



NAPTOSA GAUTENG

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News Flash 22 of 2018 (11 June 2018)

PSCBC Resolution 1 of 2018 signed: Agreement on the salary adjustments and improvements on conditions of service in the public service for the period 2018/2019; 2019/2020 and 2020/2021

As indicated in the most recent SMS sent to members, the majority of unions signed PSCBC Resolution 1 of 2018. The salary increases for the next three years are as follows:

Note: the agreement is based on public servants' salary scales.

1 April 2018 to 31 March 2019

Salary levels 1 to 7 = 7% increase

Salary levels 8 to 10 = 6,5% increase

Salary levels 11 to 12 = 6% increase

1 April 2019 to 31 March 2020

Salary levels 1 to 7 = projected consumer price index (CPI) + 1%

Salary levels 8 to 10 = projected consumer price index (CPI) + 0,5%

Salary levels 11 to 12 = projected consumer price index (CPI)

1 April 2020 to 31 March 2021

Salary levels 1 to 7 = projected consumer price index (CPI) + 1%

Salary levels 8 to 10 = projected consumer price index (CPI) + 0,5%

Salary levels 11 to 12 = projected consumer price index (CPI)

Educators and lecturers

Educators do not have 12 salary levels as public servants. Their OSD salary structure consists of a single scale of 221 notches, with a 1% difference between notches. There are various approaches that can be used to determine which OSD notch is equal to notch 8.1 (increase of 6,5%) and notch 11.1 (increase of 6%). These notches have not yet officially been determined, and NAPTOSA will only publish educators' and lecturers' adjusted salary scale once these notches have been confirmed.

Please ignore any salary scales that are currently available, as notches 8.1 and 11.1 may have been translated to incorrect OSD notches.

In terms of resolution 1 of 2018, the 1% difference between OSD notches, for educators and lectures must be brought in line with the rest of the public service, i.e. 1,5%. On 1 July 2018 the OSD salary scale will be adjusted to reflect a difference of 1,3% between notches. Salary/pay progression will therefore, be 1,3% and not 1%.

On 1 July 2019 and additional 0,2% will be added and the difference between notches will be 1,5%.

Therapists, psychologists, counsellors and nurses


Education therapists, psychologists, counsellors and nurses have the same salary structure as their counterparts in the Department of Health. We will, therefore, make the new salary scales available as soon as they have been officially published by the DPSA.

Public servants

Below are DRAFT 2018 salary scales. The DPSA will in due course publish the official scales.

DRAFT PUBLIC SERVICE SALARY SCALE

(Effective 1 April 2018)

	Apr-17	Apr-18		Apr-17	Apr-18		Apr-17	Apr-18		Apr-17	Apr-18			
1.1	83,766	89,631		4.1	127,851	136,800		7.1	226,611	242,475		10.1	417,552	444,693
1.2	85,011	90,963		4.2	129,771	138,855		7.2	230,013	246,114		10.2	423,807	451,353
1.3	86,298	92,340		4.3	131,715	140,934		7.3	233,469	249,813		10.3	430,170	458,130
1.4	87,582	93,714		4.4	133,695	143,055		7.4	236,970	253,557		10.4	436,620	465,000
1.5	88,905	95,127		4.5	135,693	145,191		7.5	240,519	257,355		10.5	443,166	471,972
				4.6	137,739	147,381		7.6	244,128	261,216		10.6	449,817	479,055
				4.7	139,809	149,595		7.7	247,785	265,131		10.7	456,561	486,237
				4.8	141,900	151,833		7.8	251,508	269,115		10.8	463,410	493,533
				4.9	144,021	154,101		7.9	255,276	273,144		10.9	470,364	500,937
				4.10	146,184	156,417		7.10	259,104	277,242		10.10	477,417	508,449
				4.11	148,383	158,769		7.11	262,992	281,400		10.11	484,581	516,078
				4.12	150,606	161,148		7.12	266,943	285,630		10.12	491,847	523,818
													Inclusive Package	
2.1	90,234	96,549		5.1	152,862	163,563		8.1	281,418	299,709		11.1	657,558	697,011
2.2	91,596	98,007		5.2	155,145	166,005		8.2	285,648	304,215		11.2	667,422	707,466
2.2	92,964	99,471		5.3	157,491	168,516		8.3	289,929	308,775		11.3	677,430	718,077
2.4	94,359	100,965		5.4	159,846	171,036		8.4	294,276	313,404		11.4	687,606	728,862
2.5	95,778	102,483		5.5	162,237	173,595		8.5	298,695	318,111		11.5	697,914	739,788
2.6	97,212	104,016		5.6	164,667	176,193		8.6	303,168	322,875		11.6	708,387	750,891
2.7	98,673	105,579		5.7	167,148	178,848		8.7	307,713	327,714		11.7	719,004	762,144
2.8	100,146	107,157		5.8	169,647	181,521		8.8	312,333	332,634		11.8	729,792	773,580
2.9	101,655	108,771		5.9	172,197	184,251		8.9	317,022	337,629		11.9	740,736	785,181
2.10	103,179	110,403		5.10	174,783	187,017		8.10	321,774	342,690		11.10	751,851	796,962
2.11	104,727	112,059		5.11	177,408	189,828		8.11	326,601	347,829		11.11	763,128	808,917
2.12	106,290	113,730		5.12	180,063	192,666		8.12	331,497	353,043		11.12	774,576	821,052
												Inclusive Package		
3.1	107,886	115,437		6.1	183,558	196,407		9.1	334,545	356,289		12.1	779,295	826,053
3.2	109,506	117,171		6.2	186,315	199,356		9.2	339,552	361,623		12.2	790,989	838,449
3.3	111,150	118,932		6.3	189,102	202,338		9.3	344,643	367,044		12.3	802,848	851,019
3.4	112,812	120,708		6.4	191,940	205,377		9.4	349,812	372,549		12.4	814,884	863,778
3.5	114,513	122,529		6.5	194,820	208,458		9.5	355,059	378,138		12.5	827,118	876,744
3.6	116,226	124,362		6.6	197,742	211,584		9.6	360,393	383,820		12.6	839,529	889,902
3.7	117,966	126,225		6.7	200,715	214,764		9.7	365,790	389,565		12.7	852,117	903,243
3.8	119,739	128,121		6.8	203,721	217,980		9.8	371,277	395,409		12.8	864,903	916,797
3.9	121,530	130,038		6.9	206,769	221,244		9.9	376,848	401,343		12.9	877,866	930,537
3.10	123,360	131,994		6.10	209,877	224,568		9.10	382,503	407,367		12.10	891,039	944,502
3.11	125,220	133,986		6.11	213,033	227,946		9.11	388,239	413,475		12.11	904,404	958,668
3.12	127,086	135,981		6.12	216,216	231,351		9.12	394,065	419,679		12.12	917,970	973,047
								P	404,121	430,389				

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