



NAPTOSA

National Professional Teachers' Organisation of South Africa
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DRAFT SALARY SCALES 2022 - W.E.F 1 APRIL 2022. 3% COST OF LIVING ADJUSTMENT FOR ESP (EDUCATION SUPPORT PERSONNEL) / PUBLIC SERVICE ACT STAFF (SCHOOL- AND OFFICE BASED) FIND YOUR CURRENT NOTCH IN 2021, MOVE TO THE RIGHT FOR YOUR 3% INCREASE FOLLOWED BY ONE DOWN FOR PAY PROGRESSION (W.E.F 01 JULY 2022).

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

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 2022

Nch	July 2021	April 2022	Nch	July 2021	April 2022	Nch	July 2021	April 2022	Nch	July 2021	April 2022
1.1	95,187	98,043	4.1	145,281	149,640	7.1	257,508	265,233	10.1	470,040	484,140
1.2	96,603	99,501	4.2	147,465	151,890	7.2	261,372	269,214	10.2	477,081	491,394
1.3	98,064	101,007	4.3	149,673	154,164	7.3	265,302	273,261	10.3	484,242	498,768
1.4	99,525	102,510	4.4	151,923	156,480	7.4	269,277	277,356	10.4	491,505	506,250
1.5	101,025	104,055	4.5	154,194	158,820	7.5	273,312	281,511	10.5	498,873	513,840
			4.6	156,519	161,214	7.6	277,410	285,732	10.6	506,361	521,553
NAPTOSA DRAFT SCALES			4.7	158,871	163,638	7.7	281,568	290,016	10.7	513,954	529,374
			4.8	161,247	166,083	7.8	285,801	294,375	10.8	521,664	537,315
			4.9	163,656	168,567	7.9	290,079	298,782	10.9	529,491	545,376
			4.10	166,116	171,099	7.10	294,432	303,264	10.10	537,432	553,554
			4.11	168,612	173,670	7.11	298,848	307,812	10.11	545,493	561,858
			4.12	171,138	176,271	7.12	303,339	312,438	10.12	553,677	570,288
											Inclusive packages
2.1	102,534	105,609	5.1	173,703	178,914	8.1	316,791	326,295	11.1	733,257	755,256
2.2	104,082	107,205	5.2	176,298	181,587	8.2	321,555	331,203	11.2	744,255	766,584
2.3	105,639	108,807	5.3	178,965	184,335	8.3	326,376	336,168	11.3	755,418	778,080
2.4	107,226	110,442	5.4	181,641	187,089	8.4	331,269	341,208	11.4	766,764	789,768
2.5	108,837	112,101	5.5	184,359	189,891	8.5	336,243	346,329	11.5	778,257	801,606
2.6	110,466	113,781	5.6	187,936	193,575	8.6	341,280	351,519	11.6	789,936	813,633
2.7	112,125	115,488	5.7	189,936	195,633	8.7	346,395	356,787	11.7	801,774	825,828
2.8	113,802	117,216	5.8	192,774	198,558	8.8	351,594	362,142	11.8	813,807	838,221
2.9	115,515	118,980	5.9	195,675	201,546	8.9	356,874	367,581	11.9	826,011	850,791
2.10	117,249	120,765	5.10	198,612	204,570	8.10	362,223	373,089	11.10	838,404	863,556
2.11	119,007	122,577	5.11	201,597	207,645	8.11	367,656	378,687	11.11	850,980	876,510
2.12	120,780	124,404	5.12	204,612	210,750	8.12	373,167	384,363	11.12	863,748	889,659
											Inclusive packages
3.1	122,595	126,273	6.1	208,584	214,842	9.1	376,596	387,894	12.1	869,007	895,077
3.2	124,437	128,169	6.2	211,716	218,067	9.2	382,236	393,702	12.2	882,048	908,508
3.3	126,306	130,095	6.3	214,884	221,331	9.3	387,966	399,606	12.3	895,272	922,131
3.4	128,193	132,039	6.4	218,109	224,652	9.4	393,783	405,597	12.4	908,694	935,955
3.5	130,125	134,028	6.5	221,382	228,024	9.5	399,693	411,684	12.5	922,335	950,004
3.6	132,072	136,035	6.6	224,703	231,444	9.6	405,699	417,870	12.6	936,177	964,263
3.7	134,052	138,075	6.7	228,078	234,921	9.7	411,771	424,125	12.7	950,211	978,717
3.8	136,065	140,148	6.8	231,495	238,440	9.8	417,948	430,485	12.8	964,470	993,405
3.9	138,099	142,242	6.9	234,960	242,010	9.9	424,221	436,947	12.9	978,924	1,008,291
3.10	140,178	144,384	6.10	238,491	245,646	9.10	430,587	443,505	12.10	993,615	1,023,423
3.11	142,293	146,562	6.11	242,079	249,342	9.11	437,043	450,153	12.11	1,008,519	1,038,774
3.12	144,411	148,743	6.12	245,694	253,065	9.12	443,601	456,909	12.12	1,023,645	1,054,353
						P	454,920	468,567			