



REPORT NO. 2 OF 2016

NATIONAL HEALTH LABORATORY SERVICE (NHLS)

Implementation of new salary scales

The Parties met during extended Conciliation, with the aim of finding solutions. The Employer maintained that it is complying with the spirit of the agreement and will ensure implementation of the salary scales over two financial years with 50% implementation to be finalised by the end of March 2016 and the remaining 50% in October 2016.

As previously indicated, this process will still only benefit employees below the minimum of the scales. The only concession that the Employer was prepared to make at this stage was with regard to core personnel although this is subject to approval by the Board. The Employer acknowledged that the scales for Core Occupations are lower than those for General and Management, and intends approaching the Board for approval to align the Core and General scales. Based on the principle of being placed on the minimum notch, some core staff could then be eligible for an additional increase.

Proficiency assessment

On the issue of the proficiency assessment, the Employer made it clear that the verification process is likely to be completed by the end of June 2016. The proposed model still needs to be developed and finalised and the outcome of the verification process will then have to go through the usual processes of the Remuneration and Human Resource Committee (RHRC), the Executive

Committee (EXCO) and eventually to the Board for approval. The aim is to get this matter on the agenda for the third board meeting for 2016. Discussions pertaining to implementation will only happen thereafter.

The Parties resolved that the Employer will circulate the report on the findings of discrepancies by the Employer Task Team on the implementation of the first phase of the new pay scales before close of business on the 1st March 2016, as well as a breakdown on how the implementation will unfold.

Labour is not happy with the Employer's delaying tactics and the slow pace of implementation, but parties agreed that another meeting will take place on the 7th March 2016, which will be the last date of the Conciliation.

– Issued by the Office of the General Secretary