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GOVERNMENT NOTICE

DEPARTMENT OF BASIC EDUCATION**No. 688****26 August 2011****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 MAY 2011**

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 PSCBC Resolution 2 of 2011 concluded in the Public Service Co-ordinating 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 6.8% percent, effective from 1 May 2011.

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.


MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE: 19 August 2011

SCHEDULE 1: OSD SALARY NOTCHES WITH EFFECT FROM 1 MAY 2011 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches			Notch Code	Notches			Notch Code	Notches			Notch Code	Inclusive Package		
	39,820	1/7/2010	1/5/2011		1/7/2009	1/7/2010	1/5/2011		1/7/2009	1/7/2010	1/5/2011		1/7/2009	1/7/2010	1/5/2011
001	62,418	67,101	71,664	078	131,883	141,777	151,419	155	281,202	302,295	322,851	001	398,931	428,856	458,019
002	63,042	67,773	72,381	079	133,215	143,208	152,946	156	284,013	305,316	326,076	002	402,918	433,140	462,594
003	63,678	68,454	73,110	080	134,547	144,639	154,473	157	286,851	308,367	329,337	003	406,947	437,472	467,220
004	64,302	69,126	73,827	081	135,891	146,085	156,018	158	289,716	311,445	332,622	004	411,015	441,852	471,897
005	64,953	69,825	74,574	082	137,250	147,546	157,578	159	292,620	314,568	335,958	005	415,125	446,268	476,613
006	65,592	70,512	75,306	083	138,624	149,022	159,156	160	295,536	317,703	339,306	006	419,274	450,720	481,368
007	66,255	71,226	76,068	084	140,007	150,510	160,746	161	298,494	320,883	342,702	007	423,465	455,232	486,189
008	66,906	71,925	76,815	085	141,408	152,016	162,354	162	301,488	324,102	346,140	008	427,698	459,780	491,046
009	67,584	72,654	77,595	086	142,818	153,531	163,971	163	304,485	327,324	349,581	009	431,973	464,376	495,954
010	68,262	73,383	78,372	087	144,243	155,064	165,609	164	307,536	330,603	353,085	010	436,290	469,020	500,913
011	68,955	74,127	79,167	088	145,695	156,624	167,274	165	310,611	333,909	356,616	011	440,652	473,712	505,923
012	69,633	74,856	79,947	089	147,147	158,184	168,942	166	313,725	337,257	360,189	012	445,056	478,440	510,975
013	70,323	75,600	80,742	090	148,626	159,774	170,640	167	316,854	340,620	363,783	013	449,505	483,228	516,087
014	71,028	76,356	81,549	091	150,105	161,364	172,338	168	320,022	344,025	367,419	014	453,999	488,052	521,241
015	71,733	77,115	82,359	092	151,611	162,984	174,066	169	323,229	347,472	371,100	015	458,538	492,936	526,455
016	72,453	77,889	83,184	093	153,129	164,616	175,809	170	326,463	350,949	374,814	016	463,122	497,868	531,723
017	73,185	78,675	84,024	094	154,659	166,260	177,567	171	329,724	354,456	378,558	017	467,751	502,836	537,030
018	73,902	79,446	84,849	095	156,204	167,922	179,340	172	333,024	358,002	382,347	018	472,428	507,864	542,400
019	74,664	80,265	85,722	096	157,764	169,599	181,131	173	336,351	361,578	386,166	019	477,150	512,940	547,821
020	75,408	81,066	86,577	097	159,336	171,288	182,937	174	339,717	365,196	390,030	020	481,920	518,064	553,293
021	76,155	81,867	87,435	098	160,920	172,989	184,752	175	343,110	368,844	393,924	021	486,738	523,248	558,828
022	76,914	82,683	88,305	099	162,546	174,738	186,621	176	346,542	372,534	397,866	022	491,604	528,480	564,417
023	77,688	83,517	89,196	100	164,169	176,484	188,484	177	350,013	376,266	401,853	023	496,518	533,760	570,057
024	78,459	84,345	90,081	101	165,810	178,248	190,368	178	353,511	380,025	405,867	024	501,483	539,100	575,760
025	79,245	85,191	90,984	102	167,460	180,021	192,261	179	357,048	383,829	409,929	025	506,496	544,488	581,514
026	80,034	86,037	91,887	103	169,140	181,827	194,190	180	360,612	387,660	414,021	026	511,560	549,936	587,331
027	80,130	86,142	92,001	104	170,829	183,642	196,131	181	364,215	391,533	418,158	027	516,675	555,432	593,202
028	80,925	86,997	92,913	105	172,536	185,478	198,090	182	367,872	395,463	422,355	028	521,841	560,988	599,136
029	81,729	87,861	93,837	106	174,267	187,338	200,076	183	371,541	399,408	426,567	029	527,058	566,592	605,121
