



REPORT NO. 2 OF 2015

SA Vroue Federasie (SAVF) Wage Negotiations

The second sitting of wage negotiations for the current financial year occurred on the 4<sup>th</sup> May. The Employer was expected to present a revised offer to Labour.

The following offer was presented:

1. **Salary increase:** 4% Across the board at all institutions
2. **Minimum wage:** To be increased by the average percentage increase.
3. **13<sup>th</sup> cheque:** To be increased from 93% to 95%.
4. **Staff shortages:** Employer to provide Labour with documentation on norms and standards as per the Department of Labour at the next round of negotiations.
5. **Provision of uniform:** Uniforms will be provided in keeping with the SAVF's policy i.e. two sets of uniforms in two years. The Employer requested that it be given six months to source funds for shoes for employees. These will be issued with the other uniform packages. Nurses will continue receiving their uniform allowances.
6. **Long service awards:** To be increased by the average percentage at the end of negotiations.
7. **Night shift allowances:** To be increased by the average percentage at the end of negotiations.

8. **Paternity and Compassionate leave:** The status quo remains ( 5 days for each).
  
9. **Sick notes:** The Employer agreed to accept sick notes from clinics, signed by a Registered Nurse. The sick note must specify that the staff member is booked off.

The Employer ended the presentation by indicating that this is their final offer.

After a lengthy caucus and deliberation on the offer, Labour made the following points to the Employer:

- That the Employer's offer is too far apart from Labour's demand;
- That the Employer ought to source a better mandate from the institutions; and
- That the Employer should present the audited financial statements of the SAVF at the following sitting.

Hospersa members must now provide further mandates with respect to the Employer's latest offer.

The next sitting for SAVF wage negotiations is scheduled for the 20<sup>th</sup> May 2015.

*– Issued by the Office of the General Secretary*