

EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended



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EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
NUMBER 4 OF 2003**

APRIL 2003

**Post and Salary Structure For
Educators**

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EDUCATION LABOUR RELATIONS COUNCIL**COLLECTIVE AGREEMENT NO 4 OF 2003****Post and Salary Structure for Educators****1. PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to amend the Personnel Administration Measures in order to reflect the new post and salary grading system for educators.

2. SCOPE OF THIS AGREEMENT

This agreement binds:

- a) the employer;
- b) the employees of the employer who are members of the trade union parties to this agreement; and
- c) the employees of the employer who are not members of any trade union parties to this agreement, but who fall within the registered scope of Council.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- 3.1 The salary system introduced on 1 July 1996 and the specific problems associated with the system, including the backlogs in salaries of educators as compared to employees employed in terms of the Public Service Act;
- 3.2 The Khulisa investigation into a new salary grading system;
- 3.3 Negotiations that took place in the Public Service Coordinating Bargaining Council regarding the introduction of salary progression, career pathing and incentives based on performance and the framework provided by the State.
- 3.4 ELRC Collective Agreement 1 of 2003.



4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1. Adjustment to the new salary structure

- a) The new salary levels will each consist of 16 salary notches of 1% each where the first notch will be the same as the current first notch of the applicable salary level. The other notches of the current salary levels will be abolished.
- b) Each educator adjusts to the closest salary notch on the applicable salary scale that is not lower than his/her current salary notch, as per Annexure A. An educator who is on a salary that is higher than the 16th notch of the new equivalent salary level, will retain his/her salary.
- c) The implementation of the system (Annexure A) is with effect from 1 April 2003.

4.2 Salary Progression

- a) Provision is made for salary progression by means of a 1% notch increment per year based on an educator's acceptable/satisfactory performance.
- b) An educator will qualify for an annual notch increment if his/her performance in respect of the past 12-month was satisfactory/acceptable.
- c) That the first pay progression (notch increment) shall take place on 1 July 2003. (As per Annexure B)
- d) That an educator, who, through no fault of his/her own, is not subjected to the implementation of the evaluation instrument will qualify for salary progression.

4.3 New Post and Salary Structure:

- a) To the new post and salary structure for educators contained in Annexure C.

4.4 Grade Progression:

- a) To grade progression as outlined in Annexure D.
- b) That an educator, who, through no fault of his/her own, is not subjected to the implementation of the evaluation instrument will qualify for grade progression.

4.5 Incentives and Rewards.

- a) A joint Task Team of the employer and employee parties shall be established to investigate a reward and incentive system for institution based educators;
- b) The joint Task Team shall submit their recommendations to the ELRC for negotiations, by 30 June 2003.

4.6 Backlogs in Salaries of Educators.

- a) A Joint Task Team of the employer and employee parties shall be established to formulate recommendations to the ELRC, addressing the backlog in salaries of educators, by 31 May 2003.

5. DATE OF IMPLEMENTATION

This agreement shall, in respect of parties and non-parties, come into effect on the date it is signed in Council.

6. DEFINITIONS

- 1 "SMS" means employees on Senior Management System referred to in Regulation IB1 of Chapter 4 of the Public Service Regulations as contained in Government Gazette No: 21951 of 5 January 2001.
- 2 "Educator" means educator as defined in the Employment of Educators Act, 1998 (EEA), as amended.
- 3 "Employer" means employer as defined in the Employment of Educators Act 1998, (EEA), as amended.

7. DISPUTE RESOLUTION

Any dispute about the interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedure of the Council.

