



## Fees Survey 2006

This fee information is based on a survey of fees charged by members of the ISM's Music in Education Section who worked as visiting music teachers in schools between September 2005 and September 2006. The survey was carried out by the Statistical Services Centre at Reading University.

## How to use the Survey

The fees are presented as averages at the 20%, 50% and 80% points in the data. In the adapted staff used to display the results, the first line corresponds to 20 per cent of the responses, the middle to 50 per cent, and the top line to 80 per cent. Figure 1, for example, shows that 20 per cent of teachers were charging an hourly fee of £21 or less (the bottom line of the staff) and 50 per cent charged £25 or less. Another 50 per cent charged £25 or more, while at top of the staff, 80 per cent of the fees charged were £28 or less. Above the staff represents another 20 per cent of teachers who charged £28 or more.

## Hourly Teaching Fees

Respondents were asked to state the hourly rate they received as part-time instrumental or voice teachers in schools in the academic year September 2005 to August 2006. If teachers worked in more than one school, they were asked to respond for the job where they had worked the most hours. The responses ranged from £7 to £40 per hour. The averages of the fees charged are shown in Figure 1.

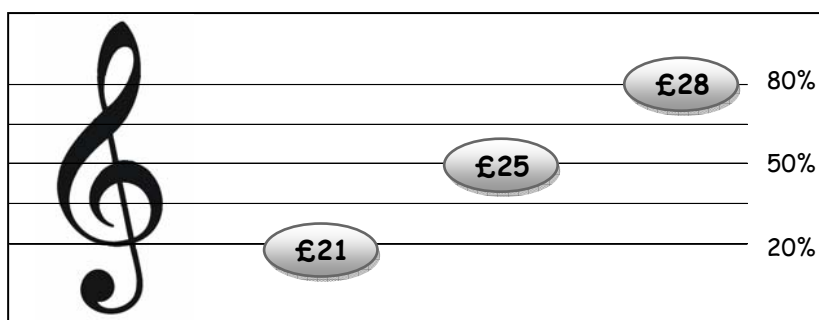


Figure 1 – Percentiles of hourly rate

## Type of School/Music Service

The table below shows which type of school or music service respondents were working in when the above fees were charged.

| Type of school/music service | Number of respondents | Percentage of respondents |
|------------------------------|-----------------------|---------------------------|
| Music Service                | 49                    | 23.1%                     |
| Maintained School            | 34                    | 16%                       |
| Independent School           | 116                   | 54.7%                     |
| Specialist Music School      | 11                    | 5.3%                      |

Statistical tests on this sample showed a significant difference between the hourly fee in a music service and any type of school. There was also found to be a significant difference when the fees in maintained and independent schools were compared; the average for maintained schools was £23.91 and for independent schools it was £26.42. However, since some respondents worked in schools in both sectors (and are assumed to have received the same fee in both), the results for the three types of school were combined. These are illustrated in Figure 2.

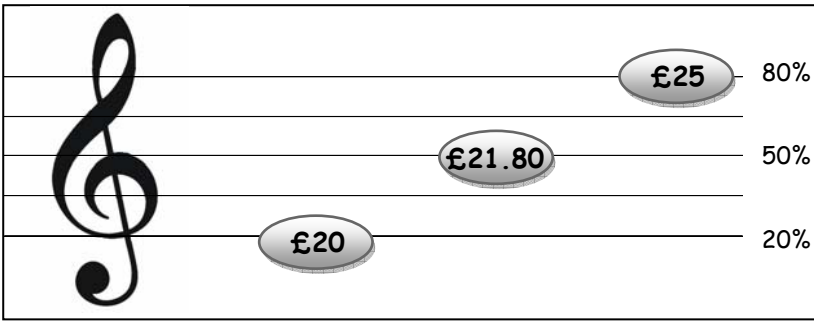


Figure 2a: Percentiles of hourly rate when engaged by a music service



Figure 2b: Percentiles of hourly rate when engaged by a school

### Contractual Arrangements

When asked about their contract, 49.8 per cent answered that it was with the school/music service and 50.2 per cent with the parents. Statistical tests showed a significant difference between the average hourly fees for these two groups, as illustrated in Figure 3.

