



WAGE NEGOTIATIONS (COMPASS)

REPORT 2 OF 2017

30 March 2017

THE Health and Other Service Personnel Trade Union of South Africa (Hospersa) met with the Compass Group on 24 March 2017, for the second round of the 2017/2018 wage negotiations.

Compass retained its position from the first round offering a 5,5% across-the-board (ATB) increase. The Group also offered a 5,5% increase on the medical aid subsidy, a 5,5% per rand value on the long service award and a 5,5% meal allowance increase. The allowance would be reversed back to members as a cash allowance into their salaries.

Hospersa held its 6,5% position across-the-board salary increase and a 6% increase on the medical aid subsidy.

The employer mentioned that it would not be able to afford anything more than 5,5% salary increase stating a number of excuses. The employer cited that its clients will only be offering a 5,5% tariff increase on the services they provide and claimed that most employees in the same industry will be receiving more or less a 5,5% salary

increase as per the Bargaining Council for Food Retail, Restaurant, Catering and Allied Trade.

Hospersa rejected the offer and a deadlock has been reached.

Over the next two weeks, Hospersa will look to present the offer tabled by the employer to the members to determine whether members are willing to accept the 5,5% offer on the respective conditions of service or reject it.

Should the members reject the offer, we will refer the matter to the Commission for Conciliation, Mediation and Arbitration (CCMA) for conciliation.

We will keep you posted on further developments.

Hospersa will continue to work towards improving the remuneration and working conditions of its members.

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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.