

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF BASIC EDUCATION

NO. 662

03 JULY 2018

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 2018

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 1 of 2018 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 2018/19 – 2020/21, 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 as follows:

The new salary adjustment for the period 1 April 2018 to 31 March 2019, effective from 1 April 2018, for employees on salary levels 1-12 is as follows;

- Notch codes 1 to 98 – 7%
- Notch codes 99 to 159 – 6.5%
- Notch codes 160 to 221 – 6%
- Inclusive package scales – 6%.

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: 21.06.2018

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2018 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS										
Job title	Code	01/04/2016	01/04/2017	01/04/2018	INCLUSIVE PACKAGE					
Job title	Code	01/04/2016	01/04/2017	01/04/2018	Job title	Code	01/04/2016	01/04/2017	01/04/2018	
Education Therapist Grade 1	1	262,020	281,148	300,828	Education Counsellor/ Psychometrist Grade 3	1	626,835	672,594	712,950	
	2	265,956	285,372	303,921		2	636,237	682,683	723,645	
	3	269,946	289,653	308,481		3	645,780	692,922	734,496	
	4	273,996	293,997	313,107		4	655,464	703,314	745,512	
	5	278,112	298,413	317,811		5	665,292	713,859	756,690	
	6	282,279	302,886	322,575		6	675,279	724,575	768,051	
	7	286,518	307,434	327,417		7	685,404	735,438	779,565	
	8	290,811	312,039	332,322		8	695,682	746,466	791,253	
	9	295,173	316,722	337,308		1	626,835	672,594	712,950	
	10	299,592	321,462	342,357		2	636,237	682,683	723,645	
Education Therapist Grade 2	1	308,649	331,179	352,707	Chief Education Counsellor/ Psychometrist Grade 1	3	645,780	692,922	734,496	
	2	313,284	336,153	358,002		4	655,464	703,314	745,512	
	3	317,982	341,196	363,375		5	665,292	713,859	756,690	
	4	322,761	346,323	368,835		6	675,279	724,575	768,051	
	5	327,600	351,516	374,364		7	685,404	735,438	779,565	
	6	332,517	356,790	379,980		8	695,682	746,466	791,253	
	7	337,506	362,145	385,683		1	716,706	769,026	815,169	
	8	342,567	367,575	391,467		2	727,461	780,567	827,400	
	9	347,700	373,083	397,332		Chief Education Counsellor/ Psychometrist Grade 2	3	738,378	792,279	839,817
	10	352,923	378,687	403,302			4	749,457	804,168	852,417
Education Therapist Grade 3	1	363,582	390,123	415,482	5		760,695	816,225	865,200	
	2	369,039	395,979	421,719	6		772,110	828,474	878,181	
	3	374,577	401,922	428,046	7		783,684	840,894	891,348	
	4	380,193	407,946	434,463	8		795,441	853,509	904,719	
	5	385,899	414,069	440,982	9		807,372	866,310	918,288	
	6	391,686	420,279	447,597	1		772,110	828,474	878,181	
	7	397,566	426,588	454,317	Senior Education Counsellor/ Psychometrist Specialist Grade 1		2	783,684	840,894	891,348
	8	403,530	432,987	461,130			3	795,441	853,509	904,719
	9	409,584	439,485	468,051		4	807,372	866,310	918,288	
	10	415,725	446,073	475,068		5	819,477	879,300	932,058	
	11	421,968	452,772	482,202		6	831,774	892,494	946,044	
	12	428,292	459,558	489,429		7	844,245	905,874	960,225	
	13	434,721	466,455	496,776		8	856,911	919,467	974,634	
	14	441,234	473,445	504,219		Senior Education Counsellor/ Psychometrist Specialist Grade 2	1	882,810	947,256	1,004,091
Chief Education Therapist Grade 1	1	385,899	414,069	440,982			2	896,055	961,467	1,019,154
	2	391,686	420,279	447,597			3	909,495	975,888	1,034,442
	3	397,566	426,588	454,317	4		923,133	990,522	1,049,952	
	4	403,530	432,987	461,130	5		936,981	1,005,381	1,065,705	
	5	409,584	439,485	468,051	6		951,036	1,020,462	1,081,689	
	6	415,725	446,073	475,068	7		965,301	1,035,768	1,097,913	
	7	421,968	452,772	482,202	Education Psychologist Grade 1		1	590,589	633,702	674,892
	8	428,292	459,558	489,429		2	599,448	643,209	685,017	
Chief Education Therapist Grade 2	1	441,234	473,445	504,219		3	608,445	652,860	695,295	
	2	447,852	480,546	511,782		4	617,571	662,655	702,414	
	3	454,569	487,752	519,456		5	626,835	672,594	712,950	
	4	461,391	495,072	527,253		6	636,237	682,683	723,645	
	5	468,312	502,500	535,164		7	645,780	692,922	734,496	
	6	475,341	510,042	543,195		8	655,464	703,314	745,512	
	7	482,472	517,692	551,343						
	8	489,708	525,456	559,611						

