
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
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	
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
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	
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
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
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											Inclusive packages	
	3	4	5	6	7	8	9	10	11	12	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		226,968					
P							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 13%	1	55,224	62,412	4 12%	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
	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 12%	1	76,680	85,884	6 12%	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
	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**

7	1	118,248	131,256	8	1	146,856	163,020
	2	119,436	132,576		2	148,332	164,652
	3	120,624	133,896		3	149,820	166,308
	4	121,836	135,240		4	151,308	167,952
	5	123,060	136,608		5	152,820	169,632
	6	124,284	137,964		6	154,356	171,336
	7	125,532	139,344		7	155,892	173,052
	8	126,792	140,748		8	157,452	174,780
	9	128,052	142,140		9	159,024	176,520
	10	129,336	143,568		10	160,620	178,296
	11	130,632	145,008		11	162,228	180,084
	12	131,928	146,448		12	163,848	181,872
	13	133,248	147,912		13	165,480	183,684
	14	134,580	149,388		14	167,148	185,544
	15	135,936	150,900		15	168,816	187,392
	16	137,292	152,400		16	170,496	189,252
	P	138,852	154,128				
9	1	175,356	193,776	10	1	218,880	241,872
	2	177,108	195,708		2	221,064	244,284
	3	178,896	197,688		3	223,284	246,732
	4	180,672	199,644		4	225,516	249,204
	5	182,484	201,648		5	227,772	251,700
	6	184,308	203,664		6	230,052	254,208
	7	186,156	205,704		7	232,356	256,764
	8	188,028	207,780		8	234,672	259,320
	9	189,900	209,844		9	237,024	261,912
	10	191,808	211,956		10	239,388	264,528
	11	193,716	214,068		11	241,788	267,180
	12	195,648	216,192		12	244,200	269,844
	13	197,616	218,376		13	246,636	272,544
	14	199,584	220,548		14	249,108	275,268
	15	201,588	222,756		15	251,604	278,028
	16	203,604	224,988		16	254,124	280,812
	P	205,392	226,968				
P	211,836	234,084					

**TRANSLATION KEY WITH EFFECT FROM 1 JULY 2009 FOR FULL-TIME EMPLOYEES: NON
OSD EDUCATORS**

11	1	255,348	280,884	
	2	257,904	283,704	
	3	260,472	286,524	
	4	263,076	289,392	
	5	265,716	292,296	
	6	268,368	295,212	
	7	271,056	298,164	
	8	273,768	301,152	
	10%	9	276,504	304,164
		10	279,276	307,212
		11	282,072	310,284
		12	284,892	313,392
		13	287,736	316,512
		14	290,616	319,680
		15	293,520	322,872
		16	296,460	326,112

12	1	307,332	338,076	
	2	310,416	341,460	
	3	313,512	344,868	
	4	316,644	348,312	
	5	319,812	351,804	
	6	323,016	355,320	
	7	326,244	358,872	
	8	329,508	362,460	
	10%	9	332,796	366,084
		10	336,120	369,732
		11	339,492	373,452
		12	342,888	377,184
		13	346,320	380,952
		14	349,776	384,756
		15	353,280	388,608
		16	356,808	392,496

Salary level	Notch no.	Packages 1 July 2008 (R.p.a.)	Packages 1 July 2009 (R.p.a.)	
11	1	346,056	380,664	
	2	349,476	384,432	
	3	352,932	388,236	
	4	356,412	392,064	
	5	359,940	395,940	
	6	363,504	399,864	
	7	367,092	403,812	
	8	370,728	407,808	
	10%	9	374,400	411,840
		10	378,096	415,908
		11	381,840	420,024
		12	385,620	424,188
		13	389,448	428,400
		14	393,300	432,636
		15	397,188	436,908
		16	401,124	441,240

Salary level	Notch no.	Packages 1 July 2008 (R.p.a.)	Packages 1 July 2009 (R.p.a.)	
12	1	410,172	451,200	
	2	414,240	455,664	
	3	418,344	460,188	
	4	422,484	464,736	
	5	426,672	469,344	
	6	430,896	473,988	
	7	435,168	478,692	
	8	439,488	483,444	
	10%	9	443,844	488,232
		10	448,236	493,068
		11	452,676	497,952
		12	457,164	502,884
		13	461,700	507,876
		14	466,272	512,904
		15	470,904	518,004
		16	475,572	523,140

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