Thus done and signed at Centurion on this 10 day of April 2003 by:

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	S.G. PADAYACHEE	<i>[Signature]</i>

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. Hendrick	<i>[Signature]</i>
SADTU	T.W. Nkomo	<i>[Signature]</i>
SAOU	P. DELPORT	<i>[Signature]</i>

ANNEXURE A

SALARY LEVELS WITH EFFECT FROM 1 APRIL 2003: SALARY NOTCHES

Salary notches: Rand per annum

SALARY LEVEL

Notch	1	2	3	4	5	6	7	8	9	10	11	12
1			36,630	42,990	50,859	62,964	78,429	97,407	116,310	145,179	169,365	203,853
2			36,996	43,419	51,369	63,594	79,215	98,382	117,474	146,631	171,060	205,893
3			37,365	43,854	51,882	64,230	80,007	99,366	118,650	148,098	172,770	207,951
4			37,740	44,292	52,401	64,872	80,808	100,359	119,838	149,580	174,498	210,030
5			38,118	44,736	52,926	65,520	81,618	101,364	121,038	151,077	176,244	212,130
6			38,499	45,183	53,457	66,177	82,434	102,378	122,250	152,589	178,008	214,251
7			38,883	45,636	53,991	66,840	83,259	103,401	123,474	154,116	179,790	216,393
8			39,273	46,092	54,531	67,509	84,093	104,436	124,710	155,658	181,587	218,556
9			39,666	46,554	55,077	68,184	84,933	105,480	125,958	157,215	183,402	220,743
10			40,062	47,019	55,629	68,865	85,782	106,536	127,218	158,787	185,238	222,951
11			40,464	47,490	56,187	69,555	86,640	107,601	128,490	160,374	187,092	225,180
12			40,869	47,964	56,748	70,251	87,507	108,678	129,774	161,979	188,964	227,433
13			41,277	48,444	57,315	70,953	88,383	109,764	131,073	163,599	190,854	229,707
14			41,691	48,930	57,888	71,664	89,268	110,862	132,384	165,234	192,762	232,005
15			42,108	49,419	58,467	72,381	90,162	111,972	133,707	166,887	194,691	234,327
16			42,531	49,914	59,052	73,104	91,065	113,091	135,045	168,555	196,638	236,670
					59,634		92,100		136,236 (P)			
					(P)		(P)		140,502 (P)			

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Assumption: No grade progression takes place with implementation of the system
31-Mar-03

Cost of adjustment to system: 0.17% 1 April 2003

Financial effect of subsequent pay and grade progressions:

Assumed % not receiving increment:	0
Effect of progressions:	
Jul-03	1.25%
Jul-04	1.01%
Jul-05	0.99%
Jul-06	1.17%
Jul-07	1.05%

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Post level 1

Post level 1

REQV10

Position	Notch	Notch	% Adjustm	Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
3.1	36,630	36630	0	7724	350267489	350267489	R 0
3.2	38,235	38499	0.69	147	6958235	7006279	R 48,044
3.3	39,927	40062	0.34	2	98859	99194	R 335
3.4	40,836	40869	0.08	0	0	0	R 0
4.1	42,990	42,990	0	0	0	0	R 0
4.2	44,481	44,481	0	1	55067	55067	R 0
4.3	46,062	46,062	0	0	0	0	R 0
4.4	46,695	46,695	0	0	0	0	R 0
4.5	48,237	48,237	0	0	0	0	R 0
Total				7874	357379650	357428029	R 48,379

REQV11

Position	Notch	Notch	% Adjustm	Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
3.1	36,630	36630	0	319	14465993	14465993	R 0
3.2	38,235	38499	0.69	168	7952268	8007176	R 54,908
3.3	39,927	40062	0.34	2	98859	99194	R 335
3.4	40,836	40869	0.08	271	13700396	13711468	R 11,072
4.1	42,990	42990	0	331	17616356	17616356	R 0
4.2	44,481	44736	0.57	125	6883435	6922896	R 39,461
4.3	46,062	46092	0.07	1	57025	57062	R 37
4.4	46,695	47019	0.69	350	20232944	20373333	R 140,389
4.5	48,237	48444	0.43	3	179152	179921	R 769
5.1	50,859	50859	0	6750	425003234	425003234	R 0
5.2	52,782	52926	0.27	28	1829635	1834627	R 4,992
5.3	54,798	55077	0.51	462	31342045	31501621	R 159,576
5.4	55,686	56187	0.9	4	275757	278238	R 2,481
5.5	57,663	57888	0.39	69	4925689	4944909	R 19,220
5.6	59,634	59,634	0	1	73827	73827	R 0
6.1	62,964	62,964	0	95	7405196	7405196	R 0
6.2	66,705	66,705	0	19	1569035	1569035	R 0
6.3	70,563	70,563	0	0	0	0	R 0
6.4	72,963	72,963	0	0	0	0	R 0
Total				8998	553610846	554044086	433240

