

11 November 2025

Media Release: NUST concludes successful salary negotiations with NAPWU and TUN

The Namibia University of Science and Technology (NUST) today signed salary agreements with the Namibia Public Workers Union (NAPWU) and the Teachers Union of Namibia (TUN), marking the successful conclusion of negotiations for the 2024/2025 financial year. The agreements apply to all eligible administrative and academic staff within the Bargaining Unit.

For administrative staff, the following salary adjustments have been agreed upon:

- A 5% increase for permanently employed staff in Job Grades 7 to 11, including those on full-time contracts for one year or longer.
- A 6% increase for permanently employed staff in Job Grades 12 to 16, including those on full-time contracts for one year or longer.

For academic staff, the following applies:

- A 5% salary increase for all permanently employed staff, including those on full-time contracts for one year or longer.
- In addition, NUST's 80% medical aid contribution will extend to all employees on Total Cost to Company packages, including employees on full-time contracts of one year or longer.

The salary increment will be implemented retroactively from 01 January 2025 and will be reflected in the December 2025 payroll.

Prof Andrew Niikondo, the Acting Vice-Chancellor, lauded both negotiating committees for their commitment, collaboration, and the mutual respect that guided the successful conclusion of the negotiations.

Issued by:
Department of Corporate Engagement and Internationalisation
communications@nust.na

Enquiries:

Ms Cindy van Wyk
Public Relations Officer
cvanwyk@nust.na