



NATIONAL PUBLIC SERVICE WORKERS UNION (NPSWU)

Durban Head Office
22 Davenport Avenue
Glenwood, 4001
P.O. Box 1100,
Durban, 4000
Tel: 031 304 7563
Fax: 031 307 3306
npswu@mweb.co.za
www.npswu.org

Johannesburg
301-3rd Floor
85 Royal Palace Building
Corner Kerk & Eloff Street
P.O. Box 6672,
Johannesburg, 2000
Tel: 011 333 7981
Fax: 011 333 7980
jhb@npswu.org

Limpopo
Limpopo Provincial Office
19A Grobler Street
3rd Floor, Office No. 309
Tel: (015) 291 1276
Fax: (015) 291 1514
0865857858
Email: risimati@npswu.org
Web: www.npswu.org

WAGE NEGOTIATIONS UPDATE

WAGE DEMANDS

The employer offered a once-off adjustment of the pensionable salary of 1.5% to all employees employed in the public service on 1 July 2021, who would not qualify for pay progression in respect of the 2020/2021 performance cycle, including employees on the maximum notch of their salary levels. The employer also offered all employees who were in employment on 01/04 2021, an increase to the non-pensionable monthly cash gratuity from R978.00 to a sliding scale as captured below for the period 01/04/2021 to 31/03 2022.

SALARY LEVEL	Rand Value	Percentage	COLA Equivalence
1	1220	11.7%	CPI + 7.5%
2	1220	10%	CPI + 5.8%
3	1220	8.5%	CPI + 4.3%
4	1220	7.5%	CPI + 3.3%
5	1220	6.6%	CPI + 2.4%
6	1352	6.3%	CPI + 2.1%
7	1352	5.4%	CPI + 1.2%
8	1450	5.1%	CPI + 0.9%
9	1450	4.5%	CPI + 0.3%
10	1640	4.2%	CPI + 0%
11	1640	3.8%	CPI + -0.4%
12	1695	3.1%	CPI + -1.1%

The offer of the non-pensionable gratuity remains for the 12month period and is taxable. Members will be given the 1.5% pensionable salary progression regardless of their performance and this include members who have reached their top notches as well as those members appointed from 01/04/2021. The remaining demands have been subjected to Council processes.

This is a final offer from the employer and Organised Labour is still consulting with their principals to consider the new offer return to the negotiating table. Members will be kept abreast of new developments. For more info visit: www.npswu.org/ info@npswu.org.

Please see **PAGE 2 of this document** for a detailed and simplified breakdown of the actual increases.

AMANDLA!!!!!!VIVA

NPSWU

VIVA!!!ALUTA

CONTINUA!!!SHINGA

MSHANGI SINGA

EMPLOYER'S OFFER WAGE INCREASE BREAKDOWN PER LEVEL

Level	Average Salary (Rands p.a)	Pensionable 1,5% Distribution (Rands p.m.p.p)	Total (Before tax) (Rands p.m.p.p)	Tax Implications (Rands p.m.p.p)	Total (After tax) (Rands p.m.p.p) The average money to be received per SL)
1	R142 960	R978	R1 157	R39	R1 117
2	R172 303	R978	R1 193	R42	R1 151
3	R210 205	R978	R1 241	R49	R1 192
4	R245 763	R978	R1 285	R54	R1 232
5	R286 140	R978	R1 336	R74	R1 262
6	R338 794	R978	R1 401	R106	R1 295
7	R413 924	R978	R1 495	R135	R1 360
8	R483 512	R978	R1 582	R177	R1 405
9	R579 139	R978	R1 702	R222	R1 480
10	R720 768	R978	R1 879	R300	R1 579
11	R871 057	R978	R2 067	R304	R1 763
12	R1 233 837	R978	R2 520	R459	R2 061