



## NATIONAL HEALTH LABORATORY SERVICE (NHLS)

REPORT 7 OF 2017

27 JULY 2017

In the past week, the Director General of the National Department of Health facilitated meetings between us and the National Health Laboratory Service (NHLS) Board/Management in an attempt to end the impasse. On 24 July 2017, the NHLS Board approved the following revised offer on the premise that the National Treasury would assist with the finance:

1. A **7.3%** salary increase for all staff in the A-D1 bands backdated to the 1<sup>st</sup> April 2017. **We are seeking a mandate from the members on whether they accept or reject the offer.**
2. The finalisation of the scoring system for the Proficiency Assessment matrix to be done by Human Resource in conjunction with relevant disciplines and the roll out thereof to be within the 2017/18 financial year. The salary adjustments of the successful applicants will be backdated to 1 October 2016.

### Performance Proficiency Matrix Assessment

Parties agreed to the implementation of the proficiency assessment results/outcomes for all workers as per the approved pay scale, with effect from the 1<sup>st</sup> October 2016.

Parties agreed to develop an assessment tool and matrix appropriate for general and management roles,

which will facilitate placement within the approved pay scale.

We are of the view that the ground work has been done and demanded that the proficiency be implemented at the end of August 2017.

The employer pointed out that it will not be able to implement our demand given the short time frame.

### Insourcing

Parties agreed to insourcing outsourced services such as gardening, security services, drivers and cleaning services.

The Board affirmed that this offer is based on the proposal facilitated through the Director General between the involved parties and there should not be any deviation from this Board approved proposal.

We indicated our dissatisfaction in having this matter dragged to the next financial year. We demanded the implementation date to be the end September 2017.

We further pointed out that the strike will continue until the employer addresses all the members' demands.

**Viva Hospersa Viva**

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### Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 993** 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.**