



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Vol. 566

Pretoria, 17 August
Augustus 2012

No. 35601

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an "OK" slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender's responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS • INHOUD*No.**Page
No. Gazette
 No.***GOVERNMENT NOTICE****Basic Education, Department of***Government Notice*

632	Employment of Educators Act, 1998: Improvement in conditions of service: Annual cost-of-living adjustment for educators employed in terms of the Act	3	35601
-----	--	---	-------

GOVERNMENT NOTICE

DEPARTMENT OF BASIC EDUCATION

No. 632

17 August 2012

**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 2012**

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 1 of 2012 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:

As from 1 May 2012 a cost-of-living adjustment of 7%

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: 01 August 2012**

SCHEDULE 1: SALARY NOTCHES WITH EFFECT FROM 1 MAY 2012 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches			Notch Code	Notches			Notch Code	Notches			Notch Code	Inclusive Package			
	1/7/2010	1/5/2011	1/5/2012		1/7/2010	1/5/2011	1/5/2012		1/7/2010	1/5/2011	1/5/2012		1/7/2010	1/5/2011	1/5/2012	
001	67 101	71 664	76 680	082	147 546	157 578	168 609	163	327 324	349 581	374 052	001	428 856	458 019	490 080	
002	67 773	72 381	77 448	083	149 022	159 156	170 298	164	330 603	353 085	377 802	002	433 140	462 594	494 976	
003	68 454	73 110	78 228	084	150 510	160 746	171 999	165	333 909	356 616	381 579	003	437 472	467 220	499 926	
004	69 126	73 827	78 996	085	152 016	162 354	173 718	166	337 257	360 189	385 401	004	441 852	471 897	504 930	
005	69 825	74 574	79 794	086	153 531	163 971	175 449	167	340 620	363 783	389 247	005	446 268	476 613	509 976	
006	70 512	75 306	80 577	087	155 064	165 609	177 201	168	344 025	367 419	393 138	006	450 720	481 368	515 064	
007	71 226	76 068	81 393	088	156 624	167 274	178 983	169	347 472	371 100	397 077	007	455 232	486 189	520 221	
008	71 925	76 815	82 191	089	158 184	168 942	180 768	170	350 949	374 814	401 052	008	459 780	491 046	525 420	
009	72 654	77 595	83 028	090	159 774	170 640	182 586	171	354 456	378 558	405 057	009	464 376	495 954	530 670	
010	73 383	78 372	83 859	091	161 364	172 338	184 401	172	358 002	382 347	409 110	010	469 020	500 913	535 977	
011	74 127	79 167	84 708	092	162 984	174 066	186 252	173	361 578	386 166	413 199	011	473 712	505 923	541 338	
012	74 856	79 947	85 542	093	164 616	175 809	188 115	174	365 196	390 030	417 333	012	478 440	510 975	546 744	
013	75 600	80 742	86 394	094	166 260	177 567	189 996	175	368 844	393 924	421 500	013	483 228	516 087	552 213	
014	76 356	81 549	87 258	095	167 922	179 340	191 895	176	372 534	397 866	425 718	014	488 052	521 241	557 727	
015	77 115	82 359	88 125	096	169 599	181 131	193 809	177	376 266	401 853	429 984	015	492 936	526 455	563 307	
016	77 889	83 184	89 007	097	171 288	182 937	195 744	178	380 025	405 867	434 277	016	497 868	531 723	568 944	
017	78 675	84 024	89 907	098	172 989	184 752	197 685	179	383 829	409 929	438 624	017	502 836	537 030	574 623	
018	79 446	84 849	90 789	099	174 738	186 621	199 683	180	387 660	414 021	443 001	018	507 864	542 400	580 368	
019	80 265	85 722	91 722	100	176 484	188 484	201 678	181	391 533	418 158	447 429	019	512 940	547 821	586 167	
020	81 066	86 577	92 637	101	178 248	190 368	203 694	182	395 463	422 355	451 920	020	518 064	553 293	592 023	
021	81 867	87 435	93 555	102	180 021	192 261	205 719	183	399 408	426 567	456 426	021	523 248	558 828	597 945	
022	82 683	88 305	94 485	103	181 827	194 190	207 783	184	403 410	430 842	461 001	022	528 480	564 417	603 927	
023	83 517	89 196	95 439	104	183 642	196 131	209 859	185	407 442	435 147	465 606	023	533 760	570 057	609 960	
024	84 345	90 081	96 387	105	185 478	198 090	211 956	186	411 510	439 494	470 259	024	539 100	575 760	616 062	
025	85 191	90 984	97 353	106	187 338	200 076	214 080	187	415 626	443 889	474 960	025	544 488	581 514	622 221	
026	86 037	91 887	98 319	107	189 216	202 083	216 228	188	419 772	448 317	479 700	026	549 936	587 331	628 443	
027	86 142	92 001	98 442	108	191 106	204 102	218 388	189	423 987	452 817	484 515	027	555 432	593 202	634 725	
