



## WAGE NEGOTIATIONS UPDATE (MEDICROSS)

### REPORT 1 OF 2018

2 FEBRUARY 2018

WE are glad to report that on 31 January 2018 Hospersa participated in the first round of wage negotiations with Medicross.

You will recall that in December 2017, a request for mandates was sent to all provinces as well as additional points for consideration. During this round of negotiations, the following were discussed:

#### Salary Increase

We demanded a 12% across the board salary increase.

The employer responded with a 4% offer which is also linked to performance whereby lower scoring employees might receive a 0% increase.

We rejected the offer as it is far below the mandate received from members. We also cited that we are not responsible for managing performance and will be negotiating salary increases for all employees.

#### Medical Aid Subsidy

We demanded a 12% increase.

The employer presented that medical aid contributions will increase by around 7% for principal members and 12% for additional dependents on the medical aid scheme.

The employer also cited that the implementation of increases on employees' contributions will be delayed to March 2018 and that the

contributions to lower earning staff members will be slightly increased.

#### Allowances

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

The employer indicated that it will only consider the twilight allowance which only affects some clinics.

We will be looking at statistics related to the twilight allowance to move the matter forward.

#### Travel

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

The employer did not state its position on this item.

#### Implementation date

We demanded that the implementation date remains 1 March 2018. In the event that negotiations continue beyond this date, salary increases should be backdated.

The employer rejected this demand.

We are currently in a dispute regarding the interpretation of the implementation date as per the recognition agreement. We will consult our legal department on a way forward.

We will keep you informed on any further developments.

The next session is scheduled to take place on 8 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)