Participation and Timing

Our 2025/26 Survey was completed and published in October 2025 and had a sample of 277 Schools and Colleges from across the country.

To participate in the up coming 2025/26 Survey, or find out more information, simply log onto our website product page *www.argentpublications.com.au* and register.

Alternatively, contact Gavin Leck on:

e: gavin@argentpublications.com.au
t: 0411 312 514

The marketing phase of this survey will run during June; and contributing Schools and Colleges will be able to submit data from July through to the end of September.

The analysis and preparation of the survey report will be progressively completed during September with publication expected to be finalised by October 2023.



Positions Included in the Survey

Senior Management
Head/ Principal
Deputy Head
Director of Teaching/ Learning/ Curriculum
Director/ Dean of Students/ Pastoral Care
Business/ Commercial Manager
Head of Senior School
Head of Middle School
Head of Preparatory School
Director/ Head of Early learning Centre

Academic Management
Director of Activities
Director of Music/ Performing Arts
Director of Sport
Director of ICT
Director of Boarding
Deputy Head of Curriculum
Deputy Head of Senior School
Deputy Head of Middle School
Deputy Head of Preparatory School
Head of Department/ Faculty

Non Academic Management
Senior Accountant
Accountant
Accounts Payable/ Receivable
HR Manager
Director of Marketing
Director of Fundraising/ Philanthropy
Payroll Manager
Registrar
Head of Library
Manager of Facilities
Manager of Grounds and Security
Head/ Principal's Secretary
Chaplain
Occupational Nurse

Argent Publications Pty Ltd



Salary Survey for Independent Schools in Australia

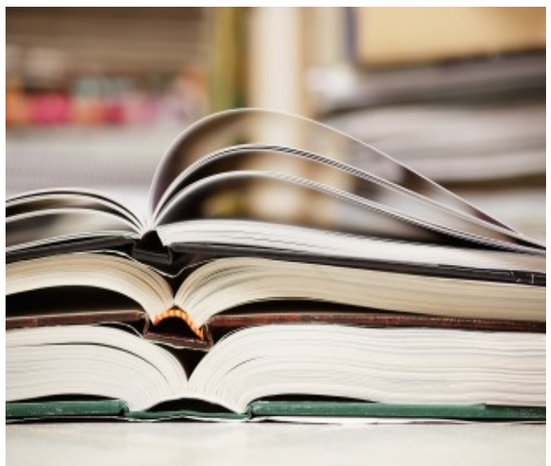
Challenges Facing the Sector

Independent Schools represent a diverse range of organisations from small to large, some being relatively new, and some with traditions that go back more than a century. Schools and Colleges may also be quite large employers, with many middle-level to senior staff being employed on common law contracts rather than being tied to an award.

Through our extensive consulting work with many independent schools, Argent appreciates that the attraction and retention of talented staff is an issue of concern to many independent schools.

The cornerstone of meeting these challenges is to have a remuneration framework which is competitive, affordable, and based on sound and comprehensive market salary data.

Information from our current Survey showed that remuneration levels vary quite widely by location and also by school size. Having detailed benchmark information will therefore be very helpful to Principals in setting salary levels for senior staff.



Three reasons why Heads and Councils need this survey

Informed –

Like any Board, a School Council needs to be well informed about issues prior to taking key decisions, and our Survey will be of the highest professional standard

Independence and objectivity –

Council can be assured that remuneration recommendations or decisions based on information from this Survey will be impartial and independent, and completely free from personal bias, vested interests or personal knowledge/ friendship with the executives concerned.

Defensible –

Council can be assured that seeking high quality market remuneration information will make their decision process easier rather than harder; as well as being able to withstand external scrutiny if it was ever challenged.

Survey Overview

The design of Argent's salary survey has been specially tailored to the needs of the independent schools sector.

Relevance

The survey will cover 33 roles including:

- Senior leadership staff such as:
  - Heads and Deputy Heads; Directors of Pastoral Care and Curriculum; Heads of Senior, Middle and Junior Schools; Business Managers; Head of Boarding; Heads of Teaching Departments; Director of Activities;
- Managers of business functions such as:
  - Marketing, Fundraising, Finance, HR and IT; accountants, payroll, and secretarial positions, (including Secretary to the Head)
  - Supervisors of facilities, maintenance and grounds roles and their staff

A full list is provided on the back of this brochure.

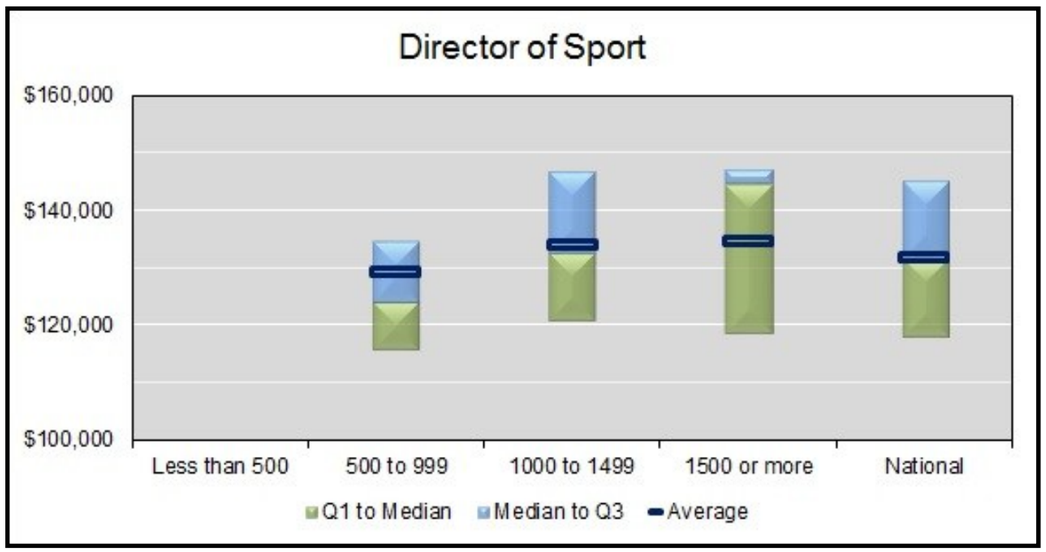
Reliability

The Survey will provide comparisons with independent schools, as well as informative separate comparisons with the wider industry where the positions are similar, without "raising the bar" in determining what is a fair market pay rate.

Affordability

The price for subscribing to the survey is $770 (Inc GST)

Sample: Director of Sport by School Size



Product Details

- In order to subscribe to this product, organisations will need to submit remuneration data for at least 10 positions (or as many as possible) in order to ensure good sample sizes
- We have designed a special spreadsheet to make it easy for Schools to provide us with their current remuneration information
- All data will be submitted using password-protected and encrypted communications, will be anonymous, and will not be published or revealed to any other third party
- Submitted data will be subject to the Argent's verification protocols before being transferred into our master remuneration database
- Statistical comparisons for base salary as well as Employment Cost and bonus information will be provided and published in tables and graphs
- For an agreed fee, we can also tailor specialised reports for formal or informal groups or networks of Schools or Colleges. (There will need to be at least 10 Schools or Colleges in the sample to undertake these reports).