

10 March 2021

**2021/2022 WAGE AGREEMENT**

**BETWEEN**

**EMALAHLENI PRIVATE HOSPITAL**

**AND**

**DENOSA AND NEHAWU**

The parties hereby agree and record the agreement as follows:

**1. SALARY**

eMalahleni Private Hospital offers 5% salary increase as the average percentage given by NHN effective from 1 March 2021.

**2. SPECIALIST UNIT ALLOWANCE**

Specialist Unit Allowance will remain unchanged.

**3. NIGHT DUTY ALLOWANCE**



The Night Duty Allowance will remain unchanged

**4. STANDBY ALLOWANCE**

Standby Allowance will remain unchanged.

**5. CALL -OUT (STANDBY)**

- Traveling resulting from a call-out will be paid at the SARS rates which is currently at R3.98 per km effective from 1 March 2021.
- An additional 30 minutes (15 minutes to and 15 minutes from) will be added to the time worked effective from 1 March 2021.

T.M.  
J.N.  
E.B.  
  
  
R.J.

## 6. PERMANENT APPOINTMENT OF NIGHT SUPERVISORS

Two Night Supervisors have been appointed effective from 1 November 2020.

## 7. MEDICAL AID

eMalahleni Private Hospital will increase the contributions of Medical Aid in line with the Council of Medical Aid Schemes which is currently at 3.9%, depending on the individual increase by the respective Medical Aid effective from 1 March 2021.

## 8. UNIFORM

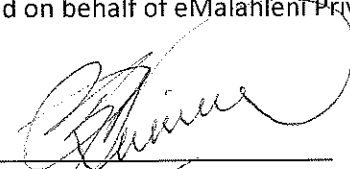
Due to the Covid 19 second wave and scaling down of activities by the suppliers; the project will be expedited depending on the cooperation of the suppliers given the current pandemic situation and stakeholders will be kept informed about the developments through trade union representatives who will be part of the committee.

eMalahleni Private Hospital will move away from the current uniform regime and introduce scrubs with an African flavor which are found to be effective and user friendly.

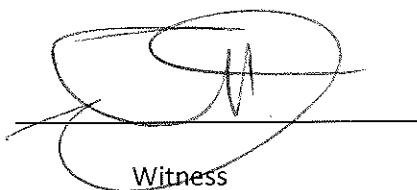
## 9. APPOINTMENT OF A PERMANENT HUMAN RESOURCES MANAGER

Management took a decision to appoint a permanent Human Resources Manager and the recruitment process has already commissioned.

Signed on behalf of eMalahleni Private Hospital

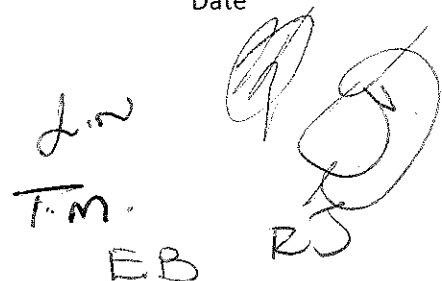
  
\_\_\_\_\_  
EPH Representative

10 MARCH 2021  
Date

  
\_\_\_\_\_  
Witness

10 MARCH 2021  
Date

Lin  
T.M.  
EB  
RJ



Signed on behalf of DENOSA



DENOSA REPRESENTATIVE

10/03/2021

DATE

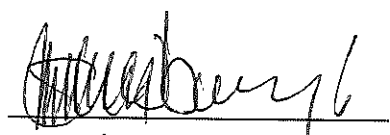


WITNESS

10/3/2021

Date

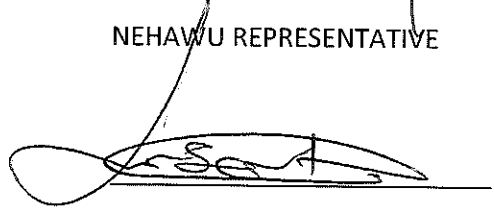
Signed on behalf of NEHAWU



NEHAWU REPRESENTATIVE

10/03/2021

Date



WITNESS

10/03/2021

Date

T.M.  
E.B.  
L.M.  
RJ

