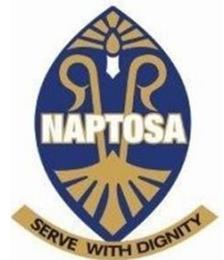


# NATIONAL NEWS FLASH



SERVING EDUCATION SINCE 1904

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NNF 29 of 2022

18 November 2022

## CALL FOR NATIONAL SHUTDOWN – NAPTOSA’S POSITION

NAPTOSA has noted the confusion caused by the call for a national shutdown, next week Tuesday (22 November 2022) by several public sector unions.

**No teacher union will be participating in the strike** even though some have been running with the hares while hunting with the hounds.

NAPTOSA is concerned that the current impasse between the employer and some unions may derail the return to the bargaining council to start negotiations for the 2023/24 Financial Year in order to conclude the process before the Minister of Finance tables the final budget in February 2023. It is important that organised labour influences the budget by re-aligning the negotiations to the Government’s planning cycle.

Education sector unions understand and appreciate the unhappiness amongst members regarding the 3% cost of living adjustment. With the cost-of-living skyrocketing and inflation on the increase we cannot be happy with the increment. However, it is important to recognise when negotiations cannot extract more and when action is symbolic but negatively impacts the pockets of members. This NAPTOSA cannot be party to. Our members cannot be used as cannon fodder.

Rather we need to look ahead at what can be achieved in the next round.

Members have expressed their concerns with the amounts reflected in their accounts. The amount was calculated on 3% of the basic salary multiplied by 7 months. Tax is then deducted from the final amount. It is important for members to consider that pension, and tax contributions differ, based on the salary bracket. Employees promoted since 01 April 2022, would have only received a backdated amount since the date of promotion. This will be corrected at a later stage. The same applies to anyone who may have retired post 30 April 2022. Members should not hesitate to contact NAPTOSA Provincial Offices for additional assistance with queries after the departments have done what is required.

The 1.5 % pay progression can only be implemented after the 3% Cost of Living Adjustment. This is to ensure that it is implemented on the new salary scales. There will be a separate salary run for the pay progression back pay. Dates will differ from province to province. Some provinces implemented pay progression prematurely on the previous salary scales. This will be corrected, and outstanding amounts will be paid. NAPTOSA is keeping a close eye on this. Members must remember that only qualifying members are eligible for the pay progression.

NAPTOSA wishes to conclude this year’s bargaining processes to avoid a drawn-out next round.

The longer we take to close this year’s session, the less time we have to influence on the 2023 budget, resulting in extreme consequences post March 2023, when the gratuity is planned to end and be replaced by a new deal.

We call on the Employer and Unions in dispute to bring their differences to a speedy end in the interest of all public servants.

**Mr BL Manuel**

**Executive Director**