### 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

#### OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2014 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch		Notches		N	otch		Notches	
Code	1/5/2012	1/4/2013	1/4/2014	1 1	ode	1/5/2012	1/4/2013	1/4/2014
001	76,680	81,741	87,789		082	168,609	179,736	193,035
002 003	77,448 78,228	82,560	88,668		083	170,298	181,539	194,973
003	78,996	83,391 84,210	89,562 90,441		084 085	171,999 173,718	183,351 185,184	196,920 198,888
005	79,794	85,059	91,353	2000	086	175,449	187,029	200,868
006	80,577	85,896	92,253		087	177,201	188,895	202,872
007	81,393	86,766	93,186	,	880	178,983	190,797	204,915
800	82,191	87,615	94,098		089	180,768	192,699	206,958
009	83,028	88,509	95,058		090	182,586	194,637	209,040
010 011	83,859 84,708	89,394 90,300	96,009 96,981		091 092	184,401 186,252	196,572 198,546	211,119 213,237
012	85,542	91,188	97,935		093	188,115	200.532	215,237
013	86,394	92,097	98,913		094	189,996	202,536	217,524
014	87,258	93,018	99,900		095	191,895	204,561	219,699
015	88,125	93,942	100,893		096	193,809	206,601	221,889
016	89,007	94,881	101,901		097	195,744	208,662	224,103
017	89,907	95,841	102,933	2000	098	197,685	210,732	226,326
018 019	90,789 91,722	96,780 97,776	103,941 105,012		099 100	199,683 201,678	212,862 214,989	228,615 230,898
020	92,637	98,751	106,059		101	203,694	217,137	233,205
021	93,555	99,729	107,109	5000	102	205,719	219,297	235,524
022	94,485	100,722	108,174		103	207,783	221,496	237,888
023	95,439	101,739	109,269		104	209,859	223,710	240,264
024	96,387	102,750	110,355		105	211,956	225,945	242,664
025 026	97,353 98,319	103,779 104,808	111,459 112,563		106	214,080	228,210	245,097 247,557
026	98,319	104,808	112,563		107 108	216,228 218,388	230,499 232,803	250,029
028	99,417	105,978	113,820	42.00	109	220,563	235,119	252,519
029	100,407	107,034	114,954		110	222,774	237,477	255,051
030	101,415	108,108	116,109	£000	111	224,994	239,844	257,592
031	102,435	109,197	117,279		112	227,256	242,256	260,184
032 033	103,458 104,481	110,286 111,378	118,446 119,619		113 114	229,512 231,819	244,659 247,119	262,764
034	105,537	112,503	120,828		115	231,019	247,119	265,407 268,050
035	106,578	113,613	122,019		116	236,484	252,093	270,747
036	107,652	114,756	123,249		117	238,839	254,601	273,441
037	108,726	115,902	124,479	8,000	118	240,141	255,990	274,932
038	109,797	117,045	125,706		119	242,538	258,546	277,677
039 040	110,922 112,014	118,242 119,406	126,993 128,241		120 121	244,965 247,428	261,132 263,757	280,455 283,275
041	113,148	120,615	129,540		122	249,882	266,373	286,086
042	114,276	121,818	130,833		123	252,393	269,052	288,963
043	115,413	123,030	132,135		124	254,904	271,728	291,837
044	116,568	124,260	133,455		125	257,460	274,452	294,762
045 046	117,741 118,911	125,511 126,759	134,799 136,140		126 127	260,031 262,623	277,194 279,957	297,705 300,675
047	120,102	128,028	137,502		128	265,266	282,774	303,699
048	121,305	129,312	138,882		129	267,915	285,597	306,732
049	122,529	130,617	140,283		130	270,603	288,462	309,807
050	123,753	131,922	141,684		131	273,306	291,345	312,906
051	124,989	133,239	143,100		132	276,045	294,264	316,041
052 053	126,228 127,485	134,559 135,900	144,516 145,956		133 134	278,799 281,583	297,201 300,168	319,194 322,380
054	128,757	137,256	147,414		135	284,388	303,159	325,593
055	130,056	138,639	148,899		136	287,235	306,192	328,851
056	131,343	140,013	150,375		137	290,124	309,273	332,160
057	132,663	141,420	151,884		138	293,019	312,357	335,472
058 059	134,001 135,324	142,845 144,255	153,417 154,929		139 140	295,950 298,899	315,483 318,627	338,829 342,204
060	136,680	145,701	156,483		141	301,881	321,804	345,618
061	138,048	147,159	158,049		142	304,911	325,035	349,089
062	139,437	148,641	159,639		143	307,959	328,284	352,578
063	140,820	150,114	161,223		144	311,034	331,563	356,100
064 065	142,224 143,643	151,611 153,123	162,831 164,454		145 146	314,142 317,286	334,875 338,226	359,655 363,255
066	145,083	154,659	166,104		147	320,463	341,613	366,891
067	146,553	156,225	167,787		148	323,673	345,036	370,569
068	148,002	157,770	169,446		149	326,901	348,477	374,265
069	149,490	159,357	171,150		150	330,159	351,948	377,991
070 071	150,978 152,496	160,944 162,561	172,854 174,591		151 152	333,483	355,494	381,801
071	154,017	164,181	174,591		152 153	336,807 340,173	359,037 362,625	385,605 389,460
073	155,565	165,831	178,101		154	343,581	366,258	393,360
074	157,116	167,487	179,880		155	345,450	368,250	395,502
075	158,691	169,164	181,683		156	348,900	371,928	399,450
076 077	160,272 161,874	1 <b>70</b> ,850 1 <b>72</b> ,557	183,492 185,325		157 158	352,392 355,905	375,651 370 305	403,449
078	162,018	172,337	185,490		159	359,475	379,395 383,199	407,469 411,555
079	163,653	174,453	187,362		160	363,057	387,018	415,656
080	165,285	176,193	189.231		161	366,690	390,891	419,817
081	166,938	177,957	191,127		162	370,371	394,815	424,032

