



REPORT NO. 4 OF 2016

NATIONAL HEALTH LABORATORY SERVICE (NHLS)

NHLS Salary Negotiations 2016/2017

_Labour is demanding 15% annual increase and are willing to negotiate

Employer indicated that labour must revise their demand because it is too high. Until labour consider dropping their demand they are not going to put an offer on the table. Employer further indicated that they are in the process of implementing New Pay Scale which will cost the organisation a lot of money.

Labour indicated that Employer should not use the issue of New Pay Scales as an excuse. It is common knowledge that NHLS is paid far below the public service. This has been acknowledged by the very same employer on previous discussions.

Parties deadlocked at that stage.

Organised Labour

Labour expressed their disappointment at the position that has been taken by the Employer of rejecting key demands. Labour was taken aback to 2015/2016 Salary Negotiations which were concluded in August 2015 - this is unacceptable to their members. As things stand the new financial year is commencing on 1st April 2016 and parties are nowhere close to having any of our key demands resolved. Since Employer already has an arrogantly final position to reject the following are our demands.

- Introduction of a 13th cheque
- Inclusion of D bands into scope of bargaining unit
- Working week changing from 80 hours to 40 hours as per BCEA
- Core skill allowance adjustment to 12% for all categories
- Maternity leave of 6 consecutive months
- Review of long service awards

- Rural allowance to increase by percentage increase and to cover both technical and non- technical workers
- Shift allowance R45.00 or 40% of hourly rate whichever is greater
- Review of Shop stewards leave (15days) Family responsibility and paternity leave
- Danger allowance of R500
- Health and Safety representatives allowance of R1000

Labour therefore feel that the third party will be necessary to speed up the process. Labour will refer the matter to the CCMA for conciliation.

Employer was adamant that referring the matter to CCMA was harsh and premature as they feel that there is still room for discussion.

Parties resolved that they will meet on the 7th April 2016 in a dispute meeting to see if they cannot break impulse however in the mean time Labour will refer the matter to CCMA.