

**OCCUPATIONAL SPECIFIC SALARY STRUCTURE FOR EDUCATORS**

*12 September 2007*

**Introduction**

1. This document describes the new salary structure for educators. It is based on extensive research by the Department of Education, and extensive discussions with educator unions. Specifically, this document describes the key features of the salary structure, salaries by career path and notch, criteria for progression through the salary scales, and a table of translations from the old to the new salary structure. It also explains the salary increases, in percentage terms, brought about jointly by the recognition of experience process and the translation to the new scales.

**Key features of the salary structure**

2. The salary structure incorporates just notches, and not notches and levels, as in the past. This simplification is linked to a less rigid compartmentalising of the various career paths, and a customisation of salary levels to suit the requirements of individual career paths.
3. The notch-on-notch increment is now 3% throughout, as opposed to the general 1% increments mixed with periodic larger increments that existed in the past. The rules for progression through the notches have changed substantially.
4. The new minimum and maximum salaries per career path are specified in Table 1 below (see the three right-hand columns). The maximum salary values in the middle column are those that would be attained by an educator with a rate of progression through the new notches associated with 'satisfactory' performance. An educator who, through outstanding performance, progressed at a faster rate than the average rate could attain a higher salary, up to the level of the ceiling specified in the final column. The gaps between minimum and maximum values are larger than in the past, mainly in order to ensure that salary progressions continue through to the latter years of the educator's career life. In particular, there is now more scope for salary progression for classroom-based teachers. Table 1 also indicates the old minimum and maximum values that were in force following Government Notice 670 of 2006.
5. Salary progression is linked to the performance of educators. The following criteria apply in this regard:
  - a. An educator who performs at a **satisfactory** level, progresses by **one** salary notch every **two** years.
  - b. An educator who performs at a **good** level, progresses by **two** salary notches every **two** years.
  - c. An educator who performs at an **excellent** level, progresses by **three** salary notches every **two** years.

Due to the fact that 'good' and 'excellent' performance must be verified by assessors external to the school, there is a one year lag in the implementation of the payment for additional notches above the first notch. This means, for instance, that an educator who is classed as 'good' will see the implementation of the first notch increment in the year of the school-based assessment, and the implementation of the second notch increment in the following year (subject to the external verification process). Similarly, an educator who is classed as 'excellent' will see the implementation of the first notch increment in the year

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of the school-based assessment, and the implementation of the second and third notch increments in the following year (again, subject to the external verification process).

6. The above progression criteria are subject to the maximum salary levels appearing in Table 1.

**Table 1: Minimum and maximum values**

<i>Career path</i>	<i>2006 old structure</i>		<i>2008 new structure</i>		
	<i>Minimum salary</i>	<i>Maximum salary</i>	<i>Minimum salary</i>	<i>Maximum salary for 'satisfactory'</i>	<i>Ceiling</i>
<b>General classroom teacher</b>					
Teaching support			51,993	51,993	51,993
Assistant teacher (CDW)			85,937	85,937	85,937
Teacher intern			85,937	85,937	85,937
Teacher M+1/M+2	46,488	74,943	51,993	81,004	81,004
Teacher M+3	79,914	92,781	85,937	99,625	99,625
New entrant			115,492	115,492	115,492
Teacher M+4	99,540	171,393	118,957	221,296	264,238
<b>Specialist (school-based)</b>					
Teaching and learning specialist			169,605	272,166	365,768
Chief teaching and learning specialist			190,891	306,325	399,684
<b>Management (school-based)</b>					
Head of Department	123,624	143,529	146,302	234,772	365,768
Deputy Principal	147,618	171,393	174,693	280,331	399,684
Principal P1	123,624	143,529	146,302	234,772	315,515
Principal P2	147,618	171,393	169,605	272,166	365,768
Principal P3	184,254	213,924	208,592	334,729	424,025
Principal P4	214,953	249,564	241,816	388,043	436,746
Principal P5	258,723	300,375	297,403	449,848	449,848
<b>Specialist (office-based)</b>					
First Education Specialist	147,618	171,393	146,302	234,772	365,768
Senior Education Specialist	147,618	171,393	174,693	280,331	399,684
Deputy Chief Education Specialist	184,254	249,564	214,850	344,771	424,025
Chief Education Specialist	258,723	300,375	288,740	449,848	449,848
Circuit Manager C1			214,850	344,771	424,025
Circuit Manager C2			288,740	436,746	436,746
Circuit Manager C3			334,729	449,848	449,848

