



# NAPTOSA

National Professional Teachers' Organisation of South Africa

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## SALARY ADJUSTMENT ANNOUNCED - COST OF LIVING INCREASE FOR EDUCATORS (SCHOOL- AND OFFICE-BASED) / LECTURERS W.E.F. 1 APRIL 2019

The Agreement in the PSCBC makes provision for a cost-of-living salary increase of 6.20% for notches 1-98; 5.70% for notches 99-159 and 5.20% for notches 160-221 and thereafter. **Below is a DRAFT 2019 salary scale.** The DBE will publish the final scales.

												Inclusive packages		
Notch	1 July '18	1 April '19	Notch	1 July '18	1 April '19	Notch	1 July '18	1 April '19	Notch	1 July '18	1 April '19	Notch	1 July '18	1 April '19
1			60	207,468	220,332	119	366,423	387,309	178	653,022	686,979	1		
2	117,558	124,848	61	209,544	222,537	120	370,092	391,188	179	659,562	693,858	2	744,297	783,000
3	118,743	126,105	62	211,650	224,772	121	373,815	395,121	180	666,144	700,782	3	751,740	790,830
4	119,910	127,344	63	213,750	227,004	122	377,520	399,039	181	672,804	707,790	4	759,267	798,750
5	121,116	128,625	64	215,883	229,269	123	381,315	403,050	182	679,557	714,894	5	766,857	806,733
6	122,313	129,897	65	218,031	231,549	124	385,113	407,064	183	686,334	722,022	6	774,501	814,776
7	123,546	131,205	66	220,227	233,880	125	388,974	411,147	184	693,210	729,258	7	782,265	822,942
8	124,755	132,489	67	222,456	236,247	126	392,853	415,245	185	700,137	736,545	8	790,083	831,168
9	126,030	133,845	68	224,652	238,581	127	396,777	419,394	186	707,130	743,901	9	797,976	839,472
10	127,287	135,180	69	226,911	240,978	128	400,764	423,609	187	714,201	751,338	10	805,950	847,860
11	128,580	136,551	70	229,170	243,378	129	404,766	427,839	188	721,329	758,838	11	814,014	856,344
12	129,843	137,892	71	231,477	245,829	130	408,825	432,129	189	728,562	766,446	12	822,144	864,894
13	131,139	139,269	72	233,781	248,274	131	412,914	436,449	190	735,831	774,093	13	830,367	873,546
14	132,450	140,661	73	236,130	250,770	132	417,051	440,823	191	743,199	781,845	14	838,656	882,267
15	133,764	142,056	74	238,485	253,272	133	421,212	445,221	192	750,633	789,666	15	847,053	891,099
16	135,102	143,478	75	240,876	255,810	134	425,418	449,667	193	758,145	797,568	16	855,531	900,018
17	136,470	144,930	76	243,276	258,360	135	429,657	454,146	194	765,702	805,518	17	864,069	909,000
18	137,802	146,346	77	245,706	260,940	136	433,956	458,691	195	773,361	813,576	18	872,706	918,087
19	139,227	147,858	78	-	-	137	438,324	463,308	196	781,089	821,706	19	881,427	927,261
20	140,613	149,331	79	248,409	263,811	138	442,692	467,925	197	788,916	829,941	20	890,235	936,528
21	142,005	150,810	80	250,881	266,436	139	447,123	472,608	198	796,821	838,257	21	899,139	945,894
22	143,418	152,310	81	253,401	269,112	140	451,578	477,318	199	804,783	846,633	22	908,127	955,350
23	144,870	153,852	82	255,927	271,794	141	456,084	482,082	200	812,817	855,084	23	917,199	964,893
24	146,310	155,382	83	258,495	274,521	142	460,662	486,921	201	820,965	863,655	24	926,379	974,550
25	147,774	156,936	84	261,078	277,266	143	465,267	491,787	202	829,173	872,289	25	935,640	984,294
26	149,235	158,487	85	263,688	280,038	144	469,914	496,698	203	837,438	880,986	26	944,997	994,137
27	-	-	86	266,313	282,825	145	474,606	501,660	204	845,835	889,818	27	954,441	1,004,073
