



WAGE NEGOTIATIONS (NETCARE)

REPORT 9 OF 2017

13 April 2017

AS previously reported, the Health and Other Service Personnel Trade Union of South Africa (Hospersa) conducted a nationwide ballot last week to receive a clear mandate from members regarding whether or not to embark on industrial action. The results of the ballot have been received and show that a **significant majority voted in favour of collective industrial action** and thereby remaining steadfast on the 8% increase demand.

We want to **thank our members** for turning up at the ballot boxes, and Hospersa is aware that in many cases this took a lot of guts as senior managers exploited the situation by carefully monitoring those who voted.

We are also aware that Netcare managers distributed documents with misrepresentations regarding the offer itself and the implementation date involved. However, we have decided to deal with these matters on a parallel basis – see below for more in this regard.

Still, we want to express our gratitude to members who participated in what turned out to be an orderly and organised balloting process.

The **next step now is industrial action**. Apart from strike action as we know it, there are also various other types of industrial action through which employees can put pressure on an employer. This includes **protest marches** whereby Hospersa members and the community can display their dissatisfaction with the employer's failure to look after its human resources. Another type of industrial action is a **go-slow**, whereby members perform their daily tasks, but at a slower rate than

usual. Industrial action also includes **bans on overtime**, during which members refuse to work overtime, as well as what is known as work-to-rule. **Work-to-rule** is when employees do no more than the minimum required by the rules of their contract, and precisely follow all safety or other regulations.

Hospersa is currently busy consulting with the shop stewards at **every institution** to establish the best particular form of industrial action preferred by the members involved. We will keep you posted on developments on this front.

Hospersa is receiving increasing reports of **intimidation** of our members by Netcare managers. Some of the tactics employed include SMS and WhatsApp messages, as well as discussions targeted at individuals. These messages promise members who accept the 6% that they will receive back-pay to 1 March 2017, as long as they resign from Hospersa and state that they did this out of their free will. We ask members to be careful of these tactics, and not to be bamboozled by the opportunism of Netcare.

We urge members to report any form of intimidation to our National Full-Time Shop Steward, Reuben Reddy on 083 230 2594 or reubenreddy@hospersa.co.za, providing as much detail as possible.

It is important that we gather **maximum information** about this unscrupulous and back-handed behaviour of Netcare management.

While our recognition agreement with Netcare clearly states that the implementation date for annual wage increases will be *"1st March every year unless otherwise agreed"*, Netcare negotiators have managed to deliberately misinterpret this clause and, as explained above, they are using it to convince our members and sister unions to accept their low offer. This smacks of bad faith on the part of Netcare as there was an earlier settlement agreement regarding the matter. In light of the current events Hospersa this morning approached the Commission for Conciliation, Mediation and Arbitration (CCMA) to convert the settlement agreement into an **arbitration award**. We have consulted case law and our legal department has advised that our chances of success in this regard are almost guaranteed.

We will ensure that all Hospersa members receive their back-pay!

8% FOREVER!

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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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