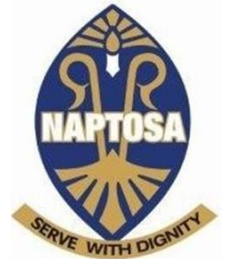


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NNF 12 of 2023

21 March 2023

2023/24 Salary Negotiations Update – The Employer’s Final Offer

Council reconvened on the 17 March 2023, where the employer tabled their final offer. Below is a summary of the offer:

- **Term of Agreement – 2 Years**
 - For the financial years 2023/2024 and 2024/2025
- **Employer tabled a final offer of 7.5% on average in Year 1 (2023/24)**
 - Translation of the current non-pensionable cash allowance into a pensionable salary, estimated at an average of 4.2%; and
 - An additional 3.3% pensionable salary increase.
- **For the Financial Year 2024/25**
 - Pensionable salary increases of a Projected CPI.
 - The Projected CPI will be determined by treasury. It will be capped at 6.5% (and no less than 4.5%)
- **Housing Allowance**
 - Status quo remains.
 - Savings not deducted from employees and therefore cannot be claimed on resignation.
- **Pay Progression (1.5% with effect 1st July 2023)**
 - The employer shall process the payment of the pay progression to all qualifying employees.

Members may have seen a copy of the *draft agreement* circulating on social media. It is important for members to understand that in terms of the PSCBC’s constitution, a draft resolution is open for signature for a period of 21 working days. Conclusion of the negotiations therefore does not mean immediate implementation. Only once the employer and the trade unions who jointly carry the majority of votes on the side of labour in the PSCBC have signed the resolution, will such a resolution be implemented. It is however important to note that the R1 000 cash gratuity will be paid until 31st March 2023. Thereafter it will be incorporated as a pensionable salary increase. A roll over (no agreement) will result in the entire agreement falling apart. This must be avoided at all costs. Any new agreement will be effective from 1st April 2023.

NAPTOSA, after carefully studying the agreement and taking advice from the negotiators as well as economists are of the view that we should accept the agreement. It does however believe that members opinions must be canvassed.

Members are requested to click on the link to complete the survey, by Wednesday 22nd March at 15h00: [NAPTOSA MEMBER MANDATE SURVEY](#), which will be consolidated by the Executive Director on behalf of the NEC. Survey results will be used to guide the decisions of the NEC. Please note that the majority rule will be applied.

Results will be communicated as soon as they become available.

Mr BL Manuel – Executive Director