



## basic education

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Basic Education  
**REPUBLIC OF SOUTH AFRICA**

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**CENTURION**  
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By e-mail: [cindyfoca@elrc.org.za](mailto:cindyfoca@elrc.org.za)

Dear Ms Foca

### **PAY PROGRESSION FOR EMPLOYEES EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1998 FOR THE FINANCIAL YEAR 2019/2020**

The Public Service Co-ordinating Bargaining Council (PSCBC) concluded a three-year multi term agreement on the salary adjustment and improvements on conditions of service in the Public Service for the period 2018/2019; 2019/2020 and 2020/2021, Resolution 1 of 2018 (Resolution).

The Resolution 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 Educators Act (EEA) as amended. This implied that an additional 0.5% increment was to be implemented for educators in order to achieve equalisation. The Resolution further provided that the equalisation provision be implemented incrementally. Firstly, an across the board adjustment of 0.3% of the equalisation with effect from 01 July 2018; and secondly, an across the board adjustment of 0.2% of the equalisation with effect from 01 July 2019. The 0.3% adjustment was implemented accordingly from 01 July 2018.

To conclude the implementation of the Resolution in 2019, a new set of salary scales has been developed and it will be effective from 01 July 2019. The new set of salary scales include the 0.2% adjustment which is the completion of the 0.5% adjustment.

As it was indicated previously, for the purpose of implementing pay progression at 1.5% with effect from 01 July 2019, it was decided that it would be in the best interest of the sector to implement in two stages. The first would be to pay the 1% pay progression and the second to pay the balance of the 0.5%.

The 1% was paid accordingly as part of the salary payments for the month of July 2019. The outstanding 0.5% will be paid programmatically in August 2019. The translation to the new salary scales will take effect and will be reflected accordingly in the salary period of August 2019.

Both the translation to the new salary scale and the payment of the outstanding 0,5% notch increment for qualifying educators will be backdated to 01 July 2019. The calculated amount of the outstanding 0.5% pay progression to be paid on the supplementary run of 26 August for actual payment on 29 August will include backdated payments for the months of July and August. The payment for educators paid at the end of the month will be as part of the normal salary run that is closing on Friday 16 August for payment on 30 August.

The new salary scales as approved by the Minister for publishing in the Government Gazette and the copy of the Notice are attached. The published salary scales will be forwarded accordingly when they become available.

Yours sincerely



**MR HM MWELI**  
**DIRECTOR-GENERAL**  
**DATE: 23 AUGUST 2019**