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**GOVERNMENT NOTICE**

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**DEPARTMENT OF BASIC EDUCATION****No. 357****12 May 2014****IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST-OF-LIVING  
ADJUSTMENT FOR EDUCATORS EMPLOYED IN TERMS OF THE  
EMPLOYMENT OF EDUCATORS ACT, 1998 WITH EFFECT FROM 1 APRIL 2014**

I, Angelina Matsie Motshekga, Minister of Basic Education, have in terms of section 4 of the Employment of Educators Act, 1998 determined that:

In accordance to PSCBC Resolution 1 of 2012 concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the scope of the salary adjustment and improvements on conditions of service in the Public Service for the period 2012/13 – 2014/15, I hereby determine for educators employed in terms of the Employment of Educators Act, 1998 an adjustment in salary scale with a cost-of-living of 7.4% for the financial year 2014/15. This adjustment (**Annexure A**) takes effect from 1 April 2014.

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



**MRS AM MOTSHEKGA, MP  
MINISTER OF BASIC EDUCATION**

DATE: 5-05-2014

# SCHEDULE 1

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2014 FOR FULL-TIME EMPLOYEES: EDUCATORS

Notch Code	Notches			Notch Code	Notches			Notch Code	Notches			Notch Code	Inclusive Package		
	1/5/2012	1/4/2013	1/4/2014		1/5/2012	1/4/2013	1/4/2014		1/5/2012	1/4/2013	1/4/2014		1/5/2012	1/4/2013	1/4/2014
001	76,680	81,741	87,789	082	168,609	179,736	193,035	163	374,052	398,739	428,247	001	490,080	522,426	561,087
002	77,448	82,560	88,668	083	170,298	181,539	194,973	164	377,802	402,738	432,540	002	494,976	527,643	566,688
003	78,228	83,391	89,562	084	171,999	183,351	196,920	165	381,579	406,764	436,866	003	499,926	532,920	572,355
004	78,996	84,210	90,441	085	173,718	185,184	198,888	166	385,401	410,838	441,240	004	504,930	538,254	578,085
005	79,794	85,059	91,353	086	175,449	187,029	200,868	167	389,247	414,936	445,641	005	509,976	543,633	583,863
006	80,577	85,896	92,253	087	177,201	188,895	202,872	168	393,138	419,085	450,096	006	515,064	549,057	589,686
007	81,393	86,766	93,186	088	178,983	190,797	204,915	169	397,077	423,285	454,608	007	520,221	554,556	595,593
008	82,191	87,615	94,098	089	180,768	192,699	206,958	170	401,052	427,521	459,159	008	525,420	560,097	601,545
009	83,028	88,509	95,058	090	182,586	194,637	209,040	171	405,057	431,790	463,743	009	530,670	565,695	607,557
010	83,859	89,394	96,009	091	184,401	196,572	211,119	172	409,110	436,110	468,381	010	535,977	571,350	613,629
011	84,708	90,300	96,981	092	186,252	198,546	213,237	173	413,199	440,469	473,064	011	541,338	577,065	619,767
012	85,542	91,188	97,935	093	188,115	200,532	215,370	174	417,333	444,876	477,798	012	546,744	582,820	625,956
013	86,394	92,097	98,913	094	189,996	202,536	217,524	175	421,500	449,319	482,568	013	552,213	588,660	632,220
014	87,258	93,018	99,900	095	191,895	204,561	219,699	176	425,718	453,816	487,398	014	557,727	594,537	638,532
015	88,125	93,942	100,893	096	193,809	206,601	221,889	177	429,984	458,364	492,282	015	563,307	600,486	644,922
016	89,007	94,881	101,901	097	195,744	208,662	224,103	178	434,277	462,939	497,196	016	568,944	606,495	651,375
017	89,907	95,841	102,933	098	197,685	210,732	226,326	179	438,624	467,574	502,173	017	574,623	612,549	657,879
018	90,789	96,780	103,941	099	199,683	212,862	228,615	180	443,001	472,239	507,186	018	580,368	618,672	664,455
019	91,722	97,776	105,012	100	201,678	214,989	230,898	181	447,429	476,958	512,253	019	586,167	624,855	671,094
020	92,637	98,751	106,059	101	203,694	217,137	233,205	182	451,920	481,746	517,395	020	592,023	631,098	677,799
021	93,555	99,729	107,109	102	205,719	219,297	235,524	183	456,426	486,549	522,555	021	597,945	637,410	684,579
022	94,485	100,722	108,174	103	207,783	221,496	237,888	184	461,001	491,427	527,793	022	603,927	643,785	691,425
023	95,439	101,739	109,269	104	209,859	223,710	240,264	185	465,606	496,335	533,064	023	609,960	650,217	698,334
024	96,387	102,750	110,355	105	211,956	225,945	242,664	186	470,259	501,297	538,392	024	616,062	656,721	705,318
025	97,353	103,779	111,459	106	214,080	228,210	245,097	187	474,960	506,307	543,774	025	622,221	663,288	712,371
026	98,319	104,808	112,563	107	216,228	230,499	247,557	188	479,700	511,359	549,201	026	628,443	669,921	719,496