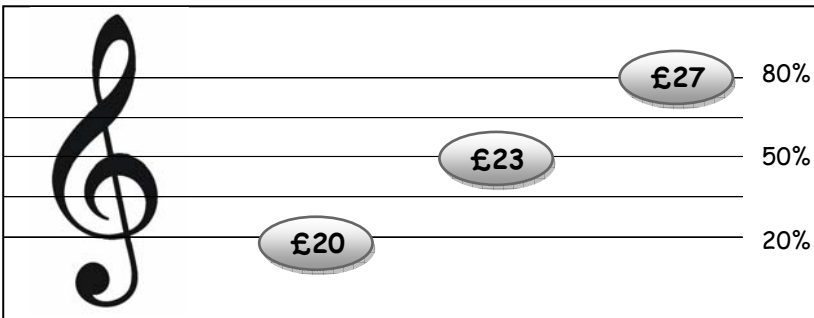


Figure 3a: Percentiles of hourly rate when contract is with school/music service

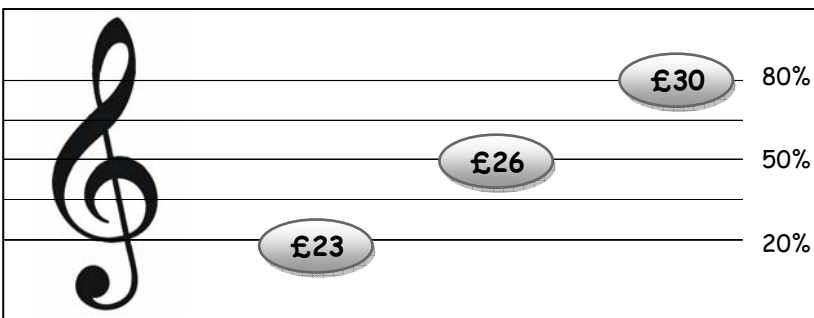


Figure 3b: Percentiles of hourly rate when contract is with parents

### How was the fee set?

76.7 per cent of respondents said their fees were set by the school or music service and 22.9 per cent had negotiated the rate. Statistical tests showed that the negotiated fees were significantly higher, as illustrated in Figure 4.



Figure 4a: Percentiles of hourly rate when fee is set by school/music service

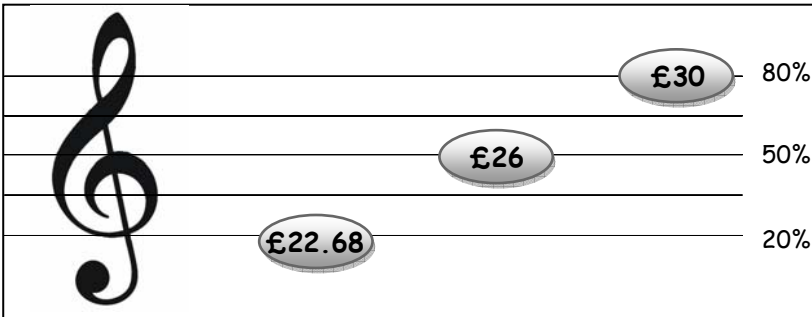


Figure 4b: Percentiles of hourly rate when fee is negotiated

### Range of Fees Charged

More than half of respondents had worked in more than one school during 2005-06. These teachers were asked to quote their highest and lowest fees charged.

#### Highest Fees

The averages of the highest fees charged are illustrated in Figure 5.