REQV12

Position	Notch	Notch	% Adjustm	Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
4.1	42,990	42990	0	5614	298786175	298786175	R 0
4.2	44,481	44736	0.57	231	12720587	12793512	R 72,925

4.3	46,062	46092	0.07	6	456198	456495	R 297
4.4	46,695	47019	0.69	366	21157878	21304685	R 146,807
4.5	48,237	48444	0.43	7	418022	419816	R 1,794
5.1	50,859	50859	0	447	28144659	28144659	R 0
5.2	52,782	52926	0.27	202	13199511	13235522	R 36,011
5.3	54,798	55077	0.51	349	23676133	23796679	R 120,546
5.4	55,686	56187	0.9	9	620453	626036	R 5,583
5.5	57,663	57888	0.39	1048	74813360	75105281	R 291,921
5.6	59,634	59,634	0	15	1107403	1107403	R 0
6.1	62,964	62964	0	3954	308212054	308212054	R 0
6.2	66,705	66840	0.2	19289	1592900858	1596124629	R 3,223,771
6.3	70,563	70953	0.55	2080	181702548	182706813	R 1,004,265
6.4	72,963	73104	0.19	30	2709846	2715083	R 5,237
7.1	78,429	78,429	0	252	24467966	24467966	R 0
7.2	82,311	82,311	0	187	19055490	19055490	R 0
7.3	86,337	86,337	0	12	1282622	1282622	R 0
7.4	88,158	88,158	0	1	109140	109140	R 0
7.5	92,100	92,100	0	0	0	0	R 0
Total				34101	2605540903	2610450060	4909157

REQV13+

Position	Notch (Current)	Notch (New)		Total			
				Educators	Old cost	New cost	Add cost
6.1	62,964	62964	0	50383	3927326232	3927326232	R 0
6.2	66,705	66840	0.2	12464	1029286967	1031370075	R 2,083,108
6.3	70,563	70953	0.55	5889	514445338	517288665	R 2,843,327
6.4	72,963	73104	0.19	86	7768225	7783237	R 15,012
7.1	78,429	78429	0	70620	6856856103	6856856103	R 0
7.2	82,311	82434	0.15	16436	1674845132	1677347907	R 2,502,775
7.3	86,337	86640	0.35	30569	3267373862	3278840722	R 11,466,860
7.4	88,158	88383	0.26	6049	660185465	661870414	R 1,684,949
7.5	92,100	92,100	0	16602	1892956720	1892956720	R 0
8.1	97407	97407	0	1007	121433995	121433995	R 0
8.2	102842	103401	0.74	8605	1093444200	1101529819	R 8,085,619
8.3	108027	108678	0.6	3678	491886253	494850493	R 2,964,240
8.4	111189	111972	0.7	1691	232769502	234408679	R 1,639,177
Total				224079	21770577994	21803863061	33285067

Total of post level 1: 275052 25287109393 25325785236 38675843

Post level 2

REQV10

Position	Notch (Current)	Notch (New)		Total			
				Educators	Old cost	New cost	Add cost
5.1	50,859	50859	0	24	1511123	1511123	R 0
5.2	52,782	52926	0.27	0	0	0	R 0
5.3	54,798	55077	0.51	0	0	0	R 0
5.4	55,686	56187	0.9	0	0	0	R 0
5.5	57,663	57888	0.39	0	0	0	R 0
5.6	59,634	59,634	0	0	0	0	R 0
Total				24	1511123	1511123	0

