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No. Gazette
 No.

GOVERNMENT NOTICE

Education, Department of

Government Notice

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| 946 | Employment of Educators Act, 1998: Improvement in conditions: Annual cost of living adjustment for educators with effect from 1 July 2009 | 3 | 32612 |
|-----|---|---|-------|

GOVERNMENT NOTICE

DEPARTMENT OF EDUCATION**No. 946****5 October 2009**

IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST OF LIVING ADJUSTMENT FOR EDUCATORS EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1998, WITH EFFECT FROM 1 JULY 2009

I, Angelina Matsie Motshekga, Minister of Basic Education, have in terms of section 4 of the Employment of Educators Act, 1998 determined that:

In terms of Resolution 5 of 2009, that was concluded in the Public Service Coordinating Bargaining Council (PSCBC) on the improvement of 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 on a sliding scale of between 13% and 10% for educators - (Annexure A).
2. A Cost of living adjustment on a sliding scale of between 13% and 10% for non OSD educators - (Annexure B).



**ANGIE MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE: 29-09-09**

OSD SALARY SCALES AND TRANSLATION KEYS W.E.F 1 JULY 2009 FOR FULL-TIME EDUCATORS IN PUBLIC EDUCATION: EMPLOYMENT OF EDUCATORS ACT- PERSONNEL

| % | Notches | | |
|-----|---------|----------|----------|
| | Codes | 1/7/2008 | 1/7/2009 |
| 001 | 55,236 | 62,418 | |
| 002 | 55,788 | 63,042 | |
| 003 | 56,352 | 63,678 | |
| 004 | 56,904 | 64,302 | |
| 005 | 57,480 | 64,953 | |
| 006 | 58,044 | 65,592 | |
| 007 | 58,632 | 66,255 | |
| 008 | 59,208 | 66,906 | |
| 009 | 59,808 | 67,584 | |
| 010 | 60,408 | 68,262 | |
| 011 | 61,020 | 68,955 | |
| 012 | 61,620 | 69,633 | |
| 013 | 62,232 | 70,323 | |
| 014 | 62,856 | 71,028 | |
| 015 | 63,480 | 71,733 | |
| 016 | 64,116 | 72,453 | |
| 017 | 64,764 | 73,185 | |
| 018 | 65,400 | 73,902 | |
| 019 | 66,072 | 74,664 | |
| 020 | 66,732 | 75,408 | |
| 021 | 67,392 | 76,155 | |
| 022 | 68,064 | 76,914 | |
| 023 | 68,748 | 77,688 | |
| 024 | 69,432 | 78,459 | |
| 025 | 70,128 | 79,245 | |
| 026 | 70,824 | 80,034 | |
| 027 | 71,544 | 80,130 | |
| 028 | 72,252 | 80,925 | |
| 029 | 72,972 | 81,729 | |
| 030 | 73,704 | 82,551 | |
| 031 | 74,448 | 83,382 | |
| 032 | 75,192 | 84,216 | |
| 033 | 75,936 | 85,050 | |
| 034 | 76,704 | 85,911 | |
| 035 | 77,460 | 86,757 | |
| 036 | 78,240 | 87,630 | |
| 037 | 79,020 | 88,503 | |
| 038 | 79,800 | 89,376 | |
| 039 | 80,616 | 90,291 | |
| 040 | 81,408 | 91,179 | |
| 041 | 82,236 | 92,106 | |
| 042 | 83,052 | 93,021 | |
| 043 | 83,880 | 93,948 | |
| 044 | 84,720 | 94,887 | |
| 045 | 85,572 | 95,841 | |
| 046 | 86,424 | 96,795 | |
| 047 | 87,288 | 97,764 | |
| 048 | 88,164 | 98,745 | |
| 049 | 89,052 | 99,741 | |
| 050 | 89,940 | 100,734 | |
| 051 | 90,840 | 101,742 | |
| 052 | 91,740 | 102,750 | |
| 053 | 92,652 | 103,773 | |
| 054 | 93,576 | 104,808 | |
| 055 | 94,524 | 105,867 | |
| 056 | 95,460 | 106,917 | |
| 057 | 96,420 | 107,991 | |
| 058 | 97,392 | 109,080 | |
| 059 | 98,352 | 110,157 | |
| 060 | 99,336 | 111,258 | |
| 061 | 100,332 | 112,374 | |
| 062 | 101,340 | 113,502 | |
| 063 | 102,348 | 114,630 | |
| 064 | 103,368 | 115,773 | |
| 065 | 104,400 | 116,928 | |
| 066 | 105,444 | 118,098 | |
| 067 | 106,512 | 119,295 | |
| 068 | 107,568 | 120,477 | |
| 069 | 108,648 | 121,686 | |
| 070 | 109,728 | 122,898 | |
| 071 | 110,832 | 124,134 | |
| 072 | 111,936 | 125,370 | |
| 073 | 113,064 | 126,633 | |
| 074 | 114,192 | 127,896 | |
| 075 | 115,332 | 129,174 | |
| 076 | 116,484 | 130,464 | |
| 077 | 117,648 | 131,766 | |