					INCLUSIVE PACKAGE				
Job title	Code	01/04/2016	01/04/2017	01/04/2018	Job title	Code	01/04/2016	01/04/2017	01/04/2018
Education Therapist Specialist Grade 1	1	428,292	459,558	489,429	Education Psychologist Grade 2	1	695,682	746,466	791,253
	2	434,721	466,455	496,776		2	706,122	757,668	803,127
	3	441,234	473,445	504,219		3	716,706	769,026	815,169
	4	447,852	480,546	511,782		4	727,461	780,567	827,400
	5	454,569	487,752	519,456		5	738,378	792,279	839,817
	6	461,391	495,072	527,253		6	749,457	804,168	852,417
	7	468,312	502,500	535,164		7	760,695	816,225	865,200
	8	475,341	510,042	543,195		8	772,110	828,474	878,181
Education Therapist Specialist Grade 2	1	489,708	525,456	559,611	Education Psychologist Grade 3	1	807,372	866,310	918,288
	2	497,046	533,331	567,999		2	819,477	879,300	932,058
	3	504,498	541,326	576,513		3	831,774	892,494	946,044
	4	512,073	549,453	585,168		4	844,245	905,874	960,225
	5	519,750	557,691	593,940		5	856,911	919,467	974,634
	6	527,550	566,061	602,856		6	869,760	933,252	989,247
	7	535,464	574,554	611,901		7	882,810	947,256	1,004,091
	8	543,489	583,164	621,069		8	896,055	961,467	1,019,154
INCLUSIVE PACKAGE					9	909,495	975,888	1,034,442	
10	923,133	990,522	1,049,952	11	936,981	1,005,381	1,065,705		
12	951,036	1,020,462	1,081,689	1	856,911	919,467	974,634		
Senior Education Therapist Specialist Grade 1	1	716,706	769,026	815,169	Senior Education Psychologist Grade 1	2	869,760	933,252	989,247
	2	727,461	780,567	827,400		3	882,810	947,256	1,004,091
	3	738,378	792,279	839,817		4	896,055	961,467	1,019,154
	4	749,457	804,168	852,417		5	909,495	975,888	1,034,442
	5	760,695	816,225	865,200		6	923,133	990,522	1,049,952
	6	772,110	828,474	878,181		7	936,981	1,005,381	1,065,705
	7	783,684	840,894	891,348		8	951,036	1,020,462	1,081,689
	8	795,441	853,509	904,719		1	979,782	1,051,305	1,114,383
Senior Education Therapist Specialist Grade 2	1	819,477	879,300	932,058	Senior Education Psychologist Grade 2	2	994,476	1,067,073	1,131,096
	2	831,774	892,494	946,044		3	1,009,392	1,083,078	1,148,064
	3	844,245	905,874	960,225		4	1,024,536	1,099,326	1,165,287
	4	856,911	919,467	974,634		5	1,039,896	1,115,808	1,182,756
	5	869,760	933,252	989,247		6	1,055,502	1,132,554	1,200,507
	6	882,810	947,256	1,004,091		7	1,071,327	1,149,534	1,218,507
	7	896,055	961,467	1,019,154		8	1,087,401	1,166,781	1,236,789
	8	909,495	975,888	1,034,442		9	1,103,706	1,184,277	1,255,335
	9	923,133	990,522	1,049,952		10	1,120,275	1,202,055	1,274,178
	10	936,981	1,005,381	1,065,705					
Education Counsellor/ Psychometrist Grade 1	1	479,475	514,476	547,917					
	2	486,666	522,192	556,134					
	3	493,965	530,025	564,477					
	4	501,378	537,978	572,946					
	5	508,902	546,051	581,544					
	6	516,528	554,235	590,259					
	7	524,265	562,536	599,100					
	8	532,143	570,990	608,103					
Education Counsellor/ Psychometrist Grade 2	1	548,226	588,246	626,481					
	2	556,443	597,063	635,871					
	3	564,792	606,021	645,411					
	4	573,264	615,111	655,092					
	5	581,862	624,339	664,920					
	6	590,589	633,702	674,892					
	7	599,448	643,209	685,017					
	8	608,445	652,860	695,295					

