



NETCARE (WAGE NEGOTIATIONS)

REPORT 1 OF 2019

13 FEBRUARY 2019

We are glad to report that the first round of wage negotiations with Netcare took place on 28 January 2019 where we tabled our demands and resumed with negotiations on 6 February 2019.

You will recall that in December 2018, requests for a mandate were sent to all provinces. On 6 February 2019, the following matters were discussed:

Salary Increase

We demanded a 12% across the board (ATB) salary increase.

The employer responded with a 4,5% offer which is also linked to performance whereby low scoring employees could receive up to 0%.

We rejected the offer as it is far below the mandate received from members. We revised our position to a 10% ATB increase.

We also demanded salary adjustments based on the years of service. The employer rejected our demand.

Minimum Salary

We demanded a 12% ATB increase for staff members earning minimum salary. The employer did not respond to this demand.

Medical Aid Subsidy

We demanded a 12% increase and a post-retirement medical aid subsidy.

The employer presented a 4,5% increase on the medical aid contributions subsidy. The employer requested more details on the qualification criteria to be used for our demand on post-retirement medical aid.

Allowances

We demanded a 12% ATB increase on the following allowances: Nursing Skills allowance, Nursing Special Unit allowance, Labour and Maternity Ward allowance, Emergency Department allowance, Technical Standby allowance, Standby allowance, Meal allowance, Night duty allowance, Housing allowance, Cellular Phone allowance, Uniform allowance, and Catherisation Laboratory allowance.

The employer rejected this demand citing non-affordability and stated that we must identify the allowances that are important. We rejected this response and advised the employer that all of these allowances are important.

Travel Reimbursement

We demanded that the travel reimbursement should be adjusted to that of the South African Revenue Services (SARS) rate per kilometre for the period 1 March 2019 to 29 February 2020.

The employer agreed to this demand.

Early Retirement

We demanded that the employer allows staff members to apply for early retirement at the age of 55 or 60 years and to receive post-retirement medical subsidy.

The employer did not respond to this demand.

Implementation date

We demanded that the implementation date remains 1 March 2019 and should negotiations continue beyond this date, salary increases should be backdated.

The employer rejected this demand.

We reminded the employer of the Commission for Conciliation, Mediation and Arbitration (CCMA) ruling which was in our favour regarding the implementation date. We advised the employer that we will refer the matter for an enforcement order should they refuse to backdate.

Currently, this matter is under review but the ruling stands until such a date when the matter is heard and finalised in the Labour Court.

We will keep you informed on any further developments.

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