



NAPTOSA

National Professional Teachers' Organisation of South Africa

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DRAFT SALARY SCALES - SALARY ADJUSTMENT ANNOUNCED - COST OF LIVING INCREASE FOR EDUCATORS (SCHOOL- AND OFFICE-BASED) / LECTURERS W.E.F. 1 APRIL 2021. THE SAME SCALES CAN BE USED FOR THE JULY 2021 PAY PROGRESSION OF 1.5 % BY MOVING 3 NOTCHES DOWN FROM WHERE YOU ARE ON THE SCALE.

The final scales will be published by the Department in the Government Gazette

Salary level 1 - 5 : (Notch 1 - 104)	Non-pensionable monthly allowance of	R1,220
Salary level 6 - 7 : (Notch 105 - 189)	Non-pensionable monthly allowance of	R1,352
Salary level 8 - 9 : (Notch 190 - 268)	Non-pensionable monthly allowance of	R1,450
Salary level 10 - 11 : (Notch 269 - 349)	Non-pensionable monthly allowance of	R1,640
Salary level 12 : (Notch 350 - 432)	Non-pensionable monthly allowance of	R1,695

SALARY SCALES AS AT 1 JULY 2019

New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019	New Ntch	July 2019
1	123,237	49	157,713	97	200,484	145	254,532	193	322,065	241	409,095	289	519,429	337	656,874
2	124,848	50	158,487	98	201,486	146	255,810	194	323,004	242	411,147	290	522,036	338	660,186
3	125,085	51	159,291	99	202,482	147	257,070	195	323,661	243	413,169	291	524,637	339	663,441
4	126,105	52	160,260	100	203,481	148	258,360	196	325,278	244	415,245	292	527,232	340	666,771
5	126,720	53	160,863	101	204,507	149	259,647	197	326,895	245	417,315	293	529,866	341	670,089
6	127,344	54	161,856	102	205,506	150	260,940	198	328,515	246	419,394	294	532,545	342	673,446
7	127,998	55	162,663	103	206,532	151	262,236	199	330,156	247	421,473	295	535,140	343	676,773
8	128,625	56	163,479	104	207,561	152	263,811	200	331,812	248	423,609	296	537,849	344	680,196
9	129,255	57	164,283	105	208,590	153	264,855	201	333,444	249	425,685	297	540,534	345	683,547
10	129,897	58	165,135	106	209,649	154	266,436	202	335,127	250	427,839	298	543,228	346	686,979
11	130,554	59	165,930	107	210,675	155	267,768	203	336,789	251	429,963	299	545,916	347	690,399
12	131,205	60	166,773	108	211,731	156	269,112	204	338,472	252	432,129	300	548,673	348	693,858
13	131,844	61	167,613	109	212,793	157	270,432	205	340,155	253	434,256	301	551,376	349	697,284
14	132,489	62	168,423	110	213,855	158	271,794	206	341,868	254	436,449	302	556,902	350	700,782
15	133,173	63	169,275	111	214,908	159	273,150	207	343,548	255	438,612	303	557,169	351	704,265
16	133,845	64	170,127	112	216,015	160	274,521	208	345,297	256	440,823	304	562,746	352	707,790
17	134,475	65	170,949	113	217,062	161	275,871	209	346,995	257	442,995	305	565,527	353	711,294
18	135,180	66	171,801	114	218,142	162	277,266	210	348,747	258	445,221	306	568,347	354	714,894
19	135,852	67	172,680	115	219,255	163	278,640	211	350,475	259	447,435	307	570,519	355	718,407
20	136,551	68	173,538	116	220,332	164	280,038	212	352,218	260	449,667	308	571,188	356	722,022
21	137,208	69	174,378	117	221,415	165	281,424	213	353,979	261	451,899	309	574,320	357	725,616
22	137,892	70	175,269	118	222,537	166	282,825	214	355,755	262	454,146	310	576,873	358	729,258
23	138,600	71	176,142	119	223,638	167	284,238	215	357,501	263	456,411	311	579,078	359	732,852
24	139,269	72	176,991	120	224,772	168	285,648	216	359,292	264	458,691	312	580,071	360	736,545
25	139,959	73	177,897	121	225,876	169	287,067	217	361,092	265	460,959	313	582,936	361	740,196
26	140,661	74	178,809	122	227,004	169	288,525	218	362,910	266	463,308	314	585,888	362	743,901
27	141,357	75	179,646	123	228,144	170	289,932	219	364,680	267	465,570	315	588,771	363	747,594
28	142,056	76	180,567	124	229,269	172	291,402	220	366,510	268	467,925	316	591,711	364	751,338
29	142,770	77	181,491	125	230,409	173	292,854	221	368,355	269	470,259	317	594,675	365	755,061
30	143,478	78	182,391	126	231,549	174	294,330	222	370,194	270	472,608	318	597,648	366	758,838
31	144,186	79	183,276	127	232,707	175	295,773	223	372,009	271	474,945	319	600,588	367	762,609
32	144,930	80	184,212	128	233,880	176	297,261	224	373,890	272	477,318	320	603,627	368	766,446
33	145,629	81	185,127	129	235,023	177	298,746	225	375,747	273	479,687	321	606,612	369	770,220
34	146,346	82	186,051	130	236,247	178	300,243	226	377,643	274	482,082	322	609,672	370	774,093
35	147,105	83	186,975	131	237,387	179	301,719	227	379,497	275	484,479	323	612,681	371	777,942
36	147,858	84	187,908	132	238,581	180	303,243	228	381,405	276	486,921	324	615,750	372	781,845
37	148,542	85	188,841	133	239,790	181	304,746	229	383,307	277	489,312	325	618,816	373	785,703
38	149,331	86	189,795	134	240,978	182	306,276	230	387,126	278	491,787	326	621,906	374	789,666
39	150,075	87	190,728	135	242,160	183	307,791	231	387,309	279	494,226	327	624,987	375	793,572
40	150,810	88	191,685	136	243,378	184	309,336	232	391,188	280	496,698	328	628,140	376	797,568
41	151,572	89	192,642	137	244,593	185	310,869	233	393,120	281	499,164	329	631,236	377	801,510
42	152,310	90	193,599	138	245,829	186	312,420	234	395,121	282	501,660	330	634,428	378	805,518
43	153,072	91	194,559	139	247,029	187	313,977	235	397,056	283	504,147	331	637,563	379	809,532
44	153,852	92	195,549	140	248,274	188	315,537	236	399,039	284	506,682	332	640,764	380	813,576
45	154,596	93	196,503	141	249,516	189	317,106	237	401,049	285	509,184	333	643,944	381	817,602
46	155,382	94	197,520	142	250,770	190	318,231	238	403,050	286	511,752	334	647,166	382	821,706
47	156,159	95	198,483	143	251,997	191	318,879	239	405,024	287	514,281	335	650,376	383	825,780
48	156,936	96	199,491	144	253,272	192	320,271	240	407,064	288	516,885	336	653,637	384	829,941



