



## NETCARE 2024/2025 WAGE NEGOTIATIONS

### REPORT 1 OF 2024

The Netcare wage negotiations with the employer commenced on 31 January 2024. The wage negotiation was driven by the mandates received from our dedicated membership.

The consolidated demands are as follows:

1. **ATB Salary increase percentage: 10%**
2. **Proposed medical aid subsidy percentage: 10%**
3. **Housing assistance**
4. **Allowances to be increased by 10%**
5. **Meal Allowance to be increased from R100.00 to R200.00**
6. **Implementation date 01/03/2024 (if the wage agreement is concluded after these dates, then the union demands that the increase and benefits be retrospectively back dated to 01/03/2024)**
7. **Cellphone allowance for ward administrators.**
8. **Long Service Award – quantum to be increased.**

As Hospersa we presented and motivated for our demands. Regrettably, the initial response from the employer has been disheartening. The employer made opening offer of an

insulting 4% across-the-board (ATB) increase. The employer has not made any substantial counter-offer or demonstrated movement on any of our demands, except for the cell phone allowance for ward administrators and the housing allowance. In response to employer and their inputs, we have adjusted our ATB demand to 9.5%.

We have removed the demand for a cellphone allowance based on the employer's commitment to implementing measures preventing staff members from using personal phones for work duties.

The employer is currently engaging with various stakeholders on the issue of home ownership assistance, and we have agreed to remove this item on the list of demands and place it on the agenda of the National Consultative Forum for ongoing negotiation.

This marks the initial phase of negotiations, and while progress has been made, there is still a substantial journey ahead. Hospersa remains committed to representing member's interests

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and ensuring a fair and just outcome.

Hospersa is committed to closely monitoring the employer's financial performance and challenging any assertions of financial constraints considering their positive annual financials.

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#### Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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