



COMPASS (WAGE NEGOTIATIONS)

REPORT 3 OF 2019

06 June 2019

As you are aware Hospersa and Compass deadlocked during the last session of negotiations for the Section 197 transferred NETCARE employees.

We returned to the Commission for Conciliation, Mediation and Arbitration (CCMA) on 30 May 2019 and the following was discussed.

The employer presented the following increase offer based on a sliding scale:

- 47 members would qualify for 0% increase;
- 24 members would qualify for 1% increase;
- 10 members would qualify for 2% increase;
- 3 members would qualify for 4% increase;
- 5 members would qualify for 5.5% increase;

The offer was rejected based on the fact that the majority of members would receive below inflation increases or no increase.

We motivated our position and included a review of current inflation as well as some financial indicators that affect our members.

The commissioner agreed that the offer was not really worth considering.

After some additional deliberations the following was agreed upon:

- Picketing rules to be finalized as we cannot extend the process. This process has now been completed.
- The employer would have one last opportunity to present an offer for consideration.
- We would contact the commissioner should members reject the offer so that a certificate of non-resolution can be issued.

The offer had to include the following:

- An across the board (ATB) increase in rand value around the R400.00 mark.
- Back dated increase from 1 March 2019.
- No retrenchment in the next twelve (12) months.

The employer sent an email on 6 June 2019 requesting additional time to review the feasibility of the demand based on the per patient days expected to be released on the 7 June 2019.

The employer will then review the position and revert back to the us with a revised offer for consideration.

Members will be requested to submit fresh mandates once the offer is received to either embark on industrial action or accept the offer.

We will keep members up to date on any developments.



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 831** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

Contact your Provincial Office on the numbers below and we will process your application as soon as possible.

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)