



WAGE NEGOTIATIONS (MEDICROSS)

REPORT 2 OF 2017

9 February 2017

ON 8 February 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) met with Medicross management for the second round of wage negotiations.

Parties deadlocked as no agreement was reached. At the heart of the dispute includes some of the demands tabled by Hospersa. The demands tabled include:

1. A 7% wage increase across the board (Medicross is offering only 5%).
2. An 11% increase of medical aid subsidy (Medicross stands at an offer of only 4%).
3. A Twilight Allowance increase from R27 to R30 (Medicross is offering no increase).
4. A housing allowance of R800 (Medicross will not currently entertain this).

Hospersa has declared an impasse and will now refer the dispute to the Commission for Conciliation, Mediation and Arbitration (CCMA) as per the Organisational Rights Agreement (ORA) guidelines once the internal process has been exhausted.

The conduct of the Medicross team has left lots to be desired during these talks. Threats of loss of pay

increase if negotiations are not concluded by 3 March 2017, truly hampered open and positive engagements on these important matters. Hospersa maintains the view that these kinds of approaches are undermining the spirit of wage talks as enshrined in the Labour Relations Act (LRA) and Constitution of South Africa.

Furthermore, it is deplorable that Medicross is offering an increase that is below inflation.

Hospersa will continue to work towards uniting all workers in improving their remuneration and working conditions.

We will keep you posted on the internal and CCMA dispute resolution processes and any further developments.

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If you are not yet a member of Hospersa, we invite you to immediately become a member of the premier trade union in the health and service sectors.

HOSPERSA OFFICES

*Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)*

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*Gauteng (011-791-2243)
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Western Cape (021-591-9283)*



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 630** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) Bilateral **meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

Contact your Provincial Office on the numbers below and we will process your application as soon as possible.