



SAVF  
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001-446 NPO

Date: 26/05/2015

To: HOSPERSA, NEHAWU AND CCRAWUSA

Dear colleagues

Re: reviewed Final Offer by the Employer

Salary increase

The employer offer an increase across the board for all the facilities as indicated in the attached table of wage negotiations for 2015-2016, SAVF Louis Hildebrandt which offers only 3% across the board will not move from the offer.

Minimum wage

The facilities are currently offering R2385.00 minimum wage, therefore the minimum wage will remain the same this financial year of 2015 - 2016 this is a reviewed offer, the initial offer was to increase minimum wage by average percentage at the end of the Negotiations.

100% guaranteed 13<sup>th</sup> cheque – the employer has reviewed its previous offer of the 13th cheque of 95% back to 94 % this was suggested by the parties in the bargaining forum, this enables the employer to move from the 4% salary increase to the new percentage stipulated in the table.

Minutes of the previous wage negotiations meeting will be submitted before the next date (05/06/2015)

Report compiled by

Richard N Hlungwane  
Human Resource Manager

Pecan	Projects	Total		Nehawu	%	Hospersa	%	Denosa	%	Nuhrcchaw	%	Crawusa	%
		Employees											
6%	Anna Viljoen	92	41	41,94	6	-	1,09	1	-	-	-	-	0
4%	Belfast	51	26	59,18	-	-	-	-	-	-	-	-	0
6%	Edith Smith	34	-	-	19	55,88	2,94	1	-	-	-	-	0
6%	Ermelo	59	17	28,81	4	6,78	5,08	3	-	-	-	-	0
6%	Evanna	56	12	21,43	10	17,86	1,79	1	-	-	-	-	0
6%	Fochville	68	32	47,06	-	-	-	-	-	-	-	-	0
6%	Hendrina	29	10	34,48	1	3,45	24,14	7	-	-	-	-	0
6%	Immergroen	57	20	35,09	20	35,09	8,77	5	-	-	-	-	0
5%	Kowa Pienaar (Gauteng)	35	-	-	21	60,00	-	-	-	-	-	-	0
6%	Lichthuis	56	26	46,43	1	1,79	33,93	19	-	-	-	-	0
6%	Lou van Wyk	36	-	-	21	58,33	-	-	-	-	-	-	0
3%	Louis Hiidebrandt	32	16	50,00	3	9,38	-	-	-	-	-	-	0
6%	M Ackerman Tehuis (Gauteng)	61	-	-	36	59,02	-	-	-	-	-	0	-
6%	Martha Hofmeyr	81	13	16,05	7	8,64	-	-	-	-	-	48	59,25926
5%	Middelburg	78	37	47,44	6	7,69	20,51	16	-	-	-	-	0
6%	Ons Eie Carolina	33	17	51,52	5	15,15	-	-	-	-	-	-	0
6%	Ons Hulde	54	32	59,26	-	-	1,85	1	-	-	-	-	0
6%	PMB	61	24	39,34	-	-	-	-	-	-	-	-	0
6%	Rethabile/Klerksdorp	37	21	56,76	-	-	-	-	-	-	-	-	0
5%	Rustig	37	4	10,81	8	21,62	-	-	-	-	-	-	0
5%	Silversig Tehuis (Gauteng)	72	15	20,83	35	48,61	5,56	4	-	-	-	-	0
6%	Silwerjare	55	16	29,09	17	30,91	-	-	-	-	-	-	0
5%	Susan Strijdom (Gauteng)	60	32	53,33	-	-	5,00	3	-	-	-	-	0
6%	Tuinhuis	8	6	75,00	1	12,50	-	-	-	-	-	-	0
4%	Ventersdorp Tehuis	24	-	-	13	54,17	16,67	4	-	-	-	-	0
6%	Zeerust	30	-	-	12	40,00	-	-	-	-	-	-	0
4%	Huis Joanna	40	-	-	15	37,50	-	-	-	-	-	-	0
6%	Jubileum Tehuis	128	30	23,44	13	10,16	-	-	-	-	-	-	0
	Total	1 464	447	30,53	274	18,72	4,44	65	-	-	-	48	3
						594,52							



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### Update/Report no. 3 of 2015 (SAVF)

#### SAVF SALARY NEGOTIATIONS HELD AT SAVF HEAD OFFICE DATED 21 MAY 2015

This was the third sitting of the negotiations for the current financial year. The Employer in this sitting was expected to present the financial statements of the different SAVF institutions.

The Employer presented the financial statements, and together with Labour these were perused.

Labour indicated to the Employer that we noted the finances, but the 4% across the board is very little. The Employer was requested to try and see what else could be done to improve the % increase.

Labour proposed the following: (These proposals were without prejudice):

1. That labour is prepared to concede on the basic salary demand, as this is going to advantage new Employees, who are to be employed post the negotiations, but not our current members.
2. That Labour is prepared to forgo the 2% increase on the 13<sup>th</sup> cheque. The reasoning is that this is a once off payment, and that

the members will gain more by an increase in the improvement in the percentage salary increment.

The Employer is to go back and make calculations and come up with a report on how these proposals by labour can assist in the improvement on the offer.

Date of next meeting: <sup>05</sup>~~06~~ June 2015.

Provinces to please bring this information to members and collate mandates before the next meeting.