



# Teachers' pay statistics

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This note looks at the average pay and the starting salary for a school teacher, how this compares to other jobs, different sectors of the economy and how it has changed over time. The majority of this note focuses on England and Wales, although a comparison with the situation in Scotland is also made. Readers may also be interested in the following notes:

[Teacher supply](#)

[Education: Historical statistics](#)

DCSF data on teachers, including teachers' pay can be found on the DCSF [research and statistics](#) pages

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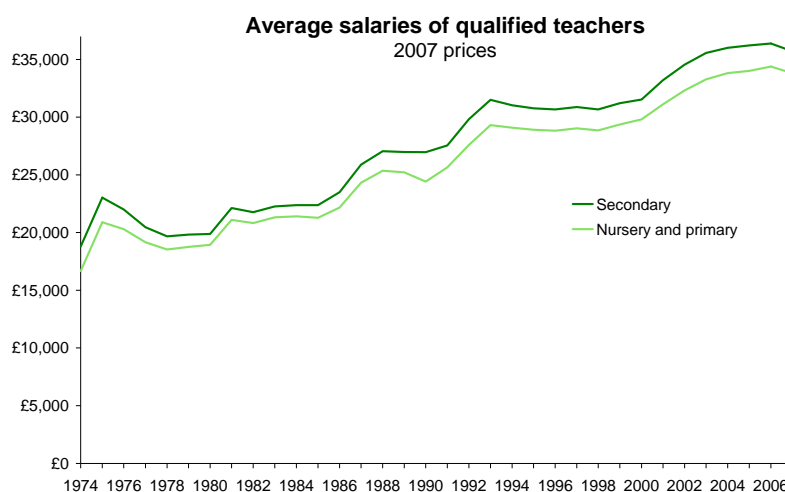
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## Trends in Pay

### 1.1 All teachers

The enclosed Table 1.1 gives the average salary for qualified nursery/primary and secondary teachers in the maintained sector in England and Wales since 1974. This covers all qualified teachers, from classroom teachers to head teachers. Trends in real terms are illustrated opposite. This shows an overall upward trend, but the first two decades tended to see a sharp upturn in salaries followed by a longer period of no real



increase or real declines. Average salaries increased in real terms in each of the eight years to March 2006 (the longest continuous period of growth in the whole period) but fell in real terms in the year to March 2007.

The average salary of both groups of teachers has followed a very similar trend. Nursery/primary teachers pay increased by a greater amount over the entire period; an average annual real increase of 2.2% compared to 2.0% for secondary school teachers. In 1974 the average (mean) salary for nursery/primary teachers was just below the mean for all employees<sup>1</sup> and secondary teachers earned 10% above average.<sup>2</sup> In 2007 the means for nursery/primary and secondary teachers were 22% and 12% above mean earnings for all full-time employees.<sup>3</sup>

It should be noted that changes in the average actually paid to teachers result from changes in their distribution on their pay spines and changes in various allowances as well as the annual pay settlements (value of any particular spine point over time). In general terms, one would expect that average pay would increase by more than the pay settlement if the profession becomes relatively more experienced (low turnover, few new years, few retiring) and by less than the settlement if it becomes less experienced (high numbers of new teachers entering and experienced teachers leaving the profession). Section C of this note looks in more detail at pay settlements.

### 1.2 Different occupations

Using data from the *New Earnings Survey* and its replacement the *Annual Survey of Hours and Earnings* it is possible to look at trends in real average salaries among different occupations.<sup>4</sup> The change in survey methods and coverage means that these figures should be seen as broadly indicative only. On this basis the mean salary of full-time teachers increased by 134% in real terms<sup>5</sup> between 1975 and 2008. This was a slightly larger

<sup>1</sup> Average salary for full-time employees whose pay was not affected by absence

<sup>2</sup> HC Deb 29 January 2001 c33-34w

<sup>3</sup> 2007 *Annual Survey of Hours and Earnings (ASHE)*, ONS. Table 14.1a

<sup>4</sup> Adults in full-time employment. The NES data goes up to 1997, individual occupations given here are public sector employees only and the data is for Great Britain. ASHE data from 1997 covers all public and private sector employees in these occupations and the data is for the UK as a whole.

