefits.

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<sup>1</sup> *What Jobs Pay*, Rod Stinson, 1995, pp 51, 52

## Comparative salaries<sup>2</sup>

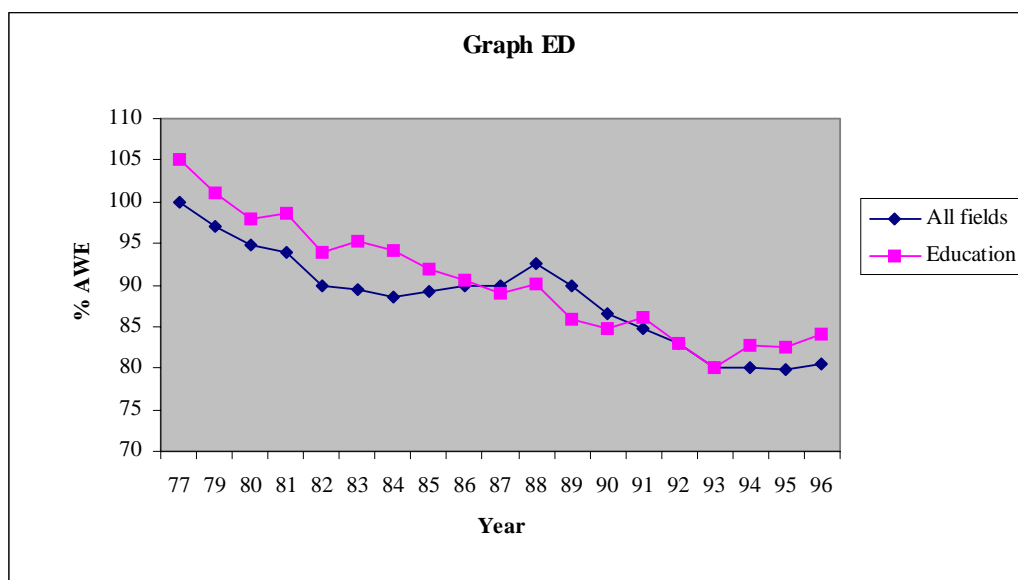
The 1996 median starting salary for education graduates was 83.3% of average earnings, or \$29,000 (\$30,00 for males and \$28,600 for females). The 1996 rank was 10/23 (9/23 in 1995). The growth index was 290.0 (291.3 for males and 291.8 for females). The field represented 11.5% of the respondents used in this analysis. Females made up 84.3% of education respondents.

From a high point of 104.2% of average earnings in 1977, salaries for education graduates fell to 88.8% in 1987. This was the same year in which education salaries first fell below the all fields median. The 1990 figure was the lowest comparative point to date that salaries have reached. In 1991, education salaries rose above the all fields figure for the first time since 1986 but fell away again in 1992-3 to a new low just below the all fields figure. Since 1993, salaries for education graduates have risen above the level for all fields and were 83.3% of average earnings in 1996.

Demand for initial education graduates (those completing their first professional teaching qualification) has not been strong over the last few years, with 17.6% still seeking full-time employment in 1990, 33.4% in 1991 and 41.5% in 1992, before a small fall to 36.7% in 1993, levelling out at 36.9% in 1994, before falling to 25.4% in 1995 and 21.2% in 1996 (GCCA 97, p.25).

The ranking of education was always in the ten best paid fields between 1977 and 1987 (with a high point of fourth in 1979). Between 1988 and 1990, the ranking fell to 13<sup>th</sup> and 14<sup>th</sup> but jumped back to seventh in 1991. The following year saw a fall to 11<sup>th</sup> in rank and to 12<sup>th</sup> in 1993 before a move back into the ten best paid fields from 1994 to 1996.

Salaries for teachers are largely governed by award rates.



<sup>2</sup> Graduate Starting Salaries, 1996, Page 29

*A Class Act – Report on the status of the teaching profession*

Median starting salaries of bachelor degree graduates in first full-time employment and aged less than 25, 1996 (\$,000), with the number of respondents within each cell shown in italics below the related salary figure.

