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## GOVERNMENT NOTICE

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### DEPARTMENT OF EDUCATION

No. 746

22 July 2005

**IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST-OF-LIVING  
ADJUSTMENT FOR EDUCATORS ON SALARY LEVELS 1 TO 12 AND  
IMPLEMENTATION OF THE NEW INCLUSIVE FLEXIBLE REMUNERATION  
PACKAGE DISPENSATION FOR THE MMS: 1 JULY**

**I, Grace Naledi Mandisa Pandor, Minister of Education, have in terms of section 4 of the Employment of Educators Act, 1998 determined that:**

In terms of the multi-term agreement (Resolution 2 of 2004) that was concluded in the Public Service Co-ordinating Bargaining Council (PSCBC) on the improvement in conditions of service for personnel who fall within the registered scope of the PSCBC, I hereby determine the following conditions of service for educators employed in terms of the Employment of Educators Act, 1998:

1. a cost-of-living adjustment of 4.6 percent for educators on salary levels 3 to 12 effective from 1 July 2005.
2. inclusive flexible remuneration packages for Office Based Senior Professionals (Deputy Chief Education Specialists and Chief Education Specialists) on salary levels 11 and 12. These remuneration packages already include the 4,6% cost-of-living adjustment, effective from 1 July 2005.

The Personnel Administration Measures (PAM) will be amended in order to include this matter as outlined in Annexure A.



GNM PANDOR, MP  
MINISTER OF EDUCATION

DATE: 12-07-2005

## Annexure A

TRANSLATION KEY WITH EFFECT FROM 1 JULY 2005 FOR FULL-TIME  
EMPLOYEES: EDUCATORS

| Salary level | Notch no. | Salary notches<br>1 July 2004<br>(R.p.a.) | Salary notches<br>1 July 2005<br>(R.p.a.) | Salary level | Notch no. | Salary notches<br>1 July 2004<br>(R.p.a.) | Salary notches<br>1 July 2005<br>(R.p.a.) |
|--------------|-----------|-------------------------------------------|-------------------------------------------|--------------|-----------|-------------------------------------------|-------------------------------------------|
| <b>3</b>     | 1         | 42,207                                    | 44,148                                    | <b>4</b>     | 1         | 49,536                                    | 51,816                                    |
|              | 2         | 42,630                                    | 44,592                                    |              | 2         | 50,031                                    | 52,332                                    |
|              | 3         | 43,056                                    | 45,036                                    |              | 3         | 50,532                                    | 52,857                                    |
|              | 4         | 43,485                                    | 45,486                                    |              | 4         | 51,036                                    | 53,385                                    |
|              | 5         | 43,923                                    | 45,945                                    |              | 5         | 51,549                                    | 53,922                                    |
|              | 6         | 44,361                                    | 46,401                                    |              | 6         | 52,062                                    | 54,456                                    |
|              | 7         | 44,805                                    | 46,866                                    |              | 7         | 52,584                                    | 55,002                                    |
|              | 8         | 45,255                                    | 47,337                                    |              | 8         | 53,112                                    | 55,557                                    |
|              | 9         | 45,705                                    | 47,808                                    |              | 9         | 53,643                                    | 56,112                                    |
|              | 10        | 46,161                                    | 48,285                                    |              | 10        | 54,177                                    | 56,670                                    |
|              | 11        | 46,626                                    | 48,771                                    |              | 11        | 54,723                                    | 57,240                                    |
|              | 12        | 47,091                                    | 49,257                                    |              | 12        | 55,269                                    | 57,813                                    |
|              | 13        | 47,565                                    | 49,752                                    |              | 13        | 55,821                                    | 58,389                                    |
|              | 14        | 48,039                                    | 50,250                                    |              | 14        | 56,382                                    | 58,977                                    |
|              | 15        | 48,519                                    | 50,751                                    |              | 15        | 56,943                                    | 59,562                                    |
|              | 16        | 49,008                                    | 51,264                                    |              | 16        | 57,513                                    | 60,159                                    |
| <b>5</b>     | 1         | 58,602                                    | 61,299                                    | <b>6</b>     | 1         | 72,552                                    | 75,891                                    |
|              | 2         | 59,193                                    | 61,917                                    |              | 2         | 73,278                                    | 76,650                                    |
|              | 3         | 59,781                                    | 62,532                                    |              | 3         | 74,010                                    | 77,415                                    |
|              | 4         | 60,381                                    | 63,159                                    |              | 4         | 74,751                                    | 78,189                                    |
|              | 5         | 60,987                                    | 63,792                                    |              | 5         | 75,498                                    | 78,972                                    |
|              | 6         | 61,599                                    | 64,434                                    |              | 6         | 76,254                                    | 79,761                                    |
|              | 7         | 62,214                                    | 65,076                                    |              | 7         | 77,019                                    | 80,562                                    |
|              | 8         | 62,835                                    | 65,727                                    |              | 8         | 77,790                                    | 81,369                                    |
|              | 9         | 63,465                                    | 66,384                                    |              | 9         | 78,567                                    | 82,182                                    |
|              | 10        | 64,098                                    | 67,047                                    |              | 10        | 79,350                                    | 83,001                                    |
|              | 11        | 64,743                                    | 67,722                                    |              | 11        | 80,148                                    | 83,835                                    |
|              | 12        | 65,388                                    | 68,397                                    |              | 12        | 80,949                                    | 84,672                                    |
|              | 13        | 66,042                                    | 69,081                                    |              | 13        | 81,759                                    | 85,521                                    |
|              | 14        | 66,702                                    | 69,771                                    |              | 14        | 82,578                                    | 86,376                                    |
|              | 15        | 67,371                                    | 70,470                                    |              | 15        | 83,403                                    | 87,240                                    |
|              | 16        | 68,043                                    | 71,172                                    |              | 16        | 84,234                                    | 88,110                                    |
|              | P         | 68,715                                    | 71,877                                    |              |           |                                           |                                           |

