

EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended



**COLLECTIVE AGREEMENT
NO 1 OF 2012**

29 AUGUST 2012

**OCCUPATION SPECIFIC DISPENSATION (OSD) FOR
EDUCATION THERAPISTS, COUNSELLORS AND
PSYCHOLOGISTS EMPLOYED IN PUBLIC
EDUCATION**

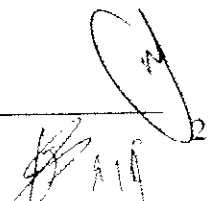
OCCUPATION SPECIFIC DISPENSATION (OSD) FOR EDUCATION THERAPISTS, COUNSELLORS AND PSYCHOLOGISTS EMPLOYED IN PUBLIC EDUCATION

1. DEFINITIONS

- 1.1 **Grade progression** – the salary movement from one salary grade (scale) to the first salary notch of the next higher salary grade (scale) attached to a post.
- 1.2 **Pay progression** – the salary movement from one salary notch attached to a salary grade (scale) to the next higher salary notch attached to the same salary grade (scale).
- 1.3 **Salary grade (scale)** – the set of salary notches attached to a particular salary grade (scale).

2. OBJECTIVES

- 2.1 To give effect to paragraph 4 of PSCBC Resolution 1 of 2007, *Agreement on improvement in salaries and other conditions of service for the financial years 2007/2008 to 2010/2011*.
- 2.2 To introduce an occupation specific remuneration and career progression dispensation (OSD) for Physiotherapist, Speech Therapists, Occupational Therapists (hereafter referred to as Education Therapists), counsellors and psychologists employed in public education.
- 2.3 To provide within the OSD for:
 - 2.3.1 Career pathing opportunities based on competencies, experience and performance;
 - 2.3.2 Pay progression within the limits of the relevant grades (scales) based on performance;
 - 2.3.3 Grade progression, where applicable, based on performance;
 - 2.3.4 Recognition of appropriate experience for the purpose of grade progression; and
 - 2.3.5 Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.
- 2.4 To introduce differentiated salary scales for education therapists, counsellors and psychologists based on a new remuneration structure.
- 2.5 To provide for translation measures to facilitate the implementation process.



- 2.6 To introduce a change in the pensionable composition of the total cost to employer packages applicable to education therapists, psychologists and counsellors covered by this agreement.

3. SCOPE

This agreement binds:

- 3.1 The Employer;
- 3.2 The employees of the Employer employed in terms of the Employment of Educators Act, 1998, as amended, either in a part-time or full-time capacity, who are members of the trade unions party to this agreement and who occupy a school-based education therapist/counsellor/psychologist post or an office-based therapy/counselling/psychology post;
- 3.3 The employees of the Employer employed in terms of the Employment of Educators Act, 1998, as amended, either in a part-time or full-time capacity, who are appointed in school-based or office-based educator posts, but whose core responsibilities are the same as education therapists/counsellors/psychologists appointed in school-based therapist/counsellor/psychologist posts or office-based therapy/ counselling/psychology posts; and
- 3.4 The employees of the Employer employed in terms of the Employment of Educators Act, 1998, as amended, either in a part-time or full-time capacity, who are not members of any trade union party to this agreement but who fall within the registered scope of Education Labour Relations Council (ELRC) and who occupy posts referred to in paragraph 3.2 and 3.3 above.

4. THE PARTIES TO COUNCIL NOTE THE FOLLOWING:

- 4.1 PHSCBC Resolution 2 of 2010, *Occupational Specific Dispensation for therapeutic, diagnostic and related allied health professionals.*
- 4.2 ELRC Collective Agreement 4 of 2003, *Post and salary structure for educators,* and Collective Agreement 5 of 2006, *Improved career pathing for qualified posts level 1 educators and accelerated progression for all educators on applicable salary levels.*
- 4.3 ELRC Resolution 5 of 1997, *Service dispensation and post provisioning in respect of therapists in education.*
- 4.4 ELRC Collective Agreement 4 of 2005, *Integrated quality management system for school-based education therapists and psychologists.*
- 4.5 ELRC Collective Agreement 3 of 2002, *Performance management and development scheme for office-based educators.*

5. PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

5.1 OCCUPATION SPECIFIC DISPENSATION (OSD)

An OSD for education therapists, counsellors or psychologists employed in public education as contained in **Annexure A1 and A2, B1 and B2 and C1 and C2** of this agreement is introduced with effect from 1 July . The OSD will provide for the following:

5.1.1 PAYMENT OF A ONCE-OFF NON-PENSIONABLE GRATUITY

5.1.1.1 The Employer will pay employees covered by this agreement, and who were employed on 30 June 2010, a once-off non-pensionable gratuity for the period 1 July 2009 to 30 June 2010.

5.1.1.2 The non-pensionable gratuity will be calculated as 5% of the basic annual pensionable salary as on 30 June 2010, and will be paid within three (3) months from the date of conclusion of this agreement.

5.1.1.3 The salary as on 30 June 2010 shall include salary or grade progression awarded to the qualifying education therapists/counsellors/psychologists on 1 July 2009.

5.1.2 UNIQUE REMUNERATION STRUCTURES

The introduction of unique remuneration structures for education therapists, counsellors and psychologists respectively.

The remuneration structure consists of a single post per career stream with a set of grades (scales) attached to each post. There are four (4) career streams applicable to therapists, three (3) to counsellors and two (2) to psychologists.

5.1.3 DIFFERENT CAREER STREAMS

The introduction of different career streams, one for school-based education therapists, counsellors and psychologists and one for office-based education therapists, counsellors and psychologists, as reflected in **Annexure A1, B1 and C1**.

5.1.4 REQUIREMENTS FOR APPOINTMENT AND SALARY/ GRADE/ CAREER PROGRESSION

The introduction of appointment requirements, grade and career progression requirements for education therapists, counsellors and psychologists, subject to any statutory requirements determined by the Health Professions Council of South Africa and the South African Council for Educators (SACE), where applicable.

5.1.5 PAY PROGRESSION

5.1.5.1 The introduction of a system of annual pay progression based on 1.5% of the basic salary where provided for in the dispensation and as reflected in the salary scales contained in **Annexure A2, B2 and C2** of this agreement, within the limits of the relevant salary scale, on condition that the relevant education therapist, counsellor or psychologist has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.

5.1.5.2 School-based therapists/counsellors/psychologists:

The 1st annual pay progression cycle commenced on 1 January 2010 and ran until 31 December 2010 (for school-based education therapists/counsellors/psychologists). The actual pay progression will be awarded with effect from 1 July of the following year, provided the education therapist/counsellor/ psychologist has complied with the prescribed requirements for such pay progression.

Office-based therapists/counsellors/psychologists:

The 1st annual pay progression cycle commenced on 1 April 2010 and ran until 31 March 2011. The actual pay progression will be awarded with effect from 1 July in the year in which the education therapist/counsellor/ psychologist has complied with the prescribed requirements for such pay progression.

5.1.5.3 Accelerated pay progression, as provided for in **Annexure A2, B2 and C2** of this agreement, constitutes two notches within the limit of the particular salary grade based upon good performance. This accelerated pay progression is effective from 1 January 2012.

5.1.6 GRADE PROGRESSION

5.1.6.1 Creation of posts in the identified occupations as a single post per career stream, with the linking of more than one salary grade (scale) to the post to facilitate grade progression.

5.1.6.2 Progression to the next salary grade (scale) attached to the post, provided that candidates meet all the requirements to progress to the relevant higher grades as indicated in **Annexure A2, B2 and C2**.



- 5.1.6.3 A system of differentiated periods for grade progression, as indicated in **Annexure A2, B2 and C2**, based on performance, to enable education therapists, counsellors and psychologists on appointment from outside public education, and serving education therapists, counsellors and psychologists, who have distinguished themselves from their peers in terms of performance, to progress faster to higher grades attached to the post.

5.1.7 ACCELERATED GRADE PROGRESSION

- 5.1.7.1 The OSD provides for the introduction of a system of accelerated grade progression based on shorter qualifying periods than normal, to higher grades based on good performance.
- 5.1.7.2 The accelerated grade progression for employees based on good performance will be effective from 1 April 2012.

5.1.8 COMPETENCY REQUIREMENTS

The competency requirements (generic, functional and experiential) per post to provide for appropriate salary recognition and grade progression, are contained in **Annexure A2, B2 and C2** of this agreement.

5.1.9 IMPROVEMENT OF CAREER PATHS

- 5.1.9.1 The improvement of career paths for education therapists, counsellors and psychologists through the introduction of a set of salary grades attached to posts in each category. The salary grades will display longer career progression opportunities, as part of the defined career path, in order to both recruit and retain education therapists, counsellors and psychologists in the relevant areas of need.
- 5.1.9.2 The OSD will also provide for career paths that facilitate progression to other job categories subject to the requirements and conditions for such progression being complied with.

5.1.10 RECOGNITION OF RELEVANT EXPERIENCE

- 5.1.10.1 This agreement provides a basis for the recognition of appropriate/relevant experience on appointment as provided in **Annexure A3, B3 and C3** of this agreement.
- 5.1.10.2 The salary position of a serving education therapist, counsellor and psychologist upon translation to the OSD is protected against that of a new education therapist,

counsellor and psychologist as provided for in **Annexure A3, B3 and C3** (translation tables) of this agreement.

5.1.10.3 The recognition of relevant experience of serving education therapists, counsellors and psychologists covered by this agreement shall be based on verified proof of such experience. Proof of such experience, where not available on the personnel record of an employee, must be submitted to the employer by 30 September 2012 in order to qualify for any recognition with effect from 1 July 2010 in terms of this agreement. Where such proof of experience is submitted after 30 September 2012, recognition for salary purposes, where provided for in the agreement, shall be with effect from the first day of the month following the month in which the proof was submitted by the employee.

5.1.11 SALARY RECOGNITION UPON APPOINTMENT IN A HIGHER POST OR GRADE

All serving education therapists, counsellors and psychologists who are covered by this agreement, and who advance to a higher post or grade, shall gain at least one (1) notch on such appointment (promotion rule).

5.1.12 TRANSLATION MEASURES

5.1.12.1 Translation from the existing dispensation to appropriate salary grades (scales) attached to the OSD based on the principle that no serving education therapist's, counsellor's or psychologist's salary position (notch or package) will be less favourable with the implementation of the revised salary and career progression dispensation.

5.1.12.2 Education therapists/counsellors/psychologists who met the criteria for progression must have received the progression for the cycle 1 January 2009 to 31 December 2009 (school-based education therapists/counsellors/psychologists) or 1 April 2009 to 31 March 2010 (office-based therapists/counsellors/psychologists) before translation to the OSD scales.

5.1.12.3 The translation to the new dispensation provides for the recognition of relevant experience of serving employees (refer to paragraph 5.1.11).

6. STRUCTURING OF SALARY PACKAGES

6.1 The pensionable income of the cost-to-employer salary package, where applicable, for all categories covered by this agreement constitutes 70% of the basic salary.

6.2 The measures for the structuring of salary packages will be in accordance with the OSD package dispensation.

7. DATE OF IMPLEMENTATION

The agreement will be implemented as follows:

7.1 Within three (3) months of achieving majority signature: The payment of the once-off non-pensionable gratuity as a percentage of the basic annual pensionable salary as on 30 June 2010.

7.2 1 July 2010: The implementation of the revised salary scales, career and salary progression measures as contained in **Annexure A1 and A2, B1 and B2 and C1 and C2** of the agreement.

7.2 1 July 2010: Minimum translation to the appropriate post, salary grade and notch as contained in **Annexure A3, B3 and C3** of the agreement.

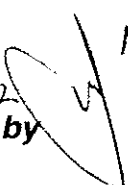

8. INTERPRETATION AND APPLICATION

8.1 In the event of any conflict between the provisions of this Agreement and any other agreement of the Council, the provisions of this Agreement shall take precedence.

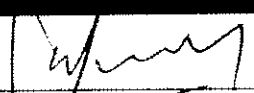
8.2 No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.

9. DISPUTE RESOLUTION

Any disputes about the interpretation or application of this agreement shall be dealt with according to the dispute procedure of the Council.

10. Thus done and signed at PRETORIA on 2012
the 7TH day of SEPTEMBER 2011 by  

ON BEHALF OF THE STATE AS EMPLOYER

<u>P. B. SOOBAYAN</u>	<u>DIRECTOR - GENERAL</u>	
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ON BEHALF OF THE EMPLOYEE PARTIES

CTU-SADTU	<i>Mugena Maluleke</i>	<i>[Signature]</i>
CTU-ATU	<i>WALLY SMITH</i>	<i>[Signature]</i>

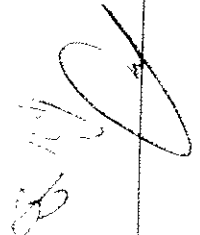
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ANNEXURE A1

OSD STRUCTURE FOR EDUCATION THERAPISTS EMPLOYED IN PUBLIC EDUCATION

Career stream	Job category	Job Level Designation	Grades	Job level Code	Job level (rank)
School-based Education Therapist	Education Therapist	Education Therapist	Grade 1		
			Grade 2		
			Grade 3		
		Chief Education Therapist		Grade 1 Grade 2	

Career stream	Job category	Job Level Designation	Grades	Job level Code	Job level (rank)
Office-based Education Therapist	Education Therapist	Chief Education Therapist	Grade 1 Grade 2		
		Education Therapist Specialist	Grade 1 Grade 2		
		Senior Education Therapist Specialist	Grade 1 Grade 2		



ANNEXURE A2

OSD FOR EDUCATION THERAPISTS EMPLOYED IN PUBLIC EDUCATION, CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

A three or four year tertiary educational qualification (REQV 13 or REQV 14*) plus registration with the Health Professions Council of South Africa, as well as registration with the South African Council for Educators (SACE) (where applicable), is a minimum requirement for employment.


