



## REPORT NO 2 OF 2016

### SUID-AFRIKAANSE VROUEFEDERASIE (SAVF)

18 April 2016

#### SAVF Salary Negotiations

The parties met on 14 April 2016 at SAVF Head Office. The employer would table a revised offer after labour's rejection of its previous offer of 3,3% at the meeting of 16 March 2015. The new offer – said to be the final offer – was tabled as follows:

1. An across-the-board wage increase of **3,8%**, with the exception of Louis Hildebrandt Children's Home (Volksrust, KwaZulu-Natal) which faced financial crisis. The offer for this institution is 2,6%;
2. A **13<sup>th</sup> cheque** consisting of 94% of monthly salary; and
3. An **increase of all allowances** linked to the salary increase percentage as indicated above.

The employer also announced that SAVF entered into an agreement with Sanlam to offer a **funeral scheme** for employees at a cost of R28 per staff member per month. The scheme will cover the staff member, their partner and any children up to the age of 21. The scheme would make the following payments:

1. R20 000 for the main member and her spouse and children from 14 years and older;
2. R10 000 for children between 6 years and 14 years; and
3. R5 000 for children younger than 6 years including stillborn babies.

This scheme would be optional for present staff members but compulsory for those joining service after 31 May 2016.

Labour requested the following documents:

1. Budgets for 2016/2017;
2. Subsidy documents from the Department of Social Development for all provinces;
3. Boarding registers for all institutions in the bargaining unit; and
4. Audited annual financial statements.

These documents would be studied by labour to gain insights into the financial position of SAVF institutions. The employer agreed to issue the required documents prior to the next meeting which was scheduled for 20 May 2016.

Members are requested to forward their mandates and/or comments to their respective Provincial Office (see below).

#### HOSPERSA OFFICES

*Eastern Cape (043-722-3776)*

*KwaZulu-Natal (033-342-6847)*

*Northern Cape (053-842-2001)*

*Free State (051-448-4659)*

*Limpopo (015-295-3272)*

*North-West (018-462-3692)*

*Gauteng (011-791-2243)*

*Mpumalanga (013-752-6199)*

*Western Cape (021-591-9283)*