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## GOVERNMENT NOTICE

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### DEPARTMENT OF EDUCATION

No. 863

13 August 2008

#### **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 JULY 2008**

**I, Grace Naledi Mandisa Pandor, Minister of Education, have in terms of section 4 of the Employment of Educators Act, 1998 determined that:**

In accordance with the multi-term agreement (Resolution 1 of 2007) that was concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the registered scope of the PSCBC, and the Ministerial Directive issued by the DPSA dated 26 June 2003, I hereby determine for educators employed in terms of section 4 of the Employment of Educators Act, 1998:

1. A cost-of-living adjustment of 10.5 percent for all educators effective from 1 July 2008.

Schedule 1 is applicable to Educators dealt with in accordance with 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 Administration Measures (PAM) will be amended in order to include this matter as outlined in Schedule 1 and Schedule 2.



**G.N.M. PANDOR, MP  
MINISTER OF EDUCATION**

Date: 7 July 2008

# SALARY LEVELS WITH EFFECT FROM 1 JULY 2008 FOR FULL-TIME EMPLOYEES: EDUCATORS

SALARY LEVEL												
Salary notches											Inclusive packages	
	3	4	5	6	7	8	9	10	11	12	11	12
1	55,224	64,812	76,680	94,932	118,248	146,856	175,356	218,880	255,348	307,332	346,056	410,172
2	55,788	65,472	77,460	95,880	119,436	148,332	177,108	221,064	257,904	310,416	349,476	414,240
3	56,340	66,120	78,228	96,840	120,624	149,820	178,896	223,284	260,472	313,512	352,932	418,344
4	56,904	66,780	79,008	97,800	121,836	151,308	180,672	225,516	263,076	316,644	356,412	422,484
5	57,480	67,452	79,800	98,784	123,060	152,820	182,484	227,772	265,716	319,812	359,940	426,672
6	58,044	68,124	80,604	99,780	124,284	154,356	184,308	230,052	268,368	323,016	363,504	430,896
7	58,632	68,808	81,408	100,776	125,532	155,892	186,156	232,356	271,056	326,244	367,092	435,168
8	59,220	69,504	82,212	101,784	126,792	157,452	188,028	234,672	273,768	329,508	370,728	439,488
9	59,808	70,188	83,040	102,804	128,052	159,024	189,900	237,024	276,504	332,796	374,400	443,844
10	60,396	70,896	83,868	103,824	129,336	160,620	191,808	239,388	279,276	336,120	378,096	448,236
11	61,008	71,604	84,720	104,868	130,632	162,228	193,716	241,788	282,072	339,492	381,840	452,676
12	61,620	72,324	85,560	105,912	131,928	163,848	195,648	244,200	284,892	342,888	385,620	457,164
13	62,244	73,044	86,412	106,980	133,248	165,480	197,616	246,636	287,736	346,320	389,448	461,700
14	62,856	73,776	87,276	108,048	134,580	167,148	199,584	249,108	290,616	349,776	393,300	466,272
15	63,492	74,508	88,152	109,128	135,936	168,816	201,588	251,604	293,520	353,280	397,188	470,904
16	64,128	75,252	89,028	110,220	137,292	170,496	203,604	254,124	296,460	356,808	401,124	475,572
P			89,916		138,852		205,392					
P							211,836					