CAREER STREAM: SCHOOL-BASED EDUCATION THERAPIST						
Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirement/measures
		Qualifications	Registration	Experience		
CAREER PATH						
[] = 2011 scale						
Education Therapist Grade 1	(Notch) 173,949 176,562 179,211 181,899 184,632 187,398 190,212 193,062 195,957 198,894	Appropriate qualification that allows for the required registration with the HPCSA.	<ul style="list-style-type: none"> • Registration with the Health Professions Council of South Africa (HPCSA). • Registration with the South African Council for Educators (SACE). 	<ul style="list-style-type: none"> • None after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified therapists who performed Community Service, as required in South Africa. • One year relevant experience after registra- 	Not applicable.	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> • Ten (10) years actual service and/or recognizable experience after compliance with the appointment



				tion with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified therapists, of whom it is not required to perform Community Service, as required in South Africa.			requirements for this Grade. <ul style="list-style-type: none"> Grade progression shall become effective on the 1st day of the month following the date on which the Education Therapist met all the requirements. Grade progression shall be effective from 1 January 2012. Accelerated grade progression: Good performance <ul style="list-style-type: none"> Five (5) years actual service and/or recognizable experience after compliance with the appointment requirements in the grade, with at least four (4) annual assessment ratings of good performance in Grade 1. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Therapist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
							Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency: Grade progression: Satisfactory performance: <ul style="list-style-type: none"> Ten (10) years actual service and/or recognizable experience after compliance with the appointment requirements for this Grade. Grade progression shall become
							Not applicable.
							<ul style="list-style-type: none"> A minimum of ten (10) years experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified therapists who performed Community Service, as required in South Africa. Minimum of eleven (11) years relevant experience after
							<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA). Registration with the South African Council for Educators (SACE).
							Appropriate qualification that allows for the required registration with the HPCSA.
							(Notch) 204,906 207,981 211,101 214,272 217,485 220,749 224,061 227,421 230,832 234,297 [218,841] [222,123]
							Education Therapist Grade 2



	<p>[225,456] [228,843] [232,275] [235,761] [239,298] [242,886] [246,528] [250,230]</p>			<p>registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified therapists, of whom it is not required to perform Community Service, as required in South Africa.</p>	<p>effective from the 1st day of the month following the date on which the Education Therapist met all the requirements.</p> <ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognizable experience after compliance with the appointment requirements in the grade, with at least four (4) annual assessment ratings of good performance in Grade 2. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Therapist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012
<p>Education Therapist Grade 3</p> <p>(Notch) 241,374 244,998 248,673 252,402 256,188 260,031 263,934 267,894 271,914 275,988 280,131 284,331 288,600 292,926</p>	<p>Appropriate qualification that allows for the required registration with the HPCSA.</p> <ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA). Registration with the South African Council for Educators (SACE). 	<ul style="list-style-type: none"> A minimum of twenty (20) years relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified therapists who performed Community Service, as required in South Africa. Minimum of twenty-one (21) years relevant experience after registration with the Health Professions Council of South Africa 	<p>Not applicable.</p>	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of education therapists on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post. 	



<p>Chief Education Therapist Grade 1</p> <p>(Notch)</p> <p>256,188</p> <p>260,031</p> <p>263,934</p> <p>267,894</p> <p>271,914</p> <p>275,988</p> <p>280,131</p> <p>284,331</p> <p>[273,609]</p> <p>[277,713]</p> <p>[218,883]</p> <p>[286,110]</p> <p>[290,403]</p> <p>[294,756]</p> <p>[299,181]</p> <p>[303,666]</p>	<p>Appropriate qualification that allows for the required registration with the HPCSA.</p>	<p>Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession</p> <ul style="list-style-type: none"> Registration with the South African Council for Educators (SACE). 	<ul style="list-style-type: none"> A minimum of 3 years appropriate experience after registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession (where applicable) 	<p>Not applicable.</p>	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service in the position of Chief Education Therapist Grade 1. Grade progression shall become effective from the 1st day of the month following the date on which the Chief Education Therapist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Chief Education Therapist Grade 1, with at least four (4) annual assessment ratings of good



							performance.
							<ul style="list-style-type: none"> Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Chief Education Therapist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Chief Education Therapist Grade 2	(Notch) 292,926 297,321 301,779 306,306 310,902 315,567 320,301 325,104 [312,846] [317,538] [322,299] [327,135] [332,043] [337,026] [342,081] [347,211]	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable.	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good Performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post

CAREER STREAM: OFFICE-BASED EDUCATION THERAPIST

Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirement/measures
		Qualifications	Registration	Experience		
CAREER PATH						
[] = 2011 scale						
Chief Education Therapist Grade 1	(Notch) 256,188 260,031 263,934 267,894 271,914 275,988 280,131 284,331 [273,609] [277,713] [218,883] [286,110] [290,403] [294,756] [299,181] [303,666]	Appropriate qualification that allows for the required registration with the HPCSA.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession. Registration with the South African Council for Educators (SACE), (where applicable) 	<ul style="list-style-type: none"> A minimum of 3 years appropriate experience after registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession (where applicable) 	Not applicable.	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service in the position of Chief Education Therapist Grade 1. Grade progression shall become effective from the 1st day of the month following the date on which the Chief Education Therapist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Chief Education Therapist Grade 1, with at least four (4) annual assessment ratings of good

							<p>performance.</p> <ul style="list-style-type: none"> Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Chief Education Therapist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Chief Education Therapist Grade 2	(Notch) 292,926 297,321 301,779 306,306 310,902 315,567 320,301 325,104	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	Not applicable.	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good Performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post
Education Therapist Specialist Grade 1	(Notch) 284,331 288,600 292,926 297,321 301,779 306,306 310,902 315,567	Appropriate qualification that allows for the required registration with the HPCSA.	Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession	Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession.	<ul style="list-style-type: none"> A minimum of three (3) years appropriate experience after registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession. 	Not applicable.	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service in the position of Education Therapist Specialist Grade 1.



	<p>[303,666] [308,226] [312,846] [317,538] [322,299] [327,135] [332,043] [337,026]</p>					<ul style="list-style-type: none"> Grade progression shall become effective from the 1st day of the month following the date on which the Education Therapist Specialist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Education Therapist Specialist Grade 1, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Therapist Specialist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
<p>Education Therapist Specialist Grade 2</p> <p>(Notch) 325,104 329,979 334,926 339,951 345,048 350,226 355,479 360,810</p> <p>[347,211] [352,419] [357,702] [363,069]</p>	<p>No direct appointment on this grade.</p>	<p>No direct appointment on this grade.</p>	<p>No direct appointment on this grade.</p>	<p>No direct appointment on this grade.</p>	<p>Not applicable.</p>	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post

		<p>[368,511] [374,040] [379,653] [385,344]</p>	<p>Appropriate qualification that allows for the required registration with the HPCSA.</p>	<p>Registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession</p> <ul style="list-style-type: none"> • Registration with the South African Council Educators (SACE) (where applicable). 	<ul style="list-style-type: none"> • A minimum of three (3) years relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in the relevant profession. 	<p>Not applicable.</p>	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> • Eight (8) years actual service in the position of Senior Education Therapist Specialist Grade 1. • Grade progression shall become effective from the 1st day of the month following the date on which the Senior Education Therapist Specialist met all the requirements. • Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> • Five (5) years actual service in the position of Senior Education Therapist Specialist Grade 1, with at least four (4) annual assessment ratings of good performance. • Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Senior Education Therapist Specialist met all the requirements. • Accelerated grade progression shall be effective from 1 January 2012.
<p>Senior Education Therapist Specialist Grade 1</p>	<p>(Package) 475,806 482,943 490,191 497,544 505,005 512,583 520,269 528,072</p> <p>[508,161] [515,784] [523,524] [531,378] [539,346] [547,440] [555,648] [563,982]</p>						

	Senior Education Therapist Specialist Grade 2	(Package) 544,035 552,195 560,475 568,881 577,413 586,077 594,870 603,792 612,849 622,041 [581,028] [589,743] [598,587] [607,566] [616,677] [625,929] [635,322] [644,850] [654,522] [664,341]	No direct appointment on this grade.	No direct appointment on this grade.	No direct appointment on this grade.	Not applicable.	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> ▪ 2 notches per assessment cycle. ▪ Based on assessment of good performance. ▪ Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> ▪ Promotion to higher vacant advertised post
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ANNEXURE A3



Translation of Education Therapist salary scales to OSD salary scales

A3.1 Translation of Education Therapists (post level 1), who on 30 June 2010 had less than 10 years' relevant service, to Education Therapist posts Grades 1, 2 or 3.

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 6 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
	113,568	173,949 [185,778]	-	-
114,309 (6.1)	114,714	173,949 [185,778]	-	-
115,443 (6.2)	115,854	173,949 [185,778]	-	-
116,604 (6.3)	117,027	173,949 [185,778]	-	-
117,753 (6.4)	118,182	173,949 [185,778]	-	-
118,938 (6.5)	119,370	173,949 [185,778]	-	-
120,138 (6.6)	120,561	173,949 [185,778]	-	-
121,338 (6.7)	121,761	173,949 [185,778]	-	-
122,550 (6.8)	122,985	173,949 [185,778]	-	-
123,789 (6.9)	124,218	173,949 [185,778]	-	-
125,016 (6.10)	125,457	173,949 [185,778]	-	-
126,267 (6.11)	126,705	173,949 [185,778]	-	-
127,530 (6.12)	127,980	173,949 [185,778]	-	-
128,808 (6.13)	129,255	173,949 [185,778]	-	-
130,098 (6.14)	130,548	173,949 [185,778]	-	-
131,400 (6.15)	131,856	173,949 [185,778]	-	-

Education non- OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 7 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
132,717 (6.16)	140,208	173,949 [185,778]	-	-
141,102 (7.1)	141,606	173,949 [185,778]	-	-
142,521 (7.2)	143,028	173,949 [185,778]	-	-
143,940 (7.3)	144,453	173,949 [185,778]	-	-
145,383 (7.4)	145,899	173,949 [185,778]	-	-
146,856 (7.5)	147,354	173,949 [185,778]	-	-
148,314 (7.6)	148,830	173,949 [185,778]	-	-
149,796 (7.7)	150,318	173,949 [185,778]	-	-
151,305 (7.8)	151,821	173,949 [185,778]	-	-
152,802 (7.9)	153,339	173,949 [185,778]	-	-
154,338 (7.10)	154,872	173,949 [185,778]	-	-
155,886 (7.11)	156,426	173,949 [185,778]	-	-
157,434 (7.12)	157,986	176,562 [188,568]	-	-
159,006 (7.13)	159,567	179,211 [191,397]	-	-
160,593 (7.14)	161,166	179,211 [191,397]	-	-
162,219 (7.15)	162,783	181,899 [194,268]	-	-
163,830 (7.16)	164,640 (P)	184,632 [197,187]	-	-

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 8 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010) [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: : 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
165,690 (7P)	174,117	193,062 [206,190]	-	-
175,248 (8.1)	175,866	195,957 [209,283]	-	-
177,003 (8.2)	177,630	198,894 [212,418]	-	-
178,782 (8.3)	179,400	198,894 [212,418]	-	-
180,549 (8.4)	181,200	-	204,906 [218,841]	-
182,355 (8.5)	183,003	-	204,906 [218,841]	-
184,188 (8.6)	184,833	-	204,906 [218,841]	-
186,033 (8.7)	186,678	-	207,981 [222,123]	-
187,890 (8.8)	188,553	-	211,101 [225,456]	-
189,759 (8.9)	190,434	-	211,101 [225,456]	-
191,670 (8.10)	192,333	-	214,272 [228,843]	-
193,593 (8.11)	194,256	-	217,485 [232,275]	-
195,513 (8.12)	196,203	-	217,485 [232,275]	-
197,463 (8.13)	198,162	-	220,749 [235,761]	-
199,461 (8.14)	200,148	-	224,061 [239,298]	-
201,447 (8.15)	202,149	-	224,061 [239,298]	-


 23

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 9 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
203,448 (8.16)	206,982	-	230,832 [[246,528]	-
208,311 (9.1)	209,037	-	234,297 [250,230]	-
210,387 (9.2)	211,134	-	234,297 [250,230]	-
212,517 (9.3)	213,246	-	-	241,374 [257,787]
214,620 (9.4)	215,382	-	-	241,374 [257,787]
216,774 (9.5)	217,539	-	-	241,374 [257,787]
218,940 (9.6)	219,711	-	-	244,998 [261,657]
221,133 (9.7)	221,907	-	-	248,673 [265,584]
223,365 (9.8)	224,124	-	-	248,673 [265,584]
225,585 (9.9)	226,356	-	-	252,402 [269,565]
227,853 (9.10)	228,627	-	-	256,188 [273,609]
230,124 (9.11)	230,913	-	-	256,188 [273,609]
232,407 (9.12)	233,226	-	-	260,031 [277,713]
234,756 (9.13)	235,557	-	-	263,934 [281,883]
237,090 (9.14)	237,912	-	-	263,934 [281,883]
239,463 (9.15)	240,291	-	-	267,894 [286,110]
241,863 (9.16)	242,433 (P)	-	-	271,914 [290,403]
243,993 (9P)	250,035 (P)	-	-	280131 [299,181]
251,643 (9P)		-		280131 [299,181]

A3.2 Translation of Education Therapists (post level 1), who on 30 June 2010 had at least 10 years, but less than 20 years' relevant service, to Education Therapist posts Grades 1, 2 and 3.

