



WAGE NEGOTIATIONS UPDATE (NETCARE)

REPORT 3 OF 2018

31 JANUARY 2018

WE are glad to report that on 29 January 2018 Hospersa participated in the second round of wage negotiations with Netcare.

We reviewed our position since the last session and placed two matters on the table for discussion, namely:

- Backdating of salaries
- Any other amendments with other unions be automatically extended to Hospersa.

The employer requested a caucus to discuss the two points and then indicated that the points that we have raised were crucial points and cannot be separated from the rest of the negotiations.

The matter will now be dealt with according to the Recognition Agreement Dispute Procedure. According to the Recognition Agreement, the employer must respond in writing within three days to the points raised by us followed by

a mandatory meeting within two days.

We will also send a letter on the second point dealing with any other amendments with other unions.

Furthermore, we will consult with our legal department on the point of "Refusal to Bargain" as the employer has indicated that they are not willing to continue with negotiations on the other demands that we have put forward until the two tabled matters are resolved.

The meeting was subsequently postponed.

It is worth noting that we are committed to continue with negotiations while an outcome of the tabled matters remains pending.

We will keep members informed on any further developments.

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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

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

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)