<sup>5</sup> Adjusted using the all-items RPI

increase than for the police (128%) and the public sector as a whole (114%), but less than for nurses and midwives (147%) and the private sector as a whole (136%). These comparisons are affected by the choice of starting date as the previous chart shows that mean pay levels were quite erratic in the mid 1970s and 1975 was a relative peak for teachers' pay. If 1980 is used as a baseline then teachers' pay increased at a faster rate than any of the other comparators given here.<sup>6</sup> Section 2 looks at recent comparisons of salaries for different occupations in cash terms

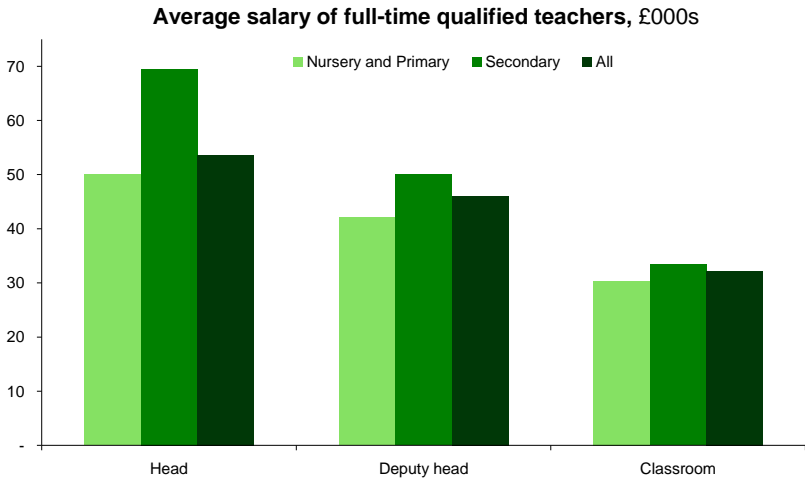
**1.3 Starting salaries**

The attached Table 1.2 gives, for various years since 1979, the starting point of the classroom teacher's salary scale, the starting salary for a newly qualified nurse and the median starting salary for graduates in graduate-type jobs. The real increases in each figure were broadly similar over the whole period, although the starting salary for a newly qualified nurse has increased by the greatest amount. In 1979 the starting salary for a teacher was £3,231; this was about 81% of the median graduate starting salary. By 2008, a teacher's starting salary was 82% of the estimated median graduate starting salary. It should be noted that the figures for teachers and nurses exclude any area based payments for those employed in London or the South East. In addition they exclude the one-off 'golden hellos' paid to newly qualified teachers in certain shortage subjects and the value of student loan write offs.

**2 Average salaries in 2007**

**2.1 Different types of teachers**

The enclosed Table 2.1 shows the latest information from the Department for Children, Schools and Families (DCSF) on the average salary of different teachers in the maintained sector. The chart opposite summarises these figures. At the end of March 2007 the average salary for all teachers in maintained schools in England and Wales was £35,000. The average classroom teacher salary was £32,200. Male teachers earned more than their female colleagues; although the disparity becomes more obvious only at ages 40 and over.<sup>7</sup> Male teachers were also more likely to be heads or deputies and hence their overall average salary was also higher. The differences between the pay of primary and secondary teachers is much greater among deputy heads and heads especially.



Teachers in similar posts are on the same pay scale. Classroom teachers on the main pay scale normally move up one spine point for each year they teach until they reach the top of

<sup>6</sup> *New Earnings Survey*, various years, ONS; *Annual Survey of Hours and Earnings (ASHE)*, various years, ONS  
<sup>7</sup> *School Workforce in England (including Local Authority level figures), January 2008 (Revised)*, DCSF. Table G5

the scale. Movement up the upper pay scale is no automatic. Teachers can also receive additional allowances for management responsibilities, Special Needs and Recruitment & Retention. Teachers who work in and around London receive an allowance to account for the higher costs of living. Differences in the proportion of teachers with management points, and (to a lesser degree) the proportion on the upper pay scale are the main reasons for the variation between the pay of primary and secondary classroom teachers. In March 2007 55% of secondary teachers received at least one management point, compared to 32% of primary teachers.<sup>8</sup>

## 2.2 Different occupations

Table 2.2 appended compares median teachers' salaries with other, mainly public sector type occupations. This data is taken from the *Annual Survey of Earnings and Hours* and is based on all teachers for the different phases. In April 2008 median salaries for each group of teachers was above the average for all employees. However, they were all below the median for all professional occupations, although the difference was not especially large for secondary and special school teachers.

