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GOVERNMENT NOTICE

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Government Notice

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GOVERNMENT NOTICE

DEPARTMENT OF EDUCATION

No. 946

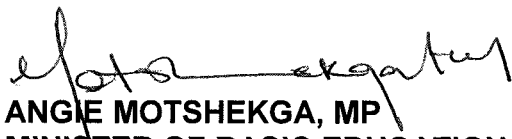
5 October 2009

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
13%	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
12%	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
11%	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	
10.50%	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
10%	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
10%	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												
	3	4	5	6	7	8	9	10	11	12	Inclusive packages	
											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							
P							226,968					
							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	
	13%	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	
	12%	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**

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
	9	276,504	304,164		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	378,096	415,908		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

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