



Netcare Wage Negotiations Update

21 June 2010

Wage negotiations with Netcare started in January 2010.

After 3 months of negotiations Hospersa declared a dispute on 2 items that are matters of mutual interest namely, the across-the-board percentage and Uniform Allowance .

Referral was made to the CCMA on the 26th of April 2010 where the parties again failed to reach an agreement. The commissioner issued a certificate for members to embark on a legal/protected strike. Permission from all provincial municipalities was obtained for members to picket/strike at their respective workplaces. Picketing commenced on the 26th May 2010 for 3 days and was escalated to a full blown strike action which commenced on 2nd June 2010.

During the strike action Netcare management requested to meet with Hospersa to try and resolve the impasse. A meeting was held on 3rd June 2010 which continued late into the night. Management indicated that they could not move on their 8.25% position but committed to explore the proposals made by HOSPERSA to resolve the dispute. The union proposed a grading system for the administration staff to be the same as that for nursing staff. The uniform salary sacrifice deduction to be added back to the basic salary.

Management then indicated they would give written response to our request. The strike was suspended pending a reply from the employer. Further meetings took place on the 9/10 June 2010 where management's proposal was rejected by Hospersa as the proposal was not in keeping with members mandate and did not address the two critical issues; a salary grading system that would recognise years of service and the reimbursement of the uniform deduction which varied between R 35.00 and R 60.00. Hospersa expressed its dissatisfaction with management's intransigence and reserved its rights to resume its strike action after consultations with our members.

At the time of going to press consultations with members was still ongoing.