



REPORT NO 3 OF 2016

SUID-AFRIKAANSE VROUEFEDERASIE (SAVF)

14 July 2016

SAVF Salary Negotiations

The parties met on 12 July 2016 at SAVF Head Office. It was expected that the employer would table a revised offer after labour's rejection of its previous offer of 3,8%. The new offer – said to be the final offer – was tabled as follows:

1. An across-the-board wage increase of **4%**, with the exception of Louis Hildebrandt Children's Home (Volksrust, KwaZulu-Natal) which faced financial crisis. The offer for this institution was raised to 3%;
2. A **13th cheque** consisting of **95%** of monthly salary (a 1% improvement on the previous offer); and
3. An **increase of all allowances** linked to the salary increase percentage as indicated above.

We raised serious concerns about the employer's failure to provide audited financial statements on time – as agreed at the previous meeting (14 April 2016). We only received the documents on the day of the meeting (12 July 2016).

We again rejected the employer's offer and indicated that we were in a deadlock with the employer on the issue of wage increases.

We now request members to give us new mandates on these matters before close of business, 22 July 2016. Any mandates, comments or queries can be referred to your respective Provincial Office (see below).

HOSPERSA OFFICES

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