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**GOVERNMENT NOTICE**

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**DEPARTMENT OF EDUCATION****No. 746****22 July 2005****IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST-OF-LIVING ADJUSTMENT FOR EDUCATORS ON SALARY LEVELS 1 TO 12 AND IMPLEMENTATION OF THE NEW INCLUSIVE FLEXIBLE REMUNERATION PACKAGE DISPENSATION FOR THE MMS: 1 JULY**

**I, Grace Naledi Mandisa Pandor, Minister of Education, have in terms of section 4 of the Employment of Educators Act, 1998 determined that:**

In terms of the multi-term agreement (Resolution 2 of 2004) that was concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the registered scope of the PSCBC, I hereby determine the following conditions of service for educators employed in terms of the Employment of Educators Act, 1998:

1. a cost-of-living adjustment of 4.6 percent for educators on salary levels 3 to 12 effective from 1 July 2005.
2. inclusive flexible remuneration packages for Office Based Senior Professionals (Deputy Chief Education Specialists and Chief Education Specialists) on salary levels 11 and 12. These remuneration packages already include the 4,6% cost-of-living adjustment, effective from 1 July 2005.

The Personnel Administration Measures (PAM) will be amended in order to include this matter as outlined in Annexure A.



GNM PANDOR, MP  
MINISTER OF EDUCATION

DATE: 12-07-2005

## Annexure A

**TRANSLATION KEY WITH EFFECT FROM 1 JULY 2005 FOR FULL-TIME  
EMPLOYEES: EDUCATORS**

Salary level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)	Salary level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)
<b>3</b>	1	42,207	44,148	<b>4</b>	1	49,536	51,816
	2	42,630	44,592		2	50,031	52,332
	3	43,056	45,036		3	50,532	52,857
	4	43,485	45,486		4	51,036	53,385
	5	43,923	45,945		5	51,549	53,922
	6	44,361	46,401		6	52,062	54,456
	7	44,805	46,866		7	52,584	55,002
	8	45,255	47,337		8	53,112	55,557
	9	45,705	47,808		9	53,643	56,112
	10	46,161	48,285		10	54,177	56,670
	11	46,626	48,771		11	54,723	57,240
	12	47,091	49,257		12	55,269	57,813
	13	47,565	49,752		13	55,821	58,389
	14	48,039	50,250		14	56,382	58,977
	15	48,519	50,751		15	56,943	59,562
	16	49,008	51,264		16	57,513	60,159
<b>5</b>	1	58,602	61,299	<b>6</b>	1	72,552	75,891
	2	59,193	61,917		2	73,278	76,650
	3	59,781	62,532		3	74,010	77,415
	4	60,381	63,159		4	74,751	78,189
	5	60,987	63,792		5	75,498	78,972
	6	61,599	64,434		6	76,254	79,761
	7	62,214	65,076		7	77,019	80,562
	8	62,835	65,727		8	77,790	81,369
	9	63,465	66,384		9	78,567	82,182
	10	64,098	67,047		10	79,350	83,001
	11	64,743	67,722		11	80,148	83,835
	12	65,388	68,397		12	80,949	84,672
	13	66,042	69,081		13	81,759	85,521
	14	66,702	69,771		14	82,578	86,376
	15	67,371	70,470		15	83,403	87,240
	16	68,043	71,172		16	84,234	88,110
	P	68,715	71,877				

Salary level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)	Salary level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)
7	1	90,372	94,530	8	1	112,239	117,402
	2	91,278	95,478		2	113,364	118,578
	3	92,190	96,432		3	114,498	119,766
	4	93,114	97,398		4	115,641	120,960
	5	94,047	98,373		5	116,799	122,172
	6	94,986	99,357		6	117,969	123,396
	7	95,937	100,350		7	119,148	124,629
	8	96,900	101,358		8	120,339	125,874
	9	97,869	102,372		9	121,542	127,134
	10	98,847	103,395		10	122,760	128,406
	11	99,834	104,427		11	123,987	129,690
	12	100,833	105,471		12	125,226	130,986
	13	101,841	106,527		13	126,477	132,294
	14	102,861	107,592		14	127,743	133,620
	15	103,893	108,672		15	129,024	134,961
	16	104,931	109,758		16	130,311	136,305
	P	106,125	111,006				

9	1	134,022	140,187	10	1	167,286	174,981
	2	135,363	141,591		2	168,960	176,733
	3	136,719	143,010		3	170,649	178,500
	4	138,087	144,441		4	172,356	180,285
	5	139,470	145,887		5	174,084	182,091
	6	140,865	147,345		6	175,827	183,915
	7	142,278	148,824		7	177,585	185,754
	8	143,700	150,312		8	179,358	187,608
	9	145,137	151,815		9	181,155	189,489
	10	146,592	153,336		10	182,967	191,385
	11	148,056	154,866		11	184,794	193,296
	12	149,535	156,414		12	186,645	195,231
	13	151,032	157,980		13	188,508	197,181
	14	152,541	159,558		14	190,395	199,155
	15	154,068	161,157		15	192,300	201,147
	16	155,607	162,765		16	194,223	203,157
	P	156,981	164,202				
	P	161,898	169,347				

Salary Level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)	Salary Level	Notch no.	Salary notches 1 July 2004 (R.p.a.)	Salary notches 1 July 2005 (R.p.a.)
11	1	195,156	204,135	12	1	234,894	245,700
	2	197,109	206,178		2	237,246	248,160
	3	199,077	208,236		3	239,616	250,638
	4	201,069	210,318		4	242,013	253,146
	5	203,082	212,424		5	244,434	255,678
	6	205,116	214,551		6	246,876	258,234
	7	207,165	216,696		7	249,342	260,811
	8	209,238	218,862		8	251,838	263,424
	9	211,332	221,055		9	254,358	266,058
	10	213,447	223,266		10	256,899	268,716
	11	215,580	225,498		11	259,467	271,404
	12	217,737	227,754		12	262,065	274,119
	13	219,918	230,034		13	264,687	276,864
	14	222,114	232,332		14	267,333	279,630
	15	224,337	234,657		15	270,006	282,426
	16	226,581	237,003		16	272,709	285,255
			<b>INCLUSIVE</b>				<b>INCLUSIVE</b>
			<b>PACKAGE</b>				<b>PACKAGE</b>
Salary Level	Notch no.		1 July 2005 (R.p.a.)	Salary Level	Notch no.		1 July 2005 (R.p.a.)
11	1		273,393	12	1		324,657
	2		276,129		2		327,906
	3		278,889		3		331,185
	4		281,679		4		334,497
	5		284,496		5		337,842
	6		287,343		6		341,223
	7		290,217		7		344,637
	8		293,121		8		348,087
	9		296,055		9		351,570
	10		299,016		10		355,086
	11		302,007		11		358,638
	12		305,028		12		362,226
	13		308,082		13		365,850
	14		311,163		14		369,510
	15		314,277		15		373,206
	16		317,421		16		376,941