



26 November 2015

Dear Staff

## **PROGRESSIVE IMPLEMENTATION OF NEW PAY SCALES**

Pursuant to the deliberations with Organised Labour on the implementation of the new Salary Scales, and in line with NHLS Board resolutions and previous communications, the NHLS wishes to inform all employees of the following:

The Board has approved the amended Salary Scales, and these will be published shortly. While the previously approved scales (as originally published in April 2015) in essence stay the same, the scale as it applies to Medical Technologists has been adjusted. The new Salary Scales for A – C Bands excludes Medical Aid and other allowances, and are being implemented. The new Salary Scales for D Band and above reflects a Total Cost to Company Package and will only be implemented in the next (2016/17) FY.

It is important to note that, as per previous communication and in line with the settlement agreement between the NHLS and Organised Labour, only 50% of the Salary Scale adjustment for A – C Bands will be effected during the current financial year (2015/16) and the remainder during the 2016/17 FY.

The NHLS has initiated the progressive implementation of the new Salary Scales through the November 2015 payroll run, as has been evident on the Oracle system:

1. This process aligned A – C Band employees currently below the minimum levels of the new scales closer to this minimum, to the value of 50% of the difference. This applies to both the General & Management Scale and the Health Professional Scale.
2. The grades for A – C Bands on the General & Management Scale have been adjusted.
3. Salary adjustments have been backdated to 1 April 2015 and back pay is included in the November salaries.
4. Employees who are within the range of the new Salary Scales have not receive any adjustment at this stage, and will be considered during proficiency profiling.
5. Employees who are above the new Salary Scales will not receive a salary adjustment.
6. The NHLS will now commence a comprehensive individual proficiency assessment exercise which will determine appropriate placement against the new scales, which will be concluded during December 2015 and be effected in the December 2015 payroll run. This may result in further salary adjustments.





The D Bands and above will be addressed in a similar fashion in the next (2016/17) FY. Further communication on this process will follow in due course.

Please note that individual consultations will take place following the implementation of point 6 above (proficiency assessments), and future processes will make provision for an appeal process, the detail of which will be communicated.

For specific process matters, please direct any queries by telephone to:

**Zandile Cele on 011-386-0496, 0900 – 1100 and 1300 – 1500 during weekdays.**

Please be assured that every attempt is made to implement the new Salary Scales as effectively and efficiently as possible, yet with due consideration for proper process and financial impact.

Regular communication will follow in due course and updates published on the NHLS intranet.

All issues related to qualifications will be addressed on individual basis.

Your understanding and cooperation is appreciated.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Joyce Mogale', written over a horizontal line.

**Joyce Mogale**  
**Chief Executive Officer**