OSD SALARY NOTCHES WITH EFFECT FROM 1 JULY 2008 FOR FULL-TIME EMPLOYEES: EDUCATORS

BASIC SALARY NOTCHES																		PACKAGE					
Salary notches with their corresponding codes																							
3	4	5	6	7	8	9	10	11	12	11	12												
55,236	001	68,064	022	79,800	038	98,352	059	123,648	082	153,900	104	184,080	122	229,128	144	266,016	159	327,828	180	362,664	001	427,248	019
55,788	002	68,748	023	80,616	039	99,336	060	124,884	083	155,436	105	185,928	123	231,420	145	268,668	160	331,104	181	365,964	002	431,196	020
56,352	003	69,432	024	81,408	040	100,332	061	126,132	084	156,996	106	187,776	124	233,736	146	271,356	161	334,428	182	369,288	003	435,156	021
56,904	004	70,128	025	82,236	041	101,340	062	127,392	085	158,568	107	189,660	125	236,076	147	274,080	162	337,764	183	372,636	004	439,188	022
57,480	005	70,824	026	83,052	042	102,348	063	128,664	086	160,152	108	191,556	126	238,440	148	276,804	163	341,148	184	376,032	005	443,244	023
58,044	006	71,544	027	83,880	043	103,368	064	129,948	087	161,748	109	193,464	127	240,816	149	279,576	164	344,556	185	379,464	006	447,348	024
58,632	007	72,252	028	84,720	044	104,400	065	131,256	088	163,368	110	195,408	128	243,216	150	282,372	165	348,000	186	382,932	007	451,488	025
59,208	008	72,972	029	85,572	045	105,444	066	132,564	089	165,000	111	197,364	129	245,664	151	285,204	166	351,480	187	386,412	008	455,664	026
59,808	009	73,704	030	86,424	046	106,512	067	133,896	090	166,656	112	199,344	130	248,112	152	288,048	167	354,984	188	389,952	009	459,876	027
60,408	010	74,448	031	87,288	047	107,568	068	135,228	091	168,312	113	201,336	131	250,596	153	290,928	168	358,548	189	393,504	010	464,148	028
61,020	011	75,192	032	88,164	048	108,648	069	136,584	092	170,004	114	203,352	132	253,104	154	293,844	169	362,124	190	397,116	011	468,456	029
61,620	012	75,936	033	89,052	049	109,728	070	137,952	093	171,696	115	205,380	133	255,636	155	296,784	170	365,748	191	400,752	012	472,788	030
62,232	013	76,704	034	89,940	050	110,832	071	139,332	094	173,424	116	207,432	134	258,192	156	299,748	171	369,408	192	404,424	013	477,192	031
62,856	014	77,460	035	90,840	051	111,936	072	140,724	095	175,152	117	209,496	135	260,772	157	302,748	172	373,104	193	408,132	014	481,632	032
63,480	015	78,240	036	91,740	052	113,064	073	142,128	096	176,904	118	211,596	136	263,376	158	305,772	173	376,824	194	411,888	015	486,120	033
64,116	016	79,020	037	92,652	053	114,192	074	143,544	097	178,668	119	213,720	137			308,832	174	380,592	195	415,668	016	490,644	034
64,764	017			93,576	054	115,332	075	144,972	098	180,456	120	215,856	138			311,916	175	384,396	196	419,496	017	495,216	035
65,400	018			94,524	055	116,484	076	146,436	099	182,268	121	218,016	139			315,036	176	388,248	197	423,360	018	499,824	036
66,072	019			95,460	056	117,648	077	147,900	100			220,188	140			318,192	177	392,136	198			504,492	037
66,732	020			96,420	057	118,812	078	149,376	101			222,384	141			321,372	178	396,060	199			509,208	038
67,392	021			97,392	058	120,012	079	150,864	102			224,616	142			324,588	179	400,008	200			513,960	039
						121,212	080	152,376	103			226,860	143					404,016	201			518,760	040
						122,424	081											408,060	202			523,620	041
																		412,128	203			528,528	042
																		416,256	204			533,472	043
																		420,420	205			538,464	044
																		424,620	206			543,516	045
																		428,856	207			548,628	046
																		433,152	208			553,776	047
																		437,484	209			558,984	048
																		441,852	210			564,228	049
																		446,280	211			569,532	050
																		450,744	212			574,908	051
																		455,244	213			580,320	052
																		459,792	214			585,792	053
																		464,400	215			591,312	054
																		469,044	216			596,892	055
																		473,736	217			602,532	056
																		478,464	218			608,220	057
																		483,252	219			613,956	058
																		488,088	220			619,764	059
																		492,972	221			625,644	060
																						631,572	061