



HEALTH AND OTHER SERVICE PERSONNEL
TRADE UNION OF SOUTH AFRICA

**OFFICE OF THE GENERAL SECRETARY
HILLCREST NATIONAL OFFICE**

Strangeways Office Park
6 Delamore Road
HILLCREST
3610
☒ 231
KLOOF
3640

☎ (031) 765-4625
F (031) 765-4613

officegcs@hospersa.co.za
www.hospersa.co.za

TO: ALL MEDICROSS HOSPERSA MEMBERS

IMPORTANT READ

FEEDBACK ON FIRST DISPUTE MEETING

1. The following is along read, *but* it is necessary for members to be fully informed in order to make an informed decision as this decision will have a long-term impact on members.
2. Following the mandate of members to reject the final offer on ATB (Across the Board) Increase of 3.2 percent, HOSPERSA invoked the internal dispute resolution provided for in our Recognition Agreement with Medicross.
3. A dispute resolution meeting was held on *9 March 2026* between the union and Medicross.
4. By way of recap, the current offer on the table by the employer *prior* to the dispute meeting is.
 - ATB adjustment of **3.3%**
 - Medical Aid subsidy increases from R3027.00 per month to **R3177.00** per month. R250 per month)

In addition, Medicross have agreed to the following demands made by Hospersa.

- Family responsibility leave will be extended to spouses and parents.
 - Surviving dependents of deceased employees will be permitted to remain on the Netcare Medical Aid
5. ***Did the employer make an improved offer at the dispute resolution meeting?***

Yet. The employer advised that they wanted to resolve the matter and had a mandate to table a revised offer on ATB but could not do so as the union had not tabled a revised demand. In order to encourage the employer to increase its offer we have revised our ATB demand to 4 percent.

NATIONAL OFFICE BEARERS

G G Rafferty (President); S J May (National Treasurer); M C Pillay, T S Raphadu, M K Shozi (Vice Presidents).
W Hoosen (General Secretary)

AFFILIATION

Federation of Unions of South Africa
Registration No.: LR 2/6/2/320

The employer has tabled its final offer of an ATB increase of **3.3 percent**. In real terms the *value* of the offer, when taking into account the attendant increases in pension benefits, Netcare Allowance, 13th cheque and medical aid subsidy, the total package ATB increase, equate to between 3.39 and 3.7 percent.

6. ***What happens next?***

Medicross will in the interim implement the ATB increase of 3.3 percent for those clinics where we do not have majority. The increase will not be implemented in those clinics where we are in the majority until such time as the dispute is finalized. The difference is that where we have majority, we have bargaining rights. The previous mandate was obtained from all clinics nevertheless to test broad sentiment of members. As the next step is strike / industrial action should the offer not be accepted, this mandate is confined to those clinics where there is a majority.

A mandate to accept the final offer will *resolve* the dispute.

7. ***The Mandate now required from members.***

A mandate is now required from members whether to accept the final offer by the employer.

8. ***What happens if the offer is not accepted?***

NB!! PLEASE CONSIDER THE COSTS TO YOU AS PER PARAGRAPH 11 BELOW OF GOING ON STRIKE

Should we not accept the employer's offer then:

8.1 We will have to formally declare a deadlock and refer a dispute to the CCMA. If we do so, the employer has the options of:

- ***withdrawing*** its final offer completely.
- unilaterally implementing it.
- implementing any other ATB, it deems fit, which could be lower or
- settling the matter by agreement at conciliation.

8.2 Should there be no resolution, we will have the options of:

- Accepting the offer (if still on the table) and withdrawing the dispute. We will then have to negotiate the date of implementation, which may not then be 1 March.
- Going on *Strike* (or compulsory arbitration for nursing staff)

8.3 For a strike to be effective it would need to be sustained over a number of days.

NATIONAL OFFICE BEARERS

G G Rafferty (President); S J May (National Treasurer); M C Pillay, T S Raphadu, M K Shozi (Vice Presidents).
W Hoosen (General Secretary)

AFFILIATION

Federation of Unions of South Africa
Registration No.: LR 2/6/2/320

Should the mandate be to not accept, a strike ballot will have to be held before going on strike.

For nursing staff, who may not strike as they are considered *essential services*, we will have to refer the matter to the CCMA for compulsory arbitration.

The employer will **not** implement the increase while members are on strike or while the dispute is being attended to in any other way.

The increase will therefore *not* be implemented with effect from *1 March 2025* unless members agree to accept the offer. Members will likely lose out the value of the proposed increase until such time as the dispute has been finalised. And then of course there is no guarantee of a victory and **NO WORK NO PAY** will be implemented for those on strike.

Any delay in the implementation of the increase would also affect the value of member's pension contributions.