028	86 997	92 913	99 417	109	193 008	206 133	220 563	190	428 214	457 332	489 345	028	560 988	599 136	641 076	
029	87 861	93 837	100 407	110	194 943	208 200	222 774	191	432 501	461 910	494 244	029	566 592	605 121	647 478	
030	88 743	94 779	101 415	111	196 887	210 276	224 994	192	436 827	466 530	499 188	030	572 256	611 169	653 952	
031	89 637	95 733	102 435	112	198 864	212 388	227 256	193	441 198	471 198	504 183	031	577 980	617 283	660 492	
032	90 534	96 690	103 458	113	200 841	214 497	229 512	194	445 596	475 896	509 208	032	583 752	623 448	667 089	
033	91 431	97 647	104 481	114	202 860	216 654	231 819	195	450 054	480 657	514 302	033	589 596	629 688	673 767	
034	92 355	98 634	105 537	115	204 879	218 811	234 129	196	454 551	485 460	519 441	034	595 488	635 982	680 502	
035	93 264	99 606	106 578	116	206 940	221 013	236 484	197	459 105	490 323	524 646	035	601 440	642 339	687 303	
036	94 203	100 608	107 626	117	209 004	223 215	238 839	198	463 704	495 237	529 905	036	607 452	648 759	694 173	
037	95 142	101 613	108 726	118	210 141	224 430	240 141	199	468 342	500 190	535 203	037	613 524	655 245	701 112	
038	96 081	102 615	109 797	119	212 238	226 671	242 538	200	473 013	505 179	540 543	038	619 656	661 794	708 120	
039	97 065	103 665	110 922	120	214 362	228 939	244 965	201	477 753	510 240	545 958	039	625 860	668 418	715 206	
040	98 019	104 685	112 014	121	216 516	231 240	247 428	202	482 532	515 343	551 418	040	632 112	675 096	722 352	
041	99 015	105 747	113 148	122	218 667	233 535	249 882	203	487 344	520 482	556 917	041	638 436	681 849	729 579	
042	99 999	106 800	114 276	123	220 863	235 881	252 393	204	492 228	525 699	562 497	042	644 820	688 668	736 875	
043	100 995	107 862	115 413	124	223 059	238 227	254 904	205	497 148	530 955	568 122	043	651 264	695 550	744 240	
044	102 006	108 942	116 568	125	225 297	240 618	257 460	206	502 116	536 259	573 798	044	657 768	702 495	751 671	
045	103 032	110 037	117 741	126	227 547	243 021	260 031	207	507 126	541 611	579 525	045	664 344	709 518	759 183	
046	104 055	111 132	118 911	127	229 815	245 442	262 623	208	512 205	547 035	585 327	046	670 992	716 619	766 782	
047	105 099	112 245	120 102	128	232 125	247 911	265 266	209	517 326	552 504	591 180	047	677 700	723 783	774 447	
048	106 152	113 370	121 305	129	234 447	250 389	267 915	210	522 492	558 021	597 081	048	684 468	731 013	782 184	
049	107 223	114 513	122 529	130	236 799	252 900	270 603	211	527 727	563 613	603 066	049	691 320	738 330	790 014	
050	108 291	115 656	123 753	131	239 163	255 426	273 306	212	533 007	569 250	609 099	050	698 232	745 713	797 913	
051	109 374	116 811	124 989	132	241 560	257 985	276 045	213	538 329	574 935	615 180	051	705 216	753 171	805 893	
052	110 457	117 969	126 228	133	243 969	260 559	278 799	214	543 708	580 680	621 327	052	712 260	760 695	813 945	
053	111 558	119 145	127 485	134	246 408	263 163	281 583	215	549 153	586 494	627 549	053	719 376	768 294	822 075	
054	112 671	120 333	128 757	135	248 859	265 782	284 388	216	554 646	592 362	633 828	054	726 576	775 983	830 301	
055	113 808	121 548	130 056	136	251 352	268 443	287 235	217	560 196	598 290	640 170	055	733 836	783 738	838 599	
056	114 936	122 751	131 343	137	253 878	271 143	290 124	218	565 785	604 257	646 554	056	741 168	791 568	846 978	
057	116 091	123 984	132 663	138	256 413	273 849	293 019	219	571 449	610 308	653 031	057	748 584	799 488	855 453	
058	117 261	125 235	134 001	139	258 978	276 588	295 950	220	577 167	616 413	659 562	058	756 072	807 486	864 009	
059	118 419	126 471	135 324	140	261 558	279 345	298 899	221	582 942	622 581	666 162	059	763 632	815 559	872 649	
060	119 604	127 737	136 680	141	264 168	282 132	301 881					060	771 264	823 710	881 370	
061	120 804	129 018	138 048	142	266 820	284 964	304 911					061	778 968	831 939	890 175	
062	122 016	130 314	139 437	143	269 487	287 811	307 959									
063	123 228	131 607	140 820	144	272 178	290 685	311 034									
064	124 458	132 921	142 224	145	274 899	293 592	314 142									
065	125 700	134 247	143 643	146	277 650	296 529	317 286									
066	126 957	135 591	145 083	147	280 431	299 499	320 463									
067	128 244	136 965	146 553	148	283 239	302 499	323 673									
068	129 513	138 321	148 002	149	286 062	305 514	326 901									
069	130 815	139 710	149 490	150	288 912	308 559	330 159									

