



WAGE NEGOTIATIONS UPDATE (SANBS)

REPORT 2 OF 2018

28 FEBRUARY 2018

WE are glad to report that Hospersa and South African National Blood Services (SANBS) met on 23 February 2018 for the second round of negotiations.

revised our position from 12% to a 10% increase.

We will keep you informed on any further developments.

Prior to negotiations starting, parties agreed on the following:

Allowances

The employer tabled an offer of a 5.4% increase in allowances. We revised our position from 12% to a 10% increase.

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- We agreed to use 5.4% as the figure for Consumer Price Index (CPI) and the basis for negotiations;
- We agreed that should negotiations not be concluded by the 1st of April 2018, the annual increase will be backdated to April 2018. This excludes increases on allowances as this will only come into effect once settlement is reached; and
- We agreed that the 50/50 split will remain with regards to medical aid subsidy.

We raised a concern that not all allowances were increased as per previous agreements signed. We have then requested additional information from management for the exclusion noted. We reviewed the current allowances and noted that the following allowances are not part of the list received from payroll indicating adjustments were made as per agreements in previous years: Call-out allowance, call-duty allowance and meal allowance.

Incentive Bonus

The employer indicated that they would apply the policy dealing with performance bonuses as well as the requirements.

We indicated that this will remain one of our demands as previously SANBS managed to pay incentive bonuses without fail. We also reminded the employer that they did not apply the policy in the last financial year and would be inconsistent should they now want to revert to the policy.

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

Salary Increase

We revised our position from 12% across the board (ATB) salary increase to 10% ATB increase.

The employer responded with a 5.4% ATB increase.

Medical Aid Subsidy

The employer tabled a 5.4% increase in the minimum and maximum medical aid contributions. We

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)