

QUALITY TEACHERS ARE WORTH EVERY CENT

On the 30th May 2008, school based teachers and office based educators would have received their new salary payments in line with the Occupation Specific Dispensation (OSD) agreed to by the government as employer and the combined trade unions (CTU) in the Education Labour Relations Council (ELRC), after nine months of intensive and fruitful negotiations. For more detailed information on the OSD refer to the ELRC collective agreements number 1 and 2 to be found at www.elrc.org.za or at www.education.gov.za.

OSD PROVIDES FOR CAREER PATHS:



- teaching in the classroom as an intern, a new entry, a general, a senior, a master, specialist or a senior specialist teacher
- managing the curriculum as a subject head
- managing the curriculum and school as a deputy principal or principal
- providing education specialist expertise as an office based education specialist
- providing education management as a circuit manager.

OSD will not disadvantage me if I wish to remain in the classroom teaching as I will be able to rise to the post of senior specialist and remain in the classroom and even be able to earn the salary level of deputy principal. It may be possible that I as a senior specialist may be able to earn much more than a school based manager who gets promoted long after I have reached a specialist status.

With OSD the same number of classroom teaching posts as the head of department and deputy principal posts that have been established can be upgraded to posts of specialist and senior specialist posts. I will qualify through consistent good or outstanding performance, having served a minimum number of years and having a qualification of REQV 15 and 16 respectively. I will also have to be evaluated by the education authorities to confirm my level of performance including how effective I have been in improving learner achievement. The exact details of the upgrading of the posts, the evaluation instrument and the minimum qualifications required are being finalised in the ELRC.

OSD PROVIDES FOR NEW NOTCH INCREASES. (A NOTCH IS A 1% INCREASE IN YOUR ANNUAL SALARY) – THIS IS ALSO CALLED “SALARY PROGRESSION”

OSD provides for 3 notches every 2 years instead of the one notch every year for a satisfactory level of performance. This averages to a 1.5 notch increase every year. I will qualify for my next 3% progression two years hence, that is in July 2010. I am also aware that in terms of the previous structure, if I performed at a satisfactory level I would reach my maximum salary notch after sixteen years. With the OSD I can continue getting notch increases to the end of my career on satisfactory service. So if I am one of those teachers that has reached the maximum under the previous structure, I now have an opportunity of getting 3 notches every two years to the end of my career on satisfactory service.

OSD PROVIDES FOR ADJUSTMENTS FROM THE PRESENT SCALES TO THE NEW OSD SCALES

100.0%	of educators get a minimum increase of	4.0%	In 2008, with effect from 1 January 2008, I will get my old salary converted to the OSD salary scale, in converting the salaries none of us would get an increase of less than 4%, the minimum increase for new teachers with a minimum qualification of REQV 14 (Means a matric with 4 years of study) upwards would receive a 9.9% increase.
95.8%	of educators get a minimum increase of	4.5%	
32.5%	of educators get a minimum increase of	5.0%	
24.7%	of educators get a minimum increase of	5.5%	
18.6%	of educators get a minimum increase of	6.0%	
18.0%	of educators get a minimum increase of	6.5%	The average increase for educators will be 5.5%. In addition I will also, every year get a salary increase linked to inflation. Thus if I was to compare my salary of last year this time to this year then my increase on a minimum of 4% adjustment would result in a 11.9% increase.
14.8%	of educators get a minimum increase of	7.0%	
14.1%	of educators get a minimum increase of	7.5%	
10.6%	of educators get a minimum increase of	8.0%	
9.5%	of educators get a minimum increase of	8.5%	
6.5%	of educators get a minimum increase of	9.0%	The range of increases would thus be between 11.9% and 18.1%, with and average increase of 13.4% (taking the 7.5% adjustment of 1 July 2007 into account).
4.0%	of educators get a minimum increase of	9.5%	

OSD PROVIDES FOR NEW ACCELERATED NOTCHES. THIS IS ALSO CALLED “ACCELERATED PROGRESSION”

If I am not satisfied with 3 notches every two years to the end of my career I can accelerate myself to the maximum salary by performing at a good and outstanding level, that is I can each an extended maximum salary. I could then earn and extra 3 notches for good performance and an extra 6 notches for outstanding performance. I will however be subject to an evaluation by the education authorities. In 2011 the first accelerated notches will be awarded, however school based evaluation will continue through the integrated quality management system (IQMS) every year. So lets recap. I can get between 4-9.9% increase this year, in 2010 I can get a 3% progression and in 2011 I can get a 6% progression. So from 2010 I can get an average of 9% every two years, that 4.5% per annum and this is not even taking the normal inflation adjustments into account.

