
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF BASIC EDUCATION**NO. 716****10 JUNE 2016****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 2016.**

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 with the Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 8 of 2015 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 2015/16 – 2017/18, I hereby determine for educators employed in terms of the Employment of Educators Act, 1998 an adjustment in salary scales with a cost of living adjustment of 7.6% for the financial year 2016/17 as contained in PSCBC Circular Number 3 of 2016.

The salary adjustment (Schedule A and Schedule B) takes effect from 1 April 2016.

The Personnel Administrative Measures (PAM) will be amended in order to include the new scales as outlined in Schedule A and Schedule B respectively.



MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE:

SCHEDULE A

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2016 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches		
	1/4/2014	1/4/2015	1/4/2016
001	87,789	93,933	101,073
002	88,668	94,875	102,087
003	89,562	95,832	103,116
004	90,441	96,771	104,127
005	91,353	97,749	105,177
006	92,253	98,712	106,215
007	93,186	99,708	107,286
008	94,098	100,686	108,339
009	95,058	101,712	109,443
010	96,009	102,729	110,535
011	96,981	103,770	111,657
012	97,935	104,790	112,755
013	98,913	105,837	113,860
014	99,900	106,893	115,017
015	100,893	107,955	116,160
016	101,901	109,035	117,321
017	102,933	110,139	118,509
018	103,941	111,216	119,667
019	105,012	112,362	120,903
020	106,059	113,484	122,109
021	107,109	114,606	123,315
022	108,174	115,746	124,542
023	109,269	116,919	125,805
024	110,355	118,080	127,053
025	111,459	119,262	128,325
026	112,563	120,441	129,594
027	112,707	120,597	129,752
028	113,820	121,788	131,043
029	114,954	123,000	132,348
030	116,109	124,236	133,677
031	117,279	125,490	135,027
032	118,446	126,738	136,371
033	119,619	127,992	137,718
034	120,828	129,285	139,110
035	122,019	130,560	140,484
036	123,249	131,877	141,900
037	124,479	133,194	143,316
038	125,706	134,505	144,726
039	126,993	135,882	146,208
040	128,241	137,217	147,645
041	129,540	138,609	149,142
042	130,833	139,992	150,630
043	132,135	141,384	152,130
044	133,455	142,797	153,651
045	134,799	144,234	155,196
046	136,140	145,671	156,741
047	137,502	147,126	158,307
048	138,882	148,605	159,900
049	140,283	150,102	161,511
050	141,684	151,602	163,125
051	143,100	153,117	164,754
052	144,516	154,632	166,383
053	145,956	156,174	168,042
054	147,414	157,734	169,722
055	148,899	159,321	171,429
056	150,375	160,902	173,130
057	151,884	162,516	174,867
058	153,417	164,157	176,634
059	154,929	165,774	178,374
060	156,483	167,436	180,162
061	158,049	169,113	181,965
062	159,639	170,814	183,795
063	161,223	172,509	185,619
064	162,831	174,228	187,470
065	164,454	175,965	189,339
066	166,104	177,732	191,241
067	167,787	179,532	193,176
068	169,446	181,308	195,087
069	171,150	183,132	197,049
070	172,854	184,953	199,008
071	174,591	186,813	201,012
072	176,331	188,673	203,013
073	178,101	190,569	205,053
074	179,880	192,471	207,099
075	181,683	194,400	209,175
076	183,492	196,335	211,257
077	185,325	198,297	213,369
078	185,490	198,474	213,558
079	187,362	200,478	215,715
080	189,231	202,476	217,863
081	191,127	204,507	220,050

