

HOSPERSA TODAY

ISSUE 81



PSCBC
PUBLIC SERVICE
SUMMIT



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UPDATE:

SANParks SUNDAY PAYMENT AND HOUSING RENTALS



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WAGE AGREEMENTS**

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HOSPERSA TODAY

Hospersa Today Issue 81

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Hospersa is a trade union affiliated to the Federation of Unions of South Africa (FEDUSA)

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*Vice-President
(Education and Training)
Basil Pillay*



Waheed Hoosen



Hospersa Acting President
Gregg Rafferty

Message from the Acting President

Dear Comrades

The past two years has been a very challenging period in our history due to the Covid-19 pandemic. Many lives were lost, including family, friends and colleagues, yet we remained firm as frontline workers and performed our duties with pride.

The pandemic also took a psychological toll on us as in many instances we were helpless in providing an efficient service due to workplace challenges caused by staff shortages, poor infrastructure, corruption and maladministration. Financially, public servants were denied the implementation of an agreed-upon salary increase at the start of April 2020 and this has further increased economic pressures on our members. The Constitutional Court judgement on this matter has left a bitter taste in our mouths yet we assure members that we will continue to fight for improved remuneration and safer working conditions.

We will continue being vocal against corruption and maladministration. While Government made funds available for the procurement of Protective Personal Equipment (PPE), unscrupulous officials saw an opportunity to steal from the public purse. We will continue to call for these perpetrators to be brought to book and face the full might of the law.

A silver lining during the Covid-19 storm is the astonishing growth of our beautiful movement. We are encouraged by the fact that Hospersa has grown to 70 000 members and aim to have 100 000 members by the end 2023. Let us join hands and protect these gains in order to increase our voice as a powerful, professional, non-political labour movement that puts its members' interests at the heart of collective bargaining.

"If you want to go fast, go alone... if you want to go far, go together". Now is the time to belong to a workers' movement to ensure your rights are protected and not infringed upon by the employer. Now is the time to grow Hospersa to greater heights.

Amandla.

HOSPERSA
SALUTES ALL THE
ESSENTIAL WORKERS
WHO STAND AT THE
FRONTLINE OF THE
COVID-19 PANDEMIC

HOSPERSA
+





Hospersa General Secretary
Waheed Hoosen

Message from the General Secretary

Dear Colleagues and Comrades

I write to you for the first time as your newly appointed General Secretary since taking over the reins from Comrade Noel Desfontaines. I am fully geared up for this mammoth task in steering the organisation past the Covid-19 pandemic and growing it to new heights. The former General Secretary left us a healthy organisation that is full of potential in the quality of staff members and the calibre of worker leaders. I wish him well in his retirement and honour him for his amazing contribution and selfless dedication to this organisation.

Since my appointment, a strategic plan has been developed with the purpose of growing Hospersa to 100 000 members. This strategy includes the strengthening of provincial support to our members, increased union visibility and the increased use of new technology. I encourage you to download the new Hospersa App as this is one of the interventions that have been put in place to provide members with an efficient service. Internally, we are putting measures in place to respond to the new normal for our members to gain better access to our professional assistance which include collective bargaining, legal services, training and development.

While the Covid-19 pandemic has had a devastating impact on the global economy, employers started cutting their budgets while others closed doors. In South Africa, salary cuts were introduced in some industries while the freezing of the public sector wage bill has put us at loggerheads with Government. Not only has Covid-19 robbed our members of their loved ones, it is also been used as a scapegoat by employers who refuse to pay fair salary increases. Hospersa will continue to fight against this trend and ensure our members' interests remain firmly grounded in all negotiations with employers.

Our working together agreements, partnerships and the affiliation to one of the largest labour federations [FEDUSA] strengthens our continued fight for improved working conditions and fair salary increases. We recently attended the FEDUSA National Congress and elected new leadership whereby Comrade Masale Godfrey Selematsela [former Hospersa President] was re-elected, unopposed, as the federation's President. A special congratulations to Comrade Selematsela and the newly-elected leadership.

A leadership position comes with a lot of responsibility, especially in the midst of a pandemic. I am looking forward to writing a new story in Hospersa's rich history books as we move this organisation past the Covid-19 pandemic and into a brighter future.

Amandla!

FEDUSA NATIONAL CONGRESS

The Federation of Unions of South Africa (FEDUSA), which Hospersa is affiliated to, held its National Congress on 7 and 8 October 2021. This two-day congress was preceded by a special congress on 6 December 2021 where the federation's national leadership was elected as follows:

President: Mr Masele Godfrey Selematsela (returned unopposed), Deputy President: Ms Martle Keyter (returned unopposed), Vice President Development: Mr Jacques Hugo (returned unopposed), Vice President Finance: Mr Chris Klopper (returned unopposed), Vice President Training and Education Committee: Mr. Basil Manuel, Vice President Gender and Social Justice: Ms Nobandla Silinyane, AND Vice President Public Sector Committee: Mr Pierre Snyman.

The Special Congress also adopted new strategic resolutions that will take the federation forward over the coming years. These resolutions include the Climate Change Policy which represents the federation's formal commitment to address the climate change crisis in the country and globally. Congress also resolved that at least 70% of goods and services must be procured locally as a measure to stimulate the country's economy. Congress also strongly advocated for a human – centred economic recovery from the COVID-19 pandemic that needs employment and social protection policies to work in tandem. In addition, the Federation and affiliate structures will avail resources to educate all workers and the broader public about the importance of being vaccinated and the link to job creation and poverty alleviation. Congress also resolved to strengthen the work of FEDUSA representatives at NEDLAC in order to advance, influence and urgently fast track social protection for all workers through the Comprehensive Social Security and Retirement Reform negotiation process. The federation and its affiliates also resolved to prepare members strategically for the 4th Industrial Revolution and the digital economy by ensuring that all future collective bargaining processes factor in demands for training, upskilling and reskilling in the new technologies. Congress also resolved that because crises such as the COVID19 pandemic occur without warning, it is vitally important for affiliated unions to regularly subject workplace Occupational Health and Safety (OHS) systems to robust capability and resilience tests while continuing to protect workers from the many existing OSH hazards and ensuring the continuity of economic activity.

An important area of focus for organized labour would be whether both the Occupational Health and Safety Act and the Compensation for Occupational Injuries and Diseases Act should be amended to include COVID-19 as an occupational disease that triggers fair compensation for affected workers.





