

DEPARTMENT OF BASIC EDUCATION

NO. 3785

11 August 2023

**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 Circular No. 20 of 2023 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, 1998 an improvement in conditions of service.

The applicable salary adjustment effective from 01 April 2023 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: 26/05/2023**



60	1 065 533	1 086 912	1 143 720
61	1 060 503	1 092 318	1 148 703
62	1 065 604	1 097 778	1 154 346
63	1 071 089	1 103 232	1 159 890
64	1 076 457	1 108 752	1 165 600
65	1 081 821	1 114 275	1 171 388
66	1 087 230	1 119 846	1 177 140
67	1 092 638	1 125 414	1 182 894
68	1 098 089	1 131 042	1 188 705
69	1 103 556	1 136 664	1 194 513
70	1 109 073	1 142 346	1 200 384
71	1 114 587	1 148 025	1 206 249
72	1 120 158	1 153 764	1 212 177
73	1 125 720	1 159 481	1 218 093
74	1 131 348	1 165 287	1 224 081

381	751 299	773 838	819 714
382	755 061	777 714	823 719
383	758 808	781 572	827 103
384	762 609	785 487	831 747
385	766 386	789 378	835 947
386	770 220	793 326	839 847
387	774 048	797 298	843 918
388	777 942	801 279	848 061
389	781 773	805 277	852 138
370	785 703	809 274	856 220
371	789 612	813 300	860 478
372	793 572	817 380	864 893
373	797 490	821 415	868 893
374	801 510	825 555	873 138
375	805 478	829 641	877 359

286	519 428	535 011	572 346
287	521 944	537 654	575 076
288	524 637	540 375	577 887
289	527 220	543 036	580 635
290	529 868	545 763	583 452
291	532 508	548 481	586 260
292	535 140	551 193	589 062
293	537 813	553 947	591 906
294	540 534	556 749	594 803
295	543 168	559 484	597 606
296	545 818	562 293	600 528
297	548 643	565 101	603 429
298	551 376	567 918	606 339
299	554 108	570 729	609 243
300	556 802	573 609	612 219

211	355 731	366 402	385 892
212	357 501	368 228	387 776
213	359 289	370 069	389 681
214	361 082	371 925	401 598
215	362 865	373 752	403 485
216	364 680	375 621	405 417
217	366 507	377 502	407 361
218	368 355	379 407	409 326
219	370 149	381 252	411 234
220	372 009	383 169	413 214
221	373 881	385 098	415 206
222	375 747	387 018	417 189
223	377 589	388 917	419 151
224	379 407	390 882	421 182
225	381 384	392 828	423 189

136	247 029	254 439	279 060
137	248 282	255 711	280 374
138	249 516	257 001	281 706
139	250 734	258 255	283 002
140	251 987	259 557	284 346
141	253 280	260 859	285 690
142	254 532	262 167	287 043
143	255 777	263 451	288 369
144	257 070	264 783	289 748
145	258 351	266 103	291 108
146	259 647	267 435	292 485
147	260 925	268 752	293 844
148	262 236	270 102	295 239
149	263 541	271 446	296 628
150	264 855	272 802	298 028

61	170 127	175 230	195 654
62	170 949	176 076	196 527
63	171 813	176 967	197 448
64	172 680	177 861	198 369
65	173 514	178 719	199 257
66	174 378	179 610	200 178
67	175 269	180 528	201 128
68	176 142	181 425	202 053
69	176 984	182 304	202 959
70	177 897	183 234	203 822
71	178 785	184 149	204 867
72	179 646	185 034	205 779
73	180 564	185 982	206 760
74	181 481	186 936	207 744
75	182 340	187 809	208 641

