



**CCMA SETTLEMENT AGREEMENT SIGNED AT JOHANNESBURG
ON 9 JUNE 2010
In the conciliation between
HOSPERSA obo Members (Union)
and South African National Blood Service (Members)**

Parties have settled the dispute as follows:

1. This agreement is applicable in respect of employees in the bargaining unit.
2. Employees will receive a 10% across the board increase with effect from 1 June 2010. The increase will be reflected in the end on June salaries.
3. Employees are to receive a once-off salary payment which will be included in their end of July salary. The once-off payment will be as follows:
 - Grade 4 – 9 employees shall receive a once-off payment of 7.5% of 1 month's RFI (being cash salary plus bonus)
 - Grade 10 – 13 employees shall receive a once-off payment of 5% of 1 month's RFI (being cash salary plus bonus)
4. Outliers will receive a 5% salary with effect from 1 June 2010 increase in accordance with the outliers policy and a once-off payment of 5% of 1 month's RFI (being cash salary plus bonus) irrespective of their grade.
5. The medical aid contribution will be based on a 50% contribution by the employer and the employee to a maximum contribution by the employer of R2 000 per month with effect of 1 June 2010.
6. Where the union submits a request for relevant financial information with a motivation for the provision of such information, the employer will within 7 days of the request provide such information. The employer will not unreasonably refuse to provide such information.
7. The two outstanding issues from the 2009 substantive negotiations, being the performance management system and future arrangements relating to the provision of medical aid, will be addressed at the National Labour Forum.
8. The duration of this agreement is until 31 March 2011.
9. This is in full and final settlement of the said dispute.