



NATIONAL NEWS FLASH



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NNF 9 of 2022

22 April 2022

SALARY NEGOTIATIONS – SURVEY RESULTS

NAPTOSA conducted a survey amongst members to finalise its demands. The purpose of the survey was to hear the collective voice of the members to feed into the FEDUSA block of the PSCBC.

The Public Service Co-ordinating Bargaining Council (PSCBC) released a market-based compensation comparison report, which clearly shows public servants at the short end of the stick as far as salary increments are concerned.

The report contrasts different wage negotiation deals of different bargaining councils or forums operating within the government sphere. Below is a tabulation of wage increases for some key bargaining councils and bargaining forums operating within the sphere of the public sector including public entities.

BARGAINING COUNCIL/FORUM	2019/2020	2020/2021	2021/2022
TRANSNET	7.1%	7.1%	5%
SALGBC	6.5%	5.6%	3.5%
ESKOM	7%	7%	1.5%
SARS	CPI + 2	CPI + 2	3.9%
	4.4% + 2 = 6.4%	4.4% + 2 = 6.4%	
PSCBC	Level 1-7 CPI + 1%	0%	0%
	Level 8-10 CPI + 0.5%	0%	0%
	Level 11-12 CPI	0%	0%
			Allowances
			Level 1 - 5 = R1220
			Level 6 - 7 = R1352
			Level 8 - 9 = R1450
			Level 10 - 11 = R1640
		Level 12 = R1695	

The table clearly indicates the unfair treatment of public service employees. Whilst these parastatals enjoyed significant wage increases, civil servants faced two years with no increment. Their buying power has been decreasing annually and workers are becoming poorer every year.

Economic Outlook

South Africa has been negatively impacted by the Russian invasion of Ukraine. The most direct impact on South Africa is an upward pressure on producer and consumer prices.

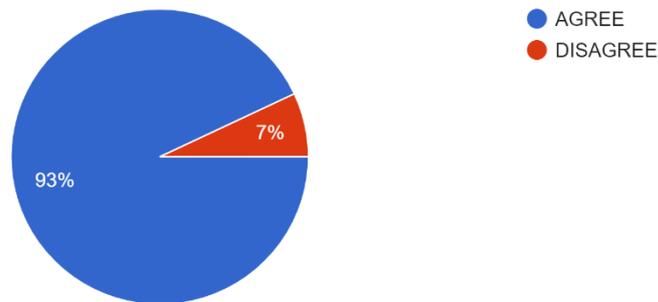
On the energy front, we were paying R1.46/litre more for petrol in March 2022. In addition, interest rates have been increased in March and are projected to increase at least twice this year.

Given the above scenario, NAPTOSA surveyed members to test their views on the current wage negotiations.

The results were as follows:

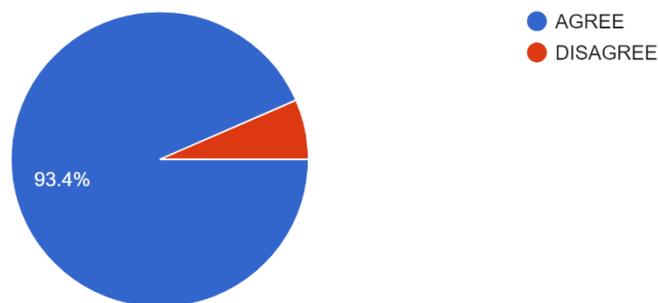
- On the term of agreement, 93% were in favour of a one-year term as opposed to a multi-term agreement

TERM OF AGREEMENT- 1 year term. (Multi-terms can be reneged).



- On salary increase, 93.4% were in favour of an increase of CPI + 2% across the board

SALARY INCREASE - across the board, comprising the projected CPI + 2%, with effect from 1 April 2022.



- On housing allowance, 99% supported the following demand:
 - the current allowance to be increased to R2 500 per month.
 - The savings alternative to be optional, and
 - Employees to be paid their savings from the scheme upon resignation from the public service
- On capped leave, 97.4% were in favour of employees who have capped leave and wished to have it paid out in part or in full, to be allowed to encash such leave before retirement.
- On improved qualifications, 97% supported the demand that the current payment of 10% of annual salary, limited to salary level 8.1 be improved to either 20% or alternatively that the cap be raised to salary level 9.1
- On the filling of vacant posts, 99% supported the demand that all funded vacancies, as of 1st April 2022, be filled within 6 months and that any funded posts that become vacant thereafter be filled within a period of 6 months.

NAPTOSA has heard your voice and will carry your mandate forward. Members will be kept abreast of further developments.

BASIL MANUEL
EXECUTIVE DIRECTOR