



WAGE NEGOTIATIONS (LOUIS PASTEUR)

REPORT 2 OF 2018

28 February 2018

WE are glad to report that Hospersa participated in round two of wage negotiations with Louis Pasteur Private Hospital on 23 February 2017.

The following were discussed:

Salary Increase

During negotiations we revised our position to 8.5% increase which is segmented as a 7.5% increase across the board (ATB) and a 1% increase linked to performance appraisal.

The employer adjusted its offer to a 5% ATB increase and a 0.8% linked to performance appraisal.

Medical Aid Assistance

We agreed that the current 50/50 split on the medical aid will be maintained.

Allowances

In the previous round, 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.

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

These demands remain unchanged.

We will provide a more detailed breakdown of actual costs for staff members working in the maintenance department, since they will earn higher rates should their overtime pay be calculated according to the Basic Conditions of Employment Act (BCEA). It is worth noting that we are of the view that the R1500 threshold is a fair and reasonable request.

The employer stated that they will wait for the detailed input and respond thereafter.

Minimum Salary

As stated in the previous report, the employer will comply with the relevant legislation.

Uniform

During this round, we revised our demand from R2000 to R1800 for all eligible staff members who currently receive R1407.20 and R1505.70 respectively.

We also requested that the employer provides us with a price list to determine how many items of clothing would qualifying staff members be able to purchase.

The employer indicated that it will make the price and provisioning list available to us.

With regards to maintenance staff members, it was determined that all items of clothing including safety shoes could be purchased out of their allowance of R1407.05. The only issue outstanding is whether these staff members require a second pair of safety shoes within the affected annual cycle. The cost assessment and safety requirements will also need to be addressed.

We will keep members up to date with further developments.

A members' meeting will take place on Wednesday, 28 February 2018 where detailed feedback will be provided. Members will also need to revise the mandate in order for us to respond to the employer on whether or not we deadlock on negotiations.

The next round of negotiations will take place on 8 March 2018.



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 630** 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.

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