## 2.3 Teachers in Scotland

Following the publication of the McCrone Report<sup>9</sup> in 2001 an agreement was reached that made a number of significant changes to the pay and conditions of teachers in Scotland.<sup>10</sup> The pay deal involved a 21.5% increase in over 3 years and a shortening of the pay spine from nine to seven points by August 2003.<sup>11</sup> This was followed by a four-year pay deal. The salary for a newly qualified (probationer) teacher from 1 April 2008 is £20,427, compared to £20,627 in England and Wales (from September 2008). The top of the pay scale in Scotland (without any further allowances) is £32,583 and can be reached after six years. The top of the main pay scale in England and Wales is currently £30,148 and can be reached after five years.<sup>12</sup>

## 2.4 Teachers in the independent sector

There is no simple way to compare pay in the maintained and independent sectors. The main problem is the variety of salaries and remuneration packages across the independent sector. Independent schools are not covered by any one governing body. Just over half of all independent schools in the UK belong to one of eight associations that form the Independent Schools Council (ISC). These schools contain 80% of all independently educated pupils.<sup>13</sup> Even within these associations there is no consistency over pay. Individual schools are free to offer salaries based on the prevailing market conditions.

According to the Independent Schools Information Service all ISC schools are expected to pay at least the national salary scales, with individual schools adding an agreed percentage to these rates.<sup>14</sup> Larger schools have their own pay scales, which are likely to improve 'significantly' on state sector scales. In addition, there are also allowances for house and

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<sup>8</sup> *ibid.* Table G3

<sup>9</sup> *Independent Committee of Inquiry into Professional Conditions of Service of Teachers*

<sup>10</sup> *A Teaching Profession for the 21st Century: Agreement reached following recommendations made in the McCrone Report*, Scottish Executive

<sup>11</sup> [www.teachinginScotland.com](http://www.teachinginScotland.com)

<sup>12</sup> *Salaries agreement 2004-2008*, Scottish Negotiating Committee for Teachers

<sup>13</sup> *ISC census 2007*, Independent Schools Council

<sup>14</sup> [www.isc.co.uk](http://www.isc.co.uk)

pastoral staff in boarding schools. Other extra benefits for independent school staff may include accommodation in boarding schools and fee remission for their children.<sup>15</sup>

A survey for the *Times Educational Supplement* from 2000 found enormous variation within the independent sector. Staff in boarding schools were generally paid more and 'top' independent teachers could receive around 15% more than an equivalent state teacher. The survey also found that in some smaller independent schools pay could be much less than in state schools. Head teachers were paid between £40,000 and £100,000 with benefits 'often' including accommodation, a car, health insurance and children's school fees.<sup>16</sup> These figures only show a limited part of the overall pay situation in this sector. There clearly are significant variations between these schools and averages will tend to hide such disparities.

### **3 Changes to the classroom teachers' pay scale**

#### **3.1 Annual pay awards**

Table 3.1 at the end of this note details the School Teachers' Review Body (STRB) recommendations on classroom teacher pay and the Government's response since 1992. In eleven of the sixteen years the recommendations were accepted.<sup>17</sup> Staging of awards means that part of the recommended increase is delayed, although the recommended salary is reached later in the year. The cost of this for a classroom teacher on average salary, compared to full implementation, was around £140, £190, £280 and £160 in 1996, 1997, 1998 and 2005 respectively.<sup>18</sup>

A number of the pay settlements have been more complicated than a simple across the board increase to all spine points. Performance pay and the upper pay scale were introduced in 2000. The headline increase of 3.7% in the 2001 pay settlement was the minimum increase any teacher would receive. Those below the top of the pay scale received more than this, the largest increase was for newly qualified teachers who received an increase of 6.6%. The 2002 settlement included an uplift of 3.5% for all spine points in April plus a shortening of the pay scale to six points from September. These changes generally brought pay increases above the headline figure, as illustrated in first chart in this note and Table 1.1.