**Salaries by career path and notch**

7. Figure 1 represents diagrammatically the minimum and ceiling values per career path appearing in Table 1.



**Translation criteria and results**

8. The translation between the old and the new salary notches is based on the following three criteria:
  - a. The lowest of the new salary levels that is greater than or equal to the old salary of the individual, becomes the new salary of the individual. This ensures that no educator receives a lower salary than before as a result of the translation process.
  - b. If point (a) above results in an increase that is less than **1.00%**, then the next new salary level is used that provides an increase of at least 1.00%.
  - c. If the above two points result in a new salary that is below what one would expect as a minimum, in accordance with Table 1, and taking into account job titles and old levels, then the minimum value from Table 1 is used.
9. Table 2 to Table 6 below specify the translation between old and new salaries, in accordance with the criteria in paragraph 8. These tables indicate the following:
  - The 2006/2007 salary level.
  - The 2006/2007 salary notch.
  - 2006 salary value before the 2007 general adjustment (as specified in Government Notice 670 of 2006) (A).
  - The new salary value of 2007 after the 7.50% general adjustment (B).
  - The new salary value in the new salary structure (C).
  - The percentage increase between A and C.
  - The percentage increase between B and C.
  - The number of employees in this category, according to Persal in 2007.
10. The average increase for all educators from the translation process is **4.1%**.

Importantly, the tables do not provide details on the increases that precede the translation to the new structure, and that relate to recognition of experience. Such details are provided in a separate table (see Annexure A).

**Table 2: Table of old and new salaries (teachers)**

<i>Old level</i>	<i>Old notch</i>	<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>C 2007 new salary</i>	<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head- count</i>
3	1	46,488	49,974	51,993	11.8%	4.0%	4,744
	2	46,956	50,478	51,993	10.7%	3.0%	128
	3	47,424	50,982	51,993	9.6%	2.0%	52
	4	47,898	51,489	53,553	11.8%	4.0%	51
	5	48,381	52,011	53,553	10.7%	3.0%	63
	6	48,861	52,527	53,553	9.6%	2.0%	128
	7	49,350	53,052	55,160	11.8%	4.0%	637
	8	49,845	53,583	55,160	10.7%	2.9%	1,401
	9	50,343	54,120	55,160	9.6%	1.9%	16
	10	50,844	54,657	56,815	11.7%	3.9%	1,209
	11	51,357	55,209	56,815	10.6%	2.9%	3
	12	51,867	55,758	56,815	9.5%	1.9%	43
	13	52,389	56,319	58,519	11.7%	3.9%	29
	14	52,914	56,883	58,519	10.6%	2.9%	2
	15	53,442	57,450	58,519	9.5%	1.9%	11
	16	53,982	58,032	60,275	11.7%	3.9%	72
4	1	54,561	58,653	60,275	10.5%	2.8%	477
	2	55,107	59,241	60,275	9.4%	1.7%	135
	3	55,659	59,832	62,083	11.5%	3.8%	57
	4	56,214	60,429	62,083	10.4%	2.7%	35
	5	56,781	61,041	62,083	9.3%	1.7%	38
	6	57,342	61,644	63,945	11.5%	3.7%	137
	7	57,918	62,262	63,945	10.4%	2.7%	445
	8	58,503	62,892	63,945	9.3%	1.7%	870
	9	59,085	63,516	65,864	11.5%	3.7%	20
	10	59,673	64,149	65,864	10.4%	2.7%	989
	11	60,273	64,794	65,864	9.3%	1.7%	61
	12	60,876	65,442	67,840	11.4%	3.7%	36
	13	61,485	66,096	67,840	10.3%	2.6%	2
	14	62,103	66,762	67,840	9.2%	1.6%	24
	15	62,718	67,422	69,875	11.4%	3.6%	26
	16	63,348	68,100	69,875	10.3%	2.6%	182
5	1	64,548	69,390	71,971	11.5%	3.7%	91
	2	65,199	70,089	71,971	10.4%	2.7%	25
	3	65,847	70,785	71,971	9.3%	1.7%	10
	4	66,507	71,496	74,130	11.5%	3.7%	9
	5	67,173	72,210	74,130	10.4%	2.7%	19
	6	67,848	72,936	74,130	9.3%	1.6%	117
	7	68,526	73,665	76,354	11.4%	3.7%	806
	8	69,210	74,400	76,354	10.3%	2.6%	1,177
	9	69,903	75,147	76,354	9.2%	1.6%	25
	10	70,599	75,894	78,645	11.4%	3.6%	756
	11	71,310	76,659	78,645	10.3%	2.6%	40
	12	72,021	77,424	78,645	9.2%	1.6%	11
	13	72,741	78,198	81,004	11.4%	3.6%	5
	14	73,470	78,981	81,004	10.3%	2.6%	24
	15	74,205	79,770	81,004	9.2%	1.5%	91
	16	74,943	80,565	83,434	11.3%	3.6%	219
	17	75,687	81,363	83,434	10.2%	2.5%	20

