



### UPDATE: MEDICROSS HOSPERSA MEMBERS

#### REPORT 08 OF 2026

10 MARCH 2026

Following the communication sent to members on 4 March 2026, the dispute meeting between Hospers and Medicross, which was required after the mandate to reject the employer's final offer, was held on 9 March 2026.

The employer reiterated its desire to resolve the dispute and indicated that it wished to table a revised offer. However, it advised that in order to do so, the union would first need to submit a revised demand. In line with normal negotiation procedures, Hospersa therefore tabled a revised demand of 3.75% ATB in order to encourage the employer to improve on its current offer.

The employer subsequently tabled a final offer of 3.3% ATB. The employer further advised that the overall value of the 3.3% ATB, when applied to the total salary package, amounts to between 3.39% and 3.7%.

The employer has indicated that it will exercise its prerogative to implement the increase in clinics where Hospersa, or any other union, does not hold majority membership. This is because bargaining rights are only obtained when a union represents 50% plus one of the employees in a workplace.

As the dispute does not extend to clinics where we do not have bargaining rights, a mandate will be required from members in clinics

where we hold majority representation. To this end, a detailed memorandum of explanation will be circulated to members as part of the mandating process, to ensure that they are fully informed of the financial implications of their mandate.

Hospersa holds majority membership in the following Medicross clinics, where mandates will be required:

Boksburg, Bluff, Carlswald, East London, Germiston, Highway Rehabilitation, Meldene, Parow, Randburg, Richards Bay, Tokai, Umhlanga, and Westering.

Following the negotiation process, the union is satisfied that the employer's financial position does not allow for any further improved offer. Given that our final demand is now close to the employer's final offer, members are urged to carefully and rationally consider the financial implications of continuing the dispute, as outlined in the attached memorandum of explanation.

As always, the mandate remains with the members. Mandates will be sought through union officials at members' respective provincial offices.

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#### Why join Hospersa?

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

Death benefit of **R7 000** 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.

#### HOSPERSA OFFICES

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