



## NATIONAL HEALTH LABORATORY SERVICE (NHLS)

REPORT 2 OF 2017

8 MARCH 2017

ON 28 February 2017 the Health and Other Service Personnel Trade Union of South Africa (Hospersa) engaged with the NHLS. The following matters were discussed:

**HR Organogram:** We tabled our concerns that, while consultations on the structure were going on, senior management positions were already being filled – some allegedly through head-hunting. We demanded that such appointments had to be reversed. In response the employer reported that the positions were filled by means of routine external advertising and that the positions fell above the bargaining unit. We eventually agreed that the Human Resources (HR) Organogram will be put in abeyance for four months with no posts being advertised until we have consulted with members.

**Grade Discrepancies:** We reported that there were certain positions where our members are doing similar jobs, but receiving different levels of pay. This includes the post of Laboratory Manager versus that of Laboratory Supervisor, as well as the post of Phlebotomist versus that of Phlebotomist Technician. The employer undertook to re-evaluate the job profiles and requested us to submit a list of such cases.

**Core Skills Allowance:** The employer reported that the core skills allowances were paid during the February payroll. We agreed that any omissions in this regard would be reported to HR.

**Proficiency Assessment:** We requested that the process of tabling the Proficiency Assessment Matrix should be completed before the end of March 2017. The employer could not commit on a date.

**Shop Steward Training for Interview Participation:** We expressed our appreciation that our shop stewards were receiving training on how to participate in interview panels.

**Debt Letters Tax Reduction:** We raised concern about the fact that members received letters of tax reduction without prior explanation. The employer apologised for the omission to notify the South African Revenue Services (SARS), explaining that staff were not taxed for their thirteenth cheque in December 2016. We agreed that the employer will send out a circular to explain what happened and apologise to staff.

**Policy Review:** The employer tabled the draft Disciplinary Code, Grievance Procedure and Bursary Policy, undertaking that a date for the Policy Workshop will be communicated at a later stage.

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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

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