
GOVERNMENT NOTICE

DEPARTMENT OF BASIC EDUCATION

No. 237

28 March 2013

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 APRIL 2013

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 1 of 2012 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 salary adjustment and improvements on conditions of service in the Public Service for the period 2012/13 – 2014/15, I hereby determine for educators employed in terms of the Employment of Educators Act, 1998 an adjustment in salary scale with a cost-of-living of 6.6% for the financial year 2013/14. This adjustment (**Annexure A**) takes effect from 1 April 2013.

The Personnel Administrative Measures (PAM) will be amended in order to include these scales as outlined in **Annexure A**.



**MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION**

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2013 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notches				Notch				Notches				Notch				Inclusive Package			
Code	1/5/2011	1/5/2012	1/4/2013	Code	1/5/2011	1/5/2012	1/4/2013	Code	1/5/2011	1/5/2012	1/4/2013	Code	1/5/2011	1/5/2012	1/4/2013	Code	1/5/2011	1/5/2012	1/4/2013
001	71,664	76,680	81,741	082	157,578	168,609	179,736	163	349,581	374,052	398,739	001	458,019	490,080	522,426	001	458,019	490,080	522,426
002	72,381	77,448	82,560	083	159,156	170,298	181,539	164	353,085	377,802	402,738	002	462,594	494,976	527,643	002	462,594	494,976	527,643
003	73,110	78,228	83,391	084	160,746	171,999	183,351	165	356,616	381,579	406,764	003	467,220	499,926	532,920	003	467,220	499,926	532,920
004	73,827	78,996	84,210	085	162,354	173,718	185,184	166	360,189	385,401	410,838	004	471,897	504,930	538,254	004	471,897	504,930	538,254
005	74,574	79,794	85,059	086	163,971	175,449	187,029	167	363,783	389,247	414,936	005	476,613	509,976	543,633	005	476,613	509,976	543,633
006	75,306	80,577	85,896	087	165,609	177,201	188,895	168	367,419	393,138	419,085	006	481,368	515,064	549,057	006	481,368	515,064	549,057
007	76,068	81,393	86,766	088	167,274	178,983	190,797	169	371,100	397,077	423,285	007	486,189	520,221	554,556	007	486,189	520,221	554,556
008	76,815	82,191	87,615	089	168,942	180,768	192,699	170	374,814	401,052	427,521	008	491,046	525,420	560,097	008	491,046	525,420	560,097
009	77,595	83,028	88,509	090	170,640	182,586	194,637	171	378,558	405,057	431,790	009	495,954	530,670	565,695	009	495,954	530,670	565,695
010	78,372	83,859	89,394	091	172,338	184,401	196,572	172	382,347	409,110	436,110	010	500,913	535,977	571,350	010	500,913	535,977	571,350
011	79,167	84,708	90,300	092	174,066	186,252	198,546	173	386,166	413,199	440,469	011	505,923	541,338	577,065	011	505,923	541,338	577,065
012	79,947	85,542	91,188	093	175,809	188,115	200,532	174	390,030	417,333	444,876	012	510,975	546,744	582,828	012	510,975	546,744	582,828
013	80,742	86,394	92,097	094	177,567	189,996	202,536	175	393,924	421,500	449,319	013	516,087	552,213	588,660	013	516,087	552,213	588,660
014	81,549	87,258	93,018	095	179,340	191,895	204,561	176	397,866	425,718	453,816	014	521,241	557,727	594,537	014	521,241	557,727	594,537
015	82,359	88,125	93,942	096	181,131	193,809	206,601	177	401,853	429,984	458,364	015	526,455	563,307	600,486	015	526,455	563,307	600,486
016	83,184	89,007	94,881	097	182,937	195,744	208,662	178	405,867	434,277	462,939	016	531,723	568,944	606,495	016	531,723	568,944	606,495
017	84,024	89,907	95,841	098	184,752	197,685	210,732	179	409,929	438,624	467,574	017	537,030	574,623	612,549	017	537,030	574,623	612,549
018	84,849	90,789	96,780	099	186,621	199,683	212,862	180	414,021	443,001	472,239	018	542,400	580,368	618,672	018	542,400	580,368	618,672
019	85,722	91,722	97,776	100	188,484	201,678	214,989	181	418,158	447,429	476,958	019	547,821	586,167	624,855	019	547,821	586,167	624,855
020	86,577	92,637	98,751	101	190,368	203,694	217,137	182	422,355	451,920	481,746	020	553,293	592,023	631,098	020	553,293	592,023	631,098
021	87,435	93,555	99,729	102	192,261	205,719	219,297	183	426,567	456,426	486,549	021	558,828	597,945	637,410	021	558,828	597,945	637,410
022	88,305	94,485	100,722	103	194,190	207,783	221,496	184	430,842	461,001	491,427	022	564,417	603,927	643,785	022	564,417	603,927	643,785
023	89,196	95,439	101,739	104	196,131	209,859	223,710	185	435,147	465,606	496,335	023	570,057	609,960	650,217	023	570,057	609,960	650,217