Annual pay rounds take account of the current rate of inflation, although the review body reports a number of months before any change is implemented and the actual value of a given headline percentage increase can only be calculated in retrospect a year or so after it is implemented. Since 1992 headline pay increases (when implemented) have been below the (then) current rate of inflation<sup>19</sup> in April 1998, April 2003, April/September 2005, and in each subsequent settlement to September 2008. However, as described in Section 1, average pay generally increased over the 10 years to 2006. This may reflect an increased number of teachers on the upper pay scale and/or changes in pay beyond the headline percentage increases. The data on teachers' pay is based on a census of all teachers in the maintained sector which lags behind by around 18 months. Data up to March 2007 is the first to support the case that below inflation pay settlements have contributed to a real fall in average teachers' pay.

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<sup>15</sup> ISIS website ([www.isis.org.uk](http://www.isis.org.uk))

<sup>16</sup> *Where does all the money go?; The earnings game*, Times Education Supplement 11 February 2000

<sup>17</sup> The table does not distinguish between recommendations that were funded, or those that had to be met from existing budgets.

<sup>18</sup> Average salaries as in Table 1

<sup>19</sup> All items RPI

### 3.2 Performance pay and the upper pay scale

The Government first put its proposals on reforming teachers' pay to the STRB in September 1999. These were that teachers who meet national standards at the performance threshold would receive an initial increase of £2,000 and access to an upper pay scale. Progress up this pay scale would depend on performance, and could mean basic salaries of up to £30,000. The current starting point of the upper pay scale (outside London) is £32,660; the maximum is point three, which is worth £35,121. Teachers on the upper pay scale can also receive the allowances mentioned earlier. Other proposals included a new series of management allowances (on a separate scale) to replace responsibility points and higher salaries of over £40,000 for Advanced Skills Teachers (ASTs).

The implementation of the performance threshold was delayed by a judicial review until December 2000, but backdated to September 2000. Teachers could apply for assessment at the threshold once they reached the top of the main pay scale. Over 200,000 teachers in England applied in the first year, 80% of those eligible. Of these, 195,000 were assessed as meeting the threshold standards.<sup>20</sup> Progress up the scale is based on 'continued substantial and sustained performance and contribution to the school'.<sup>21</sup> This is therefore not automatic, but has to be agreed by the school's governing body on the head teacher's recommendation. The STRB stated that teachers would not normally progress more quickly than at two-yearly intervals.

At the end of March 2007 44% of full-time classroom teachers in nursery/primary schools and 46% of those in secondary schools were on the upper pay scale.<sup>22</sup>

## 4 International Comparisons

The OECD has produced a comparison of teachers' starting salaries, typical salary after 15 years and at the top of the scale. This, as with all international comparisons, needs to be viewed with caution. The treatment of allowances/bonuses and the definition of the top of the salary scale are particularly problematic. All allowances are excluded from the figures for England; the definition of the maximum salary is the top of the main scale, again without any allowances. In other countries certain bonuses are included, as it is often difficult to separate bonuses from basic salary increments. Table 4.1 appended gives these figures for primary and secondary teachers in OECD countries. The starting salary for teachers in England was above the majority of countries and above the OECD average. However, the difference was much smaller for secondary school teachers who have a higher starting salary in a number of other countries. The relatively short pay spine in England meant that the salaries after 15 years were above OECD average to a greater degree, but the maximum was below. It takes five years to reach the top of the main classroom teacher pay scale in England, shorter than in any other OECD country and 19 years less than the OECD average. The upper pay spine is not included in this analysis. If it were and the figures for other countries remained the same, then the maximum figures would be above the OECD average and years to reach the top of the scale would be increased, although still below the OECD average.

