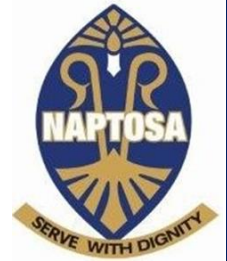


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NNF 21 of 2022 01 September 2022

SALARY MANDATE FOR FINANCIAL YEAR 2022/2023

The Employer presented a Draft Agreement at a special Council meeting held on 30 August 2022. The contents of the Agreement are as follows:

AGREEMENT ON THE PAYMENT OF A SALARY ADJUSTMENT IN THE PUBLIC SERVICE FOR THE FINANCIAL YEAR 2022/2023

1. OBJECTIVE

To provide for an agreement on the payment of a salary adjustment for employees employed in the public service for the financial year 1 April 2022 to 31 March 2023

2. SCOPE

2.1 This agreement binds the state as employer and all employees who:

2.1.1. Are employed by the State; and

2.1.2. Fall within the registered scope of the Council.

3. NOTING THAT

3.1 Government has been paying the non-pensionable cash allowance as provided for in clause 3.3 of PSCBC Resolution 1 of 2021; and

3.2 Government may introduce measures in consultation with organised labour to source the additional funding required to cover the baseline increase provided for in this agreement.

4. PARTIES AGREE AS FOLLOWS

4.1 That the employer shall pay the employees on levels 1 – 12 employed in the Public Service a salary increase for the financial year 2022/23 packaged as follows:

4.1.1 Non pensionable cash allowance; and Pensionable salary adjustment

4.1.2 Non-Pensionable Cash Allowance:

4.2 Non-Pensionable Cash Allowance

4.2.1 The employer will continue to pay to all employees who were employed on or after 1 April 2022 a monthly non-pensionable cash allowance as follows:

SALARY LEVEL	Rand Value	Percentage
1	1220	11.7%
2	1220	10%
3	1220	8.5%
4	1220	7.5%
5	1220	6.6%
6	1352	6.3%
7	1352	5.4%
8	1450	5.1%
9	1450	4.5%
10	1640	4.2%
11	1640	3.8%
12	1695	3.1%

- 4.2.2 The non-pensionable cash allowance payable to salary levels 1 – 12 shall continue to be paid until 31 March 2023 as per the table in clause 4.2.1 above; and
- 4.2.3 Employees who are appointed on a part-time basis, i.e., 6/8, 5/8 and 3/8, will receive the portion of the non-pensionable cash allowance payable in terms of their contractual appointment.

4.3 Pensionable Salary Increase

- 4.3.1 The employer shall pay a 3% pensionable salary adjustment to all employees on salary levels 1 – 12 employed in the public service on or before 1 April 2022; and
- 4.3.2 Notwithstanding clause 3.2 of this agreement, the pensionable salary adjustment payable as per clause 4.3.1 shall be implemented back dated to the 1st April 2022, with immediate effect when this agreement enjoys a majority as provided for in the constitution of Council.
- 4.3.3 The process in clause 3.2 shall not in any way delay or stop the implementation of the adjustment as per clause 4.3.1

5 PAY PROGRESSION

The employer shall process the payment of the pay progression to all qualifying employees employed in the public service in respect of the applicable performance cycles in terms of any or all PSCBC and Sectoral Agreements regulating pay progression.

6 GOVERNMENT EMPLOYEE HOUSING SCHEME (GEHS): ROADMAP TOWARDS THE ESTABLISHMENT OF A GOVERNMENT COMPONENT

- 6.1 Parties agree to expedite the decisions on the implementation of the GEHS as agreed to during the Public Service Summit and as entrenched in PSCBC Resolution 1 of 2022 and it's agreed to implementation plan.
- 6.2 The scheme is currently incubated within the DPSA programme with a view of defining and consolidating service and product offering. This incubation is a phased-in process that will lead to an appropriate organisational form capable of sustaining itself.

6.3 Parties, therefore, agree to adopt the following roadmap towards the establishment an appropriate organisational form as a delivery mode for the Government Employee Housing Scheme (GEHS):

DELIVERABLE	TIMELINES
1. Assessment by Inter-Departmental Committee on the determination of the appropriate institutional model in terms of Public Service Regulation 34(1)	September 2022
2. Concurrence by the Ministers of Finance and Public Service & Administration on the approved model.	November 2022
3. Implementation of approved institutional model	April 2023

7 COMPLIANCE CLAUSE

The employer duly represented by the Department of Public Service and Administration warrants that it has the requisite authority and National Treasury approval to conclude this agreement. In particular, the employer warrants that, in concluding this agreement, it has complied with:

7.1 The Public Service Act 103 of 1994 (as amended); and

7.2 Regulations 78 and 79 of the Public Service Regulations, 2016.

8 DISPUTE RESOLUTION

If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.

To enable NAPTOSA to make an informed decision concerning the draft agreement, a survey will be conducted among members. **The survey is strictly for NAPTOSA members only** (hence the need for your NAP Number). Members will be presented with two options, to either accept or reject the proposed agreement by the employer.

Click on the link to complete the survey: [NAPTOSA MEMBER MANDATE SURVEY](#)

MR B.L MANUEL

EXECUTIVE DIRECTOR