



**REPORT NO. 1 OF 2016**

**NATIONAL HEALTH LABORATORY SERVICE (NHLS)**

**CCMA Conciliation on Implementation of New Pay Scales**

At this session, convened on the 5<sup>th</sup> February, the Employer indicated that they had been busy with investigations into discrepancies that occurred during the first-phase implementation of new pay scales. These included over-payments made to some staff members as well as non-payment of others, who have served the organisation for a long time.

Leading up to the CCMA matter, the Employer had initially promised Labour that they would pay the second phase in December 2015. They could not fulfil this promise and requested time to conduct further investigations, with a payment date of March 2016.

Labour felt that the Employer was shifting the goal posts, and referred the matter to the CCMA for Conciliation.

At Conciliation, with the assistance of the Commissioner, a Memorandum of Understanding was drawn up and Conciliation was extended to the 7<sup>th</sup> March 2016. In the interim, Parties will arrange meetings, facilitated by the Commissioner, to finalise the implementation of the pay scales agreement. If the Employer does not pay after this process, as outlined in the attached Memorandum of Understanding, Labour will have the option of referring this matter straight to the Labour Court under section 158(1)(a).

*– Issued by the Office of the General Secretary*