Graduate Starting Salaries, 1996, Table 1, Page 6

	Aust Govt.	State Govt.	Total Govt.	Prof. Prac.	Ind./ Com	Schools	Tert. Edu.	Total Edu.	TOTAL	Males	Females
Accounting	27.7	28.0	27.8	26.0	27.5			27.3	27.0	27.0	26.6
	<i>54</i>	<i>63</i>	<i>134</i>	<i>696</i>	<i>552</i>			<i>11</i>	1445	690	755
Agricul. Science		26.8	26.8		25.0				26.0	26.7	26.0
		<i>61</i>	<i>73</i>		<i>138</i>				227	146	81
Archit.& Bldg		27.4	30.0	22.0	27.0				26.0	27.2	25.0
		<i>14</i>	<i>58</i>	<i>87</i>	<i>118</i>				272	158	114
Art & Design			26.3		23.0	29.3		28.6	24.0	24.0	24.0
			<i>16</i>		<i>171</i>	<i>13</i>		<i>21</i>	230	65	165
Biolog. Sciences	27.9	27.0	27.6	28.0	26.5		28.5	28.2	27.4	27.7	27.3
	<i>68</i>	<i>111</i>	<i>206</i>	<i>24</i>	<i>351</i>		<i>69</i>	<i>78</i>	723	245	478
Comp. Sciences	32.5	29.0	31.0	28.7	30.0		30.0	30.0	30.0	30.1	30.0
	<i>41</i>	<i>53</i>	<i>98</i>	<i>22</i>	<i>430</i>		<i>22</i>	<i>26</i>	604	413	191
Dentistry		39.5	39.5	41.6					40.0	40.0	40.0
		<i>39</i>	<i>48</i>	<i>43</i>					91	48	43
Earth Sciences		29.0	30.0		35.0				35.0	35.0	34.2
		<i>11</i>	<i>19</i>		<i>116</i>				147	99	48
Econom.B'ness	27.5	27.5	27.5	26.0	27.0		29.0	29.0	27.0	28.0	27.0
	<i>170</i>	<i>107</i>	<i>296</i>	<i>91</i>	<i>1273</i>		<i>31</i>	<i>36</i>	1771	715	1056
Education	27.2	27.5	27.2		24.0	29.0	29.5	29.0	29.0	30.0	28.6
	<i>12</i>	<i>26</i>	<i>53</i>		<i>111</i>	<i>1411</i>	<i>16</i>	<i>1427</i>	1660	260	1400
Engineering	34.0	31.7	32.3	31.0	33.5		30.1	30.1	32.5	32.5	33.0
	<i>120</i>	<i>129</i>	<i>289</i>	<i>286</i>	<i>925</i>	<i>32</i>	<i>32</i>	<i>32</i>	1562	1260	302
Humanities	26.6	27.0	27.0	26.0	25.0	29.3	25.0	28.0	25.0	26.0	25.0
	<i>105</i>	<i>67</i>	<i>187</i>	<i>27</i>	<i>560</i>	<i>57</i>	<i>31</i>	<i>88</i>	921	214	707
Law	29.0	28.1	28.5	24.0	31.9				26.5	27.3	26.0