REQV11

Position	Notch (Current)	Notch (New)		Total			
				Educators	Old cost	New cost	Add cost

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6.1	62,964	62964	0	249	19409409	19409409	R 0
6.2	66,705	66840	0.2	672	55494291	55606602	R 112,311
6.3	70,563	70953	0.55	2	174714	175680	R 966
6.4	72,963	73104	0.19	0	0	0	R 0
Total				923	75078414	75191691	113277
REQV12							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
7.1	78,429	78429	0	831	80686030	80686030	R 0
7.2	82,311	82434	0.15	2120	216030158	216352979	R 322,821
7.3	86,337	86640	0.35	36	3847867	3861372	R 13,505
7.4	88,158	88383	0.26	1	109140	109418	R 278
7.5	92,100	92,100	0	0	0	0	R 0
8.1	97,407	97,407	0	5	602949	602949	R 0
8.2	102,642	102,642	0	1	127071	127071	R 0
8.3	108,027	108,027	0	1	133737	133737	R 0
8.4	111,189	111,189	0	2	275304	275304	R 0
Total				2997	301812256	302148860	336604
REQV13+							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
8.1	97,407	97407	0	27753	3346730551	3346730551	R 0
8.2	102,642	103401	0.74	1476	187556495	188943406	R 1,386,911
8.3	108,027	108678	0.6	3147	420871680	423407967	R 2,536,287
8.4	111,189	111972	0.7	3107	427684708	430896491	R 3,011,783
9.1	116,310	116310	0	1845	265664834	265664834	R 0
9.2	120,638	121038	0.33	3208	479106357	480702901	R 1,596,544
9.3	124,956	125958	0.8	2101	325015304	327621544	R 2,606,240
9.4	129,282	129774	0.38	772	123559462	124029684	R 470,222
9.5	133,605	133707	0.08	32	5292896	5296937	R 4,041
9.6	136,236	136,236	0	76	12818173	12818173	R 0
9.7	140,502	140,502	0	4	695766	695766	R 0
Total				43521	5594996226	5606608254	11612028
Total of post level 2:				47465	5973398019	5985459928	12061909
Post level 3							
REQV10							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
6.1	62,964	62964	0	13	1013343	1013343	R 0
6.2	66,705	66840	0.2	0	0	0	R 0
6.3	70,563	70953	0.55	0	0	0	R 0
6.4	72,963	73104	0.19	0	0	0	R 0
Total				13	1013343	1013343	0
REQV11							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
7.1	78429	78429	0	122	11845602	11845602	R 0
7.2	82311	82434	0.15	291	29653196	29697508	R 44,312
7.3	86337	86640	0.35	113	12078028	12120416	R 42,388
7.4	88158	88383	0.26	0	0	0	R 0