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<i>Old level</i>	<i>Old notch</i>	<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>C 2007 new salary</i>	<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head- count</i>
6	1	79,914	85,908	88,515	10.8%	3.0%	11,580
	2	80,712	86,766	88,515	9.7%	2.0%	14,362
	3	81,519	87,633	88,515	8.6%	1.0%	4,216
	4	82,332	88,506	91,171	10.7%	3.0%	4,587
	5	83,157	89,394	91,171	9.6%	2.0%	5,227
	6	83,988	90,288	93,906	11.8%	4.0%	2,648
	7	84,831	91,194	93,906	10.7%	3.0%	1,642
	8	85,683	92,109	93,906	9.6%	2.0%	1,597
	9	86,538	93,027	96,723	11.8%	4.0%	644
	10	87,399	93,954	96,723	10.7%	2.9%	2,001
	11	88,278	94,899	96,723	9.6%	1.9%	3,578
	12	89,160	95,847	99,625	11.7%	3.9%	4,583
	13	90,054	96,807	99,625	10.6%	2.9%	5,461
	14	90,954	97,776	99,625	9.5%	1.9%	5,962
	15	91,863	98,754	102,614	11.7%	3.9%	3,036
	16	92,781	99,741	102,614	10.6%	2.9%	6,556
7	1	99,540	107,007	118,957	19.5%	11.2%	14,324
	2	100,539	108,078	118,957	18.3%	10.1%	11,699
	3	101,544	109,161	118,957	17.1%	9.0%	5,125
	4	102,561	110,253	118,957	16.0%	7.9%	6,057
	5	103,587	111,357	118,957	14.8%	6.8%	9,354
	6	104,622	112,470	118,957	13.7%	5.8%	8,724
	7	105,669	113,595	118,957	12.6%	4.7%	7,425
	8	106,731	114,735	118,957	11.5%	3.7%	6,775
	9	107,799	115,884	118,957	10.4%	2.7%	1,662
	10	108,876	117,042	118,957	9.3%	1.6%	6,528
	11	109,962	118,209	122,526	11.4%	3.7%	7,813
	12	111,060	119,391	122,526	10.3%	2.6%	10,379
	13	112,173	120,585	122,526	9.2%	1.6%	10,641
	14	113,295	121,791	126,202	11.4%	3.6%	8,577
	15	114,432	123,015	126,202	10.3%	2.6%	15,113
	16	115,575	124,242	126,202	9.2%	1.6%	9,772
	17	116,889	125,655	129,988	11.2%	3.4%	9,850
8	1	123,624	132,897	137,904	11.6%	3.8%	2,119
	2	124,863	134,229	137,904	10.4%	2.7%	12,934
	3	126,114	135,573	137,904	9.3%	1.7%	1,298
	4	127,371	136,923	142,041	11.5%	3.7%	2,653
	5	128,646	138,294	142,041	10.4%	2.7%	3,278
	6	129,936	139,680	142,041	9.3%	1.7%	12,595
	7	131,235	141,078	146,302	11.5%	3.7%	946
	8	132,546	142,488	146,302	10.4%	2.7%	602
	9	133,872	143,913	146,302	9.3%	1.7%	197
	10	135,213	145,353	150,691	11.4%	3.7%	561
	11	136,563	146,805	150,691	10.3%	2.6%	142
	12	137,928	148,272	150,691	9.3%	1.6%	609
	13	139,305	149,754	155,212	11.4%	3.6%	1,030
	14	140,703	151,257	155,212	10.3%	2.6%	1,372
	15	142,113	152,772	155,212	9.2%	1.6%	378
	16	143,529	154,293	159,869	11.4%	3.6%	5,205