| % | Notches | | |
|-----|---------|----------|----------|
| | Codes | 1/7/2008 | 1/7/2009 |
| 078 | 118,812 | 131,883 | |
| 079 | 120,012 | 133,215 | |
| 080 | 121,212 | 134,547 | |
| 081 | 122,424 | 135,891 | |
| 082 | 123,648 | 137,250 | |
| 083 | 124,884 | 138,624 | |
| 084 | 126,132 | 140,007 | |
| 085 | 127,392 | 141,408 | |
| 086 | 128,664 | 142,818 | |
| 087 | 129,948 | 144,243 | |
| 088 | 131,256 | 145,695 | |
| 089 | 132,564 | 147,147 | |
| 090 | 133,896 | 148,626 | |
| 091 | 135,228 | 150,105 | |
| 092 | 136,584 | 151,611 | |
| 093 | 137,952 | 153,129 | |
| 094 | 139,332 | 154,659 | |
| 095 | 140,724 | 156,204 | |
| 096 | 142,128 | 157,764 | |
| 097 | 143,544 | 159,336 | |
| 098 | 144,972 | 160,920 | |
| 099 | 146,436 | 162,546 | |
| 100 | 147,900 | 164,169 | |
| 101 | 149,376 | 165,810 | |
| 102 | 150,864 | 167,460 | |
| 103 | 152,376 | 169,140 | |
| 104 | 153,900 | 170,829 | |
| 105 | 155,436 | 172,536 | |
| 106 | 156,996 | 174,267 | |
| 107 | 158,568 | 176,013 | |
| 108 | 160,152 | 177,771 | |
| 109 | 161,748 | 179,541 | |
| 110 | 163,368 | 181,341 | |
| 111 | 165,000 | 183,150 | |
| 112 | 166,656 | 184,989 | |
| 113 | 168,312 | 186,828 | |
| 114 | 170,004 | 188,706 | |
| 115 | 171,696 | 190,584 | |
| 116 | 173,424 | 192,501 | |
| 117 | 175,152 | 194,421 | |
| 118 | 176,904 | 195,480 | |
| 119 | 178,668 | 197,430 | |
| 120 | 180,456 | 199,404 | |
| 121 | 182,268 | 201,408 | |
| 122 | 184,080 | 203,409 | |
| 123 | 185,928 | 205,452 | |
| 124 | 187,776 | 207,495 | |
| 125 | 189,660 | 209,577 | |
| 126 | 191,556 | 211,671 | |
| 127 | 193,464 | 213,780 | |
| 128 | 195,408 | 215,928 | |
| 129 | 197,364 | 218,088 | |
| 130 | 199,344 | 220,278 | |
| 131 | 201,336 | 222,477 | |
| 132 | 203,352 | 224,706 | |
| 133 | 205,380 | 226,947 | |
| 134 | 207,432 | 229,215 | |
| 135 | 209,496 | 231,495 | |
| 136 | 211,596 | 233,814 | |
| 137 | 213,720 | 236,163 | |
| 138 | 215,856 | 238,521 | |
| 139 | 218,016 | 240,909 | |
| 140 | 220,188 | 243,309 | |
| 141 | 222,384 | 245,736 | |
| 142 | 224,616 | 248,202 | |
| 143 | 226,860 | 250,683 | |
| 144 | 229,128 | 253,188 | |
| 145 | 231,420 | 255,720 | |
| 146 | 233,736 | 258,279 | |
| 147 | 236,076 | 260,865 | |
| 148 | 238,440 | 263,478 | |
| 149 | 240,816 | 266,103 | |
| 150 | 243,216 | 268,755 | |
| 151 | 245,664 | 271,461 | |
| 152 | 248,112 | 274,164 | |
| 153 | 250,596 | 276,909 | |
| 154 | 253,104 | 279,681 | |

