



NATIONAL HEALTH LABORATORY SERVICE (NHLS)

REPORT 1 OF 2017

6 FEBRUARY 2017

ON 31 January 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) held a meeting with NHLS.

Items on the agenda were matters arising from the previous minutes.

Labour Training for Participating in Interviews

In the previous meeting, NHLS requested that shop stewards receive interview training in order to participate in interview panels. The employer has since appointed a service provider to conduct the training.

Workshop Date for Grade Discrepancies

Parties resolved that a separate date will be identified to deal with all outstanding discrepancies emanating from the grade progression process.

Update on Labour Organogram

The employer indicated that they are planning to present another new organogram in the next the Bargaining Labour Relations Forum (BLRF), as some adjustments were made to the previous version presented in 2016. Hospersa welcomed this as it was previously agreed that there would be no job losses as a result of the review. Hospersa will keep members posted on developments in this regard.

Performance Proficiency Assessment

A proposal in this regard was submitted to the NHLS Board, outlining the process of the Performance Proficiency Assessment. We also know that NHLS Board has since approved the proposed matrix, and NHLS undertook to submit the plan to us by 10 February 2017.

Core Skills Allowance Implementation Date

NHLS indicated that the Core Skills Allowance will be paid for all HPCSA-registered professionals along with the February payroll.

Policy Review

Parties agreed that the Policy Review workshop will take place on 27 February 2017.

The next meeting will take place on 28 February 2017.

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If you are not yet a member of Hospersa, we invite you to immediately become a member of the premier trade union in the health and service sectors.



Why join Hospersa?

- 1) Individual indemnity cover of up to **two million rand** per member
- 2) Death benefit of **R3 630** 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.

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)