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 6 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
	113,568	-	204,906 [218,841]	-
114,309 (6.1)	114,714	-	204,906 [218,841]	-
115,443 (6.2)	115,854	-	204,906 [218,841]	-
116,604 (6.3)	117,027	-	204,906 [218,841]	-
117,753 (6.4)	118,182	-	204,906 [218,841]	-
118,938 (6.5)	119,370	-	204,906 [218,841]	-
120,138 (6.6)	120,561	-	204,906 [218,841]	-
121,338 (6.7)	121,761	-	204,906 [218,841]	-
122,550 (6.8)	122,985	-	204,906 [218,841]	-
123,789 (6.9)	124,218	-	204,906 [218,841]	-
125,016 (6.10)	125,457	-	204,906 [218,841]	-
126,267 (6.11)	126,705	-	204,906 [218,841]	-
127,530 (6.12)	127,980	-	204,906 [218,841]	-
128,808 (6.13)	129,255	-	204,906 [218,841]	-
130,098 (6.14)	130,548	-	204,906 [218,841]	-
131,400 (6.15)	131,856	-	204,906 [218,841]	-

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10/5/12 25

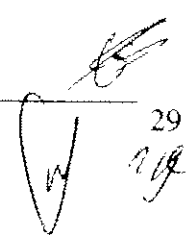
Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 7 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
132,717 (6.16)	140,208	-	204,906 [218,841]	-
141,102 (7.1)	141,606	-	204,906 [218,841]	-
142,521 (7.2)	143,028	-	204,906 [218,841]	-
143,940 (7.3)	144,453	-	204,906 [218,841]	-
145,383 (7.4)	145,899	-	204,906 [218,841]	-
146,856 (7.5)	147,354	-	204,906 [218,841]	-
148,314 (7.6)	148,830	-	204,906 [218,841]	-
149,796 (7.7)	150,318	-	204,906 [218,841]	-
151,305 (7.8)	151,821	-	204,906 [218,841]	-
152,802 (7.9)	153,339	-	204,906 [218,841]	-
154,338 (7.10)	154,872	-	204,906 [218,841]	-
155,886 (7.11)	156,426	-	204,906 [218,841]	-
157,434 (7.12)	157,986	-	204,906 [218,841]	-
159,006 (7.13)	159,567	-	204,906 [218,841]	-
160,593 (7.14)	161,166	-	204,906 [218,841]	-
162,219 (7.15)	162,783	-	204,906 [218,841]	-
163,830 (7.16)	164,640 (P)	-	204,906 [218,841]	-

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 8 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010)[1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
165,690 (7P)	174,117	-	204,906 [218,841]	-
175,248 (8.1)	175,866	-	204,906 [218,841]	-
177,003 (8.2)	177,630	-	204,906 [218,841]	-
178,782 (8.3)	179,400	-	204,906 [218,841]	-
180,549 (8.4)	181,200	-	204,906 [218,841]	-
182,355 (8.5)	183,003	-	204,906 [218,841]	-
184,188 (8.6)	184,833	-	204,906 [218,841]	-
186,033 (8.7)	186,678	-	207,981 [222,123]	-
187,890 (8.8)	188,553	-	211,101 [225,456]	-
189,759 (8.9)	190,434	-	211,101 [225,456]	-
191,670 (8.10)	192,333	-	214,272 [228,843]	-
193,593 (8.11)	194,256	-	217,485 [232,275]	-
195,513 (8.12)	196,203	-	217,485 [232,275]	-
197,463 (8.13)	198,162	-	220,749 [235,761]	-
199,461 (8.14)	200,148	-	224,061 [239,298]	-
201,447 (8.15)	202,149	-	224,061 [239,298]	-

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 9 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
203,448 (8.16)	206,982	-	230,832 [[246,528]	-
208,311 (9.1)	209,037	-	234,297 [250,230]	-
210,387 (9.2)	211,134	-	234,297 [250,230]	-
212,517 (9.3)	213,246	-	-	241,374 [257,787]
214,620 (9.4)	215,382	-	-	241,374 [257,787]
216,774 (9.5)	217,539	-	-	241,374 [257,787]
218,940 (9.6)	219,711	-	-	244,998 [261,657]
221,133 (9.7)	221,907	-	-	248,673 [265,584]
223,365 (9.8)	224,124	-	-	248,673 [265,584]
225,585 (9.9)	226,356	-	-	252,402 [269,565]
227,853 (9.10)	228,627	-	-	256,188 [273,609]
230,124 (9.11)	230,913	-	-	256,188 [273,609]
232,407 (9.12)	233,226	-	-	260,031 [270,713]
234,756 (9.13)	235,557	-	-	263,934 [281,883]
237,090 (9.14)	237,912	-	-	263,934 [281,883]
239,463 (9.15)	240,291	-	-	267,894 [286,110]
241,863 (9.16)	242,433 (P)	-	-	271,914 [290,403]
243,993 (9P)	250,035 (P)	-	-	280,131 [299,181]
251,643 (9P)		-		280,131 [[299,181]

A3.3 Translation of Educator Therapists (post level 1), who on 30 June 2010 had 20 years or more relevant service, to Education Therapist posts Grades 1, 2 and 3.

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 6 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: (1 July 2010 [1 May 2011]) Education Therapist Grade 3 Notch
	105,645	-	-	241,374 [257,787]
106,332 (6.1)	106,710	-	-	241,374 [257,787]
107,388 (6.2)	107,772	-	-	241,374 [257,787]
108,468 (6.3)	108,861	-	-	241,374 [257,787]
109,536 (6.4)	109,938	-	-	241,374 [257,787]
110,640 (6.5)	111,042	-	-	241,374 [257,787]
111,756 (6.6)	112,149	-	-	241,374 [257,787]
112,872 (6.7)	113,265	-	-	241,374 [257,787]
114,000 (6.8)	114,405	-	-	241,374 [257,787]
115,152 (6.9)	115,551	-	-	241,374 [257,787]
116,292 (6.10)	116,703	-	-	241,374 [257,787]
117,456 (6.11)	117,864	-	-	241,374 [257,787]
118,632 (6.12)	119,052	-	-	241,374 [257,787]
119,820 (6.13)	120,237	-	-	241,374 [257,787]
121,020 (6.14)	121,440	-	-	241,374 [257,787]
122,232 (6.15)	122,658	-	-	241,374 [257,787]



Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 7 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
132,717 (6.16)	140,208	-	-	241,374 [257,787]
141,102 (7.1)	141,606	-	-	241,374 [257,787]
142,521 (7.2)	143,028	-	-	241,374 [257,787]
143,940 (7.3)	144,453	-	-	241,374 [257,787]
145,383 (7.4)	145,899	-	-	241,374 [257,787]
146,856 (7.5)	147,354	-	-	241,374 [257,787]
148,314 (7.6)	148,830	-	-	241,374 [257,787]
149,796 (7.7)	150,318	-	-	241,374 [257,787]
151,305 (7.8)	151,821	-	-	241,374 [257,787]
152,802 (7.9)	153,339	-	-	241,374 [257,787]
154,338 (7.10)	154,872	-	-	241,374 [257,787]
155,886 (7.11)	156,426	-	-	241,374 [257,787]
157,434 (7.12)	157,986	-	-	241,374 [257,787]
159,006 (7.13)	159,567	-	-	241,374 [257,787]
160,593 (7.14)	161,166	-	-	241,374 [257,787]
162,219 (7.15)	162,783	-	-	241,374 [257,787]
163,830 (7.16)	164,640 (P)	-	-	241,374 [257,787]

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010(after COLA) Salary level 8 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
165,890 (7P)	174,117	-	-	241,374 [257,787]
175,248 (8.1)	175,866	-	-	241,374 [257,787]
177,003 (8.2)	177,630	-	-	241,374 [257,787]
178,782 (8.3)	179,400	-	-	241,374 [257,787]
180,549 (8.4)	181,200	-	-	241,374 [257,787]
182,355 (8.5)	183,003	-	-	241,374 [257,787]
184,188 (8.6)	184,833	-	-	241,374 [257,787]
186,033 (8.7)	186,678	-	-	241,374 [257,787]
187,890 (8.8)	188,553	-	-	241,374 [257,787]
189,759 (8.9)	190,434	-	-	241,374 [257,787]
191,670 (8.10)	192,333	-	-	241,374 [257,787]
193,593 (8.11)	194,256	-	-	241,374 [257,787]
195,513 (8.12)	196,203	-	-	241,374 [257,787]
197,463 (8.13)	198,162	-	-	241,374 [257,787]
199,461 (8.14)	200,148	-	-	241,374 [257,787]
201,447 (8.15)	202,149	-	-	241,374 [257,787]

Education non-OSD scales Education Therapists (school-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA)) Salary level 9 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 1 Notch	OSD scale: 1 July 2010) [1 May 2011] Education Therapist Grade 2 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Grade 3 Notch
203,448 (8.16)	206,982	-	-	241,374 [257,787]
208,311 (9.1)	209,037	-	-	241,374 [257,787]
210,387 (9.2)	211,134	-	-	241,374 [257,787]
212,517 (9.3)	213,246	-	-	241,374 [257,787]
214,620 (9.4)	215,382	-	-	241,374 [257,787]
216,774 (9.5)	217,539	-	-	241,374 [257,787]
218,940 (9.6)	219,711	-	-	244,998 [261,657]
221,133 (9.7)	221,907	-	-	248,673 [265,584]
223,365 (9.8)	224,124	-	-	248,673 [265,584]
225,585 (9.9)	226,356	-	-	252,402 269,565]
227,853 (9.10)	228,627	-	-	256,188 [273,609]
230,124 (9.11)	230,913	-	-	256,188 [273,609]
232,407 (9.12)	233,226	-	-	260,031 [277,713]
234,756 (9.13)	235,557	-	-	263,934 [281,883]
237,090 (9.14)	237,912	-	-	263,934 [281,883]
239,463 (9.15)	240,291	-	-	267,894 [286,110]
241,863 (9.16)	242,433 (P)	-	-	271,914 [290,403]
243,993 (9P)	250,035 (P)	-	-	280,131 [299,181]
251,643 (9P)		-	-	280,131 [299,181]

A3.4 Translation of Educator Specialist (Therapy) (Post level 2) salary scales to OSD salary scales

Translation of Educator Specialist (Therapy) (post level 2),

- who occupy pre-OSD post level 2 posts (salary levels 8 or 9) and
- where such posts fit organizationally below the post of Education Therapists Specialist (post level 3 post),

to Chief Education Therapist posts, Grades 1 and 2.

Education non-OSD scales Education Specialist (Therapy) (school-based/office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 8 Notch	OSD scale: 1 July 2010 [1 May 2011] Chief Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Chief Education Therapist Grade 2 Notch
	174,117	256,188 [273,609]	-
175,248 (8.1)	175,866	256,188 [273,609]	-
177,003 (8.2)	177,630	256,188 [273,609]	-
178,782 (8.3)	179,400	256,188 [273,609]	-
180,549 (8.4)	181,200	256,188 [273,609]	-
182,355 (8.5)	183,003	256,188 [273,609]	-
184,188 (8.6)	184,833	256,188 [273,609]	-
186,033 (8.7)	186,678	256,188 [273,609]	-
187,890 (8.8)	188,553	256,188 [273,609]	-
189,759 (8.9)	190,434	256,188 [273,609]	-
191,670 (8.10)	192,333	256,188 [273,609]	-
193,593 (8.11)	194,256	256,188 [273,609]	-
195,513 (8.12)	196,203	256,188 [273,609]	-
197,463 (8.13)	198,162	256,188 [273,609]	-
199,461 (8.14)	200,148	256,188 [273,609]	-
201,447 (8.15)	202,149	256,188 [273,609]	-

Education non-OSD scales Education Specialist (Therapy) (school-based/office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 9 Notch	OSD scale: 1 July 2010 [1 May 2011] Chief Education Therapist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Chief Education Therapist Grade 2 Notch
203,448 (8.16)	206,982	256,188 [273,609]	-
208,311 (9.1)	209,037	256,188 [273,609]	-
210,387 (9.2)	211,134	256,188 [273,609]	-
212,517 (9.3)	213,246	256,188 [273,609]	-
214,620 (9.4)	215,382	256,188 [273,609]	-
216,774 (9.5)	217,539	256,188 [273,609]	-
218,940 (9.6)	219,711	256,188 [273,609]	-
221,133 (9.7)	221,907	256,188 [273,609]	-
223,365 (9.8)	224,124	256,188 [273,609]	-
225,585 (9.9)	226,356	256,188 [273,609]	-
227,853 (9.10)	228,627	256,188 [273,609]	-
230,124 (9.11)	230,913	256,188 [273,609]	-
232,407 (9.12)	233,226	260,031 [277,713]	-
234,756 (9.13)	235,557	263,934 [281,883]	-
237,090 (9.14)	237,912	263,934 [281,883]	-
239,463 (9.15)	240,291	267,894 [286,110]	-
241,863 (9.16)	242,433 (P)	271,914 [290,403]	-
243,993 (9P)	250,035 (P)	280,131 [299,181]	-
251,643 (9P)		280,131 [299,181]	

A3.5 Translation of Senior Education Specialist (Therapy) (Post level 3) salary scales to OSD salary scales

Translation of Senior Educator Specialists (Therapy) (post level 3), –

- who occupy pre-OSD post level 3 posts graded on salary levels 9 or 10

to Education Therapist Specialist posts, Grades 1 and 2.