OSD SALARY NOTCHES WITH EFFECT FROM 1 APRIL 2023 FOR FULL-TIME EMPLOYEES: THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS									
Job title	Code	01/07/2021	01/04/2022	01/04/2023	INCLUSIVE PACKAGE				
Education Therapist Grade 1	1	322 746	332 427	359 622	Education Counsellor/ Psychometrist Grade 3	1	761 274	784 113	829 668
	2	326 061	335 844	364 326		2	772 692	795 873	841 818
	3	330 954	340 884	369 534		3	784 278	807 807	854 145
	4	335 919	345 996	374 814		4	796 041	819 921	866 658
	5	340 965	351 195	380 184		5	807 978	832 218	879 360
	6	346 077	356 460	385 623		6	820 110	844 713	892 269
	7	351 270	361 809	391 149		7	832 404	857 376	905 349
	8	356 532	367 227	396 744		8	844 884	870 231	918 630
	9	361 884	372 741	402 441		1	761 274	784 113	829 668
	10	367 299	378 318	408 201		2	772 692	795 873	841 818
Education Therapist Grade 2	1	378 402	389 754	420 015	Chief Education Counsellor/ Psychometrist Grade 1	3	784 278	807 807	854 145
	2	384 084	395 607	426 063		4	796 041	819 921	866 658
	3	389 847	401 541	432 192		5	807 978	832 218	879 360
	4	395 706	407 577	438 426		6	820 110	844 713	892 269
	5	401 640	413 688	444 741		7	832 404	857 376	905 349
	6	407 664	419 895	451 152		8	844 884	870 231	918 630
	7	413 781	426 195	457 659		1	870 423	896 535	945 801
	8	419 988	432 588	464 262		2	883 482	909 987	960 357
	9	426 279	439 068	470 958		3	896 739	923 640	974 460
	10	432 684	445 665	477 771		4	910 194	937 500	988 779
Education Therapist Grade 3	1	445 752	459 126	491 676	Chief Education Counsellor/ Psychometrist Grade 2	5	923 844	951 558	1 003 299
	2	452 445	466 017	498 795		6	937 704	965 835	1 018 047
	3	459 231	473 007	506 016		7	951 762	980 316	1 033 005
	4	466 116	480 099	513 342		8	966 042	995 022	1 048 197
	5	473 112	487 305	520 785		9	980 529	1 009 944	1 063 611
	6	480 207	494 613	530 616		1	937 704	965 835	1 018 047
	7	487 416	502 038	538 284		2	951 762	980 316	1 033 005
	8	494 724	509 565	546 060		3	966 042	995 022	1 048 197
	9	502 152	517 218	553 965		4	980 529	1 009 944	1 063 611
	10	509 679	524 970	561 975		5	995 235	1 025 091	1 079 259
	11	517 332	532 851	570 114		6	1 010 166	1 040 472	1 095 147
	12	525 087	540 840	578 367		7	1 025 310	1 056 069	1 111 260
	13	532 968	548 958	586 755		8	1 040 697	1 071 918	1 127 631
	14	540 954	557 184	595 251		1	1 072 149	1 104 312	1 161 093
Chief Education Therapist Grade 1	1	473 112	487 305	523 065	Senior Education Counsellor/ Psychometrist Specialist Grade 2	2	1 088 232	1 120 878	1 178 208
	2	480 207	494 613	530 616		3	1 104 555	1 137 693	1 195 578
	3	487 416	502 038	538 284		4	1 121 118	1 154 751	1 213 197
	4	494 724	509 565	546 060		5	1 137 939	1 172 076	1 231 095
	5	502 152	517 218	553 965		6	1 155 006	1 189 656	1 249 254
	6	509 679	524 970	561 975		7	1 172 328	1 207 497	1 267 683
	7	517 332	532 851	570 114		1	724 062	745 785	787 797
	8	525 087	540 840	578 367		2	734 922	756 969	799 350
Chief Education Therapist Grade 2	1	540 954	557 184	595 251	Education Psychologist Grade 1	3	745 953	768 333	811 089
	2	549 069	565 542	603 885		4	750 024	772 524	817 698
	3	557 301	574 020	612 642		5	761 274	784 113	829 668
	4	565 668	582 639	621 546		6	772 692	795 873	841 818
	5	574 152	591 378	630 573		7	784 278	807 807	854 145
	6	582 771	600 255	639 744		8	796 041	819 921	866 658
	7	591 513	609 258	649 044					
	8	600 384	618 396	658 482					
					INCLUSIVE PACKAGE				
Job title	Code	01/07/2021	01/04/2022	01/04/2023	Job title	Code	01/07/2021	01/04/2022	01/04/2023