OSD INTRODUCES A NEW SERVICE CALLED THE EDUCATION MANAGEMENT SERVICE (EMS).

At school level the head of department, deputy principal and principal will be part of this service, in offices the education specialists and circuit mangers will be part of this service. In order to make “the management service” your career you must have certain years of experience in teaching and have some form of management experience and/or competence the details of which are also being finalised with the unions in the ELRC. Persons who join the EMS will have to sign a performance agreement annually, they will also qualify for a flexible remuneration package (approximately 30-37%) of the annual basic salary. The advantage of the flexible package is that you could supplement your retirement package from the non-pensionable part, you could set aside part of the package for a motor car allowance from which you could claim off your income tax.

OSD SEEKS IMPROVED QUALIFICATIONS SO AS TO BUILD A WELL QUALIFIED TEACHING FORCE.

The remaining under and un-qualified as well as those educators with a matric and 3 years qualification (REQV13) will have an incentive to improve their qualifications so that they can exploit the OSD to the maximum. Educators will be given 5 years (that is until 2013) to upgrade themselves, the state will ensure that sufficient resources are made available so that educators are able to improve their competence and qualifications. Various modalities will be utilised towards this effort. Recognition of Prior Learning will be key in this process.

OSD LIFTS THE MINIMUM SALARIES AND “BLOWS THE CEILING OFF THE PREVIOUS MAXIMUM SALARIES”

If I started teaching in January 2008 my annual salary would be R107 007 but the minimum has now been increased to R117 600 a 9.9% increase. If you enter the profession in January 2009 instead of earning R107 007 you would earn R115 284 a 7.7% increase. If I am currently a teacher I will reach my maximum salary, after which I will not get any notch increases (but would still receive the inflation adjusted annual salary) to the end of my career. If I perform at a satisfactory level throughout I will reach the my maximum after 16 years at the current annual salary notch of R184 248, however with the OSD I can reach a maximum of R215 768 this translates to the 17% increase. But if I perform outstanding throughout my career I can reach a maximum of R263 277 which translates to a 43% increase. If I am outstanding and I get upgraded to a specialist teacher then my maximum can move to R365 611 which is 91% higher then what I can achieve under the previous structure and if I am a senior specialist I can move to a maximum of R395 904 which is 107% higher then what I can achieve under the previous system as a classroom teacher.

TEACHERS IN
SCHOOL,
IN CLASS,
ON TIME,
TEACHING”

NOW LET US LOOK AT SOME EXAMPLES OF:

Ms Sithole's possible career path

Teacher REQV 13	Old	OSD	% increase
Performed satisfactory for last 20 years	99741	104364	4.6%
Performs Satisfactory for next 20 years	104364	142068	42.4%
Performs Good for next 20 years	104364	18958	81.7%
Performs Outstanding for next 14 years	104364	195336	87.2%

Mr Mokwena's possible career path

Teacher REQV 14	Old	OSD	% increase
Performed Satisfactory for the last 20 years	124242	129900	4.6%
Performs Satisfactory for next 20 years	129900	175080	34.7%
Performs Good for next 20 years	129900	235992	81.7%
Performs Outstanding for next 16 years	129900	263280	102.7%
Promoted to specialist in 2011	133836	168252	25.7%
Performs Outstanding as a specialist for next 18 years	168252	365616	117.3%