Notch	Notches				Inclusive Package		
Noten Code	1/5/2012	1/4/2013	1/4/2014	Notch			T
163	374,052	398,739	428,247	Code 001	<b>1/5/2012</b> 490,080	<b>1/4/2013</b> 522,426	<b>1/4/2014</b> 561,087
164	377,802	402,738	432,540	002	494,976	527,643	566,688
165	381,579	406,764	436,866	003	499,926	532,920	572,355
166	385,401	410,838	441,240	004	504,930	538,254	578,085
167	389,247	414,936	445,641	005	509,976	543,633	583,863
168	393,138	419,085	450,096	006	515,064	549,057	589,686
169	397,077	423,285	454,608	007	520,221	554,556	595,593
170	401,052	427,521	459,159	008	525,420	560,097	601,545
171	405,057	431,790	463,743	009	530,670	565,695	607,557
172	409,110	436,110	468,381	010	535,977	571,350	613,629
173	413,199	440,469	473,064	011	541,338	577,065	619,767
174	417,333	444,876	477,798	012	546,744	582,828	625,956
175	421,500	449,319	482,568	013	552,213	588,660	632,220
176	425,718	453,816	487,398	014	557,727	594,537	638,532
177	429,984	458,364	492,282	015	563,307	600,486	644,922
178	434,277	462,939	497,196	016	568,944	606,495	651,375
179	438,624	467,574	502,173	017	574,623	612,549	657,879
180	443,001	472,239	507,186	018	580,368	618,672	664,455
181	447,429	476,958	512,253	019	586,167	624,855	671,094
182	451,920	481,746	517,395	020	592,023	631,098	677,799
183 184	456,426 461,001	486,549	522,555	021	597,945	637,410	684,579
185	465,606	491,427 496,335	527,793	022	603,927	643,785	691,425
186	470,259	501,297	533,064 538,392	023 024	609,960 616,062	650,217	698,334
187	474,960	506,307	543,774	025	622,221	656,721 663,288	705,318 712,371
188	479,700	511,359	549,201	026	628,443	669,921	719,496
189	484,515	516,492	554,712	027	634,725	676,617	726,687
190	489,345	521,643	560,244	028	641,076	683,388	733,959
191	494,244	526,863	565,851	029	647,478	690,213	741,288
192	499,188	532,134	571,512	030	653,952	697,113	748,698
193	504,183	537,459	577,230	031	660,492	704,085	756,186
194	509,208	542,817	582,984	032	667,089	711,117	763,740
195	514,302	548,247	588,816	033	673,767	718,236	771,384
196	519,441	553,725	594,702	034	680,502	725,415	779,097
197	524,646	559,272	600,657	035	687,303	732,666	786,882
198	529,905	564,879	606,681	036	694,173	739,989	794,748
199	535,203	570,525	612,744	037	701,112	747,384	802,689
200	540,543	576,219	618,858	038	708,120	754,857	810,717
201	545,958	581,991	625,059	039	715,206	762,411	818,829
202	551,418	587,811	631,308	040	722,352	770,028	827,010
204	556,917	593,673	637,605	041	729,579	777,732	835,284
205	562,497 568,122	599,622 605,619	643,995 650,436	042 043	736,875 744,240	785,508	843,636
206	573,798	611,670	656,934	044	751,671	793,359 801,282	852,069 860,577
207	579,525	617,775	663,489	045	759,183	809,289	869,175
208	585,327	623,958	670,131	046	766,782	817,389	877,875
209	591,180	630,198	676,833	047	774,447	825,561	886,653
210	597,081	636,489	683,589	048	782,184	833,808	895,509
211	603,066	642,867	690,438	049	790,014	842,154	904,473
212	609,099	649,299	697,347	050	797,913	850,575	913,518
213	615,180	655,782	704,310	051	805,893	859,083	922,656
214	621,327	662,334	711,348	052	813,945	867,666	931,872
215	627,549	668,967	718,470	053	822,075	876,333	941,181
216	633,828	675,660	725,658	054	830,301	885,102	950,601
217	640,170	682,422	732,921	055	838,599	893,946	960,099
218	646,554	689,226	740,229	056	846,978	902,880	969,693
5.000	653,031	696,132	747,645	057	855,453	911,913	979,395
219					004 000		
220	659,562	703,092	755,121	058	864,009	921,033	989,190
		703,092 710,130	755,121 762,681	059	872,649	930,243	999,081
220	659,562						

