

NATIONAL ASSEMBLY

**FOR WRITTEN REPLY
QUESTION 809**

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(INTERNAL QUESTION PAPER 14-2008)

Mr C G Boinamo (DA) to ask the Minister of Education:

(1) Whether race is a factor used when determining salary scales in education; if not, what is the cause of salary disparities between educators of different races who have the same (a) qualifications and (b) employment experience; if so, what are the relevant details;

(2) whether her department has taken any steps to deal with these disparities; if not, why not; if so, what are the relevant details?

NWS74E

REPLY

(1) No, race no longer plays a role in determining teacher salaries. However, many African teachers were poorly qualified in the apartheid period and only upgraded their qualifications after 1994, and they may be paid less than other teachers who entered the profession with better qualifications to begin with. It is, therefore, possible for individuals with the same qualification and number of years of teaching experience to earn different salaries.

(2) Yes, the Department has made a concerted effort to overcome this problem through a number of collective agreements reached with the unions in the Education Labour Relations Council (ELRC). The following agreements recognised the qualifications of educators upgrading their qualifications from the lowest levels (former Department of Education and Training qualifications).

- ELRC Collective Agreement 3 of 1996: agreement on a three- year condition of service adjustment package for educators, which introduced the broad-banding salary system;
- ELRC Collective Agreement 4 of 1997: conditions of Service adjustment package for educators;
- ELRC Collective Agreement 5 of 2002: recognition of improved REQV;

In addition, further agreements were reached:

- ELRC Collective Agreement 2 of 2005: salary progression for the period 01 July 1996 to 30 June 2002 addressed the backlogs due to a lack of salary progression;

- ELRC Collective Agreement 5 of 2006: improved career pathing for qualified post level educators and accelerated pay progression for all educators on applicable salary levels.

Most recently, the ELRC Collective Agreement 1 of 2008 on the Occupation Specific Dispensation for Educators, which was signed on 3 April 2008, provides for an investigation of the implementation of all these previous agreements by 30 September 2008. If it is found that matters that were to be addressed by the previous collective agreements were not fully addressed or have not been properly implemented, then a proposal will be made to correct these anomalies.