MINIMUM AND MAXIMUM SALARY AS PER DEFINED CATEGORY

	2007 Minimum Salary	2007 Maximum Salary	2008 OSD Minimum Salary	Maximum Salary for 'Satisfactory'	2008 OSD Extended maximum
General Classroom Teacher					
Teacher M+1/M+2	49 974	80 565	49 980	80 580	80 580
Teacher Intern			85 536	85 536	85 536
Teacher M+3			85 536	156 936	195 336
New Entrant			115 284	115 284	115 284
Teacher M+4	107 007	184 248	117 600	215 772	263 280
Senior Teacher (M+3)	132 897	154 293	137 892	158 508	195 336
Master Teacher (M+3)	158 688	184 248	163 308	195 336	195 336
Senior Teacher (M+4)			137 892		263 280
Master Teacher (M+4)			163 308		263 280
Teaching and Learning specialist			168 252		365 616
Senior Teaching and learning specialist			189 588		395 904
Management (school-based)					
Head of Department	132 897	184 248	144 924	265 920	365 616
Deputy Principal	158 688	229 968	173 352	318 072	395 904
Principal P1	132 897	154 293	144 924	265 920	314 928
Principal P2	158 688	184 248	173 352	318 072	365 616
Principal P3	198 072	229 968	207 348	380 460	420 264
Principal P4	231 075	268 281	240 732	432 996	432 996
Principal P5	278 127	322 902	296 676	446 124	446 124
Specialist (Office-based)					
Education Specialist	132 897	184 248	144 924	265 920	365 616
Senior Education Specialist	158 688	229 968	173 352	318 072	395 904
Deputy Chief Education Specialist	198 072	268 281	213 636	391 992	420 264
Chief Education Specialist	278 127	322 902	287 952	446 124	446 124
Circuit Manager C1			213 636	391 992	420 264
Circuit Manager C2			287 952	432 996	432 996
Circuit Manager C3			334 296	446 124	446 124

DO YOU WANT TO START A CAREER IN TEACHING ?

WHY NOT APPLY FOR THE FUNDZA LUSAKA BURSARY SCHEME?

The Fundza Lusaka Bursary Scheme has been launched in 2007 to promote teaching in public schools as a career of choice for able and committed South Africans. The programme is administered by the National Student Financial Aid Scheme (NSFAS). The bursary covers all essential expenses like tuition, accommodation and an allowance for monthly expenses. Also graduates may apply not only for matriculants. For further information please visit www.nsfas.org.za or e mail info@nsfas.org.za or phone 021 763 3232 or fax 021 762 6386.

ARE YOU QUALIFIED AND WANT TO TEACH?

The Department of Education manages a database for Educators. The DoE also assists with the placement of teachers into vacancies when it becomes available. If you are qualified, then post or submit your Curriculum Vitae for the attention of: **The Director: Education Labour Relations Management, Department of Education at Po. Box 895, Pretoria, 0001 or fax to 012 312 5903 or e-mail phaaka.d@doe.gov.za**

ARE YOU A QUALIFIED FOREIGN EDUCATOR AND WANT TO TEACH IN THE RSA?

The Department of Education also welcomes applications from Foreign Educators who are qualified in the fields of Mathematics, Science and Information Technology. The Department will assist with the finalization of work permits and other related documentation. Interested Persons can forward their Curriculum Vitae for the attention of: **The Director: Education Labour Relations Management, Department of Education at Po. Box 895, Pretoria, 0001 or fax to 012 312 5903 or e-mail ramafoko.m@doe.gov.za**

VSP EDUCATORS – DO YOU WANT TO BE RE-EMPLOYED?

All ex- teachers who had previously taken the Volunteer Severance Package (VSP) are now invited back into the system and can be re-employed under certain conditions. If interested please forward comprehensive Curriculum Vitae to : **The Director: Education Labour Relations Management, Department of Education at Po. Box 895, Pretoria, 0001 or fax to 012 312 5903 or phaaka.d@doe.gov.za. You may also want to get in touch with your nearest Education District Office!**

DOES YOUR SCHOOL NEED A TEACHER?

Schools are free to contact the Department of Education to enquire if it has persons available for placement. **Feel free to Contact: The Director: Education Labour Relations Management, Department of Education at Po. Box 895, Pretoria, 0001 or fax to 012 312 5903 or e-mail ramafoko.m@doe.gov.za**

ARE YOU AWARE OF THE INCENTIVE SCHEME FOR EDUATORS?

Educators can now qualify for an “**Incentive Allowance**” to be paid to those educators who are willing to teach in incentivised posts in remote and rural schools, teach in the fields of Mathematics and Science and are willing to teach in difficult conditions. The allowance is equivalent to the payment of a minimum of 10% of R 115 284 (R 1153 p a). Further information could be obtained from your Head of Department or Provincial Office.

“TEACHERS TEACH, LEARNERS LEARN, MANAGERS MANAGE”



education

Department:
Education
REPUBLIC OF SOUTH AFRICA