Education non-OSD scales	PS pre-OSD scales (1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Senior Education Specialist (Therapy) (office-based) 1 July 2010 (after COLA)	Salary level 9	Education Therapist Specialist Grade 1	Education Therapist Specialist Grade 2
Notch	Notch	Notch	Notch
	206,982	284,331 [303,666]	-
208,311 (9.1)	209,037	284,331 [303,666]	-
210,387 (9.2)	211,134	284,331 [303,666]	-
212,517 (9.3)	213,246	284,331 [303,666]	-
214,620 (9.4)	215,382	284,331 [303,666]	-
216,774 (9.5)	217,539	284,331 [303,666]	-
218,940 (9.6)	219,711	284,331 [303,666]	-
221,133 (9.7)	221,907	284,331 [303,666]	-
223,365 (9.8)	224,124	284,331 [303,666]	-
225,585 (9.9)	226,356	284,331 [303,666]	-
227,853 (9.10)	228,627	284,331 [303,666]	-
230,124 (9.11)	230,913	284,331 [303,666]	-
232,407 (9.12)	233,226	284,331 [303,666]	-
234,756 (9.13)	235,557	284,331 [303,666]	-
237,090 (9.14)	237,912	284,331 [303,666]	-
239,463 (9.15)	240,291	284,331 [303,666]	-
241,863 (9.16)	242,433 (P)	284,331 [303,666]	-
243,993 (9P)	250,035 (P)	284,331 [303,666]	-
251,643 (9P)		284,331 [303,666]	-

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Education non-OSD scales Senior Education Specialist (Therapy) (office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales (1 July 2010 (after COLA) Salary level 10 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Specialist Grade 1 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Therapist Specialist Grade 2 Notch
	258,342	288,600 [308,226]	-
260,013 (10.1)	260,919	292,926 [312,846]	-
262,608 (10.2)	263,532	292,926 [312,846]	-
265,239 (10.3)	266,172	297,321 [317,538]	-
267,897 (10.4)	268,827	301,779 [322,299]	-
270,579 (10.5)	271,518	301,779 [322,299]	-
273,276 (10.6)	274,236	306,306 [327,135]	-
276,024 (10.7)	276,969	310,902 [332,043]	-
278,769 (10.8)	279,741	310,902 [332,043]	-
281,556 (10.9)	282,543	315,567 [337,026]	-
284,370 (10.10)	285,363	-	325,104 [347,211]
287,220 (10.11)	288,222	-	325,104 [347,211]
290,085 (10.12)	291,102	-	325,104 [347,211]
292,986 (10.13)	294,015	-	329,979 [352,419]
295,914 (10.14)	296,949	-	329,979 [352,419]
298,881 (10.15)	299,919	-	334,926 [357,702]
301,875 (10.16)		-	

A3.6 Translation of Deputy Chief Education Specialist (Therapy) (Post level 5) salary scales to OSD salary scales

Translation of Deputy Chief Education Specialists (Therapy) (post level 5), who occupy pre-OSD post level 5 posts graded on salary levels 11 and 12

to Senior Education Therapist Specialist posts, Grades 1 and 2.

Education non-OSD scales Deputy Chief Education Specialist (Therapy) (office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 11 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Therapist Specialist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Therapist Specialist Grade 2 Package
	406,839	475,806 [508,161]	-
409,215 (11.1)	410,865	475,806 [508,161]	-
413,265 (11.2)	414,921	475,806 [508,161]	-
417,354 (11.3)	419,028	475,806 [508,161]	-
421,470 (11.4)	423,174	475,806 [508,161]	-
425,637 (11.5)	427,362	475,806 [508,161]	-
429,855 (11.6)	431,586	475,806 [508,161]	-
434,100 (11.7)	435,855	475,806 [508,161]	-
438,396 (11.8)	440,172	475,806 [508,161]	-
442,728 (11.9)	444,528	482,943 [515,784]	-
447,102 (11.10)	448,923	490,191 [523,524]	-
451,527 (11.11)	453,363	490,191 [523,524]	-
456,003 (11.12)	457,854	497,544 [531,378]	-
460,530 (11.13)	462,387	505,005 [539,346]	-
465,084 (11.14)	466,965	505,005 [539,346]	-
469,677 (11.15)	471,588	512,583 [547,440]	-
474,333 (11.16)		512,583 [547,440]	-

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Education non-OSD scales	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Deputy Chief Education Specialist (Therapy) (office-based) 1 July 2010 (after COLA)	Salary level 12	Senior Education Therapist Specialist Grade 1	Senior Education Therapist Specialist Grade 2
Package	Package	Package	Package
	482,160	528,072 [563,982]	-
485,040 (12.1)	486,933	-	544,035 [581,028]
489,840 (12.2)	491,757	-	544,035 [581,028]
494,703 (12.3)	496,635	-	544,035 [581,028]
499,593 (12.4)	501,555	-	552,195 [589,743]
504,546 (12.5)	506,523	-	552,195 [589,743]
509,538 (12.6)	511,539	-	560,475 [598,587]
514,596 (12.7)	516,612	-	568,881 [607,566]
519,705 (12.8)	521,730	-	568,881 [607,566]
524,850 (12.9)	526,902	-	577,413 [616,677]
530,049 (12.10)	532,122	-	586,077 [625,929]
535,299 (12.11)	537,402	-	586,077 [625,929]
540,603 (12.12)	542,727	-	594,870 [635,322]
545,967 (12.13)	548,103	-	603,792 [644,850]
551,373 (12.14)	553,542	-	603,792 [644,850]
556,857 (12.15)	559,038	-	612,849 [654,522]
562,377 (12.16)		-	612,849 [654,522]

ANNEXURE B1

OSD STRUCTURE FOR COUNSELLORS EMPLOYED IN PUBLIC EDUCATION

Career stream	Job category	Job Level Designation	Grades	Job level (rank) Code
School-based Education Counsellor/Psychometrist	Education Counsellor/Psychometrist	Education Counsellor/ Psychometrist	Grade 1 Grade 2 Grade 3	
		Chief Education Counsellor/ Psychometrist	Grade 1 Grade 2	

Career stream	Job category	Job Level Designation	Grades	Job level (rank) Code
Office-based Education Counsellor/ Psychometrist	Education Counsellor/ Psychometrist	Education Counsellor/ Psychometrist	Grade 1 Grade 2	
		Chief Education Counsellor/ Psychometrist	Grade 1 Grade 2	
		Senior Education Counsellor Specialist/Senior Education Psychometrist Specialist	Grade 1 Grade 2	

ANNEXURE B2

OSD FOR COUNSELLORS/PSYCHOMETRISTS EMPLOYED IN PUBLIC EDUCATION, CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

CAREER STREAM: : SCHOOL-BASED EDUCATION COUNSELLOR /PSYCHOMETRIST						
Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirement/measures
		Qualifications	Registration	Experience		
CAREER PATH [] = 2011 scale						
Education Counsellor/ Psychometrist Grade 1	(Package) 318,312 323,068 327,933 332,853 337,845 342,912 348,051 353,274 [339,957] [345,057] [350,232] [355,488] [360,819] [366,231]	Appropriate qualification that allows registration with the HPCSA as Counsellor or Psychometrist.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. Registration with the South African Council for Educators (SACE). 	<ul style="list-style-type: none"> None after registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade Grade progression shall become effective from the 1st day of the month following the date on which the Education Counsellor or Education Psychometrist met all the

		<p>[371,718] [377,298]</p>					<p>requirements.</p> <ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
<p>Education Counsellor/ Psychometrist Grade 2</p>	<p>(Package) 363,954 369,411 374,952 380,577 386,266 392,079 397,962 403,932 [388,704] [394,530] [400,449] [406,455] [412,554] [418,740]</p>	<p>Appropriate qualification that allows registration with the HPCSA as Counsellor or Psychometrist.</p>	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. Registration with the South African Council for Educators (SACE). 	<ul style="list-style-type: none"> A minimum of eight (8) years experience as Counsellor after registration with the Health Professions Council for South Africa (HPCSA) as Counsellor or Psychometrist. 	<p>None</p>	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual and/or recognisable experience after compliance with the appointment requirements in the Grade Grade progression shall become effective from the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the 	

	[425,022] [431,400]					<p>requirements.</p> <ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2012 <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Education Counsellor/ Psychometrist Grade 3	(Package) 416,142 422,382 428,718 435,147 441,672 448,299 455,022 461,847 [444,441] [451,104] [457,872] [464,736] [471,705] [478,782] [485,964] [493,254]					<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of education therapists on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post.

Chief Education Counsellor/ Psychometrist Grade 1	(Package) 416,142 422,382 428,718 435,147 441,671 448,299 455,022 461,847 [444,441] [451,104] [457,872] [464,736] [471,705] [478,782] [485,964] [493,254]	Appropriate qualification that allows registration with the HPCSA as Counsellor or Psychometrist.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. Registration with the South African Council of Educators (SACE), where applicable. 	<ul style="list-style-type: none"> A minimum of three (3) years appropriate experience as Counsellor after registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> • Eight (8) years actual service in the position of Chief Education Counsellor Grade 1. • Grade progression shall become effective from the 1st day of the month following the date on which the Chief Education Counsellor or Chief Education Psychometrist met all the requirements. • Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> • Five (5) years actual service in the position of Chief Education Counsellor Grade 1 or Chief Education Psychometrist Grade 1 with at least four (4) annual assessment ratings of good performance. • Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Chief Education Counsellor or Chief Education Psychometrist met all the requirements. • Accelerated grade progression shall be effective from 1 January 2012.
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Chief Education Counsellor/ Psychometrist Grade 2	(Package) 475,806 482,943 490,191 497,544 505,005 512,583 520,269 526,072 535,995	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post
	[508,161] [515,784] [523,524] [531,378] [539,346] [547,440] [555,648] [563,982] [572,442]					

CAREER STREAM: OFFICE-BASED EDUCATION COUNSELLOR /PSYCHOMETRIST						
Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirement/measures
		Qualifications	Registration	Experience		
CAREER PATH						
	[] = 2011 scale					
Education Counsellor/ Psychometrist Grade 1	(Package) 318,312 323,068	Appropriate qualification that allows registration with the HPCSA as Counsellor or	Registration with the Health Professions Council of South Africa	None after registration with the Health Professions Council of South Africa (HPCSA)	None	Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the


		<p>327,933 332,853 337,845 342,912 348,051 353,274</p> <p>[339,957] [345,057] [350,232] [355,488] [360,819] [366,231] [371,718] [377,298]</p>	Psychometrist.	<p>(HPCSA) as Counsellor or Psychometrist.</p> <ul style="list-style-type: none"> Registration with the South African Council for Educators, (SACE), where applicable. 	as Counsellor or Psychometrist.	<p>following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade Grade progression shall become effective from the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Education Counsellor/ Psychometrist Grade 2	(Package) 363,954 369,411	Appropriate qualification that allows registration with the HPCSA as Counsellor or	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa 	<ul style="list-style-type: none"> A minimum of eight (8) years appropriate experience as Counsellor after 	None	Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the

		374,952 380,577 386,266 392,079 397,962 403,932 [388,704] [394,530] [400,449] [406,455] [412,554] [418,740] [425,022] [431,400]	Psychometrist.	(HPCSA) as Counsellor or Psychometrist. • Registration with the South African Council for Educators (SACE), where applicable.	registration with the Health Professions Council for South Africa (HPCSA) as Counsellor or Psychometrist.	<p>following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> • Eight (8) years actual and/or recognisable experience after compliance with the appointment requirements in the Grade • Grade progression shall become effective from the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. • Grade progression shall be effective from 1 January 2012 <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> • Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the Grade, with at least four (4) annual assessment ratings of good performance. • Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Counsellor or Psychometrist met all the requirements. • Accelerated grade progression shall be effective from 1 January 2012. <p>Accelerated pay progression</p> <ul style="list-style-type: none"> • 2 notches per assessment cycle. • Based on assessment of good performance.
Education Counsellor/ Psychometrist Grade 3	(Package) 416,142 422,382 428,718					

