



REPORT NO. 9 OF 2015

NATIONAL HEALTH LABORATORY SERVICE (NHLS) SALARY NEGOTIATIONS

Implementation of new salary scales

Labour and the Employer met yesterday, 21st July 2015, to further deal with the implementation of new salary scales. In the previous meeting, the Employer had committed to seeking a mandate from their Principals.

The Employer presented a revised offer, incorporating the implementation of new pay scales in a three-phase process over a period of twenty months, as follows:

- a. Implement the budgeted amount between September 2015 and December 2015, and not later than the 30 March 2016, after completing the job-profiling, proficiency-profiling and evaluation tasks as well as the Cost-to-Company conversions.
- b. Implement the budgeted amount from April 2016.
- c. Implement the budgeted amount from April 2017.
- d. NHLS salaries will be reviewed annually, based on market data.

Labour were not happy with the process, in as much as the Employer has effectively revised their offer to 20 months. Labour wanted the implementation to be effective from July 2015, and to be paid in two phases – 50% each financial year. Labour insisted that the Employer must solicit more funds instead of relying on the R22 million that is available. This theory is based on the fact that the Employer has confirmed that the financial status of the NHLS has improved since the two big provinces, KwaZulu-Natal and Gauteng, are now paying monies that they owed the organisation.

Despite Labour's proposal, the Employer indicated that this was the last meeting, as they had exhausted their mandate. The onus now rests upon the parties to obtain a

certificate from the Commissioner registering the fact that the matter remains unresolved, and parties will therefore exercise their rights.

The Employer indicated that they will communicate with staff on the implementation of their latest offer and circulate the draft agreement to parties for signing.

Members are requested to provide us with a mandate after they have seen the draft agreement, which will be circulated to members as soon as it has been e-mailed by the Employer.

– Issued by the Office of the General Secretary