



**SALARY AND SUBSTANTIVE
CONDITIONS OF EMPLOYMENT
AGREEMENT**

for the period

(01 MARCH 2015 TO 29 FEBRUARY 2016)

Entered into by and between

MEDICROSS HEALTHCARE GROUP (PTY) LTD

("the Employer")

and

HOSPERSA

("the Union")

collectively referred to as "the Parties"

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1. PREAMBLE

During the negotiations concluded in March 2015, the Employer and the Union agreed to amend existing salaries and substantive conditions of employment as set out in this document in respect of the following Clinics of Medicross Healthcare Group (Pty) Ltd where majority membership is held by the Union:

Majority Clinics:

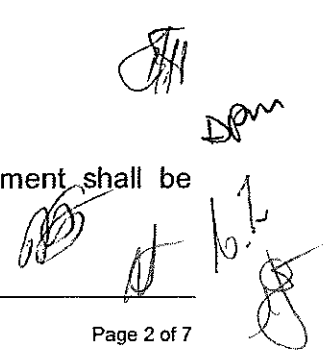
1. Algoa Park Medicross
2. Bluff Medicross
3. Boksburg Medicross
4. Kimberley Medicross
5. Krugersdorp Medicross
6. Langeberg Medicross
7. Malvern Medicross
8. Medicross Khayelitsha
9. Pinetown Medicross
10. Richards Bay Medicross
11. Saxby Medicross
12. Silverton Medicross
13. Vereeniging Medicross
14. Westering Medicross

2. SCOPE OF APPLICATION

The Employer and the Union both warrant that they have the authority to conclude this agreement and the Union warrants that they have the authority to bind their members to the provisions of this agreement.

3. IMPLEMENTATION DATE

Unless otherwise stated, the amendments referred to in this document shall be implemented with effect from 01 March 2015.



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4. ANNUAL INCREASE

The parties agree to a **6.7%** across the board annual increase to the Structured Package for all employees in the aforementioned bargaining units.

5. TRAVEL REIMBURSEMENT

The parties agree to amend the travel reimbursement rate to the official SARS rate of R3.18 per kilometer for approved business travel undertaken by employees utilising their own motor vehicle.

6. LONG SERVICE AWARDS

The parties agree to increase the current Long Service awards as follows:

- 5 years R 1,100.00 to R1,200.00
- 10 years R1,500.00 to R 1,700.00
- 15 years R2,000.00 to R 2,200.00

This benefit will be paid to the employees as a once-off amount through payroll the month after the anniversary date and will be a taxable allowance.

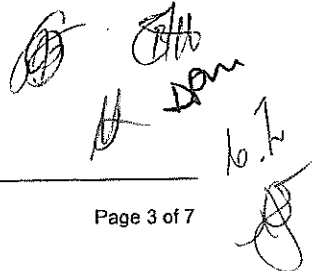
7. EMPLOYER CONTRIBUTION TO THE NETCARE MEDICAL SCHEME

The parties agree to increase the monthly employer contribution to the Netcare Medical Scheme to **R1,742.00**.

8. ACTING ALLOWANCE

The parties agree to extend the acting allowance based on the following criteria:

- Allowance payable for an employee requested by the employer to act in a higher position/ grade. The applicable rate is 10% of the employees own rate of basic pay per month of stand-in;
- Acting in a higher position for at least 2(two) weeks or more;
- The Acting allowance is only applicable where acting is at a level above the normal grade of responsibility.



9. FUNERAL BENEFIT COVER

The parties agree to implement the enhanced funeral cover for all employees and their beneficiaries as follows:

9.1 Employee and immediate family funeral cover:

A new benefit structure, through the Netcare Retirement Fund, at no additional cost to the employee will be introduced:

Insured life	Benefit
Member / Spouse / Life partner	R9,000.00
Child aged 14 and above	R9,000.00
Child aged 6 to 13 years	R4,500.00
Child aged 1 to 5 years	R2,250.00
Child under 1 year	R1,500.00
Stillborn	R1,500.00

9.2 Employee and immediate family enhanced funeral cover:

Where an employee elects to voluntarily contribute an additional R15.00 per month they will benefit from an enhanced benefit funeral cover for the employee and immediate family member/s and will accordingly receive the following benefit:

Insured life	01 March 2015 benefit (No cost to employee)	Additional benefit (additional voluntary contribution by employee of R15.00 per month)	Total benefit payable for funeral cover
Member/Spouse/Life partner	R9,000.00	R11,000.00	R20,000.00
Child aged 14 and above	R9,000.00	R11,000.00	R20,000.00

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 16.2

Child aged 6 to 13 years	R4,500.00	R 5,500.00	R10,000.00
Child aged 1 to 5 years	R2,250.00	R 2,750.00	R 5,000.00
Child under 1 year	R1,500.00	R 1,375.00	R 2,875.00
Stillborn	R1,500.00	R 1,375.00	R 2,875.00

This enhanced benefit option will also be available to all new employees. Current participants of the scheme will be afforded three (3) months from 01 March 2015 to take up the offer with Nedbank. Therefore employees need to elect this option prior to the payroll closure for May 2015. There will be no waiting period on the enhanced benefit for current participants.

9.3 Parent funeral cover:

The current benefit in respect of parent cover will remain for all current participants and for new employees:

Benefit cover	Monthly premium
R2,000.00	R12.00
R4,000.00	R24.00

In addition a further enhanced parent funeral option will be available, whereby employees can contribute a higher monthly premium for an enhanced parent funeral benefit cover:

Benefit cover	Monthly premium
R6,000.00	R36.00
R8,000.00	R48.00

This enhanced benefit option will be available to all new employees. All new beneficiaries will be subject to a six (6) month waiting period. Current participants of the scheme will be afforded three (3) months from 01 March 2015 to take up the offer with Nedbank. Therefore employees need to elect this option prior to the payroll closure for May 2015. There will be no further waiting period on the enhanced benefit for current participants.

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 DPOM
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10. MATTERS REFERRED TO THE NATIONAL CONSULTATIVE FORUM

The parties agree to refer the following issues to the Consultative Forum for further engagement:

- Remuneration System;
- Policies review whereby Hospersa will submit proposals for discussion.

11. FULL & FINAL SETTLEMENT

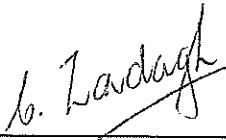
11.1. These terms, as set out in this document, shall amend existing terms and substantive conditions of employment of the Employer, to the extent set out herein, in full and final settlement of all demands and proposals made by the Union in the 2015 review of salaries and other substantive conditions of employment.

11.2. No term of this document shall be suspended, modified, cancelled or otherwise varied, except by means of a further written agreement, signed by the Parties.

11.3. Any dispute that may arise in terms of the interpretation or application of this agreement shall be dealt with in terms of the dispute resolution mechanisms as set out in the Recognition Agreement between the Parties.

SIGNED AT SANDTON ON 05 MARCH 2015.

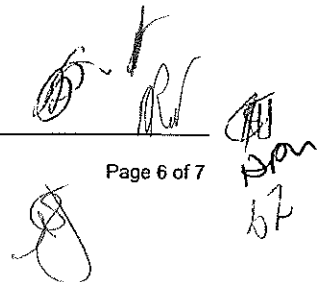
FOR MEDICROSS:




CHRISTINE ZONDAGH
GROUP EMPLOYMENT RELATIONS
MANAGER

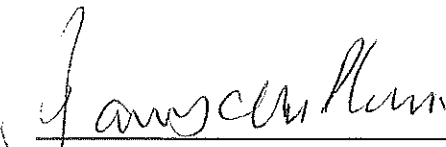


ANDREA VAN STADEN
NATIONAL HUMAN RESOURCES
MANAGER





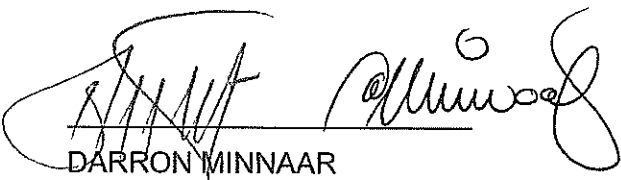
HANLI OOSTHUIZEN
WITNESS



JAMES DU PLESSIS
WITNESS

FOR HOSPERSA:

SIGNED AT PRETORIA ON 05 MARCH 2015



DARRON MINNAAR
NATIONAL BARGAINING CO-ORDINATOR

SHOP STEWARD

SHOP STEWARD

(Name)

(Name)

WITNESS

WITNESS

(Name)

(Name)