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7.5	92100	92100	0	0	0	0	R 0
Total				526	53576826	53663526	R 86,700
REQV12							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
8.1	97,407	97407	0	387	46668278	46668278	R 0
8.2	102,642	103401	0.74	987	125418876	126346302	R 927,426
8.3	108,027	108678	0.6	676	90406500	90951314	R 544,814
8.4	111,189	111972	0.7	1	137652	138621	R 969
9.1	116,310	116,310	0	1	143992	143992	R 0
9.2	120,636	120,636	0	0	0	0	R 0
9.3	124,956	124,956	0	0	0	0	R 0
9.4	129,282	129,282	0	0	0	0	R 0
9.5	133,605	133,605	0	0	0	0	R 0
9.6	136,236	136,236	0	0	0	0	R 0
9.7	140,502	140,502	0	0	0	0	R 0
Total				2052	262775298	264248507	1473209
REQV13+							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
9.1	116,310	116310	0	12659	1822791943	1822791943	R 0
9.2	120,636	121038	0.33	2343	349920883	351086938	R 1,166,055
9.3	124,956	125958	0.8	2105	325634086	328245288	R 2,611,202
9.4	129,282	129774	0.38	1613	258162450	259144922	R 982,472
9.5	133,805	133707	0.08	434	71784898	71839701	R 54,803
9.6	136,236	136,236	0	816	137626697	137626697	R 0
9.7	140,502	140,502	0	715	124368155	124368155	R 0
10.1	145,179	145179	0	1455	261509481	261509481	R 0
10.2	151,431	152589	0.76	323	60553320	61016374	R 463,054
10.3	157,677	158787	0.7	1027	200474637	201885920	R 1,411,283
10.4	163,461	163599	0.08	12	2428377	2430427	R 2,050
Total				23502	3615254927	3621945846	6690919
Total of post level 3:				26093	3932620394	3940871222	8250828
Post level 4							
REQV11							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
8.1	97,407	97407	0	11	1326489	1326489	R 0
8.2	102,642	103401	0.74	36	4574549	4608376	R 33,827
8.3	108,027	108678	0.6	1	133737	134543	R 806
8.4	111,189	111972	0.7	0	0	0	R 0
Total				48	6034775	6069408	34633
REQV12							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
9.1	116,310	116310	0	108	15551112	15551112	R 0
9.2	120,636	121038	0.33	199	29720126	29819164	R 99,038
9.3	124,956	125958	0.8	4	618782	623744	R 4,962
9.4	129,282	129774	0.38	2	320102	321320	R 1,218
9.5	133,605	133707	0.08	0	0	0	R 0

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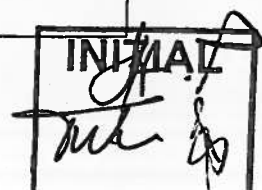
9.6	136,236	136,236	0	0	0	0	R 0
9.7	140,502	140,502	0	0	0	0	R 0
Total				313	46210122	46315340	105218
REQV13+							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
10.1	145,179	145179	0	4630	832157317	832157317	R 0
10.2	151,431	152589	0.76	1148	215217372	216863149	R 1,645,777
10.3	157,677	158787	0.7	857	167289936	168467608	R 1,177,672
10.4	163,461	163599	0.08	463	93694864	93773965	R 79,101
11.1	169,365	169365	0	1328	278446899	278446899	R 0
11.2	181,182	181587	0.22	588	131890350	132185167	R 294,817
11.3	193,008	194691	0.87	25	5973598	6025686	R 52,088
Total				9039	1724670336	1727919791	3249455
Total for post level 4:				9400	1776915233	1780304539	3389306
Post level 5							
Position	Notch	Notch		Total			
	(Current)	(New)		Educators	Old cost	New cost	Add cost
12.1	203,853	203853	0	365	92115055	92115055	R 0
12.2	215,310	216393	0.5	4	1066215	1071578	R 5,363
12.3	226,833	227433	0.26	1	280819	281562	R 743
Total				370	93462089	93468195	6106
Total for post level 5:				370	93462089	93468195	6106
Total:				358380	37063505128	37125889120	62383992

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ANNEXURE B

**NOTCH INCREMENTS AS ON 1 JULY 2003:
SALARY NOTCHES**

Salary level	Salary notches: 1 April 2003 (R.p.a)	Salary notches: 1 July 2003 (R.p.a)
1		
2		
3	36,630 38,499 40,062 40,869	36,996 38,883 40,464 41,227
4	42,990 44,736 46,092 47,019 48,444	43,419 45,183 46,554 47,490 48,930
5	50,859 52,926 56,077 56,187 57,888 59,634 (P)	51,369 53,457 55,629 56,748 58,467 59,634 (P)
6	62,964 66,840 70,953 73,104	63,594 67,509 71,664 73,104 (P)
7	78,429 82,434 86,640 88,383 92,100 (P)	79,215 83,259 87,507 89,268 92,100 (P)

