



NATIONAL HEALTH LABORATORY SERVICE (NHLS)

REPORT 5 OF 2017

29 JUNE 2017

AS it was previously reported the Health and Other Service Personnel Trade Union (Hospersa) has served NHLS with a dispute letter after wage negotiations deadlocked.

Parties met for Conciliation on 13 June 2017 as well as on 21 and 22 June 2017.

In terms of the Constitution of the Bargaining and Labour Relations Forum (BLRF) a dispute meeting has to be convened within ten (10) working days after the employer is furnished with a letter of dispute.

In previous meetings the employer made it clear that it does not have a mandate and can only make proposals on the wage negotiations and other conditions of service. The employer stated that all proposals are subject to costing by the Finance Committee which will make recommendations to the Board for approval.

In the first conciliation meeting on 13 June 2017 held at the Commission of Conciliation, Arbitration and Mediation (CCMA), the employer indicated that the Board consulted other stakeholders like the National Department of Health and the Minister of Health about the financial constraints the organisation is facing, which amongst other things is as a result of a budget cut from the very same National Department of Health.

The following items were discussed:

Terms of salary adjustment: Parties agreed on a single term salary adjustment for this financial year.

Salary adjustment: The employer has not put forward an offer, stating that it cannot afford any increase. Our members have mandated us for a 7,3% salary adjustment annual increase.

Medical Aid: The employer will consider increasing its contribution towards medical aid to 75% so it can be in line with the Public Service contribution. Currently, the employer's contribution is 74%. We demand a medical aid subsidy increase of 7.3%.

The employer indicated that it is unable to engage us on the following demands and requested that we remove them from the agenda.

1. Housing allowance
2. Shift allowance
3. Danger allowance
4. Rural allowance

Leave: Parties agreed on the Paternity Leave of 3 working days per calendar year which is not part of the family responsibility leave. Parties also agreed on ten (10) working days pooled leave for Shop Stewards per annum.

The conciliation was extended to 21 and 22 June 2017 with the hope that the employer will meet our demand, but the employer still indicated that it cannot afford any increase. The employer further pointed out that it is even struggling to pay creditors.

We expressed disappointment on the employer's sentiments that it cannot afford the increase even during conciliation.

We were left with no choice but to request the CCMA Commissioner to issue a certificate of outcome declaring the matter unresolved.

Hospersa is now requesting mandates from the members on whether or not to embark on protected industrial action as the next course of action to resolve the dispute as per the certificate of outcome.

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To stay up to date with feedback from Hospersa we urge all members to follow us on Twitter (@hospersaonline) and join our Facebook group (hospersa online) as soon as possible.



All updates and newsletters are also placed on our website (www.hospersa.co.za)

If you have not yet joined Hospersa, please contact your Shop Steward or the Provincial Office (see below).