



## SOUTH AFRICAN NATIONAL BLOOD SERVICES (SANBS)

REPORT 4 OF 2017

19 June 2017

THE Health and Other Service Personnel Trade Union of South Africa (HOSPERSA) and the South African National Blood Services (SANBS) met on 08 June 2017 in the National Labour Forum. The following items were discussed:

### Travel Time

We raised the issue that the policy on travel time is being applied inconsistently, reason being the ambiguity of some of the policy clauses. This has led to supervisors and managers allowing some staff to claim overtime as opposed to denying others the right to claim overtime. Parties resolved to establish a task team, chaired by the Employee Relations Specialist and consisting of a Human Resource (HR) Representative, Payroll Manager, Full-Time Shop Steward and Hospersa's Labour Relations Organiser (LRO). The task team will make recommendations to curb the inconsistencies.

### Salary Scales

The employer shared the salary scales at the beginning of the meeting and informed us that the information will also be shared with the employees.

### Leave Accumulation

We requested the employer to make a presentation on the leave entitlement of employees because members have been complaining that they were forced to forfeit leave days due to managers declining their leave applications. The employer confirmed that some employees have in excess of 30 days leave due to them that will be forfeited

if not taken. We pointed out that managers are failing to manage the leave of their teams which result in employees forfeiting leave due to them. It was agreed to establish a task team to make recommendations to the National Labour Forum in an attempt to address this problem.

### Pinetown Campus

The employer reported that they will start the consultation process regarding relocation with employees, but further stated that a new institution has still to be identified. It was agreed that the Full-Time Shop Steward will be part of the consultation process.

### Broad Banding System

We raised concerns regarding the inconsistencies of the implementation process whereby employees will be aligned to the correct salary scales. The implementation thus far has been in contrast to what was agreed upon during the consultation process. The employer indicated that it recognises that there are challenges with the system and acknowledged that it is being addressed. It was agreed that the HR Executive Manager and Payroll Manager will conduct road shows in all the provinces to address these challenges.

### Uniform

We raised concerns regarding employees not being issued with uniform. We also raised the issue that some managers are forcing employees to buy clothes with company colours, while other employees are forced to buy fabric to make uniform. Despite

these reports, the employer indicated it is not willing to reimburse staff for all the expenses. Instead, the employer indicated that a task team was established to deal with all matters related to uniform issues. It was agreed that the Full-Time Shop Steward will form part of the task team and a meeting will be scheduled as soon as possible to address this issue.

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*All updates and newsletters are also placed on our website ([www.hospersa.co.za](http://www.hospersa.co.za))*



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