



Blitz News

SANParks Wage Negotiations

REPORT 1 OF 2017

19 June 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) has been engaging with the South African National Parks (SANParks) in wage negotiations.

The first round took place on 12 April 2017, the second round on 16 May 2017 and the third round on 17 May 2017.

Wage negotiations

We opened the negotiations with a 20% wage increase demand while the employer offered a mere 4%.

In the second round of negotiations, we revised our demand to 10% while the employer could only offer a below Consumer Price Index (CPI) 5% adjustment in the Bargaining Unit.

In the third round, we presented a revised demand of 9,5% while the employer maintained its 5% offer adjustment effective from 1 April 2017, or a without prejudice final offer of 6%, effective from 1 June 2017.

The parties further engaged on 5 June 2017 for further negotiations. Our final demand was 9% while the employer maintained its 5% offer adjustment effective from 1 April 2017, or a without prejudice final offer of 6% effective from 1 June 2017.

As a result, parties deadlocked and we referred the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA) on 8 June 2017.

We will keep you updated on the developments at the CCMA.

The following items were also negotiated:

Medical Aid Subsidy

In the first round, we demanded a 70% medical aid subsidy from the employer. The employer responded by citing that medical aid is part of the Joint Sub-Committee (JSC) discussions.

It was agreed that the benchmarking exercise and related tasks should be finalised before the end of the 2017/18 financial year. The employer also proposed that the JSC should also include the post-retirement medical aid benefits in its discussions.

Danger Allowance

We demanded a danger allowance to be paid to all eligible employees and be increased to R500. The employer advised that this matter is being discussed by the JSC.

In the second round of negotiations, the employer advised that should an outcome on this matter be finalised by the committee before negotiations are concluded, its implementation will take place during the current financial year. Otherwise, implementation will take place in the 2018/19 financial year.

In the third round, the employer offered a 6% danger allowance increase.

Night Shift Allowance

We demanded that night shift allowance be paid to all camps for the 2016/17 financial year.

Parties agreed that the 2016/17 Joint Collective Agreement on Salaries and Conditions of Service should be fully

implemented with regard to night shift allowance.

We are tasked to provide relevant information concerning the workplaces where the said agreement has not been implemented.

C-Band Employees

We demanded the inclusion of C-band employees in the bargaining unit.

Parties agreed in principle, subject to a 50%+1 (50% plus one) representation and implementation to take place during the 2018/19 financial year.

Introduction of Salary Notches

We demanded that the employer introduce salary notches.

Parties agreed to 1% salary adjustments to 2,422 qualifying employees (OD Phase 1 beneficiaries) as pay progression. Employees, whose salaries are substantially higher compared to their counterparts, will only qualify when there is a salary parity.

Provision of Uniform

We demanded that the employer provide clarity on the new Uniform Policy and the quantities to be provided, as well as timeframes. We also demanded financial compensation for the period of non-provision.

Parties agreed that the provision of the Uniform Policy shall apply. Employees qualifying for free issue uniforms shall be issued with uniform to the value of R1,400.00 (females) and R1,100.00 (males) depending on availability. The Uniform items shall be as per the

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employees' choice in consultation with line management. Management will receive a status report on the availability of the uniform on a quarterly basis.

Housing Allowance

We demanded a housing allowance to be applied to all occupations. Parties agreed that the housing allowance shall be implemented in accordance with the reviewed Housing Policy and upon approval by the Board.

Parties also agreed that we will assist SANParks to encourage employees who work in the functions that are deemed non-essential and those employees who work in workplaces adjacent to the gates and boundaries of the Parks and National Parks (Urban Parks), to reside outside of the National Parks in order to assist in addressing the accommodation shortages for employees with essential functions.

Working Hours

We demanded a total of 160 hours per month for all employees and overtime payment for excess hours. The employer rejected the demand citing that it is fully compliant with Section 9 of the Basic Conditions of Employment Act which addresses ordinary working hours.

The employer further proposed that the weekly shifts should be standardised throughout SANParks as follows: Tourism, Technical Services, Ranger Services, Conservation Management and People & Conservation (a six day-week); and employees in Finance, Human Capital and Administration employees (a five day week).

Parties agreed that we will seek a mandate from our members on the standardisation of working hours.

Accredited Training for Shop Stewards

We demanded accredited training for Shop Stewards within the Skills Development Program.

Parties agreed that accredited training for Shop Stewards shall take place before the end of the financial year.

Permanent Employment (3 months to 1 year employees)

We demanded that temporary employees that have been working for 3 months to 1 year, be given permanent employment contracts. The employer rejected the demand citing financial constraints. We subsequently withdrew the demand because a Joint Collective Agreement has already been signed with the employer on this matter. On 9 June 2017 we filed a dispute at the CCMA for interpretation / application of the collective agreement.

Camping Allowance

We demanded that the camping allowance be increased in line with the general percentage increase. Parties agreed that the JSC should discuss and do a proposal on the matter.

Standby Allowance

We demanded a 10% increase on the Standby Allowance. Parties agreed to continue with the current criteria whereby the allowance increases as per annual salary increases.

Special Picket Allowance

We demanded a special picket allowance for qualifying employees. Parties agreed that this matter should be discussed by the JSC.

Incentive Scheme for Sales Employees

The employer tabled this matter whereby qualifying employees would receive commission as per approved criteria by the SANParks' Executive Committee. Parties agreed that we shall request a mandate from the members on the proposed incentive scheme for qualifying employees.

Breakdown on Payslip Deductions

We demanded that the employer should provide a clear breakdown on deductions taking place on employees' salaries. Parties agreed that this matter should be discussed by the JSC.

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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.

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

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