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Salary level	Salary increases 1 April 2003 (R.p.a)	Salary notches 1 July 2003 (R.p.a)
8	97,407 103,401 108,678 111,972	98,382 104,436 109,764 113,091
9	116,310 121,038 125,958 129,774 133,707 136,236 (P) 140,502 (P)	117,474 122,250 127,218 131,073 135,045 136,236 (P) 140,502 (P)
10	145,179 152,589 158,787 163,599	146,631 154,116 160,374 165,234
11	169,365 181,587 194,691	171,060 183,402 196,638
12	203,853 216,393 227,433	205,893 218,556 229,707


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ANNEXURE C**NEW POST AND SALARY STRUCTURE FOR EDUCATORS**

1. Proposed Post and Salary Structure for Educators

The following table illustrates the proposed post and salary structure:

Salary level	Teaching and Learning	Management	Office –based Educators	Therapists + Psychologists
6	Teacher/Lecturer (REQV13) (first grade) Principal 1		X	Education Therapist (first grade)
7	Teacher/lecturer (REQV13) (second grade) Teacher/lecturer (REQV14) Principal 1		X	Education Therapist (second grade)
8	Snr. Teacher/lecturer Education Specialist (Teaching + Learning) (1 st grade)	Education Specialist (Management) (1 st grade) Principal 8	Education Specialist (Designation) (1 st grade)	Senior Education Therapist Education Specialist (Therapy and Psychology) (1 st grade)
9	Education Specialist (Teaching + learning) (2 nd grade) Senior Education Specialist (Teaching + Learning) (first grade)	Education Specialist (Management) (2 nd grade) Deputy Principal (first grade) Principal 9	Education Specialist (Designation) (2 nd grade) Snr Ed Specialist (Designation) (first grade)	Education Specialist (Therapy and Psych) (2 nd grade) Senior Education Specialist (Therapy and Psych) (first grade)
10	Senior Education Specialist (Teaching + Learning) (second grade) DCES (First grade)	Principal 10 Deputy Principal (second grade) DCES (First grade)	Senior Educ Specialist (Designation) (second grade) DCES (First grade)	Senior Education Specialist (Therapy and Psychology) (second grade) DCES (First grade)
11	DCES (Second grade)	Principal 11 DCES (Second grade)	DCES (Second grade)	DCES (Second grade)
12	CES	Principal 12 CES	CES	CES
(SMS)	Director			

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2. Characteristics of the proposed post and salary structure:

- Posts are in most cases linked to the salary levels that currently apply to them. The only exceptions are -
 - Principal posts are linked to each of salary levels 7 to 12. This is to make provision for a wider range of posts and therefore for a wider range of institution grading levels. New grading norms are currently being investigated that are not only based on the number of learners but also take into account other factors that contribute to the management complexity of an institution. The effect of these norms on the grading of institutions will have to be tested in provinces before finalisation.
 - Provision is made for a grade progression between salary levels 7 and 8 where a Teacher gets grade promoted to the position of Senior Teacher.
- Each salary scale consists of the current minimum notch of the applicable salary range plus provision for 16 (including the minimum) notches of 1% each.
- Provision is made for four career paths. The traditional career path of a teacher becoming a head of department, deputy principal, principal, etc. is called the management career path. Education specialists employed in offices form a separate career path starting at salary level 8. A third career path is provided for education therapists and psychologists while a career path has been created to allow for an educator to remain involved in teaching and learning activities throughout his/her career.
- Consistent post designations are used in all career paths.
- The position of Senior Education Specialist (Teaching and Learning) is regarded as a crucial post that could contribute to the improvement of the quality of education if utilised correctly. It is proposed that such a post be created in respect of a learning area or school phase in a particular geographical area in accordance with the support needs of teachers in that area. A limited number of schools should be allocated to such a person in order to enable him/her to be actively involved in lending support to the teachers in that area. This support should include areas such as training in methodology and subject contents, assessment of learners' progress and of teachers' performance, development of learning materials and actual teaching. Such a post would typically be situated at district level but the majority of the work will be done in the institutions. These persons could also form a link between the actual teaching that takes place at school level and decisions that are taken at higher levels, in connection with both curriculum development and management matters.

