



## NATIONAL HEALTH LABORATORY SERVICE (NHLS) REPORT 9 OF 2016

22 September 2016

We can report that Hospersa met with the employer on 15 and 16 September 2016 to discuss a variety of outstanding matters:

**HR Policies:** The meeting worked on two draft policies, namely the Recruitment Policy and the Performance Management Policy. The employer presented the documents and Hospersa made its inputs, along with sister unions. The employer undertook to "clean up" the documents and circulate to parties for further inputs and consultation with members. We will circulate these documents for your inputs as soon as we receive them.

**Medical Aid Schemes Task Team:** Members will remember that the employer offered to expand the range of medical schemes available to employees as part of the Salary Agreement 2016/17. Parties agreed to establish a task team to deal with this process. The current medical aid schemes available to NHLS employees are Bestmed, Bonitas and Discovery Health. It was agreed that an additional two (2) schemes would be added to the selection available to employees.

The task team recommended that Bestmed be added to the shortlist of schemes, as it currently displays low levels of subscription. This meant that the task team presented a total of four (4) medical aid schemes for inclusion, namely Bestmed, Fed-Health, Momentum Health as well as Sizwe Medical Fund. The task team reported that, at their meeting on 14

September 2016, they decided to recommend Momentum Health and Sizwe Medical Fund to be added to the current schemes on offer at the NHLS. It was agreed that the recommendation would be presented to the upcoming Bilateral Labour Representative Forum (BLRF) for final approval.

**Proficiency Task Team:** We raised concern regarding the failure of this task team to convene, especially since the agreed date of implementation was scheduled to be on 1 October 2016.

The employer reported that the process of establishing validation teams and constituting panels for assessments was still under way, undertaking to circulate the draft template for comment before the end of following week. When responding to our concerns regarding the looming date of implementation, the employer agreed that employees who qualify for payment will receive such payment retrospectively to 1 October 2016.

**"In-sourcing" Task Team:** When we enquired when the "In-sourcing" Task Team would be convening, the employer reported that the project was referred to the Executive Committee (ExCo) and that further detail would be communicated at the next meeting.

**Leave Updates:** The employer reported that there were minor delays in updating the Oracle system to be in line with the Salary Agreement

2016/2017, assuring us that this process will be finalised by 1 October 2016.



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*If you are not yet a member of Hospersa, we invite you to immediately become a member of the premier trade union in the health and service sectors.*

### Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 630** for principal members after 6 months of membership
- 3) **Professional legal assistance** for labour-related issues at the CCMA and Labour Court
- 4) Collective bargaining **negotiating salaries** and other substantive conditions of employment
- 5) Trained, democratically-elected **shop stewards**
- 6) Representation at **disciplinary hearings**, grievance procedures and incapacity processes
- 7) Representation on **various committees**, including Employment Equity and OHS
- 8) **General Meetings** with members
- 9) **Bilateral meetings with management**
- 10) Service provider benefits including **discounts on services** and stays at holiday resorts

*Contact your Provincial Office on the numbers below and we will process your application as soon as possible.*

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**Free State** (051-448-4659)  
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**Gauteng** (011-791-2243)  
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