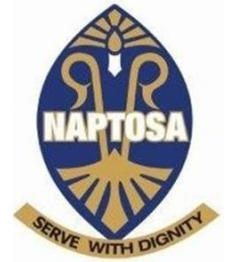


# NATIONAL NEWS FLASH

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NNF 04 of 2025

27 January 2025

## SALARY NEGOTIATIONS UPDATE – EMPLOYER TABLED FINAL OFFER

A special council meeting was convened on Monday, 20 January 2025, where the employer presented their final offer on the Cost-of-Living Adjustment (COLA) and other key benefits. Below is a summary of the outcomes:

### 1. Cost of Living Adjustment (COLA)

- 2025: A **5.5%** adjustment.
- 2026/27: Adjustments aligned with CPI, with a minimum increase of 4% (if CPI falls below 4%) and a maximum of 6% (if CPI exceeds 6%).

The rest of the offer remains unchanged from the details shared in *NNF 01 of 2025*.

### 2. Government Employees Housing Scheme (GEHS)

- The GEHS base allowance will increase from R1,784.55 to R1,900 in April 2025.
- A *further adjustment* based on CPI will follow in July 2025, as per PSCBC Resolution 7 of 2015.
- Employees registered for linked savings will receive their full savings upon resignation or dismissal.

### 3. Medical Aid Contributions

- Year 1 (2025): Contributions will increase in line with the Medical Price Index (MPI).
- Years 2 and 3 (2026/27): Contributions will increase by MPI + 0.5%.

### 4. Danger/Special Danger and Police Service Allowances

- Allowances for qualifying employees will increase on the base rate in April 2025, with further adjustments aligned to inflation in subsequent years.
- The Service Allowance for Police will also be adjusted from 1 April 2025 and will increase annually by CPI from the 2026/27 financial year.

### **Additional Demands**

Labour's additional demands have been categorised as process matters and incorporated into a separate draft agreement. The employer has committed to forming council committees to address these issues within specified timeframes.

### **Labour's Position**

Our negotiators have worked tirelessly to push the employer to meet us at least halfway as per the last mandate (*See NNF 01 of 2025*) and have managed to do so. This, combined with the other improvements, represents the best possible outcome under the circumstances.

The employer has indicated their intention to sign and circulate the offer. The agreement will be enforced once the majority have appended their signatures. NAPTOSA appreciates its members for their patience, support, and trust throughout this challenging process. We remain committed to keeping you informed and to advocating for your best interests.

**Mr BL Manuel**

**Executive Director**