



## MEDICLINIC – LOUIS LEIPOLDT (WESTERN CAPE)

REPORT 5 OF 2017

18 JULY 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) is happy to report that a settlement agreement has been reached with Mediclinic Louis Leipoldt after referring the wage dispute to the Commission for Conciliation, Mediation and Arbitration (CCMA).

Parties met at the CCMA on 14 July 2017 and an agreement was reached.

At the commencement of the conciliation, the employer stated its previous position and that it would not budge.

After some negotiations however, the employer raised its offer amongst the three occupational classes which is reflected below:

- **5.46% wage increase for the Administrative personnel;**
- **6.14% wage increase for Nursing personnel; and**
- **5.40% wage increase for Pharmacy personnel.**

This revised offer from the employer was communicated to the members to seek a mandate, which were overwhelmingly in favour of acceptance. Acceptance of the offer

was premised on the fact that:

1. It is backdated to April 2017 to ensure members receive a back pay at the end of this month.
2. The average percentage is measurable with many wage settlements across the sector and marginally above the current Consumer Price Index (CPI).
3. The average increase across the occupational classes is higher than the average increases given unilaterally by the employer at other Mediclinic institutions where we do not enjoy bargaining rights yet.

Hospersa continues to be at the forefront of uniting workers at Mediclinic with the aim of improving their remuneration and working conditions.

**Viva Hospersa Viva!**

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



### 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 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.

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))  
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**Western Cape** (021-591-9283)