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<sup>20</sup> HC Deb 13 November 2001 c714-5w

<sup>21</sup> *School Teachers' Review Body Eleventh Report 2002* (Cm 5353) para. 61

<sup>22</sup> *School Workforce in England (including Local Authority level figures), January 2008 (Revised)*, DCSF. Table G3

## 5 Reference tables

Table 1.1

### Average salary of full-time qualified teachers in the maintained nursery, primary and secondary schools sector of England and Wales

31 March each year

	Cash prices			March 2007 prices <sup>(a)</sup>		
	Nursery / Primary	Secondary	All	Nursery / Primary	Secondary	All
1974	2,120	2,390	2,260	16,660	18,780	17,760
1975	3,220	3,550	3,390	20,890	23,030	21,990
1976	3,790	4,110	3,960	20,290	22,010	21,200
1977	4,180	4,460	4,330	19,170	20,460	19,860
1978	4,410	4,680	4,560	18,540	19,680	19,170
1979	4,900	5,180	5,060	18,760	19,830	19,370
1980	5,920	6,220	6,090	18,930	19,890	19,470
1981	7,430	7,790	7,640	21,100	22,120	21,690
1982	8,090	8,460	8,300	20,820	21,770	21,360
1983	8,670	9,050	8,890	21,320	22,260	21,860
1984	9,160	9,580	9,400	21,400	22,380	21,960
1985	9,660	10,160	9,950	21,280	22,380	21,920
1986	10,490	11,120	10,850	22,170	23,500	22,930
1987	11,970	12,740	12,410	24,320	25,890	25,210
1988	12,920	13,780	13,400	25,370	27,060	26,310
1989	13,850	14,830	14,380	25,210	26,990	26,170
1990	14,500	16,020	15,520	24,410	26,970	26,130
1991	16,490	17,720	17,140	25,650	27,560	26,660
1992	18,450	19,950	19,230	27,590	29,830	28,750
1993	19,970	21,470	20,750	29,300	31,500	30,450
1994	20,280	21,630	20,970	29,090	31,030	30,080
1995	20,860	22,200	21,550	28,910	30,760	29,860
1996	21,370	22,730	22,060	28,830	30,670	29,760
1997	22,080	23,480	22,790	29,040	30,880	29,980
1998	22,700	24,130	23,430	28,850	30,670	29,780
1999	23,570	25,060	24,340	29,360	31,210	30,320
2000	24,550	25,980	25,280	29,800	31,530	30,680
2001	26,210	27,980	27,120	31,110	33,210	32,190
2002	27,590	29,500	28,580	32,320	34,550	33,480
2003	29,290	31,300	30,340	33,280	35,560	34,470
2004	30,540	32,510	31,580	33,820	36,000	34,970
2005	31,700	33,750	32,760	34,010	36,210	35,150
2006	32,800	34,720	34,000	34,380	36,390	35,640
2007	33,800	35,700	34,810	33,800	35,700	34,810

Note: Data prior to 1993 includes sixth form colleges

(a) Figures adjusted using the all-times RPI

Sources: *School Workforce in England (including Local Authority level figures), January 2008 (Revised)*, DCSF

DCSF time series -teachers' pay; ONS - CSDB database series CHAW

**Table 1.2**

**Starting salaries for teachers, nurses and graduates**

As at April

	Teachers <sup>(a)</sup>	Nurses <sup>(b)</sup>	Graduates <sup>(c)</sup>
1979	3,231	3,150	3,970
1986	6,423	6,475	8,000
1992	11,184	10,820	12,800
1997	12,711	12,385	15,500
2002	16,632	15,445	20,000
2006	19,161	19,166	23,000
2007	19,641	19,454	23,500
2008	20,133	20,225	24,500
Real change 1979 to 2007 <sup>(d)</sup>	+54.9%	+59.6%	+53.4%

Notes: (a) School Teacher starting salary (main scale/spine point 0)

(b) Minima of Band 5 from October 2004 and clinical grade D and Staff nurse (SRN) previously

(c) Median Graduate starting salary in graduate-type jobs. Taken from the Association of Graduate Recruiters' Annual Graduate Salaries and Vacancies Surveys, summer surveys from 2006

