



SANBS WAGE NEGOTIATIONS 2024 MEMBER UPDATE

REPORT 5 OF 2024

Following the last report on the current wage negotiations which commenced on 15 March 2024, and following the mandate received from our members, agreement was reached on an ATB (Across the Board) increase and an increase in existing allowances on 3 April 2024.

The ATB salary increase is 6.5% (six and a half percent) and will be applied across the board;

Allowances: An increase of 6% (six percent) will be applied to applicable allowances.

The above increases will be effective 1 April 2024;

The negotiations on other demands that were mandated are ongoing and have been deferred to further negotiation sessions as the parties did not want to delay the implementation of your annual salary increase while these issues are still being negotiated. It was agreed that these negotiations will take place at least every six weeks.

These further demands to be negotiated include medical aid increase, housing assistance, bonus,

danger and cell phone allowance and encashment of leave.

Members will be updated with progress on these issues.



11 APRIL 2024

Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards.**

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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