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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 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 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

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SCHEDULE 1: OSD SALARY NOTCHES WITH EFFECT FROM 1 JULY 2010 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches		
	1/7/2008	1/7/2009	1/7/2010
001	55,236	62,418	67,101
002	55,788	63,042	67,773
003	56,352	63,678	68,454
004	56,904	64,302	69,126
005	57,480	64,953	69,825
006	58,044	65,592	70,512
007	58,632	66,255	71,226
008	59,208	66,906	71,925
009	59,808	67,584	72,654
010	60,408	68,262	73,383
011	61,020	68,955	74,127
012	61,620	69,633	74,856
013	62,232	70,323	75,600
014	62,856	71,028	76,356
015	63,480	71,733	77,115
016	64,116	72,453	77,889
017	64,764	73,185	78,675
018	65,400	73,902	79,446
019	66,072	74,664	80,265
020	66,732	75,408	81,066
021	67,392	76,155	81,867
022	68,064	76,914	82,683
023	68,748	77,688	83,517
024	69,432	78,459	84,345
025	70,128	79,245	85,191
026	70,824	80,034	86,037
027	71,544	80,130	86,142
028	72,252	80,925	86,997
029	72,972	81,729	87,861
030	73,704	82,551	88,743
031	74,448	83,382	89,637
032	75,192	84,216	90,534
033	75,936	85,050	91,431
034	76,704	85,911	92,355
035	77,460	86,757	93,264
036	78,240	87,630	94,203
037	79,020	88,503	95,142
038	79,800	89,376	96,081
039	80,616	90,291	97,065
040	81,408	91,179	98,019
041	82,236	92,106	99,015
042	83,052	93,021	99,999
043	83,880	93,948	100,995
044	84,720	94,887	102,006
045	85,572	95,841	103,032
046	86,424	96,795	104,055
047	87,288	97,764	105,099
048	88,164	98,745	106,152
049	89,052	99,741	107,223
050	89,940	100,734	108,291
051	90,840	101,742	109,374
052	91,740	102,750	110,457
053	92,652	103,773	111,558
054	93,576	104,808	112,671
055	94,524	105,867	113,808
056	95,460	106,917	114,936
057	96,420	107,991	116,091
058	97,392	109,080	117,261
059	98,352	110,157	118,419
060	99,336	111,258	119,604
061	100,332	112,374	120,804
062	101,340	113,502	122,016
063	102,348	114,630	123,228
064	103,368	115,773	124,458
065	104,400	116,928	125,700
066	105,444	118,098	126,957
067	106,512	119,295	128,244
068	107,568	120,477	129,513
069	108,648	121,686	130,815
070	109,728	122,898	132,117
071	110,832	124,134	133,446
072	111,936	125,370	134,775
073	113,064	126,633	136,131
074	114,192	127,896	137,490
075	115,332	129,174	138,864
076	116,484	130,464	140,250
077	117,648	131,766	141,651

Notch Code	Notches		
	1/7/2008	1/7/2009	1/7/2010
078	118,812	131,883	141,777
079	120,012	133,215	143,208
080	121,212	134,547	144,639
081	122,424	135,891	146,085
082	123,648	137,250	147,546
083	124,884	138,624	149,022
084	126,132	140,007	150,510
085	127,392	141,408	152,016
086	128,664	142,818	153,531
087	129,948	144,243	155,064
088	131,256	145,695	156,624
089	132,564	147,147	158,184
090	133,896	148,626	159,774
091	135,228	150,105	161,364
092	136,584	151,611	162,984
093	137,952	153,129	164,616
094	139,332	154,659	166,260
095	140,724	156,204	167,922
096	142,128	157,764	169,599
097	143,544	159,336	171,288
098	144,972	160,920	172,989
099	146,436	162,546	174,738
100	147,900	164,169	176,484
101	149,376	165,810	178,248
102	150,864	167,460	180,021
103	152,376	169,140	181,827
104	153,900	170,829	183,642
105	155,436	172,536	185,478
106	156,996	174,267	187,338
107	158,568	176,013	189,216
108	160,152	177,771	191,106
109	161,748	179,541	193,008
110	163,368	181,341	194,943
111	165,000	183,150	196,887
112	166,656	184,989	198,864
113	168,312	186,828	200,841
114	170,004	188,706	202,860
115	171,696	190,584	204,879
116	173,424	192,501	206,940
117	175,152	194,421	209,004
118	176,904	195,480	210,141
119	178,668	197,430	212,238
120	180,456	199,404	214,362
121	182,268	201,408	216,516
122	184,080	203,409	218,667
123	185,928	205,452	220,863
124	187,776	207,495	223,059
125	189,660	209,577	225,297
126	191,556	211,671	227,547
127	193,464	213,780	229,815
128	195,408	215,928	232,125
129	197,364	218,088	234,447
130	199,344	220,278	236,799
131	201,336	222,477	239,163
132	203,352	224,706	241,560
133	205,380	226,947	243,969
134	207,432	229,215	246,408
135	209,496	231,495	248,859
136	211,596	233,814	251,352
137	213,720	236,163	253,878
138	215,856	238,521	256,413
139	218,016	240,909	258,978
140	220,188	243,309	261,558
141	222,384	245,736	264,168
142	224,616	248,202	266,820
143	226,860	250,683	269,487
144	229,128	253,188	272,178
145	231,420	255,720	274,899
146	233,736	258,279	277,650
147	236,076	260,865	280,431
148	238,440	263,478	283,239
149	240,816	266,103	286,062
150	243,216	268,755	288,912
151	245,664	271,461	291,822
152	248,112	274,164	294,729
153	250,596	276,909	297,678
154	253,104	279,681	300,660