(d) Adjusted using the all-items RPI

Sources: HC Deb 2 February 1988 c585-8W

HC Deb 26 February 2001 c380-81w

Graduate Market Trends Spring 2002 and earlier. AGR summer survey 2006 and earlier

School Teachers' Review Body eleventh report 2002 (Cm5353) and earlier

School Teachers' pay and conditions document, various years, DCSF/DfES

Review Body for Nursing Staff, Midwives, Health Visitors and Professions Allied to Medicine Nineteenth report 2002 (Cm 5345) and earlier

Agenda for change pay circulars, various, DH

**Table 2.1**

**Average salary of full-time regular teachers in maintained schools, by sex, grade and phase, March 2006**

England and Wales				£
	Head	Deputy head	Classroom	All
<b>Nursery and Primary</b>				
Men	49,300	41,800	29,700	36,000
Women	47,700	40,800	29,600	32,200
All	48,200	41,100	29,600	32,800
<b>Secondary</b>				
Men	68,700	49,300	33,400	36,200
Women	65,200	48,100	32,000	33,500
All	67,500	48,800	32,600	34,700
<b>Special and PRU</b>				
Men	59,300	46,600	35,800	40,400
Women	54,600	45,000	34,700	37,300
All	56,900	45,500	35,000	38,200
<b>All</b>				
Men	55,100	47,000	32,800	36,300
Women	49,600	43,500	30,900	33,000
All	51,800	44,800	31,400	34,000

Source: School Workforce in England (including pupil: teacher ratios and pupil: adult ratios), January 2007 (Revised), DCSF. Table G1



**Table 2.2****Median salaries<sup>(a)</sup> of full-time employees, selected occupations, April 2008**

UK

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<b>Education</b>	
Secondary education teaching professionals	£35,300
Primary and nursery education teaching professionals	£33,400
Special needs education teaching professionals	£34,200
<b>Health</b>	
Medical practitioners	£64,100
Pharmacists/pharmacologists	£38,000
Nurses	£28,800
Midwives	£31,000
Paramedics	£34,700
Medical radiographers	£36,100
Physiotherapists	£28,900
<b>Other 'public sector'</b>	
Librarians	£24,900
Social workers	£30,200
Police officers (sergeant and below)	£37,700
Fire service officers (leading fire officer and below)	£30,700
Prison service officers (below principal officer)	£26,500
Bus and coach drivers	£20,900
Rail transport operatives	£26,300
Postal workers, mail sorters, messengers, couriers	£21,300
<b>Professional occupations</b>	<b>£35,400</b>
<b>All employees</b>	<b>£24,900</b>

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(a) Gross pay for employees on adult rates whose pay for the survey pay-period was not affected by absence.

Source: 2007 Annual Survey of Hours and Earnings (ASHE), ONS. Table 14.1a

Table 3.1

## Teachers' Pay Awards -England and Wales

	Review Body Recommendation	Inflation <sup>(a)</sup>	Government Response
<i>April</i>			
1992	7.50%	4.3%	Accepted
1993	1% plus restructuring <sup>(b)</sup>	1.3%	0.55% plus a one off payment of £90 made on 1 May 1993, plus restructuring
1994	2.90%	2.6%	Accepted
1995	2.70%	3.3%	Accepted
1996	3.75% <sup>(c)</sup>	2.4%	Staged 2.75% in April 1996 remainder in December 1996
1997	3.30%	2.4%	Staged 2% in April 1997 and remainder in December 1997
1998	3.80%	4.0%	Staged 2% in April 1998 and remainder in December 1998
1999	3.50%	1.6%	Accepted
2000	3.30% plus performance pay	3.0%	Accepted
2001	3.70% <sup>(d)</sup>	1.8%	Accepted
2002	3.50% plus shortening of pay spine <sup>(e)</sup>	1.5%	Accepted
2003	2.90%	3.1%	Accepted
2004	2.50%	2.5%	Accepted
2005	3.25% from April 2005 to end august 2006	3.2% to April 2005, 4.0% April 04 to Sep 05	Staged 2.5% from April 2005 with additional 0.75% from September 2005 and deferred higher London differentials
<i>September</i>			
2006	2.50%	3.6%	Accepted
2007	2.50%	3.9%	Accepted
2008	2.45%	5.0%	Accepted
2009	2.30%	-	Three year pay deal with higher increases for some teachers in London in 2008. 2009 and 2010 rates are indicative increases and subject to review
2010	2.30%	-	