| Salary level | Notch no. | Salary notches 1 July 2004 (R.p.a.) | Salary notches 1 July 2005 (R.p.a.) | Salary level | Notch no. | Salary notches 1 July 2004 (R.p.a.) | Salary notches 1 July 2005 (R.p.a.) |
|--------------|-----------|-------------------------------------|-------------------------------------|--------------|-----------|-------------------------------------|-------------------------------------|
| 7            | 1         | 90,372                              | 94,530                              | 8            | 1         | 112,239                             | 117,402                             |
|              | 2         | 91,278                              | 95,478                              |              | 2         | 113,364                             | 118,578                             |
|              | 3         | 92,190                              | 96,432                              |              | 3         | 114,498                             | 119,766                             |
|              | 4         | 93,114                              | 97,398                              |              | 4         | 115,641                             | 120,960                             |
|              | 5         | 94,047                              | 98,373                              |              | 5         | 116,799                             | 122,172                             |
|              | 6         | 94,986                              | 99,357                              |              | 6         | 117,969                             | 123,396                             |
|              | 7         | 95,937                              | 100,350                             |              | 7         | 119,148                             | 124,629                             |
|              | 8         | 96,900                              | 101,358                             |              | 8         | 120,339                             | 125,874                             |
|              | 9         | 97,869                              | 102,372                             |              | 9         | 121,542                             | 127,134                             |
|              | 10        | 98,847                              | 103,395                             |              | 10        | 122,760                             | 128,406                             |
|              | 11        | 99,834                              | 104,427                             |              | 11        | 123,987                             | 129,690                             |
|              | 12        | 100,833                             | 105,471                             |              | 12        | 125,226                             | 130,986                             |
|              | 13        | 101,841                             | 106,527                             |              | 13        | 126,477                             | 132,294                             |
|              | 14        | 102,861                             | 107,592                             |              | 14        | 127,743                             | 133,620                             |
|              | 15        | 103,893                             | 108,672                             |              | 15        | 129,024                             | 134,961                             |
|              | 16        | 104,931                             | 109,758                             |              | 16        | 130,311                             | 136,305                             |
|              | P         | 106,125                             | 111,006                             |              |           |                                     |                                     |

|   |    |         |         |    |    |         |         |
|---|----|---------|---------|----|----|---------|---------|
| 9 | 1  | 134,022 | 140,187 | 10 | 1  | 167,286 | 174,981 |
|   | 2  | 135,363 | 141,591 |    | 2  | 168,960 | 176,733 |
|   | 3  | 136,719 | 143,010 |    | 3  | 170,649 | 178,500 |
|   | 4  | 138,087 | 144,441 |    | 4  | 172,356 | 180,285 |
|   | 5  | 139,470 | 145,887 |    | 5  | 174,084 | 182,091 |
|   | 6  | 140,865 | 147,345 |    | 6  | 175,827 | 183,915 |
|   | 7  | 142,278 | 148,824 |    | 7  | 177,585 | 185,754 |
|   | 8  | 143,700 | 150,312 |    | 8  | 179,358 | 187,608 |
|   | 9  | 145,137 | 151,815 |    | 9  | 181,155 | 189,489 |
|   | 10 | 146,592 | 153,336 |    | 10 | 182,967 | 191,385 |
|   | 11 | 148,056 | 154,866 |    | 11 | 184,794 | 193,296 |
|   | 12 | 149,535 | 156,414 |    | 12 | 186,645 | 195,231 |
|   | 13 | 151,032 | 157,980 |    | 13 | 188,508 | 197,181 |
|   | 14 | 152,541 | 159,558 |    | 14 | 190,395 | 199,155 |
|   | 15 | 154,068 | 161,157 |    | 15 | 192,300 | 201,147 |
|   | 16 | 155,607 | 162,765 |    | 16 | 194,223 | 203,157 |
|   | P  | 156,981 | 164,202 |    |    |         |         |
|   | P  | 161,898 | 169,347 |    |    |         |         |

