



# Government Gazette

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## GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

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### DEPARTMENT OF EDUCATION DEPARTEMENT VAN ONDERWYS

No. 1172

15 August 2003

I, Kader Asmal, Minister of Education, in terms of section 5(2), read with section 35 of the Employment of Educators Act, No 76 of 1998, hereby amend the Conditions of Service of educators as indicated in the Schedule.

Signed by Professor Kader Asmal, Minister of Education

Date: 14 July 2003

#### SCHEDULE

##### **Recognition of experience gained outside Public Education prior to 1 July 1996**

1. With effect from 10 April 2003, the same recognition for experience gained outside public education is given to educators appointed for the first time in public education after 1 July 1996, as for educators who were in the public education at any period before 1 July 1996.

2. **The effect of recognizing experience is as follows:**

2.1 The salary of an educator appointed for the first time in public education on or after 1 July 1996 who gained appropriate experience outside public education before 1 July 1996, will be adjusted. The date from which the adjustment will be effected, is 1 May 2003, or the date of appointment, whichever is later. No retrospective payments will be effective.

2.2 The salary of an educator appointed on or after 1 July 1996 will be determined as follows: The appropriate salary notch that the educator would have been appointed to on 30 June 1996 after recognition of appropriate experience must be determined. The salary position to which this notch translated on 1 July 1996 will become applicable to the educator after which all applicable subsequent adjustments must be effected. The salary scale that was applicable to educators in Category D (M0) shall apply to an educator with a qualification of REQV 14 and higher.

3. The salary scales that applied on 30 June 1996 are as follows:

Post level 1

Qualification Category	Qualification Equivalent	Salary Scale
A2	REQV 10	20118 (Fixed)
A1 (M0)	REQV 11	20118 x 1854-27534 x 2271-29805
B (M0)	REQV 12	21972 x 1854-27534 x 2271-38889
C (M0)	REQV 13	29805 x 2271-38889 x 2709-49725
D (M0)	REQV 14+	34347 x 2271-38889 x 2709-49725 x 2964-55653

Post level 2

Qualification Category	Qualification Equivalent	Salary Scale
A2	REQV 10	23826 (Fixed)
A1	REQV 11	29805 x 2271-36618
B	REQV 12	36618 x 2271-38889 x 2709-47016
C	REQV 13	49725 x 2964-61581 x 3318-64899
D	REQV 14+	55653 x 2964-61581 x 3318-71535

Post level 3

Qualification Category	Qualification Equivalent	Salary Scale
A2	REQV 10	27534 (Fixed)
A1	REQV 11	34347 x 2271-38889 x 2709-41598
B	REQV 12	41598 x 2709-49725 x 2964-52689
C	REQV 13	55653 x 2964-61581 x 3318-78171 x 3444-81615
D	REQV 14+	61581 x 3318-78171 x 3444-88503

Post level 4

Qualification Category	Qualification Equivalent	Salary Scale
A2	REQV 10	32076 (Fixed)
A1	REQV 11	38889 x 2709-47016
B	REQV 12	47016 x 2709-49725 x 2964-58617
C	REQV 13	61581 x 3318-78171 x 3444-88503
D	REQV 14+	68217 x 3318-78171 x 3444-95391

4. The type of experience and the extent to which recognition must be given for experience outside public education gained before 1 July 1996 is as follows:

#### **4.1 Actual educator's experience**

This pertains to all experience gained while the person held an educator's post inside and outside public education.

#### **4.2 Appropriate experience**

This pertains to working experience, which in the opinion of the employer, developed the candidate directly and appositely, in all respects regarding knowledge, skill and attitude, for holding an educator's post.

### **5. Extent of recognition**

- 5.1 Actual educator's experience – full recognition  
Appropriate experience – full recognition

### **6. Salary Determination**

#### **6.1 Appointment in a post at post level 1**

The qualification category and corresponding salary scale (paragraph 2.2) are determined.

The candidate's recognizable experience is determined.

For each year of recognizable experience, one salary notch above the minimum of the scale is awarded to the maximum of the scale. (In respect of category A1 candidates, only recognizable experience after 1 November 1993 is considered for this purpose.)

#### **6.2 Appointment in posts at post levels 2 and higher**

The qualification category and corresponding salary scale (paragraph 2.2) are determined.

The candidate's salary notch is calculated in terms of the measures in sub-paragraph 6.1 above as though it were an appointment at post level 1.

The candidate's salary must be further increased by one notch for each level that the appropriate post level grading is higher than post level 1. Provided that the salary notch so determined is at least the minimum of the appropriate salary scale and does not exceed the maximum of such a scale.