



MEDICLINIC – LOUIS LEIPOLDT (WESTERN CAPE)

REPORT 2 OF 2017

30 MAY 2017

ON 25 May 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) engaged Mediclinic – Louis Leipoldt (Western Cape) in the first round of wage negotiations.

Mediclinic provided a snapshot of its financial performance, stating that their income is primarily from medical aids schemes making up around 90% of the margin and a 10% income margin from private patients.

The employer advised that it has an internal remuneration committee that oversees salary issues. The committee is also tasked with looking at internal and external factors contributing to ability to pay wage increases for staff.

The following items were discussed:

Wage Increase

Labour demanded an increase of 12%. The employer could only propose an across-the-board salary increase of 4.9% increase for the Administrative personnel, 5.3% increase for Nursing personnel and a 4.8% increase for Pharmacy personnel.

Medical aid subsidy

Labour demanded a medical aid subsidy increase of 12%. The employer responded by saying the medical aid subsidy has already been increased by 4,7% this year effectively on 1 January 2017.

Long service awards

Labour demanded an extension on the Long Service Awards categories to include a 15 and a 20 years category.

Labour also demanded cash incentives of between R1500 to R15000 depending on the milestone ranging from 5 to 25 years service. The employer advised that personnel are recognised and they cannot afford the cash incentives.

Allowances – Specialised, Acting & Standby Allowances

Labour demanded an introduction of new nursing allowances ranging from R250 to R650 per month for enrolled nurses in the maternity wards, care workers standing in for stock controllers, theatre and technical staff on standby as well as for registered nurses acting as unit managers. The employer advised they cannot entertain these allowances.

Uniforms

Labour demanded the provision of sufficient uniform which includes fleece jackets, scrubs, general working shoes and theatre shoes. A further demand was made for the technical staff to be provided with denim pants instead of the current pants. The employer explained that in accordance with the current policy 8 garments can be purchased; or 5 garments with shoes. They also advised that the technical staff receive chinos as guided by the National Uniform Committee. The Union will visit this policy for guidelines.

Vacant posts

Labour demanded the filling of vacant posts for porters, enrolled nurses and paediatric nurses. The employer indicated that it does not employ porters on a permanent basis and uses an agency to source such services. The employer also stated that it applies

a 80:20 principal staff complement and that any specific issues are raised with the employer on a bilateral or institutional level.

Staff Parking

Labour demanded the sufficient allocation of parking bays for staff members with vehicles. The employer advised that as part of the hospital's expansion plans, it is looking at rental space in the area and busy with a policy to address the problem.

Overtime

Overtime to be verified against the Kronos workforce management system. The employer advised they are complying with the Basic Conditions of Employment Act (BCEA) and that members should bring any overtime matter to their attention.

Annual leave

Labour demanded that all staff members should receive equal number of leave days. Currently, staff accrue varied number of annual leave days as per their length in service as well as rank/post level. The employer indicated that it complies with its leave policy as well as the BCEA where annual leave is concerned. The union will revisit this item with members.

Unfortunately as we commenced negotiations only on 25 May 2017, members can expect an increase in June 2017 when parties would have presumably concluded negotiations.

Not yet a member? Contact your Provincial Office on the numbers below and we will process your application as soon as possible.

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