



SANBS WAGE NEGOTIATIONS UPDATE 2024

REPORT 4 OF 2024

19 MARCH 2024

Wage negotiations on behalf of members nationally commenced on the 15th of March 2024. The current negotiations are being dealt with in collaboration with Nehawu as we are not the majority at this sector.

Hospersa is however close to obtaining majority status, which once obtained will make us the only union entitled to negotiate for better salaries and conditions of service.

Below are the consolidated demands of both unions:

1. Across the board (ATB) increase of 12 (twelve) percent
2. The employer contribution to the qualifying medical aid be 60 (sixty) percent.
3. All applicable allowances, standing and variable, to be increased by 12 (twelve) percent.
4. Date of implementation of the substantive agreement be 1 April 2024
5. September bonuses be guaranteed.
6. Housing Allowance R2000
7. 13th Cheque payment
8. Encashment of leave
9. Cell phone Allowance- R200
10. Danger Allowance

Medical Aid

The employer in response to the union's demands came with an offer by first informing organised labour that some of the demands are emanating from the previous years' negotiations and a task team is being established to deal with the outstanding matter. Specifically, this relates to Medical Aid which is currently under investigation by an independent outside party. The parties agreed to defer this demand pending progress of the investigation, which is aimed at concluding before the next round of negotiations on 21 March 2024.

Encashment of leave

Regarding the demand of encashment of leave the employer responded by indicating that they cannot meet this demand as the labour legislation prohibits this except on resignation or retirement. We are not in agreement with the employer's interpretation of the legislation and the matter is being deferred to the next round of negotiations in order to investigate further.

September bonus / 13th Cheque

Employer seemed to have collated both September bonuses with a demand for a 13th Cheque payment in addition to the September bonus., possibly a strategy to minimise our demands however they did not succeed as we clarified on differentiating them. Employer further responded by referring to the performance policy that our

proposal will only be determined in line with the policy.

Our consolidated demand is that a 13th cheque in addition to the September bonus be introduced as a new benefit. This demand was deferred to the next session of negotiations.

Cell phone Allowance

Employer offered a R100 on Cellphone allowance which represents no movement, as it is an existing amount employee are receiving. At this stage we maintain our demand that the allowance of R100 be increased to R200 pm.

Housing Allowance

With regards to the demand of a housing allowance employer has rejected our demand due to unavailability of funds however matter is also being deferred to the subsequent meeting.

Danger Allowance

Danger allowance we had a lengthy deliberation due to employer seeking more clarity as to how will the demand assist to benefit employees in accordance of such incidences.

Across the Board increase (ATB) and Increase in allowances

ATB increment and allowances employer tabled their first offer at 4.8%.

Organised labour responded by citing our displeasure by non-fulfilment of

employee's expectations by employer, though we are mindful of economic pressure in our country we strongly believe that employer could do much better. After careful consideration we revised our offer to 9% on both ATB and Allowances.

Employer moved slightly in response with a new revised offer of 5.2% on both ATB and Allowances.

Date of the next negotiation session will be on the 27th of March 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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