



REPORT NO. 7 OF 2015

National Health Laboratory Service (NHLS) Salary Negotiations

Labour and the Employer met yesterday, 8th of July 2015, to iron out issues as advised by the commissioner during the Conciliation session convened on the 2nd July 2015.

The following matters were discussed, with the aim of reaching an agreement for the financial year 2015/2016, and some of them were agreed to in principle:

1. Implementation date

The implementation date of new conditions of service will be effective from the 1st April 2015.

2. Annual salary adjustment

The annual salary adjustment will be 6.5% across the board, effective 1st April 2015. The Employer will pay the retrospective amounts to employees for the period April and June 2015 during the August pay run.

3. Medical aid subsidy

The medical aid subsidy will be increased by 6.5%, from R2 033 to R2 165. Labour was demanding a medical aid subsidy of R2 400, but they reduced this demand to R2 283. The Employer advised labour that R2 165 is their final offer, and they are not negotiating further on this matter.

4. Living allowance

The Employer is increasing this allowance by 6.5%, from R923 to R983, and it is also their final offer. Labour was demanding R1 200 per month.

5. Pay scales (new)

This matter is regarded by Labour as the real deal-breaker. They wanted the Employer to give the bargaining unit first priority and effect a full implementation during 2015.

The Employer advised that they will require approximately R100 000 000 (one hundred million rand) to achieve full implementation. In their kitty they could only raise R22-million, which compels them to implement in phases over a period of five years.

6. Way forward

The Employer has also advised Labour that they intend to implement their final offer because they believe they have exhausted negotiations. We will therefore be contacting the commissioner today to schedule a date upon which a certificate will be issued for either party to pursue the matter further.

You are therefore requested to forward your mandates by the end of business on the 15th of July 2015.

– Issued by the Office of the General Secretary