
GOVERNMENT NOTICE

DEPARTMENT OF BASIC EDUCATION

No. 357


12 May 2014

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 2014

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 7.4% for the financial year 2014/15. This adjustment (**Annexure A**) takes effect from 1 April 2014.

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
DATE: 5-05-2014

SCHEDULE 1

Notch Code	Inclusive Package		
	1/5/2012	1/4/2013	1/4/2014

001	490,080	522,426	561,087
002	494,976	527,643	566,688
003	499,926	532,920	572,355
004	504,930	538,254	578,085
005	509,976	543,633	583,863
006	515,064	549,057	589,686
007	520,221	554,556	595,593
008	525,420	560,097	601,545
009	530,670	565,695	607,547
010	535,977	571,350	613,629
011	541,338	577,065	619,761
012	546,744	582,828	625,956
013	552,213	588,660	632,220
014	557,727	594,537	638,532
015	563,307	600,486	644,922
016	568,944	606,495	651,375
017	574,623	612,549	657,879
018	580,368	618,672	664,445
019	586,167	624,855	671,094
020	592,023	631,098	677,799
021	597,945	637,410	684,579
022	603,927	643,785	691,425
023	609,960	650,217	698,334
024	616,062	656,721	705,318
025	622,221	663,288	712,371
026	628,443	669,921	719,496
027	634,725	676,617	726,687
028	641,076	683,388	733,995
029	647,478	690,213	741,288
030	653,932	697,113	748,698
031	660,492	704,085	756,186
032	667,089	711,117	763,740
033	673,767	718,236	771,384
034	680,502	725,415	779,097
035	687,303	732,666	786,882
036	694,173	739,989	794,748
037	701,112	747,384	802,689
038	708,120	754,857	810,717
039	715,206	762,411	818,829
040	722,352	770,028	827,010
041	729,579	777,732	835,284
042	736,875	785,508	843,636
043	744,240	793,359	852,069
044	751,671	801,282	860,577
045	759,183	809,289	869,175
046	766,782	817,389	877,875
047	774,447	825,561	886,653
048	782,184	833,808	895,509
049	790,014	842,154	904,473
050	797,913	850,575	913,518
051	805,893	859,083	922,656
052	813,945	867,666	931,872
053	822,075	876,333	941,181
054	830,301	885,102	950,601
055	838,599	893,946	960,099
056	846,978	902,880	969,693
057	855,453	911,913	979,395
058	864,009	921,033	989,199
059	872,649	930,243	999,081
060	881,370	939,540	1,009,065
061	890,175	948,927	1,019,148

SCHEDULE 2

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2014 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS

				INCLUSIVE PACKAGE			
Job title	Code	01/04/2013	01/04/2014	Job title	Code	01/04/2013	01/04/2014
Education Therapist Grade 1	1	211902	227,583	Education Counsellor/ Psychometrist Grade 3	1	506937	544,449
	2	215085	231,000		2	514539	552,615
	3	218310	234,465		3	522258	560,904
	4	221586	237,984		4	530088	569,316
	5	224916	241,560		5	538035	577,851
	6	228285	245,178		6	546111	586,524
	7	231711	248,859		7	554301	595,320
	8	235185	252,588		8	562614	604,248
	9	238713	256,377	Chief Education Counsellor/ Psychometrist Grade 1	1	506937	544,449
	10	242286	260,214		2	514539	552,615
Education Therapist Grade 2	1	249612	268,083		3	522258	560,904
	2	253359	272,109		4	530088	569,316
	3	257160	276,189		5	538035	577,851
	4	261024	280,341		6	546111	586,524
	5	264939	284,544		7	554301	595,320
	6	268914	288,813		8	562614	604,248
	7	272949	293,148	Chief Education Counsellor/ Psychometrist Grade 2	1	579618	622,509
	8	277041	297,543		2	588315	631,851
	9	281193	302,001		3	597144	641,334
	10	285417	306,537		4	606102	650,955
Education Therapist Grade 3	1	294036	315,795		5	615189	660,714
	2	298449	320,535		6	624423	670,629
	3	302931	325,347		7	633783	680,682
	4	307473	330,225		8	643290	690,894
	5	312084	335,178		9	652938	701,256
	6	316764	340,206	Senior Education Counsellor/ Psychometrist Specialist Grade 1	1	624423	670,629
	7	321522	345,315		2	633783	680,682
	8	326343	350,493		3	643290	690,894
	9	331239	355,752		4	652938	701,256
	10	336207	361,086		5	662730	711,771
	11	341253	366,507		6	672675	722,454
	12	346368	372,000		7	682761	733,284
	13	351570	377,586		8	693003	744,285
	14	356838	383,244	Senior Education Counsellor/ Psychometrist Specialist Grade 2	1	713946	766,779
Chief Education Therapist Grade 1	1	312084	335,178		2	724659	778,284
	2	316764	340,206		3	735531	789,960
	3	321522	345,315		4	746559	801,804
	4	326343	350,493		5	757761	813,834
	5	331239	355,752		6	769125	826,041
	6	336207	361,086		7	780663	838,431
	7	341253	366,507	Education Psychologist Grade 1	1	477624	512,967
	8	346368	372,000		2	484788	520,662
Chief Education Therapist Grade 2	1	356838	383,244		3	492063	528,477
	2	362190	388,992		4	499443	536,403
	3	367620	394,824		5	506937	544,449
	4	373137	400,749		6	514539	552,615
	5	378735	406,761		7	522258	560,904
	6	384420	412,866		8	530088	569,316
	7	390186	419,061				
	8	396036	425,343				