	<i>51</i>	<i>52</i>	<i>103</i>	<i>350</i>	<i>61</i>				521	230	291
Mathematics	28.4		28.2		30.5				30.0	31.0	28.0
	<i>24</i>		<i>34</i>		<i>82</i>				134	72	62
Medicine	40.0	40.0	40.0						40.0	40.0	40.0
	<i>16</i>	<i>384</i>	<i>401</i>						416	210	206
Optometry				35.0					35.0	35.0	35.0
				<i>59</i>					61	26	35
Other Soc.Sci.	28.3	26.0	27.0	26.2	25.0			25.0	26.0	27.0	25.2
	<i>24</i>	<i>57</i>	<i>89</i>	<i>12</i>	<i>127</i>			<i>10</i>	260	68	192
Paramed. Study	27.8	27.5	27.5	28.0	27.0	27.9	28.5	27.9	27.5	28.6	27.0
	<i>149</i>	<i>1612</i>	<i>1791</i>	<i>21</i>	<i>454</i>	<i>20</i>	<i>10</i>	<i>30</i>	2419	331	2088
Pharmacy		23.0	23.0	21.0					21.0	20.5	21.0
		<i>39</i>	<i>48</i>	<i>144</i>					200	73	127
Physic. Sciences	31.7	26.2	28.8		30.0		26.0	30.0	29.4	30.0	29.0
	<i>17</i>	<i>20</i>	<i>40</i>		<i>124</i>		<i>14</i>	<i>23</i>	200	109	91
Psychology	27.5	28.0	27.6	24.0	25.0		30.0	30.0	27.0	26.5	27.0
	<i>41</i>	<i>56</i>	<i>100</i>	<i>10</i>	<i>163</i>		<i>24</i>	<i>31</i>	328	54	274
Social Work	32.5	29.0	29.0		28.0				28.9	29.8	28.8
	<i>14</i>	<i>61</i>	<i>80</i>		<i>15</i>				139	10	129
Vet Science				30.0					30.0	30.0	30.0
				<i>111</i>					117	51	66
<b>TOTAL</b>	28.5	28.0	28.0	27.0	28.0	29.0	29.0	29.0	28.0	30.0	27.5
	<i>944</i>	<i>2979</i>	<i>4165</i>	<i>2010</i>	<i>5775</i>	<i>1548</i>	<i>286</i>	<i>1834</i>	14448	5547	8901
Males	31.7	30.0	30.0	28.0	30.0	30.0	30.0	30.0		30.0	
<i>Males N</i>	<i>384</i>	<i>795</i>	<i>1272</i>	<i>1033</i>	<i>2722</i>	<i>252</i>	<i>115</i>	<i>367</i>		5547	
Females	28.0	28.0	28.0	26.0	26.9	29.0	27.9	29.0			27.5
<i>Females N.</i>	<i>560</i>	<i>2184</i>	<i>2893</i>	<i>977</i>	<i>3053</i>	<i>1296</i>	<i>171</i>	<i>1467</i>			8901
ABS 20-24 yrs * (1995)									24.0	24.4	23.4