| % | Notches | | |
|-----|---------|----------|----------|
| | Codes | 1/7/2008 | 1/7/2009 |
| 155 | 255,636 | 281,202 | |
| 156 | 258,192 | 284,013 | |
| 157 | 260,772 | 286,851 | |
| 158 | 263,376 | 289,716 | |
| 159 | 266,016 | 292,620 | |
| 160 | 268,668 | 295,536 | |
| 161 | 271,356 | 298,494 | |
| 162 | 274,080 | 301,488 | |
| 163 | 276,804 | 304,485 | |
| 164 | 279,576 | 307,536 | |
| 165 | 282,372 | 310,611 | |
| 166 | 285,204 | 313,725 | |
| 167 | 288,048 | 316,854 | |
| 168 | 290,928 | 320,022 | |
| 169 | 293,844 | 323,229 | |
| 170 | 296,784 | 326,463 | |
| 171 | 299,748 | 329,724 | |
| 172 | 302,748 | 333,024 | |
| 173 | 305,772 | 336,351 | |
| 174 | 308,832 | 339,717 | |
| 175 | 311,916 | 343,110 | |
| 176 | 315,036 | 346,542 | |
| 177 | 318,192 | 350,013 | |
| 178 | 321,372 | 353,511 | |
| 179 | 324,588 | 357,048 | |
| 180 | 327,828 | 360,612 | |
| 181 | 331,104 | 364,215 | |
| 182 | 334,428 | 367,872 | |
| 183 | 337,764 | 371,541 | |
| 184 | 341,148 | 375,264 | |
| 185 | 344,556 | 379,014 | |
| 186 | 348,000 | 382,800 | |
| 187 | 351,480 | 386,628 | |
| 188 | 354,984 | 390,483 | |
| 189 | 358,548 | 394,404 | |
| 190 | 362,124 | 398,337 | |
| 191 | 365,748 | 402,324 | |
| 192 | 369,408 | 406,350 | |
| 193 | 373,104 | 410,415 | |
| 194 | 376,824 | 414,507 | |
| 195 | 380,592 | 418,653 | |
| 196 | 384,396 | 422,838 | |
| 197 | 388,248 | 427,074 | |
| 198 | 392,136 | 431,352 | |
| 199 | 396,060 | 435,666 | |
| 200 | 400,008 | 440,010 | |
| 201 | 404,016 | 444,420 | |
| 202 | 408,060 | 448,866 | |
| 203 | 412,128 | 453,342 | |
| 204 | 416,256 | 457,884 | |
| 205 | 420,420 | 462,462 | |
| 206 | 424,620 | 467,082 | |
| 207 | 428,856 | 471,744 | |
| 208 | 433,152 | 476,469 | |
| 209 | 437,484 | 481,233 | |
| 210 | 441,852 | 486,039 | |
| 211 | 446,280 | 490,908 | |
| 212 | 450,744 | 495,819 | |
| 213 | 455,244 | 500,769 | |
| 214 | 459,792 | 505,773 | |
| 215 | 464,400 | 510,840 | |
| 216 | 469,044 | 515,949 | |
| 217 | 473,736 | 521,112 | |
| 218 | 478,464 | 526,311 | |
| 219 | 483,252 | 531,579 | |
| 220 | 488,088 | 536,898 | |
| 221 | 492,972 | 542,271 | |

