



**MINISTER
BASIC EDUCATION
REPUBLIC OF SOUTH AFRICA**

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Dear Mr Gade

**IMPROVEMENT IN CONDITIONS OF SERVICE FOR EMPLOYEES ON SALARY
LEVELS 1 TO 12 AND THOSE COVERED BY OCCUPATION SPECIFIC
DISPENSATIONS (OSDs): APRIL 2026**

The Public Service Collective Bargaining Council's Resolution 1 of 2025 ("The Resolution") regarding the improvement of conditions of service for employees on Salary Levels 1-12 and those covered by the Occupation Specific Dispensations (OSDs) was signed on 17 February 2025. The Resolution is attached as **Annexure A**.

The Resolution provides for a multi-term salary adjustment from 2025/26-2027/28, and states that *"the employer shall pay employees on salary levels 1 to 12, including those remunerated in terms of an OSD in the Public Service a pensionable salary increases"* as follows:

1. Financial year 2025/2026: 5.5%;
2. Projected Consumer Price Index (CPI) for the financial year 2026/2027; and
3. Projected CPI for the financial year 2027/2028.

The Resolution further provides for the capping of the projected CPI as follows:

1. If the projected inflation is less than 4%, the projected inflation for the relevant period will be deemed as 4% and in the event the Projected CPI is above 6%, the Projected CPI will be deemed as 6%; and
2. If the Projected CPI for the relevant periods as contemplated is between 4%-6%, the Projected CPI increment for that period will be deemed to be that CPI figure between 4%-6%.

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The Minister of Public Service and Administration (MPSA) has, therefore, determined that the salary scales that applied up to 31 March 2026 be adjusted by 4% across all salary levels with effect from 1 April 2026.

Section 4 of the Employment of Educators Act, 1998 (EEA) vests the power to determine salaries and other conditions of service of the employees appointed in terms of the EEA in the Minister of Basic Education. I have therefore extended the provisions of the PSCBC Resolution 1 of 2025, as determined by the MPSA, to all the affected employees employed in terms of the EEA .

You are further requested to refer to the Department of Public Service and Administration Circular No. 15 of 2026 as approved by the MPSA as far as it refers to transversal matters such as payment of pay progression. A copy of the Circular is attached for reference (**Annexure B**).

To ensure that payments to the affected employees are not delayed, I have approved the adjusted salary scales for immediate implementation while the formal process of gazetting the salary scales is running in parallel. The revised salary scales are attached as **Annexure C, Schedules 1 and 2**. The gazetted salary scales will be disseminated once published.

I have further requested the National Treasury to implement the adjusted salary scales programmatically for all affected employees, which will be at the same time as all the other public servants employed under various dispensations.

Yours sincerely



MS S GWARUBE, MP
MINISTER
DATE: 10 APRIL 2026