



# **GAUTENG PROVINCE**

EDUCATION  
REPUBLIC OF SOUTH AFRICA

## **INTERNAL MEMO**

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**TO: ALL EDUCATORS (SCHOOL AND OFFICE BASED)**

**FROM: MR JJ COETZEE**  
**ACTING DDG: CORPORATE MANAGEMENT**

**SUBJECT: INTERIM PAY PROGRESSION FOR EMPLOYEES  
EMPLOYED IN TERMS OF THE EMPLOYMENT OF  
EDUCATORS ACT, 1998 FOR THE FINANCIAL  
YEAR 2018/19**

1. The Public Service Co-ordinating Bargaining Council (PSCBC) concluded a three-year multi term agreement on the salary adjustment and improvement on conditions of service in the Public Service for the period 2018/2019; 2019/2020 and 2020/2021
2. The PSCBC Resolution 1 of 2018 provides for salary adjustments which was provided to all educators who are appointed in terms of the EEA through the publication of *Government Gazette* No. 41750 which the Minister published in July 2018.
3. In addition to this the Resolution also addresses pay progression and more specifically, the equalisation across the public service at 1.5% per annum to employees appointed in the public service in terms of the Employment of Educators Act.

4. The parties agreed to implement the equalisation incrementally as follows:
  - Across the board adjustment of 0.3% with effect from 1 July 2018; and
  - Across the board the adjustment of 0.2% with effect from 1 July 2019.
  
5. According to Department of Basic Education, the Resolution does not have agreed translation measures in order to implement the equalisation. This leaves the sector with questions which have enormous financial implications on the compensation of Employees budget. They are:
  - In the absence of an explicit agreement relating to translation measures, are translation measures implied; and if so, what are they?
  - If there is no explicit or implicit agreement about the translation measures, how should the sector migrate from the salary structure which involves 201 notches which are 1% apart to the salary structure that are 1.3% apart for 2018 and 1.5 apart for 2019?
  
6. There are three possible implementation options. The first two maintain the notches, but amend the salaries associated with those notches, the third amend the notches. All three options have been tested and it was found that the third option would have the least cost for the sector.
  
7. A series of meetings have been held with National Treasury and Treasury: PERSAL to discuss the implementation of the scales. Since the PERSAL system is not programmed to accommodate what was originally submitted for implementation, a technical task team has been established to find a workable solution.

8. What has become clear is that this work would not be concluded this month. The Department of Basic Education has decided that Provincial Departments of Education proceed with the awarding the 1% pay progression backdated to 1 July 2018 as an interim measure to those who qualify, until this challenge is addressed.
9. The payment of pay progression for educators will be included on the normal salary pay date of 31 October 2018 and 15 November 2018 respectively.



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**MR JJ COETZEE**

**ACTING DDG: CORPORATE MANAGEMENT**

**DATE:** 10 / 10 / 2018