



WAGE NEGOTIATIONS (COMPASS)

REPORT 1 OF 2017

7 March 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) engaged with Compass Group on 20 February 2017 and 3 March 2017, for the 2017/2018 wage negotiations.

As you might be aware, there is a special arrangement between Compass Group and Hospersa regarding the section 197 transfer of 114 catering staff members. Generally we don't have negotiation rights for these members as they fall within the hospitality sector. Hospitality staff members in this sector are usually covered by the Pretoria or Johannesburg Food & Restaurant Bargaining Council, while the cleaning staff working for Supercare (a subsidiary of Compass) would belong to the National Cleaning Contractor Association (NCCA) or the KwaZulu-Natal Cleaning Bargaining Council. In the absence of being covered by these councils, the wages of such employees would be dealt with under the Sectoral Determination of the Minister of Labour.

Even though Hospersa membership growth and structure-building at Compass institutions are still a work in progress, Hospersa will negotiate for the 2017/2018 financial year. Our active shop steward, Idah Diamile from Ferncrest Hospital in Rustenburg, North West is also

actively participating in these sessions.

The current demands from Hospersa are an across-the-board salary increase of 6,5%, as well as an increase to medical aid subsidy amounting to 6%. Hospersa also requested a review of long service awards and meal allowances. The latter is to be paid as part of a non-pensionable allowance.

Compass is currently offering a wage increase of 5,5%, but the other demands are not yet entertained. Compass holds the position that the current allowance is sufficient.

Hospersa argues that the current medical allowance is only for the principal member, and any dependents are not covered. We will argue that this needs to be reviewed.

The next meeting will take place on 16 March 2017 and members will be informed of any further developments.

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If you are not yet a member of Hospersa, we invite you to immediately become a member of the premier trade union in the health and service sectors.

HOSPERSA OFFICES

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

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)



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.