Job title	Code	01/04/2013	01/04/2014
Education Therapist Specialist Grade 1	1	346368	372,000
	2	351570	377,586
	3	356838	383,244
	4	362190	388,992
	5	367620	394,824
	6	373137	400,749
	7	378735	406,761
	8	384420	412,866
Education Therapist Specialist Grade 2	1	396036	425,343
	2	401976	431,721
	3	408000	438,192
	4	414126	444,771
	5	420333	451,437
	6	426639	458,211
	7	433041	465,087
	8	439530	472,056
INCLUSIVE PACKAGE			
Job title	Code	01/04/2013	01/04/2014
Senior Education Therapist Specialist Grade 1	1	579618	622,509
	2	588315	631,851
	3	597144	641,334
	4	606102	650,955
	5	615189	660,714
	6	624423	670,629
	7	633783	680,682
	8	643290	690,894
Senior Education Therapist Specialist Grade 2	1	662730	711,771
	2	672675	722,454
	3	682761	733,284
	4	693003	744,285
	5	703395	755,445
	6	713946	766,779
	7	724659	778,284
	8	735531	789,960
	9	746559	801,804
	10	757761	813,834
Education Counsellor/ Psychometrist Grade 1	1	387762	416,457
	2	393579	422,703
	3	399480	429,042
	4	405477	435,483
	5	411558	442,014
	6	417729	448,641
	7	423987	455,361
	8	430356	462,201
Education Counsellor/ Psychometrist Grade 2	1	443364	476,172
	2	450009	483,309
	3	456762	490,563
	4	463611	497,919
	5	470568	505,389
	6	477624	512,967
	7	484788	520,662
	8	492063	528,477

INCLUSIVE PACKAGE			
Job title	Code	01/04/2013	01/04/2014
Education Psychologist Grade 2	1	562614	604,248
	2	571056	613,314
	3	579618	622,509
	4	588315	631,851
	5	597144	641,334
	6	606102	650,955
	7	615189	660,714
	8	624423	670,629
Education Psychologist Grade 3	1	652938	701,256
	2	662730	711,771
	3	672675	722,454
	4	682761	733,284
	5	693003	744,285
	6	703395	755,445
	7	713946	766,779
	8	724659	778,284
	9	735531	789,960
	10	746559	801,804
	11	757761	813,834
	12	769125	826,041
Senior Education Psychologist Grade 1	1	693003	744,285
	2	703395	755,445
	3	713946	766,779
	4	724659	778,284
	5	735531	789,960
	6	746559	801,804
	7	757761	813,834
	8	769125	826,041
Senior Education Psychologist Grade 2	1	792372	851,007
	2	804255	863,769
	3	816318	876,726
	4	828564	889,878
	5	840990	903,222
	6	853608	916,776
	7	866409	930,522
	8	879405	944,481
	9	892593	958,644
	10	905991	973,035