

ANNEXURE F

OCCUPATIONAL SPECIFIC SALARY STRUCTURE FOR EDUCATORS

Translation criteria

1. The translation between the old and the new salary notches is based on the following three criteria:
 - a. The lowest of the new salary levels that is greater than or equal to the old salary of the individual, becomes the new salary of the individual. This ensures that no educator receives a lower salary than before as a result of the translation process.
 - b. If point (a) above results in an increase that is less than **1.00%**, then the next new salary level is used that provides an increase of at least 1.00%.
 - c. If the above two points result in a new salary that is below what one would expect as a minimum, in accordance with paragraph 4.1.4.6 of the Agreement and taking into account job titles and old levels, then the minimum value from the Table in paragraph 4.1.4.6 of the Agreement is used.
2. The translation tables below specify the translation between old and new salaries, in accordance with the criteria in paragraph 1. These tables indicate the following:
 - The 2007 salary level.
 - The 2007 salary notch.
 - The salary value of 1 July 2007 after the 7.50% general adjustment.
 - The new salary value in the new salary structure on 1 January 2008.
 - The percentage increase
 - The number of employees in this category, according to Persal in 2007.

Table 1: Teachers

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
3	1	49,974	51,993	4.0%	4,744
	2	50,478	51,993	3.0%	128
	3	50,982	51,993	2.0%	52
	4	51,489	53,553	4.0%	51
	5	52,011	53,553	3.0%	63
	6	52,527	53,553	2.0%	128
	7	53,052	55,160	4.0%	637
	8	53,583	55,160	2.9%	1,401
	9	54,120	55,160	1.9%	16
	10	54,657	56,815	3.9%	1,209
	11	55,209	56,815	2.9%	3
	12	55,758	56,815	1.9%	43
	13	56,319	58,519	3.9%	29
	14	56,883	58,519	2.9%	2
	15	57,450	58,519	1.9%	11
	16	58,032	60,275	3.9%	72
4	1	58,653	60,275	2.8%	477
	2	59,241	60,275	1.7%	135
	3	59,832	62,083	3.8%	57
	4	60,429	62,083	2.7%	35
	5	61,041	62,083	1.7%	38
	6	61,644	63,945	3.7%	137
	7	62,262	63,945	2.7%	445
	8	62,892	63,945	1.7%	870
	9	63,516	65,864	3.7%	20
	10	64,149	65,864	2.7%	989
	11	64,794	65,864	1.7%	61
	12	65,442	67,840	3.7%	36
	13	66,096	67,840	2.6%	2
	14	66,762	67,840	1.6%	24
	15	67,422	69,875	3.6%	26
	16	68,100	69,875	2.6%	182
5	1	69,390	71,971	3.7%	91
	2	70,089	71,971	2.7%	25
	3	70,785	71,971	1.7%	10
	4	71,496	74,130	3.7%	9
	5	72,210	74,130	2.7%	19
	6	72,936	74,130	1.6%	117
	7	73,665	76,354	3.7%	806
	8	74,400	76,354	2.6%	1,177
	9	75,147	76,354	1.6%	25
	10	75,894	78,645	3.6%	756
	11	76,659	78,645	2.6%	40
	12	77,424	78,645	1.6%	11
	13	78,198	81,004	3.6%	5
	14	78,981	81,004	2.6%	24
	15	79,770	81,004	1.5%	91
	16	80,565	83,434	3.6%	219
	17	81,363	83,434	2.5%	20

