

---

## GOVERNMENT NOTICE

---

### DEPARTMENT OF BASIC EDUCATION

No. 688

26 August 2011

**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  
2011**

**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 2 of 2011 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 6.8% percent, effective from 1 May 2011.

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: 19 August 2011**

## SCHEDULE 1: OSD SALARY NOTCHES WITH EFFECT FROM 1 MAY 2011 FOR FULL-TIME EMPLOYEES: EDUCATORS

| Notches    |         |          |          | Notches    |          |          |          | Notches    |          |          |          | Inclusive Package |          |          |          |
|------------|---------|----------|----------|------------|----------|----------|----------|------------|----------|----------|----------|-------------------|----------|----------|----------|
| Notch Code | 39,820  | 1/7/2010 | 1/5/2011 | Notch Code | 1/7/2009 | 1/7/2010 | 1/5/2011 | Notch Code | 1/7/2009 | 1/7/2010 | 1/5/2011 | Notch Code        | 1/7/2009 | 1/7/2010 | 1/5/2011 |
| 001        | 62,418  | 67,101   | 71,664   | 078        | 131,883  | 141,777  | 151,419  | 155        | 281,202  | 302,295  | 322,851  | 001               | 398,931  | 428,856  | 458,019  |
| 002        | 63,042  | 67,773   | 72,381   | 079        | 133,215  | 143,208  | 152,946  | 156        | 284,013  | 305,316  | 326,076  | 002               | 402,918  | 433,140  | 462,594  |
| 003        | 63,678  | 68,454   | 73,110   | 080        | 134,547  | 144,639  | 154,473  | 157        | 286,851  | 308,367  | 329,337  | 003               | 406,947  | 437,472  | 467,220  |
| 004        | 64,302  | 69,126   | 73,827   | 081        | 135,891  | 146,085  | 156,018  | 158        | 289,716  | 311,445  | 332,622  | 004               | 411,015  | 441,852  | 471,897  |
| 005        | 64,953  | 69,825   | 74,574   | 082        | 137,250  | 147,546  | 157,578  | 159        | 292,620  | 314,568  | 335,958  | 005               | 415,125  | 446,268  | 476,613  |
| 006        | 65,592  | 70,512   | 75,306   | 083        | 138,624  | 149,022  | 159,156  | 160        | 295,536  | 317,703  | 339,306  | 006               | 419,274  | 450,720  | 481,368  |
| 007        | 66,255  | 71,226   | 76,068   | 084        | 140,007  | 150,510  | 160,746  | 161        | 298,494  | 320,883  | 342,702  | 007               | 423,465  | 455,232  | 486,189  |
| 008        | 66,906  | 71,925   | 76,815   | 085        | 141,408  | 152,016  | 162,354  | 162        | 301,488  | 324,102  | 346,140  | 008               | 427,698  | 459,780  | 491,046  |
| 009        | 67,584  | 72,654   | 77,595   | 086        | 142,818  | 153,531  | 163,971  | 163        | 304,485  | 327,324  | 349,581  | 009               | 431,973  | 464,376  | 495,954  |
| 010        | 68,262  | 73,383   | 78,372   | 087        | 144,243  | 155,064  | 165,609  | 164        | 307,536  | 330,603  | 353,085  | 010               | 436,290  | 469,020  | 500,913  |
| 011        | 68,955  | 74,127   | 79,167   | 088        | 145,695  | 156,624  | 167,274  | 165        | 310,611  | 333,909  | 356,616  | 011               | 440,652  | 473,712  | 505,923  |
| 012        | 69,633  | 74,856   | 79,947   | 089        | 147,147  | 158,184  | 168,942  | 166        | 313,725  | 337,257  | 360,189  | 012               | 445,056  | 478,440  | 510,975  |
| 013        | 70,323  | 75,600   | 80,742   | 090        | 148,626  | 159,774  | 170,640  | 167        | 316,854  | 340,620  | 363,783  | 013               | 449,505  | 483,228  | 516,087  |
| 014        | 71,028  | 76,356   | 81,549   | 091        | 150,105  | 161,364  | 172,338  | 168        | 320,022  | 344,025  | 367,419  | 014               | 453,999  | 488,052  | 521,241  |
| 015        | 71,733  | 77,115   | 82,359   | 092        | 151,611  | 162,984  | 174,066  | 169        | 323,229  | 347,472  | 371,100  | 015               | 458,538  | 492,936  | 526,455  |
