

DEPARTMENT OF BASIC EDUCATION

NO. 381

15 MARCH 2019

IMPROVEMENT IN CONDITIONS OF SERVICE: EQUALISATION OF NOTCHES FOR PAY PROGRESSION FOR EDUCATORS EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1998 WITH EFFECT FROM 1 JULY 2018

The Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1 of 2018 provides for a three-year multi term on the salary adjustment and improvements to conditions of service for employees in the financial years 2018/2019; 2019/2020 and 2020/2021 for employees on salary levels 1 to 12 and those employees 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, 1998.

Included in the PSCBC Resolution 1 of 2018 is the equalisation of pay progression across the public service at 1.5% per annum to employees appointed in the public service in terms of the Employment of Educators Act 76 of 1998; Police Service Act 68 of 1995, Public Service Act 103 of 1994 and the educators appointed in terms of the Correctional Services Act 111 of 1998. This is to be done incrementally across the board adjustment of 0.3% with effect from 1 July 2018 and across the board adjustment of 0.2% with effect from 1 July 2019.

I, **Angelina Matsie Motshekga, Minister of Basic Education**, hereby determine for educators employed in terms of the Employment of Educators Act, 1998 an incremental adjustment in the salary scales to bring about equalisation with regard to pay progression, for the period of 1 July 2018 to 30 June 2019, of 0.3% as contained in PSCBC Resolution 1 of 2018.

The provision of this equalisation for pay progression takes effect from 1 July 2018.

The Personnel Administrative Measures (PAM) will be amended in order to include these scales as outlined and other aspects of the above mentioned resolution.


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

Progression Table 1 July 2018

New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression	New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression
1	116,043			66	161,289	67	161,772
2	117,207	3	117,558	68	162,918	69	163,407
4	118,389	5	118,743	70	164,541	71	165,036
6	119,550	7	119,910	72	166,161	73	166,659
8	120,753	9	121,116	74	167,865	75	168,369
10	121,947	11	122,313	76	169,515	77	170,025
12	123,177	13	123,546	78	171,231	79	171,744
14	124,383	15	124,755	80	172,938	81	173,457
16	125,652	17	126,030	82	174,663	83	175,188
18	126,906	19	127,287	84	176,409	85	176,937
20	128,196	21	128,580	86	178,182	87	178,716
22	129,456	23	129,843	88	179,955	89	180,495
24	130,746	25	131,139	90	181,752	91	182,298
26	132,054	27	132,450	92	183,582	93	184,134
28	133,365	29	133,764	94	185,433	95	185,988
30	134,697	31	135,102	96	187,284	97	187,845
32	136,062	33	136,470	98	189,156	99	189,723
34	137,391	35	137,802	100	191,028	101	191,601
36	138,810	37	139,227	102	192,930	103	193,509
38	140,193	39	140,613	104	194,859	105	195,444
40	141,579	41	142,005	106	196,818	107	197,409
42	142,989	43	143,418	108	198,774	109	199,371
44	144,438	45	144,870	110	200,766	111	201,369
46	145,872	47	146,310	112	202,794	113	203,403
48	147,333	49	147,774	114	204,792	115	205,407
50	148,788	51	149,235	116	206,847	117	207,468
52	150,453	53	150,903	118	208,917	119	209,544
54	151,950	55	152,406	120	211,017	121	211,650
56	153,477	57	153,936	122	213,111	123	213,750
58	155,028	59	155,493	124	215,238	125	215,883
60	156,567	61	157,038	126	217,380	127	218,031
62	158,115	63	158,589	128	219,567	129	220,227
64	159,714	65	160,194	130	221,790	131	222,456

Progression Table 1 July 2018

New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression	New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression
132	223,980	133	224,652	198	309,870	199	310,800
134	226,233	135	226,911	200	312,981	201	313,920
136	228,486	137	229,170	202	316,107	203	317,055
138	230,784	139	231,477	204	319,263	205	320,220
140	233,082	141	233,781	206	322,467	207	323,433
142	235,425	143	236,130	208	325,698	209	326,676
144	237,771	145	238,485	210	328,953	211	329,940
146	240,156	147	240,876	212	332,229	213	333,225
148	242,547	149	243,276	214	335,562	215	336,570
150	244,971	151	245,706	216	338,901	217	339,918
152	247,665	153	248,409	218	342,315	219	343,341
154	250,131	155	250,881	220	345,708	221	346,746
156	252,642	157	253,401	222	349,185	223	350,232
158	255,162	159	255,927	224	352,668	225	353,727
160	257,721	161	258,495	226	356,211	227	357,279
162	260,298	163	261,078	228	359,757	229	360,837
164	262,899	165	263,688	230	365,328	231	366,423
166	265,515	167	266,313	232	368,985	233	370,092
168	268,167	169	268,971	234	372,696	235	373,815
170	270,867	171	271,680	236	376,392	237	377,520
172	273,567	173	274,389	238	380,175	239	381,315
174	276,318	175	277,146	240	383,961	241	385,113
176	279,069	177	279,906	242	387,810	243	388,974
178	281,868	179	282,714	244	391,677	245	392,853
180	284,685	181	285,540	246	395,589	247	396,777
182	287,532	183	288,396	248	399,564	249	400,764
184	290,406	185	291,276	250	403,554	251	404,766
186	293,301	187	294,180	252	407,601	253	408,825
188	296,229	189	297,117	254	411,678	255	412,914
190	299,169	191	299,652	256	415,803	257	417,051
192	300,780	193	301,683	258	419,952	259	421,212
194	303,786	195	304,698	260	424,146	261	425,418
196	306,816	197	307,737	262	428,373	263	429,657