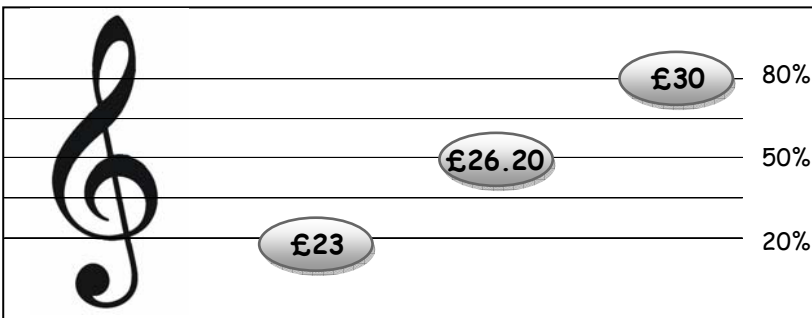


Figure 5: Percentiles of highest fee charged

### Type of School/Music Service

Statistical tests showed that the highest fees charged when engaged by a music service were significantly lower than when engaged by a school (regardless of the type of school), as illustrated in Figure 6.

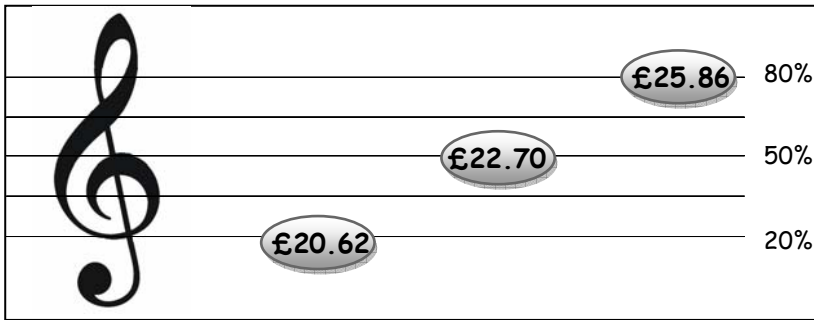


Figure 6a: Percentiles of highest fee when engaged by a music service

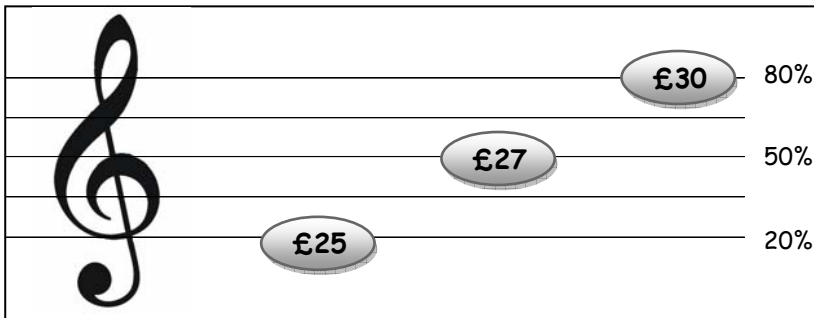


Figure 6b: Percentiles of highest fee when engaged by a school

### Contractual Arrangements

As with the general hourly rate, there was a significant difference between the 'highest' fees charged by teachers whose contract was with the school or music service and those who contracted directly with the parents. This is shown in Figure 7.

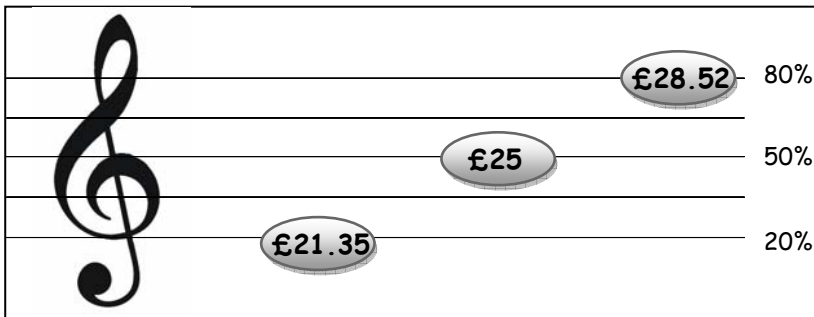


Figure 7a: Percentiles of highest fee when contract is with the school/music service

