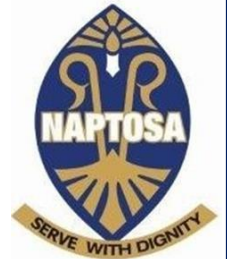


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NNF 06 of 2023

20 February 2023

ANNOUNCEMENT: 2023/2024 SALARY NEGOTIATIONS BEGIN

The 2023/2024 wage negotiations have commenced. Participants present in the first bargaining meeting consisted of the following unions: HOSPERSA, NAPTOSA SAOU, PSA and SADTU. This collective constitutes more than fifty percent of the council and the proceedings could thus continue.

You may have seen that some unions, none of the above, are still in dispute and have declared an intention to strike. It is important to note that NAPTOSA wishes to continue with the 2023/2024 wage negotiations to avoid delaying tactics and to ensure that members get what is due to them as soon as possible.

Mandates for Bargaining:

The 2023/2024 NAPTOSA mandate is as follows: Please note that this has to be consolidated with the rest of labour so that we have a single mandate.

ITEM	DEMAND
Term	<ul style="list-style-type: none">Not averse to multi-term provided the employer tables a tangible, attractive offer.
Cost of Living Adjustment (COLA)	<ul style="list-style-type: none">10% across the board, inclusive of CPI and cash gratuity
Housing Allowance	<ul style="list-style-type: none">That the current allowance be increased to R2500The savings option in the housing scheme should be made a voluntary option.Employees should be paid out their savings from the scheme upon resignation from the public service.

The employer's 2023/24 opening offer:

- Multi-term agreement of three years:
 - Year 1: 4.2% sliding scale plus an additional 0,5% backdated to November 2022
 - Year 2: Projected CPI
 - Year 3: Projected CPI
- The current cash gratuity that is received by employees is to be converted into a pensionable salary increase (cash gratuity equates to an average of 4.7% as indicated above)
- Projected CPI capping of 6.5%

The employer has presented their offer and unions must still table their demands. This is just the beginning of the process and NAPTOSA is hopeful that this round of negotiations will be concluded in good faith.

NAPTOSA will continue to keep you updated on salary negotiations for the 2023/24 financial period.

Mr BL Manuel

Executive Director