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3. Salaries and Starting salaries

3.1 In respect of under-qualified educators the current starting salaries still apply. Provision is made for salary scales consisting of the minimum notches plus a further 15 notches of 1%. The starting salary of REQV13 educators remains salary level 6 while that of REQV14 and higher remains salary level 7. Similar to the current system, the salaries of under-qualified educators at promotion level are one level lower than the level applicable to that of REQV13 for each REQV lower than 13.

3.2 The starting salary of a newly appointed educator is the minimum notch of the applicable salary scale, provided that the following recognition for actual teaching or other suitable experience is given:

Experience gained before 1 July 1996:

The salary position that would have been applicable to the person before 1 July 1996 as a result of the experience that he/she gained before 1 July 1996 must be determined. All further general adjustments as well as translations that took place on 1 July 1996 and 1 April 2003 must be effected in order to determine the applicable notch to which the person must be appointed.

Experience gained between 1 July 1996 and 31 March 2003:

No recognition is granted for any experience gained during this period.

Experience gained on or after 1 April 2003:

For each full year of recognisable experience gained, a notch increment will be granted.

3.3 When an educator is promoted to a post for which a higher salary level applies, the appointment will be to the lowest applicable notch that will effect a minimum increase of 3%.

3.4 When an educator is promoted to a post on a higher post level in respect of which the salary is the same as the salary applicable to his/her current post, he/she will be appointed to the lowest applicable notch that is at least 3% higher than his/her current notch.

3.5 When an educator is promoted to a post on a higher post level in respect of which the salary level is lower than the salary applicable to his/her current post, he/she will retain his/her current salary notch and salary scale and will continue to qualify for salary progression along such a salary scale.

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- 3.6 Subject to paragraph 10.5, no educator may be appointed or progress to a salary notch that is outside of the salary scale that applies to the post concerned.
4. While salary levels relate to the complexity and demands of a particular post, post levels provide a hierarchy of posts in order to determine who reports to whom. Not directly linking salary levels with post levels solves the current problem of a person and his/her supervisor (e.g. Deputy Principal and Principal) being at the same post level. The following post levels are proposed:

Post level	Posts
Post level 1	Teacher/lecturer, Senior Teacher/lecturer, Education Therapist, Senior Education Therapist.
Post level 2	Education Specialist, Principal 1
Post level 3	Senior Education, Specialist, Deputy Principal,
Post level 4	Principals 8 to 12
Post level 5	Deputy Chief Education Specialist
Post level 6	Chief Education Specialist
Post level 7	Director

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ANNEXURE D

GRADE PROGRESSION

The framework also requires that provision be made for career pathing to allow for horizontal, diagonal and upward mobility. Upward mobility or grade progression must allow the progression of an employee to a higher salary level. Such progression should be based on either a vacant post that is to be filled through open competition and compliance with competency and equity requirements or in terms of changes to the job function. Such changes should be informed by additional competencies or a higher job weight.

