

Annex A

The table below indicates the progression trend of salary adjustment for the teaching fraternity and related categories.

2010			2016			% Increase
Functional level	Grade	Salary pa	Functional level	Grade	Salary pa	
Teacher	T3A	N\$80 097	Teacher E	9	N\$165 601	106.8%
Teacher	T3B	N\$117 540	Teacher F	8	N\$202 594	72%
HOD	T4A	N\$163 077	HOD	6	N\$301 045	84.6%
Principal	T4C	N\$190 923	Principal	5	N\$366 974	92%

The 5% increment offered by Government to civil servants, including teachers, within the Grade 12 to 5 translate in the following as applies to teachers in these categories:

1 September 2015			1 April 2016 at 5%		
TEACHER GRADE 9	Per annum	Per month	Per annum	Per month	Difference per month
	157,715	13,142	165,601	13,800	657.15
	160,935	13,411	168,981	14,081	670.56
	164,219	13,684	172,430	14,369	684.25
	167,570	13,964	175,948	14,662	698.21
	170,989	14,249	179,539	14,961	712.46
	174,479	14,539	183,202	15,266	726.99
	178,040	14,836	186,942	15,578	741.83
	181,673	15,139	190,757	15,896	756.97
	185,381	15,448	194,650	16,220	772.42

	189,16 5	15,76 3		198,623	16,551	788.19
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1 September 2015			1 April 2016 at 5%		
TEACHER GRADE 8	Per annum	Per month	Per annum	Per month	Difference per month
	192,947	16,078	202,594	16,882	803.95
	196,807	16,400	206,647	17,220	820.03
	200,742	16,728	210,779	17,564	836.43
	204,757	17,063	214,995	17,916	853.16
	208,853	17,404	219,296	18,274	870.22
	213,029	17,752	223,681	18,640	887.62
	217,290	18,107	228,155	19,012	905.38
	221,636	18,469	232,718	19,393	923.48
	226,069	18,839	237,373	19,781	941.95
	230,591	19,215	242,120	20,176	960.79

1 September 2015			1 April 2016 at 5%		
HOD GRADE 6	Per annu m	Per mont h	Per annum	Per mont h	Difference per month
	286,710	23,892	301,045	25,087	1,194.62
	292,445	24,370	307,067	25,588	1,218.52
	298,293	24,857	313,208	26,100	1,242.89
	304,260	25,354	319,473	26,622	1,267.75
	310,344	25,862	325,862	27,155	1,293.10
	316,551	26,379	332,378	27,698	1,318.96
	322,882	26,906	339,026	28,252	1,345.34
	329,340	27,444	345,807	28,817	1,372.25
	335,928	27,993	352,724	29,393	1,399.70
	342,645	28,553	359,778	29,981	1,427.69

1 September 2015			1 April 2016 at 5%		
PRIN CIPAL GRADE 5	Per annum	Per month	Per annum	Per month	Difference per month
	349,499	29,124	366,974	30,581	1,456.25
	356,489	29,707	374,313	31,192	1,485.37
	363,618	30,301	381,799	31,816	1,515.08
	370,890	30,907	389,435	32,452	1,545.38
	378,308	31,525	397,223	33,101	1,576.28
	385,874	32,156	405,168	33,763	1,607.81
	393,591	32,799	413,271	34,439	1,639.96
	401,463	33,455	421,536	35,128	1,672.76
	409,493	34,124	429,967	35,830	1,706.22
	417,683	34,806	438,734	36,561	1,754.27

Contrary to a perception which was created out there, Government has been consistently adjusting salaries and benefits for its employees including teachers.

Apart from salary adjustments, the following have also been improved

- Housing benefit
- Home Owners Scheme for staff members
- PSEMAS and Transport

Government has also recognised the hardships of eligible staff members in the remote areas by introducing the remoteness allowance.

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