PSCBC PUBLIC SERVICE SUMMIT

Hospersa attended the PSCBC Public Service Summit on Collective Bargaining on 28 – 31 March 2022 under the theme: Strengthening and defending centralized collective bargaining to advance economic development, social justice, a capable and developmental state, labour peace and democratizing of the workplace.” Delegates participated in three commissions:\

- Creating a framework to deal with issues of centralised collective bargaining and agreeing on the implementation of outstanding agreements within Council resolutions;
- Considering the professionalisation of the public service charter and a commitment to the resourcing of the public service to allow public servants to effectively deliver services to the citizenry; and
- Enhancing public service through optimal use of the 4th Industrial revolution and digitalisation in the public service.

Parties declared and committed to the principles, objectives and agreements set out in Summit declaration.





CONSTITUTIONAL COURT JUDGEMENT - 2018 WAGE AGREEMENT



In February 2020, a day before the Minister of Finance [Mr Tito Mboweni] delivered his budget vote, government made a presentation to labour organisation at the PSCBC regarding the public wage bill. At the crux of the presentation, government put forward a request for parties to review clause 3.3 of the PSCBC Resolution 1 of 2018 which talks to public service employees salary adjustment for period 1 April 2020 to 31 March 2021, effective from 1 April 2020 as follows:

- Level 1 to 7: Projected CPI + 1.0%
- Level 8 to 10: Projected CPI + 0.5%; and
- Level 11 to 12: Projected CPI



Hospersa rejected the proposal and a series of legal battles ensued between Government (the employer) and Organised Labour until the matter reached the Constitutional Court. While Government argued it cannot pay the agreed-upon increase, Organised Labour argued that the agreement is binding and enforceable.

After a lengthy wait for an judgement from the Constitutional Court, on 28 February 2022, the apex court issued the long awaited ruling regarding the wage increase. The ruling highlighted that the then Minister in the Department of Public Service and Administration (DPSA) entered the wage negotiations with Unions in the PSCBC without the necessary legal authority and thus rendered the wage agreement unlawful and invalid. As a result, public service employees will not be receiving their back-dated salary increases for the year 2020/21 which the employer refused to implement.

Hospersa's legal department expressed disappointment at the CONCOURT judgement and pointed out that the judgement leaves the door open to other employers who many not want to honour agreements. "Whilst we understand that the country is experiencing economic difficulty, it is the workers who are being made to bear the brunt and have now become economic scapegoats for poor planning and administration," said Hospersa Legal Department Manager Sean McGladdery. "Hospersa respects the judgement of the apex court. Our legal team will study it in detail to find a way forward," added McGladdery.

Members are urged to prepare for tough negotiations at the PSCBC as government has publicly claimed it does not have sufficient funds to pay salary increases and is instead looking at cutting the public sector wage bill. A tough battle lies ahead as Hospersa will continue to fight for fair salary increases that will cushion the economic blow on our members pockets.

AMANDLA!

BARGAINING COUNCIL (PHSDSBC) MATTERS



Review of Uniform Allowance in the Public Sector (Uniform for Nurses)

Parties to the Council are to sign a Collective Agreement on the provision of uniform for Nurses in the public sector. The Office of the General Secretary (OGS) had circulated the final draft Collective Agreement. NEHAWU and DENOSA signed the agreement, HOSPERSA Nurses not in favour of the maroon colour, therefore Hospersa has not signed the agreement.

- **Amendment of Resolution 3 of 2011: Agreement on the Appointment of Full Time Shop Stewards (FTSS)**

The employer held the position that the agreement was recently reviewed in November 2021; therefore, there was no need to renegotiate on the matter. Secondly, the resolution was clear on the issues related to the FTSS. Labour held the position that the term of release of the FTSS should be uncapped; however, the employer did not support the proposal. Parties to the Council did not reach an agreement on the matter.

- **Framework Agreement on the Appointment of Occupational Health and Safety Committees(OHSC) within the Department of Health**

Parties to the Council are to sign the framework agreement on the establishment of OHSC in the sector. The OGS had already circulated the final draft resolution.

- **Averaging of Working Hours for Emergency Services Shift Workers in the Health Sector**

Labour indicated that it would only consider engagements

on the matter, once the employer agrees to sign the guidelines on membership audits. The employer did not accede to the proposition and requested the OGS to provide it with the final draft agreement for signature. The OGS had circulated the final draft resolution, to the employer for signing. Consequently, the parties to the Council did not reach an agreement on the matter.

- **Amendment to Revised Non-Pensionable Recruitment Allowance referred to as Rural Allowance**

The focus on the above-mentioned draft agreement was on equalisation and the inclusion of other categories previously excluded, to also benefit from this agreement. The employer indicated that, the State was in a process of cutting the costs and also some of the previously rural areas have been developed and therefore do not qualify to be classified as rural, as a result, the demand was not implementable. Labour had submitted additional categories that should be incorporated on the draft resolution.

Averaging of Working Hours for Emergency Service Shift Workers in the Health Sector

Labour indicated that it would not sign an agreement that contravenes the BCEA. The employer is proposing to average the working hours of the EMRS personnel to four (4) months using a 45hrs working week. We indicated to the employer that the BCEA stipulates a 40 hrs working week. Further to this we have a lot of our EMRS members who has not been paid for their overtime performed for years. We can therefore not agree to assist the employer contravene the BCEA.

TO ALL PUBLIC SERVANTS



Health and Other Service Personnel
Trade Union of South Africa

***Organising workers
since 1958**

JOIN HOSPERSA TODAY AND RECEIVE:

1. Individual Indemnity cover of up to **two million rand** for health workers.
(excludes: Medical Practitioners, Members practicing abroad - request full list of exclusions from our offices)
2. **Death Benefit** for principals members after 6 months of membership
3. **Professional legal assistance** for labour-related issues at the bargaining council, 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

- * Hospersa is led by a **democratically elected** leadership that operates without political affiliation. In other words, Hospersa exists entirely to **serve the interests of workers**.
- * As an affiliate of **FEDUSA** (Federation of Unions of South Africa), Hospersa is not required to serve the goals of any political party.
- * Hospersa has implemented sound fiscal discipline, earning a clean "bill of health" in successive audits. This means that we spend our members' money **wisely and efficiently**.