Grade progressions (Upward mobility)

- Where more than one salary level is applicable to a post, progression from the first grade to the second grade may take place in terms of a grade progression. This may happen as soon as the educator has completed the notch at which he/she becomes eligible for grade progression and if he/she complies with the set criteria. For grade progression the candidate must comply with all the in-service and other additional training requirements that may be applicable, and his/her performance over the past three years must have been consistently "good" in terms of the performance management system applicable to educators. The criteria for the implementation of GRADE PROGRESSION should be implemented in a "Phased In" approach for all Educators who will qualify from the date of signing. This would include:
 - 01 July 2004: one year of assessment
 - 01 July 2005: two years of assessment
 - 01 July 2006: three years of assessment (full implementation)
- Within the scope of a person's job description, he/she may be expected to take on added responsibilities once granted a grade progression.
- Provision is made for a grade progression for a teacher to the position of Senior Teacher from salary level 7 to salary level 8. The criteria for such a grade progression are the same as for other grade progressions plus the proven ability to give guidance to less experienced educators.
- In respect of a teacher on post level 1, completion of the 14th notch of the applicable grade makes such a person eligible for grade progression. All other provisions for grade progression requires the educator concerned to have completed the last notch of the first grade before he/she becomes eligible for grade progression.
- Where an educator on post level 1 has completed the 14th or 15th notch and does not comply with all the criteria for grade progression, he/she will progress a further notch if his/her performance is satisfactory.

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- Grade progressions are not vacancy based and will allow all educators who comply with the set criteria to progress to the higher salary levels. These are not post promotions and do not promote the persons concerned to higher supervisory positions.
- Post level 1 educators remain at post level 1 if grade-promoted to the position of senior teacher/lecturer/therapist. At the same time, a Teacher/lecturer/therapist (first or second grade) or Senior Teacher-/lecturer/therapist may at any time apply to be promoted (post promotion) to the position of Education Specialist. This will require a vacancy and the filling of which must comply with the normal requirements regarding the advertising and filling of posts.

Implementation of the new system

The following implementation strategy is proposed:

- No teacher will automatically become a senior teacher. During the course of the 2003/04 financial year, provincial departments will allow teachers who are already on salary level 8 to apply for progression to the position of a senior teacher. Should such a person qualify in terms of all the criteria, s/he will progress with effect from 1 January 2004 to the position of Senior Teacher and will qualify for a notch increment. The same principle applies in respect of education therapists.
- Principals at post level 1 will adjust to the position of Principal 1. They will retain their current salary positions and allowance. The allowance that is applicable to these posts is the difference between the person's salary notch and the salary that is 5 notches higher than his/her applicable salary notch.
- Current Edu
- cation Specialists at post level 1 may adjust to the new post of Education Specialist at post level 2 (Salary level 8) if they qualify for such promotion and if their responsibilities comply with the grading requirements of the applicable salary level. If such a person does not qualify for promotion or if the responsibilities of the particular post do not justify a post level 2 (salary levels 8 and 9) grading, the person may be held against the post until appropriately accommodated.
- All current post level 2 educators, except principals, adjust to the new post of Education Specialist. These are current Senior Lecturers at FET colleges, Heads of Department at schools, Senior Education Therapists and Senior Education Specialists.
- All post level 3 educators, except principals, adjust to the position of Senior Education Specialist or Deputy Principal, whichever is applicable. These posts include:
 - At FET colleges - Deputy Principals, Heads of Division and Principal Lecturers. (Household designations may be retained by colleges)
 - At schools - Deputy Principals, and
 - At offices - First Education Specialists.

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- All post level 4 educators, except principals, adjust to the position of Deputy Chief Education Specialist. FET colleges may be allowed to retain the household designation of Senior Deputy Principal.
- All current Chief Education Specialists adjust to the new post of Chief Education Specialist.
- All principals adjust to the appropriate principal status in accordance with the revised grading norms. This would require that all posts are re-graded and the principals' status dealt with as follows. Departments must first ensure that a school's grading is correct in terms of the current grading norms and procedures. A post that is re-graded as a result of the proposed new norms to a salary level that is higher than the salary of the incumbent principal, will be upgraded after the institution has managed to maintain the new grading level for a further period of two years. The salary of a principal whose post is re-graded to a lower level than his/her current salary level will be entrenched until a further re-grading is in terms of the grading norms.

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