



**REPORT NO. 4 OF 2015**

**SA National Blood Service (SANBS) Wage Negotiations**

**Salary increase**

Labour indicated that they had undertaken a lengthy consultative process and conducted General Meetings in large zones such as Pinetown in KwaZulu-Natal; Port Elizabeth and East London in the Eastern Cape; and Bloemfontein in the Free State.

Hospersa's full-time shop steward provided detailed feedback to members and explained the importance of refreshing the mandate. At the end of this process, the majority of members stuck to their demand for a 9.5% salary increase.

Management is still offering 7%, comprising:

- 6.5% Salary Adjustment
- 0.5% Salary cost incurred by SANBS for additional contribution in order to maintain the current group life and risk benefits for employees effective from 1 March 2015.

Hence the Parties have deadlocked and Hospersa will declare a dispute. According to our organisational rights (clause 8.4) before any dispute is referred to CCMA for conciliation, a dispute meeting must be arranged within ten working days.

**Medical aid contribution**

On the medical aid contribution, the Parties did manage to find common ground.

Taking into account the average 9.8% increase in medical aid premiums, Parties had agreed on the following increases – effective from the 1<sup>st</sup> April 2015:

- The medical aid allowance will be increased by the inflation rate i.e. 4.4%.
- The medical aid subsidy will remain at 50/50 and the increase in the subsidy will be the same as the negotiated salary increase.

*– Released by the Office of the General Secretary*