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SALARY LEVELS	April 2021 monthly allowance	Old Notches Up to Mar 2019		New Notches In April 2019		New Notches In July 2019	
		1	-	17	1	-	32
LEVEL 3	R1,220	1	-	17	1	-	32
LEVEL 4		18	-	36	34	-	68
LEVEL 5		37	-	54	70	-	104
LEVEL 6	R1,352	55	-	76	106	-	148
LEVEL 7		77	-	98	149	-	190
LEVEL 8	R1,450	99	-	116	191	-	226
LEVEL 9		117	-	138	227	-	269
LEVEL 10	R1,640	139	-	159	270	-	308
LEVEL 11		160	-	180	309	-	350
LEVEL 12	R1,695	181	-	221	351	-	432

Minimum and Maximum Notches 2019

School-based

General Classroom Teacher (PL1)

	REQV	Old Notches Up to Mar 2019		New Notches In April 2019		New Notches In July 2019	
		Min	Max	Min	Max	Min	Max
	10,11,12	4	55	6	106	5	105
Teacher	13	56	138	108	268	107	267
Teacher	14+	85	168	164	326	163	325
Senior Teacher	13	103	138	200	268	199	267
Master Teacher	13	120	138	232	268	231	267
Senior Teacher	14	103	168	200	326	199	325
Master Teacher	14+	120	168	232	326	231	325

School Managers

	Post level	Old Notches Up to Mar 2019		New Notches In April 2019		New Notches In July 2019	
		Min	Max	Min	Max	Min	Max
Departmental Head	2	108	201	210	392	209	391
Deputy Principal	3	126	209	244	408	243	407
Principal 1	4	108	186	210	362	209	361
Principal 2	4	126	201	244	392	243	391
Principal 3	4	144	215	280	420	279	419
Principal 4	4	159	218	308	426	307	425
Principal 5	4	180	221	350	432	349	431

Office-based

Specialist

	Post level	Old Notches Up to Mar 2019		New Notches In April 2019		New Notches In July 2019	
		Min	Max	Min	Max	Min	Max
Ed Specialist	2	108	201	210	392	209	391
Senior Ed Specialist	3	126	209	244	408	243	407
Deputy Chief Ed Specialist	5	147	215	286	420	285	419
Chief Ed Specialist	6	177	221	344	432	343	431