

FOR PSA MEMBERS: WESTERN CAPE BLOOD SERVICES (WCBS)

12-04-2021

## Update: Salary negotiations 2021

A Labour Forum meeting was held on 31 March 2021 where the PSA met with the employer to commence with the 2021-salary negotiations.

Members mandated the PSA to demand a **10%-salary increase**. The employer informed labour that the COVID-19 pandemic is still having a negative impact on the company's financial position. Pre-empting a third wave is also aggravating the current unstable economy. The WCBS Board of Directors (BOD), in return, has a fiduciary duty to ensure financial stability within the company during this ongoing uncertain economic climate which the WCBS finds itself in.

The employer has therefore responded with a proposed **4.5%-salary increase** (*i.e. to be determined by an Individual Performance Appraisal (IPA) Rating with a cost-of-living increase of 3.25% and a weighted performance reward of an average of 1.25 % for performance*).

However, based on the current economic position in which the company finds itself in, the employer has decided that:

- Salary increases for 2021, as mentioned above, be put on hold for the immediate future;
- Overtime expenses be minimised;
- Vacant posts only filled where essential; and
- New posts will not be filled (*i.e. except for four drivers*).

The Board of Directors will meet again in two months' time to re-evaluate its position. The PSA will continue to pursue negotiations and ensure that employer returns to the negotiations. The PSA is grateful that members are still employed despite the harsh economic circumstances the country finds itself in. The PSA also salutes members for the excellent service being carried out during the ongoing COVID-19 pandemic. The PSA wishes to assure members that the Union will continue to protect their rights and promote their interests.

GENERAL MANAGER