We represent public service employees at the various Bargaining Councils:
PSCBC, PHSDSBC and GPSSBC

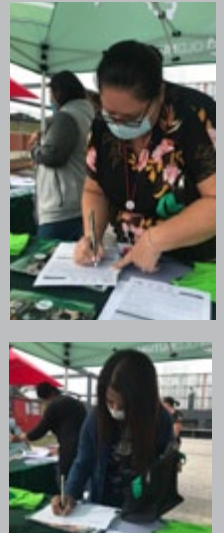
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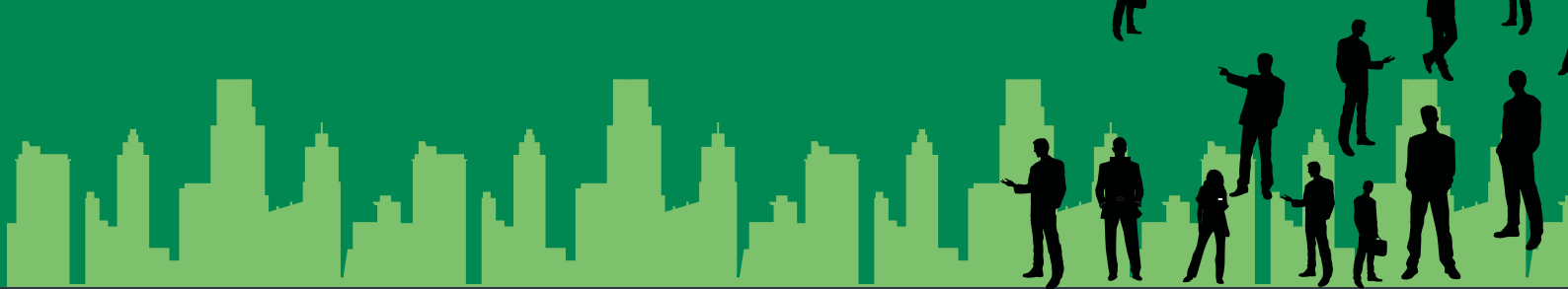
MEMBERSHIP FOCUS





MEMBERSHIP FOCUS





NETCARE Wage Negotiations



We are glad to report that wage negotiations with Netcare were concluded on 04 March 2022. Hospersa and Netcare entered into a Salary and Substantive Conditions of Employment Agreement on 07 March 2022 for the period of 01 March 2022 to 28 February 2023.

The details of the agreement are as follows:

Annual Increase

Parties agreed to a 4.7% across the board (ATB) annual increase to the Structured Package for all employees in the Admin, Nursing and Support Bargaining Units with effect from 01 March 2022.

Employer Contribution to the Netcare Medical Scheme

Parties agreed to increase the monthly employer contribution to the Netcare Medical Scheme to R2,535 per month.

Matters Referred to the National Consultative Forum (NCF)

Parties agreed to refer the following matter to the NCF for further discussion:

- Allowances.

Extension of Conditions and Benefits

Parties agreed that the employer will extend to Hospersa members other amendments to substantive terms and conditions of employment agreed with other three (3) Unions in respect of the period 01 March 2022 to 28 February 2023. The details of these amended benefits will be reflected in the 2022/2023 Netcare Benefits and Allowances Schedule.

Implementation Date

The amendments referred to in the agreement shall be implemented with effect from 01 March 2022.

MEDICROSS Wage Negotiations

We are glad to report that wage negotiations with Netcare were concluded on 04 March 2022. Hospersa and Netcare entered into a Salary and Substantive Conditions of Employment Agreement on 07 March 2022 for the period of 01 March 2022 to 28 February 2023.

The details of the agreement are as follows:

Annual Increase

Parties agreed to a 4.5% across the board (ATB) annual increase to the Structured Package for all employees in the bargaining units with effect from 01 March 2022.

Travel Reimbursement

Parties agreed that the travel reimbursement will be aligned to the published SARS rate for the 2022/2023 tax year, for approved business travel undertaken by employees using their own vehicle.

Employer Contribution to the Netcare Medical Scheme

Parties agreed to increase the monthly employer contribution to the Netcare Medical Scheme to R2,535 per month.

Matters Referred to the National Consultative Forum (NCF)

Parties agreed to refer the following matter to the NCF for further discussion:

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TO ALL PRIVATE SECTOR WORKERS

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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



- Hospersa is the majority union at various institutions of the **Netcare** Group, including **Medicross** and **Netcare 911**
- Hospersa is the majority union at the South African National Blood Service (**SANBS**)
- Hospersa is the majority union at various old age homes, including the Suid-Afrikaanse Vrouefederasie (**SAVF**)
- Hospersa has secured additional organisational rights at **Life** hospitals
- Hospersa new branches include **BusaMed Private Hospitals**, **KwaDukuza Private Hospital (KZN)** and **Midlands Medical Centre (KZN)**

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Communication is central to recruitment and organising.

Put simply, organising is an ongoing conversation among workers and between workers and their elected representatives.



This article is republished from The Labour Research Service (The Negotiators Guide).

Recruitment and organising are vitally important to trade unions. Recruitment and organising are related processes. They are also quite different. Recruitment is the promise of being part of something greater than oneself. Organising is delivering on that promise.

By describing what a worker is likely to think about (the head), feel (the heart) and do (the feet) we can distinguish between recruitment and organising:

A worker that has been recruited

Head level – Thinking

- Understands the story of the union and the rights the union has won in her workplace
- Understands what the union is able to offer her
- Understands what her rights and responsibilities are as a union member

Heart level – Feeling

- Has shared her fears, needs and aspirations with the union
- Feels valued as a person and worker
- Feels she has been given the opportunity to exercise choice
- Feels that she will be able to learn and grow
- Feels that she is joining a collective that she can actively participate in and that will protect her

Feet level – Doing

- Is willing to participate in democratic processes
- Is willing to articulate her needs
- Is willing to support fellow workers
- Is willing to contribute financially to sustain the union

A worker that has been organised into a trade union

Head level – Thinking

- Know her rights and the responsibilities of the employer
- Knows the contents of the most recent collective agreement
- Knows the power and responsibility of the trade union

Heart level – Feeling

- Feels a sense of belonging
- Feels protected from being exploited by the employer
- Feels confident to engage in discussion
- Feels part of a collective voice

Feet level – Doing

- Participates in union activities
- Initiates discussions when necessary with the union
- Participates in the collecting of demands and the organising and mobilising around collective bargaining



New COVID data:

South Africa has arrived at the recovery stage of the pandemic

Author: Shabir A. Madhi

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A recently published South African study set out to determine sero-positivity against SARS-CoV-2 before the fourth wave of COVID-19, in which the omicron variant was dominant. Sero-positivity measures the presence of antibodies against the virus; it indicates past infection. The study focused on Gauteng, the country's economic hub. Ozayr Patel asked Shabir Madhi to unpack the results and explain why the findings suggest that South Africa has reached a turning point in the pandemic.