027	98,442	104,940	112,707	108	218,388	232,803	250,029	189	484,515	516,492	554,712	027	634,725	676,617	726,687
028	99,417	105,978	113,820	109	220,563	235,119	252,519	190	489,345	521,643	560,244	028	641,076	683,388	733,959
029	100,407	107,034	114,954	110	222,774	237,477	255,051	191	494,244	526,863	565,851	029	647,478	690,213	741,288
030	101,415	108,108	116,109	111	224,994	239,844	257,592	192	499,188	532,134	571,512	030	653,952	697,113	748,698
031	102,435	109,197	117,279	112	227,256	242,256	260,184	193	504,183	537,459	577,230	031	660,492	704,085	756,186
032	103,458	110,286	118,446	113	229,512	244,659	262,764	194	509,208	542,817	582,984	032	667,089	711,117	763,740
033	104,481	111,378	119,619	114	231,819	247,119	265,407	195	514,302	548,247	588,816	033	673,767	718,236	771,384
034	105,537	112,503	120,828	115	234,129	249,582	268,050	196	519,441	553,725	594,702	034	680,502	725,415	779,097
035	106,578	113,613	122,019	116	236,484	252,093	270,747	197	524,646	559,272	600,657	035	687,303	732,666	786,882
036	107,652	114,756	123,249	117	238,839	254,601	273,441	198	529,905	564,879	606,681	036	694,173	739,989	794,748
037	108,726	115,902	124,479	118	240,141	255,990	274,932	199	535,203	570,525	612,744	037	701,112	747,384	802,689
038	109,797	117,045	125,706	119	242,538	258,546	277,677	200	540,543	576,219	618,858	038	708,120	754,857	810,717
039	110,922	118,242	126,993	120	244,965	261,132	280,455	201	545,958	581,991	625,059	039	715,206	762,411	818,829
040	112,014	119,406	128,241	121	247,428	263,757	283,275	202	551,418	587,811	631,308	040	722,352	770,028	827,010
041	113,148	120,615	129,540	122	249,882	266,373	286,086	203	556,917	593,673	637,605	041	729,579	777,732	835,284
042	114,276	121,818	130,833	123	252,393	269,052	288,963	204	562,497	599,622	643,995	042	736,875	785,508	843,636
043	115,413	123,030	132,135	124	254,904	271,728	291,837	205	568,122	605,619	650,436	043	744,240	793,359	852,069
044	116,568	124,260	133,455	125	257,460	274,452	294,762	206	573,798	611,670	656,934	044	751,671	801,282	860,577
045	117,741	125,511	134,799	126	260,031	277,194	297,705	207	579,525	617,775	663,489	045	759,183	809,289	869,175
046	118,911	126,759	136,140	127	262,623	279,957	300,675	208	585,327	623,958	670,131	046	766,782	817,389	877,875
047	120,102	128,028	137,502	128	265,266	282,774	303,699	209	591,180	630,198	676,833	047	774,447	825,561	886,653
048	121,305	129,312	138,882	129	267,915	285,597	306,732	210	597,081	636,489	683,589	048	782,184	833,808	895,509
049	122,529	130,617	140,283	130	270,603	288,462	309,807	211	603,066	642,867	690,438	049	790,014	842,154	904,473
050	123,753	131,922	141,684	131	273,306	291,345	312,906	212	609,099	649,299	697,347	050	797,913	850,575	913,518
051	124,989	133,239	143,100	132	276,045	294,264	316,041	213	615,180	655,782	704,310	051	805,893	859,083	922,656
052	126,228	134,559	144,516	133	278,799	297,201	319,194	214	621,327	662,334	711,348	052	813,945	867,666	931,872
053	127,485	135,900	145,956	134	281,583	300,168	322,380	215	627,549	668,967	718,470	053	822,075	876,333	941,181
054	128,757	137,256	147,414	135	284,388	303,159	325,593	216	633,828	675,660	725,658	054	830,301	885,102	950,601
055	130,056	138,639	148,899	136	287,235	306,192	328,851	217	640,170	682,422	732,921	055	838,599	893,946	960,099
056	131,343	140,013	150,375	137	290,124	309,273	332,160	218	646,554	689,226	740,229	056	846,978	902,880	969,693
057	132,663	141,420	151,884	138	293,019	312,357	335,472	219	653,031	696,132	747,645	057	855,453	911,913	979,395
058	134,001	142,845	153,417	139	295,950	315,483	338,829	220	659,562	703,092	755,121	058	864,009	921,033	989,190
059	135,324	144,255	154,929	140	298,899	318,627	342,204	221	666,162	710,130	762,681	059	872,649	930,243	999,081
060	136,680	145,701	156,483	141	301,881	321,804	345,618					060	881,370	939,540	1,009,065
061	138,048	147,159	158,049	142	304,911	325,035	349,089					061	890,175	948,927	1,019,148
062	139,437	148,641	159,639	143	307,959	328,284	352,578								
063	140,820	150,114	161,223	144	311,034	331,563	356,100								
064	142,224	151,611	162,831	145	314,142	334,875	359,655								
065	143,643	153,123	164,454	146	317,286	338,226	363,255								
066	145,083	154,659	166,104	147	320,463	341,613	366,891								
067	146,553	156,225	167,787	148	323,673	345,036	370,569								
068	148,002	157,770	169,446	149	326,901	348,477	374,265								
069	149,490	159,357	171,150	150	330,159	351,948	377,991	</							

