

## REPORT ON THE NETCARE WAGE NEGOTIATIONS

The Union tabled the following demands at the first round of negotiations at the Netcare Head Office in Sandton.

The demands and management's response are as follows:

|                               |   |  |
|-------------------------------|---|--|
| 1. ATB 20%                    | Hospersa motivated for this by the huge profits the company had made in 2009 (18,6%) in south Africa          | Management's opening offer:<br>Nursing – 3 + 2% (ME)<br>Non Nursing 2 + 2% (ME)  |
| 2. Minimum Salary             | R4000   | 10% to max of R3785  |
| 3. Night Shift Allowance      | 20%   | To be increased as per ATB (Once agreed upon)  |
| 4. Specialised Unit Allowance | All units i.e., Paeds, Oncology, Theatre, Trauma<br><br>Management to consult with Union before implementing. | Status Quo remains.<br>Happy to look at minimums salary, years of service and OSD (occupational specific dispensation) for following categories. Nursing, pharmacists, Radiology, paramedics |
| 5. Meal Allowance             | R200  | Will be part of the across the board (ATB) increase  |
| 6. Long Service Award         | R500 increase to all categories   | Status quo   |
| 7. Maximizing Performance     | Remove totally. Union requests that this be linked to rewards and recognition, and not to the ATB increase    | Will continue implementing performance based pay   |
| 8. Travel Allowance           | Demand AA rates<br><br>ACCEPTED   | Offering SARS Rates at R2,92   |
| 9. Medical Aid Contribution   | Company to increase their portion   | Increased already by 4% to R1239   |
| 10. Medical Aid Savings       | To be given to members on a once off annual basis   | Will refer to trustees in September. Union afforded observer status  |
| 11. Medical Aid Options       | Looking at a hospital plan  | Referring to trustees  |
| 12. Spectacles                | To be part of core benefits   | Refer to Trustees  |
| 13. Annual Bonus              | To be paid out on the 15 <sup>th</sup> December   | To revert  |
| 14. Housing assistance        | R500  | Happy to look at provided part of ATB  |
| 15. Net Rewards               | Replace with incentive  | New scheme to be implemented. Union to be consulted  |
| 16. Uniforms                  | Free  | Status Quo   |

Please note, this is the latest, after two days of intense negotiations.

Please contact your shop Steward or the negotiating team as follows:

|                   |                                 |
|-------------------|---------------------------------|
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