

Summary of Last Positions

HOSPERSA

Friday, 26 February 2010

Demand	Netcare's Last Position	HOSPERSA's Last Position
1. Across the Board (ATB) Increase	<p>Nursing : 7% Non-Nursing : 7%</p> <p>The employer conditionally offered to remove the differential increases between Nursing and non-Nursing provided that HOSPERSA tabled a more palatable offer closer to an inflationary increase. Despite the lack of movement by the union in respect of their ATB and, in the interest of moving closer together, the employer has tabled the same offer unconditionally in respect of ME and EE rated employees.</p> <p>The employer accepted the HOSPERSA position in regard to BE rated employees</p>	<p>12% ATB</p> <p>Employees rated BE : 0%. A re-evaluation should be undertaken within 3 months and the increase awarded, with effect from 01 June 2010, should the employee's performance improve.</p>
2. Minimum Entry Salary	R3,900 minimum salary on Structured Package (SP)	R3,900 minimum salary on SP accepted by HOSPERSA
3. Increase Meal Allowance	<i>*Status Quo</i>	Meal Allowance calculation to be based on R8.50 per shift (calculated to be R127.50 for shift workers and R170.00 for non-shift workers)

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4. Uniforms	<i>*Status Quo</i>	<ul style="list-style-type: none"> • Incorporation of the R200.00 Uniform Allowance into Basic Salary • Removal of the monthly deduction • Issue each employee with 3 tops and 2 bottoms • Uniform cycle to be changed from 18 months to 12 months
5. Night Duty Allowance	Increase Night Duty Allowance by ATB%	HOSPERSA accepted the employer's proposal
6. Travel Mileage	SARS rate of R2.92 per km	HOSPERSA accepted the employer's proposal
7. Early Bonus Payment	December 2010 salary and 13 th cheques to be paid on 17 December 2010	HOSPERSA accepted the employer's proposal
8. Nursing Entry Level Salaries	Nursing Minimum Salaries based on SP ENA – R 4,664 EN – R 6,116 RN (incl Spec Experienced) – R 9,291 #RN Spec Qualified – R12,768	HOSPERSA rejected this offer

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9. Nursing Once-Off Minimum Salaries	<p> ENA (5 years) – R 5,421 EN (5 years) – R 7,010 RN (5 years) (incl Spec Exp) – R10,509 #RN Spec Qualified (5 years) – R15,842 ENA (10 years) – R 5,958 EN (10 years) – R 7,327 RN (10 years) (incl Spec Exp) – R11,313 #RN Spec Qualified (10 years) – R17,036 </p> <p> Qualification Specific Experience (QSE) It must be noted that the Nursing Once-Off Minimums (which would only be applicable to the period 01 March 2010 to 28 February 2011) relate to the employee's tenure within the Netcare Group within the rank/category specified. </p>	HOSPERSA rejected this offer

NOTES

RN Specialised Qualified

To qualify for the RN "Specialised Qualified" minimum salary, the employee must comply with the following criteria:

- Must be working in one of the following specialised areas: ICU, NICU, High Care, Accident & Emergency Units (this applies to all A & E units), Clinical Facilitation, Infection Control, Occupational Health and Safety, Cath Lab (including EP Lab), Bone Marrow Transplant Unit, Theatre, Labour Ward and Theatre Recovery; **AND**
- Must have a recognised 12 month post-basic qualification in one of the following specialities:
 - ICU, NICU, Trauma, Operating Theatre; **OR**
 - Clinical Facilitation – Netcare approved one year Diploma in Education or the NTA MDP for Clinical Facilitators; **OR**
 - Infection Control – Netcare approved one year Diploma in Infection Control; **OR**
 - Occupational Health and Safety (OHS) – Netcare approved one year Diploma in OHS; **OR**
 - Advanced Midwifery and Neonatal Nursing Science (SANC Regulation No. 212).

*Status Quo

The existing condition or state of affairs