



## WAGE NEGOTIATIONS (COMPASS)

REPORT 1 OF 2018

12 February 2018

WE are glad to report that on 6 February 2018 Hospersa participated in the first round of wage negotiations with Compass: Medirest (Catering Services Personnel) for the 2018/19 financial year.

In preparation for this year's wage negotiations, we visited various provinces last year to engage our members on demands that they want tabled when negotiations start.

As you may be aware, we do not have an absolute right to negotiate the improvement of conditions of service for our 111 members at Compass as they fall within the hospitality sector. The Pretoria or Johannesburg Food & Restaurant Bargaining Council usually covers hospitality staff members in this sector, 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.

However, Hospersa will negotiate for its members for the 2018/2019 financial year due to a special agreement in place.

During this round of negotiations we discussed the following:

### Salary Increase

We initially demanded 10% salary increase across the board (ATB) and during negotiations we revised our position to 8% ATB as per the mandate received from members.

The employer cited cost cutting measures and the bleak economic outlook and made a counter offer of 4.7% salary increase.

### Medical Aid Assistance

We initially demanded 12% medical aid assistance and during negotiations revised it to 10% as per mandate received from members.

The employer has offered a 4.7% increase.

### Meal Allowance

We demanded that the meal allowance be increased in line with the salary increase of 10%.

The employer is offering 4.7%.

### Annual and Sick Leaves

We demanded that annual and sick leave days reflect on employees'

payslips to make it easier for staff members to plan their leave.

The employer indicated that it will investigate the matter and check with payroll. It may also require an architectural design on the pay system.

### Leave Accruals

We demanded leave accruals be part of long service.

The employer indicated that qualifying employees will still receive an additional 24 hour leave for every 5 years completed and an extra 16 hours on completion of 10 years of service. The employer also stated that employees will still continue receiving cash amount for years of services completed from 5 up to 40 years as per the current policy.

### Pay As You Earn (PAYE) Deductions

We demanded that the employer determine thresholds and see if legal requirements are met with South African Revenue Service (SARS) regarding PAYE deductions.

**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)



The employer agreed to investigate the matter and revert back to us at the next round of negotiations.

### Funeral Cover

The employer indicated that it will still honour the transfer agreement signed with Netcare and that any member may add-on members at additional cost to the member. Members are requested to approach the Human Resources.

### Shop Stewards

We demanded that where Hospersa has 8 or more members at a site that a shop steward is elected.

The employer agreed to this demand. Furthermore, the employer asked to be given the names of the elected shop stewards when they become available. Thereafter Hospersa may request shop steward leave where applicable for training or union work. The elected shop stewards must apply for leave in advance in order to enjoy this benefit.

### Alignment within Compass Group

We demanded the alignment of Supercare, Medirest and Employee Shared Services (ESS) within the Compass Group.

The employer indicated that the system for integration is in a transition phase. The employer also

indicated that ESS is a brand within the company and that some occupations performed in one division may have employees under a cost centre like Supercare and Hygiene workers for Cleaners Medirest for Hostesses and that processes will be finalised in due course. The employer further indicated that those employees employed within the group where a transfer arose, enjoy permanent employment status and are assured that Compass will guarantee employment within the confinement of the employment laws.

The next round of wage negotiations will take place on 21 February 2018 and members will be informed of any further developments.

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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](http://www.hospersa.co.za))

### Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Hospersa 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

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).

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