



REPORT 2 OF 2015

**NHLS BARGAINING LABOUR FORUM MEETING
HELD ON 13 APRIL 2015**

Salary Adjustment 2015/2016

Unfortunately very little progress was made at this stage, as the Employer's offer stands at **5.5%**, which is not acceptable to Labour.

Labour has revised its salary-increase demand to **8%**. Irrespective of Labour's revision, the Employer stated that the parties are still far apart and proposed a dispute resolution meeting, as provided for in the Constitution of the BLRF, be arranged for 28 April 2015.

Labour indicated that the Employer cannot proceed to such a meeting unless it is formally declaring a dispute. Labour expressed its commitment to the process.

It is clear that the Employer is stalling negotiations deliberately to watch what is happening in the Public Service salary negotiations. Also, the fact that the Employer is leaning towards declaring a dispute mirrors what is happening in the Public Service.

Date of Implementation

The Employer continues to maintain that implementation will only take place once the Salary Agreement has been signed – which is essentially a bullying tactic aimed at pushing Labour into a premature settlement. Labour rejects this, and has made it clear that the date of implementation is non-negotiable since parties are aware that 1st April is the implementation date for annual salary increases at the NHLS.