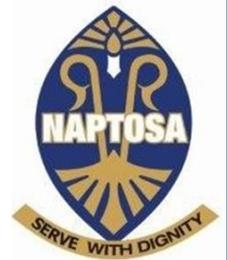


# NATIONAL NEWS FLASH



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NNF 14 of 2022

25 June 2022

## UPDATE ON WAGE NEGOTIATIONS

Members will recall that during the early stages of the current wage negotiations a survey was conducted where most members indicated that they were in favour of a salary increase comprising the projected CPI PLUS 2% across the board.

Labour has subsequently met and have tabled their demands (as per previous communications). The employer took it back to their principals and returned with their offer.

During the negotiations Labour agreed to prioritise (Cost of Living Adjustment) COLA and demanded for a written confirmation from Treasury mandating the DPSA, at the commencement of negotiations. Labour demanded a 10% increase across the board, and that increases must be on the baseline (Pensionable).

It was however clear that any percentage increment without the protection of the current cash gratuity would disadvantage employees at lower salary levels.

The employer indicated that they had a budget of R20.5 billion and that they were willing to slice it in accordance with labour's wishes.

On 22 June 2022 the employer tabled the following offer:

1. On the Cost-of-Living Adjustment (COLA), the employer agreed to a single term with the following provision:
  - That the current dispensation of the cash gratuity for 2022/23 should continue (The monthly R1 000 allowance).
  - Any proposed adjustment should be within the available R20.5 billion that is already in the 2022/23 budget

Labour rejected the offer and demanded for a better/improved offer. Parties agreed to meet on June 23<sup>rd</sup>, 2022.

The employer returned on 24 June 2022 and presented an offer of 2% across the board as one option. A second option on a sliding scale which would give different amounts to the different salary levels. The offer thus translated as follows:

Offer 1	<ul style="list-style-type: none"><li>- Retention of the cash gratuity of R1 000 (Translating to 4.5% of salary as an average).</li><li>- Cost of living adjustment of 2% across the board. (all salary levels)</li><li>- 1.5% Pay Progression for qualifying members</li></ul>
Offer 2	<ul style="list-style-type: none"><li>- The cash gratuity of R1 000 (Translating to 4.5% of salary as an average).</li><li>- Cost of living adjustment on a sliding scale as indicated on the table below</li><li>- 1.5% Pay Progression for qualifying members</li></ul>

The tables below illustrate the offer on a sliding scale and across the board. The cash gratuity that translates to 4.5% is also illustrated according to different salary levels.

**EQUITABLE DISTRIBUTION (Offer 1)**

Salary Levels	%	Rands per month per person
1	2%	R175
2	2%	R226
3	2%	R281
4	2%	R313
5	2%	R390
6	2%	R467
7	2%	R607
8	2%	R715
9	2%	R865
10	2%	R1 067
11	2%	R1 211
12	2%	R1 744

**SLIDING SCALE (Offer 2)**

Salary Levels	%	Rands per month per person
1	3%	R263
2	3%	R339
3	3%	R421
4	3%	R470
5	2.20%	R429
6	2.20%	R514
7	2.20%	R668
8	2.20%	R787
9	1.35%	R584
10	1.35%	R720
11	1.25%	R757
12	1.25%	R1 090

It must be noted that negotiators agreed to take the offer back to their principals for reflection and mandating. A Special Council will be convened on 30 June 2022 where Labour will indicate the date to return to Council to continue negotiations.

**BASIL MANUEL  
EXECUTIVE DIRECTOR**