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<i>Old level</i>	<i>Old notch</i>	<i>C</i>			<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head-count</i>
		<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>2007 new salary</i>			
9	1	147,618	158,688	164,665	11.5%	3.8%	728
	2	149,094	160,275	164,665	10.4%	2.7%	1,840
	3	150,591	161,886	164,665	9.3%	1.7%	92
	4	152,097	163,503	169,605	11.5%	3.7%	55
	5	153,618	165,138	169,605	10.4%	2.7%	56
	6	155,154	166,791	169,605	9.3%	1.7%	46
	7	156,711	168,465	174,693	11.5%	3.7%	23
	8	158,280	170,151	174,693	10.4%	2.7%	8
	9	159,861	171,852	174,693	9.3%	1.7%	8
	10	161,463	173,574	179,934	11.4%	3.7%	15
	11	163,074	175,305	179,934	10.3%	2.6%	9
	12	164,703	177,057	179,934	9.2%	1.6%	5
	13	166,353	178,830	185,332	11.4%	3.6%	3
	14	168,015	180,615	185,332	10.3%	2.6%	1
	15	169,698	182,424	185,332	9.2%	1.6%	2
	16	171,393	184,248	190,891	11.4%	3.6%	1
	17	172,905	185,874	190,891	10.4%	2.7%	1
	18	178,323	191,697	196,618	10.3%	2.6%	0

**Table 3: Table of old and new salaries (Heads of Department)**

<i>Old level</i>	<i>Old notch</i>	<i>C</i>			<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head-count</i>
		<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>2007 new salary</i>			
8	1	123,624	132,897	146,302	18.3%	10.1%	6,613
	2	124,863	134,229	146,302	17.2%	9.0%	2,659
	3	126,114	135,573	146,302	16.0%	7.9%	1,410
	4	127,371	136,923	146,302	14.9%	6.8%	1,958
	5	128,646	138,294	146,302	13.7%	5.8%	7,387
	6	129,936	139,680	146,302	12.6%	4.7%	7,440
	7	131,235	141,078	146,302	11.5%	3.7%	3,859
	8	132,546	142,488	146,302	10.4%	2.7%	1,359
	9	133,872	143,913	146,302	9.3%	1.7%	674
	10	135,213	145,353	150,691	11.4%	3.7%	736
	11	136,563	146,805	150,691	10.3%	2.6%	28
	12	137,928	148,272	150,691	9.3%	1.6%	54
	13	139,305	149,754	155,212	11.4%	3.6%	312
	14	140,703	151,257	155,212	10.3%	2.6%	411
	15	142,113	152,772	155,212	9.2%	1.6%	190
	16	143,529	154,293	159,869	11.4%	3.6%	1,117
9	1	147,618	158,688	164,665	11.5%	3.8%	299
	2	149,094	160,275	164,665	10.4%	2.7%	1,632
	3	150,591	161,886	164,665	9.3%	1.7%	56
	4	152,097	163,503	169,605	11.5%	3.7%	229
	5	153,618	165,138	169,605	10.4%	2.7%	506
	6	155,154	166,791	169,605	9.3%	1.7%	1,529
	7	156,711	168,465	174,693	11.5%	3.7%	308
	8	158,280	170,151	174,693	10.4%	2.7%	278
	9	159,861	171,852	174,693	9.3%	1.7%	31
	10	161,463	173,574	179,934	11.4%	3.7%	349
	11	163,074	175,305	179,934	10.3%	2.6%	420
	12	164,703	177,057	179,934	9.2%	1.6%	573
	13	166,353	178,830	185,332	11.4%	3.6%	32
	14	168,015	180,615	185,332	10.3%	2.6%	935
	15	169,698	182,424	185,332	9.2%	1.6%	210
	16	171,393	184,248	190,891	11.4%	3.6%	1,337
	17	172,905	185,874	190,891	10.4%	2.7%	14
	18	178,323	191,697	196,618	10.3%	2.6%	78

