



WAGE NEGOTIATIONS UPDATE (NETCARE)

REPORT 5 OF 2018

28 FEBRUARY 2018

WE are glad to report that on 20 and 26 February 2018 Hospersa participated in the third and fourth round of wage negotiations with Netcare.

In the third round, the employer requested us to narrow down demands to enable negotiations to focus on core demands. After the dispute meeting we divided the demands into 2 categories of core and non-core demands.

Core demands are as follows:

- Salary increase across the board (ATB);
- Medical aid subsidy increase;
- Allowances;
- Minimum salary;
- Implementation date;
- Automatic extension of favorable conditions agreed with other unions; and
- Travel reimbursement.

Non-core demands are as follows:

- Review of administration salaries for employees with 15 years and more service;
- Post-retirement medical aid;
- Pharmacists:
 - Benchmarking of salaries;
 - Recognition for additional skills;
 - Cell phone allowance;

- Standby and call-out allowance to increase.
- Housing allowance;
- Review of job descriptions;
- Uniform; and
- Agency shop fee.

The following were discussed:

Salary Increase

The employer first tabled a revised 5% increase after agreeing to remove the performance linked increases.

We rejected the tabled salary increase offer and revised our position from a 12% across the board salary (ATB) increase to a 9% (ATB).

In the fourth round, the employer responded with a 6% offer after we revised our demand to 7% as our final position.

We have now reached our bottom line and need to update our mandate on whether to accept the 6% offer or continue negotiating for a better offer.

Therefore, shop stewards are requested to submit mandates to the provincial offices by 1 March 2018.

Medical Aid Subsidy

In the third round, we demanded a 12% increase and the employer tabled a 5.25% offer on medical aid contributions which amounts to R2223 for employees earning a rate

of pay of R6710 or less and R2080 for all other employees.

We rejected the offer and revised our demand to a 9% increase.

In the fourth round, the employer responded with a revised offer of 5.5% increase for both categories while we also revised our position to a 7% increase.

Allowances

In the third round, the employer tabled a 5% increase offer for the following categories:

- Nursing special unit allowances,
- Labour and maternity ward allowances, and
- The emergency department unit allowances.

We rejected the offer and in the fourth round the employer revised its position to a 5.5% increase for these categories.

With regards to the Enrolled Nurses (EN) and Enrolled Nurse Auxiliary (ENA) working in emergency department, the employer offered an adjustment as tabled below:

- ENA working in Emergency Department: R54 adjusted to R55; and
- EN working in Emergency Department: R118 adjusted to R120.

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)



We revised our demand as follows:

- ENA working in Emergency Department: R80; and
- EN working in Emergency Department: R130.

We tabled our demand for the Technical standby allowance to be adjusted for staff who are requested by the employer to be on standby as follows:

- Weekdays R66 rate adjusted to R70;
- Saturdays R95.58 rate adjusted to R100; and
- Sunday & public holidays R120 rate adjusted to R130.

The employer indicated that it is not in a position to change the current Technical standby allowance. We maintained our position on this item.

Minimum salary

We revised our demand to 7.5% but noted the exclusion of non-nursing staff and maintained that the adjustment should be for all staff.

The employer tabled a revised offer of 5.5% for the adjustment to the minimum salaries of the following categories:

- Enrolled nursing assistant
- Enrolled nurse
- Registered nurse
- Registered nurse specialised qualified

We stated that we are not in a position to differentiate between nursing and non-nursing. Thus we are of the view that the employer

must put an offer on the table to include both categories.

We rejected the proposal of separation and will move the matter to the National Consultative Forum.

Travel Reimbursement

We agreed that the travel reimbursement will be adjusted to meet the current South African Revenue Services (SARS) rate for all approved travels.

Non-core demands

We agreed that all non-core demands be moved to the National Consultative Forum (NCF) for further negotiations.

Implementation date

This matter will be discussed at a dispute meeting.

Automatic extension of favourable conditions agreed with other Unions

This matter will be discussed at a dispute meeting.

We will keep you informed on any further developments.

The next session is scheduled to take place on 2 March 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.