



SOUTH AFRICAN NATIONAL BLOOD SERVICES (SANBS)

REPORT 8 OF 2017

30 October 2017

HOSPERSA met with the South African National Blood Services (SANBS) on 25 October 2017 to discuss the issue of the allocation of parking bays at SANBS Head Office.

The employer gave us the historical background to the issue of parking at the head office of SANBS Gauteng. Parking has been a problem for many years. The employer had given some explanation during a previous intervention when an attempt was made to resolve the issue of parking. The employer stated that although SANBS has a policy that regulates the allocation of parking, the policy is not correctly applied in all instances.

Currently SANBS have staff parking bays at the company called Valley View (VW) as well as at head office. Staff members at VW have allocated parking whereas the staff at head office, except for the allocated parking, parks on a first come first serve basis. This is not consistent with the policy and it needs to be corrected.

The staff members of the company called Learning and Development (LD) have recently been moved to the VW parking which creates a problem due to the fact that the LD management wants to allocate 19 parking bays for their LD staff.

The employer further indicated they are busy with an audit of all parking

needs, as well as a review of the current allocated parking. However, the audit has not been completed and the target date was set for 27 October 2017.

We acknowledged the fact that there is a policy that regulates parking and the point made by the employer on the implementation to be corrected. However, questions were raised as to why the staff from LD need allocated parking as they also fall outside of the policy, except for their managers. This will mean there will be a similar complaint due to inconsistency in the application of the policy. We also highlighted to the employer that currently, there is shuttle service between the two different parking areas. This means that the justification for the allocation of parking is not valid. We requested a postponement of the meeting for the employer to complete the audit as well as the review of all allocated parking at head office. This will ensure that we have all the relevant information available to make informed decisions.

It was agreed that the employer completes the audit and sets a meeting to consult us. We also agreed that there will be no changes to the current practice until the next meeting. The employer must also consistently apply the relevant policy dealing with the allocation of parking.



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