



WAGE NEGOTIATIONS UPDATE (LOUIS PASTEUR)

REPORT 1 OF 2018

20 FEBRUARY 2018

WE are glad to report that on 16 February 2018 Hospersa participated in the first round of wage negotiations with Louis Pasteur Private Hospital.

You will recall that a mandate meeting was arranged with members on 1 February 2018. During this meeting the demands were discussed and finalized to enable submission to the employer by 2 February 2018.

During this first session of negotiations, the employer indicated that they do not have a mandate to proceed and would engage the board once they have clarified the demands.

The following were discussed:

Salary Increase

We demanded a 12% across the board (ATB) salary increase. This will be inclusive of a 1% performance bonus-linked increase. Furthermore the performance increase should be paid as a once off amount.

We also emphasised the fact that staff members used to receive a percentage performance bonus spread over a twelve-month period. We demanded that this should now be paid as a once off payment to the qualifying employees.

The employer said that it has no mandate to respond regarding the salary increase demand but stated

that it would be impossible to implement the once-off performance bonus.

We will engage the employer further on this matter.

Medical Aid Subsidy

We demanded that the current subsidy of 50/50 be maintained. The employer responded by stating that it is comfortable with the demand.

We also stated that we want to review the benefits related to in-house procedures and doctors for staff members. There is currently some additional benefits relating to the maternity leave policy and contributions made by employer. We want to engage with the employer to seek additional benefits for staff members when they make use of in-house facilities and doctors.

The employer stated that it would like to move this demand to bi-lateral meetings for further engagements. It also indicated that there is an employee wellness program in place.

Allowances

We demanded that the allowance for the staff members currently working in maintenance department be reviewed. We also demanded that the allowance be increased from R750 to R1500.

Staff members working in maintenance department are required to work night shift due to operational reasons. This affects four (4) staff members and they currently receive a R750 allowance. These staff members also get additional meal tickets as well as a day off, as per an agreement they signed with the employer. However, this agreement was never discussed with or negotiated by Hospersa. Although the employer indicated that this was totally by means of voluntary nomination, we still believe that the matter must be investigated further for consistency in the application of Basic Conditions of Employment Act.

We further demanded an increase of meal allowance as the current amount of R16 is not sufficient.

In its response, the employer presented a document outlining the agreement with staff members. The changes as agreed between the employer and staff members added an additional day-off as well as additional meal tickets.

The employer stated that the total cost to company on the current arrangement is nine (9) meal tickets + allowance = R1011.

The employer also requested a specific amount regarding the meal

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)

allowance to continue with negotiations.

We will engage the employer further.

Minimum Salary

We demanded confirmation on the implementation of minimum wage.

There is currently some staff that still fall below the expected minimum wage of R3500. This means that this will have to be adjusted to meet the requirements set by government.

The employer indicated that there is currently 21 staff members, consisting of temporary and permanent staff, that fall below the threshold of R3500. A list will be presented to Hospersa for further engagements.

Uniform

We demanded an increase of uniform allowance to R2000 for all eligible staff members who currently receive R1407.20 and R1505.70 respectively.

The employer currently uses two (2) uniform suppliers, Gina@Work and Right Wear.

The employer confirmed that it is negotiating with the current suppliers of uniform. This will be finalized as soon as possible and the necessary adjustments will be made to the uniform allowance to ensure that staff members still qualify for the same allocation.

We also demanded a review of qualification criteria regarding the uniform policy for staff members that

are currently not benefiting from uniform allowance.


The current uniform policy outlines the qualification criteria for staff members to be included or excluded from receiving uniform. We requested a review of the policy to address the concerns regarding the allocation of uniform.

The employer requested that this demand be discussed at a bi-lateral meeting.



We will engage with the employer again on 23 February 2018 to continue with negotiations.

We will keep you updated on any further developments.

++++++



To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.



All updates and newsletters are also placed on our website (www.hospersa.co.za)



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** 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

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

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)