**SCHEDULE 2: SALARY LEVELS WITH EFFECT FROM 1 MAY 2012 FOR FULL-TIME EMPLOYEES: EDUCATORS
NOT IN THE OCCUPATIONAL SPECIFIC DISPENSATION**

SALARY LEVEL												
Salary notches												
	3	4	5	6	7	8	9	10	11	12	Inclusive packages	
											11	12
1	76 674	89 187	105 510	130 629	161 244	200 265	238 050	297 135	345 060	415 317	467 637	554 283
2	77 454	90 090	106 581	131 925	162 867	202 272	240 423	300 096	348 522	419 472	472 263	559 770
3	78 219	90 987	107 643	133 251	164 490	204 303	242 856	303 105	351 990	423 660	476 934	565 326
4	79 002	91 887	108 720	134 562	166 137	206 322	245 259	306 141	355 512	427 890	481 638	570 915
5	79 797	92 814	109 797	135 918	167 823	208 386	247 722	309 207	359 076	432 183	486 402	576 573
6	80 577	93 741	110 919	137 289	169 488	210 483	250 197	312 288	362 658	436 500	491 220	582 282
7	81 405	94 686	112 023	138 660	171 180	212 592	252 702	315 432	366 288	440 865	496 074	588 060
8	82 218	95 646	113 130	140 046	172 908	214 713	255 252	318 567	369 957	445 272	500 982	593 898
9	83 028	96 576	114 264	141 462	174 618	216 849	257 790	321 750	373 659	449 724	505 932	599 778
10	83 853	97 548	115 401	142 863	176 370	219 033	260 382	324 969	377 403	454 206	510 930	605 718
11	84 693	98 535	116 577	144 294	178 140	221 229	262 977	328 224	381 177	458 775	515 988	611 718
12	85 548	99 522	117 726	145 737	179 910	223 425	265 587	331 497	384 990	463 359	521 103	617 781
13	86 415	100 512	118 908	147 198	181 704	225 654	268 269	334 812	388 824	467 988	526 275	623 907
14	87 258	101 511	120 087	148 671	183 519	227 937	270 936	338 157	392 718	472 659	531 480	630 087
15	88 140	102 531	121 296	150 156	185 379	230 205	273 648	341 550	396 636	477 393	536 727	636 354
16	89 025	103 548	122 502	151 662	187 218	232 491	276 390	344 973	400 617	482 172	542 049	642 660
P			123 726		189 345		278 826					
P							287 568					

SCHEDULE 2: TRANSLATION KEY WITH EFFECT FROM 1 MAY 2012 FOR FULL-TIME EMPLOYEES: EDUCATORS NOT IN THE OCCUPATIONAL SPECIFIC DISPENSATION

