



National Student Financial Aid Scheme

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OFFICE OF THE CHIEF EXECUTIVE OFFICER MEDIA RELEASE

FOR IMMEDIATE RELEASE

20 February 2018

Statement on the matter regarding strike by NEHAWU members

The National Student Financial Aid Scheme (NSFAS) would like to confirm a resolution taken by the National Education, Health and Allied Workers Union (NEHAWU) to embark on a workers' strike at our head office today. Management was locked in negotiations with the Union's representatives yesterday to agree on a plan to resolve the employee related matters raised. Although we are still proceeding with discussions, through the Bargaining Council, the following matters remain on the agenda, against which mixed progress has been made:

- NEHAWU's reluctance to participate in the Performance Management System (PMS);
- Remuneration structure, with a demand for the review of Cost To Company and other benefits
- Job Evaluation dispute matters
- Recognition Agreement
- General HR Policies

Management is committed to working within the Bargaining Council, however, it must be noted that NSFAS, as a public entity, is aligned to the terms and conditions of Public Service Remuneration Structure where our employees qualify for a guaranteed remuneration that includes basic salary (notch), which includes: a housing allowance; the value of the structured 13th cheque; the annual service bonus; medical aid; and the contribution to the Pension Fund.

As management, we believe that we are still on track with our negotiations and have made progress in some areas because we have already agreed to most of the individual demands in principle. We remain committed to the initial agreement with the Union to meet on 22 February 2018 to further discuss the outstanding items in order to solicit their commitment before submission can be made to the Board for consideration.

We assure that we are working with NEHAWU and the NSFAS Board to address the issues speedily to ensure that colleagues are back at work, serving the South African public in the implementation of the new fee-free education policy.

The normal operations are affected, and that management have, as far possible, made some arrangements to attend to critical operational matters during this time.

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