| 016        | 72,453  | 77,889   | 83,184   | 093        | 153,129  | 164,616  | 175,809  | 170        | 326,463  | 350,949  | 374,814  | 016               | 463,122  | 497,868  | 531,723  |
| 017        | 73,185  | 78,675   | 84,024   | 094        | 154,659  | 166,260  | 177,567  | 171        | 329,724  | 354,456  | 378,558  | 017               | 467,751  | 502,836  | 537,030  |
| 018        | 73,902  | 79,446   | 84,849   | 095        | 156,204  | 167,922  | 179,340  | 172        | 333,024  | 358,002  | 382,347  | 018               | 472,428  | 507,864  | 542,400  |
| 019        | 74,664  | 80,265   | 85,722   | 096        | 157,764  | 169,599  | 181,131  | 173        | 336,351  | 361,578  | 386,166  | 019               | 477,150  | 512,940  | 547,821  |
| 020        | 75,408  | 81,066   | 86,577   | 097        | 159,336  | 171,288  | 182,937  | 174        | 339,717  | 365,196  | 390,030  | 020               | 481,920  | 518,064  | 553,293  |
| 021        | 76,155  | 81,867   | 87,435   | 098        | 160,920  | 172,989  | 184,752  | 175        | 343,110  | 368,844  | 393,924  | 021               | 486,738  | 523,248  | 558,828  |
| 022        | 76,914  | 82,683   | 88,305   | 099        | 162,546  | 174,738  | 186,621  | 176        | 346,542  | 372,534  | 397,866  | 022               | 491,604  | 528,480  | 564,417  |
| 023        | 77,688  | 83,517   | 89,196   | 100        | 164,169  | 176,484  | 188,484  | 177        | 350,013  | 376,266  | 401,853  | 023               | 496,518  | 533,760  | 570,057  |
| 024        | 78,459  | 84,345   | 90,081   | 101        | 165,810  | 178,248  | 190,368  | 178        | 353,511  | 380,025  | 405,867  | 024               | 501,483  | 539,100  | 575,760  |
| 025        | 79,245  | 85,191   | 90,984   | 102        | 167,460  | 180,021  | 192,261  | 179        | 357,048  | 383,829  | 409,929  | 025               | 506,496  | 544,488  | 581,514  |
| 026        | 80,034  | 86,037   | 91,887   | 103        | 169,140  | 181,827  | 194,190  | 180        | 360,612  | 387,660  | 414,021  | 026               | 511,560  | 549,936  | 587,331  |
| 027        | 80,130  | 86,142   | 92,001   | 104        | 170,829  | 183,642  | 196,131  | 181        | 364,215  | 391,533  | 418,158  | 027               | 516,675  | 555,432  | 593,202  |
| 028        | 80,925  | 86,997   | 92,913   | 105        | 172,536  | 185,478  | 198,090  | 182        | 367,872  | 395,463  | 422,355  | 028               | 521,841  | 560,988  | 599,136  |
| 029        | 81,729  | 87,861   | 93,837   | 106        | 174,267  | 187,338  | 200,076  | 183        | 371,541  | 399,408  | 426,567  | 029               | 527,058  | 566,592  | 605,121  |
| 030        | 82,551  | 88,743   | 94,779   | 107        | 176,013  | 189,216  | 202,083  | 184        | 375,284  | 403,410  | 430,842  | 030               | 532,326  | 572,256  | 611,169  |
| 031        | 83,382  | 89,637   | 95,733   | 108        | 177,771  | 191,106  | 204,102  | 185        | 379,014  | 407,442  | 435,147  | 031               | 537,648  | 577,980  | 617,283  |
| 032        | 84,216  | 90,534   | 96,690   | 109        | 179,541  | 193,008  | 206,133  | 186        | 382,800  | 411,510  | 439,494  | 032               | 543,024  | 583,752  | 623,448  |
| 033        | 85,050  | 91,431   | 97,647   | 110        | 181,341  | 194,943  | 208,200  | 187        | 386,628  | 415,626  | 443,889  | 033               | 548,454  | 589,596  | 629,688  |
| 034        | 85,911  | 92,355   | 98,634   | 111        | 183,150  | 196,887  | 210,276  | 188        | 390,483  | 419,772  | 448,317  | 034               | 553,938  | 595,488  | 635,982  |
| 035        | 86,757  | 93,264   | 99,606   | 112        | 184,989  | 198,864  | 212,388  | 189        | 394,404  | 423,987  | 452,817  | 035               | 559,476  | 601,440  | 642,339  |