9. Information that should be considered when taking a decision to reject or not.

- The employer could take the offer off the table.
- The prospects of success continuing with the dispute and getting the employer to come with a better offer are minimal. For various reasons.
 - Mediacross has received medical aid tariff increases less than CPI. This is factual and informs their mandate regarding the affordability of increases. The lower tariffs will impact on the revenues they receive this year.
 - NB. A number of Mediacross facilities are making a loss and are being subsidized by Netcare Hospital division. The value ATB offer is designed to be given to *all* employees to avoid giving smaller increases to non-profitable hospitals as well as those where we do not have a majority.
 - CPI (Consumer Price Index – or inflation rate) for 2026 is forecast to be 3.3 It is currently at 3.2%. The employer's offer in terms of total package is slightly better than CPI.
 - Had Hospersa *not had organisational and bargaining rights*, the employer would likely have unilaterally given employees around their opening offer of 2%, if anything.
 - The employer's mandate from its principals and the Remuneration Committee (Remco) is and we have pushed the employer to grant an increase slightly beyond this.
 - **NB** By making any further unrealistic demands we could risk the employer closing some of its clinics and our members being retrenched.

NATIONAL OFFICE BEARERS

G G Rafferty (President); S J May (National Treasurer); M C Pillay, T S Raphadu, M K Shozi (Vice Presidents).
W Hoosen (General Secretary)

AFFILIATION

Federation of Unions of South Africa
Registration No.: LR 2/6/2/320

10. ***But last year's increase was higher?***

This comparison sadly is irrelevant.

Yes, although previous year's increase was higher, this must be considered in context. The two primary indicators for salary increases are those of company performance / sustainability and CPI. Previous increases were higher, but at the same time so was the CPI higher. Last year's increase also equated to being much the same as CPI.

11. ***The cost of not accepting the offer.*** IMPORTANT

Strike Action - for Admin Members

Loss of pay for one strike day

If we say for example work off a final demand of 3.75% and the employer's demand is at 3.3%, using a basic salary of say R10 000, then the following scenario would apply in the event of a strike in terms of loss of earning due to *no work no pay*:

At R10 000 pm, the daily rate (assuming 30 days for leave without pay purposes is.

R10 000 divided by 21.67 days = **R462** per day

So, one day of strike would cost approximately **R462.00 no work no pay.**

Difference between 3.3 and 3.75

@ 3.3 percent increase: R10 000 x 1.033 = **R10 0330**

@ 3.75 percent increase; R10 000 x 1.0375= **R20 375**

Difference between demands

So, the additional gain from achieving 3.75 percent instead of 3.3 percent is **R45 per month**

The strike loss for one day then would be R462.00 which divided by R45.00 = 10.2 months, so just over *ten months* work would be required to recover the strike loss. *That is for one day.* A five-day strike would take over *four* years to recover the money loss as a result of *no work no pay*. For any strike to be successful it would need to be sustained over a number of days.

NATIONAL OFFICE BEARERS

G G Rafferty (President); S J May (National Treasurer); M C Pillay, T S Raphadu, M K Shozi (Vice Presidents).
W Hoosen (General Secretary)

AFFILIATION

Federation of Unions of South Africa
Registration No.: LR 2/6/2/320

Compulsory Arbitration – For nursing staff

This scenario is more difficult to quantify as the dispute resolution procedure will take at least a few months, and depending on the results, up to a few years should it end up in Labour Court (as it did in 2021 in Netcare).

The immediate cost to members is that the employer will not implement the increase from 1 March 2026. Members in those clinics where we are not in majority will get the ATB increase but not the other improved benefits we have negotiated.

12. **Decisions Decisions!!**

The purpose of this memorandum of explanation is **not** to influence members but to rather provide all the relevant facts and information to empower members to make an informed decision when giving their mandate.

Members must consider whether they are prepared to accept the implications and consequences. It is only fair they know what these are. Just because we lodge a dispute does not mean we will win it. We will have to convince the employer through strike action, or arbitrator, that the employer has the financial means to afford the increase that we want and we will have to prove they have the funds. That will not be easy.

The decision to accept or reject is the **members at MEDICROSS**, not the union or shop stewards. We are mandate driven and the purpose of this document is to enable members to take an informed decision.

A mandate form is attached where members are simply requested to note whether they accept the final offer or not.

13. **Medicross clinics with Bargaining Rights**

Bluff, Boksburg, Carswald, East London, Germiston, Highway Rehabilitation, Meldene, Parow, Randburg, Richards Bay, Umhlanga, Westering

+++++



NATIONAL OFFICE BEARERS

G G Rafferty (President); S J May (National Treasurer); M C Pillay, T S Raphadu, M K Shozi (Vice Presidents).
W Hoosen (General Secretary)

AFFILIATION

Federation of Unions of South Africa
Registration No.: LR 2/6/2/320