



# NHLS COLLECTIVE BARGAINING BULLETIN

## INTRODUCTION

This bulletin serves to inform all NHLS employees about the outcomes of the Bargaining Labour Relations Forum [BLRF] meeting which took place on the 24th February 2025. This was our first ordinary BLRF meeting for 2025. These meetings are convened on the last Tuesday of each Month to transact on the business of the Labour Forum as outlined in the BLRF constitution. Unfortunately our January meeting could not convene due to unforeseen circumstances. The February BLRF meeting transacted on the following issues:

### ➔ CLEANER MESSENGER JOB

The union and management representative (hereafter referred to as “parties”) agreed that the union shall submit two names of workers who are performing Cleaner messenger jobs. These two workers will be interviewed as part of the Job Evaluation process conducted by the external service provider to determine the correct salary band for Cleaner messenger jobs. The names were submitted on the same day, 24th February 2025 and the work is expected to be finalised before the next BLRF meeting. The union will keep you updated after the next BLRF meeting.

### ➔ CORE SKILLS ALLOWANCE

The employer has approval to pay the Core Skills Allowance for D1 employees on the pay date of March 2025. The union accepted the proposal to avert further distress on the workers’ financial situation. We emphasise that, should the employer not confirm payment of outstanding months (April to September 2024) in the next BLRF meeting, the union will follow alternative dispute resolution processes. Further clarity will be provided after the next BLRF meeting.



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### → OVERTIME TOOL

The parties agreed that the NHLS will appoint an independent arbitrator to preside on this matter. The union shall be allowed legal representation, if so required by the union, in the hearing and the outcome of this process shall bind both parties. The union will seek legal advice to prepare for this private arbitration. Further information will be published once the process is concluded, in the meantime the status quo in terms of claiming overtime remains unchanged.

### → TYPING TEST FOR RECRUITMENT AND SELECTION

The parties agreed that the union must form part of the entire recruitment and selection process to ensure that fairness prevails. The typing and or any other psychometric test related to hiring workers forms part recruitment and selection. Therefore shopstewards must also observe in this psychometric test process.



### → GRADE AND SALARY DISCREPANCY PROJECT

The advertisement to appoint a service provider should have been published before Friday, 28th February 2025. Thereafter, a suitable service provider shall be appointed within 21 Days and it is anticipated that the project will commence sometime in April 2025. The outcomes of this project will be implemented retrospectively from the 01st January 2025 as agreed in the 2023/24 wage negotiations. The union will continue monitoring and exerting pressure on the employer to expedite this project and we will keep you updated on any new developments.





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### ➔ REVIEW OF RECRUITMENT AND SELECTION POLICY

The matter was tabled in the BLRF to address the challenge of staff reductions which is caused by the practice of advertising all vacant positions internally. This practice seems to block external appointments thus causing a high volume of job rotations which results in a high vacancies turnover. The parties agreed to allow further investigations on the matter. The union branches must give mandate on whether the NHLS should continue advertising all posts internally or allow external applications for entry level posts to address the challenge of staff reduction. Members must give mandates to prepare the union’s position for the next meeting.

### ➔ STAFF E-MAILS



The parties agreed that the employer will seek the intervention of Chief Information Officer (CIO) to address the challenges related to staff emails. The CIO must address all challenges including the access to information and how the communication protocol is impacted. The employer must attend to this challenge immediately and copy the union in all communications until this matter is resolved.

### ➔ PENSION FUND OF FCL EMPLOYEES



The meeting pondered on the pension fund challenges encountered by FCL workers and agreed that the two chief negotiators from NEHAWU and NHLS shall convene a meeting with GEPF to address the challenge of access to the savings in the Two Pot system. The BLRF directed the two negotiators to ensure that this matter is resolved before the 14th of March 2025, failure to which the NHLS must join NEHAWU in seeking intervention from the Pension fund adjudicator. This matter must be resolved once and for all before the next BLRF and communication will be issued to inform all affected workers about the progress on this matter.



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### REVIEW OF CASES

The BLRF reflected on the complaint that was submitted to the the risk and ethics committee about the review of disciplinary cases. The employer was directed to follow-up on this matter and share the outcome with labour. Further clarity will be provided after the next BLFR meeting.



### CONCLUSION

Our next BLRF meeting is scheduled for the 25th March 2025 and as directed by the National Bargaining Forum the union will issue this collective Bargaining Bulletin after every BLRF meeting to keep members updated. Members are encouraged to engage this report in the workplace meetings to make sure that our negotiators are properly mandated when they attend the next BLRF meeting.



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