Notch Code	Notches		
	1/4/2014	1/4/2015	1/4/2016
082	193,035	206,547	222,248
083	194,973	208,620	224,475
084	196,920	210,705	226,719
085	198,888	212,811	228,984
086	200,868	214,929	231,264
087	202,872	217,074	233,571
088	204,915	219,258	235,923
089	206,958	221,445	238,275
090	209,040	223,674	240,672
091	211,119	225,897	243,086
092	213,237	228,165	245,505
093	215,370	230,445	247,959
094	217,524	232,752	250,440
095	219,699	235,077	252,942
096	221,889	237,420	255,465
097	224,103	239,790	258,015
098	226,326	242,169	260,574
099	228,615	244,617	263,208
100	230,898	247,062	265,839
101	233,205	249,528	268,491
102	235,524	252,012	271,164
103	237,888	254,541	273,885
104	240,264	257,082	276,621
105	242,664	259,650	279,384
106	245,097	262,254	282,186
107	247,557	264,885	285,015
108	250,029	267,531	287,862
109	252,519	270,195	290,730
110	255,051	272,904	293,646
111	257,592	275,622	296,588
112	260,184	278,397	299,556
113	262,764	281,157	302,526
114	265,407	283,986	305,588
115	268,050	286,815	308,613
116	270,747	289,698	311,715
117	273,441	292,581	314,817
118	274,932	294,177	316,533
119	277,677	297,114	319,695
120	280,455	300,087	322,893
121	283,275	303,105	326,142
122	286,086	306,111	329,376
123	288,963	309,189	332,688
124	291,837	312,267	336,000
125	294,762	315,396	339,366
126	297,705	318,543	342,753
127	300,675	321,723	346,173
128	303,699	324,957	349,653
129	306,732	328,203	353,145
130	309,807	331,494	356,688
131	312,906	334,809	360,255
132	316,041	338,163	363,864
133	319,194	341,538	367,494
134	322,380	344,946	371,163
135	325,593	348,384	374,862
136	328,851	351,870	378,612
137	332,160	355,410	382,422
138	335,472	358,956	386,238
139	338,829	362,547	390,102
140	342,204	366,159	393,987
141	345,618	369,810	397,917
142	349,089	373,524	401,913
143	352,578	377,259	405,930
144	356,100	381,027	409,986
145	359,655	384,831	414,078
146	363,255	388,683	418,224
147	366,891	392,574	422,409
148	370,569	396,510	426,645
149	374,285	400,464	430,899
150	377,991	404,451	435,189
151	381,801	408,528	439,575
152	385,605	412,596	443,952
153	389,460	416,721	448,392
154	393,360	420,894	452,883
155	395,502	423,186	455,349
156	399,450	427,413	459,897
157	403,449	431,691	464,499
158	407,469	435,993	469,128
159	411,555	440,364	473,832
160	415,656	444,753	478,554
161	419,817	449,205	483,345
162	424,032	453,714	488,196

Notch Code	Notches		
	1/4/2014	1/4/2015	1/4/2016
163	428,247	458,223	493,047
164	432,540	462,819	497,994
165	436,866	467,448	502,974
166	441,240	472,128	508,011
167	445,641	476,835	513,075
168	450,096	481,602	518,205
169	454,608	486,432	523,401
170	459,159	491,301	528,639
171	463,743	496,206	533,919
172	468,381	501,168	539,256
173	473,064	506,178	544,647
174	477,798	511,245	550,101
175	482,568	516,348	555,591
176	487,398	521,517	561,153
177	492,282	526,743	566,775
178	497,196	531,999	572,430
179	502,173	537,324	578,160
180	507,186	542,688	583,932
181	512,253	548,112	589,770
182	517,395	553,614	595,689
183	522,555	559,134	601,629
184	527,739	564,738	607,659
185	533,064	570,378	613,728
186	538,392	576,078	619,860
187	543,774	581,838	626,058
188	549,201	587,646	632,307
189	554,712	593,541	638,649
190	560,244	599,460	645,018
191	565,851	605,460	651,474
192	571,512	611,517	657,993
193	577,230	617,637	664,578
194	582,984	623,793	671,202
195	588,816	630,033	677,916
196	594,702	636,330	684,690
197	600,657	642,702	691,548
198	606,681	649,149	698,484
199	612,744	655,635	705,462
200	618,858	662,178	712,503
201	625,059	668,814	719,543
202	631,308	675,501	726,640
203	637,605	682,236	733,805
204	643,995	689,076	741,447
205	650,436	695,967	748,860
206	656,934	702,918	756,339
207	663,489	709,932	763,887
208	670,131	717,039	771,534
209	676,833	724,212	779,253
210	683,589	731,439	787,029
211	690,438	738,768	794,913
212	697,347	746,160	802,869
213	704,310	753,612	810,888
214	711,348	761,142	818,988
215	718,470	768,762	827,187
216	725,658	776,454	835,464
217	732,921	784,224	843,825
218	740,229	792,045	852,240
219	747,645	799,980	860,778
220	755,121	807,978	869,385
221	762,681	816,069	878,091

