



SALARY NEGOTIATIONS (SANBS)

REPORT 1 OF 2017

24 March 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) and South African National Blood Services (SANBS) met on 16 March 2017 for the first round of negotiations.

It was earlier agreed to begin negotiations during March 2017 to allow Hospersa and management to obtain clear mandates from members and the Remuneration Committee Forum (RemCo) respectively.

We also from the outset agreed on the principle of using the 6,3% Consumer Price Index (CPI) as projected by National Treasury, to be our reference point during the negotiations.

Salary Demand

Our initial demand was a 12% increase across the board (all staff) which was later revised to 10%.

Management's first offer was a below-inflation figure of 5,8%, which was later increased to 6,7%. We rejected both offers and SANBS still needs to table a fresh offer.

Bonus

Hospersa demanded that the incentive bonus should continue to be paid in September 2017, along with the customary confirmation of good financial performance. However, SANBS

indicated that payments will use its own prerogative to determine the payment of incentive bonuses.

Medical Aid

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

Allowances

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

Implementation date

We agreed 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.

We agreed to reconvene the negotiations on 29 March 2017.

We will keep you posted on further developments.

Hospersa will continue to work towards uniting all workers in improving their remuneration and working conditions.

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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.