28	150,903	160,260	87	268,971	285,648	146	479,358	506,682	205	854,295	898,719	28	963,993	1,014,120
29	152,406	161,856	87	271,680	288,525	147	484,155	511,752	206	862,824	907,692	29	973,623	1,024,251
30	153,936	163,479	89	274,389	291,402	148	489,012	516,885	207	871,437	916,752	30	983,352	1,034,487
31	155,493	165,135	90	277,146	294,330	149	493,884	522,036	208	880,161	925,929	31	993,186	1,044,831
32	157,038	166,773	91	279,906	297,261	150	498,801	527,232	209	888,966	935,193	32	1,003,110	1,055,271
33	158,589	168,423	92	282,714	300,243	151	503,826	532,545	210	897,837	944,526	33	1,013,151	1,065,834
34	160,194	170,127	93	285,540	303,243	152	508,845	537,849	211	906,831	953,985	34	1,023,279	1,076,490
35	161,772	171,801	94	288,396	306,276	153	513,933	543,228	212	915,906	963,534	35	1,033,506	1,087,248
36	163,407	173,538	95	291,276	309,336	154	519,084	548,673	213	925,056	973,158	36	1,043,835	1,098,114
37	165,036	175,269	96	294,180	312,420	155	-	-	214	934,299	982,884	37	1,054,263	1,109,085
38	166,659	176,991	97	297,117	315,537	156	527,124	557,169	215	943,647	992,718	38	1,064,814	1,120,185
39	168,369	178,809	98	299,652	318,231	157	532,398	562,746	216	953,091	1,002,651	39	1,075,464	1,131,387
40	170,025	180,567	99	301,683	318,879	158	537,699	568,347	217	962,628	1,012,686	40	1,086,207	1,142,691
41	171,744	182,391	100	304,698	322,065	159	542,319	573,231	218	972,228	1,022,784	41	1,097,079	1,154,127
42	173,457	184,212	101	307,737	325,278	160	545,931	574,320	219	981,969	1,033,032	42	1,108,047	1,165,665
43	175,188	186,051	102	310,800	328,515	161	551,397	580,071	220	991,788	1,043,361	43	1,119,123	1,177,317
44	176,937	187,908	103	313,920	331,812	162	556,929	585,888	221	998,724	1,050,657	44	1,130,295	1,189,071
45	178,716	189,795	104	317,055	335,127	163	562,464	591,711				45	1,141,587	1,200,951
46	180,495	191,685	105	320,220	338,472	164	568,107	597,648				46	1,153,017	1,212,975
47	182,298	193,599	106	323,433	341,868	165	573,789	603,627				47	1,164,546	1,225,101
48	184,134	195,549	107	326,676	345,297	166	579,537	609,672				48	1,176,177	1,237,338
49	185,988	197,520	108	329,940	348,747	167	585,315	615,750				49	1,187,946	1,249,719
50	187,845	199,491	109	333,225	352,218	168	591,165	621,906				50	1,199,829	1,262,220
51	189,723	201,486	110	336,570	355,755	169	597,090	628,140				51	1,211,832	1,274,847
52	191,601	203,481	111	339,918	359,292	170	603,069	634,428				52	1,223,937	1,287,582
53	193,509	205,506	112	343,341	362,910	171	609,090	640,764				53	1,236,162	1,300,443
54	195,444	207,561	113	346,746	366,510	172	615,177	647,166				54	1,248,540	1,313,463
55	197,409	209,649	114	350,232	370,194	173	621,327	653,637				55	1,261,008	1,326,579
56	199,371	211,731	115	353,727	373,890	174	627,552	660,186				56	1,273,608	1,339,836
57	201,369	213,855	116	357,279	377,643	175	633,813	666,771				57	1,286,355	1,353,246
58	203,403	216,015	117	360,837	381,405	176	640,158	673,446				58	1,299,219	1,366,779
59	205,407	218,142	118	-	-	177	646,575	680,196				59	1,312,212	1,380,447
												60	1,325,319	1,394,235
												61	1,334,562	1,403,958

PLEASE NOTE: THIS IS A DRAFT SCALE BASED ON THE 1 JULY 2018 SCALES  
WE HAVE NOT CHANGED THE NOTCH NUMBERS. THIS WILL BE DONE BY THE DBE.