

# NISA

## Newsletter of the Internal Staff Association (ISA)

of the South African Parastatal and Tertiary Institutions Union (SAPTU)

No. 3; March 2009

Dear ISA Members

### **LABOUR RELATIONS FORUM (LRF) REPORT BACK**

Our LRF representative, Sugan Marrimuthu reports back from the meeting held on 24 March 2009:

#### **Overtime ceiling**

As NISA reported before, the overtime ceiling was not being paid by NHLS at the BCEA ceiling rate, adjusted from 1 March 2008. The NHLS overtime ceiling rate was R124,399.60 per annum and the new BCEA rate was R149,736.00.

Sugan reports that all staff members who were underpaid in terms of the overtime ceiling not being adjusted, received back pay with the March 2009 salary run. However, the increased overtime ceiling impacted some staff positively but others negatively, due to taxation. This means that those affected negatively actually owe the NHLS money which must be paid back. ISA insisted that these staff members need to be consulted in terms of the repayment period; the repayments must be according to affordability, considering their existing commitments.

#### **February salary fiasco**

Management acknowledged that there was a problem when the payroll was moved from the VIP to the Oracle system. The Oracle system was not configured properly, and the Payroll staff turnover added to the problems. Management informed Labour that they have now tested the Oracle system with VIP as control. The system is now configured properly and this mistake should not resurface. Mrs Charmaine Hunt (former Payroll Manager) has been appointed Acting Payroll Manager following the departure of Ms Dorah Mkhithi; the post has been advertised.

(ISA is still dissatisfied with explanations given for the large "tax deductions", which were paid back to staff, but now have to be repaid to the NHLS over 12 months. ISA also objects to letters going out with payslips informing staff of deductions. Such deductions need to be discussed with individual staff members prior to their implementation. ISA will continue to pursue the matter, and keep our members informed.)

#### **Performance management**

These processes are still in discussion and ongoing. The draft performance management documentation was given to Labour for perusal. Sugan is of the opinion that it is a fair system. It is a developmental system which will be subjected to ongoing discussions by Labour and management in order to make a working model. Labour agreed that the draft document be presented to the NHLS Board for ratification.

#### **Retirement age**

There has as yet been no decision by the NHLS Board regarding the proposed increase of the retirement age for former SAIMR staff members from 63 to 65.

#### **ISA membership stats**

At the last count, ISA had 796 members. However, there are still 3,580 non unionised members in the NHLS.

(ISA members: Please canvass for membership amongst your non unionised colleagues. Remember, we pay R20 for every member recruited.)

## ISA WEB PAGE

ISA's web page is up and running on the SAPTU website (see <http://www.saptu.co.za/isa.html>) .

## ISA EXECUTIVE COMMITTEE

### Vice President

While the ISA executive committee (exco) members were elected at the ISA national congress in October and the office bearers (excluding Vice President) elected at the exco meeting following the congress, at a subsequent exco meeting earlier this year, Sugan Marrimuthu was unanimously elected Vice President of ISA. Sugan is also ISA's LRF representative. He is lab manager of the Mahatma Gandhi Memorial Hospital laboratory in KwaZulu-Natal. He is also on the LabTrak configuration implementation team. A busy man. Congratulations Sugan!

### Duties and workload

As ISA is an internal union and our exco members thus have first-hand knowledge and good understanding of the organisation, its people, policies and procedures; however, ISA the exco members all have very busy full time jobs in the NHLS. We have been inundated with complaints and problems (mostly HR/IR- and payroll-related). While ISA exco has had very quick and satisfactory resolution to some of the problems, others require longer investigation. Please bear with us, we are committed to our members and will get to look at all problems in due course. ISA exco's contact details follow:

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