



WAGE NEGOTIATIONS (NETCARE)

REPORT 5 OF 2017

21 February 2017

AS reported earlier, the Health and Other Service Personnel Trade Union of South Africa (Hospersa) successfully declared a wage dispute after negotiations with Netcare reached an impasse.

On 10 February 2017, Hospersa sent a letter to Netcare confirming the dispute together with the referral to the Commission for Conciliation, Mediation and Arbitration (CCMA) as per Organisational Rights Agreement (ORA). Both parties subsequently met on 20 February 2017 to discuss the latest developments and try to resolve the dispute.

The Union has emphasised its stance by referring the matter to the CCMA and is confident that the CCMA intervention may resolve the wage impasse.

Netcare tabled a mere 0,8% adjustment from the previous wage increase offer. The revised offer remains at a below-inflation figure of 5,8% and 6% respectively for Non-Nursing & Nursing Staff across the board, albeit the employer choosing to differentiate the salary increases. Unfortunately this slight movement forced Hospersa to reject the offer.

Netcare also made no attempt to table improved offers for other burning adjustments at the heart of the dispute. This includes Netcare's

refusal to adjust the current medical aid subsidy of 4%.

Hospersa remains committed to a wage increase of 8% and an 11% medical aid subsidy, as well as the other demands as previously reported. The Union is confident that attaining these levels will ensure that the dispute is resolved speedily.

Hospersa will continue to work towards uniting all workers in improving their remuneration and working conditions.

We will keep you posted on the CCMA dispute resolution process and 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.



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.

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)