# SCHEDULE 2

**OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2014 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS**

				<b>INCLUSIVE PACKAGE</b>				
<b>Job title</b>	<b>Code</b>	<b>01/04/2013</b>	<b>01/04/2014</b>	<b>Job title</b>	<b>Code</b>	<b>01/04/2013</b>	<b>01/04/2014</b>	
Education Therapist Grade 1	1	211902	227,583	Education Counsellor/ Psychometrist Grade 3	1	506937	544,449	
	2	215085	231,000		2	514539	552,615	
	3	218310	234,465		3	522258	560,904	
	4	221586	237,984		4	530088	569,316	
	5	224916	241,560		5	538035	577,851	
	6	228285	245,178		6	546111	586,524	
	7	231711	248,859		7	554301	595,320	
	8	235185	252,588		8	562614	604,248	
	9	238713	256,377		Chief Education Counsellor/ Psychometrist Grade 1	1	506937	544,449
	10	242286	260,214			2	514539	552,615
Education Therapist Grade 2	1	249612	268,083	3		522258	560,904	
	2	253359	272,109	4		530088	569,316	
	3	257160	276,189	5		538035	577,851	
	4	261024	280,341	6		546111	586,524	
	5	264939	284,544	7		554301	595,320	
	6	268914	288,813	8		562614	604,248	
	7	272949	293,148	Chief Education Counsellor/ Psychometrist Grade 2	1	579618	622,509	
	8	277041	297,543		2	588315	631,851	
9	281193	302,001	3		597144	641,334		
10	285417	306,537	4		606102	650,955		
Education Therapist Grade 3	1	294036	315,795		5	615189	660,714	
	2	298449	320,535		6	624423	670,629	
	3	302931	325,347		7	633783	680,682	
	4	307473	330,225		8	643290	690,894	
	5	312084	335,178		9	652938	701,256	
	6	316764	340,206	Senior Education Counsellor/ Psychometrist Specialist Grade 1	1	624423	670,629	
	7	321522	345,315		2	633783	680,682	
	8	326343	350,493		3	643290	690,894	
	9	331239	355,752		4	652938	701,256	
	10	336207	361,086		5	662730	711,771	
	11	341253	366,507		6	672675	722,454	
	12	346368	372,000		7	682761	733,284	
	13	351570	377,586		8	693003	744,285	
	14	356838	383,244	Senior Education Counsellor/ Psychometrist Specialist Grade 2	1	713946	766,779	
Chief Education Therapist Grade 1	1	312084	335,178		2	724659	778,284	
	2	316764	340,206		3	735531	789,960	
	3	321522	345,315		4	746559	801,804	
	4	326343	350,493		5	757761	813,834	
	5	331239	355,752		6	769125	826,041	
	6	336207	361,086		7	780663	838,431	
	7	341253	366,507	Education Psychologist Grade 1	1	477624	512,967	
	8	346368	372,000		2	484788	520,662	
Chief Education Therapist Grade 2	1	356838	383,244		3	492063	528,477	
	2	362190	388,992		4	499443	536,403	
	3	367620	394,824		5	506937	544,449	
	4	373137	400,749		6	514539	552,615	
	5	378735	406,761		7	522258	560,904	
	6	384420	412,866		8	530088	569,316	
	7	390186	419,061					
	8	396036	425,343					