**Table 4: Table of old and new salaries (Deputy Principals)**

<i>Old level</i>	<i>Old notch</i>	<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>C 2007 new salary</i>	<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head- count</i>
9	1	147,618	158,688	174,693	18.3%	10.1%	1,671
	2	149,094	160,275	174,693	17.2%	9.0%	859
	3	150,591	161,886	174,693	16.0%	7.9%	726
	4	152,097	163,503	174,693	14.9%	6.8%	791
	5	153,618	165,138	174,693	13.7%	5.8%	1,558
	6	155,154	166,791	174,693	12.6%	4.7%	1,883
	7	156,711	168,465	174,693	11.5%	3.7%	1,026
	8	158,280	170,151	174,693	10.4%	2.7%	198
	9	159,861	171,852	174,693	9.3%	1.7%	155
	10	161,463	173,574	179,934	11.4%	3.7%	148
	11	163,074	175,305	179,934	10.3%	2.6%	270
	12	164,703	177,057	179,934	9.2%	1.6%	172
	13	166,353	178,830	185,332	11.4%	3.6%	57
	14	168,015	180,615	185,332	10.3%	2.6%	246
	15	169,698	182,424	185,332	9.2%	1.6%	137
	16	171,393	184,248	190,891	11.4%	3.6%	466
	17	172,905	185,874	190,891	10.4%	2.7%	6
	18	178,323	191,697	196,618	10.3%	2.6%	21
10	1	184,254	198,072	202,517	9.9%	2.2%	305
	2	186,099	200,055	202,517	8.8%	1.2%	433
	3	187,962	202,059	208,592	11.0%	3.2%	106
	4	189,840	204,078	208,592	9.9%	2.2%	16
	5	191,742	206,124	208,592	8.8%	1.2%	46
	6	193,662	208,188	214,850	10.9%	3.2%	321
	7	195,600	210,270	214,850	9.8%	2.2%	43
	8	197,550	212,367	214,850	8.8%	1.2%	78
	9	199,533	214,497	221,296	10.9%	3.2%	2
	10	201,525	216,639	221,296	9.8%	2.1%	211
	11	203,541	218,808	221,296	8.7%	1.1%	2
	12	205,578	220,995	227,934	10.9%	3.1%	3
	13	207,627	223,200	227,934	9.8%	2.1%	1
	14	209,706	225,435	227,934	8.7%	1.1%	0
	15	211,809	227,694	234,772	10.8%	3.1%	6
	16	213,924	229,968	234,772	9.7%	2.1%	71

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**Table 5: Table of old and new salaries (Principals)**