024	90,081	96,387	102,750	105	198,090	211,956	225,945	186	439,494	470,259	501,297	024	575,760	616,062	656,721	024	575,760	616,062	656,721
025	90,984	97,353	103,779	106	200,076	214,080	228,210	187	443,889	474,960	506,307	025	581,514	622,221	663,288	025	581,514	622,221	663,288
026	91,887	98,319	104,808	107	202,083	216,228	230,499	188	448,317	479,700	511,359	026	587,331	628,443	669,921	026	587,331	628,443	669,921
027	92,001	98,442	104,940	108	204,102	218,388	232,803	189	452,817	484,515	516,492	027	593,202	634,725	676,617	027	593,202	634,725	676,617
028	92,913	99,417	105,978	109	206,133	220,563	235,119	190	457,332	489,345	521,643	028	599,136	641,076	683,388	028	599,136	641,076	683,388
029	93,837	100,407	107,034	110	208,200	222,774	237,477	191	461,910	494,244	526,863	029	605,121	647,478	690,213	029	605,121	647,478	690,213
030	94,779	101,415	108,108	111	210,276	224,994	239,844	192	466,530	499,188	532,134	030	611,169	653,952	697,113	030	611,169	653,952	697,113
031	95,733	102,435	109,197	112	212,388	227,256	242,256	193	471,198	504,183	537,459	031	617,283	660,492	704,085	031	617,283	660,492	704,085
032	96,690	103,458	110,286	113	214,497	229,512	244,659	194	475,896	509,208	542,817	032	623,448	667,089	711,117	032	623,448	667,089	711,117
033	97,647	104,481	111,378	114	216,654	231,819	247,119	195	480,657	514,302	548,247	033	629,688	673,767	718,236	033	629,688	673,767	718,236
034	98,634	105,537	112,503	115	218,811	234,129	249,582	196	485,460	519,441	553,725	034	635,982	680,502	725,415	034	635,982	680,502	725,415
035	99,606	106,578	113,613	116	221,013	236,484	252,093	197	490,323	524,646	559,272	035	642,339	687,303	732,666	035	642,339	687,303	732,666
036	100,608	107,652	114,756	117	223,215	238,839	254,601	198	495,237	529,905	564,879	036	648,759	694,173	739,989	036	648,759	694,173	739,989
037	101,613	108,726	115,902	118	224,430	240,141	255,990	199	500,190	535,203	570,525	037	655,245	701,112	747,384	037	655,245	701,112	747,384
038	102,615	109,797	117,045	119	226,671	242,538	258,546	200	505,179	540,543	576,219	038	661,794	708,120	754,857	038	661,794	708,120	754,857
039	103,665	110,922	118,242	120	228,939	244,965	261,132	201	510,240	545,958	581,991	039	668,418	715,206	762,411	039	668,418	715,206	762,411
040	104,685	112,014	119,405	121	231,240	247,428	263,757	202	515,343	551,418	587,811	040	675,096	722,352	770,028	040	675,096	722,352	770,028
041	105,747	113,148	120,616	122	233,535	249,882	266,373	203	520,482	556,917	593,673	041	681,849	729,579	777,732	041	681,849	729,579	777,732
042	106,800	114,276	121,818	123	235,881	252,393	269,052	204	525,699	562,497	599,622	042	688,668	736,875	785,508	042	688,668	736,875	785,508
043	107,862	115,413	123,030	124	238,227	254,904	271,728	205	530,955	568,122	605,619	043	695,550	744,240	793,359	043	695,550	744,240	793,359
044	108,942	116,568	124,260	125	240,618	257,460	274,452	206	536,259	573,798	611,670	044	702,495	751,671	801,282	044	702,495	751,671	801,282
045	110,037	117,741	125,511	126	243,021	260,031	277,194	207	541,611	579,525	617,775	045	709,518	759,183	809,289	045	709,518	759,183	809,289
046	111,132	118,911	126,759	127	245,442	262,623	279,957	208	547,035	585,327	623,958	046	716,619	766,782	817,389	046	716,619	766,782	817,389
047	112,245	120,102	128,028	128	247,911	265,266	282,774	209	552,504	591,180	630,198	047	723,783	774,447	825,561	047	723,783	774,447	825,561
048	113,370	121,305	129,312	129	250,389	267,915	285,597	210	558,021	597,081	636,489	048	731,013	782,184	833,808	048	731,013	782,184	833,808
049	114,513	122,529	130,617	130	252,900	270,603	288,462	211	563,613	603,066	642,867	049	738,330	790,014	842,154	049	738,330	790,014	842,154
050	115,656	123,753	131,922	131	255,426	273,306	291,345	212	569,250	609,099	649,299	050	745,713	797,913	850,575	050	745,713	797,913	850,575
051	116,811	124,989	133,239	132	257,985	276,045	294,264	213	574,935	615,180	655,782	051	753,171	805,893	859,083	051	753,171	805,893	859,083
052	117,969	126,228	134,559	133	260,559	278,799	297,201	214	580,680	621,327	662,334	052	760,695	813,945	867,666	052	760,695	813,945	867,666
053	119,145	127,485	135,900	134	263,163	281,583	300,168	215	586,494	627,549	668,967	053	768,294	822,075	876,333	053	768,294	822,075	876,333
054	120,333	128,757	137,256	135	265,782	284,388	303,159	216	592,362	633,828	675,660	054	775,983	830,301	885,102	054	775,983	830,301	885,102
055	121,548	130,056	138,639	136	268,443	287,235	306,19												