What we found

The results show the levels of sero-positivity – in other words what percentage of people have antibodies to the virus – among just over 7,000 people from whom samples were taken. From these results the following rates were calculated:

- In those under 12 years of age, none of who received a COVID-19 vaccine, 56% showed presence of antibodies to SARS-CoV-2
- In those over 50 it was 80%, including 70% if unvaccinated and 93% if vaccinated
- In high density inner city areas the sero-positivity prevalence was 85%

Using the seroprevalence data, together with COVID-19 attributable deaths using excess mortality data from the South African Medical Research Council, the study was also able to impute the risk of dying following infection by SARS-CoV-2 prior to the Omicron wave in South Africa. This infection fatality risk for COVID-19 was 0.57% pre-

omicron in Gauteng. This is substantially higher than 0.019% imputed for seasonal flu, which infected one-third of the population each year pre-COVID, calculated using similar methods.

Vaccination coverage: We discovered high levels of hybrid immunity: that is immunity gained from a combination of previous infections plus vaccinations.

At the time of the onset of the omicron wave, 36% of people in Gauteng had at least one dose of the vaccine. This was higher – 61% – in those over the age of 50. (This cohort was responsible for more than 80% of deaths pre-omicron.)

Based on sero-survey, 70% of vaccinated people were also infected pre-omicron. Hence they would have had substantial hybrid immunity, which has been shown to induce a broader repertoire of immune responses against the virus. Such hybrid immunity in South Africa has, however, come at the cost of loss of 300,000 lives based on South African Medical Research Council excess mortality estimates. These are three-fold higher than the official recorded number of deaths.

Based on another, the hybrid immunity is expected to confer greater protection against infection and mild COVID-19 compared with immunity only from vaccine or natural infection.

Hospitalisations and death rates: Our study also analysed the temporal trends in COVID-19 cases, hospitalisations and deaths (recorded and COVID attributable from excess mortality) from the start of the pandemic up until the tail end of the Omicron wave. The study found a massive decoupling between the number of people becoming infected with the virus relative to COVID hospitalisation and death rates during the course of omicron compared with earlier waves. This was true across all adult age groups.



The omicron wave was associated with 10% of all hospitalisations since the start of the pandemic, whereas 44% of hospitalisations had transpired during the course of the Delta variant wave. More impressively, only 3% of COVID deaths since the start of the pandemic occurred during the omicron wave, compared with 50% during the delta dominant wave.

The findings of decoupling of infections and severe or fatal COVID-19 were similar in the 50-59 year age group. In this group the omicron wave contributed to 15% of recorded COVID hospitalisations and 2% of deaths since the start of pandemic. This compares with 46% of hospitalisations and 53% of deaths occurring in the third wave, dominated by delta. The data for people over 60 years old was similar. The survey also found that 58% of children under 12 years of age (all unvaccinated) were sero-positive. They were not more heavily affected during the Omicron wave.

The delta dominant wave which was the most severe in South Africa, coincided with South Africa's belated COVID vaccine rollout. The high death rate during that wave is an indictment of the missed opportunities that could have prevented a large percentage of the deaths which transpired. In particular, the delayed procurement and roll out of COVID-19 vaccines in South Africa, as well as the ill-informed decision to against the WHO recommendation on the continued use of the AstraZeneca vaccine which was available to in South Africa when the Beta variant was circulating in South Africa.

In summary, the omicron wave contributed to less than 5% of all COVID-19 deaths in Gauteng. Since the start of the pandemic, the delta variant wave contributed to 50% of all of the deaths. The balance is split roughly equally between the first and second waves caused by ancestry and the beta variant.

New COVID data:

South Africa has arrived at the recovery stage of the pandemic

Our findings also show that natural infection has been high and is playing a major role in how the pandemic has unfolded especially in countries with low to moderate COVID-19 rollout. These high levels of infections have, however, resulted in a massive loss of lives; which to date is likely under-estimated in low and middle income countries as shown from the South African data.

What the findings tell us

The findings indicate that South Africa is moving into the convalescent phase of the COVID pandemic – the recovery phase. This is likely to be the same in other countries with low or modest vaccine uptake, but high force of past infections. As such, South Africa needs to recalibrate its approach to the pandemic and to start managing it as we would do for other respiratory infections which too cause large number of hospitalisations and deaths.

There are still a few unknowns. Another resurgence is likely, and there might well be another variant. But it would be very surprising if further variants are able to evade the T-cell arm of the immune system which is stimulated by vaccines and natural infection. The T-cell (cell mediated immunity) arm of the immune system, appears to be the main mediator of protecting against severe COVID-19, even when there are breakthrough infections in vaccinated people or reinfections.

So why do I believe that we are at the tail end of this pandemic? It depends what metric you use. If it's about infections, we're not at the tail end. If it's about the number of deaths that will transpire from COVID-19 during 2022, relative to the number of deaths that will transpire from other preventable causes of death in countries such as South Africa, then I believe the country has pretty much arrived towards the end of this pandemic.

In South Africa about 10,000 to 11,000 people die of seasonal influenza every year. In 2019 tuberculosis killed 58 000 in 2019. But we are not declaring an emergency in South Africa to deal with flu or tuberculosis. Deaths from HIV, and complications from HIV, are about 70,000. But South Africa isn't shutting down the country to prevent deaths and infections from these diseases.

Now what?

Only 12% of people across the continent have received one dose of vaccination. The implications of our findings are that:

- Vaccine coverage must be enhanced by ensuring that adequate booster doses are given to those who require it. We might need to continue boosting. This might need to be on an annual basis for the next two to three years, especially for high risk individuals. The time line for this is until we have more experience on the durability of protection of vaccines, particularly in settings with a high prevalence of hybrid immunity (where protection may be even longer lasting).

Campaigns should be focused primarily on high risk groups, including getting over 90% of people over 50 years of age vaccinated before the next resurgence anticipated. This should be the focus rather than the current arbitrary target of vaccinating 40%-70% of the population.

- It's still beneficial to expand vaccinations in settings with high sero-positivity. Studies on hybrid immunity show this delivers more robust and broader repertoire immune responses that could heighten protection against infection, and reduce the magnitude of future resurgences.
- It's also important that key non-pharmaceutical interventions are kept in place. This includes wearing masks in crowded poorly ventilated indoor places, and particularly high risk individuals when there is an increase in virus transmission activity.

Our findings support the optimism expressed at the beginning of 2022 in South Africa that a turning point had been reached in the pandemic. Many in high income countries dismissed this view as not applicable to their settings despite high vaccine coverage. But their experience has since generally aligned with South Africa's.

