



WAGE NEGOTIATIONS (LOUIS PASTEUR)

REPORT 3 OF 2018

12 March 2018

WE are pleased to report that Hospersa engaged in round three of wage negotiations with Louis Pasteur Private Hospital on 9 March 2018.

The following were discussed:

Salary Increase

We maintained our position of 8.5% across the board (ATB) increase which is segmented as a 7.5% increase and a 1% increase linked to performance appraisal.

The employer stuck to its offer of a 5% ATB increase and a 0.8% increase linked to performance appraisal.

The employer also stated it is now reserving its right to not back pay salaries contrary to an agreement made in the previous round of negotiations where parties agreed on the back dating of salaries with effect from 1 March 2018.

The employer again invited us to inspect its financials.

We expressed our disappointment and regarded the employer as negotiating in bad faith.

Medical Aid Assistance

We agreed that the current 50/50 split on the medical aid will be maintained.

Allowances

We provided a detailed breakdown of the actual costs for staff members working in the maintenance department on the premise that they worked on the standby shift.

We also demonstrated to the employer the potential loss in wages.

After deliberations, the employer reverted back to the union with a proposed offer to increase the standby allowance from R750 to R1200 on condition that the Friday day-off will fall away.

We will consult with our members working in the maintenance department for consideration.

Minimum Salary

As stated in the earlier report, Management will comply with the relevant legislation.

Uniform

We retained our position of R1800 for all eligible staff members who currently receive R1407.20 and R1505.70 respectively.

We cited that the current allocation of two tops/blouses and two skirts with an overcoat for nursing personnel is insufficient. A larger amount would allow them to purchase at least one extra top.

We further requested that the uniform policy be revised to look into the priority clothing items required for staff and called for a new uniform committee.

The employer presented us with the price list and the provisioning list for further deliberations. The employer has requested that this matter be referred to a Bargaining Labour Relations Forum (BLRF) meeting for discussion.

The employer has also indicated that a jacket may not be worn when performing and executing nursing functions, despite it being of a specific type.

The employer highlighted that the jacket can only be worn in winter and can be purchased as an accessory item.

We declared a dispute as this is an all inclusive condition of service package whereby parties could not successfully resolve the wage negotiations.

A formal letter of dispute will be sent to the employer today after a members' meeting scheduled for this afternoon.

We will keep members up to date on latest developments.



To Join Hospersa, contact your Provincial Office on the numbers below and we will process your application as soon as possible.

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