

DEPARTMENT OF BASIC EDUCATION

NO. 386

28 APRIL 2017

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 2017

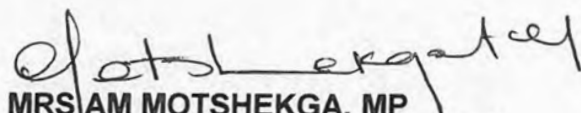
Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 8 of 2015 provides for the following cost-of-living adjustments for employees on salary levels 1 to 12 and those employees covered by Occupation Specific Dispensations (OSDs) who are appointed in terms of the Public Service Act, 1994, the Correctional Services Act, 1998, the Police Act, 1995, and the Employment of Educators Act, for the period 1 April 2015 to 31 March 2018.

- Salary adjustment for the period 1 April 2017 to 31 March 2018, effective from 1 April 2017, will be based on the average projected CPI plus 1%.
- The forecasts of National Treasury shall be used to determine the average projected CPI.
- National Treasury projects the CPI for the 2017/18 financial year at 6.3%.

Based on this projection, I, **Angelina Matsie Motshekga, Minister of Basic Education**, hereby determine for educators employed in terms of the Employment of Educators Act, 1998 an adjustment in salary scale with a cost-of-living adjustment of 7.3% for the financial year 2017/18 as contained in PSCBC Resolution 8 of 2015.

The salary adjustment (**Schedule 1 and Schedule 2**) takes effect from 1 April 2017.

The Personnel Administrative Measures (PAM) will be amended in order to include these scales as outlined in **Schedule 1 and Schedule 2** respectively and other aspects of the above mentioned resolutions.


MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE: 04.04.2017

Schedule 1

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2017 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches			Notch Code	Notches			Notch Code	Notches			Notch Code	INCLUSIVE PACKAGE		
	1/4/2015	1/4/2016	1/4/2017		1/4/2015	1/4/2016	1/4/2017		1/4/2015	1/4/2016	1/4/2017		1/4/2015	1/4/2016	1/4/2017
001	93,933	101,073	108,450	082	206,547	222,246	238,470	163	458,223	493,047	529,038	001	600,363	645,990	693,147
002	94,875	102,087	109,539	083	208,620	224,475	240,861	164	462,819	497,994	534,348	002	606,357	652,440	700,068
003	95,832	103,116	110,643	084	210,705	226,719	243,270	165	467,448	502,974	539,691	003	612,420	658,965	707,070
004	96,771	104,127	111,729	085	212,811	228,984	245,700	166	472,128	508,011	545,097	004	618,552	665,562	714,147
005	97,749	105,177	112,854	086	214,929	231,264	248,145	167	476,835	513,075	550,530	005	624,732	672,213	721,284
006	98,712	106,215	113,970	087	217,074	233,571	250,623	168	481,602	518,205	556,035	006	630,963	678,915	728,475
007	99,708	107,286	115,119	088	219,258	235,923	253,146	169	486,432	523,401	561,609	007	637,284	685,719	735,777
008	100,686	108,339	116,247	089	221,445	238,275	255,669	170	491,301	528,639	567,231	008	643,653	692,571	743,130
009	101,712	109,443	117,432	090	223,674	240,672	258,240	171	496,206	533,919	572,895	009	650,085	699,492	750,555
010	102,729	110,535	118,605	091	225,897	243,066	260,811	172	501,168	539,256	578,622	010	656,583	706,482	758,055
011	103,770	111,657	119,808	092	228,165	245,505	263,427	173	506,178	544,647	584,406	011	663,150	713,550	765,639
012	104,790	112,755	120,987	093	230,445	247,959	266,061	174	511,245	550,101	590,259	012	669,774	720,678	773,286
013	105,837	113,880	122,193	094	232,752	250,440	268,722	175	516,348	555,591	596,148	013	676,476	727,887	781,023
014	106,893	115,017	123,414	095	235,077	252,942	271,407	176	521,517	561,153	602,118	014	683,229	735,153	788,820
015	107,955	116,160	124,641	096	237,420	255,465	274,113	177	526,743	566,775	608,151	015	690,066	742,512	796,716
016	109,035	117,321	125,886	097	239,790	258,015	276,849	178	531,999	572,430	614,217	016	696,972	749,943	804,690
017	110,139	118,509	127,161	098	242,169	260,574	279,597	179	537,324	578,160	620,367	017	703,932	757,431	812,724
018	111,216	119,667	128,403	099	244,617	263,208	282,423	180	542,688	583,932	626,559	018	710,967	765,000	820,845
019	112,362	120,903	129,729	100	247,062	265,839	285,246	181	548,112	589,770	632,823	019	718,071	772,644	829,047
020	113,484	122,109	131,022	101	249,528	268,491	288,090	182	553,614	595,689	639,174	020	725,244	780,363	837,330
021	114,606	123,315	132,318	102	252,012	271,164	290,958	183	559,134	601,629	645,549	021	732,501	788,172	845,709
022	115,746	124,542	133,635	103	254,541	273,885	293,880	184	564,738	607,659	652,017	022	739,824	796,050	854,163
023	116,919	125,805	134,988	104	257,082	276,621	296,814	185	570,378	613,728	658,530	023	747,216	804,003	862,695
024	118,080	127,053	136,329	105	259,650	279,384	299,778	186	576,078	619,860	665,109	024	754,689	812,046	871,326
025	119,262	128,325	137,694	106	262,254	282,186	302,787	187	581,838	626,058	671,760	025	762,237	820,167	880,038
026	120,441	129,594	139,053	107	264,885	285,015	305,820	188	587,646	632,307	678,465	026	769,860	828,369	888,840
027	120,597	129,762	139,236	108	267,531	287,862	308,877	189	593,541	638,649	685,269	027	777,555	836,649	897,723
028	121,788	131,043	140,610	109	270,195	290,730	311,952	190	599,460	645,018	692,103	028	785,337	845,022	906,708
029	123,000	132,348	142,008	110	272,904	293,646	315,081	191	605,460	651,474	699,033	029	793,179	853,461	915,765
030	124,236	133,677	143,436	111	275,622	296,568	318,216	192	611,517	657,993	706,026	030	801,108	861,993	924,918
031	125,490	135,027	144,885	112	278,397	299,556	321,423	193	617,637	664,578	713,091	031	809,118	870,612	934,167
032	126,738	136,371	146,325	113	281,157	302,526	324,609	194	623,793	671,202	720,201	032	817,203	879,309	943,500
033	127,992	137,718	147,771	114	283,986	305,568	327,873	195	630,033	677,916	727,404	033	825,381	888,111	952,944
034	129,285	139,110	149,265	115	286,815	308,613	331,143	196	636,330	684,690	734,673	034	833,634	896,991	962,472
035	130,560	140,484	150,738	116	289,698	311,715	334,470	197	642,702	691,548	742,032	035	841,965	905,955	972,090
036	131,877	141,900	152,259	117	292,581	314,817	337,800	198	649,149	698,484	749,472	036	850,380	915,009	981,804
037	133,194	143,316	153,777	118	294,177	316,533	339,639	199	655,635	705,462	756,960	037	858,876	924,150	991,614
038	134,505	144,726	155,292	119	297,114	319,695	343,032	200	662,178	712,503	764,517	038	867,468	933,396	1,001,535
039	135,882	146,208	156,882	120	300,087	322,893	346,464	201	668,814	719,643	772,176	039	876,147	942,735	1,011,555
040	137,217	147,645	158,424	121	303,105	326,142	349,950	202	675,501	726,840	779,898	040	884,901	952,152	1,021,659
041	138,609	149,142	160,029	122	306,111	329,376	353,421	203	682,236	734,085	787,674	041	893,754	961,680	1,031,883
042	139,992	150,630	161,625	123	309,189	332,688	356,973	204	689,076	741,447	795,573	042	902,691	971,295	1,042,200
043	141,384	152,130	163,236	124	312,267	336,000	360,528	205	695,967	748,860	803,526	043	911,715	981,006	1,052,619
044	142,797	153,651	164,868	125	315,396	339,366	364,140	206	702,918	756,339	811,551	044	920,817	990,798	1,063,125
045	144,234	155,196	166,524	126	318,543	342,753	367,773	207	709,932	763,887	819,651	045	930,018	1,000,698	1,073,748
046	145,671	156,741	168,183	127	321,723	346,173	371,445	208	717,039	771,534	827,856	046	939,327	1,010,715	1,084,497
047	147,126	158,307	169,863	128	324,957	349,653	375,177	209	724,212	779,253	836,139	047	948,720	1,020,822	1,095,342
048	148,605	159,900	171,573	129	328,203	353,145	378,924	210	731,439	787,029	844,482	048	958,194	1,031,016	1,106,280
049	150,102	161,511	173,301	130	331,494	356,688	382,725	211	738,768	794,913	852,942	049	967,785	1,041,336	1,117,353
050	151,602	163,125	175,032	131	334,809	360,255	386,553	212	746,160	802,869	861,477	050	977,463	1,051,749	1,128,528
051	153,117	164,754	176,781	132	338,163	363,864	390,426	213	753,612	810,888	870,084	051	987,243	1,062,273	1,139,820
052	154,632	166,383	178,530	133	341,538	367,494	394,320	214	761,142	818,988	878,775	052	997,104	1,072,884	1,151,205
053	156,174	168,042	180,309	134	344,946	371,163	398,259	215	768,762	827,187	887,571	053	1,007,064	1,083,600	1,162,704
054	157,734	169,722	182,112	135	348,384	374,862	402,228	216	776,454	835,464	896,454	054	1,017,144	1,094,448	1,174,344
055	159,321	171,429	183,942	136	351,870	378,612	406,251	217	784,224	843,825	905,424	055	1,027,305	1,105,380	1,186,074
056	160,902	173,130	185,769	137	355,410	382,422	410,340	218	792,045	852,240	914,454	056	1,037,571	1,116,426	1,197,924
057	162,516	174,867	187,632	138	358,956	386,238	414,432								

