

## GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF BASIC EDUCATION

NO. 4995

28 June 2024

**IMPROVEMENT IN CONDITIONS OF SERVICE: ANNUAL COST-OF-LIVING ADJUSTMENT FOR EDUCATORS EMPLOYED IN TERMS OF THE EMPLOYMENT OF EDUCATORS ACT, 1998 WITH EFFECT FROM 1 APRIL 2023**

I, **Angelina Matsie Motshekga, Minister of Basic Education**, have in terms of section 4 of the **Employment of Educators Act, 1998** determined that:

In accordance with the Public Sector Co-ordinating Bargaining Council Resolution 2 of 2023 read with applicable directives in Circular No. 11 of 2024 issued by the Director-General of the Department of Public Service and Administration, I hereby determine for all qualifying employees employed in terms of the Employment of Educators Act (EEA), 1998 an improvement in conditions of service.

Accordingly, in extending the determination made by the MPSA, I determine that the salary scales that applied up to 31 March 2024, be adjusted by 4.7% with effect from 1 April 2024 for all employees employed in terms of the EEA.

The applicable salary adjustment effective from 01 April 2024 for the relevant categories of employees is detailed in the salary scales in **Schedule 1** and **Schedule 2** as attached.

The Personnel Administrative Measures (PAM) will be amended to include these scales as outlined in **Schedule 1** and **Schedule 2** respectively.



**MRS ANGIE MOTSHEKGA, MP**  
**MINISTER**  
**DATE:** 30/05/2024

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2024 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS									
Job title	Code	01/04/2022	01/04/2023	01/04/2024	INCLUSIVE PACKAGE				
Education Therapist Grade 1	1	332 427	359 622	376 524	Education Counsellor/ Psychometrist Grade 3	1	784 113	829 668	868 662
	2	335 844	364 326	382 173		2	795 873	841 818	881 691
	3	340 884	369 534	387 903		3	807 807	854 145	894 918
	4	345 996	374 814	393 720		4	819 921	866 658	907 392
	5	351 195	380 184	399 627		5	832 218	879 360	921 000
	6	356 460	385 623	405 618		6	844 713	892 269	934 815
	7	361 809	391 149	411 702		7	857 376	905 349	948 837
	8	367 227	396 744	417 879		8	870 231	918 630	961 806
	9	372 741	402 441	424 149		1	784 113	829 668	868 662
	10	378 318	408 201	430 512		2	795 873	841 818	881 691
Education Therapist Grade 2	1	389 754	420 015	439 755	Chief Education Counsellor/ Psychometrist Grade 1	3	807 807	854 145	894 918
	2	395 607	426 063	446 352		4	819 921	866 658	907 392
	3	401 541	432 192	453 048		5	832 218	879 360	921 000
	4	407 577	438 426	459 846		6	844 713	892 269	934 815
	5	413 688	444 741	465 645		7	857 376	905 349	948 837
	6	419 895	451 152	472 629		8	870 231	918 630	961 806
	7	426 195	457 659	479 718		1	896 535	946 461	990 945
	8	432 588	464 262	486 915		2	909 987	960 357	1 005 807
	9	439 068	470 958	494 217		3	923 640	974 460	1 020 894
	10	445 665	477 771	501 630		4	937 500	988 779	1 036 206
Education Therapist Grade 3	1	459 126	491 676	514 785	Chief Education Counsellor/ Psychometrist Grade 2	5	951 558	1 003 299	1 051 749
	2	466 017	498 795	522 504		6	965 835	1 018 047	1 065 894
	3	473 007	506 016	530 343		7	980 316	1 033 005	1 081 884
	4	480 099	513 342	538 299		8	995 022	1 048 197	1 098 111
	5	487 305	520 785	545 262		9	1 009 944	1 063 611	1 113 600
	6	494 613	530 616	555 555		1	965 835	1 018 047	1 065 894
	7	502 038	538 284	563 889		2	980 316	1 033 005	1 081 884
	8	509 565	546 060	572 346		3	995 022	1 048 197	1 098 111
	9	517 218	553 965	580 932		4	1 009 944	1 063 611	1 113 600
	10	524 970	561 975	589 644		5	1 025 091	1 079 259	1 129 983
	11	532 851	570 114	598 488		6	1 040 472	1 095 147	1 146 933
	12	540 840	578 367	605 550		Senior Education Counsellor/ Psychometrist Specialist			