Job title	Code	01/04/2013	01/04/2014
Education Therapist Specialist Grade 1	1	346368	372,000
	2	351570	377,586
	3	356838	383,244
	4	362190	388,992
	5	367620	394,824
	6	373137	400,749
	7	378735	406,761
	8	384420	412,866
Education Therapist Specialist Grade 2	1	396036	425,343
	2	401976	431,721
	3	408000	438,192
	4	414126	444,771
	5	420333	451,437
	6	426639	458,211
	7	433041	465,087
	8	439530	472,056
INCLUSIVE PACKAGE			
Job title	Code	01/04/2013	01/04/2014
Senior Education Therapist Specialist Grade 1	1	579618	622,509
	2	588315	631,851
	3	597144	641,334
	4	606102	650,955
	5	615189	660,714
	6	624423	670,629
	7	633783	680,682
	8	643290	690,894
Senior Education Therapist Specialist Grade 2	1	662730	711,771
	2	672675	722,454
	3	682761	733,284
	4	693003	744,285
	5	703395	755,445
	6	713946	766,779
	7	724659	778,284
	8	735531	789,960
	9	746559	801,804
	10	757761	813,834
Education Counsellor/ Psychometrist Grade 1	1	387762	416,457
	2	393579	422,703
	3	399480	429,042
	4	405477	435,483
	5	411558	442,014
	6	417729	448,641
	7	423987	455,361
	8	430356	462,201
Education Counsellor/ Psychometrist Grade 2	1	443364	476,172
	2	450009	483,309
	3	456762	490,563
	4	463611	497,919
	5	470568	505,389
	6	477624	512,967
	7	484788	520,662
	8	492063	528,477

  

INCLUSIVE PACKAGE			
Job title	Code	01/04/2013	01/04/2014
Education Psychologist Grade 2	1	562614	604,248
	2	571056	613,314
	3	579618	622,509
	4	588315	631,851
	5	597144	641,334
	6	606102	650,955
	7	615189	660,714
	8	624423	670,629
Education Psychologist Grade 3	1	652938	701,256
	2	662730	711,771
	3	672675	722,454
	4	682761	733,284
	5	693003	744,285
	6	703395	755,445
	7	713946	766,779
	8	724659	778,284
	9	735531	789,960
	10	746559	801,804
	11	757761	813,834
	12	769125	826,041
Senior Education Psychologist Grade 1	1	693003	744,285
	2	703395	755,445
	3	713946	766,779
	4	724659	778,284
	5	735531	789,960
	6	746559	801,804
	7	757761	813,834
	8	769125	826,041
Senior Education Psychologist Grade 2	1	792372	851,007
	2	804255	863,769
	3	816318	876,726
	4	828564	889,878
	5	840990	903,222
	6	853608	916,776
	7	866409	930,522
	8	879405	944,481
	9	892593	958,644
	10	905991	973,035