Education Therapist Specialist Grade 1	1	525 087	540 840	578 367	Education Psychologist Grade 2	1	844 884	870 231	918 630
	2	532 968	548 958	586 755		2	857 562	883 290	932 118
	3	540 954	557 184	595 251		3	870 423	896 535	945 801
	4	549 069	565 542	603 885		4	883 482	909 987	960 357
	5	557 301	574 020	612 642		5	896 739	923 640	974 460
	6	565 668	582 639	621 546		6	910 194	937 500	988 779
	7	574 152	591 378	630 573		7	923 844	951 558	1 003 299
	8	582 771	600 255	639 744		8	937 704	965 835	1 018 047
Education Therapist Specialist Grade 2	1	600 384	618 396	658 482	Education Psychologist Grade 3	1	980 529	1 009 944	1 063 611
	2	609 381	627 663	668 055		2	995 235	1 025 091	1 079 259
	3	618 516	637 071	677 775		3	1 010 166	1 040 472	1 095 147
	4	627 801	646 635	687 654		4	1 025 310	1 056 069	1 111 260
	5	637 212	656 328	697 668		5	1 040 697	1 071 918	1 127 631
	6	646 776	666 180	707 844		6	1 056 297	1 087 986	1 144 230
	7	656 481	676 176	718 170		7	1 072 149	1 104 312	1 161 093
	8	666 315	686 304	728 631		8	1 088 232	1 120 878	1 178 208
<b>INCLUSIVE PACKAGE</b>					9	1 104 555	1 137 693	1 195 578	
<b>Job title</b>	<b>Code</b>	<b>01/07/2021</b>	<b>01/04/2022</b>	<b>01/04/2023</b>	10	1 121 118	1 154 751	1 213 197	
Senior Education Therapist Specialist Grade 1	1	870 423	896 535	945 801	Senior Education Psychologist Grade 1	11	1 137 939	1 172 076	1 231 095
	2	883 482	909 987	960 357		12	1 155 006	1 189 656	1 249 254
	3	896 739	923 640	974 460		1	1 040 697	1 071 918	1 127 631
	4	910 194	937 500	988 779		2	1 056 297	1 087 986	1 144 230
	5	923 844	951 558	1 003 299		3	1 072 149	1 104 312	1 161 093
	6	937 704	965 835	1 018 047		4	1 088 232	1 120 878	1 178 208
	7	951 762	980 316	1 033 005		5	1 104 555	1 137 693	1 195 578
	8	966 042	995 022	1 048 197		6	1 121 118	1 154 751	1 213 197
Senior Education Therapist Specialist Grade 2	1	995 235	1 025 091	1 079 259	Senior Education Psychologist Grade 2	7	1 137 939	1 172 076	1 231 095
	2	1 010 166	1 040 472	1 095 147		8	1 155 006	1 189 656	1 249 254
	3	1 025 310	1 056 069	1 111 260		1	1 189 917	1 225 614	1 286 400
	4	1 040 697	1 071 918	1 127 631		2	1 207 764	1 243 998	1 305 390
	5	1 056 297	1 087 986	1 144 230		3	1 225 881	1 262 658	1 324 665
	6	1 072 149	1 104 312	1 161 093		4	1 244 268	1 281 597	1 344 231
	7	1 088 232	1 120 878	1 178 208		5	1 262 922	1 300 809	1 364 076
	8	1 104 555	1 137 693	1 195 578		6	1 281 879	1 320 336	1 384 248
	9	1 121 118	1 154 751	1 213 197		7	1 301 097	1 340 130	1 404 693
	10	1 137 939	1 172 076	1 231 095		8	1 320 621	1 360 239	1 425 468
Education Counsellor/ Psychometrist Grade 1	1	587 835	605 469	642 849	9	1 340 421	1 380 633	1 446 534	
	2	596 652	614 553	652 233	10	1 360 542	1 401 357	1 467 942	
	3	605 601	623 769	661 752					
	4	614 688	633 129	671 421					
	5	623 910	642 627	681 234					
	6	633 264	652 263	691 188					
	7	642 747	662 028	701 274					
	8	652 407	671 979	711 555					
Education Counsellor/ Psychometrist Grade 2	1	672 123	692 286	732 531					
	2	682 200	702 666	743 253					
	3	692 433	713 205	754 140					
	4	702 819	723 903	765 192					
	5	713 361	734 763	776 409					
	6	724 062	745 785	787 797					
	7	734 922	756 969	799 350					
	8	745 953	768 333	811 089					