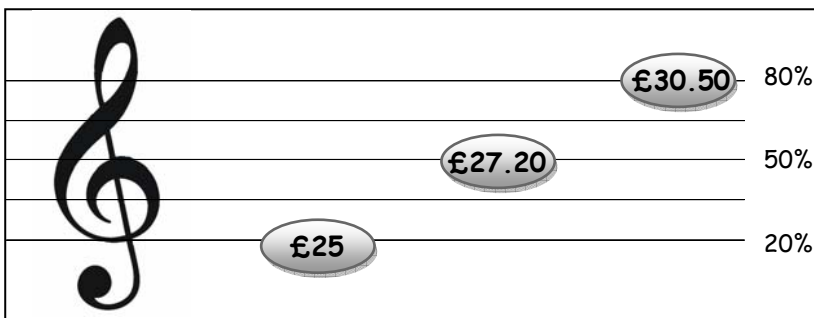


Figure 7b: Percentiles of highest fee when contract is with the parents

Whether the fee was set by the school/music service or negotiated by the teacher was found to make no significant difference to the 'highest' fees charged.

### Lowest Fees

The averages of the lowest fees charged are illustrated in Figure 8.

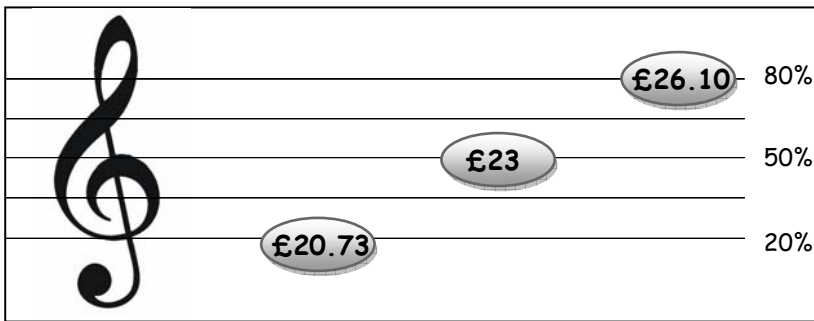


Figure 8: Percentiles of lowest fee charged

### Type of School/Music Service

Statistical tests showed that the lowest fees were significantly less when engaged by a music service than when engaged by a school (regardless of the type of school), as illustrated in Figure 9.

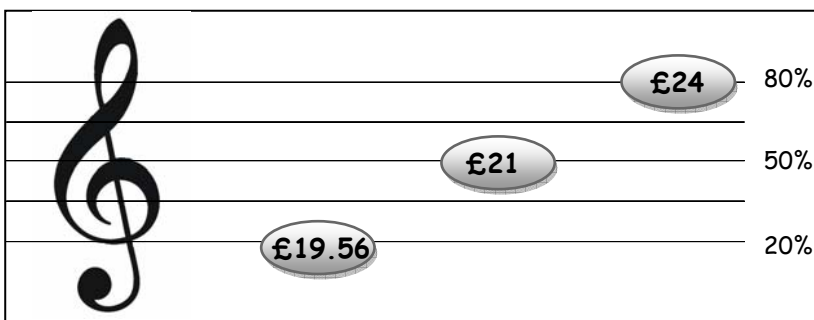


Figure 9a: Percentiles of lowest fee when engaged by a music service

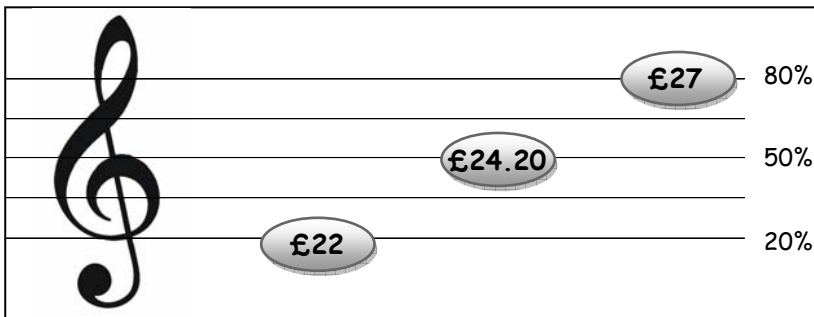


Figure 9b: Percentiles of lowest fee when engaged by a school

### Contractual Arrangements

There was also found to be a significant difference between the lowest fees of teachers contracting directly with the parents and those contracting with the school or music service, as illustrated in Figure 10.



