



WAGE NEGOTIATIONS UPDATE (SANBS)

REPORT 2 OF 2018

2 FEBRUARY 2018

WE are glad to report that Hospersa and South African National Blood Services (SANBS) met on 30 January 2018 for the first round of negotiations.

You will recall that in November and December 2017, Hospersa conducted a roadshow to all the zones to present a proposed mandate. This mandate was discussed in general meetings with emphasis on supporting it as well as adding points for consideration.

Based on the mandate received from the different zones, the following were tabled to SANBS management as our demands for the 2018/2019 financial period:

Salary Increase

We demanded a 12% across the board salary increase.

The employer requested us to submit a motivation regarding this demand. We will be submitting a motivation on 5 February 2018.

Medical Aid Subsidy

We demanded that the current subsidy of 50/50 to be maintained with an increase in the maximum and minimum contributions as the per percentage that will be agreed upon during these wage negotiations.

The employer did not state its position on this item.

Allowances

We demanded that increases for allowance should be the same percentage as what will be agreed on for salary increases.

The employer did not state its position on this item.

Incentive Bonus

We demanded that the employer must pay incentive bonuses to all employees due to historical background and the relaxation on performance reviews as a qualifying factor in the previous financial year.

The employer referred us to the policy that is in place regarding this item.

Implementation date

We demanded that should we move beyond the date of implementation, salaries should be back-dated.

The employer did not state its position on this item.

The next date for negotiations has been set for 23 February 2018 to allow the employer to obtain a mandate from the board.

We will keep you informed on any further developments.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

Contact your Provincial Office on the numbers below and we will process your application as soon as possible.

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)