Are COVID-19 **vaccine** mandates human rights violations?



Author: World Economic Forum

- Probably not, experts say, because everyone has a fundamental right to be protected from the spread of the disease.
- Yet, tensions have increased as more vaccine mandates are implemented.
- Protests in Canada have drawn renewed attention to the issue.

Even Napoleon couldn't force everyone to get vaccinated. The French strongman managed to bend most of Europe to his will, yet when it came to smallpox he could merely encourage his compatriots to get immunized against the deadly disease as a civic duty.

In some ways, not much has changed. Governments and private-sector employers around the world have encouraged those fortunate enough to have access to COVID-19 vaccines to take them – often with civic-minded prompts similar to Napoleon's, but increasingly through targeted vaccine mandates.

These measures help keep people safe. But they've also touched a nerve. In Canada, thousands of people gathered in Ottawa this past

weekend to protest the government's COVID-19 vaccine mandates, spontaneously building on what had started as a more narrow demonstration staged by truck drivers.

The rally in Canada was only the most recent unrest. After the French government sought to make vaccination virtually unavoidable with rules and mandates, a nationwide protest drew nearly 240,000 people. Parents in South Korea have protected vaccine mandates in schools, and an estimated 16,000 people turned out in Hamburg earlier this month to protest vaccination rules.

Protests against private-sector mandates have also cropped up, though companies like Google and Citigroup have steadfastly required employees to get jabbed before coming to the office.

Some argue COVID-19 vaccine mandates are human rights violations. Not really, say experts on actual human rights violations.

In fact, some point to the more fundamental right of everyone to be protected from COVID-19 – particularly as variants continue to disproportionately impact the unvaccinated.

HOLD HANDS AGAINST GBV

Hospersa in the KwaZulu-Natal province recently organised a march against Gender-based violence at Bethesda Hospital. This march aimed to raise awareness on the alarming rate of GBV... AMANDLA!



GBVF-NSP

The Gender-based Violence and Femicide National Strategic Plan (GBVF-NSP) was produced by the Interim Steering Committee established in April 2019 to respond to the gender-based violence and femicide crisis following the historic 2018 Presidential Summit on this subject.

The NSP aims to provide a multi-sectoral, coherent strategic policy and programming framework to strengthen a coordinated national response to the crisis of gender-based violence and femicide by the government of South Africa and the country as a whole. The strategy seeks to address the needs and challenges faced by all, especially women across age, sexual orientation, sexual and gender identities; and specific groups such as elderly women, women who live with disability, migrant women and trans women, affected and impacted by the gender-based violence scourge in South Africa.





HOSPERSA IS BLOWING THE WHISTLE AGAINST GBV

**Report cases of violence and
harassment at work.**

GBV TOLL-FREE HELPLINE

HELPLINE: 0800 428 428

Callback request: *120*7867#



EVERY WORKPLACE SHOULD HAVE AN INTEGRATED HIV-TB WORKPLACE POLICY & PROGRAM

It is important to remember that the TB epidemic can never be seen in isolation of the global HIV crisis. Access to voluntary HIV Counselling and Testing is of utmost importance.

Health care workers which includes nurses, doctors, health professionals, general workers etc; should have access to:

- HIV/TB Workplace Programs, with free and regular access to Voluntary Counselling & Testing services
- Education on general and workplace risks to contracting HIV & TB
- Access to Treatment

- Connection to Care & Support for both HIV & TB
- Access to Occupational Health Services for the prevention of HIV& TB hazards and risks at work, and
- Access to Compensation where a health care worker is exposed to HIV and or TB at work. Every occupational exposure should be reported and recorded.

Hospersa in Mpumalanga and Limpopo Provinces raised recently raised awareness on TB at various branches as part of the organisation's effort to addressing TB-related challenges faced by members in the workplace.



PROTECTING HEALTH CARE WORKERS

A KEY POPULATION AT RISK OF CONTRACTING TB & HIV AT WORK

HOSPERSA



- EDUCATE HEALTH SECTOR WORKERS ON TB –HIV RISKS @ WORK
- IMPROVE INFECTION CONTROL MEASURES
- REMOVE TB-HIV HAZARDS
- REPORT EVERY OCCUPATIONAL EXPOSURE
- ACCELERATE TB-HIV SCREENING, TESTING & TREATMENT AMONGST HEALTH SECTOR WORKERS



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LEADERSHIP DUMELA



HOSPERSA National Executive Committee led by the National Office Bearers, seated at the front

At Public Service Coordinating Bargaining Council, PSCBC, Hoppersa has working together agreement with the National Teachers Union. Jointly, we represent close to 100 thousand public service employees. The working together agreement allows both parties to push forward the issues affecting members in the Department of Health, Department of Social Development and the Department of Education at Council level.



Hoppersa National Leadership with NATU National Leadership. AMANDLA.

ALIWAL HOSPITAL HAS GONE GREEN



Aliwal North Hospital is a district hospital situated on the N6 freeway between East London and Bloemfontein. This district hospital services a population of approximately 43 000 people with Emergency Medical Services and has wards ranging from paediatric, gynaecology, maternity surgical and forensic to name a few.

Hospersa membership in this hospital has grown substantially in recent years. In 2017, Hospersa only had 62 membership and now more than 100 employees at this hospital call Hospersa their labour home. Currently, Aliwal North Hospital has the largest Hospersa membership within the Queenstown/Cradock Local. AMANDLA!



LEGAL MATTERS

Hospersa Legal Department has been hard at work conducting a basic case handling course for shop stewards in the provinces. The below are some of the shop stewards that have attended the course:

Gauteng
Province




North-West
Province



Limpopo
Province



The Swedish Institute for Health Economics (IHE) **Marks World Cancer Day** with Release of New Report on **Cancer Care** in the MEA Region



World-renowned research organisation hosts webinar to discuss study's key findings

The state of cancer care across nine countries in the Middle East and Africa (MEA 9) forms the basis of a major report being released by the Swedish Institute for Health Economics (IHE), the world-renowned healthcare research organisation, with the study launched to coincide with this year's World Cancer Day.

Compiled with the support of PhRMA, the Pharmaceutical Research and Manufacturers of America, IHE's report explores the scope of cancer care through a comparative analysis of the cancer care landscape in Algeria, Egypt, Jordan, Kuwait, Lebanon, Morocco, Saudi Arabia, South Africa and the United Arab Emirates, with the intention to raise awareness of the magnitude of the burden of cancer and the need to address the disease comprehensively.

