**QUALITY TEACHERS ARE WORTH EVERY CENT**

On the 23rd May 2016, school-based teachers and office-based educators would have received their new salary payments in line with the Occupational Specific Determination (OSD) agreed to by the government as an employer and the combined trade unions (CTU) in the Education Labour Relations Council (ELRC), after nine months of intense and brutal 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, a specialist, or a senior specialist teacher
- Managing the curriculum as a subject head
- Managing the curriculum at school as a deputy principal or principal
- Providing education specialist expertise as an office-based education specialist providing education management as a change manager.

OSD will not disadvantage those who wish to remain in the classroom teaching as long as they are 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 is possible that as a senior specialist more teachers can earn much more than an actual school-based leader who got promoted long before they have reached a specialist status.

With OSD, the 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. It will quickly, through consistent good performance, performance, and qualification, a minimum 4 years of experience and having a qualification of REGO 16 and 17 respectively. It will also have to be established by the education department to confirm level of performance including how to improve better achievement. The overall aim of the upgrading of the posts, the evaluation instrument and the minimum qualifications required are being finalised by 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 two years instead of the one notch every year for a satisfactory level of performance. This averages to a 1.5% increase every year. It will qualify for my next 3% progression two years hence, that is in 2016. I am also aware that in terms of the previous structure, I performed at a satisfactory level. My performance would reach my maximum salary notch within ten years. With OSD, I can continue getting notch increases to the end of my career on satisfactory service. So I (as) one of those teachers that have 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 PREVIOUS SCALES TO THE NEW OSD SCALES**

<table>
<thead>
<tr>
<th>Scale</th>
<th>Previous Scale</th>
<th>New OSD Scale</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.00%</td>
<td>Educators</td>
<td>0.8%</td>
</tr>
<tr>
<td>2.00%</td>
<td>Educators</td>
<td>1.6%</td>
</tr>
<tr>
<td>3.00%</td>
<td>Educators</td>
<td>2.4%</td>
</tr>
<tr>
<td>4.00%</td>
<td>Educators</td>
<td>3.2%</td>
</tr>
<tr>
<td>5.00%</td>
<td>Educators</td>
<td>4.0%</td>
</tr>
<tr>
<td>6.00%</td>
<td>Educators</td>
<td>4.8%</td>
</tr>
</tbody>
</table>

OSD introduces a new scale called the Education Management Service (EMS).

**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 the service and, in that respect, the education specialist and cooling managers will be part of the service. In order for those teachers to be entered to the education specialist and cooling management services, they have to be engaged in education specialist and cooling management services.

I therefore believe an education specialist and cooling manager needs to be engaged in an education specialist and cooling management services. However, school-based teachers would also have to be engaged in the cooling management system.

**OSD SEEK S IMPROVED SERVICES AS TO BUILD A QUALIFIED TEACHING PROFESSIONAL.**

**OSD LIFTS THE MINIMUM SALARIES AND BLOWS THE CEILING OFF THE PREVIOUS MAXIMUM SALARIES**

If increased teaching in the January 2005 annual salary would be R1 070 000 the minimum salaries (REGO 16) have been increased to the current salary levels. OSD Professional at R1 580 000 that would be an increase of 25% over the previous scale.

**MINIMUM AND MAXIMUM SALARY AS PER DEFINED CATEGORY**

<table>
<thead>
<tr>
<th>Category</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Category</td>
<td>83 855 - 203 855</td>
</tr>
<tr>
<td>Teacher REGO 13</td>
<td>102 350 - 216 656</td>
</tr>
<tr>
<td>Teacher REGO 14</td>
<td>117 656 - 235 956</td>
</tr>
<tr>
<td>Teacher REGO 15</td>
<td>133 956 - 254 256</td>
</tr>
<tr>
<td>Teacher REGO 16</td>
<td>150 256 - 278 556</td>
</tr>
<tr>
<td>Teacher REGO 17</td>
<td>166 556 - 296 856</td>
</tr>
<tr>
<td>Teacher REGO 18</td>
<td>182 856 - 315 156</td>
</tr>
<tr>
<td>Teacher REGO 19</td>
<td>199 156 - 333 456</td>
</tr>
</tbody>
</table>

**Teacher REGO 16**

- Performance Pay for the first 5 years: R1 580 000
- Performance Pay for the next 5 years: R1 340 000
- Performance Pay for the next 15 years: R1 100 000
- Performance Pay for the next 15 years: R80 000
- Performance Pay for the next 15 years: R60 000

**Wage Increase Pay**

- Performance Pay for the first 5 years: R150 000
- Performance Pay for the next 5 years: R100 000
- Performance Pay for the next 15 years: R50 000
- Performance Pay for the next 15 years: R40 000

**Wage Increase Pay**

- Performance Pay for the first 5 years: R100 000
- Performance Pay for the next 5 years: R70 000
- Performance Pay for the next 15 years: R40 000
- Performance Pay for the next 15 years: R40 000

**Wage Increase Pay**

- Performance Pay for the first 5 years: R100 000
- Performance Pay for the next 5 years: R70 000
- Performance Pay for the next 15 years: R40 000
- Performance Pay for the next 15 years: R40 000

**Why not apply for the Fundza Lusaka Bursary Scheme?**

The Fundza Lusaka Bursary Scheme has been launched in 2007 to promote excellence in teaching in public schools as a career of choice for students in South Africa. The bursary is administered by the National Student Financial Aid Scheme (NSFAS), the bursary covers full bursary in financially needy students. For further information please visit www.studentbursary.org.za or call the Fundza team at 081 343 3333 or 012 690 5300.