

02 March 2017

CIRCULAR TO THE INDUSTRY

RE: EXTENSION OF THE WELLNESS FUND TO EXTENDED BARGAINING UNIT EMPLOYEES

1. The Main Collective Agreement provides in schedule 4 item 8(2) for the existing wellness contributions and benefits to be extended as from 01 March 2017, to current Extended Bargaining Unit (EBU) categories up to B3, including employees in grades B4 to C1, earning a wage of less than R10 000.00 per month, provided that it is optional to aforementioned employees for whom an existing medical/sick benefit is not already a condition of employment.
2. Any employer and/or employee who prefers to contribute to the wellness fund benefits as stated in paragraph 1(above) is required in terms of Schedule 4 item 2(1-2) of the Collective Agreement, as from 01 March 2017, to deduct an amount of 1% per week/month of a qualifying employee's basic weekly/monthly wage who works for the employer on one or more days in a week, including part-time employees, relief employees and temporary employees of a temporary employment service. To the amount so deducted, the employer shall add a similar amount of 1% and pay the total amount (2%) to the Council by not later than the 20th day of each month following the month when the money was deducted.
3. Attached please find a brochure setting out the benefits employees will be entitled to in terms of the basic medical insurance. Employees will also be covered in respect of:

(i) HIV education and behavioral change interventions;

- (ii) Confidential voluntary counselling and testing; and
- (iii) Treatment and support.

4. Should you require any assistance please do not hesitate to contact your local designated agent.

Yours Sincerely

National Secretary

(This document has been sent electronically and is therefore not signed)