



MEDICLINIC – LOUIS LEIPOLDT (WESTERN CAPE)

REPORT 3 OF 2017

12 June 2017

On 7 and 8 June 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) engaged Mediclinic Louis Leipoldt in the second round of wage negotiations and the following were discussed.

Wage increase

On the first day of these wage negotiations, we revised our demands from a 12% wage increase across the board to 8%. However the employer's across the board offer is as follows:

- **5.19% wage increase for the Administrative personnel;**
- **5.84% wage increase for Nursing personnel; and**
- **5.13% wage increase for Pharmacy personnel.**

The employer informed us that this is a full and final offer and it will backdate it with effect from 1 April 2017, upon acceptance.

Medical aid subsidy

The employer indicated that it cannot afford the demands made by the Union. As a result members mandated us to accept the 4.7% medical aid subsidy.

Other demands

We have referred all other demands including those that have been moved to the Bargaining Forum for further discussion later in the year.

On the second day of wage negotiations, we informed the employer that we met with our members to brief them about the offer made.

The employer was further informed that members rejected the offer and indicated that they want an equal percentage increase for all categories of staff.

As a result of the impasse, Hospersa will lodge a mutual interest dispute with the Commission for Conciliation, Arbitration and Mediation (CCMA).

The employer requested that we reconsider their proposal and revert to them by latest Monday, 12 June 2017.

We informed the employer that we will consult with our members and in the event that the members wish to reconsider the offer, they will inform our shop steward.

We will consolidate the mandates from members once more on Monday, 12 June 2017 and inform the employer of the outcome.

In an event that the offer is still rejected we will refer the matter to the CCMA.

We will keep members up to date on developments.

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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)