030	82,551	88,743	94,779	107	176,013	189,216	202,083	184	375,264	403,410	430,842	030	532,326	572,256	611,169
031	83,382	89,637	95,733	108	177,771	191,106	204,102	185	379,014	407,442	435,147	031	537,648	577,980	617,283
032	84,216	90,534	96,690	109	179,541	193,008	206,133	186	382,800	411,510	439,494	032	543,024	583,752	623,448
033	85,050	91,431	97,647	110	181,341	194,943	208,200	187	386,628	415,626	443,889	033	548,454	589,586	629,688
034	85,911	92,355	98,634	111	183,150	196,887	210,276	188	390,483	419,772	448,317	034	553,938	595,488	635,982
035	86,757	93,264	99,606	112	184,989	198,864	212,388	189	394,404	423,987	452,817	035	559,476	601,440	642,339
036	87,630	94,203	100,608	113	186,828	200,841	214,497	190	398,337	428,214	457,332	036	565,068	607,452	648,759
037	88,503	95,142	101,613	114	188,706	202,860	216,654	191	402,324	432,501	461,910	037	570,717	613,524	655,245
038	89,376	96,081	102,615	115	190,584	204,879	218,811	192	406,350	436,827	466,530	038	576,423	619,656	661,794
039	90,291	97,065	103,665	116	192,501	206,940	221,013	193	410,415	441,198	471,198	039	582,186	625,860	668,418
040	91,179	98,019	104,685	117	194,421	209,004	223,215	194	414,507	445,596	475,896	040	588,006	632,112	675,096
041	92,106	99,015	105,747	118	195,480	210,141	224,430	195	418,653	450,054	480,657	041	593,886	638,436	681,849
042	93,021	99,999	106,800	119	197,430	212,238	226,671	196	422,838	454,551	485,460	042	599,823	644,820	688,668
043	93,948	100,995	107,862	120	199,404	214,362	228,939	197	427,074	459,105	490,323	043	605,820	651,264	695,550
044	94,887	102,006	108,942	121	201,408	216,516	231,240	198	431,352	463,704	495,237	044	611,877	657,768	702,495
045	95,841	103,032	110,037	122	203,409	218,667	233,535	199	435,666	468,342	500,190	045	617,994	664,344	709,518
046	96,795	104,055	111,132	123	205,452	220,863	235,881	200	440,010	473,013	505,179	046	624,171	670,992	716,619
047	97,764	105,099	112,245	124	207,495	223,059	238,227	201	444,420	477,753	510,240	047	630,411	677,700	723,783
048	98,745	106,152	113,370	125	209,577	225,297	240,618	202	448,866	482,532	515,343	048	636,714	684,468	731,013
049	99,741	107,223	114,513	126	211,671	227,547	243,021	203	453,342	487,344	520,482	049	643,080	691,320	738,330
050	100,734	108,291	115,656	127	213,780	229,815	245,442	204	457,884	492,228	525,699	050	649,509	698,232	745,713
051	101,742	109,374	116,811	128	215,928	232,125	247,911	205	462,462	497,148	530,955	051	656,004	705,216	753,171
052	102,750	110,457	117,969	129	218,088	234,447	250,389	206	467,082	502,116	536,259	052	662,562	712,260	760,695
053	103,773	111,558	119,145	130	220,278	236,799	252,900	207	471,744	507,126	541,611	053	669,186	719,376	768,294
054	104,808	112,671	120,333	131	222,477	239,163	255,426	208	476,469	512,205	547,035	054	675,876	726,576	775,983
055	105,867	113,808	121,548	132	224,706	241,560	257,985	209	481,233	517,326	552,504	055	682,632	733,836	783,738
056	106,917	114,936	122,751	133	226,947	243,969	260,559	210	486,039	522,492	558,021	056	689,457	741,168	791,568
057	107,991	116,091	123,984	134	229,215	246,408	263,163	211	490,908	527,727	563,613	057	696,351	748,584	799,488
058	109,080	117,261	125,235	135	231,495	248,859	265,782	212	495,819	533,007	569,250	058	703,314	756,072	807,486
059	110,157	118,419	126,471	136	233,814	251,352	268,443	213	500,769	538,329	574,935	059	710,346	763,632	815,559
060	111,258	119,604	127,737	137	236,163	253,878	271,143	214	505,773	543,708	580,680	060	717,447	771,264	823,710
061	112,374	120,804	129,018	138	238,521	256,413	273,849	215	510,840	549,153	586,494	061	724,620	778,968	831,939
062	113,502	122,016	130,314	139	240,909	258,978	276,588	216	515,949	554,646	592,362				
063	114,630	123,228	131,607	140	243,309	261,558	279,345	217	521,112	560,196	598,290				
064	115,773	124,458	132,921	141	245,736	264,168	282,132	218	526,311	565,785	604,257				
065	116,928	125,700	134,247	142	248,202	266,820	284,964	219	531,579	571,449	610,308				
066	118,098	126,957	135,591	143	250,683	269,487	287,811	220	536,898	577,167	616,413				
067	119,295	128,244	136,965	144	253,188	272,178	290,685	221	542,271	582,942	622,581				
068	120,477	129,513	138,321												

