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GOVERNMENT NOTICE

DEPARTMENT OF BASIC EDUCATION

No. 984

27 October 2010

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 2010

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


In accordance to Resolution No 4 of 2010 concluded in the Public Service Coordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the scope of the PSCBC, I hereby determine for educators employed in terms of section 4 of the Employment of Educators Act, 1998 :

A cost-of-living adjustment of 7.5 percent, effective from 1 July 2010.

Schedule 1 is applicable to educators dealt with in accordance with the ELRC Collective Agreement 1 of 2008 (OSD)

Schedule 2 is applicable to educators who were not dealt with under the ELRC Collective Agreement 1 of 2008 (OSD)

The Personnel Administrative Measures (PAM) will be amended in order to include this matter as outlined in Schedule 1 and Schedule 2.


AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
Date : 22.10.2010

**SCHEDULE 2: SALARY LEVELS WITH EFFECT FROM 1 JULY 2010 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	67,095	78,045	92,328	114,309	141,102	175,248	208,311	260,013	301,953	363,432	409,215	485,040
2	67,779	78,834	93,267	115,443	142,521	177,003	210,387	262,608	304,983	367,071	413,265	489,840
3	68,448	79,620	94,197	116,604	143,940	178,782	212,517	265,239	308,016	370,734	417,354	494,703
4	69,132	80,406	95,139	117,753	145,383	180,549	214,620	267,897	311,097	374,436	421,470	499,593
5	69,828	81,219	96,081	118,938	146,856	182,355	216,774	270,579	314,220	378,192	425,637	504,546
6	70,512	82,032	97,062	120,138	148,314	184,188	218,940	273,276	317,355	381,969	429,855	509,538
7	71,235	82,857	98,028	121,338	149,796	186,033	221,133	276,024	320,529	385,788	434,100	514,596
8	71,946	83,697	98,997	122,550	151,305	187,890	223,365	278,769	323,739	389,646	438,396	519,705
9	72,654	84,510	99,990	123,789	152,802	189,759	225,585	281,556	326,979	393,543	442,728	524,850
10	73,377	85,362	100,983	125,016	154,338	191,670	227,853	284,370	330,255	397,464	447,102	530,049
11	74,112	86,226	102,015	126,267	155,886	193,593	230,124	287,220	333,558	401,463	451,527	535,299
12	74,859	87,090	103,020	127,530	157,434	195,513	232,407	290,085	336,897	405,474	456,003	540,603
13	75,621	87,954	104,052	128,808	159,006	197,463	234,756	292,986	340,251	409,524	460,530	545,967
14	76,356	88,830	105,084	130,098	160,593	199,461	237,090	295,914	343,656	413,613	465,084	551,373
15	77,130	89,721	106,143	131,400	162,219	201,447	239,463	298,881	347,088	417,756	469,677	556,857
16	77,904	90,612	107,199	132,717	163,830	203,448	241,863	301,875	350,571	421,935	474,333	562,377
P			108,270			165,690			243,993			
P									251,643			

**SCHEDULE 2: TRANSLATION KEY WITH EFFECT FROM 1 JULY 2010 FOR FULL-TIME
EMPLOYEES: NON OSD EDUCATORS**

Salary level	Notch no.	Salary notches 1 July 2009 (R.p.a.)	Salary notches 1 July 2009 (R.p.a.)	Salary level	Notch no.	Salary notches 1 July 2009 (R.p.a.)	Salary notches 1 July 2009 (R.p.a.)
3 7.5%	1	62,412	67,095	4 7.5%	1	72,600	78,045
	2	63,048	67,779		2	73,332	78,834
	3	63,672	68,448		3	74,064	79,620
	4	64,308	69,132		4	74,796	80,406
	5	64,956	69,828		5	75,552	81,219
	6	65,592	70,512		6	76,308	82,032
	7	66,264	71,235		7	77,076	82,857
	8	66,924	71,946		8	77,856	83,697
	9	67,584	72,654		9	78,612	84,510
	10	68,256	73,377		10	79,404	85,362
	11	68,940	74,112		11	80,208	86,226
	12	69,636	74,859		12	81,012	87,090
	13	70,344	75,621		13	81,816	87,954
	14	71,028	76,356		14	82,632	88,830
15	71,748	77,130	15	83,460	89,721		
16	72,468	77,904	16	84,288	90,612		
5 7.5%	1	85,884	92,328	6 7.5%	1	106,332	114,309
	2	86,760	93,267		2	107,388	115,443
	3	87,624	94,197		3	108,468	116,604
	4	88,500	95,139		4	109,536	117,753
	5	89,376	96,081		5	110,640	118,938
	6	90,288	97,062		6	111,756	120,138
	7	91,188	98,028		7	112,872	121,338
	8	92,088	98,997		8	114,000	122,550
	9	93,012	99,990		9	115,152	123,789
	10	93,936	100,983		10	116,292	125,016
	11	94,896	102,015		11	117,456	126,267
	12	95,832	103,020		12	118,632	127,530
	13	96,792	104,052		13	119,820	128,808
	14	97,752	105,084		14	121,020	130,098
	15	98,736	106,143		15	122,232	131,400
	16	99,720	107,199		16	123,456	132,717
	P	100,716	108,270				

