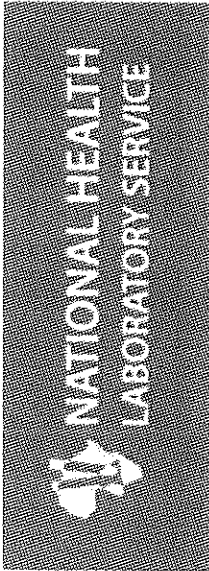


20 May 2015

From	NHLS BLRF Management team
To	NHLS Organised labour
Subject	NHLS Wage negotiations - 2015

Proposed Employer counter offer

1. Labour has officially declared a dispute in terms of the NHLS BLRF Constitution. We need to arrange a mediation meeting within ten (10) days to try and resolve the dispute.
2. The dispute meeting is scheduled for the 28 May 2015
3. Labour demand on salary increase is 8% and the NHLS offer is standing at 5.5%. Labour is demanding that the NHLS should consider salary increases as a separate process and later we can talk about the future new salary scales in terms of the Rewards and Remuneration project.
4. Management team response to labour is that the money that will cover the new salary scales and the collective bargaining agreement salary increase will come from the same NHLS kitty, hence we are proposing that the R 22 million budget amount for the new Reward and Remuneration salary scales should be combined with the NHLS annual salary increase that is budgeted for and should be spread out on a sliding scale to all employees sitting between A to C band. This proposal will not increase above the NHLS annual salary increase budget of 6%. But it will make sure that it closes the current huge salary disparities between employees including new incumbents.
5. This will mean that all employees between A to C band will get between 5.5% to 12% annual salary increases. D band and above will get 5.5%. According to our calculation this proposal will be covered by the budgeted amount as mentioned in paragraph (3) above.
6. Once we have reached an agreement in the wage negotiations the Reward and Remuneration new salary scales will be rolled out in the next four years with all employees sitting at common and or related scales.
7. Going forward every year when we reach agreement on new annual salary increase the Reward and Remuneration parity salary increase will run parallel with the annual collective bargaining salary adjustment.



1 Modderfontein Road, Sandringham, 2031

Tel: +27 (0)11 386 5093 Fax: +27 (0)11 386 6539

e-mail Bheki.hlatshwayo@nhls.ac.za

20 May 2015

From	NHLS BLRF Management team
To	NHLS Organised Labour
Subject	NHLS Wage negotiations - 2015

Employer response to labour Notice of dispute

Labour demands	Employer counter offer	Labour counter demand	Employer counter offer	Current status
1. Objective				
1.1 To reach a single term agreement on salary increases.	Multi term agreement	Consensus	Agreed	Final agreement
1.2 To improve certain conditions of service	consensus	Final Consensus	Agreed	Final agreement
2. Scope				
2.1 This agreement binds the employer and all NHLS employees excluding Executive	The scope of the bargaining unit should remain at A to C band in terms of the BLRF Constitution and the Procedural Recognition	Labour has moved from the consensus we reached on the scope of this agreement to be from A to C band and they moved back to D1	Agreed on A to C band in terms of the BLRF Constitution. Agreed	Deadlocked

	Agreement.			
3. Proposed salary increase				
3.1 15% salary increase Across The Board (ATB) on total package.	NHLS moved to 5.5 %	Labour moved to 8 % Across The Board (ATB) on total package.	Sliding scale increase from 5.5% up to 12% increase for employees on A to C band. For more detail see copy attached	Deadlocked
3.2 Salary Scale				
All salary scales to be annually increased or adjusted by the same percentage as the salary increase negotiated and agreed on.	Employer to circulate the NHLS new proposed salary scales as per the Reward and Remuneration project that is currently going on with consultation with labour.	All salary scales to be annually adjusted by the same percentage as the salary increase negotiated and agreed on.	The new salary scales to be aligned this financial year using the budgeted R 22 Million beginning with the worse affected employees (A to C band). Followed by the annual parity to alignment of with the markets of all NHLS salary scales. This process will run parallel with the annual wage negotiations.	Deadlocked
3.3 Medical Aid				
3.3.1 Remove capping or R2 033.00 and increase with agreed percentage of salary adjustment.	All subsidies and allowances will form part of the NHLS new payroll system CTC.	Labour moved from R 3 245.00 to R 2800.00 capped Medical Aid subsidy.	All subsidies and allowances will form part of the NHLS new payroll system CTC.	Deadlocked
3.3.2 The number of medical aid schemes be expanded, and also extended to the Government Medical Scheme (GEMS) if the Scheme would allow it.	Employer agreed to add another one Medical Aid Scheme	Consensus	Agreed	Final agreement

