



NAPTOSA

National Professional Teachers' Organisation of South Africa

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DRAFT SALARY SCALES - SALARY ADJUSTMENT ANNOUNCED - COST OF LIVING INCREASE FOR ESP (EDUCATION SUPPORT PERSONNEL) / PUBLIC SERVICE ACT STAFF (SCHOOL- AND OFFICE BASED) W.E.F. 1 APRIL 2022. THE SAME SCALES CAN BE USED FOR THE JULY 2022 PAY PROGRESSION OF 1.5 % BY MOVING 1 NOTCH DOWN FROM WHERE YOU ARE ON THE SCALE.

The final scales will be published by the Department in the Government Gazette

Salary level 1 - 5	Non-pensionable monthly allowance of	R1 220
Salary level 6 - 7	Non-pensionable monthly allowance of	R1 352
Salary level 8 - 9	Non-pensionable monthly allowance of	R1 450
Salary level 10 - 11	Non-pensionable monthly allowance of	R1 640
Salary level 12	Non-pensionable monthly allowance of	R1 695

SALARY SCALES AS AT 1 APRIL 2022

Nch	July 2021	April 2022	Nch	July 2021	April 2022	Nch	July 2021	April 2022	Nch	July 2021	April 2022
1.1	95 187	98 043	4.1	145 281	149 640	7.1	257 508	265 233	10.1	470 040	484 140
1.2	96 603	99 501	4.2	147 465	151 890	7.2	261 372	269 214	10.2	477 081	491 394
1.3	98 064	101 007	4.3	149 673	154 164	7.3	265 302	273 261	10.3	484 242	498 768
1.4	99 525	102 510	4.4	151 923	156 480	7.4	269 277	277 356	10.4	491 505	506 250
1.5	101 025	104 055	4.5	154 194	158 820	7.5	273 312	281 511	10.5	498 873	513 840
			4.6	156 519	161 214	7.6	277 410	285 732	10.6	506 361	521 553
			4.7	158 871	163 638	7.7	281 568	290 016	10.7	513 954	529 374
			4.8	161 247	166 083	7.8	285 801	294 375	10.8	521 664	537 315
			4.9	163 656	168 567	7.9	290 079	298 782	10.9	529 491	545 376
			4.10	166 116	171 099	7.10	294 432	303 264	10.10	537 432	553 554
			4.11	168 612	173 670	7.11	298 848	307 812	10.11	545 493	561 858
			4.12	171 138	176 271	7.12	303 339	312 438	10.12	553 677	570 288
											Inclusive packages
2.1	102 534	105 609	5.1	173 703	178 914	8.1	316 791	326 295	11.1	733 257	755 256
2.2	104 082	107 205	5.2	176 298	181 587	8.2	321 555	331 203	11.2	744 255	766 584
2.3	105 639	108 807	5.3	178 965	184 335	8.3	326 376	336 168	11.3	755 418	778 080
2.4	107 226	110 442	5.4	181 641	187 089	8.4	331 269	341 208	11.4	766 764	789 768
2.5	108 837	112 101	5.5	184 359	189 891	8.5	336 243	346 329	11.5	778 257	801 606
2.6	110 466	113 781	5.6	187 936	193 575	8.6	341 280	351 519	11.6	789 936	813 633
2.7	112 125	115 488	5.7	189 936	195 633	8.7	346 395	356 787	11.7	801 774	825 828
2.8	113 802	117 216	5.8	192 774	198 558	8.8	351 594	362 142	11.8	813 807	838 221
2.9	115 515	118 980	5.9	195 675	201 546	8.9	356 874	367 581	11.9	826 011	850 791
2.10	117 249	120 765	5.10	198 612	204 570	8.10	362 223	373 089	11.10	838 404	863 556
2.11	119 007	122 577	5.11	201 597	207 645	8.11	367 656	378 687	11.11	850 980	876 510
2.12	120 780	124 404	5.12	204 612	210 750	8.12	373 167	384 363	11.12	863 748	889 659
											Inclusive packages
3.1	122 595	126 273	6.1	208 584	214 842	9.1	376 596	387 894	12.1	869 007	895 077
3.2	124 437	128 169	6.2	211 716	218 067	9.2	382 236	393 702	12.2	882 048	908 508
3.3	126 306	130 095	6.3	214 884	221 331	9.3	387 966	399 606	12.3	895 272	922 131
3.4	128 193	132 039	6.4	218 109	224 652	9.4	393 783	405 597	12.4	908 694	935 955
3.5	130 125	134 028	6.5	221 382	228 024	9.5	399 693	411 684	12.5	922 335	950 004
3.6	132 072	136 035	6.6	224 703	231 444	9.6	405 699	417 870	12.6	936 177	964 263
3.7	134 052	138 075	6.7	228 078	234 921	9.7	411 771	424 125	12.7	950 211	978 717
3.8	136 065	140 148	6.8	231 495	238 440	9.8	417 948	430 485	12.8	964 470	993 405
3.9	138 099	142 242	6.9	234 960	242 010	9.9	424 221	436 947	12.9	978 924	1 008 291
3.10	140 178	144 384	6.10	238 491	245 646	9.10	430 587	443 505	12.10	993 615	1 023 423
3.11	142 293	146 562	6.11	242 079	249 342	9.11	437 043	450 153	12.11	1 008 519	1 038 774
3.12	144 411	148 743	6.12	245 694	253 065	9.12	443 601	456 909	12.12	1 023 645	1 054 353
						P	454 920	468 567			