						<ul style="list-style-type: none"> Limited to maximum of 20% per annum of the number of education therapists on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post.
						<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service in the position of Chief Education Counsellor Grade 1. Grade progression shall become effective from the 1st day of the month following the date on which the Chief Education Counsellor or Chief Education Psychometrist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Chief Education Counsellor Grade 1 or Chief Education
					None	
					<ul style="list-style-type: none"> A minimum of three (3) years appropriate experience as Counsellor after registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. 	
					<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist. Registration with the South African Council of Educators (SACE), where applicable. 	
					Appropriate qualification that allows registration with the HPCSA as Counsellor or Psychometrist.	
						<p>435,147</p> <p>441,672</p> <p>448,299</p> <p>455,022</p> <p>461,847</p> <p>[444,441]</p> <p>[451,104]</p> <p>[457,872]</p> <p>[464,736]</p> <p>[471,705]</p> <p>[478,782]</p> <p>[485,964]</p> <p>[493,254]</p>
						<p>(Package)</p> <p>416,142</p> <p>422,382</p> <p>428,718</p> <p>435,147</p> <p>441,671</p> <p>448,299</p> <p>455,022</p> <p>461,847</p> <p>[444,441]</p> <p>[451,104]</p> <p>[457,872]</p> <p>[464,736]</p> <p>[471,705]</p> <p>[478,782]</p> <p>[485,964]</p> <p>[493,254]</p>
					Chief Education Counsellor/ Psychometrist Grade 1	

							psychometrist Grade 1 with at least four (4) annual assessment ratings of good performance. <ul style="list-style-type: none"> Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Chief Education Counsellor or Chief Education Psychometrist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Chief Education Counsellor/ Psychometrist Grade 2	(Package) 475,806 482,943 490,191 497,544 505,005 512,583 520,269 526,072 535,995 [508,161] [515,784] [523,524] [531,378] [539,346] [547,440] [555,648] [563,982] [572,442]	No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	Accelerated pay progression <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. Promotion <ul style="list-style-type: none"> Promotion to higher vacant advertised post 	
Senior Education Counsellor/ Psychometrist Specialist Grade 1	(Package) 512,583 520,269 526,072 535,995 544,035	Appropriate qualification that allows registration with the HPCSA as Counsellor or Psychometrist.	Registration with the Health Professions Council of South Africa (HPCSA) as Counsellor or Psychometrist.	A minimum of three (3) years appropriate experience as Counsellor after registration with the Health Professions Council of South Africa	Not applicable.	Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency: Grade progression: Satisfactory perfor-	

		<p>552,195 560,475 568,881</p> <p>[547,440] [555,648] [563,982] [572,442] [581,028] [589,743] [598,587] [607,566]</p>		<ul style="list-style-type: none"> Registration with the South African Council for Educators (SACE), where applicable. 	(HPCSA) as Counsellor or Psychometrist.		<p>mance:</p> <ul style="list-style-type: none"> Eight (8) years actual service in the position of Senior Education Counsellor Specialist Grade 1 or Senior Education Psychometrist Specialist Grade 1 Grade progression shall become effective from the 1st day of the month following the date on which the Senior Education Counsellor Specialist or Senior Education Psychometrist Specialist met all the requirements. Grade progression shall be effective from 1 January 2012. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Senior Education Counsellor Specialist Grade 1, or Senior Education Psychometrist Specialist Grade 1 with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Senior Education Counsellor Specialist or Senior Education Psychometrist Specialist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Senior Education Counsellor/ Psychometrist	(Package) 586,077 594,870	No direct appointment on this grade.	No direct appointment on this grade.	No direct appointment on this grade.	No direct appointment on this grade.	Not applicable	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good



	Specialist Grade 2	603,792 612,849 622,041 631,371 640,842 [625,929] [635,322] [644,850] [654,522] [664,341] [674,304] [684,420]					performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <u>Promotion</u> ▪ Promotion to higher vacant advertised post
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ANNEXURE B3

Translation of Education Counsellors'/Psychometrists' salary scales to OSD salary scales

B3.1 Translation of Counsellors or Psychometrists who –

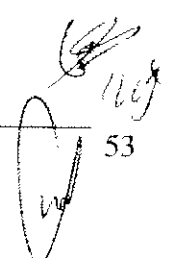
- are registered with the HPCSA as Counsellors or Psychometrists ;
- perform duties of Counselling or Psychometry; and
- on 30 June 2010 had less than 8 years' relevant service after registration as Counsellor or Psychometrist.

to posts of Education Counsellor/ Psychometrist Grades 1, 2 and 3 respectively.

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3
Notch	Notch	Package	Package	Package
	140,208	318,312 [339,957]	-	-
141,102 (7.1)	141,606	318,312 [339,957]	-	-
142,521 (7.2)	143,028	318,312 [339,957]	-	-
143,940 (7.3)	144,453	318,312 [339,957]	-	-
145,383 (7.4)	145,899	318,312 [339,957]	-	-
146,856 (7.5)	147,354	318,312 [339,957]	-	-
148,314 (7.6)	148,830	318,312 [339,957]	-	-
149,796 (7.7)	150,318	318,312 [339,957]	-	-
151,305 (7.8)	151,821	318,312 [339,957]	-	-
152,802 (7.9)	153,339	318,312 [339,957]	-	-
154,338 (7.10)	154,872	318,312 [339,957]	-	-
155,886 (7.11)	156,426	318,312 [339,957]	-	-
157,434 (7.12)	157,986	318,312 [339,957]	-	-
159,006 (7.13)	159,567	318,312 [339,957]	-	-
160,593 (7.14)	161,166	318,312 [339,957]	-	-
162,219 (7.15)	162,783	318,312 [339,957]	-	-
163,830 (7.16)	164,640 (P)	318,312 [339,957]	-	-

Educator non-OSD scales Counsellors/ Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre- OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
		Education Counsellor/ Psychometrist Grade 1	Education Counsellor/ Psychometrist Grade 2	Education Counsellor/ Psychometrist Grade 3
Notch	Notch	Package	Package	Package
165,690 (7P)	174,117	318,312 [339,957]	-	-
175,248 (8.1)	175,866	318,312 [339,957]	-	-
177,003 (8.2)	177,630	318,312 [339,957]	-	-
178,782 (8.3)	179,400	318,312 [339,957]	-	-
180,549 (8.4)	181,200	318,312 [339,957]	-	-
182,355 (8.5)	183,003	318,312 [339,957]	-	-
184,188 (8.6)	184,833	318,312 [339,957]	-	-
186,033 (8.7)	186,678	318,312 [339,957]	-	-
187,890 (8.8)	188,553	318,312 [339,957]	-	-
189,759 (8.9)	190,434	318,312 [339,957]	-	-
191,670 (8.10)	192,333	318,312 [339,957]	-	-
193,593 (8.11)	194,256	318,312 [339,957]	-	-
195,513 (8.12)	196,203	318,312 [339,957]	-	-
197,463 (8.13)	198,162	318,312 [339,957]	-	-
199,461 (8.14)	200,148	318,312 [339,957]	-	-
201,447 (8.15)	202,149	318,312 [339,957]	-	-

Educator non-OSD scales Counsellors/ Psychometrist (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Salary level 9 Notch	Education Counsellor/ Psychometrist Grade 1 Package	Education Counsellor/ Psychometrist Grade 2 Package	Education Counsellor/ Psychometrist Grade 3 Package
203,448 (8.16)	206,982	318,312 [339,957]		-
208,311 (9.1)	209,037	318,312 [339,957]		-
210,387 (9.2)	211,134	318,312 [339,957]		-
212,517 (9.3)	213,246	323,068 [345,057]		-
214,620 (9.4)	215,382	323,068 [345,057]		-
216,774 (9.5)	217,539	327,933 [350,232]		-
218,940 (9.6)	219,711	327,933 [350,232]		-
221,133 (9.7)	221,907	332,853 [355,488]		-
223,365 (9.8)	224,124	337,845 [360,819]		-
225,585 (9.9)	226,356	337,845 [360,819]		-
227,853 (9.10)	228,627	342,912 [366,231]		-
230,124 (9.11)	230,913	342,912 [[366,231]		-
232,407 (9.12)	233,226	348,051 [371,718]		-
234,756 (9.13)	235,557	348,051 [371,718]		-
237,090 (9.14)	237,912	353,274 [377,298]		-
239,463 (9.15)	240,291		363,954 [388,704]	-
241,863 (9.16)	242,433 (P)		363,954 [388,704]	-
	250,035 (P)		374,952 [400,449]	-


53

Educator non-OSD scales Counsellors/ Psychometrist (school and office-based) 1 July 2010 (after COLA)	PS pre- OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Notch	Package	Package	Package
	258,342	-	380,577 [406,455]	
260,013 (10.1)	260,919	-	386,266 [412,554]	
262,608 (10.2)	263,532	-	386,268 [412,554]	
265,239 (10.3)	266,172	-	392,079 [418,740]	
267,897 (10.4)	268,827	-	392,079 [418,740]	
270,579 (10.5)	271,518	-	397,962 [425,022]	
273,276 (10.6)	274,236	-	403,932 [431,400]	
276,024 (10.7)	276,969	-	403,932 [431,400]	
278,769 (10.8)	279,741	-	-	416,142 [444,441]
281,556 (10.9)	282,543	-	-	416,142 [444,441]
284,370 (10.10)	285,363	-	-	416,142 [444,441]
287,220 (10.11)	288,222	-	-	422,382 [451,104]
290,085 (10.12)	291,102	-	-	422,382 [451,104]
292,986 (10.13)	294,015	-	-	428,718 [457,872]
295,914 (10.14)	296,949	-	-	435,147 [464,736]
298,881 (10.15)	299,919	-	-	435,147 [464,736]
301,875 (10.16)				435,147 [464,736]

B3.2 Translation of Counsellors or Psychometrists who –

- are registered with the HPCSA as Counsellors;
- perform duties of Counselling or Ppsychometry; and
- on 30 June 2010, have at least 8 years' relevant service, but less than 16 years' relevant service after registration as Counsellor or Psychometrist,

to posts of Education Counsellor/ Psychometrist Grades 1, 2 and 3 respectively.

Educator non-OSD scales Counsellors/ Psychometrists (school and office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 7 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2 Package	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3 Package
	140,208	-	363,954 [388,704]	-
141,102 (7.1)	141,606	-	363,954 [388,704]	-
142,521 (7.2)	143,028	-	363,954 [388,704]	-
143,940 (7.3)	144,453	-	363,954 [388,704]	-
145,383 (7.4)	145,899	-	363,954 [388,704]	-
146,856 (7.5)	147,354	-	363,954 [388,704]	-
148,314 (7.6)	148,830	-	363,954 [388,704]	-
149,796 (7.7)	150,318	-	363,954 [388,704]	-
151,305 (7.8)	151,821	-	363,954 [388,704]	-
152,802 (7.9)	153,339	-	363,954 [388,704]	-
154,338 (7.10)	154,872	-	363,954 [388,704]	-
155,886 (7.11)	156,426	-	363,954 [388,704]	-
157,434 (7.12)	157,986	-	363,954 [388,704]	-
159,006 (7.13)	159,567	-	363,954 [388,704]	-
160,593 (7.14)	161,166	-	363,954 [388,704]	-
162,219 (7.15)	162,783	-	363,954 [388,704]	-
163,830 (7.16)	164,640 (P)	-	363,954 [388,704]	-

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
		Education Counsellor/ Psychometrist Grade 1	Education Counsellor/ Psychometrist Grade 2	Education Counsellor/ Psychometrist Grade 3
	Salary level 8			
Notch	Notch	Package	Package	Package
165,690 (7P)	174,117	-	363,954 [388,704]	-
175,248 (8.1)	175,866	-	363,954 [388,704]	-
177,003 (8.2)	177,630	-	363,954 [388,704]	-
178,782 (8.3)	179,400	-	363,954 [388,704]	-
180,549 (8.4)	181,200	-	363,954 [388,704]	-
182,355 (8.5)	183,003	-	363,954 [388,704]	-
184,188 (8.6)	184,833	-	363,954 [388,704]	-
186,033 (8.7)	186,678	-	363,954 [388,704]	-
187,890 (8.8)	188,553	-	363,954 [388,704]	-
189,759 (8.9)	190,434	-	363,954 [388,704]	-
191,670 (8.10)	192,333	-	363,954 [388,704]	-
193,593 (8.11)	194,256	-	363,954 [388,704]	-
195,513 (8.12)	196,203	-	363,954 [388,704]	-
197,463 (8.13)	198,162	-	363,954 [388,704]	-
199,461 (8.14)	200,148	-	363,954 [388,704]	-
201,447 (8.15)	202,149	-	363,954 [388,704]	-

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Salary level 9 Notch	Education Counsellor/ Psychometrist Grade 1 Package	Education Counsellor/ Psychometrist Grade 2 Package	Education Counsellor/ Psychometrist Grade 3 Package
203,448 (8.16)	206,982	-	363,954 [388,704]	-
208,311 (9.1)	209,037	-	363,954 [388,704]	-
210,387 (9.2)	211,134	-	363,954 [388,704]	-
212,517 (9.3)	213,246	-	363,954 [388,704]	-
214,620 (9.4)	215,382	-	363,954 [388,704]	-
216,774 (9.5)	217,539	-	363,954 [388,704]	-
218,940 (9.6)	219,711	-	363,954 [388,704]	-
221,133 (9.7)	221,907	-	363,954 [388,704]	-
223,365 (9.8)	224,124	-	363,954 [388,704]	-
225,585 (9.9)	226,356	-	363,954 [388,704]	-
227,853 (9.10)	228,627	-	363,954 [388,704]	-
230,124 (9.11)	230,913	-	363,954 [388,704]	-
232,407 (9.12)	233,226	-	363,954 [388,704]	-
234,756 (9.13)	235,557	-	363,954 [388,704]	-
237,090 (9.14)	237,912	-	363,954 [388,704]	-
239,463 (9.15)	240,291	-	363,954 [388,704]	-
241,863 (9.16)	242,433 (P)	-	363,954 [388,704]	-
	250,035 (P)	-	374,952 [400,449]	-

Educator non- OSD scales Counsellors/Psy chometrists (school and office-based) 1 July 2010 (after COLA)	PS pre- OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3
Notch	Notch	Package	Package	Package
	258,342	-	380,577 [406,455]	
260,013 (10.1)	260,919	-	386,266 [412,554]	
262,608 (10.2)	263,532	-	386,266 [412,554]	
265,239 (10.3)	266,172	-	392,079 [418,740]	
267,897 (10.4)	268,827	-	392,079 [418,740]	
270,579 (10.5)	271,518	-	397,962 [425,022]	
273,276 (10.6)	274,236	-	403,932 [431,400]	
276,024 (10.7)	276,969	-	403,932 [431,400]	
278,769 (10.8)	279,741	-	-	416,142 [444,441]
281,556 (10.9)	282,543	-	-	416,142 [444,441]
284,370 (10.10)	285,363	-	-	416,142 [444,441]
287,220 (10.11)	288,222	-	-	422,382 [451,104]
290,085 (10.12)	291,102	-	-	422,382 [451,104]
292,986 (10.13)	294,015	-	-	428,718 [457,872]
295,914 (10.14)	296,949	-	-	435,147 [464,736]
298,881 (10.15)	299,919	-	-	435,147 [464,736]
301,875 (10.16)				435,147 [464,736]

B3.3 Translation of Counsellors or Psychometrists who,-

- are registered with the HPCSA as Counsellors or Psychometrists;
- perform duties of Counselling or Psychometry; and
- on 30 June 2010, had 16 years' or more relevant service after registration as Counsellor or Psychometrist,

to posts of Education Counsellor/ Psychometrist Grades 1, 2 and 3 respectively.

