



NAPTOSA

National Professional Teachers' Organisation of South Africa

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DRAFT SALARY SCALES - SALARY ADJUSTMENT ANNOUNCED - COST OF LIVING INCREASE FOR ESP (EDUCATION SUPPORT PERSONNEL) / PUBIC SERVICE ACT STAFF (SCHOOL- AND OFFICE-BASED) W.E.F. 1 APRIL 2021. THE SAME SCALES CAN BE USED FOR THE JULY 2021 PAY PROGRESSION OF 1.5 % BY MOVING 1 NOTCH DOWN FROM WHERE YOU ARE ON THE SCALE. *The final scales will be published by the DPSA*

Salary level 1 - 5	Non-pensionable monthly allowance of	R1,220
Salary level 6 - 7	Non-pensionable monthly allowance of	R1,352
Salary level 8 - 9	Non-pensionable monthly allowance of	R1,450
Salary level 10 - 11	Non-pensionable monthly allowance of	R1,640
Salary level 12	Non-pensionable monthly allowance of	R1,695

SALARY SCALES AS AT 1 APRIL 2019

Nch	1 April '19	Nch	1 April '19	Nch	1 April '19	Nch	1 April '19	
1.1	95,187	4.1	145,281	7.1	257,508	10.1	470,040	
1.2	96,603	4.2	147,465	7.2	261,372	10.2	477,081	
1.3	98,064	4.3	149,673	7.3	265,302	10.3	484,242	
1.4	99,525	4.4	151,923	7.4	269,277	10.4	491,505	
1.5	101,025	4.5	154,194	7.5	273,312	10.5	498,873	
		4.6	156,519	7.6	277,410	10.6	506,361	
		4.7	158,871	7.7	281,568	10.7	513,954	
		4.8	161,247	7.8	285,801	10.8	521,664	
		4.9	163,656	7.9	290,079	10.9	529,491	
		4.10	166,116	7.10	294,432	10.10	537,432	
		4.11	168,612	7.11	298,848	10.11	545,493	
		4.12	171,138	7.12	303,339	10.12	553,677	
							Inclusive packages	
2.1	102,534	5.1	173,703	8.1	316,791	11.1	733,257	
2.2	104,082	5.2	176,298	8.2	321,555	11.2	744,255	
2.3	105,639	5.3	178,965	8.3	326,376	11.3	755,418	
2.4	107,226	5.4	181,641	8.4	331,269	11.4	766,764	
2.5	108,837	5.5	184,359	8.5	336,243	11.5	778,257	
2.6	110,466	5.6	187,116	8.6	341,280	11.6	789,936	
2.7	112,125	5.7	189,936	8.7	346,395	11.7	801,774	
2.8	113,802	5.8	192,774	8.8	351,594	11.8	813,807	
2.9	115,515	5.9	195,675	8.9	356,874	11.9	826,011	
2.10	117,249	5.10	198,612	8.10	362,223	11.10	838,404	
2.11	119,007	5.11	201,597	8.11	367,656	11.11	850,980	
2.12	120,780	5.12	204,612	8.12	373,167	11.12	863,748	
							Inclusive packages	
3.1	122,595	6.1	208,584	9.1	376,596	12.1	869,007	
3.2	124,437	6.2	211,716	9.2	382,236	12.2	882,048	
3.3	126,306	6.3	214,884	9.3	387,966	12.3	895,272	
3.4	128,193	6.4	218,109	9.4	393,783	12.4	908,694	
3.5	130,125	6.5	221,382	9.5	399,693	12.5	922,335	
3.6	132,072	6.6	224,703	9.6	405,699	12.6	936,177	
3.7	134,052	6.7	228,078	9.7	411,771	12.7	950,211	
3.8	136,065	6.8	231,495	9.8	417,948	12.8	964,470	
3.9	138,099	6.9	234,960	9.9	424,221	12.9	978,924	
3.10	140,178	6.10	238,491	9.10	430,587	12.10	993,615	
3.11	142,293	6.11	242,079	9.11	437,043	12.11	1,008,519	
3.12	144,411	6.12	245,694	9.12	443,601	12.12	1,023,645	
				P	454,920			