| % | Inclusive Package | | |
|-----|-------------------|----------|----------|
| | Codes | 1/7/2008 | 1/7/2009 |
| 001 | 362,664 | 398,931 | |
| 002 | 365,964 | 402,918 | |
| 003 | 369,288 | 406,947 | |
| 004 | 372,636 | 411,015 | |
| 005 | 376,032 | 415,125 | |
| 006 | 379,464 | 419,274 | |
| 007 | 382,932 | 423,465 | |
| 008 | 386,412 | 427,698 | |
| 009 | 389,952 | 431,973 | |
| 010 | 393,504 | 436,290 | |
| 011 | 397,116 | 440,652 | |
| 012 | 400,752 | 445,056 | |
| 013 | 404,424 | 449,505 | |
| 014 | 408,132 | 453,999 | |
| 015 | 411,888 | 458,538 | |
| 016 | 415,668 | 463,122 | |
| 017 | 419,496 | 467,751 | |
| 018 | 423,360 | 472,428 | |
| 019 | 427,248 | 477,150 | |
| 020 | 431,196 | 481,920 | |
| 021 | 435,156 | 486,738 | |
| 022 | 439,188 | 491,604 | |
| 023 | 443,244 | 496,518 | |
| 024 | 447,348 | 501,483 | |
| 025 | 451,488 | 506,496 | |
| 026 | 455,664 | 511,560 | |
| 027 | 459,876 | 516,675 | |
| 028 | 464,148 | 521,841 | |
| 029 | 468,456 | 527,058 | |
| 030 | 472,788 | 532,326 | |
| 031 | 477,192 | 537,648 | |
| 032 | 481,632 | 543,024 | |
| 033 | 486,120 | 548,454 | |
| 034 | 490,644 | 553,938 | |
| 035 | 495,216 | 559,476 | |
| 036 | 499,824 | 565,068 | |
| 037 | 504,492 | 570,717 | |
| 038 | 509,208 | 576,423 | |
| 039 | 513,960 | 582,186 | |
| 040 | 518,760 | 588,006 | |
| 041 | 523,620 | 593,886 | |
| 042 | 528,528 | 599,823 | |
| 043 | 533,472 | 605,820 | |
| 044 | 538,464 | 611,877 | |
| 045 | 543,516 | 617,994 | |
| 046 | 548,628 | 624,171 | |
| 047 | 553,776 | 630,411 | |
| 048 | 558,984 | 636,714 | |
| 049 | 564,228 | 643,080 | |
| 050 | 569,532 | 649,509 | |
| 051 | 574,908 | 656,004 | |
| 052 | 580,320 | 662,562 | |
| 053 | 585,792 | 669,186 | |
| 054 | 591,312 | 675,876 | |
| 055 | 596,892 | 682,632 | |
| 056 | 602,532 | 689,457 | |
| 057 | 608,220 | 696,351 | |
| 058 | 613,956 | 703,314 | |
| 059 | 619,764 | 710,346 | |
| 060 | 625,644 | 717,447 | |
| 061 | 631,572 | 724,620 | |

