



## REPORT NO. 5 OF 2016

### NATIONAL HEALTH LABORATORY SERVICE (NHLS)

6 May 2016

#### NHLS Salary Negotiations 2016/2017

We can report that the employer's new offer is at 7%, while labour is standing at 9%. It was agreed that the employer would respond in writing to labour's demands before the negotiations reconvene on 12 May 2016.

The date set for conciliation of the dispute at the Commission for Conciliation, Mediation and Arbitration (CCMA) is scheduled for 19 May 2016.

#### Queries on Implementation of New Pay Scales Phase 1 and 2

When the queries were scrutinised it became clear that there seemed to be a misunderstanding regarding how the implementation of the second phase was to unfold. This was due to individual letters issued from Human Resources which indicated different amounts than the actual amounts reflected on salary advices and bank statements. Understandably this led to high levels of confusion and frustration amongst members.

The employer reported that Regional HR Managers were deployed to make presentations and address queries, and Hospersa Shop Stewards confirmed this.

The employer admitted that there were certain discrepancies regarding deductions and undertook to resolve these problems, agreeing that staff members will be allowed to query the amounts owed. An HR Task Team has been established to deal with all such queries.

The employer will also issue letters to all staff members in the bargaining unit for submission to the South African Revenue Service (SARS) to explain the implementation process.

Labour insisted that the employer sends apologies for implementation problems and poor communication, and the employer agreed to issue a circular in this regard.

#### D-Band Managers

Labour is demanding that the implementation of the new pay scale for D-band employees is hastened as a matter of urgency. They reported cases where subordinates at C-band are earning more than their supervisors and indicated that a petition would be submitted to the CEO to highlight their plight. Still, the employer argued that the D-band falls outside of the ambit of the bargaining unit and that there is a special Remuneration Human Resource Committee (RHRC) to deal with this. The RHRC was said to be convening before the end of May, 2016.

**For more information please contact your Provincial Office on the numbers below:**

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