Progression Table 1 July 2018

New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression	New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression
264	432,657	265	433,956	334	613,338	335	615,177
266	437,013	267	438,324	336	619,470	337	621,327
268	441,369	269	442,692	338	625,674	339	627,552
270	445,785	271	447,123	340	631,917	341	633,813
272	450,228	273	451,578	342	638,244	343	640,158
274	454,719	275	456,084	344	644,640	345	646,575
276	459,285	277	460,662	346	651,069	347	653,022
278	463,875	279	465,267	348	657,588	349	659,562
280	468,507	281	469,914	350	664,152	351	666,144
282	473,187	283	474,606	352	670,791	353	672,804
284	477,924	285	479,358	354	677,523	355	679,557
286	482,706	287	484,155	356	684,282	357	686,334
288	487,548	289	489,012	358	691,137	359	693,210
290	492,408	291	493,884	360	698,043	361	700,137
292	497,310	293	498,801	362	705,015	363	707,130
294	502,320	295	503,826	364	712,065	365	714,201
296	507,324	297	508,845	366	719,172	367	721,329
298	512,397	299	513,933	368	726,384	369	728,562
300	517,530	301	519,084	370	733,629	371	735,831
302	525,546	303	527,124	372	740,976	373	743,199
304	530,805	305	532,398	374	748,389	375	750,633
306	536,091	307	537,699	376	755,877	377	758,145
308	541,470	309	542,319	378	763,413	379	765,702
310	544,299	311	545,931	380	771,048	381	773,361
312	549,747	313	551,397	382	778,752	383	781,089
314	555,264	315	556,929	384	786,555	385	788,916
316	560,781	317	562,464	386	794,439	387	796,821
318	566,409	319	568,107	388	802,377	389	804,783
320	572,073	321	573,789	390	810,387	391	812,817
322	577,803	323	579,537	392	818,508	393	820,965
324	583,563	325	585,315	394	826,692	395	829,173
326	589,398	327	591,165	396	834,933	397	837,438
328	595,305	329	597,090	398	843,306	399	845,835
330	601,266	331	603,069	400	851,739	401	854,295
332	607,269	333	609,090	402	860,244	403	862,824

Progression Table 1 July 2018

New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression
404	868,830	405	871,437
406	877,527	407	880,161
408	886,308	409	888,966
410	895,152	411	897,837
412	904,119	413	906,831
414	913,167	415	915,906
416	922,290	417	925,056
418	931,503	419	934,299
420	940,824	421	943,647
422	950,241	423	953,091
424	959,748	425	962,628
426	969,321	427	972,228
428	979,032	429	981,969
430	988,821	431	991,788
432	998,724	432	998,724

Progression Table 1 July 2018 Inclusive Package

New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression	New notch code after 2018 translation	Value of the new notch code	New notch code after 2018 progression	New notch value after 2018 progression
1	734,736			63	1,000,110	64	1,003,110
3	742,071	4	744,297	65	1,010,121	66	1,013,151
5	749,493	6	751,740	67	1,020,219	68	1,023,279
7	756,996	8	759,267	69	1,030,416	70	1,033,506
9	764,562	10	766,857	71	1,040,712	72	1,043,835
11	772,185	12	774,501	73	1,051,110	74	1,054,263
13	779,925	14	782,265	75	1,061,628	76	1,064,814
15	787,719	16	790,083	77	1,072,248	78	1,075,464
17	795,588	18	797,976	79	1,082,958	80	1,086,207
19	803,538	20	805,950	81	1,093,797	82	1,097,079
21	811,578	22	814,014	83	1,104,732	84	1,108,047
23	819,684	24	822,144	85	1,115,775	86	1,119,123
25	827,883	26	830,367	87	1,126,914	88	1,130,295
27	836,148	28	838,656	89	1,138,173	90	1,141,587
29	844,518	30	847,053	91	1,149,567	92	1,153,017
31	852,972	32	855,531	93	1,161,063	94	1,164,546
33	861,486	34	864,069	95	1,172,658	96	1,176,177
35	870,096	36	872,706	97	1,184,394	98	1,187,946
37	878,790	38	881,427	99	1,196,241	100	1,199,829
39	887,571	40	890,235	101	1,208,208	102	1,211,832
41	896,451	42	899,139	103	1,220,277	104	1,223,937
43	905,412	44	908,127	105	1,232,466	106	1,236,162
45	914,457	46	917,199	107	1,244,805	108	1,248,540
47	923,607	48	926,379	109	1,257,237	110	1,261,008
49	932,841	50	935,640	111	1,269,798	112	1,273,608
51	942,171	52	944,997	113	1,282,506	114	1,286,355
53	951,585	54	954,441	115	1,295,334	116	1,299,219
55	961,110	56	963,993	117	1,308,288	118	1,312,212
57	970,710	58	973,623	119	1,321,356	120	1,325,319
59	980,412	60	983,352	121	1,334,562	121	1,334,562
61	990,216	62	993,186				