**ANNEXURE B: SALARY LEVELS WITH EFFECT FROM 1 JULY 2009 FOR FULL-TIME EMPLOYEES:
NON OSD EDUCATORS**

| SALARY LEVEL | | | | | | | | | | | | |
|-----------------------|----------|----------|----------|----------|----------|----------|----------|-----------|-----------|-----------|---------------------------|-----------|
| Salary notches | | | | | | | | | | | Inclusive packages | |
| | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 11 | 12 |
| 1 | 62,412 | 72,600 | 85,884 | 106,332 | 131,256 | 163,020 | 193,776 | 241,872 | 280,884 | 338,076 | 380,664 | 451,200 |
| 2 | 63,048 | 73,332 | 86,760 | 107,388 | 132,576 | 164,652 | 195,708 | 244,284 | 283,704 | 341,460 | 384,432 | 455,664 |
| 3 | 63,672 | 74,064 | 87,624 | 108,468 | 133,896 | 166,308 | 197,688 | 246,732 | 286,524 | 344,868 | 388,236 | 460,188 |
| 4 | 64,308 | 74,796 | 88,500 | 109,536 | 135,240 | 167,952 | 199,644 | 249,204 | 289,392 | 348,312 | 392,064 | 464,736 |
| 5 | 64,956 | 75,552 | 89,376 | 110,640 | 136,608 | 169,632 | 201,648 | 251,700 | 292,296 | 351,804 | 395,940 | 469,344 |
| 6 | 65,592 | 76,308 | 90,288 | 111,756 | 137,964 | 171,336 | 203,664 | 254,208 | 295,212 | 355,320 | 399,864 | 473,988 |
| 7 | 66,264 | 77,076 | 91,188 | 112,872 | 139,344 | 173,052 | 205,704 | 256,764 | 298,164 | 358,872 | 403,812 | 478,692 |
| 8 | 66,924 | 77,856 | 92,088 | 114,000 | 140,748 | 174,780 | 207,780 | 259,320 | 301,152 | 362,460 | 407,808 | 483,444 |
| 9 | 67,584 | 78,612 | 93,012 | 115,152 | 142,140 | 176,520 | 209,844 | 261,912 | 304,164 | 366,084 | 411,840 | 488,232 |
| 10 | 68,256 | 79,404 | 93,936 | 116,292 | 143,568 | 178,296 | 211,956 | 264,528 | 307,212 | 369,732 | 415,908 | 493,068 |
| 11 | 68,940 | 80,208 | 94,896 | 117,456 | 145,008 | 180,084 | 214,068 | 267,180 | 310,284 | 373,452 | 420,024 | 497,952 |
| 12 | 69,636 | 81,012 | 95,832 | 118,632 | 146,448 | 181,872 | 216,192 | 269,844 | 313,392 | 377,184 | 424,188 | 502,884 |
| 13 | 70,344 | 81,816 | 96,792 | 119,820 | 147,912 | 183,684 | 218,376 | 272,544 | 316,512 | 380,952 | 428,400 | 507,876 |
| 14 | 71,028 | 82,632 | 97,752 | 121,020 | 149,388 | 185,544 | 220,548 | 275,268 | 319,680 | 384,756 | 432,636 | 512,904 |
| 15 | 71,748 | 83,460 | 98,736 | 122,232 | 150,900 | 187,392 | 222,756 | 278,028 | 322,872 | 388,608 | 436,908 | 518,004 |
| 16 | 72,468 | 84,288 | 99,720 | 123,456 | 152,400 | 189,252 | 224,988 | 280,812 | 326,112 | 392,496 | 441,240 | 523,140 |
| P | | | 100,716 | | 154,128 | | 226,968 | | | | | |
| P | | | | | | | 234,084 | | | | | |

**ANNEXURE B: TRANSLATION KEY WITH EFFECT FROM 1 JULY 2009 FOR FULL-TIME
EMPLOYEES: NON OSD EDUCATORS**

| Salary level | Notch no. | Salary notches 1 July 2008 (R.p.a.) | Salary notches 1 July 2009 (R.p.a.) | Salary level | Notch no. | Salary notches 1 July 2008 (R.p.a.) | Salary notches 1 July 2009 (R.p.a.) |
|--------------|-----------|---|---|--------------|-----------|---|---|
| 3 | 1 | 55,224 | 62,412 | 4 | 1 | 64,812 | 72,600 |
| | 2 | 55,788 | 63,048 | | 2 | 65,472 | 73,332 |
| | 3 | 56,340 | 63,672 | | 3 | 66,120 | 74,064 |
| | 4 | 56,904 | 64,308 | | 4 | 66,780 | 74,796 |
| | 5 | 57,480 | 64,956 | | 5 | 67,452 | 75,552 |
| | 6 | 58,044 | 65,592 | | 6 | 68,124 | 76,308 |
| | 7 | 58,632 | 66,264 | | 7 | 68,808 | 77,076 |
| | 8 | 59,220 | 66,924 | | 8 | 69,504 | 77,856 |
| | 9 | 59,808 | 67,584 | | 9 | 70,188 | 78,612 |
| | 10 | 60,396 | 68,256 | | 10 | 70,896 | 79,404 |
| | 11 | 61,008 | 68,940 | | 11 | 71,604 | 80,208 |
| | 12 | 61,620 | 69,636 | | 12 | 72,324 | 81,012 |
| | 13 | 62,244 | 70,344 | | 13 | 73,044 | 81,816 |
| | 14 | 62,856 | 71,028 | | 14 | 73,776 | 82,632 |
| | 15 | 63,492 | 71,748 | | 15 | 74,508 | 83,460 |
| 16 | 64,128 | 72,468 | 16 | | 75,252 | 84,288 | |
| 5 | 1 | 76,680 | 85,884 | 6 | 1 | 94,932 | 106,332 |
| | 2 | 77,460 | 86,760 | | 2 | 95,880 | 107,388 |
| | 3 | 78,228 | 87,624 | | 3 | 96,840 | 108,468 |
| | 4 | 79,008 | 88,500 | | 4 | 97,800 | 109,536 |
| | 5 | 79,800 | 89,376 | | 5 | 98,784 | 110,640 |
| | 6 | 80,604 | 90,288 | | 6 | 99,780 | 111,756 |
| | 7 | 81,408 | 91,188 | | 7 | 100,776 | 112,872 |
| | 8 | 82,212 | 92,088 | | 8 | 101,784 | 114,000 |
| | 9 | 83,040 | 93,012 | | 9 | 102,804 | 115,152 |
| | 10 | 83,868 | 93,936 | | 10 | 103,824 | 116,292 |
| | 11 | 84,720 | 94,896 | | 11 | 104,868 | 117,456 |
| | 12 | 85,560 | 95,832 | | 12 | 105,912 | 118,632 |
| | 13 | 86,412 | 96,792 | | 13 | 106,980 | 119,820 |
| | 14 | 87,276 | 97,752 | | 14 | 108,048 | 121,020 |
| | 15 | 88,152 | 98,736 | | 15 | 109,128 | 122,232 |
| | 16 | 89,028 | 99,720 | | 16 | 110,220 | 123,456 |
| | P | 89,916 | 100,716 | | | | |