**SCHEDULE 2: SALARY LEVELS WITH EFFECT FROM 1 MAY 2011 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	71,658	83,352	98,607	122,082	150,696	187,164	222,477	277,695	322,485	388,146	437,043	518,022
2	72,387	84,195	99,609	123,294	152,211	189,039	224,694	280,464	325,722	392,031	441,366	523,149
3	73,101	85,035	100,602	124,533	153,729	190,938	226,968	283,275	328,962	395,943	445,734	528,342
4	73,833	85,875	101,607	125,760	155,268	192,825	229,215	286,113	332,253	399,897	450,129	533,565
5	74,577	86,742	102,615	127,026	156,843	194,754	231,516	288,978	335,586	403,908	454,581	538,854
6	75,306	87,609	103,662	128,307	158,400	196,713	233,829	291,858	338,934	407,943	459,084	544,188
7	76,080	88,491	104,694	129,588	159,981	198,684	236,169	294,795	342,324	412,023	463,620	549,588
8	76,839	89,388	105,729	130,884	161,595	200,667	238,554	297,726	345,753	416,142	468,207	555,045
9	77,595	90,258	106,788	132,207	163,194	202,662	240,924	300,702	349,215	420,303	472,833	560,541
10	78,366	91,167	107,850	133,518	164,832	204,705	243,348	303,708	352,713	424,491	477,504	566,091
11	79,152	92,088	108,951	134,853	166,485	206,757	245,772	306,750	356,241	428,763	482,232	571,698
12	79,950	93,012	110,025	136,203	168,141	208,809	248,211	309,810	359,805	433,047	487,011	577,365
13	80,763	93,936	111,129	137,568	169,818	210,891	250,719	312,909	363,387	437,373	491,847	583,092
14	81,549	94,869	112,230	138,945	171,513	213,024	253,212	316,035	367,026	441,738	496,710	588,867
15	82,374	95,823	113,361	140,334	173,250	215,145	255,747	319,206	370,689	446,163	501,615	594,723
16	83,202	96,774	114,489	141,741	174,969	217,281	258,309	322,404	374,409	450,627	506,589	600,618
P			115,632			176,958		260,586				
P								268,755				