



WAGE NEGOTIATIONS UPDATE (NETCARE)

REPORT 2 OF 2018

26 JANUARY 2018

WE are glad to report that on 24 January 2017 Hospersa participated in the first round of wage negotiations with Netcare.

You will recall that in December 2017, requests for a mandate was sent to all provinces as well as requesting 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 low scoring employees could receive up to 0%.

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

Minimum Salary

We demanded that the staff members earning minimum salary should also receive the same percentage of salary increase that will be agreed upon. The employer did not respond to this demand.

Medical Aid Subsidy

We demanded a 12% increase and a post-retirement medical aid subsidy for employees with twenty years and more working experience at Netcare.

The employer reported 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 employee contributions is delayed to

March 2018 and that contributions to lower earning staff members will be slightly increased.

Allowances

We demanded that increases for allowance should be the same percentage as what will be agreed upon for salary increases. The employer rejected the demand.

Pharmacists

We demanded that there should be a benchmark set for their salaries, recognition of additional skills, cell phone allowance as well as the standby and the call-out allowance to be increased.

The employer responded by stating that pharmacists are engaged on conditions of employment in a separate forum and do not form part of the bargaining unit.

We will engage members further to obtain a mandate on a way forward.

Review of Job Descriptions

We demand a review of job descriptions for administration staff members.

The employer requested more details from its administrations department and the matter will be discussed again in the next meeting.

Other Union's Amendments

We demanded that any other amendments with other unions be automatically extended to Hospersa as well. The employer rejected this demand.

We will continue engaging all unions to ensure a consistent approach to demands.

Uniform

We demanded that shoes should be included as part of the uniform issued.

The employer requested time to respond to the request.

Agency Shop Fee

We demanded an agency shop fee to be implemented for non-unionised members benefiting from the negotiations. The employer did not respond to this request.

We will engage other unions to have a collective approach on this matter

Implementation date

We demanded that the implementation date to remain as 1 March 2018 and should 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 appearing in the recognition agreement.

We will keep you informed on any further developments.

The next session is scheduled to take place on 29 January 2017.

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