\* (1995) ABS data for 20-24 years olds is used here due to the unavailability of 1996 ABS data on median salaries by age group.



Median starting salaries for graduates expressed as a percentage of the annual rate of average weekly earnings, 1997 - 1996<sup>3</sup>

	1977	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996
Accounting	90.6	87.6	85.6	85.1	84.2	83.7	79.6	81.0	81.9	88.0	92.0	89.6	87.1	83.3	80.4	77.0	76.9	76.7	77.6
Agricultural Science	102.1	97.3	99.2	94.3	92.1	88.8	87.8	89.3	86.0	87.6	89.2	85.8	84.3	83.3	80.4	78.6	76.9	79.4	74.7
Architecture & Bldg	90.6	85.0	94.4	87.9	82.4	78.1	76.0	84.4	78.3	83.3	77.9	80.2	79.4	70.0	70.7	72.3	70.8	73.7	74.7
Art & Design											85.5	76.1	69.7	69.3	67.5	72.3	67.7	69.0	69.0
Biological Sciences	97.9	91.2	88.8	87.2	83.6	84.3	80.6	85.9	86.0	85.8	86.7	83.6	82.9	81.0	80.4	78.6	78.5	76.7	78.7
Computer Science	106.2	100.0	100.0	98.6	95.8	96.1	92.9	94.6	93.2	96.6	99.2	96.3	94.1	93.3	90.0	88.1	86.2	87.0	86.2
Dentistry	159.4	153.1	144.0	134.8	129.1	116.9	130.1	125.4	123.1	129.2	123.3	119.4	127.5	116.7	128.6	110.1	120.0	123.9	114.9
Earth Sciences	101.0	97.3	95.2	101.4	95.2	87.1	89.8	90.7	95.0	98.3	106.0	93.3	87.1	82.3	87.5	94.3	92.3	88.8	100.6
Economics, Business	96.9	92.0	92.8	90.1	86.7	84.8	83.2	84.4	84.6	86.3	90.4	85.8	87.1	83.3	80.4	78.6	76.9	76.7	77.6
Education	104.2	100.9	97.6	97.9	93.9	95.5	93.9	91.7	90.5	88.8	90.4	85.8	84.0	86.7	82.3	79.6	81.5	81.4	83.3
Engineering	105.2	102.7	101.6	103.5	101.2	100.6	95.4	96.1	95.5	95.3	99.6	94.0	96.5	96.0	94.5	94.0	92.3	91.4	93.4
Humanities	96.9	86.7	86.4	83.7	81.8	81.5	78.1	80.5	81.0	80.7	85.5	78.7	76.7	76.7	74.0	72.3	73.8	73.7	71.8
Law	59.4	56.6	53.6	58.9	59.4	67.4	56.1	70.7	68.8	64.8	84.7	86.9	73.2	76.7	72.7	72.3	70.8	73.7	76.1
Mathematics	99.0	97.3	93.6	95.0	92.7	91.0	87.8	90.7	91.4	92.3	95.2	93.3	87.1	92.7	87.1	81.8	81.5	79.9	86.2
Medicine	138.5	108.8	120.0	121.3	120.0	123.6	119.4	122.9	112.7	109.9	111.6	104.5	122.0	103.3	115.8	125.8	123.1	118.0	114.9
Optometry											105.6	104.5	104.5	100.0	102.9	106.0	98.5	100.3	100.6
Other Social Sciences	99.0	85.0	83.2	85.8	83.0	80.9	78.1	80.5	82.4	84.1	86.3	82.1	80.1	79.3	77.2	73.9	76.9	75.5	74.7
Paramedical Studies											93.2	85.8	83.6	83.3	80.4	79.9	80.0	76.7	79.0
Pharmacy	72.9	73.5	68.8	69.5	64.2	66.9	64.8	65.9	65.2	64.8	63.9	58.2	62.7	58.7	57.9	62.9	64.6	64.9	60.3
Physical Sciences	97.9	97.3	95.2	96.5	90.3	89.9	85.2	89.8	88.2	89.3	92.0	87.8	87.1	86.7	86.2	84.9	83.1	82.6	84.5
Psychology	97.9	89.4	88.0	85.8	85.5	83.7	81.1	85.4	84.2	86.3	87.1	83.2	81.9	80.0	79.7	78.6	76.9	76.7	77.6
Social Work	106.2	98.2	99.2	95.0	89.7	95.5	92.9	94.6	91.4	91.8	90.8	87.7	85.4	84.7	83.6	84.0	81.8	80.5	83.0
Veterinary Science	100.0	99.1	97.6	90.8	87.3	85.4	79.6	82.9	85.5	88.4	92.4	87.7	87.1	86.7	86.8	84.9	86.2	82.6	86.2
Male	102.1	98.2	96.8	96.5	92.7	91.0	89.8	90.7	91.9	91.8	95.6	93.7	89.5	88.3	86.8	84.9	83.1	82.6	86.2
Female	97.9	93.8	91.2	89.4	86.7	86.5	83.7	86.8	85.5	88.0	89.2	85.8	83.6	83.3	80.4	78.6	78.8	77.3	79.0
Total	100.0	96.5	94.4	93.6	90.3	89.3	87.8	88.8	89.6	89.7	92.4	89.6	86.8	84.3	82.6	80.2	80.0	79.6	80.5

<sup>4</sup> Median Starting salaries of Bachelor Degree Graduates in first full-time employment and aged less than 25, 1996 (\$000). Numbers in cells are shown below related salary figures.