| Salary Level | Notch no. | Salary notches<br>1 July 2004<br>(R.p.a.) | Salary notches<br>1 July 2005<br>(R.p.a.) | Salary Level | Notch no. | Salary notches<br>1 July 2004<br>(R.p.a.) | Salary notches<br>1 July 2005<br>(R.p.a.) |
|--------------|-----------|-------------------------------------------|-------------------------------------------|--------------|-----------|-------------------------------------------|-------------------------------------------|
|              |           | (R.p.a.)                                  | (R.p.a.)                                  |              |           | (R.p.a.)                                  | (R.p.a.)                                  |
| 11           | 1         | 195,156                                   | 204,135                                   | 12           | 1         | 234,894                                   | 245,700                                   |
|              | 2         | 197,109                                   | 206,178                                   |              | 2         | 237,246                                   | 248,160                                   |
|              | 3         | 199,077                                   | 208,236                                   |              | 3         | 239,616                                   | 250,638                                   |
|              | 4         | 201,069                                   | 210,318                                   |              | 4         | 242,013                                   | 253,146                                   |
|              | 5         | 203,082                                   | 212,424                                   |              | 5         | 244,434                                   | 255,678                                   |
|              | 6         | 205,116                                   | 214,551                                   |              | 6         | 246,876                                   | 258,234                                   |
|              | 7         | 207,165                                   | 216,696                                   |              | 7         | 249,342                                   | 260,811                                   |
|              | 8         | 209,238                                   | 218,862                                   |              | 8         | 251,838                                   | 263,424                                   |
|              | 9         | 211,332                                   | 221,055                                   |              | 9         | 254,358                                   | 266,058                                   |
|              | 10        | 213,447                                   | 223,266                                   |              | 10        | 256,899                                   | 268,716                                   |
|              | 11        | 215,580                                   | 225,498                                   |              | 11        | 259,467                                   | 271,404                                   |
|              | 12        | 217,737                                   | 227,754                                   |              | 12        | 262,065                                   | 274,119                                   |
|              | 13        | 219,918                                   | 230,034                                   |              | 13        | 264,687                                   | 276,864                                   |
|              | 14        | 222,114                                   | 232,332                                   |              | 14        | 267,333                                   | 279,630                                   |
|              | 15        | 224,337                                   | 234,657                                   |              | 15        | 270,006                                   | 282,426                                   |
|              | 16        | 226,581                                   | 237,003                                   |              | 16        | 272,709                                   | 285,255                                   |
|              |           |                                           |                                           |              |           |                                           |                                           |
|              |           |                                           | INCLUSIVE                                 |              |           |                                           | INCLUSIVE                                 |
|              |           |                                           | PACKAGE                                   |              |           |                                           | PACKAGE                                   |
| Salary Level | Notch no. |                                           | 1 July 2005<br>(R.p.a.)                   | Salary Level | Notch no. |                                           | 1 July 2005<br>(R.p.a.)                   |
| 11           | 1         |                                           | 273,393                                   | 12           | 1         |                                           | 324,657                                   |
|              | 2         |                                           | 276,129                                   |              | 2         |                                           | 327,906                                   |
|              | 3         |                                           | 278,889                                   |              | 3         |                                           | 331,185                                   |
|              | 4         |                                           | 281,679                                   |              | 4         |                                           | 334,497                                   |
|              | 5         |                                           | 284,496                                   |              | 5         |                                           | 337,842                                   |
|              | 6         |                                           | 287,343                                   |              | 6         |                                           | 341,223                                   |
|              | 7         |                                           | 290,217                                   |              | 7         |                                           | 344,637                                   |
|              | 8         |                                           | 293,121                                   |              | 8         |                                           | 348,087                                   |
|              | 9         |                                           | 296,055                                   |              | 9         |                                           | 351,570                                   |
|              | 10        |                                           | 299,016                                   |              | 10        |                                           | 355,086                                   |
|              | 11        |                                           | 302,007                                   |              | 11        |                                           | 358,638                                   |
|              | 12        |                                           | 305,028                                   |              | 12        |                                           | 362,226                                   |
|              | 13        |                                           | 308,082                                   |              | 13        |                                           | 365,850                                   |
|              | 14        |                                           | 311,163                                   |              | 14        |                                           | 369,510                                   |
|              | 15        |                                           | 314,277                                   |              | 15        |                                           | 373,206                                   |
|              | 16        |                                           | 317,421                                   |              | 16        |                                           | 376,941                                   |