



## WAGE NEGOTIATIONS (NETCARE)

REPORT 7 OF 2017

31 March 2017

AS previously reported, the Health and Other Service Personnel Trade Union of South Africa (Hospersa) will be embarking on a strike balloting process. This is due to the deadlock reached in the 2017/2018 wage negotiations with Netcare Health.

However, while busy preparing for the national ballots, Hospersa received numerous reports of members being intimidated to accept Netcare's current offer.

It is important to note that Netcare's current offer stands at a sub-inflation rate of 6%, while your mandate to us is still at 8%. That is quite a big difference!

We were also told of members being coerced not to participate in the ballot. Hospersa will not tolerate such action from the employer. We wrote a letter to Netcare and requested that these unscrupulous managers be called to order immediately. We cannot have our members being victimised for participating in a democratic process which is well within their constitutional rights.

We also warned Netcare about threatening our members with money, by falsely claiming that salary increases of those not accepting their offer, will only be implemented later. We reminded Netcare that our current Organisational Rights Agreement (ORA) clearly stipulates that all increases will be implemented on "1<sup>st</sup> March every year unless otherwise agreed". Hospersa will be

taking this matter to arbitration as it is a clear dispute of rights.

We believe that Netcare is acting in bad faith and it is now becoming clear that it has done so throughout the negotiations.

Hospersa will take Netcare to task on both these contraventions, obviously designed to derail a smooth balloting process. We urge our members not to be phased and to remain steadfast during these times. It is your democratic and constitutional right to participate in this process.

Netcare has now confirmed the Hospersa balloting sessions:

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

There will be two voting sessions at each institution to allow for shift changes and for operations to continue unabated.


Arrangements have been made with the respective Provincial Secretaries and officials for the ballots to take place in an organised and orderly fashion.

We urge all members eligible to participate in this process to ensure that they cast their ballot.



**It has never been more important to stand up for your rights!**

Should you have any questions or queries, or if you want to report any intimidation or victimisation by Netcare, please contact your Provincial Secretary directly on the numbers provided below.

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*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)*



*Trade unionism is a numbers game, and the more members we have, the greater our influence.*

*Convince your colleagues to join Hospersa today!*

*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)