



WAGE NEGOTIATIONS (NETCARE)

REPORT 4 OF 2017

10 February 2017

ON 7 February 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) met with Netcare management for the third round of wage negotiations.

Hospersa tabled its final demands whereby both parties deadlocked with no agreement reached. The Union declared a wage dispute as a result of the following demands not being met by the employer:

Salary: Hospersa made a final demand for an across-the-board salary increase of 8%. In turn, Netcare revised its previous offer of 4,75% to a mere 5% across-the-board increase for all General Workers and 5,2% increase for Registered Nurses.

Medical Aid Subsidy: Hospersa made a demand for an 11% increase (Netcare only offered a revised 4% increase of the current subsidy).

Housing Allowance: Hospersa demanded a R800 Housing Allowance (Netcare will not currently entertain this).

Hospersa also tabled allowance increases for Clinical Facilitators, as well as employees working in special units, labour wards, maternity wards and emergency units as per the Consumer Price Index (CPI).

Netcare's failure to meet these demands has led Hospersa to declare an impasse. Hospersa will now refer the dispute to the Commission for Conciliation, Mediation and Arbitration (CCMA) as per the Organisational Rights Agreement (ORA) after exhausting all internal processes.

It was agreed that other areas of consensus would be pencilled into the final agreement once a settlement have been reached – notwithstanding the impending dispute resolution process.

Hospersa has in previous reports criticised the lack of flexibility shown by the Netcare team. Their conduct during these talks has left lots to be desired. Threats of loss of pay increase if negotiations are not concluded by 3 March 2017, have truly hampered open and positive engagements on these important matters. Hospersa maintains the view that these kinds of approaches are undermining the spirit of wage talks as enshrined in the Labour Relations Act (LRA) and Constitution of South Africa.

Hospersa will continue to work towards uniting all workers in improving their remuneration and working conditions.

We will keep you posted on the internal and CCMA dispute resolution process and any further 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 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.

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)