Figure 10a: Percentiles of lowest fee when contract is with the school/music service

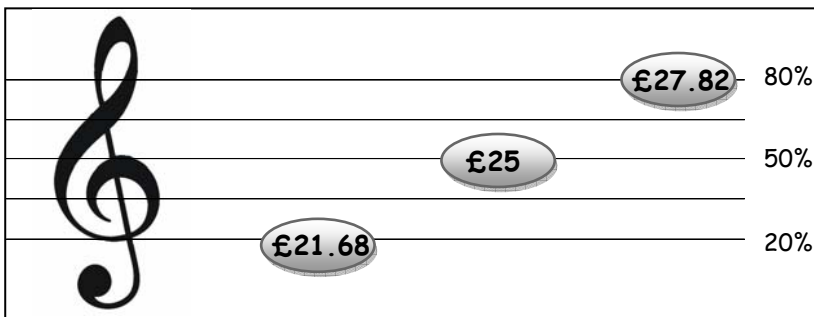


Figure 10b: Percentiles of lowest fee when contract is with the parents

### How was the fee set?

Unlike the 'highest' fees, there was found to be a significant difference between the lowest fees set by the school/music service and those negotiated by the teacher, as illustrated in Figure 11.

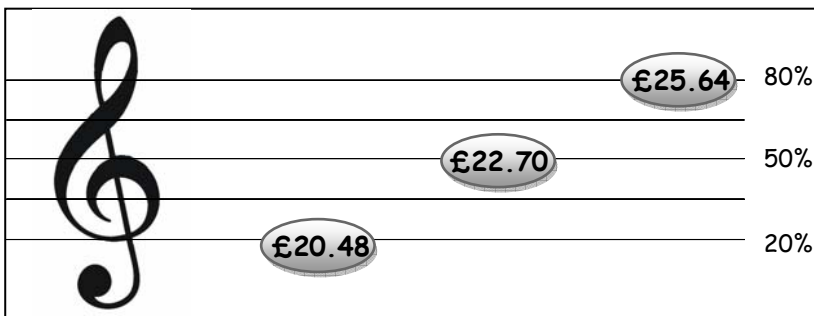


Figure 11a: Percentiles of lowest fee when fee is set by school/music service

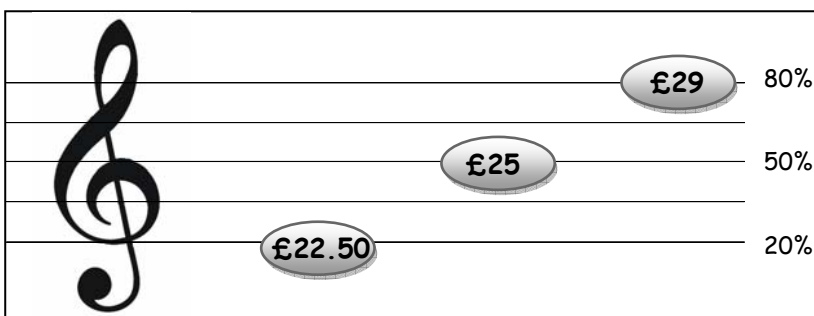


Figure 11b: Percentiles of lowest fee when fee is negotiated

## Experience & Qualifications

Respondents were asked about their professional qualifications, whether they held Qualified Teacher Status (QTS) and how long they had been working as a visiting music teacher. For this sample of teachers, neither professional qualifications nor QTS was found to have a significant bearing on the fees charged.

