



WAGE NEGOTIATIONS (NETCARE)

REPORT 6 OF 2017

28 March 2017

As previously reported, the Health and Other Service Personnel Trade Union of South Africa (Hospersa) has reached a deadlock in the 2017/2018 wage negotiations with Netcare Health.

The Union then referred the matter to the Commission of Conciliation, Mediation and Arbitration (CCMA). The matter was subsequently not resolved and ultimately deadlocked.

Hospersa then embarked on a balloting process to obtain a mandate for industrial action and the results were overwhelmingly in favour.

We have learnt that Netcare has since been engaging with members individually and collectively to try and convince them to break ranks and accept their last offer of 6%. While we respect the employer's right to communicate with employees, we urge members to stay true to their mandate of 8% so that we may make this work together.

We note that Netcare argues that their offer is "fair, reasonable and competitive in the current economic climate", but we contend that this is not the mandate we received, and that the scourge of rising prices continue to diminish our earnings.

Furthermore, we gather that Netcare is employing scare tactics such as threatening no work, no pay for striking workers. The principle of no work, no pay can never be used to undermine the constitutional right of workers to strike. Netcare is apparently also using the implementation date of the increase and they are playing off unions against each other by implementing increases selectively.

Hospersa notes this behaviour of Netcare, and we put on record that it is now bordering on intimidation. At the very least it is bad faith negotiations and not at all an example of best practice in employee relations. However, Netcare questioned the procedures followed and we agreed to conduct a fresh balloting process.

Earlier today we sent out a formal ballot notice to all Hospersa members at Netcare in terms of the Hospersa Constitution.

This notice indicates the details around the ballots as follows:

DATE	Thursday 6 April 2017	Friday 7 April 2017
TIME	13:00 to 20:00	8:00 to 13:00
VENUE	All respective Netcare sites	All respective Netcare sites

You will notice that there will be two voting sessions at each institution – to allow for shift-changes and operations to continue unabated.

We will make the necessary arrangements in collaboration with the respective Provincial Secretaries and officials for the ballots to take place in an organised and orderly fashion. We request that all members avail themselves to participate in this important process.

Please contact your Provincial Office (details below) or Wayne Olivier on 083-652-6133 for more information.

We will keep you posted on any further developments.

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If you have not yet joined Hospersa, there has never been a more important time to do so!

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)