Released in alignment with World Cancer Day, marked on February 4th, HRH Princess Dina Mired of Jordan, Immediate Past President of the Union for International Cancer Control (UICC) and the first Arab Muslim to be elected to head the prestigious global post.

Alongside Her Royal Highness other participants were Fadia Saadah, Human Development Director for the World Bank's Europe and Central Asia Region; Thomas Hofmarcher, Health Economist at IHE; Samir Khalil, Executive Director for PhRMA Middle East and Africa and Ahmed Hassan Abdelaziz, Associate Prof Clinical Oncologist at Ain Shams University, Cairo.

"The impact of cancer for the MEA 9 countries in the IHE study is immense and growing - the disease was the third leading cause of death for the nine countries at the turn of the millennium but had become the second leading cause behind cardiovascular disease in six of the nine countries by 2016. IHE's report encompasses all aspects of cancer control – prevention, screening, diagnosis, treatment,

survivorship and governance – and provides country-specific recommendations on how to improve the current state of cancer care in the countries. We are partnering with IHE to create evidence for profound discussion and we are looking forward to discussing its key findings and recommendations during our event prior to World Cancer Day," said Samir Khalil, Executive Director for PhRMA Middle East and Africa.

"This year's World Cancer Day included a three-year campaign titled: 'Close the Care Gap,' with its focus on understanding and recognising that there are global inequities in cancer care. The research we conducted for our report highlighted those countries that invest more on healthcare have better cancer survival rates for their populations. This - among other aspects - is something that we will be discussing with our esteemed panelists," said Thomas Hofmarcher, Health Economist at IHE.

IHE's report underpinned the UICC's three-year campaign for World Cancer Day that commenced this year with the theme 'Realising the Problem.' The first year of the campaign focuses on acknowledging the inequalities of cancer care around the globe and to raise awareness that this inequity costs lives.

UICC's campaign aims to show that barriers exist to people seeking cancer care, that income, education, and location affect access to cancer treatment, and that discrimination based on ethnicity, gender, age, disability and lifestyle are just a few of the factors that can negatively impact care. The ultimate aim of the campaign is to show that such barriers are not set in stone and can be changed through political will and with the support of multi-disciplinary stakeholders.

-ends-



South African
NATIONAL PARKS

SUNDAY PAYMENT AND HOUSING RENTALS UPDATE

THE Health and Other Services Personnel Trade Union of South Africa (Hospersa) had referred a dispute to the Commission for Conciliation, Mediation and Arbitration (CCMA) on behalf of its members employed by South African National Parks (SANParks) in December 2019.

The dispute was regarding the Sunday payment and Housing Rentals. The two matters were referred together on the same referral.

The Sunday payment was prioritized, discussions took place and the investigation report by Deloitte was interrogated and considered by our attorney and advocate. From this process, clarity was obtained on the methodology of calculating the Sunday payment whereafter it became apparent the parties concluded that SANParks was paying Sunday payment correctly and the Sunday payment matter was therefore withdrawn.

The Housing Rentals matter was however still pending and was set down for arbitration on 08 March 2022 in the CCMA, Pretoria.

Although the matter was supposed to proceed for arbitration, but it was postponed because there were some “concerns” raised by the arbitrator which needed to be addressed.

Below were the concerns raised:

The Commissioner needs to consider if Hospersa is referring the matter under Section 73A or Section 34 of the Basic Conditions of Employment Act (BCEA). The difference between these sections is that they state where the matter must go in the event of dispute. Section 73A disputes go to the CCMA or if it is a claim dispute in respect of Section 34, it goes to the Department of Labour or Labour Court.

The employer is being deliberately difficult by trying to say it is a

Section 34 dispute as it is a more difficult process for us to follow.

Hospersa's case is simple. We say the employer has unilaterally imposed certain deductions in respect of housing which means that members are getting less salary every month that they are contractually entitled to. That is Section 73A.

When the matter first went to arbitration, the employer tried to get it kicked out on this technicality. The CCMA ruled against the employer and found that the CCMA has jurisdiction to arbitrate the matter. The new Commissioner has claimed he is not bound by the ruling. We say he is wrong and have written to the CCMA alleging he has pre-judged the matter and asked for another Commissioner to hear the matter.

The Commissioner also wanted the identity or names of all the employees Hospersa is acting on their behalf in this matter, the period of the dispute and the amounts each member is allegedly owed. We will need to provide this information.

The parties therefore agreed to conduct a pre-arbitration conference before the matter can be arbitrated.

Hospersa is required to provide the list of names of employees who were not paying Housing Rentals before SANParks unilaterally deducted the monies from the employees' basic salary.

Once Hospersa has gathered such information, the Union can approach the CCMA to have the matter rescheduled for arbitration. We therefore need to do this as soon as possible.

Hospersa therefore requests Shop Stewards to compile the list of the affected employees at their various Parks or Camps.



ROAR... Hospersa ROAR!

Hospersa continues to unite all workers at South African National Parks (SANParks) and at Ezemvelo KwaZulu-Natal (KZN) Wildlife in improving their remuneration and working conditions



**Majority Union at SANParks
and has representation at
Ezemvelo KZN Wildlife**

MEMBERSHIP FOCUS



MEMBERSHIP FOCUS





MOBILE APP: HOW TO USE IT

Hospersa is going digital to improve the servicing of its members. The new Hospersa App has the following benefits at your finger tips:

- Easily keep up to date with the latest Hospersa membership benefits
- Find out about promotions by our social partners exclusively for Hospersa members
- Access your digital membership card
- Easily join Hospersa
- Update your membership details
- Easily connect to all Hospersa social media platforms



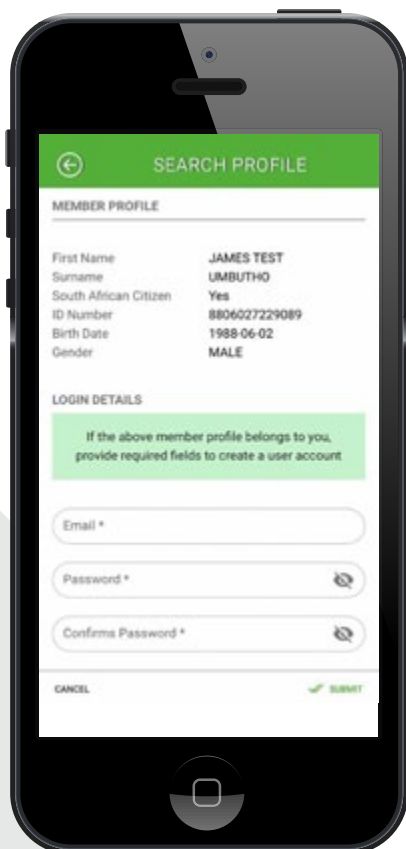
1. INSTALLATION

Go to Google Playstore or Apple Store and search for Hospersa, once you find the HOSPERSA App then click on install and wait for it to be installed in your device. Once the App has been installed, click on it and set-up login details.

