



WAGE NEGOTIATIONS UPDATE (MEDICROSS)

REPORT 2 OF 2018

14 FEBRUARY 2018

WE are glad to report that on 8 February 2018 Hospersa participated in the second round of wage negotiations with Medicross.

Salary Increase

In the first round we demanded a 12% across the board (ATB) salary increase. In this round we revised our position to a 10% ATB increase.

The employer responded with a 4.7% (ATB) offer.

We rejected the offer as it is far below the mandate received from members.

Medical Aid Subsidy

We revised our position from 12% to a 10% increase.

The employer responded with a 4.5% increase.

We rejected the offer as it is far below the mandate received from members.

Allowances

We maintained our position and demanded that increases for allowances should be the same as the percentage of what will be agreed upon for the salary increase.

The employer responded by stating that the allowances should be left as is. This is mainly based on the low frequency of after hours work performed in the majority of Medicross institutions.

Travel

We demanded that the travel reimbursement be adjusted to the current South African Revenue Services (SARS) rates.

The employer agreed to this demand.

Performance linked increases

The employer also agreed to have performance linked increases removed from current negotiations and moved to the National Consultative Forum.

Implementation date

The current recognition agreement does not stipulate the implementation date of substantial agreements, for example, salary negotiations. This means that if it is disputed it would be considered a dispute of interest. It was agreed to add an additional session to finalise negotiations timeously.

We will keep you informed on any further developments.

The next session is scheduled to take place on 21 February 2018.

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Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** 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.

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

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)