



NAPTOSA Eastern Cape

VISIT OUR WEBSITE www.naptosa.org.za

Tel: 041-364 0399 Fax 041-364 0259 e-mail infoecape@naptosa.org.za

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NF14/08



TO THE NAPTOSA EASTERN CAPE UNION REPRESENTATIVE

Please make this communication available to ALL NAPTOSA members at your school/college/office.

OSD Translation Tables for Office Based Educators

Part of the OSD Agreement deals with the career pathing for office based educators (ie employees in district and head offices employed in terms of the Employment of Educators Act). The new salary scale as well as the Translation Scale (basic salary) is printed below. Note that the Translation Table starts at the current equivalent of Salary Notch 8.1.

- There are two streams for office based educators viz specialists and management.
- The specialist stream includes: Education Specialist; Senior Education Specialist; Deputy Chief Education Specialist and Chief Education Specialist.
- The management stream includes: Education Institution Manager (Circuit Manager) and Head of District (not dealt with in the Collective Agreement).
- Such educators will in future form part of the Education Management Service (Office based) or EMS which includes a salary package approach and will be based on a Performance Agreement in a Performance Management and Development Cycle which will run from 1 April to 31 March annually.
- Members of the EMS (Office based) will be entitled to salary progression and accelerated progression.
- The salary adjustments to the new scale will be effective from 1 January 2008.
- Further information on the EMS will be communicated in News Flashes and meetings of the Union.

Translation Table for Office Based Educators (NB these are the basic salaries on which the EMS package will be calculated) As soon as the EMS package value has been finalised this together with the details of the flexible remuneration scheme (EMS) will be communicated to members.

Office - based		Office - based		Office - based		Office - based	
Previous	OSD	Previous	OSD	Previous	OSD	Previous	OSD
132,897	144,921	166,791	175,080	214,497	224,529	262,995	273,967
134,229	144,921	168,465	176,831	216,639	226,774	265,626	276,707
135,573	144,921	170,151	178,599	218,808	229,042	268,281	279,474
136,923	146,370	171,852	180,385	220,995	231,332	278,127	296,668
138,294	146,370	173,574	182,189	223,200	233,645	280,911	296,668
139,680	146,370	175,305	184,011	225,435	235,982	283,716	296,668
141,078	147,834	177,057	185,851	227,694	238,342	286,554	299,634
142,488	149,312	178,830	187,710	229,968	240,725	289,422	302,631
143,913	150,805	180,615	189,587	231,075	240,725	292,314	305,657
145,353	152,313	182,424	191,483	233,388	243,132	295,233	308,713
146,805	153,836	184,248	193,398	235,719	245,564	298,191	311,801
148,272	155,375	185,874	193,398	238,077	248,019	301,170	314,919
149,754	156,929	191,697	201,250	240,459	250,499	304,179	318,068
151,257	158,498	198,072	213,631	242,865	253,004	307,224	321,248
152,772	160,083	200,055	213,631	245,295	255,534	310,296	324,461
154,293	161,684	202,059	213,631	247,749	258,090	313,401	327,706
158,688	173,347	204,078	213,631	250,227	260,671	316,533	330,983
160,275	173,347	206,124	215,768	252,729	263,277	319,701	334,292
161,886	173,347	208,188	217,925	255,258	265,910	322,902	337,635
163,503	175,080	210,270	220,104	257,814	268,569		
165,138	175,080	212,367	222,305	260,394	271,255		