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)
3	1	71 658	76 674
	2	72 387	77 454
	3	73 101	78 219
	4	73 833	79 002
	5	74 577	79 797
	6	75 306	80 577
	7	76 080	81 405
	8	76 839	82 218
	9	77 595	83 028
	10	78 366	83 853
	11	79 152	84 693
	12	79 950	85 548
	13	80 763	86 415
	14	81 549	87 258
	15	82 374	88 140
	16	83 202	89 025

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)
4	1	83 352	89 187
	2	84 195	90 090
	3	85 035	90 987
	4	85 875	91 887
	5	86 742	92 814
	6	87 609	93 741
	7	88 491	94 686
	8	89 388	95 646
	9	90 258	96 576
	10	91 167	97 548
	11	92 088	98 535
	12	93 012	99 522
	13	93 936	100 512
	14	94 869	101 511
	15	95 823	102 531
	16	96 774	103 548

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)
5	1	98 607	105 510
	2	99 609	106 581
	3	100 602	107 643
	4	101 607	108 720
	5	102 615	109 797
	6	103 662	110 919
	7	104 694	112 023
	8	105 729	113 130
	9	106 788	114 264
	10	107 850	115 401
	11	108 951	116 577
	12	110 025	117 726
	13	111 129	118 908
	14	112 230	120 087
	15	113 361	121 296
	16	114 489	122 502
	P	115 632	123 726

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)
6	1	122 082	130 629
	2	123 294	131 925
	3	124 533	133 251
	4	125 760	134 562
	5	127 026	135 918
	6	128 307	137 289
	7	129 588	138 660
	8	130 884	140 046
	9	132 207	141 462
	10	133 518	142 863
	11	134 853	144 294
	12	136 203	145 737
	13	137 568	147 198
	14	138 945	148 671
	15	140 334	150 156
	16	141 741	151 662

SCHEDULE 2: TRANSLATION KEY WITH EFFECT FROM 1 MAY 2012 FOR FULL-TIME EMPLOYEES: EDUCATORS NOT IN THE OCCUPATIONAL SPECIFIC DISPENSATION

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)	
7	1	150 696	161 244	
	2	152 211	162 867	
	3	153 729	164 490	
	4	155 268	166 137	
	5	156 843	167 823	
	6	158 400	169 488	
	7	159 981	171 180	
	7.0%	8	161 595	172 908
		9	163 194	174 618
		10	164 832	176 370
		11	166 485	178 140
		12	168 141	179 910
		13	169 818	181 704
		14	171 513	183 519
		15	173 250	185 379
		16	174 969	187 218
		P	176 958	189 345

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)	
8	1	187 164	200 265	
	2	189 039	202 272	
	3	190 938	204 303	
	4	192 825	206 322	
	5	194 754	208 386	
	6	196 713	210 483	
	7	198 684	212 592	
	7.0%	8	200 667	214 713
		9	202 662	216 849
		10	204 705	219 033
		11	206 757	221 229
		12	208 809	223 425
		13	210 891	225 654
		14	213 024	227 937
		15	215 145	230 205
		16	217 281	232 491

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)	
9	1	222 477	238 050	
	2	224 694	240 423	
	3	226 968	242 856	
	4	229 215	245 259	
	5	231 516	247 722	
	6	233 829	250 197	
	7	236 169	252 702	
	7.0%	8	238 554	255 252
		9	240 924	257 790
		10	243 348	260 382
		11	245 772	262 977
		12	248 211	265 587
		13	250 719	268 269
		14	253 212	270 936
		15	255 747	273 648
		16	258 309	276 390
		P	260 586	278 826
	P	268 755	287 568	

Salary level	Notch no.	Salary notches 1 May 2011 (R.p.a.)	Salary notches 1 May 2012 (R.p.a.)	
10	1	277 695	297 135	
	2	280 464	300 096	
	3	283 275	303 105	
	4	286 113	306 141	
	5	288 978	309 207	
	6	291 858	312 288	
	7	294 795	315 432	
	7.0%	8	297 726	318 567
		9	300 702	321 750
		10	303 708	324 969
		11	306 750	328 224
		12	309 810	331 497
		13	312 909	334 812
		14	316 035	338 157
		15	319 206	341 550
		16	322 404	344 973

