



NAPTOSA Gauteng

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NF Gauteng FET 1/14

NEWS FLASH

Lecturers - Salary Increase estimated at 7,4%: Draft Translation tables – Effective 1 April 2014

The table below indicates the revised salary scale for lecturers. The General Salary Increase (called a Cost of Living adjustment) will be published by the Minister of Higher Education and Training in a Government Gazette. *In the meantime we provide these draft translation tables calculated by the Union. NB See the notes on Page 2 for an explanation. Please wait until NAPTOSA confirms that the final percentage is 7,4 before implementing.*

Nch	1 April '13		1 April '14		Nch	1 April '13		1 April '14		Nch	1 April '13		1 April '14		Inclusive Packages		
	1 Apr '13	1 April '14	1 Apr '13	1 April '14		1 Apr '13	1 April '14	1 Apr '13	1 April '14		Nch	1 April '13	1 April '14	Nch	1 April '13	1 April '14	
1	81 741	87 789	60	145 701	156 483	119	258 546	277 677	178	462 939	497 196	1	522 426	561 087			
2	82 560	88 668	61	147 159	158 049	120	261 132	280 455	179	467 574	502 173	2	527 643	566 688			
3	83 391	89 562	62	148 641	159 639	121	263 757	283 275	180	472 239	507 186	3	532 920	572 355			
4	84 210	90 441	63	150 114	161 223	122	266 373	286 086	181	476 958	512 253	4	538 254	578 085			
5	85 059	91 353	64	151 611	162 831	123	269 052	288 963	182	481 746	517 395	5	543 633	583 863			
6	85 896	92 253	65	153 123	164 454	124	271 728	291 837	183	486 549	522 555	6	549 057	589 686			
7	86 766	93 186	66	154 659	166 104	125	274 452	294 762	184	491 427	527 793	7	554 556	595 593			
8	87 615	94 098	67	156 225	167 787	126	277 194	297 705	185	496 335	533 064	8	560 097	601 545			
9	88 509	95 058	68	157 770	169 446	127	279 957	300 675	186	501 297	538 392	9	565 695	607 557			
10	89 394	96 009	69	159 357	171 150	128	282 774	303 699	187	506 307	543 774	10	571 350	613 629			
11	90 300	96 981	70	160 944	172 854	129	285 597	306 732	188	511 359	549 201	11	577 065	619 767			
12	91 188	97 935	71	162 561	174 591	130	288 462	309 807	189	516 492	554 712	12	582 828	625 956			
13	92 097	98 913	72	164 181	176 331	131	291 345	312 906	190	521 643	560 244	13	588 660	632 220			
14	93 018	99 900	73	165 831	178 101	132	294 264	316 041	191	526 863	565 581	14	594 537	638 532			
15	93 942	100 893	74	167 487	179 880	133	297 201	319 194	192	532 134	571 512	15	600 486	644 922			
16	94 881	101 901	75	169 164	181 683	134	300 168	322 380	193	537 459	577 230	16	606 495	651 375			
17	95 841	102 933	76	170 850	183 492	135	303 159	325 593	194	542 817	582 984	17	612 549	657 879			
18	96 780	103 941	77	172 557	185 325	136	306 192	328 851	195	548 247	588 816	18	618 672	664 455			
19	97 776	105 012	78	172 710	185 490	137	309 273	332 160	196	553 725	594 702	19	624 855	671 094			
20	98 751	106 059	79	174 453	187 362	138	312 357	335 472	197	559 272	600 657	20	631 098	677 799			
21	99 729	107 109	80	176 193	189 231	139	315 483	338 829	198	564 879	606 681	21	637 410	684 579			
22	100 722	108 174	81	177 957	191 127	140	318 627	342 204	199	570 525	612 744	22	643 785	691 425			
23	101 739	109 269	82	179 736	193 035	141	321 804	345 618	200	576 219	618 858	23	650 217	698 334			
24	102 750	110 355	83	181 539	194 973	142	325 035	349 089	201	581 991	625 059	24	656 721	705 318			
25	103 779	111 459	84	183 351	196 920	143	328 284	352 578	202	587 811	631 308	25	663 288	712 371			
26	104 808	112 563	85	185 184	198 888	144	331 563	356 100	203	593 673	637 605	26	669 921	719 496			
27	104 940	112 707	86	187 029	200 868	145	334 875	359 655	204	599 622	643 995	27	676 617	726 687			
28	105 978	113 820	87	188 895	202 872	146	338 226	363 255	205	605 619	650 436	28	683 388	733 959			
29	107 034	114 954	88	190 797	204 915	147	341 613	366 891	206	611 670	656 934	29	690 213	741 288			
30	108 108	116 109	89	192 699	206 958	148	345 036	370 569	207	617 775	663 489	30	697 113	748 698			
31	109 197	117 279	90	194 637	209 040	149	348 477	374 265	208	623 958	670 131	31	704 085	756 186			
32	110 286	118 446	91	196 572	211 119	150	351 948	377 991	209	630 198	676 833	32	711 117	763 740			
33	111 378	119 619	92	198 546	213 237	151	355 494	381 801	210	636 489	683 589	33	718 236	771 384			
34	112 503	120 828	93	200 532	215 370	152	359 037	385 605	211	642 867	690 438	34	725 415	779 097			
35	113 613	122 019	94	202 536	217 524	153	362 625	389 460	212	649 299	697 347	35	732 666	786 882			
36	114 756	123 249	95	204 561	219 699	154	366 258	393 360	213	655 782	704 310	36	739 989	794 748			
37	115 902	124 479	96	206 601	221 889	155	368 250	395 502	214	662 334	711 348	37	747 384	802 689			
38	117 045	125 706	97	208 662	224 103	156	371 928	399 450	215	668 967	718 470	38	754 857	810 717			
39	118 242	126 993	98	210 732	226 326	157	375 651	403 449	216	675 660	725 658	39	762 411	818 829			
40	119 406	128 241	99	212 862	228 615	158	379 395	407 469	217	682 422	732 921	40	770 028	827 010			
41	120 615	129 540	100	214 989	230 898	159	383 199	411 555	218	689 226	740 229	41	777 732	835 284			
42	121 818	130 833	101	217 137	233 205	160	387 018	415 656	219	696 132	747 645	42	785 508	843 636			
43	123 030	132 135	102	219 297	235 524	161	390 891	419 817	220	703 092	755 121	43	793 359	852 069			
44	124 260	133 455	103	221 496	237 888	162	394 815	424 032	221	710 130	762 681	44	801 282	860 577			
45	125 511	134 799	104	223 710	240 264	163	398 739	428 247				45	809 289	869 175			
46	126 759	136 140	105	225 945	242 664	164	402 738	432 540				46	817 389	877 875			
47	128 028	137 502	106	228 210	245 097	165	406 764	436 866				47	825 561	886 653			
48	129 312	138 882	107	230 499	247 557	166	410 838	441 240				48	833 808	895 509			
49	130 617	140 283	108	232 803	250 029	167	414 936	445 641				49	842 154	904 473			
50	131 922	141 684	109	235 119	252 519	168	419 085	450 096				50	850 575	913 518			
51	133 239	143 100	110	237 477	255 051	169	423 285	454 608				51	859 083	922 656			
52	134 559	144 516	111	239 844	257 592	170	427 521	459 159				52	867 666	931 872			
53	135 900	145 956	112	242 256	260 184	171	431 790	463 743				53	876 333	941 181			
54	137 256	147 414	113	244 659	262 764	172	436 110	468 381				54	885 102	950 601			
55	138 639	148 899	114	247 119	265 407	173	440 469	473 064				55	893 946	960 099			
56	140 013	150 375	115	249 582	268 050	174	444 876	477 798				56	902 880	969 693			
57	141 420	151 884	116	252 093	270 747	175	449 319	482 568				57	911 913	979 395			
58	142 845	153 417	117	254 601	273 441	176	453 816	487 398				58	921 033	989 190			
59	144 255	154 929	118	255 990	274 932	177	458 364	492 282				59	930 243	999 081			
												60	939 540	1 009 065			
												61	948 927	1 019 148			



