

ANNEXURE:

EXAMPLES OF HOW EDUCATOR SALARIES WILL INCREASE FOR 2021 - ALSO TAKING INTO ACCOUNT THE REVISED WAGE OFFER

MARCH 2021 CPI = 3.2%

R978,00 Monthly payment for 12 months

Post level 1	Notch (old)		R278 640	11 736	4,2%	Proposal - fixed amount not linked to basic salary
	Min	85				
				4 180	1,5%	Pay Progression - increase in basic salary
				15 916	5,7%	Increase as a % of basic salary
				543	0,2%	Employer pension contribution increase
				348	0,1%	Annual bonus increase
				2 880	1,0%	Employer medical aid increase (Member +1)
				703	0,3%	Housing increase
				20 390	7,3%	Total increase in salary as a % of basic
Middle	127		R417 315	11 736	2,8%	Proposal - fixed amount not linked to basic salary
				6 260	1,5%	Pay Progression - increase in basic salary
				17 996	4,3%	Increase as a % of basic salary
				814	0,2%	Employer pension contribution increase
				522	0,1%	Annual bonus increase
				2 880	0,7%	Employer medical aid increase (Member +1)
				703	0,2%	Housing increase
				22 914	5,5%	Total increase in salary as a % of basic
Max	168		R618 816	11 736	1,9%	Proposal - fixed amount not linked to basic salary
				9 282	1,5%	Pay Progression - increase in basic salary
				21 018	3,4%	Increase as a % of basic salary
				1 207	0,2%	Employer pension contribution increase
				774	0,1%	Annual bonus increase
				2 880	0,5%	Employer medical aid increase (Member +1)
				703	0,1%	Housing increase
				26 582	4,3%	Total increase in salary as a % of basic

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Post level 4 Principal 1	Min	108	R346 995			
				11 736	3,4%	Proposal - fixed amount not linked to basic salary
				5 205	1,5%	Pay Progression - increase in basic salary
				16 941	4,9%	Increase as a % of basic salary
				677	0,2%	Employer pension contribution increase
				434	0,1%	Annual bonus increase
				2 880	0,8%	Employer medical aid increase (Member +1)
				703	0,2%	Housing increase
				21 634	6,2%	Total increase in salary as a % of basic
	Middle	147	R509 184			
				11 736	2,3%	Proposal - fixed amount not linked to basic salary
				7 638	1,5%	Pay Progression - increase in basic salary
				19 374	3,8%	Increase as a % of basic salary
				993	0,2%	Employer pension contribution increase
				636	0,1%	Annual bonus increase
				2 880	0,6%	Employer medical aid increase (Member +1)
				703	0,1%	Housing increase
				24 586	4,8%	Total increase in salary as a % of basic
	Max	186	R741 196			
				11 736	1,6%	Proposal - fixed amount not linked to basic salary
				11 118	1,5%	Pay Progression - increase in basic salary
				22 854	3,1%	Increase as a % of basic salary
				1 445	0,2%	Employer pension contribution increase
				926	0,1%	Annual bonus increase
				2 880	0,4%	Employer medical aid increase (Member +1)
				703	0,1%	Housing increase
				28 809	3,9%	Total increase in salary as a % of basic

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Post level 4 Principal 2	Min	126	R413 169						
				11 736	2,8%	Proposal - fixed amount not linked to basic salary			
				6 198	1,5%	Pay Progression - increase in basic salary			
				17 934	4,3%	Increase as a % of basic salary			
				806	0,2%	Employer pension contribution increase			
				516	0,1%	Annual bonus increase			
				2 880	0,7%	Employer medical aid increase (Member +1)			
				703	0,2%	Housing increase			
				22 839	5,5%	Total increase in salary as a % of basic			
	Middle	164	R594 675						
				11 736	2,0%	Proposal - fixed amount not linked to basic salary			
				8 920	1,5%	Pay Progression - increase in basic salary			
				20 656	3,5%	Increase as a % of basic salary			
				1 160	0,2%	Employer pension contribution increase			
				743	0,1%	Annual bonus increase			
				2 880	0,5%	Employer medical aid increase (Member +1)			
				703	0,1%	Housing increase			
				26 142	4,4%	Total increase in salary as a % of basic			
	Max	201	R859 332						
				11 736	1,4%	Proposal - fixed amount not linked to basic salary			
				12 890	1,5%	Pay Progression - increase in basic salary			
				24 626	2,9%	Increase as a % of basic salary			
				1 676	0,2%	Employer pension contribution increase			
				1 074	0,1%	Annual bonus increase			
				2 880	0,3%	Employer medical aid increase (Member +1)			
				703	0,1%	Housing increase			
				30 959	3,6%	Total increase in salary as a % of basic			

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Post level 4 Principal 5	Min	180	R697 284	11 736	1,7% Proposal - fixed amount not linked to basic salary
				10 459	1,5% Pay Progression - increase in basic salary
				22 195	3,2% Increase as a % of basic salary
				1 360	0,2% Employer pension contribution increase
				872	0,1% Annual bonus increase
				2 880	0,4% Employer medical aid increase (Member +1)
				703	0,1% Housing increase
				28 010	4,0% Total increase in salary as a % of basic
Middle	201	R859 332	11 736	1,4% Proposal - fixed amount not linked to basic salary	
			12 890	1,5% Pay Progression - increase in basic salary	
			24 626	2,9% Increase as a % of basic salary	
			1 676	0,2% Employer pension contribution increase	
			1 074	0,1% Annual bonus increase	
			2 880	0,3% Employer medical aid increase (Member +1)	
			703	0,1% Housing increase	
			30 959	3,6% Total increase in salary as a % of basic	
Max	221	R1 050 657	11 736	1,1% Proposal - fixed amount not linked to basic salary	
			15 760	1,5% Pay Progression - increase in basic salary	
			27 496	2,6% Increase as a % of basic salary	
			2 049	0,2% Employer pension contribution increase	
			1 313	0,1% Annual bonus increase	
			2 880	0,3% Employer medical aid increase (Member +1)	
			703	0,1% Housing increase	
			34 441	3,3% Total increase in salary as a % of basic	