## SCHEDULE 2

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

Job title	Code	01/04/2013	01/04/2014
	1	211902	227,583
	2	215085	231,000
	3	218310	234,465
Education	4	221586	237,984
Therapist	5	224916	241,560
Grade 1	6	228285	245,178
Grade I	7	231711	248,859
	8	235185	252,588
	9	238713	256,377
	10	242286	260,214
	1	249612	268,083
	2	253359	272,109
	3	257160	276,189
Edward an	4	261024	280,341
Education	5	264939	284,544
Therapist	6	268914	288,813
Grade 2	7	272949	293,148
	8	277041	297,543
	9	281193	302,001
	10	285417	306,537
	1	294036	315,795
	2	298449	320,535
	3	302931	325,347
	4	307473	330,225
	5	312084	335,178
	6	316764	340,206
Education	7	321522	345,315
Therapist	8	326343	350,493
Grade 3	9	331239	355,752
	10	336207	361,086
	11	341253	366,507
	12	346368	372,000
	13	351570	377,586
	14	356838	383,244
	1	312084	335,178
	2	316764	340,206
Chief	3	321522	345,315
Education	4	326343	350,493
Therapist	5	331239	355,752
Grade 1	6	336207	361,086
	7	341253	366,507
	8	346368	372,000
	1	356838	383,244
	2	362190	388,992
Chief	3	367620	394,824
Education	4	373137	400,749
Therapist	5	378735	406,761
Grade 2	6	384420	412,866
	7	390186	419,061
	8	396036	425,343

INC			
Job title	Code	01/04/2013	01/04/2014
	1	506937	544,449
	2	514539	552,615
Education	3	522258	560,904
Counsellor/	4	530088	569,316
Psychometrist	5	538035	577,851
Grade 3	6	546111	586,524
	7	554301	595,320
	8	562614	604,248
	1	506937	544,449
	2	514539	552,615
Chief Education	3	522258	560,904
Counsellor/	4	530088	569,316
Psychometrist	5	538035	577,851
Grade 1	6	546111	586,524
	7	554301	595,320
	8	562614	604,248
	1	579618	622,509
	2	588315	631,851
	3	597144	641,334
Chief Education	4	606102	650,955
Counsellor/	5	615189	660,714
Psychometrist	6	624423	670,629
Grade 2	7	633783	4.00
	8		680,682 690,894
	9	643290 652938	
	1		701,256
Camian	2	624423	670,629
Senior Education	3	633783	680,682
Counsellor/	4	643290	690,894
		652938	701,256
Psychometrist Specialist Grade	5	662730	711,771
Specialist Grade	6 7	672675	722,454
1	<u> </u>	682761	733,284
	8	693003	744,285
Senior	1	713946	766,779
Education	2	724659	778,284
Counsellor/	3	735531	789,960
Psychometrist	4	746559	801,804
Specialist Grade	5	757761	813,834
2	6	769125	826,041
	7	780663	838,431
	1	477624	512,967
Primercuppou	2	484788	520,662
Education	3	492063	528,477
Psychologist	4	499443	536,403
Grade 1	5	506937	544,449
	6	514539	552,615
and	7	522258	560,904
	8	530088	569,316
		1	

Job title	Code	01/04/2013	01/04/2014
	1	346368	372,000
	2	351570	377,586
Education	3	356838	383,244
Therapist	4	362190	388,992
Specialist	5	367620	394,824
Grade 1	6	373137	400,749
	7	378735	406,761
	8	384420	412,866
	1	396036	425,343
	2	401976	431,721
Education	3	408000	438,192
Therapist	4	414126	444,771
Specialist	5	420333	451,437
Grade 2	6	426639	458,211
Graue 2	7		465,087
		433041	
	8	439530	472,056
		/E PACKAGE	04/04/0044
Job title	Code	01/04/2013	01/04/2014
	1	579618	622,509
Senior	2	588315	631,851
Education	3	597144	641,334
Therapist	4	606102	650,955
Specialist	5	615189	660,714
Grade 1	6	624423	670,629
0,000	7	633783	680,682
	8	643290	690,894
	1	662730	711,771
	2	672675	722,454
Senior	3	682761	733,284
Education	4	693003	744,285
	5	703395	755,445
Therapist	6	713946	766,779
Specialist	7	724659	778,284
Grade 2	8	735531	789,960
	9	746559	801,804
	10	757761	813,834
	1	387762	416,457
	2	393579	422,703
Education	3	399480	429,042
Counsellor/	4	405477	435,483
Psychometrist	5	411558	442,014
Grade 1	6	417729	448,641
	7	423987	455,361
	8	430356	462,201
	1	443364	476,172
	2		483,309
Education	3	450009 456762	Contract of the Contract of th
Education		456762 463611	490,563
Counsellor/	4	463611	497,919
Psychometrist	5	470568	505,389
Grade 2	6	477624	512,967
	7	484788	520,662
	8	492063	528 477

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

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