Minimum and Maximum Notches	Min	Max
Lecturer (Post level 1)		
REQV 10, 11, 12	4	55
Lecturer REQV 13	56	138
Lecturer REQV 14+	85	168
Senior Lecturer REQV 13	103	138
Master Lecturer REQV 13	120	138
Senior Lecturer REQV 14	103	168
Master Lecturer REQV 14+	120	168

Promotion posts		
Education Specialist (FETI) (PL2)	108	201
Head of Department/Senior Education Specialist (PL 3)	126	209
Dep Chief Ed Spec (PL 5)	147	215
Chief Ed Specialist (PL 6)	177	221



Implementation of the General Salary Increase as well as Salary Progression

- (a) The State announced in a Special Council meeting of the PSCBC on 24 March 2014 that the cost-of-living salary adjustment, as of 1 April 2014, will be 7,2% (i.e. the projected CPI for 2014/15 which is 6,2% plus 1%). It is ***estimated*** that another 0,2% will be added to the 7,2%, this being the difference by which the actual CPI for the period 1 April 2013 to 31 March 2014 may exceed the projected CPI for that period, which was 5,6%. **The overall cost-of-living adjustment for 2014/2015 is therefore estimated at 7,4%. The increase will be effective from 1 April 2014, but it is expected that the salary adjustments will only be implemented in May 2014, with back pay to 1 April 2014. These tables will be amended if the estimated 0,2% changes once the final CPI up to the end of March is announced.**
- (b) Salary progression of 1 notch (equal to 1%) must be paid with effect from 1 July 2014 provided the appropriate IQMS score has been obtained. In the event that it is paid later in the year, lecturers must receive back pay to 1 July 2014.

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