There was, however, a significant difference between the rate charged by teachers who had been working for more than 15 years and those who had been working for less than 15 years, as illustrated in Figure 12.

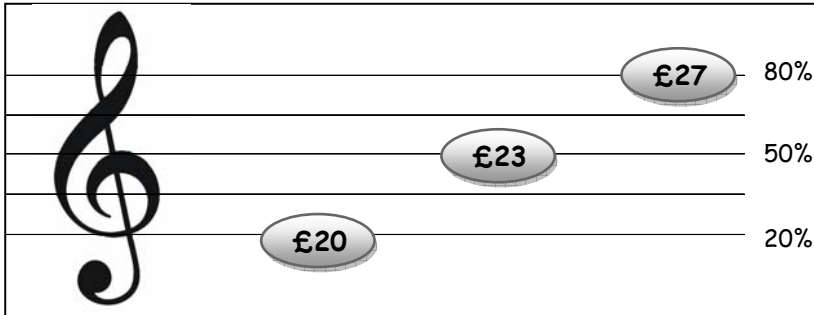


Figure 12a: Percentiles of hourly rate when respondent has worked for less than 15yrs

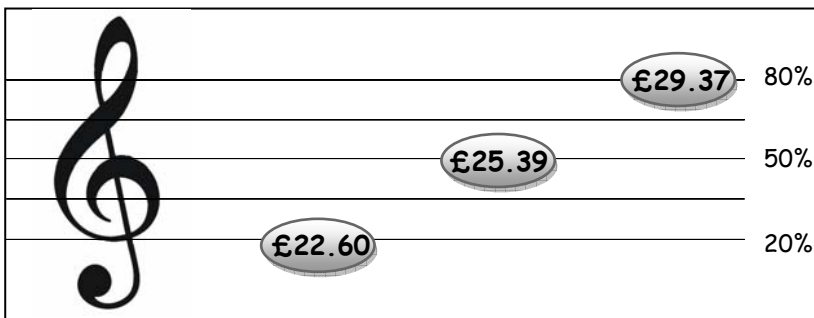


Figure 12b: Percentiles of hourly rate when respondent has worked for more than 15yrs

## Notes

### General

1. The UK Working Time Regulations 1998 introduced the definition of a 'worker' with regard to determining whether a person has statutory employment rights. A worker is legally defined as 'an employee or an individual who undertakes to do or perform personally any work or services for another party to the contract, whose status is not, by virtue of the contract, either a client or a customer, of any profession or business undertaking carried on by that individual'. It should be noted, therefore, that part-time visiting teachers who are engaged on a self-employed basis are not necessarily excluded from the protection of the Working Time Regulations. They may be viewed as being a 'worker' within the definition of the Regulations. A teacher has to be contracted to provide their services personally in order to be regarded as a 'worker' under the Regulations; if they are able to send a substitute to teach in their place, they may not be viewed as a 'worker' and the Regulations may not apply to them. It is possible for a teacher to be a 'worker' in one (or more) job(s) and not in another (or others).

2. Teachers who are unlikely to meet the definition of worker are those genuinely self-employed teachers whose tuition services are provided as part of an independent business run by the teacher, i.e. teachers who provide

lessons to a school as part of a general music teaching business, or who bill parents independently where a school simply provides the premises. Independent self-employed teachers should refer to ISM Information Sheet 02/13 *Private Tuition*.

3. Fees are a matter of negotiation and will depend on the specific requirements of the job. Fees negotiated for future work may incorporate annual inflationary increases. The latest available rate of inflation – the Retail Price Index (RPI) – at the time this information sheet was published (August 2007) was 4.4%. Inflation rates are published monthly by the Office for National Statistics at [www.statistics.gov.uk](http://www.statistics.gov.uk).