Old level	Old notch	C			% increase A to C	% increase B to C	Head- count
		A 2006 old salary	B 2007 old salary	2007 new salary			
8	1	123,624	132,897	146,302	18.3%	10.1%	208
	2	124,863	134,229	146,302	17.2%	9.0%	211
	3	126,114	135,573	146,302	16.0%	7.9%	139
	4	127,371	136,923	146,302	14.9%	6.8%	178
	5	128,646	138,294	146,302	13.7%	5.8%	291
	6	129,936	139,680	146,302	12.6%	4.7%	351
	7	131,235	141,078	146,302	11.5%	3.7%	213
	8	132,546	142,488	146,302	10.4%	2.7%	171
	9	133,872	143,913	146,302	9.3%	1.7%	38
	10	135,213	145,353	150,691	11.4%	3.7%	48
	11	136,563	146,805	150,691	10.3%	2.6%	4
	12	137,928	148,272	150,691	9.3%	1.6%	22
	13	139,305	149,754	155,212	11.4%	3.6%	93
	14	140,703	151,257	155,212	10.3%	2.6%	99
	15	142,113	152,772	155,212	9.2%	1.6%	4
	16	143,529	154,293	159,869	11.4%	3.6%	358
9	1	147,618	158,688	169,605	14.9%	6.9%	1,032
	2	149,094	160,275	169,605	13.8%	5.8%	1,073
	3	150,591	161,886	169,605	12.6%	4.8%	421
	4	152,097	163,503	169,605	11.5%	3.7%	467
	5	153,618	165,138	169,605	10.4%	2.7%	930
	6	155,154	166,791	169,605	9.3%	1.7%	1,057
	7	156,711	168,465	174,693	11.5%	3.7%	823
	8	158,280	170,151	174,693	10.4%	2.7%	479
	9	159,861	171,852	174,693	9.3%	1.7%	70
	10	161,463	173,574	179,934	11.4%	3.7%	313
	11	163,074	175,305	179,934	10.3%	2.6%	269
	12	164,703	177,057	179,934	9.2%	1.6%	322
	13	166,353	178,830	185,332	11.4%	3.6%	27
	14	168,015	180,615	185,332	10.3%	2.6%	189
	15	169,698	182,424	185,332	9.2%	1.6%	192
	16	171,393	184,248	190,891	11.4%	3.6%	717
	17	172,905	185,874	190,891	10.4%	2.7%	3
	18	178,323	191,697	196,618	10.3%	2.6%	390
10	1	184,254	198,072	208,592	13.2%	5.3%	1,434
	2	186,099	200,055	208,592	12.1%	4.3%	2,426
	3	187,962	202,059	208,592	11.0%	3.2%	206
	4	189,840	204,078	208,592	9.9%	2.2%	370
	5	191,742	206,124	208,592	8.8%	1.2%	521
	6	193,662	208,188	214,850	10.9%	3.2%	528
	7	195,600	210,270	214,850	9.8%	2.2%	564
	8	197,550	212,367	214,850	8.8%	1.2%	210
	9	199,533	214,497	221,296	10.9%	3.2%	66
	10	201,525	216,639	221,296	9.8%	2.1%	265
	11	203,541	218,808	221,296	8.7%	1.1%	69
	12	205,578	220,995	227,934	10.9%	3.1%	167
	13	207,627	223,200	227,934	9.8%	2.1%	154
	14	209,706	225,435	227,934	8.7%	1.1%	33
	15	211,809	227,694	234,772	10.8%	3.1%	319
	16	213,924	229,968	234,772	9.7%	2.1%	816

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<i>Old level</i>	<i>Old notch</i>	<i>C</i>			<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head-count</i>
		<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>2007 new salary</i>			
11	1	214,953	231,075	241,816	12.5%	4.6%	737
	2	217,104	233,388	241,816	11.4%	3.6%	2,322
	3	219,273	235,719	241,816	10.3%	2.6%	13
	4	221,466	238,077	241,816	9.2%	1.6%	139
	5	223,683	240,459	249,070	11.3%	3.6%	9
	6	225,921	242,865	249,070	10.2%	2.6%	74
	7	228,180	245,295	249,070	9.2%	1.5%	102
	8	230,463	247,749	256,542	11.3%	3.5%	108
	9	232,770	250,227	256,542	10.2%	2.5%	7
	10	235,098	252,729	256,542	9.1%	1.5%	226
	11	237,450	255,258	264,238	11.3%	3.5%	2
	12	239,826	257,814	264,238	10.2%	2.5%	0
	13	242,226	260,394	264,238	9.1%	1.5%	1
	14	244,647	262,995	272,166	11.2%	3.5%	18
	15	247,095	265,626	272,166	10.1%	2.5%	19
	16	249,564	268,281	272,166	9.1%	1.4%	65
12	1	258,723	278,127	297,403	15.0%	6.9%	52
	2	261,312	280,911	297,403	13.8%	5.9%	162
	3	263,922	283,716	297,403	12.7%	4.8%	1
	4	266,562	286,554	297,403	11.6%	3.8%	24
	5	269,229	289,422	297,403	10.5%	2.8%	2
	6	271,920	292,314	297,403	9.4%	1.7%	1
	7	274,635	295,233	306,325	11.5%	3.8%	3
	8	277,386	298,191	306,325	10.4%	2.7%	0
	9	280,158	301,170	306,325	9.3%	1.7%	0
	10	282,957	304,179	315,515	11.5%	3.7%	0
	11	285,789	307,224	315,515	10.4%	2.7%	0
	12	288,648	310,296	315,515	9.3%	1.7%	0
	13	291,537	313,401	324,980	11.5%	3.7%	0
	14	294,450	316,533	324,980	10.4%	2.7%	0
	15	297,396	319,701	324,980	9.3%	1.7%	0
	16	300,375	322,902	334,729	11.4%	3.7%	0

