

DEPARTMENT OF BASIC EDUCATION

NO. 1177

20 SEPTEMBER 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 2019

The Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1 of 2018 (**PSCBC Resolution**) provides for a three-year multi-term salary adjustment and improvement of conditions of service for employees in the financial years 2018/19, 2019/20 and 2020/21 covering employees on salary levels 1 to 12 employed in terms of the Public Service Act, 1998 and other relevant Acts including the Employment of Educators Act, 1998 (**EEA**).

The PSCBC Resolution also provided for the equalisation of pay progression across the public service at 1.5% per annum for all employees including educators covered by the Employment of EEA as amended. This implied that an additional 0.5% adjustment was to be implemented for educators in order to achieve equalisation.

The Resolution further provided that the implementation of 0.5% equalisation increment for educators be implemented incrementally as follows:

1. Implementation of an across the board adjustment of 0.3% of the equalisation with effect from 01 July 2018; and
2. Implementation of an across the board adjustment of 0.2% of the equalisation with effect from 01 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 of 0.2% to the salary scales of educators. This being the second and final adjustment, to bring about equalisation of pay progression to 1.5% effective from 01 July 2019 as contained in PSCBC Resolution 1 2018.

The Personnel Administrative Measures (PAM) will be amended in order to include these scales as outlined in **Schedule 1**.


MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE:

