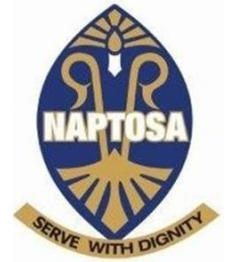


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NNF 07 of 2025

18 February 2025

SALARY NEGOTIATIONS UPDATE: MAJORITY SIGNATURES SECURED!

NAPTOSA is pleased to announce that we have reached a deal! The majority of parties have signed the Collective Agreement on the Cost-of-Living Adjustment (COLA), Benefits, and Process Matters. More signatories are expected soon. The agreement is now legally binding.

Summary of Key Outcomes:

1. Cost of Living Adjustment (COLA)

- 🕒 **2025:** A **5.5% salary adjustment**.
- 🕒 **2026/27:** Adjustments will align 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 agreement remains **unchanged** from **NNF 01 and 04 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 **CPI-based adjustment** 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

- 🕒 **2025:** Contributions will increase in line with the **Medical Price Index (MPI)**.
- 🕒 **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 **inflation-based adjustments** in subsequent years.
- 🕒 The **Service Allowance for Police** will be adjusted from **1 April 2025** and will increase annually by **CPI** from the **2026/27 financial year**.

 **Process Matters**

A separate agreement has been signed to address additional demands as process matters, where both labour and the employer will form task teams to further research, investigate, and negotiate during the **2025/26 financial year**.

Item	Timeframe
Death Grant	9 months
Childcare and Breastfeeding Facilities	6 months
Recruitment Policies and Adherence	6 months
Bursary Scheme for Children of the Missing Middle	12 months
Uniform Policy	6 months
Incentive Policy	6 months
Comprehensive Danger Insurance	3 months

This agreement reflects labour’s continued commitment to improving working conditions, benefits, and policies for public servants. NAPTOSA remains steadfast in ensuring that these matters are addressed with urgency and transparency.

We extend our appreciation to all parties involved in the negotiations and look forward to the successful implementation of these agreements.

Mr BL Manuel
Executive Director