**Table 6: Table of old and new salaries (Office-based educators)**

<i>Old level</i>	<i>Old notch</i>	<i>C</i>			<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head-count</i>
		<i>A 2006 old salary</i>	<i>B 2007 old salary</i>	<i>2007 new salary</i>			
8	1	123,624	132,897	137,904	11.6%	3.8%	24
	2	124,863	134,229	137,904	10.4%	2.7%	17
	3	126,114	135,573	137,904	9.3%	1.7%	27
	4	127,371	136,923	142,041	11.5%	3.7%	25
	5	128,646	138,294	142,041	10.4%	2.7%	14
	6	129,936	139,680	142,041	9.3%	1.7%	30
	7	131,235	141,078	146,302	11.5%	3.7%	14
	8	132,546	142,488	146,302	10.4%	2.7%	1
	9	133,872	143,913	146,302	9.3%	1.7%	4
	10	135,213	145,353	150,691	11.4%	3.7%	3
	11	136,563	146,805	150,691	10.3%	2.6%	5
	12	137,928	148,272	150,691	9.3%	1.6%	8
	13	139,305	149,754	155,212	11.4%	3.6%	2
	14	140,703	151,257	155,212	10.3%	2.6%	2
	15	142,113	152,772	155,212	9.2%	1.6%	0
	16	143,529	154,293	159,869	11.4%	3.6%	27

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Old level	Old notch	C			% increase A to C	% increase B to C	Head- count
		A 2006 old salary	B 2007 old salary	2007 new salary			
9	1	147,618	158,688	164,665	11.5%	3.8%	691
	2	149,094	160,275	164,665	10.4%	2.7%	308
	3	150,591	161,886	164,665	9.3%	1.7%	173
	4	152,097	163,503	169,605	11.5%	3.7%	219
	5	153,618	165,138	169,605	10.4%	2.7%	337
	6	155,154	166,791	169,605	9.3%	1.7%	200
	7	156,711	168,465	174,693	11.5%	3.7%	170
	8	158,280	170,151	174,693	10.4%	2.7%	63
	9	159,861	171,852	174,693	9.3%	1.7%	50
	10	161,463	173,574	179,934	11.4%	3.7%	78
	11	163,074	175,305	179,934	10.3%	2.6%	97
	12	164,703	177,057	179,934	9.2%	1.6%	46
	13	166,353	178,830	185,332	11.4%	3.6%	40
	14	168,015	180,615	185,332	10.3%	2.6%	102
	15	169,698	182,424	185,332	9.2%	1.6%	67
	16	171,393	184,248	190,891	11.4%	3.6%	226
	17	172,905	185,874	190,891	10.4%	2.7%	5
	18	178,323	191,697	196,618	10.3%	2.6%	15
10	1	184,254	198,072	202,517	9.9%	2.2%	371
	2	186,099	200,055	202,517	8.8%	1.2%	369
	3	187,962	202,059	208,592	11.0%	3.2%	149
	4	189,840	204,078	208,592	9.9%	2.2%	178
	5	191,742	206,124	208,592	8.8%	1.2%	244
	6	193,662	208,188	214,850	10.9%	3.2%	194
	7	195,600	210,270	214,850	9.8%	2.2%	221
	8	197,550	212,367	214,850	8.8%	1.2%	57
	9	199,533	214,497	221,296	10.9%	3.2%	20
	10	201,525	216,639	221,296	9.8%	2.1%	74
	11	203,541	218,808	221,296	8.7%	1.1%	34
	12	205,578	220,995	227,934	10.9%	3.1%	51
	13	207,627	223,200	227,934	9.8%	2.1%	52
	14	209,706	225,435	227,934	8.7%	1.1%	25
	15	211,809	227,694	234,772	10.8%	3.1%	91
	16	213,924	229,968	234,772	9.7%	2.1%	209
11	1	214,953	231,075	234,772	9.2%	1.6%	21
	2	217,104	233,388	241,816	11.4%	3.6%	9
	3	219,273	235,719	241,816	10.3%	2.6%	1
	4	221,466	238,077	241,816	9.2%	1.6%	6
	5	223,683	240,459	249,070	11.3%	3.6%	1
	6	225,921	242,865	249,070	10.2%	2.6%	0
	7	228,180	245,295	249,070	9.2%	1.5%	2
	8	230,463	247,749	256,542	11.3%	3.5%	2
	9	232,770	250,227	256,542	10.2%	2.5%	0
	10	235,098	252,729	256,542	9.1%	1.5%	0
	11	237,450	255,258	264,238	11.3%	3.5%	0
	12	239,826	257,814	264,238	10.2%	2.5%	0
	13	242,226	260,394	264,238	9.1%	1.5%	1
	14	244,647	262,995	272,166	11.2%	3.5%	1
	15	247,095	265,626	272,166	10.1%	2.5%	1
	16	249,564	268,281	272,166	9.1%	1.4%	0