Notch Code	Notches		
	1/7/2008	1/7/2009	1/7/2010
155	255,636	281,202	302,295
156	258,192	284,013	305,316
157	260,772	286,851	308,367
158	263,376	289,716	311,445
159	266,016	292,620	314,568
160	268,668	295,536	317,703
161	271,356	298,494	320,883
162	274,080	301,488	324,102
163	276,804	304,485	327,324
164	279,576	307,536	330,603
165	282,372	310,611	333,909
166	285,204	313,725	337,257
167	288,048	316,854	340,620
168	290,928	320,022	344,025
169	293,844	323,229	347,472
170	296,784	326,463	350,949
171	299,748	329,724	354,456
172	302,748	333,024	358,002
173	305,772	336,351	361,578
174	308,832	339,717	365,196
175	311,916	343,110	368,844
176	315,036	346,542	372,534
177	318,192	350,013	376,266
178	321,372	353,511	380,025
179	324,588	357,048	383,829
180	327,828	360,612	387,660
181	331,104	364,215	391,533
182	334,428	367,872	395,463
183	337,764	371,541	399,408
184	341,148	375,264	403,410
185	344,556	379,014	407,442
186	348,000	382,800	411,510
187	351,480	386,628	415,626
188	354,984	390,483	419,772
189	358,548	394,404	423,987
190	362,124	398,337	428,214
191	365,748	402,324	432,501
192	369,408	406,350	436,827
193	373,104	410,415	441,198
194	376,824	414,507	445,596
195	380,592	418,653	450,054
196	384,396	422,838	454,551
197	388,248	427,074	459,105
198	392,136	431,352	463,704
199	396,060	435,666	468,342
200	400,008	440,010	473,013
201	404,016	444,420	477,753
202	408,060	448,866	482,532
203	412,128	453,342	487,344
204	416,256	457,884	492,228
205	420,420	462,462	497,148
206	424,620	467,082	502,116
207	428,856	471,744	507,126
208	433,152	476,469	512,205
209	437,484	481,233	517,326
210	441,852	486,039	522,492
211	446,280	490,908	527,727
212	450,744	495,819	533,007
213	455,244	500,769	538,329
214	459,792	505,773	543,708
215	464,400	510,840	549,153
216	469,044	515,949	554,646
217	473,736	521,112	560,196
218	478,464	526,311	565,785
219	483,252	531,579	571,449
220	488,088	536,898	577,167
221	492,972	542,271	582,942

Notch Code	Inclusive Package		
	1/7/2008	1/7/2009	1/7/2010
001	362,664	398,931	428,856
002	365,964	402,918	433,140
003	369,288	406,947	437,472
004	372,636	411,015	441,852
005	376,032	415,125	446,268
006	379,464	419,274	450,720
007	382,932	423,465	455,232
008	386,412	427,698	459,780
009	389,952	431,973	464,376
010	393,504	436,290	469,020
011	397,116	440,652	473,712
012	400,752	445,056	478,440
013	404,424	449,505	483,228
014	408,132	453,999	488,052
015	411,888	458,538	492,936
016	415,668	463,122	497,868
017	419,496	467,751	502,836
018	423,360	472,428	507,864
019	427,248	477,150	512,940
020	431,196	481,920	518,064
021	435,156	486,738	523,248
022	439,188	491,604	528,480
023	443,244	496,518	533,760
024	447,348	501,483	539,100
025	451,488	506,496	544,488
026	455,664	511,560	549,936
027	459,876	516,675	555,432
028	464,148	521,841	560,988
029	468,456	527,058	566,592
030	472,788	532,326	572,256
031	477,192	537,648	577,980
032	481,632	543,024	583,752
033	486,120	548,454	589,596
034	490,644	553,938	595,488
035	495,216	559,476	601,440
036	499,824	565,068	607,452
037	504,492	570,717	613,524
038	509,208	576,423	619,656
039	513,960	582,186	625,860
040	518,760	588,006	632,112
041	523,620	593,886	638,436
042	528,528	599,823	644,820
043	533,472	605,820	651,264
044	538,464	611,877	657,768
045	543,516	617,994	664,344
046	548,628	624,171	670,992
047	553,776	630,411	677,700
048	558,984	636,714	684,468
049	564,228	643,080	691,320
050	569,532	649,509	698,232
051	574,908	656,004	705,216
052	580,320	662,562	712,260
053	585,792	669,186	719,376
054	591,312	675,876	726,576
055	596,892	682,632	733,836
056	602,532	689,457	741,168
057	608,220	696,351	748,584
058	613,956	703,314	756,072
059	619,764	710,346	763,632
060	625,644	717,447	771,264
061	631,572	724,620	778,968