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 7 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1 Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2 Package	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3 Package
	140,208	-	-	416,142 [444,441]
141,102 (7.1)	141,606	-	-	416,142 [444,441]
142,521 (7.2)	143,028	-	-	416,142 [444,441]
143,940 (7.3)	144,453	-	-	416,142 [444,441]
145,383 (7.4)	145,899	-	-	416,142 [444,441]
146,856 (7.5)	147,354	-	-	416,142 [444,441]
148,314 (7.6)	148,830	-	-	416,142 [444,441]
149,796 (7.7)	150,318	-	-	416,142 [444,441]
151,305 (7.8)	151,821	-	-	416,142 [444,441]
152,802 (7.9)	153,339	-	-	416,142 [444,441]
154,338 (7.10)	154,872	-	-	416,142 [444,441]
155,886 (7.11)	156,426	-	-	416,142 [444,441]
157,434 (7.12)	157,986	-	-	416,142 [444,441]
159,006 (7.13)	159,567	-	-	416,142 [444,441]
160,593 (7.14)	161,166	-	-	416,142 [444,441]
162,219 (7.15)	162,783	-	-	416,142 [444,441]
163,830 (7.16)	164,640 (P)	-	-	416,142 [444,441]

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 8	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3
Notch	Notch	Package	Package	Package
165,690 (7P)	174,117	-	-	416,142 [444,441]
175,248 (8.1)	175,866	-	-	416,142 [444,441]
177,003 (8.2)	177,630	-	-	416,142 [444,441]
178,782 (8.3)	179,400	-	-	416,142 [444,441]
180,549 (8.4)	181,200	-	-	416,142 [444,441]
182,355 (8.5)	183,003	-	-	416,142 [444,441]
184,188 (8.6)	184,833	-	-	416,142 [444,441]
186,033 (8.7)	186,678	-	-	416,142 [444,441]
187,890 (8.8)	188,553	-	-	416,142 [444,441]
189,759 (8.9)	190,434	-	-	416,142 [444,441]
191,670 (8.10)	192,333	-	-	416,142 [444,441]
193,593 (8.11)	194,256	-	-	416,142 [444,441]
195,513 (8.12)	196,203	-	-	416,142 [444,441]
197,463 (8.13)	198,162	-	-	416,142 [444,441]
199,461 (8.14)	200,148	-	-	416,142 [444,441]
201,447 (8.15)	202,149	-	-	416,142 [444,441]

Educator non- OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010(after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3
Notch	Salary level 9 Notch	Package	Package	Package
203,448 (8.16)	206,982	-	-	416,142 [444,441]
208,311 (9.1)	209,037	-	-	416,142 [444,441]
210,387 (9.2)	211,134	-	-	416,142 [444,441]
212,517 (9.3)	213,246	-	-	416,142 [444,441]
214,620 (9.4)	215,382	-	-	416,142 [444,441]
216,774 (9.5)	217,539	-	-	416,142 [444,441]
218,940 (9.6)	219,711	-	-	416,142 [444,441]
221,133 (9.7)	221,907	-	-	416,142 [444,441]
223,365 (9.8)	224,124	-	-	416,142 [444,441]
225,585 (9.9)	226,356	-	-	416,142 [444,441]
227,853 (9.10)	228,627	-	-	416,142 [444,441]
230,124 (9.11)	230,913	-	-	416,142 [444,441]
232,407 (9.12)	233,226	-	-	416,142 [444,441]
234,756 (9.13)	235,557	-	-	416,142 [444,441]
237,090 (9.14)	237,912	-	-	416,142 [444,441]
239,463 (9.15)	240,291	-	-	416,142 [444,441]
241,863 (9.16)	242,433 (P)	-	-	416,142 [444,441]
	250,035 (P)	-	-	416,142 [444,441]

Educator non- OSD scales Counsellors/ Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre- OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Counsellor/ Psychometrist Grade 3
Notch	Notch	Package	Package	Package
	258,342	-		416,142 [444,441]
260,013 (10.1)	260,919	-		416,142 [444,441]
262,608 (10.2)	263,532	-		416,142 [444,441]
265,239 (10.3)	266,172	-		416,142 [444,441]
267,897 (10.4)	268,827	-		416,142 [444,441]
270,579 (10.5)	271,518	-		416,142 [444,441]
273,276 (10.6)	274,236	-		416,142 [444,441]
276,024 (10.7)	276,969	-		416,142 [444,441]
278,769 (10.8)	279,741	-	-	416,142 [444,441]
281,556 (10.9)	282,543	-	-	416,142 [444,441]
284,370 (10.10)	285,363	-	-	416,142 [444,441]
287,220 (10.11)	288,222	-	-	422,382 [451,104]
290,085 (10.12)	291,102	-	-	422,382 [451,104]
292,986 (10.13)	294,015	-	-	428,718 457,872]
295,914 (10.14)	296,949	-	-	435,147 [457,872]
298,881 (10.15)	299,919	-	-	435,147 [457,872]
301,875 (10.16)				435,147 [457,872]

B3.4 Translation of Counsellors or Psychometrists who –

- are registered with the HPCSA as Counsellors or Psychometrists;
- who occupy supervisory posts of Counselling or Psychometry (post level 3 posts) graded on salary levels 9 and 10,
- which posts fit organisationally below the post of Senior Education Counsellor/Psychometrist Specialist

to posts of Chief Education Counsellor/ Psychometrist Grades 1 and 2 respectively.

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Salary level 9 Notch	Chief Education Counsellor/ Psychometrist Grade 1 Grade 1 Package	Chief Education Counsellor/ Psychometrist Grade 2 Package
203,448 (8.16)	206,982	416,142 [444,441]	-
208,311 (9.1)	209,037	416,142 [444,441]	-
210,387 (9.2)	211,134	416,142 [444,441]	-
212,517 (9.3)	213,246	416,142 [444,441]	-
214,620 (9.4)	215,382	416,142 [444,441]	-
216,774 (9.5)	217,539	416,142 [444,441]	-
218,940 (9.6)	219,711	416,142 [444,441]	-
221,133 (9.7)	221,907	416,142 [444,441]	-
223,365 (9.8)	224,124	416,142 [444,441]	-
225,585 (9.9)	226,356	416,142 [444,441]	-
227,853 (9.10)	228,627	416,142 [444,441]	-
230,124 (9.11)	230,913	416,142 [444,441]	-
232,407 (9.12)	233,226	416,142 [444,441]	-
234,756 (9.13)	235,557	416,142 [444,441]	-
237,090 (9.14)	237,912	416,142 [444,441]	-
239,463 (9.15)	240,291	416,142 [444,441]	-
241,863 (9.16)	242,433 (P)	416,142 [444,441]	-
	250,035 (P)	416,142 [444,441]	-

Educator non-OSD scales Counsellors/Psychometrists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Salary level 10 Notch	Chief Education Counsellor/ Psychometrist Grade 1 Package	Chief Education Counsellor/ Psychometrist Grade 2 Package
	258,342	416,142 [444,441]	-
260,013 (10.1)	260,919	416,142 [444,441]	-
262,608 (10.2)	263,532	416,142 [444,441]	-
265,239 (10.3)	266,172	416,142 [444,441]	-
267,897 (10.4)	268,827	416,142 [444,441]	-
270,579 (10.5)	271,518	416,142 [444,441]	-
273,276 (10.6)	274,236	416,142 [444,441]	-
276,024 (10.7)	276,969	416,142 [444,441]	-
278,769 (10.8)	279,741	416,142 [444,441]	-
281,556 (10.9)	282,543	416,142 [444,441]	-
284,370 (10.10)	285,363	416,142 [444,441]	-
287,220 (10.11)	288,222	422,382 [451,104]	-
290,085 (10.12)	291,102	422,382 [451,104]	-
292,986 (10.13)	294,015	428,718 [457,872]	-
295,914 (10.14)	296,949	435,147 [464,736]	-
298,881 (10.15)	299,919	435,147 [464,736]	-
301,875 (10.16)		435,147 [464,736]	

B3.5 Translation of Counsellors or Psychometrists who –

- are registered with the HPCSA and SACE as Counsellors or Psychometrists;
- who occupy posts of Deputy Chief Education Specialist/Chief Education Specialist (Counselling/Psychology) (salary level 11 and 12)

to posts of Senior Education Counsellor/ Psychometrist Specialist Grades 1 and 2 respectively.

Educator non-OSD scales Counsellors/Psychometrists (office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 11 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Counsellor/ Psychometrist Specialist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Counsellor/ Psychometrist Specialist Grade 2 Package
	406,839	512,583 [547,440]	-
409,215 (11.1)	410,865	512,583 [547,440]	-
413,265 (11.2)	414,921	512,583 [547,440]	-
417,354 (11.3)	419,028	512,583 [547,440]	-
421,470 (11.4)	423,174	512,583 [547,440]	-
425,637 (11.5)	427,362	512,583 [547,440]	-
429,855 (11.6)	431,586	512,583 [547,440]	-
434,100 (11.7)	435,855	512,583 [547,440]	-
438,396 (11.8)	440,172	512,583 [547,440]	-
442,728 (11.9)	444,528	512,583 [547,440]	-
447,102 (11.10)	448,923	512,583 [547,440]	-
451,527 (11.11)	453,363	512,583 [547,440]	-
456,003 (11.12)	457,854	512,583 [547,440]	-
460,530 (11.13)	462,387	512,583 [547,440]	-
465,084 (11.14)	466,965	512,583 [547,440]	-
469,677 (11.15)	471,588	512,583 [547,440]	-
474,333 (11.16)		512,583 [547,440]	-

Educator non-OSD scales Counsellors/ Psychometrists (office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 12	OSD scale: 1 July 2010 [1 May 2011] Senior Education Counsellor/Psychometrist Specialist Specialist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Senior Education Counsellor/ Psychometrist Specialist Grade 2
Package	Package	Package	Package
	482,160	528,072 [563,982]	-
485,040 (12.1)	486,933	535,995 [572,442]	-
489,840 (12.2)	491,757	535,995 [572,442]	-
494,703 (12.3)	496,635	544,035 [581,028]	-
499,593 (12.4)	501,555	552,195 [589,743]	-
504,546 (12.5)	506,523	552,195 [589,743]	-
509,538 (12.6)	511,539	560,475 [598,587]	-
514,596 (12.7)	516,612	568,881 [607,566]	-
519,705 (12.8)	521,730	568,881 [607,566]	-
524,850 (12.9)	526,902	-	586,077 [625,929]
530,049 (12.10)	532,122	-	586,077 [625,929]
535,299 (12.11)	537,402	-	586,077 [625,929]
540,603 (12.12)	542,727	-	594,870 [635,322]
545,967 (12.13)	548,103	-	603,792 [644,850]
551,373 (12.14)	553,542	-	603,792 [644,850]
556,857 (12.15)	559,038	-	612,849 [654,522]
562,377 (12.16)		-	612,849 [654,522]

ANNEXURE C1

OSD STRUCTURE FOR PSYCHOLOGISTS EMPLOYED IN PUBLIC EDUCATION

Career stream	Job category	Job Level Designation	Grades	Job level (rank) Code
School-based Education Psychologist	Education Psychologist	Education Psychologist	Grade 1	
			Grade 2	
			Grade 3	

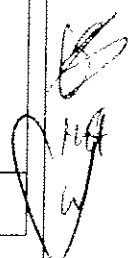
Career stream	Job category	Job Level Designation	Grades	Job level (rank) Code
Office-based Education Psychologist	Education Psychologist	Education Psychologist	Grade 1	
			Grade 2	
			Grade 3	
		Senior Education Psychologist	Grade 1 Grade 2	

ANNEXURE C2

OSD FOR PSYCHOLOGISTS EMPLOYED IN PUBLIC EDUCATION, CAREER PATHS, REMUNERATION AND POST STRUCTURE, APPOINTMENT REQUIREMENTS, RECOGNITION OF EXPERIENCE, GRADE PROGRESSION OPPORTUNITIES AND REQUIREMENTS

CAREER STREAM: SCHOOL-BASED EDUCATION PSYCHOLOGIST						
Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirement/measures
		Qualifications	Registration	Experience		
CAREER PATH [] = 2011 scale						
Education Psychologist Grade 1	(Package) 392,079 397,962 403,932 409,992 416,142 422,382 428,718 435,147 [418,740] [425,022] [431,400] [437,871] [444,441]	Appropriate qualification that allows registration with the HPCSA as Psychologist in a relevant registration category.	Registration with the Health Professions Council of South Africa (HPCSA) as Psychologist in a relevant registration category. • Registration with the South African Council for Educators (SACE), where applicable.	<ul style="list-style-type: none"> None after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified Psychologist who performed Community Service, as required in South Africa. One (1) year relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified psychologists. 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognizable experience after compliance with the appointment requirements for this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the

	[451,104] [457,872] [464,736]			of whom it is not required to perform Community Service, as required in South Africa.		<p>Education Psychologist met all the requirements.</p> <ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2011. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the grade, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
<p>Education Psychologist Grade 2</p> <p>(Package) 461,547 468,777 475,806 482,943 490,191 497,544 505,005 512,583</p> <p>[493,254] [500,655] [508,161] [515,784] [523,524] [531,378] [539,346]</p>	<p>Appropriate qualification that allows registration with the HPCSA as a Psychologist in a relevant registration category.</p> <ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as a psychologist in a relevant registration category. Registration with the South African Council for Educators (SACE), where applicable. 	<ul style="list-style-type: none"> Minimum of eight (8) years experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified psychologist who performed Community Service, as required in South Africa. Minimum of nine (9) years' relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognizable experience after compliance with the appointment requirements for this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the Education Psychologist met all the requirements. 		