### Entitlement to Paid Holiday

4. The Working Time Regulations entitle all full-time and part-time workers to a minimum amount of paid holiday each year. This entitlement accrues throughout the leave year. For periods before 1 October 2007, the annual statutory holiday entitlement is 4 weeks. Under draft government proposals currently before Parliament, this annual entitlement would rise to 4.8 weeks from 1 October 2007 and to 5.6 weeks from 1 April 2009. Under proposed transitional arrangements, teachers whose leave year runs

from 1 September to 31 August would be entitled to 4.73 weeks of paid holiday in the academic year 2007-08, rising further to 5.13 weeks in 2008-09 and 5.6 weeks in 2009-10 and subsequent years.

#### Visiting Teachers who are 'Workers'

5. The Fees Survey information serves as a starting point for setting hourly tuition fees (before deduction of tax/National Insurance) for part-time instrumental, singing and music teachers who are defined by the Working Time Regulations as workers.

6. Fees charged normally apply only to contact teaching time with individual pupils. Shared and group lessons may attract extra payments by negotiation. It is customary for additional payment for extra attendance required for rehearsals, accompanying, concerts, performances, instrument maintenance and purchase, staff meetings, parents meetings, etc to be negotiated separately with the teacher. (Refer to Information Sheets 02/1 *Concerts and Recitals*, 02/11 *Accompanists* and 02/12 *Workshops* for guidance.)

7. All teachers should ensure that when they accept work, they are informed of the intervals at which they will be paid. Teachers who are 'workers' should be aware that the only deductions that may be made from their fees, without their prior agreement, are those for tax and/or National Insurance. Pension contributions may also be deducted if a teacher has joined a relevant pension scheme.

8. Part-time teachers who are offered employment by a school for a substantial portion of the week may wish to consider negotiating a pro rata salary rather than payment of an hourly fee.

9. Travel expenses for employed teachers (ie. those taxed under Schedule E) who visit more than one school for an employer are usually paid either at the rate agreed for use in each school or, in the maintained sector, at approved Local Authority rates for:

- the daily journey from the administrative centre to the first school visited;
- subsequent journeys between schools;
- the return journey to the administrative centre.

#### Hourly-paid (non-salaried) teachers

10. Where part-time teachers are paid on an hourly basis, according to the number of hours worked, or per lesson or per series of lessons, whether paid in a lump sum at the end of each term or on an on-going basis for lessons given during the term, the Working Time Regulations require that they will receive the statutory minimum of paid holiday in addition to their pay for the lessons given. This requirement applies to every employer for whom a part-time teacher works.

11. It is recommended that holiday pay due to hourly-paid part-time teachers be paid at the start of school holidays. Statutory holiday pay must be paid at a time when holiday is actually taken. It cannot be rolled up into an overall hourly rate payable only at times when work is undertaken. If the teacher usually works the same number of hours each week, the amount of a week's holiday pay should be based on the teachers's normal weekly pay. If the teacher's weekly teaching hours vary, the amount payable should be based on

the teacher's average weekly pay during weeks in which the teacher works.

12. If hourly-paid teachers resign or have their employment terminated during the course of an academic year (the statutory or contractual period of notice having been given), they are entitled to a fraction of the annual entitlement to holiday pay, calculated *pro rata* with the proportion of the academic year which they served.

#### Salaried teachers

13. Where a part-time visiting teacher is paid a proportion of a full-time teacher's salary (eg, three fifths of salary for three days' work) in equal monthly instalments throughout the year, such a salary includes paid holiday sufficient to satisfy the Working Time Regulations. Where part-time teachers are paid by the hour or by the lesson but the payments are spread in monthly instalments and then adjusted at the end of the term or the end of the year, they are not salaried or regarded as being in receipt of holiday pay, and should be paid on the same basis as hourly-paid teachers.

#### Independent Self-employed Teachers

14. Advice for independent self-employed teachers who are not 'workers' as defined by the Working Time Regulations – see Notes 1 and 2 above – is contained in Information Sheet 02/13 *Private Tuition*.

#### Note:

Teachers are under no obligation to agree non-statutory changes to their contract with the school which may be detrimental to them. They should always seek independent legal advice if they are presented with any changes to their existing terms and conditions.