



WAGE NEGOTIATIONS (MEDICROSS)

REPORT 4 OF 2017

28 March 2017

AS reported in Medicross Report 3 of 2017 (21 February 2017), the Health and Other Service Personnel Trade Union of South Africa (Hospersa) declared a wage dispute after negotiations with Medicross reached an impasse.

The week before last members resolved to undergo a balloting process to determine a way forward. The ballot results would determine whether or not to embark on industrial action to put pressure on the employer to improve on the rejected offer.

The Commission for Conciliation, Mediation and Arbitration (CCMA) had issued Hospersa with a certificate of non-resolution enabling the union to prepare for a general strike.

During the process we learnt that, while the majority of the members voted in favour of the industrial action, some members advised Medicross management that they would rather opt to be included in the annual salary increases effective from 1 March 2017.

This meant that we had to review our strategy. After consultation with the other sites where we are the minority, members reconsidered their stance and decided to also accept the offer. This was done in view of the fact that Medicross advised that those

rejecting the offer would get increases only effective from 1 April 2017.

Based on the above Hospersa received a majority mandate as an instruction from members to sign the agreement on 24 March 2017.

The agreement can be summarised as follows:

1. **Implementation Date:** 1 March 2017
2. **Annual Salary Increase:** A 6% increase across the board to the structured package for all employees in the bargaining units.
3. **Travel Reimbursement:** Increased to the official South African Revenue Services (SARS) rate of R3,55 per kilometre for approved business travel undertaken by employees utilising their own motor vehicle.
4. **Medical Contribution:** An increased monthly employer contribution of R1 976 to the Netcare Medical Scheme.

Hospersa is arranging a debriefing workshop to be held in April or May this year in order to evaluate the process and strategise on future engagements.

Please feel free to contact us for more information.

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HOSPERSA OFFICES

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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.