Schedule 2

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2017 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS

Job title	Code	01/04/2016	01/04/2017	INCLUSIVE PACKAGE			
Education Therapist Grade 1	1	262 020	281 148	Job title	Code	01/04/2016	01/04/2017
	2	265 956	285 372	Education Counsellor/ Psychometrist Grade 3	1	626 835	672 594
	3	269 946	289 653		2	636 237	682 683
	4	273 996	293 997		3	645 780	692 922
	5	278 112	298 413		4	655 464	703 314
	6	282 279	302 886		5	665 292	713 859
	7	286 518	307 434		6	675 279	724 575
	8	290 811	312 039		7	685 404	735 438
	9	295 173	316 722		8	695 682	746 466
	10	299 592	321 462	Chief Education Counsellor/ Psychometrist Grade 1	1	626 835	672 594
Education Therapist Grade 2	1	308 649	331 179		2	636 237	682 683
	2	313 284	336 153		3	645 780	692 922
	3	317 982	341 196		4	655 464	703 314
	4	322 761	346 323		5	665 292	713 859
	5	327 600	351 516		6	675 279	724 575
	6	332 517	356 790		7	685 404	735 438
	7	337 506	362 145		8	695 682	746 466
	8	342 567	367 575	Chief Education Counsellor/ Psychometrist Grade 2	1	716 706	769 026
	9	347 700	373 083		2	727 461	780 567
	10	352 923	378 687		3	738 378	792 279
Education Therapist Grade 3	1	363 582	390 123		4	749 457	804 168
	2	369 039	395 979		5	760 695	816 225
	3	374 577	401 922		6	772 110	828 474
	4	380 193	407 946		7	783 684	840 894
	5	385 899	414 069		8	795 441	853 509
	6	391 686	420 279	Senior Education Counsellor/ Psychometrist Specialist Grade 1	9	807 372	866 310
	7	397 566	426 588		1	772 110	828 474
	8	403 530	432 987		2	783 684	840 894
	9	409 584	439 485		3	795 441	853 509
	10	415 725	446 073		4	807 372	866 310
	11	421 968	452 772		5	819 477	879 300
	12	428 292	459 558		6	831 774	892 494
	13	434 721	466 455		7	844 245	905 874
	14	441 234	473 445		8	856 911	919 467
Chief Education Therapist Grade 1	1	385 899	414 069	Senior Education Counsellor/ Psychometrist Specialist Grade 2	1	882 810	947 256
	2	391 686	420 279		2	896 055	961 467
	3	397 566	426 588		3	909 495	975 888
	4	403 530	432 987		4	923 133	990 522
	5	409 584	439 485		5	936 981	1 005 381
	6	415 725	446 073		6	951 036	1 020 462
	7	421 968	452 772		7	965 301	1 035 768
	8	428 292	459 558	Education Psychologist Grade 1	1	590 589	633 702
Chief Education Therapist Grade 2	1	441 234	473 445		2	599 448	643 209
	2	447 852	480 546		3	608 445	652 860
	3	454 569	487 752		4	617 571	662 655
	4	461 391	495 072		5	626 835	672 594
	5	468 312	502 500		6	636 237	682 683
	6	475 341	510 042		7	645 780	692 922
	7	482 472	517 692		8	655 464	703 314