Notch Code	INCLUSIVE PACKAGE		
	1/4/2014	1/4/2015	1/4/2016
001	561,087	600,363	645,980
002	566,688	606,357	652,440
003	572,355	612,420	658,965
004	578,085	618,552	665,562
005	583,863	624,732	672,213
006	589,686	630,963	678,915
007	595,593	637,284	685,719
008	601,545	643,653	692,571
009	607,557	650,085	699,492
010	613,629	656,583	706,482
011	619,767	663,150	713,550
012	625,956	669,774	720,678
013	632,220	676,476	727,867
014	638,532	683,229	735,153
015	644,922	690,066	742,512
016	651,375	696,972	749,943
017	657,879	703,932	757,431
018	664,455	710,967	765,000
019	671,094	718,071	772,644
020	677,799	725,544	780,363
021	684,579	732,501	788,172
022	691,425	739,824	796,050
023	698,334	747,216	804,003
024	705,318	754,689	812,046
025	712,371	762,237	820,167
026	719,496	769,860	828,369
027	726,687	777,555	836,649
028	733,959	785,337	845,022
029	741,288	793,179	853,481
030	748,698	801,108	861,993
031	756,186	809,118	870,612
032	763,740	817,203	879,300
033	771,384	825,381	888,111
034	779,097	833,634	896,991
035	786,882	841,965	905,955
036	794,748	850,380	915,009
037	802,689	858,878	924,150
038	810,717	867,468	933,396
039	818,829	876,147	942,735
040	827,010	884,901	952,152
041	835,284	893,754	961,680
042	843,636	902,691	971,295
043	852,069	911,715	981,006
044	860,577	920,817	990,798
045	869,175	930,018	1,000,698
046	877,875	939,327	1,010,715
047	886,653	948,720	1,020,822
048	895,509	958,194	1,031,016
049	904,473	967,785	1,041,336
050	913,518	977,463	1,051,749
051	922,656	987,243	1,062,273
052	931,872	997,104	1,072,884
053	941,181	1,007,064	1,083,600
054	950,501	1,017,144	1,094,448
055	960,099	1,027,305	1,105,380
056	969,693	1,037,571	1,116,426
057	979,393	1,047,954	1,127,598
058	989,190	1,058,433	1,138,875
059	999,081	1,069,017	1,150,263
060	1,009,065	1,079,700	1,161,756
061	1,019,148	1,090,488	1,173,366

SCHEDULE B

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2016 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS							
Job title	Code	01/04/2015	01/04/2016	INCLUSIVE PACKAGE 01/04/2016			
Education Therapist Grade 1	1	243,513	262,020	Education Counsellor/ Psychometrist Grade 3	1	582,561	626,835
	2	247,170	265,956		2	591,297	636,237
	3	250,878	269,946		3	600,168	645,780
	4	254,643	273,996		4	609,168	655,464
	5	258,468	278,112		5	618,300	665,292
	6	262,341	282,279		6	627,582	675,279
	7	266,280	286,518		7	636,993	685,404
	8	270,270	290,811		8	646,545	695,682
	9	274,323	295,173				
	10	278,430	299,592				
Education Therapist Grade 2	1	286,848	308,649	Chief Education Counsellor/ Psychometrist Grade 1	1	582,561	626,835
	2	291,156	313,284		2	591,297	636,237
	3	295,521	317,982		3	600,168	645,780
	4	299,964	322,761		4	609,168	655,464
	5	304,461	327,600		5	618,300	665,292
	6	309,030	332,517		6	627,582	675,279
	7	313,668	337,506		7	636,993	685,404
	8	318,372	342,567		8	646,545	695,682
	9	323,142	347,700	Chief Education Counsellor/ Psychometrist Grade 2	1	666,084	716,706
	10	327,996	352,923		2	676,080	727,461
1	337,902	363,582	3		686,226	738,378	
2	342,972	369,039	4		696,522	749,457	
3	348,120	374,577	5		706,965	760,695	
4	353,340	380,193	6		717,573	772,110	
5	358,641	385,899	7		728,331	783,684	
6	364,020	391,686	8		739,257	795,441	
Education Therapist Grade 3	7	369,486	397,566	Senior Education Counsellor/ Psychometrist Specialist Grade 1	9	750,345	807,372
	8	375,027	403,530		1	717,573	772,110
	9	380,655	409,584		2	728,331	783,684
	10	386,361	415,725		3	739,257	795,441
	11	392,163	421,968		4	750,345	807,372
	12	398,040	428,292		5	761,595	819,477
	13	404,016	434,721		6	773,025	831,774
	14	410,070	441,234		7	784,614	844,245
	1	358,641	385,899	8	796,386	856,911	
	2	364,020	391,686	Senior Education Counsellor/ Psychometrist Specialist Grade 2	1	820,455	882,810
	3	369,486	397,566		2	832,764	896,055
	4	375,027	403,530		3	845,256	909,495
	5	380,655	409,584		4	857,931	923,133
	6	386,361	415,725		5	870,801	936,981
7	392,163	421,968	6		883,863	951,036	
8	398,040	428,292	7		897,120	965,301	
Chief Education Therapist Grade 1	1	410,070	441,234	Education Psychologist Grade 1	1	548,874	590,589
	2	416,220	447,852		2	557,109	599,448
	3	422,463	454,569		3	565,470	608,445
	4	428,802	461,391		4	573,951	617,571
	5	435,234	468,312		5	582,561	626,835
	6	441,768	475,341		6	591,297	636,237
	7	448,395	482,472		7	600,168	645,780
	8	455,118	489,708		8	609,168	655,464

