

Minimum and Maximum Notches 2023

School-based

General Classroom Teacher (PL1)

Notches

	REQV	Min	Max
	10,11,12	5	105
Teacher	13	107	267
Teacher	14+	163	325
Senior Teacher	13	199	267
Master Teacher	13	231	267
Senior Teacher	14	199	325
Master Teacher	14+	231	325

School Manager

	Post level	Min	Max
Departmental Head	2	209	391
Deputy Principal	3	243	407
Principal 1	4	209	361
Principal 2	4	243	391
Principal 3	4	279	419
Principal 4	4	307	425
Principal 5	4	349	431

Office-based

Specialist

	Post level	Min	Max
Ed Specialist	2	209	391
Senior Ed Specialist	3	243	407
Deputy Chief Ed Specialist	5	285	419
Chief Ed Specialist	6	343	431

Minimum Salary Notches 2023

School-based

General Classroom Teacher (PL1)

	REQV	Min starting Salary Notch	Salary per annum 2023
	10,11,12	5	147 849
Teacher	13	107	239 409
Teacher	14+	163	313 734
Senior Teacher	13	199	369 669
Master Teacher	13	231	430 827
Senior Teacher	14	199	369 669
Master Teacher	14+	231	430 827

School Manager

	Post level	Min	Salary per annum 2023
Departmental Head	2	209	388 521
Deputy Principal	3	243	459 594
Principal 1	4	209	388 521
Principal 2	4	243	459 594
Principal 3	4	279	548 205
Principal 4	4	307	632 835
Principal 5	4	349	771 981

Office-based

Specialist

	Post level	Min	Salary per annum 2023
Ed Specialist	2	209	388 521
Senior Ed Specialist	3	243	459 594
Deputy Chief Ed Specialist	5	285	564 798
Chief Ed Specialist	6	343	749 277

RELATIVE EDUCATION QUALIFICATION VALUE (REQV)

PAM DOCUMENT (Chapter A B.1 p59-60)

B.1.1 Definition: A relative value is attached to an approved qualification or combination of qualifications in accordance with the measures as set out in the policy document “*Criteria for the Evaluation and Recognition of Qualifications for Employment in Education*” obtainable from DBE.

Note: The recognition of diplomas for salary purposes is restricted to not more than two recognized post Grade 12 diplomas, to a maximum of REQV 15.

B.1.2 Requirements in Respect of REQV

REQV	Educational Value
10	Grade 12 and lower without a teacher’s qualification – diploma
11	Grade 8,9,10 or 11 plus a teacher’s qualification - diploma
12	Grade 12 plus one- or two-years relevant training - diploma
13	Grade 12 plus three years relevant training - diploma
14	Grade 12 plus four years relevant training – B.ed degree or Diploma + ACE or PGCE
15	Grade 12 plus five years relevant training – B. Ed degree + Honours (in Education) Recognition of qualification with 10% cash allowance of notch 163
16	Grade 12 plus six years relevant training. Only professionally qualified educators can be classified, provided that such a person are in possession of a recognised completed degree. B. Ed degree + Honours (in Education) + Masters (In Education) Recognition of qualification with 10% cash allowance of notch 163
17	Grade 12 plus seven years relevant training. Only professionally qualified educators can be classified, provided that such a person is in possession of a recognised completed degree. B. Ed degree + Honours (in Education) + Masters (In Education) + Doctorate (in Education)