	8	489 708	525 456	INCLUSIVE PACKAGE			
Job title	Code	01/04/2016	01/04/2017	Job title	Code	01/04/2016	01/04/2017
Education Therapist Specialist Grade 1	1	428 292	459 558	Education Psychologist Grade 2	1	695 682	746 466
	2	434 721	466 455		2	706 122	757 668
	3	441 234	473 445		3	716 706	769 026
	4	447 852	480 546		4	727 461	780 567
	5	454 569	487 752		5	738 378	792 279
	6	461 391	495 072		6	749 457	804 168
	7	468 312	502 500		7	760 695	816 225
	8	475 341	510 042		8	772 110	828 474
Education Therapist Specialist Grade 2	1	489 708	525 456	Education Psychologist Grade 3	1	807 372	866 310
	2	497 046	533 331		2	819 477	879 300
	3	504 498	541 326		3	831 774	892 494
	4	512 073	549 453		4	844 245	905 874
	5	519 750	557 691		5	856 911	919 467
	6	527 550	566 061		6	869 760	933 252
	7	535 464	574 554		7	882 810	947 256
	8	543 489	583 164		8	896 055	961 467
INCLUSIVE PACKAGE					9	909 495	975 888
Job title	Code	01/04/2016	01/04/2017		10	923 133	990 522
Senior Education Therapist Specialist Grade 1	1	716 706	769 026		11	936 981	1 005 381
	2	727 461	780 567		12	951 036	1 020 462
	3	738 378	792 279	Senior Education Psychologist Grade 1	1	856 911	919 467
	4	749 457	804 168		2	869 760	933 252
	5	760 695	816 225		3	882 810	947 256
	6	772 110	828 474		4	896 055	961 467
	7	783 684	840 894		5	909 495	975 888
	8	795 441	853 509		6	923 133	990 522
Senior Education Therapist Specialist Grade 2	1	819 477	879 300		7	936 981	1 005 381
	2	831 774	892 494		8	951 036	1 020 462
	3	844 245	905 874	Senior Education Psychologist Grade 2	1	979 782	1 051 305
	4	856 911	919 467		2	994 476	1 067 073
	5	869 760	933 252		3	1 009 392	1 083 078
	6	882 810	947 256		4	1 024 536	1 099 326
	7	896 055	961 467		5	1 039 896	1 115 808
	8	909 495	975 888		6	1 055 502	1 132 554
	9	923 133	990 522		7	1 071 327	1 149 534
	10	936 981	1 005 381		8	1 087 401	1 166 781
Education Counsellor/ Psychometr ist Grade 1	1	479 475	514 476		9	1 103 706	1 184 277
	2	486 666	522 192		10	1 120 275	1 202 055
	3	493 965	530 025				
	4	501 378	537 978				
	5	508 902	546 051				
	6	516 528	554 235				
	7	524 265	562 536				
	8	532 143	570 990				
Education Counsellor/ Psychometr ist Grade 2	1	548 226	588 246				
	2	556 443	597 063				
	3	564 792	606 021				
	4	573 264	615 111				
	5	581 862	624 339				
	6	590 589	633 702				
	7	599 448	643 209				
	8	608 445	652 860				