2. CREATING APP USER ACCOUNT (EMAIL ADDRESS AND PASSWORD)

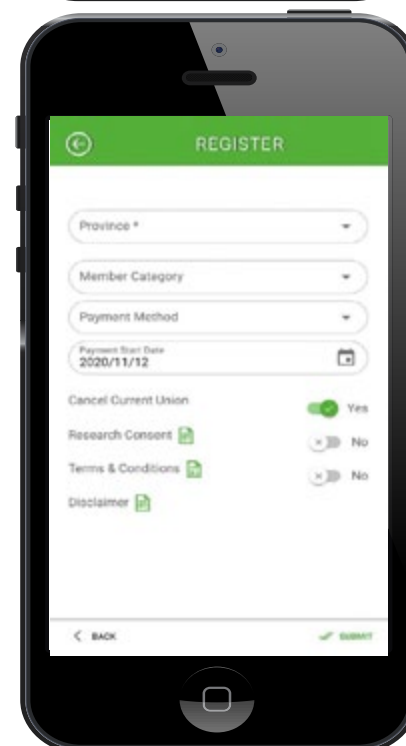
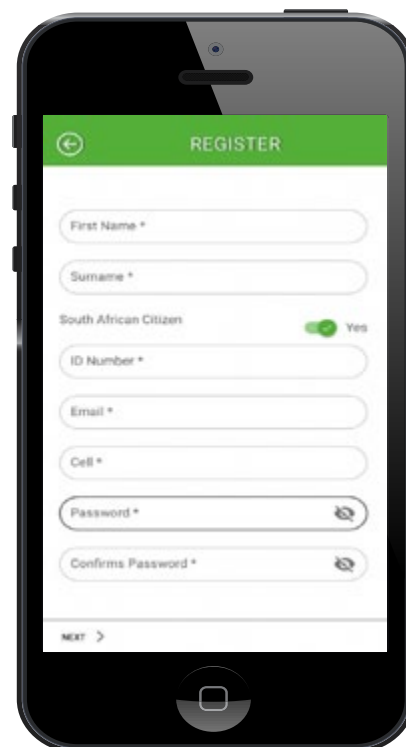
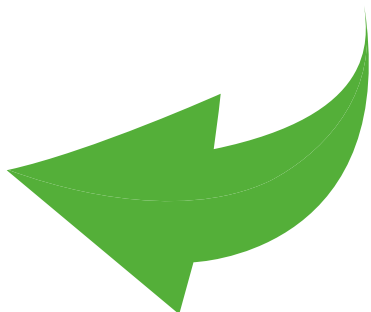
Click on Login and you will see the screen below, a HOSPERSA member can click on "Already a member? Create user account" to create the App email address and password.





Once you click on “Already a member? Create user account” you will see a screen to search your membership profile by either entering your Member number, ID number or Passport number and then click search at the bottom right corner.

After searching for your profile as a member, you will see the screen below to create your App email address and password, confirm password then click submit.



3. REGISTER TO BE A HOSPERSA MEMBER

On the App Home screen, click on “New member? Register”

Once you click on Register you will fill in your information required as the screen below shows and also create your App password, then click next to take to a second page to complete filling in the form before you submit. A HOSPERSA representative will call you to confirm your details then you become a member.

4. LOGIN

Once you have created your password or registered as new member and created a password, you can simply login to the Hospersa App using your email address and password on the Home page.

Contact the Membership Department on 012 664 6353 for technical support.



NEW EXCITING BENEFIT FOR HOSPERSA MEMBERS

UNTU
PALMS
JEWEL OF THE SOUTH COAST

NEWS



RELAX & REJUVENATE

Are you looking for the perfect destination for that well-deserved family holiday? Look no further than UNTU Palms. Here is a guide to everything you need to know about the famous Jewel of the South Coast.

UNTU Palms is a beautiful family seaside holiday resort in Sunwch Port in Kwa-Zulu-Natal. It offers direct access to the beach from its 54-stand tent and caravan park, chalets and cabanas.

The United National Transport Union (UNTU), the majority trade union in Transnet and the Passenger Rail Agency of South Africa (Prasa), acquired the holiday resort in 1991 when it was still known as Voetplaatpark.

The Union decided to keep the holiday resort on the shores of the Indian Ocean as a benefit to its 38 000 members, but that the public could also enjoy the facilities at this magnificent venue, popularly known as the Jewel of the South Coast, with its subtropical forests and stunning birdlife.

Compared to similar facilities in the surrounding area it is safe to say that UNTU Palms can be regarded as the best of the best. It boasts a variety of self-catering accommodation to suit every possible need – you can choose to camp in your own tent or rent one from UNTU Palms, park your caravan at one of three different camping stands in the caravan park, or enjoy the luxury of either a double story cabana that can accommodate a family of six or a simplex chalet fit for up to eight people.

The tidal pool on the beach is ideal for kids that are too young to brave the wild waves, but adrenaline junkies can look forward to some surfing, diving and fishing. UNTU Palms hosts one of the best surfing and rock fishing spots on the South Coast.

The resort has a large playground for children, a volleyball court, a swimming pool, a putt-putt course and a games room.

There are two laundry facilities, one situated close to the caravan park and chalets and one near the cabanas. UNTU Palms has access control throughout the premises of the resort.



Various affordable accommodation options to choose from

SELF-CATERING UNITS

The cabanas and the chalets are fully-equipped self-catering units with full DSTV and air conditioners. The cabanas have a communal braai area with a playground while each chalet has its own private braai area. The cabanas cater for up to six people and the chalets for up to eight people. These units are cleaned daily. There is undercover parking available for one vehicle, and ample parking for a second vehicle at the cabanas and at the chalets. UNTU Palms provides all its units with clean linen, but guests must bring their own towels and dishcloths.

CAMPING FACILITIES

To accommodate backpackers, UNTU Palms has four sleeper tents with extensions available for rent. The staff will set up your tent on any of our 50 stands. UNTU Palms will provide the tent and two single beds. Bring your stretcher or sleeping bags along if you want four people to share the tent. All camping sites have a braai area.

