# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 1525**

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**(INTERNAL QUESTION PAPER NO. 15)**

**Ms N N Chirwa (EFF) to ask the Minister of Health:**

Given that it was reported to the Portfolio Committee on Health that the National Health Laboratory Service has finally insourced the security guards and cleaners, (a) on what date did the insourcing happen, (b) what total number of workers (i) were insourced and (ii) are still to be insourced and (c) what is their current (i) remuneration and (ii) worker benefits?

###### NW1847E

**REPLY:**

1. The National Health Laboratory Service (NHLS) insourced cleaners, gardeners and security officers starting from October 2017 and completed the process in April 2018.
2. The total number of workers insourced is (i) 430 however, (ii) the current total of insourced employees is 570 as the NHLS continued to recruit employees in the mentioned categories.
3. (i) Current remuneration: The cleaners and gardeners are graded at grade A on Paterson grading system. The salaries range from R96 051 per annum to R130 673 per annum. The security officers are graded at A3 on the Paterson grading system which ranges from R133 412 per annum to R179 198 per annum.

(ii) Worker Benefits: This cohort is part of the bargaining forum for employees within the NHLS. Their benefits include medical aid subsidy of 75%; 13th cheque which they receive in December each year, a living allowance of approximately R22 000 per annum and the pension fund. In addition, the NHLS implements a performance management and development policy which provides for annual performance assessment and criteria to qualify for performance awards or incentives in the form of pay progression and performance bonus. There are also bursary programs, and all employees complete a workplace skills plan for further skills development.

The NHLS also subscribes to the Basic Conditions of Employment Act No. 75 of 1997, which regulate hours of work and leave. Other benefits include an employee assistance program, where if an employee experiences personal challenges of any nature, they can call the NHLS’s 24 hours hotline and speak to a professional for assistance.

END.