



Private Sector  Pulse

NATIONAL HEALTH LABORATORY SERVICE (NHLS)

REPORT NO. 12 OF 2015

At this meeting, held on the 23rd November, Labour expressed its shock and disappointment at the manner in which the Employer had handled the situation around the implementation of new pay scales.

The Parties had agreed that after the Board meeting of November 19 – at which the CFO was presenting the Reward Strategy – the Employer would convene a meeting with Labour to give feedback on the Board’s decision. Instead, the Employer went on and loaded the new pay scales to the payroll system, which went to all employees for payment on the 26th November 2015, without coming back to Labour as agreed.

The Employer apologised for what happened and said it was a payroll error. The Employer reported that the Reward Strategy presentation was done at the Board meeting, and the Board had approved the proposal – but did not wish to apply it to the D-E Bands. Due to financial constraints, a decision was made to prioritise the A-C Bands.

Labour indicated that members are not happy with the implementation, as there are some discrepancies. The Parties resolved that the Employer would send a circular to staff, providing a detailed explanation on how the implementation was done. Attached is the circular (NHLS Report 12 Addendum) from the Employer.

A Special BLRF follow-up meeting has been arranged for the 30th November 2015 for parties to resolve discrepancies.

Hospersa will keep members informed of developments.

– Released by the Office of the General Secretary