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
6	1	85,908	88,515	3.0%	11,580
	2	86,766	88,515	2.0%	14,362
	3	87,633	88,515	1.0%	4,216
	4	88,506	91,171	3.0%	4,587
	5	89,394	91,171	2.0%	5,227
	6	90,288	93,906	4.0%	2,648
	7	91,194	93,906	3.0%	1,642
	8	92,109	93,906	2.0%	1,597
	9	93,027	96,723	4.0%	644
	10	93,954	96,723	2.9%	2,001
	11	94,899	96,723	1.9%	3,578
	12	95,847	99,625	3.9%	4,583
	13	96,807	99,625	2.9%	5,461
	14	97,776	99,625	1.9%	5,962
	15	98,754	102,614	3.9%	3,036
	16	99,741	102,614	2.9%	6,556
7	1	107,007	118,957	11.2%	14,324
	2	108,078	118,957	10.1%	11,699
	3	109,161	118,957	9.0%	5,125
	4	110,253	118,957	7.9%	6,057
	5	111,357	118,957	6.8%	9,354
	6	112,470	118,957	5.8%	8,724
	7	113,595	118,957	4.7%	7,425
	8	114,735	118,957	3.7%	6,775
	9	115,884	118,957	2.7%	1,662
	10	117,042	118,957	1.6%	6,528
	11	118,209	122,526	3.7%	7,813
	12	119,391	122,526	2.6%	10,379
	13	120,585	122,526	1.6%	10,641
	14	121,791	126,202	3.6%	8,577
	15	123,015	126,202	2.6%	15,113
	16	124,242	126,202	1.6%	9,772
17	125,655	129,988	3.4%	9,850	
8	1	132,897	137,904	3.8%	2,119
	2	134,229	137,904	2.7%	12,934
	3	135,573	137,904	1.7%	1,298
	4	136,923	142,041	3.7%	2,653
	5	138,294	142,041	2.7%	3,278
	6	139,680	142,041	1.7%	12,595
	7	141,078	146,302	3.7%	946
	8	142,488	146,302	2.7%	602
	9	143,913	146,302	1.7%	197
	10	145,353	150,691	3.7%	561
	11	146,805	150,691	2.6%	142
	12	148,272	150,691	1.6%	609
	13	149,754	155,212	3.6%	1,030
	14	151,257	155,212	2.6%	1,372
	15	152,772	155,212	1.6%	378
	16	154,293	159,869	3.6%	5,205

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
9	1	158,688	164,665	3.8%	728
	2	160,275	164,665	2.7%	1,840
	3	161,886	164,665	1.7%	92
	4	163,503	169,605	3.7%	55
	5	165,138	169,605	2.7%	56
	6	166,791	169,605	1.7%	46
	7	168,465	174,693	3.7%	23
	8	170,151	174,693	2.7%	8
	9	171,852	174,693	1.7%	8
	10	173,574	179,934	3.7%	15
	11	175,305	179,934	2.6%	9
	12	177,057	179,934	1.6%	5
	13	178,830	185,332	3.6%	3
	14	180,615	185,332	2.6%	1
	15	182,424	185,332	1.6%	2
	16	184,248	190,891	3.6%	1
	17	185,874	190,891	2.7%	1
	18	191,697	196,618	2.6%	0

Table 2: Heads of Department

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
8	1	132,897	146,302	10.1%	6,613
	2	134,229	146,302	9.0%	2,659
	3	135,573	146,302	7.9%	1,410
	4	136,923	146,302	6.8%	1,958
	5	138,294	146,302	5.8%	7,387
	6	139,680	146,302	4.7%	7,440
	7	141,078	146,302	3.7%	3,859
	8	142,488	146,302	2.7%	1,359
	9	143,913	146,302	1.7%	674
	10	145,353	150,691	3.7%	736
	11	146,805	150,691	2.6%	28
	12	148,272	150,691	1.6%	54
	13	149,754	155,212	3.6%	312
	14	151,257	155,212	2.6%	411
	15	152,772	155,212	1.6%	190
	16	154,293	159,869	3.6%	1,117
9	1	158,688	164,665	3.8%	299
	2	160,275	164,665	2.7%	1,632
	3	161,886	164,665	1.7%	56
	4	163,503	169,605	3.7%	229
	5	165,138	169,605	2.7%	506
	6	166,791	169,605	1.7%	1,529
	7	168,465	174,693	3.7%	308
	8	170,151	174,693	2.7%	278
	9	171,852	174,693	1.7%	31
	10	173,574	179,934	3.7%	349
	11	175,305	179,934	2.6%	420
	12	177,057	179,934	1.6%	573
	13	178,830	185,332	3.6%	32
	14	180,615	185,332	2.6%	935
	15	182,424	185,332	1.6%	210
	16	184,248	190,891	3.6%	1,337
	17	185,874	190,891	2.7%	14
	18	191,697	196,618	2.6%	78