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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					

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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.)
3	1	62,412	67,095
	2	63,048	67,779
	3	63,672	68,448
7.5%	4	64,308	69,132
	5	64,956	69,828
	6	65,592	70,512
	7	66,264	71,235
	8	66,924	71,946
	9	67,584	72,654
	10	68,256	73,377
	11	68,940	74,112
	12	69,636	74,859
	13	70,344	75,621
	14	71,028	76,356
	15	71,748	77,130
	16	72,468	77,904

Salary level	Notch no.	Salary notches 1 July 2009 (R.p.a.)	Salary notches 1 July 2009 (R.p.a.)
4	1	72,600	78,045
	2	73,332	78,834
	3	74,064	79,620
7.5%	4	74,796	80,406
	5	75,552	81,219
	6	76,308	82,032
	7	77,076	82,857
	8	77,856	83,697
	9	78,612	84,510
	10	79,404	85,362
	11	80,208	86,226
	12	81,012	87,090
	13	81,816	87,954
	14	82,632	88,830
	15	83,460	89,721
	16	84,288	90,612

5	1	85,884	92,328
	2	86,760	93,267
	3	87,624	94,197
	4	88,500	95,139
	5	89,376	96,081
	6	90,288	97,062
	7	91,188	98,028
7.5%	8	92,088	98,997
	9	93,012	99,990
	10	93,936	100,983
	11	94,896	102,015
	12	95,832	103,020
	13	96,792	104,052
	14	97,752	105,084
	15	98,736	106,143
	16	99,720	107,199
	P	100,716	108,270

6	1	106,332	114,309
	2	107,388	115,443
	3	108,468	116,604
	4	109,536	117,753
	5	110,640	118,938
	6	111,756	120,138
	7	112,872	121,338
7.5%	8	114,000	122,550
	9	115,152	123,789
	10	116,292	125,016
	11	117,456	126,267
	12	118,632	127,530
	13	119,820	128,808
	14	121,020	130,098
	15	122,232	131,400
	16	123,456	132,717

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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
			0

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

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

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

11	1	280,884	301,953
	2	283,704	304,983
	3	286,524	308,016
	4	289,392	311,097
	5	292,296	314,220
	6	295,212	317,355
	7	298,164	320,529
	8	301,152	323,739
7.5%	9	304,164	326,979
	10	307,212	330,255
	11	310,284	333,558
	12	313,392	336,897
	13	316,512	340,251
	14	319,680	343,656
	15	322,872	347,088
	16	326,112	350,571

12	1	338,076	363,432
	2	341,460	367,071
	3	344,868	370,734
	4	348,312	374,436
	5	351,804	378,192
	6	355,320	381,969
	7	358,872	385,788
	8	362,460	389,646
7.5%	9	366,084	393,543
	10	369,732	397,464
	11	373,452	401,463
	12	377,184	405,474
	13	380,952	409,524
	14	384,756	413,613
	15	388,608	417,756
	16	392,496	421,935

Salary level	Notch no.	Packages 1 July 2009 (R.p.a.)	Packages 1 July 2009 (R.p.a.)
11	1	380,664	409,215
	2	384,432	413,265
	3	388,236	417,354
	4	392,064	421,470
	5	395,940	425,637
	6	399,864	429,855
	7	403,812	434,100
	8	407,808	438,396
	9	411,840	442,728
7.5%	10	415,908	447,102
	11	420,024	451,527
	12	424,188	456,003
	13	428,400	460,530
	14	432,636	465,084
	15	436,908	469,677
	16	441,240	474,333

Salary level	Notch no.	Packages 1 July 2009 (R.p.a.)	Packages 1 July 2009 (R.p.a.)
12	1	451,200	485,040
	2	455,664	489,840
	3	460,188	494,703
	4	464,736	499,593
	5	469,344	504,546
	6	473,988	509,538
	7	478,692	514,596
	8	483,444	519,705
	9	488,232	524,850
7.5%	10	493,068	530,049
	11	497,952	535,299
	12	502,884	540,603
	13	507,876	545,967
	14	512,904	551,373
	15	518,004	556,857
	16	523,140	562,377

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