

SETTLEMENT AGREEMENT

IN THE COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION

Case Number: GAJB 10667-15

In the dispute between: HOSPERSA & MEMBERS (Applicant)

and SOUTH AFRICAN BLOOD SERVICE (SANBS) (Respondent)

The undersigned parties record the settlement of their dispute in the following terms. By signing this agreement, the parties acknowledge that the agreement was read to them and interpreted (where necessary) and that they understand the content hereof. This agreement is in full and final settlement of the dispute referred to the CCMA. The parties agree as follows:

1. THE RESPONDENT AGREES TO PAY 7.7% ATB SALARIES
2. MEDICAL AID SUBSIDY 7.7%

3. ALLOWANCES 4.5%
THERE WILL BE BACKPAY ONLY ON THE ATB EFFECTIVE 1 APRIL 2015

THERE WILL BE NO BACK PAY ON MEDICAL AID SUBSIDY ALLOWANCES AND OVERTIME. THIS WILL ALL BE EFFECTIVE FROM 1 JULY 2015

4. SICK BENEFIT IS REMOVED FROM THIS DISPUTE AND TO BE DISCUSSED AT PLANT LEVEL.

- No variation of this agreement shall be legally binding unless reduced to writing and signed by the parties.
- The parties consent to this agreement being made an arbitration award in terms of section 142A(1) of the Labour Relations Act.
- The parties agree that in the event of non-compliance of this agreement, the party defaulting will pay the full costs incurred by the other party in enforcing this agreement.

DONE AND SIGNED AT _____ ON THIS _____ DAY OF _____

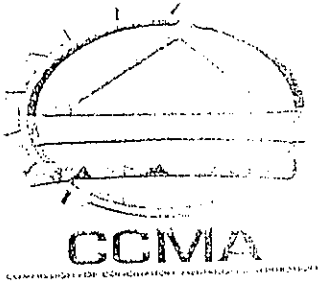
APPLICANT

W. G. G. G.
RESPONDENT

WITNESS

W. G. G. G.
WITNESS

.....
This agreement was conciliated by: _____ SIGNATURE: _____



AGREEMENT ON EXTENTION OF 30 DAYS PERIOD FOR CONCILIATION PROCESS

Between

HOSPERSA OBO MEMBERS (Applicant)

And

SOUTH AFRICAN BLOOD SERVICE (SANBS) (Respondent)

CASE NUMBER: GAJB 10667 - 15

The above mentioned parties are in agreement that the prescribed 30 day period as stipulated in Section 135(2) of the Labour Relations Act can be extended for an additional ⁹30 days. TO MEET AT CCMA JHB ON 18 JUNE 2015 AT 11H00.

Applicant: [Signature]

Respondent: [Signature]

Date: 9/06/2015

Date: 09/06/2015

Commissioner: [Signature]