	Aust. Govt.	State Govt.	Total Govt.	Prof. Pract.	Ind/ Comm.	School	Tert. Educ.	Total Ed.	Total	Male	Females
Humanity	26.6	27.0	27.0	26.0	25.0	29.3	25.0	28.0	25.0	26.0	25.0
	105	67	187	27	560	57	31	88	921	214	707
Psychol.	27.5	28.0	27.6	24.0	25.0		30.0	30.0	27.0	26.5	27.0
	41	56	100	10	163		24	31	328	54	274
Soc.Work	32.5	29.0	29.0		28.0				28.9	29.8	28.8
	14	61	80		15				139	10	129
OthSocSc	28.3	26.0	27.0	26.2	25.0			25.0	26.0	27.0	25.2
	24	57	89	12	127			10	260	68	192
Account	27.7	28.0	27.8	26.0	27.5			27.3	27.0	27.0	26.6
	54	63	134	696	552			11	1445	690	755
Econ.Bus.	27.5	27.5	27.5	26.0	27.0		29.0	29.0	27.0	28.0	27.0
	170	107	296	91	1273		31	36	1771	715	1056
Law	29.0	28.1	28.5	24.0	31.9				26.5	27.3	26.0
	51	52	103	350	61				521	230	291
Education	27.2	27.5	27.2		24.0	29.0	29.5	29.0	29.0	30.0	28.6
	12	26	53		111	1411	16	1427	1660	260	1400
Phys.Scie	31.7	26.2	28.8		30.0		26.0	30.0	29.4	30.0	29.0
	17	20	40		124		14	23	200	109	91
Biol. Scie	27.9	27.0	27.6	28.0	26.5		28.5	28.2	27.4	27.7	27.3
	68	111	206	24	351		69	78	723	245	478
Math's.	28.4		28.2		30.5				30.0	31.0	28.0
	24		34		82				134	72	62
Comp.Sci	32.5	29.0	31.0	28.7	30.0		30.0	30.0	30.0	30.1	30.0
	41	53	98	22	430		22	26	604	413	191
Agric.Sci.		26.8	26.8		25.0				26.0	26.7	26.0
		61	73		138				227	146	81
Earth Sci.		29.0	30.0		35.0				35.0	35.0	34.2
		11	19		116				147	99	48
Vet.Sci.				30.0					30.0	30.0	30.0
				111					117	51	66
Engineer.	34.0	31.7	32.3	31.0	33.5		30.1	30.1	32.5	32.5	33.0
	120	129	289	286	925		32	32	1562	1260	302
ArchBldg		27.4	30.0	22.0	27.0				26.0	27.2	25.0
		14	58	87	118				272	158	114
Medicine	40.0	40.0	40.0						40.0	40.0	40.0
	16	384	401						416	210	206
Paramed.	27.8	27.5	27.5	28.0	27.0	27.9	28.5	27.9	27.5	28.6	27.0
	149	1612	1791	21	454	20	10	30	2419	331	2088
Dentistry		39.5	39.5	41.6					40.0	40.0	40.0
		39	48	43					91	48	43
Pharmacy		23.0	23.0	21.0					21.0	20.5	21.0
		39	48	43					200	73	127
Optomet.				35.0					35.0	35.0	35.0
				59					61	26	35
Art/Desig			26.3		23.0	29.3		28.6	24.0	24.0	24.0
			16		171	13		21	230	65	165
All Fields	28.5	28.0	28.0	27.0	28.0	29.0	29.0	29.0	28.0	30.0	27.5
	944	2979	4165	2010	5775	1548	286	1834	14448	5547	8901
Male	31.7	30.0	30.0	28.0	30.0	30.0	30.0	30.0		30.0	
	384	795	1272	1033	2722	252	115	367		5547	
Female	28.0	28.0	28.0	26.0	26.9	29.0	27.9	29.0			27.5
	560	2184	2893	977	3053	1296	171	1467			8901

Fields of study ranked according to level of starting salary, 1993 - 1996<sup>5</sup>

Fields of study	1993	1994	1995	1996
Dentistry	2	2	1	=1
Medicine	1	1	2	=1
Optometry	3	3	3	=2
Earth Science	4	=4	5	=2
Engineering	5	=4	4	3
Mathematics	9	=8	10	=4
Computer Science	6	=5	6	=4
Veterinary Science	7	=5	=7	=4
Physical Science	=8	6	=7	5
Education	11	=8	8	6
Social Work	=8	7	9	7
Paramedical Studies	10	9	=12	8
Biological Science	=12	10	=12	9
Psychology	=12	=11	=12	=10
Accounting	13	=11	=12	=10
Economics & Business	=12	=11	=12	=10
Law	=15	=13	=14	11
Other Social Sciences	14	=11	13	=12
Agricultural Science	=12	=11	11	=12
Architecture & Buildings	=15	=13	=14	=12
Humanities	=15	12	=14	13
Art & Design	=15	14	15	14
Pharmacy	16	15	16	15

Source: Graduate Destination Survey, 1996 p.13

<sup>5</sup> Graduate Destination Survey, 1996, Table G5, Page 13