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

13-05-2024

WCBS salary negotiations 2024/25

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 2024/25-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 (*i.e.*, Collective Agreement 1/2024).

The salary adjustment, effective from 1 April 2024, will be determined by an Individual Performance Appraisal (IPA), with a base increase of 4.5% and a weighted performance reward of an average of 1.5% for performance. Staff who joined the WBCS after 1 October 2023 or who were promoted and do not have an IPA rating will receive an increase of 4.5%. The Standby (inconvenience) Allowance will be increased by 6% with effect from 1 April 2024. The Meal Allowance will be increased by 5.51% with effect from 1 April 2024.

The PSA would like to thank members for their participation and robust engagements with shop stewards during the negotiation process. The PSA trusts that the increase will provide some form of financial relief to members in the current uncertain economic climate.

Reuben Maleka
GENERAL MANAGER