



REPORT 1 OF 2015

**NHLS BARGAINING LABOUR FORUM MEETING
HELD ON 16 FEBRUARY 2015**

The following matters were discussed:

1. Performance Management System 2014/2015

Labour demanded that the current PMS must be stopped because managers and some supervisors had not conducted continuous assessments. There is also no proper record keeping. Labour proposed that the process should begin on the 1st April 2015. The Employer indicated that they will investigate this matter and consult their principals.

2. NHLS Financial Status

The Employer indicated that their finances are still in a bad state and they have budget for the payment of three months' salaries but are battling to pay creditors and suppliers. The KZN Department of Health has started paying R40-million per month. The appointment of staff members has been put on hold. Ms Joyce Mogale was introduced as the Acting CEO for six months.

3. Overtime in the Western Cape

This Province has introduced a different tool to deal with overtime, as members were unhappy with the previous arrangement. The Employer indicated that they had received some complaints from staff, and are busy investigating the issue. The Employer will provide Labour with feedback at the following meeting.

4. Lab Closures

Labour demanded clarity from the Employer, as laboratories are being closed without any explanation. Hence members are not given time to plan for the movement. The Employer will revert to its Principals and seek a mandate in order to provide proper feedback at the following meeting.

5. Wage Negotiations 2015/2016

Labour presented its Consolidated Salary Demands to the Employer.

After noting Labour's demands, the Employer indicated that they will respond at the next meeting, scheduled for 11&12 March 2015.

6. Agency Fee

The issue of the Agency Fee has been on the agenda since 2012 – and, all along, the Employer maintained that it did not have a mandate to discuss the issue. In 2014, Labour took this matter for mediation, and achieved a favourable outcome.

Parties had agreed that the Agency Fee be implemented in November 2014. However, Hospersa and the Public Service Association (PSA) did not sign the agreement because the Employer was insisting that the administration fee to run the BLRF should come from the Agency Fee. Labour vehemently opposed this notion because it is against the Labour Relations Act. Only at this meeting (of February 2015) did the Employer finally withdraw the idea of taking a portion of the Agency Fee to run the BLRF.

Parties therefore resolved that they cannot deduct retrospectively from November 2014. The date of implementation is now March 2015.

– Issued by the Office of the General Secretary