TRANSLATION KEY WITH EFFECT FROM 1 JULY 2009 FOR FULL-TIME EMPLOYEES: NON OSD EDUCATORS

| | | | | |
|----------|------------|---------|---------|---------|
| 7 | 1 | 118,248 | 131,256 | |
| | 2 | 119,436 | 132,576 | |
| | 3 | 120,624 | 133,896 | |
| | 4 | 121,836 | 135,240 | |
| | 5 | 123,060 | 136,608 | |
| | 6 | 124,284 | 137,964 | |
| | 7 | 125,532 | 139,344 | |
| | 11% | 8 | 126,792 | 140,748 |
| | | 9 | 128,052 | 142,140 |
| | | 10 | 129,336 | 143,568 |
| | | 11 | 130,632 | 145,008 |
| | | 12 | 131,928 | 146,448 |
| | | 13 | 133,248 | 147,912 |
| | | 14 | 134,580 | 149,388 |
| | | 15 | 135,936 | 150,900 |
| | | 16 | 137,292 | 152,400 |
| P | | 138,852 | 154,128 | |

| | | | | |
|----------|------------|---------|---------|---------|
| 8 | 1 | 146,856 | 163,020 | |
| | 2 | 148,332 | 164,652 | |
| | 3 | 149,820 | 166,308 | |
| | 4 | 151,308 | 167,952 | |
| | 5 | 152,820 | 169,632 | |
| | 6 | 154,356 | 171,336 | |
| | 7 | 155,892 | 173,052 | |
| | 11% | 8 | 157,452 | 174,780 |
| | | 9 | 159,024 | 176,520 |
| | | 10 | 160,620 | 178,296 |
| | | 11 | 162,228 | 180,084 |
| | | 12 | 163,848 | 181,872 |
| | | 13 | 165,480 | 183,684 |
| | | 14 | 167,148 | 185,544 |
| | | 15 | 168,816 | 187,392 |
| | | 16 | 170,496 | 189,252 |

| | | | | |
|----------|--------------|---------|---------|---------|
| 9 | 1 | 175,356 | 193,776 | |
| | 2 | 177,108 | 195,708 | |
| | 3 | 178,896 | 197,688 | |
| | 4 | 180,672 | 199,644 | |
| | 5 | 182,484 | 201,648 | |
| | 10.5% | 6 | 184,308 | 203,664 |
| | | 7 | 186,156 | 205,704 |
| | | 8 | 188,028 | 207,780 |
| | | 9 | 189,900 | 209,844 |
| | | 10 | 191,808 | 211,956 |
| | | 11 | 193,716 | 214,068 |
| | | 12 | 195,648 | 216,192 |
| | | 13 | 197,616 | 218,376 |
| | | 14 | 199,584 | 220,548 |
| | | 15 | 201,588 | 222,756 |
| | | 16 | 203,604 | 224,988 |
| | | P | 205,392 | 226,968 |
| P | 211,836 | 234,084 | | |

