IMPROVEMENT IN CONDITIONS OF SERVICE: EQUALISATION OF NOTCHES
FOR PAY PROGRESSION FOR EDUCATORS EMPLOYED IN TERMS OF THE
EMPLOYMENT OF EDUCATORS ACT, 1998 WITH EFFECT FROM 1 JULY 2019

The Public Service Co-ordinating Bargaining Council (PSCBC) Resolution 1 of 2018
(PSCBC Resolution) provides for a three-year multi-term salary adjustment and
improvement of conditions of service for employees in the financial years 2018/19,
2019/20 and 2020/21 covering employees on salary levels 1 to 12 employed in terms
of the Public Service Act, 1998 and other relevant Acts including the Employment of
Educators Act, 1998 (EEA).

The PSCBC Resolution also provided for the equalisation of pay progression across
the public service at 1.5% per annum for all employees including educators covered
by the Employment of EEA as amended. This implied that an additional 0.5%
adjustment was to be implemented for educators in order to achieve equalisation.

The Resolution further provided that the implementation of 0.5% equalisation
increment for educators be implemented incrementally as follows:

1. Implementation of an across the board adjustment of 0.3% of the equalisation
   with effect from 01 July 2018; and
2. Implementation of an across the board adjustment of 0.2% of the equalisation
   with effect from 01 July 2019.

I, Angelina Matsie Motshekga, Minister of Basic Education, hereby determine for
educators employed in terms of the Employment of Educators Act, 1998 an
incremental adjustment of 0.2% to the salary scales of educators. This being the
second and final adjustment, to bring about equalisation of pay progression to 1.5%
effective from 01 July 2019 as contained in PSCBC Resolution 1 2018.

The Personnel Administrative Measures (PAM) will be amended in order to include
these scales as outlined in Schedule 1.

MRS AM MOTSHEKGA, MP
MINISTER OF BASIC EDUCATION
DATE:
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