Table 3: Deputy Principals

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head- count</i>
9	1	158,688	174,693	10.1%	1,671
	2	160,275	174,693	9.0%	859
	3	161,886	174,693	7.9%	726
	4	163,503	174,693	6.8%	791
	5	165,138	174,693	5.8%	1,558
	6	166,791	174,693	4.7%	1,883
	7	168,465	174,693	3.7%	1,026
	8	170,151	174,693	2.7%	198
	9	171,852	174,693	1.7%	155
	10	173,574	179,934	3.7%	148
	11	175,305	179,934	2.6%	270
	12	177,057	179,934	1.6%	172
	13	178,830	185,332	3.6%	57
	14	180,615	185,332	2.6%	246
	15	182,424	185,332	1.6%	137
	16	184,248	190,891	3.6%	466
	17	185,874	190,891	2.7%	6
	18	191,697	196,618	2.6%	21
10	1	198,072	202,517	2.2%	305
	2	200,055	202,517	1.2%	433
	3	202,059	208,592	3.2%	106
	4	204,078	208,592	2.2%	16
	5	206,124	208,592	1.2%	46
	6	208,188	214,850	3.2%	321
	7	210,270	214,850	2.2%	43
	8	212,367	214,850	1.2%	78
	9	214,497	221,296	3.2%	2
	10	216,639	221,296	2.1%	211
	11	218,808	221,296	1.1%	2
	12	220,995	227,934	3.1%	3
	13	223,200	227,934	2.1%	1
	14	225,435	227,934	1.1%	0
	15	227,694	234,772	3.1%	6
	16	229,968	234,772	2.1%	71

Table 4: Principals

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
8	1	132,897	146,302	10.1%	208
	2	134,229	146,302	9.0%	211
	3	135,573	146,302	7.9%	139
	4	136,923	146,302	6.8%	178
	5	138,294	146,302	5.8%	291
	6	139,680	146,302	4.7%	351
	7	141,078	146,302	3.7%	213
	8	142,488	146,302	2.7%	171
	9	143,913	146,302	1.7%	38
	10	145,353	150,691	3.7%	48
	11	146,805	150,691	2.6%	4
	12	148,272	150,691	1.6%	22
	13	149,754	155,212	3.6%	93
	14	151,257	155,212	2.6%	99
	15	152,772	155,212	1.6%	4
		16	154,293	159,869	3.6%
9	1	158,688	169,605	6.9%	1,032
	2	160,275	169,605	5.8%	1,073
	3	161,886	169,605	4.8%	421
	4	163,503	169,605	3.7%	467
	5	165,138	169,605	2.7%	930
	6	166,791	169,605	1.7%	1,057
	7	168,465	174,693	3.7%	823
	8	170,151	174,693	2.7%	479
	9	171,852	174,693	1.7%	70
	10	173,574	179,934	3.7%	313
	11	175,305	179,934	2.6%	269
	12	177,057	179,934	1.6%	322
	13	178,830	185,332	3.6%	27
	14	180,615	185,332	2.6%	189
	15	182,424	185,332	1.6%	192
	16	184,248	190,891	3.6%	717
	17	185,874	190,891	2.7%	3
		18	191,697	196,618	2.6%
10	1	198,072	208,592	5.3%	1,434
	2	200,055	208,592	4.3%	2,426
	3	202,059	208,592	3.2%	206
	4	204,078	208,592	2.2%	370
	5	206,124	208,592	1.2%	521
	6	208,188	214,850	3.2%	528
	7	210,270	214,850	2.2%	564
	8	212,367	214,850	1.2%	210
	9	214,497	221,296	3.2%	66
	10	216,639	221,296	2.1%	265
	11	218,808	221,296	1.1%	69
	12	220,995	227,934	3.1%	167
	13	223,200	227,934	2.1%	154
	14	225,435	227,934	1.1%	33
	15	227,694	234,772	3.1%	319
		16	229,968	234,772	2.1%

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
11	1	231,075	241,816	4.6%	737
	2	233,388	241,816	3.6%	2,322
	3	235,719	241,816	2.6%	13
	4	238,077	241,816	1.6%	139
	5	240,459	249,070	3.6%	9
	6	242,865	249,070	2.6%	74
	7	245,295	249,070	1.5%	102
	8	247,749	256,542	3.5%	108
	9	250,227	256,542	2.5%	7
	10	252,729	256,542	1.5%	226
	11	255,258	264,238	3.5%	2
	12	257,814	264,238	2.5%	0
	13	260,394	264,238	1.5%	1
	14	262,995	272,166	3.5%	18
	15	265,626	272,166	2.5%	19
	16	268,281	272,166	1.4%	65
12	1	278,127	297,403	6.9%	52
	2	280,911	297,403	5.9%	162
	3	283,716	297,403	4.8%	1
	4	286,554	297,403	3.8%	24
	5	289,422	297,403	2.8%	2
	6	292,314	297,403	1.7%	1
	7	295,233	306,325	3.8%	3
	8	298,191	306,325	2.7%	0
	9	301,170	306,325	1.7%	0
	10	304,179	315,515	3.7%	0
	11	307,224	315,515	2.7%	0
	12	310,296	315,515	1.7%	0
	13	313,401	324,980	3.7%	0
	14	316,533	324,980	2.7%	0
	15	319,701	324,980	1.7%	0
	16	322,902	334,729	3.7%	0

