



NHLS REPORT NO. 6 OF 2015

**NATIONAL HEALTH LABORATORY SERVICE SALARY NEGOTIATIONS
CONCILIATION**

The Parties resolved to prioritise the following demands:

1. Implementation date.
2. Percentage increase.
3. Cost-to-company process, linked to reward and remuneration, as a separate process.
4. New salary scales.
5. Medical Aid.
6. Housing Allowance.

The other demands will be negotiated outside the CCMA agreement – in the Bargaining Labour Relations Forum (BLRF).

Management's final offer

Initially management did not change its offer, but later submitted a final offer as follows:

1. The implementation date will be 1 April 2015, subject to the immediate signing of the agreement.
2. The salary increase is 6%.
3. The medical aid and housing allowance will be increased by 6%.
4. The implementation of the new salary scales will be negotiated separately, and the budget allocated for the implementation of the new scales is still to be finalised.

Labour is demanding:

1. Implementation date – 1 April 2015.
2. Salary increase – 6.5% across the board.
3. Medical aid – Increased to R2 400
4. Housing allowance – Increased to R1 200.

5. The implementation of the new salary scales will be negotiated as part of the agreement, with Conciliation extended to 8th July 2015. If a settlement is reached, then the process can be finalised.

The Employer acknowledged Labour's demands and agreed to meet on the 8th July 2015. The Employer also indicated that they will give Labour a response to their demands at the next sitting, as agreed.

– Issued by the Office of the General Secretary