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**GOVERNMENT NOTICE**

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**DEPARTMENT OF EDUCATION**

No. 692

**30 July 2007**

## DEPARTMENT OF EDUCATION


IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST-OF-LIVING ADJUSTMENT FOR EDUCATORS EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1994 WITH EFFECT FROM 1 JULY 2007

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 1 of 2007) 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 7.5 percent for educators on salary levels 3 to 12 effective from 1 July 2007,

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

  
MS GNM PANDOR, MP  
MINISTER OF EDUCATION

Date: 11-07-2007

**SALARY LEVELS WITH EFFECT FROM 1 JULY 2007 FOR FULL-TIME EMPLOYEES:  
EDUCATORS**

SALARY LEVEL												
Salary notches											Inclusive packages	
	3	4	5	6	7	8	9	10	11	12	11	12
1	49,974	58,653	69,390	85,908	107,007	132,897	158,688	198,072	231,075	278,127	313,164	371,193
2	50,478	59,241	70,089	86,766	108,078	134,229	160,275	200,055	233,388	280,911	316,260	374,871
3	50,982	59,832	70,785	87,633	109,161	135,573	161,886	202,059	235,719	283,716	319,386	378,582
4	51,489	60,429	71,496	88,506	110,253	136,923	163,503	204,078	238,077	286,554	322,542	382,329
5	52,011	61,041	72,210	89,394	111,357	138,294	165,138	206,124	240,459	289,422	325,731	386,121
6	52,527	61,644	72,936	90,288	112,470	139,680	166,791	208,188	242,865	292,314	328,953	389,943
7	53,052	62,262	73,665	91,194	113,595	141,078	168,465	210,270	245,295	295,233	332,208	393,810
8	53,583	62,892	74,400	92,109	114,735	142,488	170,151	212,367	247,749	298,191	335,493	397,716
9	54,120	63,516	75,147	93,027	115,884	143,913	171,852	214,497	250,227	301,170	338,814	401,658
10	54,657	64,149	75,894	93,954	117,042	145,353	173,574	216,639	252,729	304,179	342,168	405,636
11	55,209	64,794	76,659	94,899	118,209	146,805	175,305	218,808	255,258	307,224	345,552	409,659
12	55,758	65,442	77,424	95,847	119,391	148,272	177,057	220,995	257,814	310,296	348,975	413,718
13	56,319	66,096	78,198	96,807	120,585	149,754	178,830	223,200	260,394	313,401	352,431	417,822
14	56,883	66,762	78,981	97,776	121,791	151,257	180,615	225,435	262,995	316,533	355,917	421,965
15	57,450	67,422	79,770	98,754	123,015	152,772	182,424	227,694	265,626	319,701	359,442	426,147
16	58,032	68,100	80,565	99,741	124,242	154,293	184,248	229,968	268,281	322,902	363,003	430,377
P			81,363		125,655		185,874					
P							191,697					

**TRANSLATION KEY WITH EFFECT FROM 1 JULY 2007 FOR FULL-TIME EMPLOYEES:  
EDUCATORS**

Salary level	Notch no.	Salary notches 1 July 2006 (R.p.a.)	Salary notches 1 July 2007 (R.p.a.)	Salary level	Notch no.	Salary notches 1 July 2006 (R.p.a.)	Salary notches 1 July 2007 (R.p.a.)
3	1	46,488	49,974	4	1	54,561	58,653
	2	46,956	50,478		2	55,107	59,241
	3	47,424	50,982		3	55,659	59,832
	4	47,898	51,489		4	56,214	60,429
	5	48,381	52,011		5	56,781	61,041
	6	48,861	52,527		6	57,342	61,644
	7	49,350	53,052		7	57,918	62,262
	8	49,845	53,583		8	58,503	62,892
	9	50,343	54,120		9	59,085	63,516
	10	50,844	54,657		10	59,673	64,149
	11	51,357	55,209		11	60,273	64,794
	12	51,867	55,758		12	60,876	65,442
	13	52,389	56,319		13	61,485	66,096
	14	52,914	56,883		14	62,103	66,762
	15	53,442	57,450		15	62,718	67,422
16	53,982	58,032	16	63,348	68,100		
5	1	64,548	69,390	6	1	79,914	85,908
	2	65,199	70,089		2	80,712	86,766
	3	65,847	70,785		3	81,519	87,633
	4	66,507	71,496		4	82,332	88,506
	5	67,173	72,210		5	83,157	89,394
	6	67,848	72,936		6	83,988	90,288
	7	68,526	73,665		7	84,831	91,194
	8	69,210	74,400		8	85,683	92,109
	9	69,903	75,147		9	86,538	93,027
	10	70,599	75,894		10	87,399	93,954
	11	71,310	76,659		11	88,278	94,899
	12	72,021	77,424		12	89,160	95,847
	13	72,741	78,198		13	90,054	96,807
	14	73,470	78,981		14	90,954	97,776
	15	74,205	79,770		15	91,863	98,754
	16	74,943	80,565		16	92,781	99,741
	p	75,687	81,363				

