

NISA

Newsletter of the Internal Staff Association (ISA)

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

No. 1; January 2009

Dear Members

We trust that you all enjoyed a peaceful and relaxed festive season and feel sufficiently energised and rejuvenated to face the new year.

LABOUR RELATIONS FORUM (LRF) REPORT BACK

ISA representative Sugan Marrimuthu reports on the following issues:

CEO: Mr Sagie Pillay, our new CEO, introduced himself to the union representatives at the meeting held on 27 January 2009. He stressed the importance of our employees in the success of the organisation and meeting the challenges lying ahead; he promised to make himself available to address issues confronting staff.

Overtime: Management promised that the back-dated payment of the correct rate for overtime will be made at the end of February. However, there will be tax implications; management will issue a communication regarding this issue.

Job Evaluation and Career Ladder: In the last issue of NISA we called for ISA nominations to serve on this committee as Sugan, who originally volunteered, found that he was too busy with the LabTrak project to serve our members on this committee. Congratulations to Yasmin Gardee, a medical technologist and Serology lab manager in Port Elizabeth, who was thus elected by ISA's executive committee. And thanks to the other volunteers who were prepared to make themselves available for this very important committee. However, ISA has also been requested to nominate a medical **technician** on this committee. Any volunteers? Please email louise.blake@nhls.ac.za by 5 February 2009. Training for these representatives will take place from 11 – 13 February 2009, so volunteers must be aware that they will be away from their work place on those days.

Retirement age: The proposal to increase the retirement age to 65 years for all staff members has not yet been resolved and is still on the agenda for the Board's consideration.

Leave: Leave is still being audited and the finalisation date of the audit has now been set at 31 March 2009.

WAGE NEGOTIATIONS

Wage negotiations will commence shortly. ISA needs input from its members. Please tell us what you believe a realistic salary increase for this year will be. Which other issues need to be addressed, eg. rural allowance, overtime payment, shift allowances, etc?

Please send your proposals to sugan.marrimuthu@nhls.ac.za or louise.blake@nhls.ac.za or fax (011) 489-9992.

DISCIPLINARY ACTION

We are seeing too many instances of disciplinary action taken against staff because of transgression of policies, rules and regulations. Please acquaint yourselves with the NHLS policies and standard

operating procedures. These are available on QPulse on the intranet. If you do not have access to the intranet or cannot find the policies, please contact ISA and we will supply you with copies.

And remember, while ISA representatives will assist their members in disciplinary hearings, we cannot bend the rules or make right what is wrong.

We have also had many instances where non-union members have approached ISA to represent them in disciplinaries. At an ISA executive meeting in January 2009, it was agreed that non-union members will no longer receive any assistance from ISA representatives and that joining ISA because of disciplinary action against a staff member, will not qualify them for representation; you have to be a member of ISA for at least three months before being allowed assistance.