	[547,440]		respect of foreign qualified psychologists, of whom it is not required to perform Community Service, as required in South Africa.		<ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2011. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the grade, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012..
Education Psychologist Grade 3	(Package) 535,995 544,035 552,195 560,475 568,881 577,413 586,077 594,870 603,792 612,849 622,041 631,371 [572,442] [581,028] [589,743] [598,587] [607,566] [616,677]	Appropriate qualification that allows registration with the HPCSA as Psychologist in a relevant registration category.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Psychologist in a relevant registration category. Registration with the South African Council for Educators (SACE), where applicable). 	<ul style="list-style-type: none"> Minimum of sixteen (16) years experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified Psychologist who performed Community Service, as required in South Africa. Minimum of seventeen (17) years' relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified psychologists, of whom it 	<p>Accelerated pay progression</p> <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> Promotion to higher vacant advertised post

[625,929]	[635,322]	[644,850]	[654,522]	[664,341]	[674,304]	is not required to perform Community Service, as required in South Africa.	
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CAREER STREAM: OFFICE-BASED EDUCATION PSYCHOLOGIST						
Post	Salary levels and scales	Appointment requirements			Recognition of experience on appointment	Grade progression requirements/measures
		Qualifications	Registration	Experience		
CAREER PATH] = 2011 scale						
Education Psychologist Grade 1	(Package) 392,079 397,962 403,932 409,992 416,142 422,382 428,718 435,147 [418,740] [425,022] [431,400] [437,871] [444,441] [451,104] [457,872] [464,736]	Appropriate qualification that allows registration with the HPCSA as Psychologist in a relevant registration category.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Psychologist in a relevant registration category. Registration with the South African Council for Educators (SACE), where applicable. 	<ul style="list-style-type: none"> None after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified Psychologist who performed Community Service, as required in South Africa. One (1) year relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified psychologists, of whom it is not required to perform Community Service, as required in 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognizable experience after compliance with the appointment requirements for this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the Education Psychologist met all the requirements.

			South Africa.		<ul style="list-style-type: none"> Grade progression shall be effective from 1 January 2011. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the grade, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
Education Psychologist Grade 2	(Package) 461,547 468,777 475,806 482,943 490,191 497,544 505,005 512,583 [493,254] [500,655] [508,161] [515,784] [523,524] [531,378] [539,346] [547,440]	Appropriate qualification that allows registration with the HPCSA as a Psychologist in a relevant registration category.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as a psychologist in a relevant registration category. Registration with the South African Council for Educators (SACE), where applicable. 	<ul style="list-style-type: none"> Minimum of eight (8) years experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified psychologist who performed Community Service, as required in South Africa. Minimum of nine (9) years' relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified psychologists, of whom it is not required to perform Community 	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements, as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service and/or recognisable experience after compliance with the appointment requirements for this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the Education Psychologist met all the requirements. Grade progression shall be effective from 1 January 2011.

				Service, as required in South Africa.				Accelerated grade progression: Good Performance
Education Psychologist Grade 3	(Package) 535,995 544,035 552,195 560,475 568,881 577,413 586,077 594,870 603,792 612,849 622,041 631,371 [572,442] [581,028] [589,743] [598,587] [607,566] [616,677] [625,929] [635,322] [644,850] [654,522]	Appropriate qualification that allows registration with the HPCSA as Psychologist in a relevant registration category.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Psychologist in a relevant registration category. Registration with the South African Council for Educators (SACE), where applicable). 	<ul style="list-style-type: none"> Minimum of sixteen (16) years experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of RSA qualified Psychologist who performed Community Service, as required in South Africa. Minimum of seventeen (17) years' relevant experience after registration with the Health Professions Council of South Africa (HPCSA) in respect of foreign qualified psychologists, of whom it is not required to perform Community Service, as required in South Africa. 	None	<ul style="list-style-type: none"> Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.. 	<ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the grade., with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.. 	Accelerated grade progression: Good Performance <ul style="list-style-type: none"> Five (5) years actual service and/or recognisable experience after compliance with the appointment requirements in the grade., with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012..
								Accelerated pay progression <ul style="list-style-type: none"> 2 notches per assessment cycle. Based on assessment of good performance. Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <u>Promotion</u> <ul style="list-style-type: none"> Promotion to higher vacant advertised post

	Senior Education Psychologist Grade 1	[664,341] [674,304]	(Package) 568,881 577,413 586,077 594,870 603,792 612,849 622,041 631,371	Appropriate qualification that allows for the required registration with the HPCSA as Psychologist in a relevant registration category.	<ul style="list-style-type: none"> Registration with the Health Professions Council of South Africa (HPCSA) as Psychologist. Registration with the South African Council for Educators (SACE), where applicable. 	<ul style="list-style-type: none"> A minimum of 3 years appropriate experience as Psychologist after registration with the Health Professions Council for South Africa (HPCSA) as Psychologist 	None	<p>Compliance with the educational qualifications, statutory requirements, prescribed training and competencies for the grade contained in the appointment requirements as well as the following experiential competency:</p> <p>Grade progression: Satisfactory performance:</p> <ul style="list-style-type: none"> Eight (8) years actual service on this Grade. Grade progression shall become effective from the 1st day of the month following the date on which the Senior Education Psychologist met all the requirements. Grade progression shall be effective from 1 January 2011. <p>Accelerated grade progression: Good Performance</p> <ul style="list-style-type: none"> Five (5) years actual service in the position of Senior Education Psychologist Grade 1, with at least four (4) annual assessment ratings of good performance. Accelerated grade progression shall become effective on the 1st day of the month following the date on which the Senior Education Psychologist met all the requirements. Accelerated grade progression shall be effective from 1 January 2012.
	Senior Education	(Package)		No direct appointment on this Grade	No direct appointment on this Grade	No direct appointment on this Grade	None	Accelerated pay progression

	Psychologist Grade 2	650,454 660,210 670,113 650,163 690,366 700,722 711,231 721,899 732,726 743,721	[694,686] [705,105] [715,680] [726,414] [737,310] [748,371] [759,594] [770,988] [782,550]				<ul style="list-style-type: none"> ▪ 2 notches per assessment cycle. ▪ Based on assessment of good performance. ▪ Limited to maximum of 20% per annum of the number of employees on this Grade in the provincial department of education. <p><u>Promotion</u></p> <ul style="list-style-type: none"> ▪ Promotion to higher vacant advertised post
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ANNEXURE C3

Translation of Education Psychologists' salary scales to OSD salary scales

C3.1 Translation of Psychologists on salary levels 8 to 11 who –

- are registered as Psychologists in the relevant category;
- perform duties in the relevant registration field; and
- on 30 June 2010, had less than 8 years' relevant service after registration as Psychologist (in the relevant registration category)

to posts of Education Psychologist Grades 1, 2 and 3 respectively.

Educator non- OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre- OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3
Notch	Notch	Package	Package	Package
165,690 (7P)	174,117	392,079 [418,740]	-	-
175,248 (8.1)	175,866	392,079 [418,740]	-	-
177,003 (8.2)	177,630	392,079 [418,740]	-	-
178,782 (8.3)	179,400	392,079 [418,740]	-	-
180,549 (8.4)	181,200	392,079 [418,740]	-	-
182,355 (8.5)	183,003	392,079 [418,740]	-	-
184,188 (8.6)	184,833	392,079 [418,740]	-	-
186,033 (8.7)	186,678	392,079 [418,740]	-	-
187,890 (8.8)	188,553	392,079 [418,740]	-	-
189,759 (8.9)	190,434	392,079 [418,740]	-	-
191,670 (8.10)	192,333	392,079 [418,740]	-	-
193,593 (8.11)	194,256	392,079 [418,740]	-	-
195,513 (8.12)	196,203	392,079 [418,740]	-	-
197,463 (8.13)	198,162	392,079 [418,740]	-	-
199,461 (8.14)	200,148	392,079 [418,740]	-	-

201,447 (8.15)	202,149	392,079	[418,740]	-	-
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[Handwritten Signature]
77

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
		Education Psychologist Grade 1	Education Psychologist Grade 2	Education Psychologist Grade 3
	Salary level 9			
Notch	Notch	Package	Package	Package
203,448 (8.16)	206,982	392,079) [418,740]	-	-
208,311 (9.1)	209,037	392,079) [418,740]	-	-
210,387 (9.2)	211,134	392,079) [418,740]	-	-
212,517 (9.3)	213,246	392,079) [418,740]	-	-
214,620 (9.4)	215,382	392,079) [418,740]	-	-
216,774 (9.5)	217,539	392,079) [418,740]	-	-
218,940 (9.6)	219,711	392,079) [418,740]	-	-
221,133 (9.7)	221,907	392,079) [418,740]	-	-
223,365 (9.8)	224,124	392,079) [418,740]	-	-
225,585 (9.9)	226,356	392,079) [418,740]	-	-
227,853 (9.10)	228,627	392,079) [418,740]	-	-
230,124 (9.11)	230,913	392,079) [418,740]	-	-
232,407 (9.12)	233,226	392,079) [418,740]	-	-
234,756 (9.13)	235,557	392,079) [418,740]	-	-
237,090 (9.14)	237,912	392,079) [418,740]	-	-
239,463 (9.15)	240,291	392,079) [418,740]	-	-
241,863 (9.16)	242,433 (P)	392,079) [418,740]	-	-
	250,035 (P)	392,079) [418,740]	-	-

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3
Notch	Notch	Package	Package	Package
	258,342	392,079 [418,740]	-	-
260,013 (10.1)	260,919	392,079 [418,740]	-	-
262,608 (10.2)	263,532	392,079 [418,740]	-	-
265,239 (10.3)	266,172	392,079 [418,740]	-	-
267,897 (10.4)	268,827	392,079 [418,740]	-	-
270,579 (10.5)	271,518	397,962 [425,022]	-	-
273,276 (10.6)	274,236	397,962 [425,022]	-	-
276,024 (10.7)	276,969	403,932 [431,400]	-	-
278,769 (10.8)	279,741	409,992 [437,871]	-	-
281,556 (10.9)	282,543	416,142 [444,441]	-	-
284,370 (10.10)	285,363	416,142 [444,441]	-	-
287,220 (10.11)	288,222	422,382 [451,104]	-	-
290,085 (10.12)	291,102	422,382 [451,104]	-	-
292,986 (10.13)	294,015	428,718 [457,872]	-	-
295,914 (10.14)	296,949	435,147 [464,736]	-	-
298,881 (10.15)	299,919	435,147 [464,736]	-	-
301,875 (10.16)				

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Package	Package	Education Psychologist Grade 1	Education Psychologist Grade 2	Education Psychologist Grade 3
	406,839	-	461,547 [493,254]	-
409,215 (11.1)	410,865	-	461,547 [493,254]	-
413,265 (11.2)	414,921	-	461,547 [493,254]	-
417,354 (11.3)	419,028	-	461,547 [493,254]	-
421,470 (11.4)	423,174	-	461,547 [493,254]	-
425,637 (11.5)	427,362	-	461,547 [493,254]	-
429,855 (11.6)	431,586	-	468,777 [500,655]	-
434,100 (11.7)	435,855	-	475,806 [508,161]	-
438,396 (11.8)	440,172	-	475,806 [508,161]	-
442,728 (11.9)	444,528	-	482,943 [515,784]	-
447,102 (11.10)	448,923	-	490,191 [523,524]	-
451,527 (11.11)	453,363	-	490,191 [523,524]	-
456,003 (11.12)	457,854	-	497,544 [531,378]	-
460,530 (11.13)	462,387	-	505,005 [539,346]	-
465,084 (11.14)	466,965	-	505,005 [539,346]	-
469,677 (11.15)	471,588	-	512,583 [547,440]	-
474,333 (11.16)		-		-

C3.2 Translation of Education Psychologists on salary levels 8 to 11 who -

- are registered as Psychologists;
- perform duties as Psychologists; and
- on 30 June 2010, had 8 years' or more relevant service, but less than 16 years' relevant service after registration as Psychologist,

to posts of Education Psychologist Grades 1, 2 and 3 respectively.