<p>3.4 Housing Allowance</p> <p>R 1 500.00 per month</p>	<p>Due to financial status of the NHLS this demand cannot be considered</p>	<p>Labour moved to R 1, 400,00 per month housing allowance. Labour dispute papers have moved from R 1,400.00 back to R 1,500,00</p>	<p>Due to financial status of the NHLS this demand cannot be considered.</p>	<p>Deadlocked</p>
<p>3.5 Shift Allowance</p> <p>To be increased to R45 per hour or 45% of hourly rate – whichever is the greater</p>	<p>Employer final offer <u>40% (with a minimum of R27)</u></p>	<p>Labour's counter demand <u>40% (with a minimum of R30)</u></p>	<p>Employer final offer <u>40% (with a minimum of R27)</u></p>	<p>Final agreement</p>
<p>3.6 Core Skills Allowance</p> <p>The limitation of the payment of the allowance to only laboratory-based employees to be removed to ensure inclusion of all non-core professionals performing technical work in the following occupations; Medical Technologist, Medical Technicians, Biomedical Technologists, Laboratory managers, Scientists and Pathologists.</p>	<p>Final consensus</p>	<p>Consensus</p>	<p>Agreed</p>	<p>Final agreement</p>
<p>3.7 Maternity Leave</p> <p>g 3.7.1 The removal of the 12 –</p>	<p>This demand cannot be considered because it will</p>	<p>Status quo to remain and take up the matter to special</p>	<p>Employer is willing to consider this demand to be taken to</p>	<p>Deadlocked</p>

<p>Months service requirement before an employee may qualify to take maternity leave.</p>	<p>have operational risk to the NHLS.</p>	<p>secondary negotiations. Employer to indicate when they are going to pay employees that were excluded from the paid maternity benefit since 2011.</p>	<p>special secondary negotiations, which include response to labour question on the employees that were excluded from the maternity benefit since 2011.</p>	
<p>3.7.2 The maternity leave entitlement is increased to 6 consecutive months.</p>	<p>Employer response is the maternity leave benefit of four Months should remain.</p>	<p>Reached consensus on four (4) months paid maternity leave benefit, and two months unpaid leave and or employee using annual or accrued leave days.</p>	<p>Agreed</p>	<p>Final agreement</p>
<p>3.7.3 Maternity leave must be granted for all confinements, in other words the current limitation of to confinements must be removed.</p>	<p>Employer offer should remain at two (2) confinements.</p>	<p>Labour demands 3 confinements.</p>	<p>Employer offer should remain at two (2) confinements but willing to take the matter to the secondary negotiations.</p>	<p>Deadlocked</p>
<p>3.8 Paternity Leave</p>				
<p>Must be 10 days and must not form part of the Family Responsibility leave provision.</p>	<p>The current Paternity and Family responsibility leave should remain joined in terms of Section 27 of the BCEA with the 5 days per annum in the same joined Paternity / Family responsibility leave.</p>	<p>Labour demand (3) days Paternity leave and it must be separated from the Family responsibility leave.</p>	<p>The current Paternity and Family responsibility leave should remain joined in terms of Section 27 of the BCEA with the 5 days per annum in the same joined Paternity / Family responsibility leave.</p>	<p>Deadlocked</p>

SALARY SCALES: A - C Band (Excl Medical Aid): 1 JULY 2012

PAY ZONE	Permanent Scales			2012 Maximum	Max Med Aid
	2012 Minimum	2012 Midpoint	2012 Maximum		
A1 - A2	68 744	90 046	111 348	111 348	24 396
A3-A4	73 556	96 349	120 256	120 256	24 396
B1	75 464	98 762	122 061	122 061	24 396
B2	84 517	110 718	136 919	136 919	24 396
B3	96 819	126 833	156 848	156 848	24 396
B4	112 044	152 828	193 611	193 611	24 396
C1	135 461	184 038	232 614	232 614	24 396
C2	165 382	222 904	280 425	280 425	24 396
C3	202 093	270 853	339 612	339 612	24 396
C4	246 564	330 046	413 529	413 529	24 396

Contractors Salary will Exclude Medical Aid

Please note:
Contractors Salary will exclude Medical Aid contribution

NATIONAL HEALTH LABORATORY SERVICES
HUMAN RESOURCES DEPT.
2012 -08- 31
P/BAG X4 SANDRINGHAM 2131
SOUTH AFRICA
NATIONAL HEALTH LABORATORY SERVICES

PERMANENT SALARY SCALES: General Including Medical Aid: 1 JULY 2012

PAY ZONE	2012 Minimum	2012 Maximum	2012 Maximum
D1	317 671	413 767	509 863
D2	409 465	533 328	657 191
D3	488 563	636 353	784 144
D4	586 193	763 517	940 840
E1	719 747	933 820	1 147 891
E2	844 199	1 099 570	1 354 941

Includes Contractors

1010509 1263 162 1515 794

E3
E4

NATIONAL HEALTH LABORATORY SERVICES
 HUMAN RESOURCES DEPT.
 2012 -08- 3 1
 P/BAG X4 SANDRINGHAM 2131
 SOUTH AFRICA
 NATIONAL HEALTH LABORATORY SERVICES

632 611