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<i>Old level</i>	<i>Old notch</i>	<i>C</i>			<i>% increase A to C</i>	<i>% increase B to C</i>	<i>Head-count</i>
		<i>A</i> <i>2006 old salary</i>	<i>B</i> <i>2007 old salary</i>	<i>2007 new salary</i>			
12	1	258,723	278,127	288,740	11.6%	3.8%	1
	2	261,312	280,911	288,740	10.5%	2.8%	1
	3	263,922	283,716	288,740	9.4%	1.8%	0
	4	266,562	286,554	297,403	11.6%	3.8%	0
	5	269,229	289,422	297,403	10.5%	2.8%	3
	6	271,920	292,314	297,403	9.4%	1.7%	0
	7	274,635	295,233	306,325	11.5%	3.8%	0
	8	277,386	298,191	306,325	10.4%	2.7%	0
	9	280,158	301,170	306,325	9.3%	1.7%	0
	10	282,957	304,179	315,515	11.5%	3.7%	0
	11	285,789	307,224	315,515	10.4%	2.7%	0
	12	288,648	310,296	315,515	9.3%	1.7%	0
	13	291,537	313,401	324,980	11.5%	3.7%	0
	14	294,450	316,533	324,980	10.4%	2.7%	0
	15	297,396	319,701	324,980	9.3%	1.7%	0
	16	300,375	322,902	334,729	11.4%	3.7%	1

The next table describes the percentage increases experienced by teachers if we consider the effects of the recognition of experience adjustment process and the translation to the new salary structure jointly. The number of teachers in Table 7 corresponds to the number of teachers in Table 2 above. The average increase in the pay of these teachers is 6.0%.

**Table 7: Distribution of recognition plus translation improvements for teachers**

<i>Improvement</i>	<i>Number of teachers</i>	<i>% of all teachers</i>
From 0.0% to 1.0%	0	0.0%
From 1.0% to 2.0%	40,707	13.9%
From 2.0% to 3.0%	48,269	16.5%
From 3.0% to 4.0%	48,366	16.6%
From 4.0% to 5.0%	25,784	8.8%
From 5.0% to 6.0%	13,939	4.8%
From 6.0% to 7.0%	17,946	6.1%
From 7.0% to 8.0%	16,254	5.6%
From 8.0% to 9.0%	12,522	4.3%
From 9.0% to 10.0%	8,456	2.9%
From 10.0% to 11.0%	13,907	4.8%
From 11.0% to 12.0%	25,258	8.7%
From 12.0% to 13.0%	3,808	1.3%
From 13.0% to 14.0%	4,420	1.5%
From 14.0% to 15.0%	2,656	0.9%
From 15.0% to 20.0%	4,573	1.6%
From 20.0% to 40.0%	5,004	1.7%
From 40.0% to 60.0%	9	0.0%
<b>Total</b>	<b>291,878</b>	<b>100.0%</b>

A separate table (see Annexure A) provides information on how many teachers move from one salary notch (the row headings in Annexure A) to another salary notch (the column headings) in the old 2007 structure due to recognition of experience, and what the resultant salary notches translate to in the new structure (top column heading). Annexure A also specifies for each group of teachers what the overall percentage increase in the salary is that results from the combined effect of (a) the recognition of experience adjustments and (b) translation to the new salary structure.