



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

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17-04-2025

# WCBS: Salary negotiations 2025/26 – Call for mandate

### Salary negotiations for 2025/26 currently underway

Members will recall that the employer tabled a salary increase offer for 2025/26, which comprises of a 4%-baseline increase along with a 1.5% performance-based increase. The PSA opposed the offer and countered it with a 5%-baseline increase along with a 0.5% performance-based increase. The reason for the proposed baseline increase was to ensure that all members experience a decent basic living wage increase independent of their performance.

The employer responded to PSA's demand with a counteroffer of a 4.25% baseline increase and a 1.25% performance-based increase based on the following:

- The WCBS focus will always be on balancing long-term sustainability with fair compensation and reward for high performing staff.
- Current challenging economic climate.
- Average CPI of 3.9% (April 2024 to April 2025).
- Tariff increases of 5.15% to the private sector with forecasted volumes increasing by 2%.
- Tariff increases to the state sector of 4.5% with forecasted volumes increasing by 1%.
- Reduced operating deficit of -27%.

The PSA is now seeking a mandate from members whether they **accept or reject** the offer. Members must submit their mandate via their shop stewards to the PSA WCBS Secretary at [nazmie@wcbs.org.za](mailto:nazmie@wcbs.org.za) and the Chairperson at [reginaldm@wcbs.org.za](mailto:reginaldm@wcbs.org.za). The deadline for this mandate is **Thursday, 24 April 2025 at 12:00**.

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GENERAL MANAGER