	13	548 958	586 755	614 634		<b>Grade 1</b>	7	1 056 069	1 111 260	1 164 135
	14	557 184	595 251	623 229			8	1 071 918	1 127 631	1 180 629
<b>Chief Education Therapist Grade 1</b>	1	487 305	520 785	545 262		<b>Senior Education Counsellor/ Psychometrist Specialist Grade 2</b>	1	1 104 312	1 161 093	1 215 663
	2	494 613	530 616	555 555			2	1 120 878	1 178 208	1 233 897
	3	502 038	538 284	563 889			3	1 137 693	1 195 578	1 252 407
	4	509 565	546 060	572 346			4	1 154 751	1 213 197	1 271 193
	5	517 218	553 965	580 932			5	1 172 076	1 231 095	1 290 264
	6	524 970	561 975	589 644			6	1 189 656	1 249 254	1 309 617
	7	532 851	570 114	598 488			7	1 207 497	1 267 683	1 329 261
	8	540 840	578 367	605 550				1	745 785	790 077
<b>Chief Education Therapist Grade 2</b>	1	557 184	595 251	623 229		<b>Education Psychologist Grade 1</b>	2	756 969	801 630	839 619
	2	565 542	603 885	632 574			3	768 333	813 369	852 213
	3	574 020	612 642	641 436			4	772 524	817 698	864 996
	4	582 639	621 546	651 057			5	784 113	829 668	868 662
	5	591 378	630 573	660 822			6	795 873	841 818	881 691
	6	600 255	639 744	670 734			7	807 807	854 145	894 918
	7	609 258	649 044	680 796			8	819 921	866 658	907 392
	8	618 396	658 482	689 430						
					<b>INCLUSIVE PACKAGE</b>					
<b>Job title</b>	<b>Code</b>	<b>01/04/2022</b>	<b>01/04/2023</b>	<b>01/04/2024</b>	<b>Job title</b>	<b>Code</b>	<b>01/04/2022</b>	<b>01/04/2023</b>	<b>01/04/2024</b>	
<b>Education Therapist Specialist Grade 1</b>	1	540 840	578 367	605 550	<b>Education Psychologist Grade 2</b>	1	870 231	918 630	961 806	
	2	548 958	586 755	614 634		2	883 290	932 118	976 233	
	3	557 184	595 251	623 229		3	896 535	946 461	990 945	
	4	565 542	603 885	632 574		4	909 987	960 357	1 005 807	
	5	574 020	612 642	641 436		5	923 640	974 460	1 020 894	
	6	582 639	621 546	651 057		6	937 500	988 779	1 036 206	
	7	591 378	630 573	660 822		7	951 558	1 003 299	1 051 749	
	8	600 255	639 744	670 734		8	965 835	1 018 047	1 065 894	
<b>Education Therapist Specialist Grade 2</b>	1	618 396	658 482	689 430	<b>Education Psychologist Grade 3</b>	1	1 009 944	1 063 611	1 113 600	
	2	627 663	668 055	699 771		2	1 025 091	1 079 259	1 129 983	
	3	637 071	677 775	710 268		3	1 040 472	1 095 147	1 146 933	
	4	646 635	687 654	720 921		4	1 056 069	1 111 260	1 164 135	
	5	656 328	697 668	731 736		5	1 071 918	1 127 631	1 180 629	
	6	666 180	707 844	742 710		6	1 087 986	1 144 230	1 198 338	
	7	676 176	718 170	753 852		7	1 104 312	1 161 093	1 215 663	
	8	686 304	728 631	765 159		8	1 120 878	1 178 208	1 233 897	

INCLUSIVE PACKAGE						9	1 137 693	1 195 578	1 252 407
Job title	Code	01/04/2022	01/04/2023	01/04/2024		10	1 154 751	1 213 197	1 271 193
Senior Education Therapist Specialist Grade 1	1	896 535	946 461	990 945	Senior Education Psychologist Grade 1	11	1 172 076	1 231 095	1 290 264
	2	909 987	960 357	1 005 807		12	1 189 656	1 249 254	1 309 617
	3	923 640	974 460	1 020 894		1	1 071 918	1 127 631	1 180 629
	4	937 500	988 779	1 036 206		2	1 087 986	1 144 230	1 198 338
	5	951 558	1 003 299	1 051 749		3	1 104 312	1 161 093	1 215 663
	6	965 835	1 018 047	1 065 894		4	1 120 878	1 178 208	1 233 897
	7	980 316	1 033 005	1 081 884		5	1 137 693	1 195 578	1 252 407
	8	995 022	1 048 197	1 098 111		6	1 154 751	1 213 197	1 271 193
Senior Education Therapist Specialist Grade 2	1	1 025 091	1 079 259	1 129 983	Senior Education Psychologist Grade 2	7	1 172 076	1 231 095	1 290 264
	2	1 040 472	1 095 147	1 146 933		8	1 189 656	1 249 254	1 309 617
	3	1 056 069	1 111 260	1 164 135		1	1 225 614	1 286 400	1 346 862
	4	1 071 918	1 127 631	1 180 629		2	1 243 998	1 305 390	1 367 064
	5	1 087 986	1 144 230	1 198 338		3	1 262 658	1 324 665	1 387 569
	6	1 104 312	1 161 093	1 215 663		4	1 281 597	1 344 231	1 408 380
	7	1 120 878	1 178 208	1 233 897		5	1 300 809	1 364 076	1 429 506
	8	1 137 693	1 195 578	1 252 407		6	1 320 336	1 384 248	1 450 950
	9	1 154 751	1 213 197	1 271 193		7	1 340 130	1 404 693	1 472 715
	10	1 172 076	1 231 095	1 290 264		8	1 360 239	1 425 468	1 494 804
Education Counsellor/ Psychometrist Grade 1	1	605 469	645 129	675 450	9	1 380 633	1 446 534	1 517 229	
	2	614 553	654 513	685 584	10	1 401 357	1 467 942	1 539 987	
	3	623 769	664 032	695 868					
	4	633 129	673 701	706 305					
	5	642 627	683 514	715 638					
	6	652 263	693 468	726 375					
	7	662 028	703 554	737 271					
	8	671 979	713 835	748 332					
Education Counsellor/ Psychometrist Grade 2	1	692 286	734 811	769 347					
	2	702 666	745 533	780 888					
	3	713 205	756 420	792 600					
	4	723 903	767 472	803 544					
	5	734 763	778 689	815 595					
	6	745 785	790 077	827 211					
	7	756 969	801 630	839 619					
	8	768 333	813 369	852 213					

OSD Educator salary notches with effect from 1 April 2024 for full-time employees

Table with 16 columns: Notch Code, Notch Value 1/4/2022, Notch Value 1/4/2023, Notch Value 1/4/2024. Rows 1-75.