| 036        | 87,630  | 94,203   | 100,608  | 113        | 186,828  | 200,841  | 214,497  | 190        | 398,337  | 428,214  | 457,332  | 036               | 565,068  | 607,452  | 648,759  |
| 037        | 88,503  | 95,142   | 101,613  | 114        | 188,706  | 202,860  | 216,654  | 191        | 402,324  | 432,501  | 461,910  | 037               | 570,717  | 613,524  | 655,245  |
| 038        | 89,376  | 96,081   | 102,615  | 115        | 190,584  | 204,879  | 218,811  | 192        | 406,350  | 436,827  | 466,530  | 038               | 576,423  | 619,656  | 661,794  |
| 039        | 90,291  | 97,065   | 103,665  | 116        | 192,501  | 206,940  | 221,013  | 193        | 410,415  | 441,198  | 471,198  | 039               | 582,186  | 625,860  | 668,418  |
| 040        | 91,179  | 98,019   | 104,685  | 117        | 194,421  | 209,004  | 223,215  | 194        | 414,507  | 445,596  | 475,896  | 040               | 588,006  | 632,112  | 675,096  |
| 041        | 92,106  | 99,015   | 105,747  | 118        | 195,480  | 210,141  | 224,430  | 195        | 418,653  | 450,054  | 480,657  | 041               | 593,886  | 638,436  | 681,849  |
| 042        | 93,021  | 99,999   | 106,800  | 119        | 197,430  | 212,238  | 226,671  | 196        | 422,838  | 454,551  | 485,460  | 042               | 599,823  | 644,820  | 688,668  |
| 043        | 93,948  | 100,995  | 107,862  | 120        | 199,404  | 214,362  | 228,939  | 197        | 427,074  | 459,105  | 490,323  | 043               | 605,820  | 651,264  | 695,550  |
| 044        | 94,887  | 102,006  | 108,942  | 121        | 201,408  | 216,516  | 231,240  | 198        | 431,352  | 463,704  | 495,237  | 044               | 611,877  | 657,768  | 702,495  |
| 045        | 95,841  | 103,032  | 110,037  | 122        | 203,409  | 218,667  | 233,535  | 199        | 435,666  | 468,342  | 500,190  | 045               | 617,994  | 664,344  | 709,518  |
| 046        | 96,795  | 104,055  | 111,132  | 123        | 205,452  | 220,863  | 235,881  | 200        | 440,010  | 473,013  | 505,179  | 046               | 624,171  | 670,992  | 716,619  |
| 047        | 97,764  | 105,099  | 112,245  | 124        | 207,495  | 223,059  | 238,227  | 201        | 444,420  | 477,753  | 510,240  | 047               | 630,411  | 677,700  | 723,783  |
| 048        | 98,745  | 106,152  | 113,370  | 125        | 209,577  | 225,297  | 240,618  | 202        | 448,866  | 482,532  | 515,343  | 048               | 636,714  | 684,468  | 731,013  |
| 049        | 99,741  | 107,223  | 114,513  | 126        | 211,671  | 227,547  | 243,021  | 203        | 453,342  | 487,344  | 520,482  | 049               | 643,080  | 691,320  | 738,330  |
| 050        | 100,734 | 108,291  | 115,556  | 127        | 213,780  | 229,815  | 245,442  | 204        | 457,884  | 492,228  | 525,699  | 050               | 649,509  | 698,232  | 745,713  |
| 051        | 101,742 | 109,374  | 116,811  | 128        | 215,928  | 232,125  | 247,911  | 205        | 462,462  | 497,148  | 530,955  | 051               | 656,004  | 705,216  | 753,171  |
| 052        | 102,750 | 110,457  | 117,969  | 129        | 218,088  | 234,447  | 250,389  | 206        | 467,082  | 502,116  | 536,259  | 052               | 662,562  | 712,260  | 760,695  |
| 053        | 103,773 | 111,558  | 119,145  | 130        | 220,278  | 236,799  | 252,900  | 207        | 471,744  | 507,126  | 541,611  | 053               | 669,186  | 719,376  | 768,294  |
| 054        | 104,808 | 112,671  | 120,333  | 131        | 222,477  | 239,163  | 255,426  | 208        | 476,469  | 512,205  | 547,035  | 054               | 675,876  | 726,576  | 775,983  |
| 055        | 105,867 | 113,808  | 121,548  | 132        | 224,706  | 241,560  | 257,985  | 209        | 481,233  | 517,326  | 552,504  | 055               | 682,632  | 733,836  | 783,738  |
| 056        | 106,917 | 114,936  |          |            |          |          |          |            |          |          |          |                   |          |          |          |