Notes: (a) All items RPI inflation in the year to April, recommendations and Government decisions are made earlier in the year  
(b) The recommendations would cost a total of 1.5% in 1993/94 and an additional 0.35% in 1994/95  
(c) more for lower end of scale  
(d) Those below the top of the main pay scale received more, up to 6.6% for new teachers. The total cost was 4.2%  
(e) The pay scale will be shortened from 9 to 6 points with the same maxima

Sources: *Schools Teacher' Review Body seventeenth report and earlier editions*  
*School Teachers' Pay and Conditions Document 2008 and earlier editions*  
*HC Deb 29 January 1998 c307-310w*  
*HC Deb 6 February 1997 c698-701w*  
*HC Deb 8 February 1996 c294-296w*  
*HC Deb 9 February 1995 c247-8w*  
*HC Deb 3 February 1994 c848w*  
*HC Deb 12 February 1993 c838-9w*  
*HC Deb 10 February 1992 c348-9w*

Table 4.1

## Annual statutory teachers' salaries in state schools, 2006

\$US converted using PPPs

	Primary			Secondary <sup>(a)</sup>			Year to reach top of scale
	Starting salary	Salary after 15 years	Salary at top of scale	Starting salary	Salary after 15 years	Salary at top of scale	
Australia	31,200	42,700	42,700	31,300	43,300	43,300	9
Austria	27,600	36,600	54,900	28,900	39,400	57,100	34
Belgium (Fl.)	29,000	40,600	49,400	29,000	40,600	49,400	27
Belgium (Fr.)	27,600	38,800	47,500	27,600	38,800	47,500	27
Czech Republic	18,600	24,300	29,000	18,600	24,300	29,000	32
Denmark	35,400	39,900	39,900	35,400	39,900	39,900	8
England	29,500	43,100	43,100	29,500	43,100	43,100	5
Finland	27,700	35,800	45,200	30,800	38,300	48,200	16
France	23,300	31,400	46,300	25,800	33,800	48,900	34
Germany	40,300	50,100	52,300	41,800	51,400	53,700	28
Greece	26,300	32,000	38,500	26,300	32,000	38,500	33
Hungary	11,800	15,000	19,800	11,800	15,000	19,800	40
Iceland	25,000	28,100	32,700	25,000	28,100	32,700	18
Ireland	29,400	48,700	55,100	29,400	48,700	55,100	22
Italy	24,200	29,300	35,700	26,100	31,900	39,200	35
Japan	26,300	49,100	62,600	26,300	49,100	62,600	31
Korea	30,500	52,700	84,300	30,400	52,500	84,100	37
Luxembourg	50,300	69,300	102,500	72,500	90,600	125,900	30
Mexico	13,800	18,200	30,200	17,700	23,200	38,300	14
Netherlands	32,500	42,200	47,100	33,700	46,400	51,700	17
New Zealand	18,900	36,600	36,600	18,900	36,600	36,600	8
Norway	31,300	34,900	38,900	31,300	34,900	38,900	16
Portugal	20,100	32,900	51,600	20,100	32,900	51,600	26
Scotland	29,500	47,100	47,100	29,500	47,100	47,100	6
Spain	33,000	38,500	47,700	37,200	43,200	52,700	38
Sweden	26,200	30,800	35,700	26,700	31,600	36,100	..
Switzerland	40,300	52,200	64,100	46,600	59,800	73,000	26
Turkey	12,700	14,100	15,800	..	..	..	..
United States	34,900	42,400	..	33,500	42,800	..	..
<b>OECD average</b>	<b>27,800</b>	<b>37,800</b>	<b>46,300</b>	<b>30,000</b>	<b>40,700</b>	<b>49,800</b>	<b>24</b>

.. not available

(a) Lower secondary education -generally up to the end of compulsory education

Source: Education at a glance 2008, OECD, Table D3.1