



COMPASS (WAGE NEGOTIATIONS)

REPORT 2 OF 2019

23 MAY 2019

AS you are aware Hospersa and Compass deadlocked during the last session of negotiations for the Section 197 transferred NETCARE employees.

This meant that the matter had to be referred to the Commission for Conciliation, Mediation and Arbitration (CCMA) for dispute resolution.

On 20 May 2019 both parties attended conciliation at the CCMA.

Compass had no offer to table during the conciliation but indicated that it will revert back with an offer for consideration before 24 May 2019.

Compass further indicated that it is looking at a sliding scale approach with the lower earning staff getting a slightly higher increase.

We indicated that we have no mandate for such an approach but we will revert back to members when we receive the offer.

Compass requested an extension to 30 May 2019.

Both Hospersa and NEHAWU referred disputes to the CCMA for dispute resolution and we requested

the commissioner to combine the two matters.

This request was granted and we will return to the CCMA on the 30 May 2019.

We will also submit the picketing rules to Compass management to save time should we not reach an agreement.

It was agreed to submit the rules by this week Thursday, 23 May 2019, to speed up the process.

We will keep members informed on any further developments.

Amandla!

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R4 831** 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)