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FOR PSA MEMBERS: **WESTERN CAPE BLOOD SERVICES (WCBS)**

19-04-2022

Update: Salary increase 2022/23 - WCBS

The PSA is pleased to inform members that the mandating process has been concluded and that based on an outright majority vote by members, the 2022/23-collective agreement between the PSA and the WCBS, which speaks to an Annual Salary Adjustment and Improvements in Conditions of Service, has been signed off (Collective Agreement 1/2022).

The salary adjustment, effective from 1 April 2022, will be determined by an Individual Performance Appraisal (IPA), with a base increase of 5.5% and a weighted performance reward of an average of 1.5% for performance. Staff who joined the WCBS after 1 October 2022 or who were promoted and do not have an IPA rating will receive an increase of 5.5%. The Standby (inconvenience) Allowance will be increased by 7% with effect from 1 April 2022. The S&T Allowance will be increased by 5.70% with effect from 1 April 2022.

The PSA would like to thank members for their patience and trust during the negotiation process – a responsibility not taken lightly. The PSA trusts that the increase will provide some form of financial relief to members in the current, uncertain economic climate.

GENERAL MANAGER

COLLECTIVE AGREEMENT 1 OF 2022

AGREEMENT ON SALARY ADJUSTMENT AND IMPROVEMENTS IN CONDITIONS OF SERVICE,

BETWEEN

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

FOR THE PERIOD 2022 / 2023

1. OBJECTIVES

To provide for a single term's salary adjustment and improvements to some conditions of service for employees for the period 2022 / 2023.

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 2022 will be determined by an Individual Performance Appraisal (IPA) Rating with a base increase of 5.5 % and a weighted performance reward of an average of 1.5 % for performance.
- b. Staff who joined WPBTS after 1 October 2021 or who were promoted and do not have an IPA rating will receive an increase of 5.5 %.
- c. It is also recorded that there are no under performers for the 2022 / 2023 period.

4. STANDBY ALLOWANCE

The Standby (Inconvenience) allowance will be increased by 7 % with effect from 1 April 2022.

5. S&T ALLOWANCE

The S&T allowance will be increased by 5.70 % with effect from 1 April 2022.



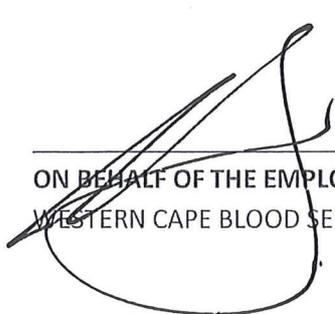
7. DISPUTE RESOLUTION

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 2022 and will remain in force until 1 April 2023.

THIS DONE AND SIGNED AT Pietermaritzburg OF THIS 13 DAY OF April 2022.



ON BEHALF OF THE EMPLOYER
WESTERN CAPE BLOOD SERVICE



ON BEHALF OF MAJORITY TRADE UNION
PUBLIC SERVANTS ASSOCIATION

Summary CPI 2021 / 2022

April 2021 - March 2022	
Apr-21	4.4
May-21	5.2
Jun-21	4.9
Jul-21	4.6
Aug-21	4.9
Sep-21	5
Oct-21	5
Nov-21	5.5
Dec-21	5.9
Jan-22	5.7
Feb-22	5.7
Mar-22	0
Total	56.8
Average	5.16



AAF