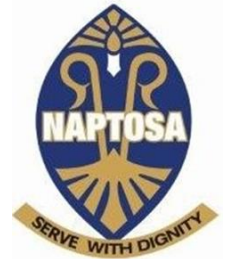


# NATIONAL NEWS FLASH



SERVING EDUCATION SINCE 1904

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NNF 37 of 2021

26 July 2021

## WAGE AGREEMENT 2021/22 A REALITY

In National News Flash 35 of 2021 members were informed that NAPTOSA had signed the wage agreement that had been negotiated in Public Service Co-ordinating Bargaining Council (PSCBC). Members were also made aware of the fact that the agreement would only become implementable once the signatures of the trade unions that represent the majority of members in the Council had been achieved.

We are delighted to announce that such a majority has now been reached and that the agreement will be implemented by the employer.

Members are again reminded that in terms of the agreement all employees who fall within the scope of the PSCBC will, with effect of 1 July 2021, have their salaries improved by 1,5%. Additionally, employees will receive a non-pensionable cash allowance, backdated from 1 April 2021, on a sliding scale linked to the salary levels applicable to Public Service Act employees. The sliding scale and the equivalent salary notches for educators are indicated below:

SALARY LEVEL	RAND VALUE		SALARY LEVELS	EDUCATOR NOTCHES
1	1220		1	Notch 1- 105
2	1220		2	
3	1220		3	
4	1220		4	
5	1220		5	
6	1352		6	Notch 106 - 190
7	1352		7	Notch 191- 269
8	1450		8	
9	1450		9	
10	1640		10	Notch 270- 350
11	1640		11	Notch 351- 432
12	1695		12	

The allowance will be payable for the period 1 April 2021 to 31 March 2022, with the proviso that the employer will continue paying the allowance beyond 31 March 2022 until parties reach a new agreement on a salary adjustment for 2022/23.

NAPTOSA is awaiting the implementation modalities. We, however, hope that the employer will be in a position to programmatically implement the agreement during August 2021 so that employees

will receive the back pay due to them in respect of both the 1,5% increase as well as the non-pensionable cash allowance.

It has been an arduous road to get to this point and although we would have liked to achieve more, we believe that this was the best deal under the circumstances. We trust that it will bring relief to the financial position of members.

**BASIL MANUEL**  
**EXECUTIVE DIRECTOR**