



SALARY NEGOTIATIONS (SANBS)

REPORT 2 OF 2017

31 March 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) and South African National Blood Services (SANBS) met on 29 March 2017 for the second round of negotiations. The following items were discussed:

Salary Demand

In the first round of negotiations, SANBS was only offering a 6,7% increase. We rejected this as it was far below the figure mandated by our members.

During this round, the employer tabled a 7,5% across-the-board increase against our revised demand of 8,1%. We again rejected the offer as we are convinced that the employer can still improve on its offer. We agreed to further engage on this item in the next meeting.

Bonus

Hospersa maintained its position that the incentive bonus should continue to be paid in September 2017, based on the confirmation of good financial performance received from SANBS management. We reached agreement on this matter.

Medical Aid

We agreed that the current subsidy of 50/50 will be maintained. It was further agreed that the increase will be same as the agreed-upon wage increase.

Allowances

We agreed that all allowances will be increased by the projected CPI of 6,3%.

Implementation date

We affirmed that the implementation date for increases will remain as 1 April 2017, which will be backdated if negotiations extend beyond that point. Increases to allowances will, however, only take effect when the agreement is signed.

In the meantime, Hospersa will arrange general meetings with the members in Gauteng, Eastern Cape, KwaZulu-Natal, Free State and Mpumalanga in order to engage members on a settlement range that is as close as possible to 8,1%.

We agreed to reconvene the negotiations on 7 April 2017.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 630** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Hospersa Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

Contact your Provincial Office on the numbers below and we will process your application as soon as possible.

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KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
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