A SELECTION OF STANDS

UNTU Palms has 18 regular sites available where you use the communal ablution block, 24 luxury stands with private ablution consisting of a private kitchen and bathroom, and 8 super luxury stands consisting of a private kitchen and bathroom and a bit more privacy. The stands have a communal braai area.



Not in the mood to set up your own camp? No problem – UNTU Palms has sleeper tents available and will set up your tent and provide two single beds.



Diverse fauna and flora



The South Coast of KwaZulu-Natal is famous for its hardy coastal gardens that can withstand strong winds and high seasonal rainfall while flourishing in sandy soil. The gardens of UNTU Palms are no exception, and have their own diverse plant and flower species for visitors to explore. At UNTU Palms, gazanias are used as a groundcover. It is wind and sand tolerant and provides a cheerful bright yellow flower, adding colour to the garden. You will find hibiscus varieties in different colours only at UNTU Palms, situated on the Hibiscus Coast in Sunwch Port near Port Shepstone. UNTU Palms also has many interesting insects for nature lovers, and it supports the conservation and restoring of the indigenous flora and fauna of the South Coast.

Loads of fun for the whole family

UNTU Palms hosts a variety of fun entertainment programmes over weekends and during holidays to entertain our guests. Guests are also welcome to make suggestions on how UNTU Palms can make their stay even better.

- Children's face painting
- Family sandcastle competition
- Street braais
- Treasure chocolate hunt
- Putt-putt competitions
- Pool boerewors braai
- Daily jumping castle next to the swimming pool area
- Crappie jig on the beach
- Water cascades
- Mr & Mrs UNTU Palms
- Master Chef – who can make the best potjie?
- Boeresport
- UNTU Palms Karaoke
- Kiddies UNTU Palms photo competition.

“Vacation is about having nothing to do and all day to do it.”



From scrumptious food to sundowners

AUNTY BETTY'S CAFÉ

The South Coast of KwaZulu-Natal is known for its curry dishes, and Kayshenie at Aunty Betty's Café prepares some of the best curries in South Africa. After Kayshenie and her husband, Clint Dippenaar, bought the beloved take-away – well-known nationwide for its typical United Kingdom style fried fish – they revamped the café and added much more spice to the place. Now Aunty Betty's prepares mutton, chicken and vegetable bryanis; mutton, chicken and bean curries; mutton, chicken, bean and sambal/vinegar chillies; bunnies; and potato, mince and sweetcorn sarnosas. For those who don't like the extra spice in life, Aunty Betty's also serves its famous fish and chips, battered calamari, pap, gravy and woks, a variety of burgers and rolls, salads, sandwiches, breakfast and snack platters.

ORCA'S PUB AND GRILL

Situated on the beachfront, this popular restaurant and bar attracts people from all over South Africa who want to sample some of Orca's Pub and Grill's great food. Orca's has a magnificent view of the dolphins and whales that pass by in the Indian Ocean. "Our atmosphere is the best. We are a genuine home away from home," says owner Joey Roberson. Her extensive menu includes a selection of breakfasts, light meals like salads, toasted sandwiches, rolls and burgers, starters like chicken livers, cheesy garlic rolls, fried haloumi and a mussel bowl. The main meals include chicken cordon bleu, eisbein, schnitzels, a seafood platter, prawns, hake and fish, rump, T-bone, ribs and beef, and chicken or vegetable curries. Those with a sweet tooth can enjoy chocolate mousse, ice cream and chocolate sauce. Joey is the mother of Bafana Bafana soccer legend Eric Tinkler.

Aunty Betty's Café prepares some of the best curries and UK style fried fish and chips in South Africa.



Plenty to do on the South Coast

- River rafting and tubing in the mouth of the Umzimkulu River
- Umtamvuna and Vernon Crookes Nature Reserves
- Onibi Gorge – a gorge 27 km long and 400 m deep that cuts its way through 365-year-old rock is a haven for thrillseekers. The world's highest bungee swing is located here. You can also do the world's highest natural commercial abseil at Onibi, take the Wild Slide, white-water raft or hike.
- Crocodileworld, home to the Nile crocodiles, at Scottburgh or the Riverbend Crocodile Farm
- Hlanganani Amusement Park in Margate
- Butterfly Farm at Ramsgate
- Port Shepstone Cultural History Museum
- Margate Municipal Art Museum
- Munster Motor Museum of vintage cars
- There are eight golf courses in the area. San Lameer is rated among South Africa's top 30 courses.
- Beaver Creek Coffee Estate in Port Edward
- MacBanana Lifestyle Centre is the perfect place for a family day outing for adults and children
- Ster-Kinekor at Shelly Centre in Margate
- The famous Waffle House in Ramsgate
- Pistol's Saloon and Wild West Museum in Ramsgate
- Pure Venom Reptile Park in Shelly Beach.



The Waffle House in Ramsgate is a must!



Tel: 039 681 3325 • E-mail: reservations@untupalms.co.za • www.untupalms.co.za

HOSPERSA MEMBERS ENJOY DISCOUNTED BOOKING RATES



Death Benefit

The Death Benefit is available to assist the family members when a member dies. **To qualify for a claim, members must have paid at least six months' membership fees.**

For more information or assistance with a claim

Simply
SMS **“Death Benefit”**
to 082 896 7890

and Hospersa will call you.



www.hospersa.co.za



ARE YOU PAYING AGENCY FEES?

The deduction of agency fees from employees' salaries is done to those employees who do not belong to a trade union but are benefitting from terms of employment negotiated by a trade union with the employer in a collective bargaining agreement.

To avoid paying agency fees, **JOIN HOSPERSA** and receive the following additional benefits:

1. Professional Individual **indemnity cover of up to two million rand** per member for those that are registered with professional bodies. (excludes: Medical Practitioners, Members practicing abroad – request full list from our offices).
2. **Death benefit** for principal members after 6 months of membership (10% annual increase)
3. **Professional legal assistance** for labour-related issues at Bargaining Councils, CCMA and Labour Court.
4. Collective bargaining **negotiating salaries** and other substantive conditions of employment
5. Trained, **democratically elected shop stewards** including Full Time Shop Steward
6. **Representation at disciplinary hearings**, grievance procedures and incapacity processes
7. **Representation on various committees**, including Employment Equity. Labour Forums 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

HOSPERSA APP:



HospersaOnline



@hospersaonline

www.hospersa.co.za

Health and Other Service Personnel Trade Union of SA

JOIN US NOW: 0800 006 145

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Mpumalanga

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Fax: 013 755 2680

Northern Cape

Tel: 053 842 2001

Fax: 053 842 2003

Free State

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Fax: 051 448 4670

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