



### **Educators - General Salary Adjustment 7,4%: Translation tables – Effective 1 April 2014**

The table below indicates the revised salary scale for educators. The General Salary Increase (called a Cost of Living adjustment) will be published by the Minister of Basic Education in a Government Gazette. ***In the meantime we provide these draft translation tables calculated by the Union.*** The increase is *Projected CPI PLUS 1% PLUS/MINUS an estimated Adjustment [6,2% + 1% +estimated 0,2%]*. ***NB See the notes on Page 2 for an explanation.***

												<b>Inclusive Packages</b>		
<b>Nch</b>	<b>1 Apr '13</b>	<b>1 April '14</b>	<b>Nch</b>	<b>1 Apr '13</b>	<b>1 April '14</b>	<b>Nch</b>	<b>1 Apr '13</b>	<b>1 April '14</b>	<b>Nch</b>	<b>1 April '13</b>	<b>1 April '14</b>	<b>Nch</b>	<b>1 April '13</b>	<b>1 April '14</b>
1	81 894	87 954	60	145 701	156 483	119	258 546	277 677	178	462 939	497 196	1	522 426	561 087
2	82 560	88 668	61	147 159	158 049	120	261 132	280 455	179	467 574	502 173	2	527 643	566 688
3	83 391	89 562	62	148 641	159 639	121	263 757	283 275	180	472 239	507 186	3	532 920	572 355
4	84 210	90 441	63	150 114	161 223	122	266 373	286 086	181	476 958	512 253	4	538 254	578 085
5	85 059	91 353	64	151 611	162 831	123	269 052	288 963	182	481 746	517 395	5	543 633	583 863
6	85 896	92 253	65	153 123	164 454	124	271 728	291 837	183	486 549	522 555	6	549 057	589 686
7	86 766	93 186	66	154 659	166 104	125	274 452	294 762	184	491 427	527 793	7	554 556	595 593
8	87 615	94 098	67	156 225	167 787	126	277 194	297 705	185	496 335	533 064	8	560 097	601 545
9	88 509	95 058	68	157 770	169 446	127	279 957	300 675	186	501 297	538 392	9	565 695	607 557
10	89 394	96 009	69	159 357	171 150	128	282 774	303 699	187	506 307	543 774	10	571 350	613 629
11	90 300	96 981	70	160 944	172 854	129	285 597	306 732	188	511 359	549 201	11	577 065	619 767
12	91 188	97 935	71	162 561	174 591	130	288 462	309 807	189	516 492	554 712	12	582 828	625 956
13	92 097	98 913	72	164 181	176 331	131	291 345	312 906	190	521 643	560 244	13	588 660	632 220
14	93 018	99 900	73	165 831	178 101	132	294 264	316 041	191	526 863	565 581	14	594 537	638 532
15	93 942	100 893	74	167 487	179 880	133	297 201	319 194	192	532 134	571 512	15	600 486	644 922
16	94 881	101 901	75	169 164	181 683	134	300 168	322 380	193	537 459	577 230	16	606 495	651 375
17	95 841	102 933	76	170 850	183 492	135	303 159	325 593	194	542 817	582 984	17	612 549	657 879

<b>Minimum and Maximum Notches</b>	<b>Min</b>	<b>Max</b>
<b>School-based</b>		
<b>General Classroom Teacher (PL 1)</b>		
REQV 10, 11, 12	4	55
Teacher REQV 13	56	138
Teacher REQV 14+	85	168
Senior Teacher REQV 13	103	138
Master Teacher REQV 13	120	138
Senior Teacher REQV 14	103	168
Master Teacher REQV 14+	120	168



<b>School Managers</b>		
Departmental head(PL2)	108	201
Deputy Principal(PL 3)	126	209
P(rincipal) 1 (PL 4)	108	186
P(rincipal) 2 (PL 4)	126	201
P(rincipal) 3 (PL 4)	144	215
P(rincipal) 4 (PL 4)	159	218
P(rincipal) 5 (PL 4)	180	221



<b>Office-based Stream: Specialist</b>		
Ed Specialist (PL 2)	108	201
Sen Ed Specialist (PL 3)	126	209
Dep Chief Ed Spec (PL 5)	147	215
Chief Ed Specialist (PL 6)	177	221



### Implementation of the General Salary Increase as well as Salary Progression

- (a) The State as employer, in a Special Council meeting of the PSCBC, announced on 24 March 2014 that the cost-of-living salary adjustment, as of 1 April 2014, will be 7,2% (i.e. the projected CPI for 2014/15 which is 6,2% plus 1%). It is **estimated** that another 0,2% will be added to the 7,2%, this being the difference by which the actual CPI for the period 1 April 2013 to 31 March 2014 may exceed the projected CPI for that period, which was 5,6%. **The overall cost-of-living adjustment for 2014/2015 is therefore estimated at 7,4%. The increase will be effective from 1 April 2014, but it is expected that the salary adjustments will only be implemented in May 2014, with back pay to 1 April 2014. These tables will be amended if the estimated 0,2% changes once the final CPI up to the end of March is announced.**
- (b) Salary progression of 1 notch (equal to 1%) must be paid with effect from 1 July 2014 provided the appropriate IQMS score has been obtained. In the event that it is paid later in the year, educators must receive back pay to 1 July 2014.
- (i) Some teachers still refer to the old salary levels (7.1; 8.13. etc). It is confusing to try to speak in terms of these when we now use a single scale of 221 notches. One example that we have come across is the belief that 1<sup>st</sup> year teachers start at notch 7.1 (which translated to notch 87 on the new scale). **First year teachers start at notch 85** in terms of  Collective Agreement 1 of 2008.  Get to know your notch on the new salary scale. It's time to let go of the old scales!