| | | | | |
|-----------|--------------|---------|---------|---------|
| 10 | 1 | 218,880 | 241,872 | |
| | 2 | 221,064 | 244,284 | |
| | 3 | 223,284 | 246,732 | |
| | 4 | 225,516 | 249,204 | |
| | 5 | 227,772 | 251,700 | |
| | 10.5% | 6 | 230,052 | 254,208 |
| | | 7 | 232,356 | 256,764 |
| | | 8 | 234,672 | 259,320 |
| | | 9 | 237,024 | 261,912 |
| | | 10 | 239,388 | 264,528 |
| | | 11 | 241,788 | 267,180 |
| | | 12 | 244,200 | 269,844 |
| | | 13 | 246,636 | 272,544 |
| | | 14 | 249,108 | 275,268 |
| | | 15 | 251,604 | 278,028 |
| | | 16 | 254,124 | 280,812 |

| |
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**TRANSLATION KEY WITH EFFECT FROM 1 JULY 2009 FOR FULL-TIME EMPLOYEES: NON
OSD EDUCATORS**

| | | | | | | | | | |
|-----------|------------|---------|---------|-----------|---------|------------|---------|---------|---------|
| 11 | 1 | 255,348 | 280,884 | 12 | 1 | 307,332 | 338,076 | | |
| | 2 | 257,904 | 283,704 | | 2 | 310,416 | 341,460 | | |
| | 3 | 260,472 | 286,524 | | 3 | 313,512 | 344,868 | | |
| | 4 | 263,076 | 289,392 | | 4 | 316,644 | 348,312 | | |
| | 5 | 265,716 | 292,296 | | 5 | 319,812 | 351,804 | | |
| | 6 | 268,368 | 295,212 | | 6 | 323,016 | 355,320 | | |
| | 7 | 271,056 | 298,164 | | 7 | 326,244 | 358,872 | | |
| | 8 | 273,768 | 301,152 | | 8 | 329,508 | 362,460 | | |
| | 10% | 9 | 276,504 | | 304,164 | 10% | 9 | 332,796 | 366,084 |
| | | 10 | 279,276 | | 307,212 | | 10 | 336,120 | 369,732 |
| | | 11 | 282,072 | | 310,284 | | 11 | 339,492 | 373,452 |
| | | 12 | 284,892 | | 313,392 | | 12 | 342,888 | 377,184 |
| | | 13 | 287,736 | | 316,512 | | 13 | 346,320 | 380,952 |
| | | 14 | 290,616 | | 319,680 | | 14 | 349,776 | 384,756 |
| | | 15 | 293,520 | | 322,872 | | 15 | 353,280 | 388,608 |
| | | 16 | 296,460 | | 326,112 | | 16 | 356,808 | 392,496 |

| Salary level | Notch no. | Packages 1 July 2008 (R.p.a.) | Packages 1 July 2009 (R.p.a.) | Salary level | Notch no. | Packages 1 July 2008 (R.p.a.) | Packages 1 July 2009 (R.p.a.) | | |
|--------------|------------|-------------------------------|-------------------------------|--------------|-----------|-------------------------------|-------------------------------|---------|---------|
| 11 | 1 | 346,056 | 380,664 | 12 | 1 | 410,172 | 451,200 | | |
| | 2 | 349,476 | 384,432 | | 2 | 414,240 | 455,664 | | |
| | 3 | 352,932 | 388,236 | | 3 | 418,344 | 460,188 | | |
| | 4 | 356,412 | 392,064 | | 4 | 422,484 | 464,736 | | |
| | 5 | 359,940 | 395,940 | | 5 | 426,672 | 469,344 | | |
| | 6 | 363,504 | 399,864 | | 6 | 430,896 | 473,988 | | |
| | 7 | 367,092 | 403,812 | | 7 | 435,168 | 478,692 | | |
| | 8 | 370,728 | 407,808 | | 8 | 439,488 | 483,444 | | |
| | 9 | 374,400 | 411,840 | | 9 | 443,844 | 488,232 | | |
| | 10% | 10 | 378,096 | | 415,908 | 10% | 10 | 448,236 | 493,068 |
| | | 11 | 381,840 | | 420,024 | | 11 | 452,676 | 497,952 |
| | | 12 | 385,620 | | 424,188 | | 12 | 457,164 | 502,884 |
| | | 13 | 389,448 | | 428,400 | | 13 | 461,700 | 507,876 |
| | | 14 | 393,300 | | 432,636 | | 14 | 466,272 | 512,904 |
| | | 15 | 397,188 | | 436,908 | | 15 | 470,904 | 518,004 |
| | | 16 | 401,124 | | 441,240 | | 16 | 475,572 | 523,140 |