



# NATIONAL NEWS FLASH



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## NAPTOSA SIGNS WAGE AGREEMENT FOR 2021/22

NAPTOSA on 14 July 2021 became a signatory to the 2021/22 wage agreement reached in the Public Service Co-ordinating Bargaining Council. The agreement (Resolution) is currently circulating for the signatures of the various unions to the Council.

When the Resolution achieves the requisite signatures of the parties (only then implementable), the benefit to employees will be twofold. One the one hand employees will receive, with effect from 1 April 2021 (backdated), a non-pensionable cash allowance on a sliding scale linked to the salary levels applicable to Public Service Act employees. The sliding scale, conveyed to members in National News Flash 30 of 2021, is repeated below for ease of reference:

SALARY LEVEL	Rand Value
1	1220
2	1220
3	1220
4	1220
5	1220
6	1352
7	1352
8	1450
9	1450
10	1640
11	1640
12	1695

Members are reminded that the allowance will be payable for the period 1 April 2021 to 31 March 2022, with the proviso that the employer will continue paying the allowance beyond 31 March 2022 until parties reach a new agreement on a salary adjustment for 2022/23.

For our Public Service Act members (including Education Support Staff) the above exposition of the allowance and the salary levels to which they apply, is straight forward, but not so for our educator members. We have therefore determined the corresponding educator notches for each of the public service salary levels. They are the following:

SALARY LEVEL	EDUCATOR NOTCHES
Salary levels 1-5	Notch 1- 105
Salary levels 6-7	Notch 106 - 190
Salary levels 8-9	Notch 191- 269

Salary levels 10-11	Notch 270- 350
Salary level 12	Notch 351- 432

The second part of the agreement entails the increase of the salaries of all employees (those in service on 1 April 2021 and those subsequently appointed) on 1 July 2021 by 1,5 %. For those participating in the pay progression system, based on performance assessment, the 1,5 % represents the normal pay progression for which employees qualify on 1 July of a year, but for those who do not ordinarily qualify (including those on the top notches of their salary levels) it is a once-off adjustment. From 2022 the pay progression system, with all the requirements attached thereto, will once again prevail.

To assist members to see which non-pensionable allowance is applicable to their particular salary notch and to determine their salary positions after the application of the 1,5% pensionable adjustment on 1 July 2021, we have redrafted the salary scales applicable to our Public Service Act and educator members as they have been applying with effect from 1 April and 1 July 2019, respectively (due to the non-implementation of the salary adjustment on 1 April 2020 the salary scales of 2019 remain applicable).

The draft salary scales will appear on the main page of the NAPTOSA website ([www.naptosa.org.za](http://www.naptosa.org.za)) under “Announcements” and under “Salaries” on the “Labour Matters” page. The draft scales are also attached hereto.

Members will find the non-pensionable allowance applicable to specific notches, colour coded in the salary scales. To determine your new salary notch on the salary scale after implementation of the 1,5% on 1 July 2021, educator members need to find their current salary notch and then move 3 notches further, because the intervals between notches are 0,5%. Public Service Act members, as well Therapists, Counsellors and Psychologists, whose notch intervals are 1,5%, only need to move 1 notch further from their current salary notch.

A comforting feature of the new agreement is that the employer confirms in the agreement that they have obtained the requisite authority from National Treasury to enter into the agreement and that it complies with the provisions of the Public Service Act and Regulations. This means that the employer will not be able to renege from the agreement (once it obtains the requisite signatures) as they had done in 2020 when they cited lack of such authority and compliance.

NAPTOSA is signatory to the Resolution, based on the views of our NSC and the overwhelming support received from members who participated in the final wage offer survey.

We believe that the Resolution represents the best possible deal under the current circumstances. As previously conveyed to members, the other labour demands will be dealt with in separate PSCBC processes and in a summit later this year.

Our appreciation to members for their patience during this period of salary negotiations and for supporting NAPTOSA to enter into the agreement.

**BASIL MANUEL**  
**EXECUTIVE DIRECTOR**