7	1	99,540	107,007
	2	100,539	108,078
	3	101,544	109,161
	4	102,561	110,253
	5	103,587	111,357
	6	104,622	112,470
	7	105,669	113,595
	B	106,731	114,735
	9	107,799	115,884
	10	108,876	117,042
	11	109,962	118,209
	12	111,060	119,391
	13	112,173	120,585
	14	113,295	121,791
	15	114,432	123,015
	16	115,575	124,242
	p	116,889	125,655

8	1	123,624	132,897
	2	124,863	134,229
	3	126,114	135,573
	4	127,371	136,923
	5	128,646	138,294
	6	129,936	139,680
	7	131,235	141,078
	8	132,546	142,488
	9	133,872	143,913
	10	135,213	145,353
	11	136,563	146,805
	12	137,928	148,272
	13	139,305	149,754
	14	140,703	151,257
	15	142,113	152,772
	16	143,529	154,293

9	1	147,618	158,688
	2	149,094	160,275
	3	150,591	161,886
	4	152,097	163,503
	5	153,618	165,138
	6	155,154	166,791
	7	156,711	168,465
	B	158,280	170,151
	9	159,861	171,852
	10	161,463	173,574
	11	163,074	175,305
	12	164,703	177,057
	13	166,353	178,830
	14	168,015	180,615
	15	169,698	182,424
	16	171,393	184,248
	p	172,905	185,874
	p	178,323	191,697

10	1	184,254	198,072
	2	186,099	200,055
	3	187,962	202,059
	4	189,840	204,078
	5	191,742	206,124
	6	193,662	208,188
	7	195,600	210,270
	8	197,550	212,367
	9	199,533	214,497
	10	201,525	216,639
	11	203,541	218,808
	12	205,578	220,995
	13	207,627	223,200
	14	209,706	225,435
	15	211,809	227,694
	16	213,924	229,968

11	1	214,953	231,075
	2	217,104	233,388
	3	219,273	235,719
	4	221,466	238,077
	5	223,683	240,459
	6	225,921	242,865
	7	228,180	245,295
	8	230,463	247,749
	9	232,770	250,227
	10	235,098	252,729
	11	237,450	255,258
	12	239,826	257,814
	13	242,226	260,394
	14	244,647	262,995
	15	247,095	265,626
	16	249,564	268,281

12	1	258,723	278,127
	2	261,312	280,911
	3	263,922	283,716
	4	266,562	286,554
	5	269,229	289,422
	6	271,920	292,314
	7	274,635	295,233
	8	277,386	298,191
	9	280,158	301,170
	10	282,957	304,179
	11	285,789	307,224
	12	288,648	310,296
	13	291,537	313,401
	14	294,450	316,533
	15	297,396	319,701
	16	300,375	322,902

Salary level	Notch no.	Packages 1 July 2006 (R.p.a.)	Packages 1 July 2007 (R.p.a.)	Salary level	Notch no.	Packages 1 July 2006 (R.p.a.)	Packages 1 July 2007 (R.p.a.)
11	1	291,315	313,164	12	1	345,297	371,193
	2	294,195	316,260		2	348,717	374,871
	3	297,102	319,386		3	352,170	378,582
	4	300,039	322,542		4	355,656	382,329
	5	303,006	325,731		5	359,181	386,121
	6	306,003	328,953		6	362,739	389,943
	7	309,030	332,208		7	366,336	393,810
	8	312,087	335,493		8	369,969	397,716
	9	315,177	338,814		9	373,635	401,658
	10	318,297	342,168		10	377,337	405,636
	11	321,444	345,552		11	381,078	409,659
	12	324,627	348,975		12	384,855	413,718
	13	327,843	352,431		13	388,671	417,822
	14	331,086	355,917		14	392,526	421,965
	15	334,365	359,442		15	396,417	426,147
	16	337,677	363,003		16	400,350	430,377