



## **REPORT NO. 7 OF 2015**

### **SA National Blood Service (SANBS) Wage Negotiations**

Parties met before the Commissioner to try and reach settlement.

The Employer's offer is as follows:

- A 7.7% Salary Adjustment, backdated to the 1<sup>st</sup> April 2015. The proposed implementation date is the 1<sup>st</sup> July 2015 due to the salary run, which closes on the 10<sup>th</sup> June 2015.
- A Medical Aid increase of 7.7%, effective from the 1<sup>st</sup> July 2015.
- An Allowances and Overtime increase of 4.5%, effective from the 1<sup>st</sup> July 2015.

The Employer has signed the draft agreement, and went on record to say that if members reject this offer they will revert back to an offer of 6.5%.

Labour still has an option of taking the matter for Arbitration. However, members need to understand that it will further delay the implementation date by another month – or more. The outcome of the Arbitration process rests entirely on the decision of the Arbitrator. Members are reminded that most sectors, including the public service, have settled on 7% or less.

Hospersa will be circulating the mandate form, where members must indicate whether they accept or reject management's offer. We need 50+1 percent in order to sign or reject the agreement. Members should refrain from going to management and voicing their opinion as this is not assisting the process. Rather give us your mandate – and we will act on it. This is a worker-led organisation, and we honour majority mandates. Your mandate must be e-mailed to full-time shop steward Peirru Marx not later than the 15<sup>th</sup> June 2015. See attached document (Report 7 Addendum) from CCMA for ease of reference.

*– Released by the Office of the General Secretary*