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
Notch	Salary level 8	Education Psychologist Grade 1	Education Psychologist Grade 2	Education Psychologist Grade 3
Notch	Notch	Package	Package	Package
165,690 (7P)	174,117	-	461,847 [493,254]	-
175,248 (8.1)	175,866	-	461,847 [493,254]	-
177,003 (8.2)	177,630	-	461,847 [493,254]	-
178,782 (8.3)	179,400	-	461,847 [493,254]	-
180,549 (8.4)	181,200	-	461,847 [493,254]	-
182,355 (8.5)	183,003	-	461,847 [493,254]	-
184,188 (8.6)	184,833	-	461,847 [493,254]	-
186,033 (8.7)	186,678	-	461,847 [493,254]	-
187,890 (8.8)	188,553	-	461,847 [493,254]	-
189,759 (8.9)	190,434	-	461,847 [493,254]	-
191,670 (8.10)	192,333	-	461,847 [493,254]	-
193,593 (8.11)	194,256	-	461,847 [493,254]	-
195,513 (8.12)	196,203	-	461,847 [493,254]	-
197,463 (8.13)	198,162	-	461,847 [493,254]	-
199,461 (8.14)	200,148	-	461,847 [493,254]	-
201,447 (8.15)	202,149	-	461,847 [493,254]	-

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 9	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3
Notch	Notch	Package	Package	Package
203,448 (8.16)	206,982	-	461,847 [493,254]	-
208,311 (9.1)	209,037	-	461,847 [493,254]	-
210,387 (9.2)	211,134	-	461,847 [493,254]	-
212,517 (9.3)	213,246	-	461,847 [493,254]	-
214,620 (9.4)	215,382	-	461,847 [493,254]	-
216,774 (9.5)	217,539	-	461,847 [493,254]	-
218,940 (9.6)	219,711	-	461,847 [493,254]	-
221,133 (9.7)	221,907	-	461,847 [493,254]	-
223,365 (9.8)	224,124	-	461,847 [493,254]	-
225,585 (9.9)	226,356	-	461,847 [493,254]	-
227,853 (9.10)	228,627	-	461,847 [493,254]	-
230,124 (9.11)	230,913	-	461,847 [493,254]	-
232,407 (9.12)	233,226	-	461,847 [493,254]	-
234,756 (9.13)	235,557	-	461,847 [493,254]	-
237,090 (9.14)	237,912	-	461,847 [493,254]	-
239,463 (9.15)	240,291	-	461,847 [493,254]	-
241,863 (9.16)	242,433 (P)	-	461,847 [493,254]	-
	250,035 (P)	-	461,847 [493,254]	-

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3
Notch	Salary level 10 Notch	Package	Package	Package
	258,342	-	461,847 [493,254]	-
260,013 (10.1)	260,919	-	461,847 [493,254]	-
262,608 (10.2)	263,532	-	461,847 [493,254]	-
265,239 (10.3)	266,172	-	461,847 [493,254]	-
267,897 (10.4)	268,827	-	461,847 [493,254]	-
270,579 (10.5)	271,518	-	461,847 [493,254]	-
273,276 (10.6)	274,236	-	461,847 [493,254]	-
276,024 (10.7)	276,969	-	461,847 [493,254]	-
278,769 (10.8)	279,741	-	461,847 [493,254]	-
281,556 (10.9)	282,543	-	461,847 [493,254]	-
284,370 (10.10)	285,363	-	461,847 [493,254]	-
287,220 (10.11)	288,222	-	461,847 [493,254]	-
290,085 (10.12)	291,102	-	461,847 [493,254]	-
292,986 (10.13)	294,015	-	461,847 [493,254]	-
295,914 (10.14)	296,949	-	461,847 [493,254]	-
298,881 (10.15)	299,919	-	461,847 [493,254]	-
301,875 (10.16)			461,847 [493,254]	

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 11 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3 Package
	406,839	-	461,847 [493,254]	-
409,215 (11.1)	410,865	-	461,847 [493,254]	-
413,265 (11.2)	414,921	-	461,847 [493,254]	-
417,354 (11.3)	419,028	-	461,847 [493,254]	-
421,470 (11.4)	423,174	-	461,847 [493,254]	-
425,637 (11.5)	427,362	-	461,847 [493,254]	-
429,855 (11.6)	431,586	-	468,777 [500,655]	-
434,100 (11.7)	435,855	-	475,806 [508,161]	-
438,396 (11.8)	440,172	-	475,806 [508,161]	-
442,728 (11.9)	444,528	-	482,943 [515,784]	-
447,102 (11.10)	448,923	-	490,191 [523,524]	-
451,527 (11.11)	453,363	-	490,191 [523,524]	-
456,003 (11.12)	457,854	-	497,544 [531,378]	-
460,530 (11.13)	462,387	-	505,005 [539,346]	-
465,084 (11.14)	466,965	-	505,005 [539,346]	-
469,677 (11.15)	471,588	-	512,583 [547,440]	-
474,333 (11.16)			512,583 [547,440]	-

B3.3 Translation of Education Psychologists on salary levels 8 to 11 who,-

- are registered as Psychologists;
- perform duties as Psychologists; and
- on 30 June 2010, had 16 years or more relevant service after registration as Psychologist,

to posts of Education Psychologist Grades 1, 2 and 3 respectively.

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA) Notch	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 8 Notch	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3 Package
165,690 (7P)	174,117	-	-	535,995 [572,442]
175,248 (8.1)	175,866	-	-	535,995 [572,442]
177,003 (8.2)	177,630	-	-	535,995 [572,442]
178,782 (8.3)	179,400	-	-	535,995 [572,442]
180,549 (8.4)	181,200	-	-	535,995 [572,442]
182,355 (8.5)	183,003	-	-	535,995 [572,442]
184,188 (8.6)	184,833	-	-	535,995 [572,442]
186,033 (8.7)	186,678	-	-	535,995 [572,442]
187,890 (8.8)	188,553	-	-	535,995 [572,442]
189,759 (8.9)	190,434	-	-	535,995 [572,442]
191,670 (8.10)	192,333	-	-	535,995 [572,442]
193,593 (8.11)	194,256	-	-	535,995 [572,442]
195,513 (8.12)	196,203	-	-	535,995 [572,442]
197,463 (8.13)	198,162	-	-	535,995 [572,442]
199,461 (8.14)	200,148	-	-	535,995 [572,442]
201,447 (8.15)	202,149	-	-	535,995 [572,442]

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA)	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]	OSD scale: 1 July 2010 [1 May 2011]
		Education Psychologist Grade 1	Education Psychologist Grade 2	Education Psychologist Grade 3
	Salary level 9			
Notch	Notch	Package	Package	Package
203,448 (8.16)	206,982	-	-	535,995 [572,442]
208,311 (9.1)	209,037	-	-	535,995 [572,442]
210,387 (9.2)	211,134	-	-	535,995 [572,442]
212,517 (9.3)	213,246	-	-	535,995 [572,442]
214,620 (9.4)	215,382	-	-	535,995 [572,442]
216,774 (9.5)	217,539	-	-	535,995 [572,442]
218,940 (9.6)	219,711	-	-	535,995 [572,442]
221,133 (9.7)	221,907	-	-	535,995 [572,442]
223,365 (9.8)	224,124	-	-	535,995 [572,442]
225,585 (9.9)	226,356	-	-	535,995 [572,442]
227,853 (9.10)	228,627	-	-	535,995 [572,442]
230,124 (9.11)	230,913	-	-	535,995 [572,442]
232,407 (9.12)	233,226	-	-	535,995 [572,442]
234,756 (9.13)	235,557	-	-	535,995 [572,442]
237,090 (9.14)	237,912	-	-	535,995 [572,442]
239,463 (9.15)	240,291	-	-	535,995 [572,442]
241,863 (9.16)	242,433 (P)	-	-	535,995 [572,442]
	250,035 (P)	-	-	535,995 [572,442]

Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA)	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 10	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3
Notch	Notch	Package	Package	Package
	258,342	-	-	535,995 [572,442]
260,013 (10.1)	260,919	-	-	535,995 [572,442]
262,608 (10.2)	263,532	-	-	535,995 [572,442]
265,239 (10.3)	266,172	-	-	535,995 [572,442]
267,897 (10.4)	268,827	-	-	535,995 [572,442]
270,579 (10.5)	271,518	-	-	535,995 [572,442]
273,276 (10.6)	274,236	-	-	535,995 [572,442]
276,024 (10.7)	276,969	-	-	535,995 [572,442]
278,769 (10.8)	279,741	-	-	535,995 [572,442]
281,556 (10.9)	282,543	-	-	535,995 [572,442]
284,370 (10.10)	285,363	-	-	535,995 [572,442]
287,220 (10.11)	288,222	-	-	535,995 [572,442]
290,085 (10.12)	291,102	-	-	535,995 [572,442]
292,986 (10.13)	294,015	-	-	535,995 [572,442]
295,914 (10.14)	296,949	-	-	535,995 [572,442]
298,881 (10.15)	299,919	-	-	535,995 [572,442]
301,875 (10.16)				535,995 [572,442]

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Educator non-OSD scales Psychologists (school and office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 11 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 2 Package	OSD scale: 1 July 2010 [1 May 2011] Education Psychologist Grade 3 Package
	406,839	-	-	535,995 [572,442]
409,215 (11.1)	410,865	-	-	535,995 [572,442]
413,265 (11.2)	414,921	-	-	535,995 [572,442]
417,354 (11.3)	419,028	-	-	535,995 [572,442]
421,470 (11.4)	423,174	-	-	535,995 [572,442]
425,637 (11.5)	427,362	-	-	535,995 [572,442]
429,855 (11.6)	431,586	-	-	535,995 [572,442]
434,100 (11.7)	435,855	-	-	535,995 [572,442]
438,396 (11.8)	440,172	-	-	535,995 [572,442]
442,728 (11.9)	444,528	-	-	535,995 [572,442]
447,102 (11.10)	448,923	-	-	535,995 [572,442]
451,527 (11.11)	453,363	-	-	535,995 [572,442]
456,003 (11.12)	457,854	-	-	535,995 [572,442]
460,530 (11.13)	462,387	-	-	535,995 [572,442]
465,084 (11.14)	466,965	-	-	535,995 [572,442]
469,677 (11.15)	471,588	-	-	535,995 [572,442]
			-	535,995 [572,442]

B3.4 Translation of Education Psychologists who –

- are registered as Psychologists;
- occupy posts of Deputy Chief Education Specialist/Chief Education Specialist graded on salary level 11 or 12; and

to posts of Senior Education Psychologist Grades 1 and 2 respectively.

Educator non-OSD scales Psychologists (office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 11 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Psychologist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Psychologist Grade 2 Package
	406,839	568,881 [607,566]	-
409,215 (11.1)	410,865	568,881 [607,566]	-
413,265 (11.2)	414,921	568,881 [607,566]	-
417,354 (11.3)	419,028	568,881 [607,566]	-
421,470 (11.4)	423,174	568,881 [607,566]	-
425,637 (11.5)	427,362	568,881 [607,566]	-
429,855 (11.6)	431,586	568,881 [607,566]	-
434,100 (11.7)	435,855	568,881 [607,566]	-
438,396 (11.8)	440,172	568,881 [607,566]	-
442,728 (11.9)	444,528	568,881 [607,566]	-
447,102 (11.10)	448,923	568,881 [607,566]	-
451,527 (11.11)	453,363	568,881 [607,566]	-
456,003 (11.12)	457,854	568,881 [607,566]	-
460,530 (11.13)	462,387	568,881 [607,566]	-
465,084 (11.14)	466,965	568,881 [607,566]	-
469,677 (11.15)	471,588	568,881 [607,566]	-
474,333 (11.16)		568,881 [607,566]	-

119 


Educator non-OSD scales Psychologists (office-based) 1 July 2010 (after COLA) Package	PS pre-OSD scales 1 July 2010 (after COLA) Salary level 12 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Psychologist Grade 1 Package	OSD scale: 1 July 2010 [1 May 2011] Senior Education Psychologist Grade 2 Package
	482,160	568,881 [607,566]	-
485,040 (12.1)	486,933	568,881 [607,566]	-
489,840 (12.2)	491,757	568,881 [607,566]	-
494,703 (12.3)	496,635	568,881 [607,566]	-
499,593 (12.4)	501,555	568,881 [607,566]	-
504,546 (12.5)	506,523	568,881 [607,566]	-
509,538 (12.6)	511,539	568,881 [607,566]	-
514,596 (12.7)	516,612	568,881 [607,566]	-
519,705 (12.8)	521,730	568,881 [607,566]	-
524,850 (12.9)	526,902	577,413 [616,677]	-
530,049 (12.10)	532,122	586,077 [625,929]	-
535,299 (12.11)	537,402	586,077 [625,929]	-
540,603 (12.12)	542,727	594,870 [635,322]	-
545,967 (12.13)	548,103	603,792 [644,850]	-
551,373 (12.14)	553,542	603,792 [644,850]	-
556,857 (12.15)	559,038	612,849 [654,522]	-
562,377 (12.16)		612,849 [654,522]	-