**SCHEDULE 2: SALARY LEVELS WITH EFFECT FROM 1 MAY 2011 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              | 71,658 | 83,352 | 98,607  | 122,082 | 150,696 | 187,164 | 222,477 | 277,695 | 322,485 | 388,146 | 437,043            | 518,022 |
| 2              | 72,387 | 84,195 | 99,609  | 123,294 | 152,211 | 189,039 | 224,694 | 280,464 | 325,722 | 392,031 | 441,366            | 523,149 |
| 3              | 73,101 | 85,035 | 100,602 | 124,533 | 153,729 | 190,938 | 226,968 | 283,275 | 328,962 | 395,943 | 445,734            | 528,342 |
| 4              | 73,833 | 85,875 | 101,607 | 125,760 | 155,268 | 192,825 | 229,215 | 286,113 | 332,253 | 399,897 | 450,129            | 533,565 |
| 5              | 74,577 | 86,742 | 102,615 | 127,026 | 156,843 | 194,754 | 231,516 | 288,978 | 335,586 | 403,908 | 454,581            | 538,854 |
| 6              | 75,306 | 87,609 | 103,662 | 128,307 | 158,400 | 196,713 | 233,829 | 291,858 | 338,934 | 407,943 | 459,084            | 544,188 |
| 7              | 76,080 | 88,491 | 104,694 | 129,588 | 159,981 | 198,684 | 236,169 | 294,795 | 342,324 | 412,023 | 463,620            | 549,588 |
| 8              | 76,839 | 89,388 | 105,729 | 130,884 | 161,595 | 200,667 | 238,554 | 297,726 | 345,753 | 416,142 | 468,207            | 555,045 |
| 9              | 77,595 | 90,258 | 106,788 | 132,207 | 163,194 | 202,662 | 240,924 | 300,702 | 349,215 | 420,303 | 472,833            | 560,541 |
| 10             | 78,366 | 91,167 | 107,850 | 133,518 | 164,832 | 204,705 | 243,348 | 303,708 | 352,713 | 424,491 | 477,504            | 566,091 |
| 11             | 79,152 | 92,088 | 108,951 | 134,853 | 166,485 | 206,757 | 245,772 | 306,750 | 356,241 | 428,763 | 482,232            | 571,698 |
| 12             | 79,950 | 93,012 | 110,025 | 136,203 | 168,141 | 208,809 | 248,211 | 309,810 | 359,805 | 433,047 | 487,011            | 577,365 |
| 13             | 80,763 | 93,936 | 111,129 | 137,568 | 169,818 | 210,891 | 250,719 | 312,909 | 363,387 | 437,373 | 491,847            | 583,092 |
| 14             | 81,549 | 94,869 | 112,230 | 138,945 | 171,513 | 213,024 | 253,212 | 316,035 | 367,026 | 441,738 | 496,710            | 588,867 |
| 15             | 82,374 | 95,823 | 113,361 | 140,334 | 173,250 | 215,145 | 255,747 | 319,206 | 370,689 | 446,163 | 501,615            | 594,723 |
| 16             | 83,202 | 96,774 | 114,489 | 141,741 | 174,969 | 217,281 | 258,309 | 322,404 | 374,409 | 450,627 | 506,589            | 600,618 |
| P              |        |        | 115,632 |         | 176,958 |         | 260,586 |         |         |         |                    |         |
| P              |        |        |         |         |         |         | 268,755 |         |         |         |                    |         |