**SCHEDULE 2: TRANSLATION KEY WITH EFFECT FROM 1 JULY 2010 FOR FULL-TIME
EMPLOYEES: NON OSD EDUCATORS**

7	1	131,256	141,102	
	2	132,576	142,521	
	3	133,896	143,940	
	4	135,240	145,383	
	5	136,608	146,856	
	6	137,964	148,314	
	7	139,344	149,796	
	7.5%	8	140,748	151,305
		9	142,140	152,802
		10	143,568	154,338
		11	145,008	155,886
		12	146,448	157,434
		13	147,912	159,006
		14	149,388	160,593
		15	150,900	162,219
		16	152,400	163,830
		P	154,128	165,690

8	1	163,020	175,248	
	2	164,652	177,003	
	3	166,308	178,782	
	4	167,952	180,549	
	5	169,632	182,355	
	6	171,336	184,188	
	7	173,052	186,033	
	7.5%	8	174,780	187,890
		9	176,520	189,759
		10	178,296	191,670
		11	180,084	193,593
		12	181,872	195,513
		13	183,684	197,463
		14	185,544	199,461
		15	187,392	201,447
		16	189,252	203,448

			0	
9	1	193,776	208,311	
	2	195,708	210,387	
	3	197,688	212,517	
	4	199,644	214,620	
	5	201,648	216,774	
	7.5%	6	203,664	218,940
		7	205,704	221,133
		8	207,780	223,365
		9	209,844	225,585
		10	211,956	227,853
		11	214,068	230,124
		12	216,192	232,407
		13	218,376	234,756
		14	220,548	237,090
		15	222,756	239,463
		16	224,988	241,863
		P	226,968	243,993
	P	234,084	251,643	

10	1	241,872	260,013	
	2	244,284	262,608	
	3	246,732	265,239	
	4	249,204	267,897	
	5	251,700	270,579	
	7.5%	6	254,208	273,276
		7	256,764	276,024
		8	259,320	278,769
		9	261,912	281,556
		10	264,528	284,370
		11	267,180	287,220
		12	269,844	290,085
		13	272,544	292,986
		14	275,268	295,914
		15	278,028	298,881
		16	280,812	301,875

**SCHEDULE 2: TRANSLATION KEY WITH EFFECT FROM 1 JULY 2010 FOR FULL-TIME
EMPLOYEES: NON OSD EDUCATORS**

11 7.5%	1	280,884	301,953	12 7.5%	1	338,076	363,432
	2	283,704	304,983		2	341,460	367,071
	3	286,524	308,016		3	344,868	370,734
	4	289,392	311,097		4	348,312	374,436
	5	292,296	314,220		5	351,804	378,192
	6	295,212	317,355		6	355,320	381,969
	7	298,164	320,529		7	358,872	385,788
	8	301,152	323,739		8	362,460	389,646
	9	304,164	326,979		9	366,084	393,543
	10	307,212	330,255		10	369,732	397,464
	11	310,284	333,558		11	373,452	401,463
	12	313,392	336,897		12	377,184	405,474
	13	316,512	340,251		13	380,952	409,524
	14	319,680	343,656		14	384,756	413,613
	15	322,872	347,088		15	388,608	417,756
	16	326,112	350,571		16	392,496	421,935

Salary level	Notch no.	Packages 1 July 2009 (R.p.a.)	Packages 1 July 2009 (R.p.a.)	Salary level	Notch no.	Packages 1 July 2009 (R.p.a.)	Packages 1 July 2009 (R.p.a.)
11 7.5%	1	380,664	409,215	12 7.5%	1	451,200	485,040
	2	384,432	413,265		2	455,664	489,840
	3	388,236	417,354		3	460,188	494,703
	4	392,064	421,470		4	464,736	499,593
	5	395,940	425,637		5	469,344	504,546
	6	399,864	429,855		6	473,988	509,538
	7	403,812	434,100		7	478,692	514,596
	8	407,808	438,396		8	483,444	519,705
	9	411,840	442,728		9	488,232	524,850
	10	415,908	447,102		10	493,068	530,049
	11	420,024	451,527		11	497,952	535,299
	12	424,188	456,003		12	502,884	540,603
	13	428,400	460,530		13	507,876	545,967
	14	432,636	465,084		14	512,904	551,373
	15	436,908	469,677		15	518,004	556,857
	16	441,240	474,333		16	523,140	562,377