

Update: 2 of 2021

Request for mandate: Salary increase 2021/22

The employer tabled a salary adjustment, effective from 1 April 2021, which will be determined by an Individual Performance Appraisal (IPA) rating with a base increase of 3.5% and a weighted performance reward of an average of 1% for performance. Staff who joined after 1 October 2020 or who are promoted and do not have an IPA rating will receive an increase of 3.5%. This will include an increase in the Standby Allowance of 4.5% and the S&T Allowance by 2.98%.

Members are requested to provide the PSA with a mandate, via their PSA Chairperson, as to whether they accept or reject the above-mentioned offer (*see attached draft Collective Agreement 1/2021*).

Job grading results

The WCBS deems this information as intellectual property. The PSA requested the list of all posts in the organisation in terms of their job grades (pre-job grading and post-job grading).

Job descriptions (JDs)

The PSA requested that the employer engages staff where clarity is needed before any staff member signs a JD.

New WCBS property

The property sale and purchase are still underway.

Protection of Personal Information (POPI)

Dr Greg Bellair has been appointed as the Information Manager. All staff will be required to sign-off an understanding of POPI. A POPI agreement and amendment to the existing ORA were signed off by the employer and labour.

2021 Unemployment Insurance Fund (UIF) increase

UIF contributions will be increased as gazetted by Government.

Blood banks

The CCMA issued a ruling in which it indicated that the matter should be re-referred to the CCMA as a

matter of mutual interest. The PSA will engage affected staff members on the best way forward. The current working hours will remain intact.

GENERAL MANAGER

COLLECTIVE AGREEMENT 1 OF 2021

AGREEMENT ON SALARY ADJUSTMENT AND IMPROVEMENTS IN CONDITIONS OF SERVICE,

BETWEEN

THE PUBLIC SERVANTS ASSOCIATION AND WESTERN CAPE BLOOD SERVICE (WCBS)

FOR THE PERIOD 2021 / 2022

1. OBJECTIVES

To provide for a single term's salary adjustment and improvements to some conditions of service for employees for the period 2021 / 2022.

2. SCOPE

This agreement binds the employer and employees who:

- a. Are employed by Western Cape Blood Service.

THE PARTIES AGREE TO A SINGLE TERM AGREEMENT FOR THE PERIOD 2021 / 2022 ON THE FOLLOWING TERMS:

3. SALARY INCREASE

- a. The salary adjustment effective from 1 April 2021 will be determined by an Individual Performance Appraisal (IPA) Rating with a base increase of 3.5 % and a weighted performance reward of an average of 1 % for performance.
- b. Staff who joined WPBTS after 1 October 2020 or who were promoted and do not have an IPA rating will receive an increase of 3.5 %.
- c. It is also recorded that there are no under performers for the 2021 / 2022 period.

4. STANDBY ALLOWANCE

The Standby (Inconvenience) allowance will be increased by 4.5 % with effect from 1 April 2021.

5. S&T ALLOWANCE

The S&T allowance will be increased by 2.98 % with effect from 1 April 2021.

7. DISPUTE RESOLUTION

If there is any dispute about the interpretation or application of this agreement, any party may refer the matter to the CCMA for resolution in terms of the dispute resolution procedure of the CCMA.

8. IMPLEMENTATION OF AGREEMENT

This agreement shall come into effect on the 1 April 2021 and will remain in force until 1 April 2022.

THIS DONE AND SIGNED AT _____ OF THIS ____ DAY OF _____ 2021.

ON BEHALF OF THE EMPLOYER
WESTERN CAPE BLOOD SERVICE

ON BEHALF OF MAJORITY TRADE UNION
PUBLIC SERVANTS ASSOCIATION

Summary CPI

April 2020 - March 2021	
Apr-20	3
May-20	2.1
Jun-20	2.2
Jul-20	3.2
Aug-20	3.1
Sep-20	3.2
Oct-20	3.3
Nov-20	3.2
Dec-20	3.1
Jan-21	3.2
Feb-21	2.9
Mar-21	3.2
Total	35.7
Average	2.98