				INCLUSIVE PACKAGE 01/04/2016			
Job title	Code	01/04/2015	01/04/2016	Job title	Code	01/04/2014	01/04/2015
Education Therapist Specialist Grade 1	1	398,040	428,292	Education Psychologist Grade 2	1	646,545	695,682
	2	404,016	434,721		2	656,247	706,122
	3	410,070	441,234		3	666,084	716,706
	4	416,220	447,852		4	676,080	727,461
	5	422,463	454,569		5	686,226	738,378
	6	428,802	461,391		6	696,522	749,457
	7	435,234	468,312		7	706,965	760,695
	8	441,768	475,341		8	717,573	772,110
Education Therapist Specialist Grade 2	1	455,118	489,708	Education Psychologist Grade 3	1	750,345	807,372
	2	461,940	497,046		2	761,595	819,477
	3	468,864	504,498		3	773,025	831,774
	4	475,905	512,073		4	784,614	844,245
	5	483,039	519,750		5	796,386	856,911
	6	490,287	527,550		6	808,326	869,760
	7	497,643	535,464		7	820,455	882,810
	8	505,101	543,489		8	832,764	896,055
INCLUSIVE PACKAGE 01/04/2016					9	845,256	909,495
Job title	Code	01/04/2015	01/04/2016		10	857,931	923,133
Senior Education Therapist Specialist Grade 1	1	666,084	716,706		11	870,801	936,981
	2	676,080	727,461		12	883,863	951,036
	3	686,226	738,378	Senior Education Psychologist Grade 1	1	796,386	856,911
	4	696,522	749,457		2	808,326	869,760
	5	706,965	760,695		3	820,455	882,810
	6	717,573	772,110		4	832,764	896,055
	7	728,331	783,684		5	845,256	909,495
	8	739,257	795,441		6	857,931	923,133
Senior Education Therapist Specialist Grade 2	1	761,595	819,477		7	870,801	936,981
	2	773,025	831,774		8	883,863	951,036
	3	784,614	844,245	Senior Education Psychologist Grade 2	1	910,578	979,782
	4	796,386	856,911		2	924,234	994,476
	5	808,326	869,760		3	938,097	1,009,392
	6	820,455	882,810		4	952,170	1,024,536
	7	832,764	896,055		5	966,447	1,039,896
	8	845,256	909,495		6	980,949	1,055,502
	9	857,931	923,133		7	995,658	1,071,327
	10	870,801	936,981		8	1,010,595	1,087,401
Education Counsellor/ Psychometr ist Grade 1	1	445,608	479,475		9	1,025,748	1,103,706
	2	452,292	486,666		10	1,041,147	1,120,275
	3	459,075	493,965				
	4	465,966	501,378				
	5	472,956	508,902				
	6	480,045	516,528				
	7	487,236	524,265				
	8	494,556	532,143				
Education Counsellor/ Psychometr ist Grade 2	1	509,505	548,226				
	2	517,140	556,443				
	3	524,901	564,792				
	4	532,773	573,264				
	5	540,765	581,862				
	6	548,874	590,589				
	7	557,109	599,448				
	8	565,470	608,445				