Table 5: Office-based educators

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 old salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
8	1	132,897	137,904	3.8%	24
	2	134,229	137,904	2.7%	17
	3	135,573	137,904	1.7%	27
	4	136,923	142,041	3.7%	25
	5	138,294	142,041	2.7%	14
	6	139,680	142,041	1.7%	30
	7	141,078	146,302	3.7%	14
	8	142,488	146,302	2.7%	1
	9	143,913	146,302	1.7%	4
	10	145,353	150,691	3.7%	3
	11	146,805	150,691	2.6%	5
	12	148,272	150,691	1.6%	8
	13	149,754	155,212	3.6%	2
	14	151,257	155,212	2.6%	2
	15	152,772	155,212	1.6%	0
	16	154,293	159,869	3.6%	27

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head-count</i>
9	1	158,688	164,665	3.8%	691
	2	160,275	164,665	2.7%	308
	3	161,886	164,665	1.7%	173
	4	163,503	169,605	3.7%	219
	5	165,138	169,605	2.7%	337
	6	166,791	169,605	1.7%	200
	7	168,465	174,693	3.7%	170
	8	170,151	174,693	2.7%	63
	9	171,852	174,693	1.7%	50
	10	173,574	179,934	3.7%	78
	11	175,305	179,934	2.6%	97
	12	177,057	179,934	1.6%	46
	13	178,830	185,332	3.6%	40
	14	180,615	185,332	2.6%	102
	15	182,424	185,332	1.6%	67
	16	184,248	190,891	3.6%	226
	17	185,874	190,891	2.7%	5
	18	191,697	196,618	2.6%	15
10	1	198,072	202,517	2.2%	371
	2	200,055	202,517	1.2%	369
	3	202,059	208,592	3.2%	149
	4	204,078	208,592	2.2%	178
	5	206,124	208,592	1.2%	244
	6	208,188	214,850	3.2%	194
	7	210,270	214,850	2.2%	221
	8	212,367	214,850	1.2%	57
	9	214,497	221,296	3.2%	20
	10	216,639	221,296	2.1%	74
	11	218,808	221,296	1.1%	34
	12	220,995	227,934	3.1%	51
	13	223,200	227,934	2.1%	52
	14	225,435	227,934	1.1%	25
	15	227,694	234,772	3.1%	91
	16	229,968	234,772	2.1%	209
11	1	231,075	234,772	1.6%	21
	2	233,388	241,816	3.6%	9
	3	235,719	241,816	2.6%	1
	4	238,077	241,816	1.6%	6
	5	240,459	249,070	3.6%	1
	6	242,865	249,070	2.6%	0
	7	245,295	249,070	1.5%	2
	8	247,749	256,542	3.5%	2
	9	250,227	256,542	2.5%	0
	10	252,729	256,542	1.5%	0
	11	255,258	264,238	3.5%	0
	12	257,814	264,238	2.5%	0
	13	260,394	264,238	1.5%	1
	14	262,995	272,166	3.5%	1
	15	265,626	272,166	2.5%	1
	16	268,281	272,166	1.4%	0

<i>Old level</i>	<i>Old notch</i>	<i>July 2007 salary</i>	<i>2008 new salary</i>	<i>% increase</i>	<i>Head- count</i>
12	1	278,127	288,740	3.8%	1
	2	280,911	288,740	2.8%	1
	3	283,716	288,740	1.8%	0
	4	286,554	297,403	3.8%	0
	5	289,422	297,403	2.8%	3
	6	292,314	297,403	1.7%	0
	7	295,233	306,325	3.8%	0
	8	298,191	306,325	2.7%	0
	9	301,170	306,325	1.7%	0
	10	304,179	315,515	3.7%	0
	11	307,224	315,515	2.7%	0
	12	310,296	315,515	1.7%	0
	13	313,401	324,980	3.7%	0
	14	316,533	324,980	2.7%	0
	15	319,701	324,980	1.7%	0
	16	322,902	334,729	3.7%	1