

**Kwazulu-Natal Chamber PHSDSBC Quarterly report
01 October 2017 to 31 December 2017**

1. INTRODUCTION

This report is a presentation of the work performed by the Kwazulu-Natal Chamber. The report covers the period 01 October 2017 – 31 December 2017.

2. Meetings in this Period

- 2.1. 24 October 2017- Kwazulu-Natal Chamber Meeting
- 2.2. 16 November 2017- Kwazulu-Natal Special Chamber Meeting
- 2.3. 08 December 2017 -Kwazulu-Natal Chamber Meeting

3. Chamber Management Committee elected at the Chamber Meeting Preceding the Council AGM.

No.	Office Bearer Name	Constituency
1.	Mr Paresh Maharaj (Chairperson)	The Employer
2.	Ms Gillian Hassan (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Kwazulu-Natal Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	24 October 2017 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	12 October 2017	+2 days	The meeting was held successful.	N/A
	16 November 2017 (Special Chamber meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	N/A	N/A		

	08 December 2017 (Chamber meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10 days before the meeting of the Chamber).	29 November 2017	- 1 day	The meeting was held successfully.	N/A.
	12 April 2017 (Annual General Meeting)	(Chambers meeting notice, agenda items and minutes must be send out ten (14) days before the meeting of the Chamber).	31March 2017	2 days	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	12 April 2017 (Annual General Meeting)	100% Compliance (All Chamber Annual Reports are submitted forty-five (45 days) before the Council AGM) on or before 30 April 2017.	31March 2017	-39 Days	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) before 30 April 2017	N/A
1.3 All meeting bundles of documents must be ready on the day of the meeting.	24 October 2017 (Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready five (5) Days prior the meeting %		N/A	N/A

(i.e. conglomeration of all documents that must have been distributed beforehand)	16 November 2017 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready 2 days (2) day prior the meeting 100%	0	N/A	N/A
	08 December 2017 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting)	Document prepared and ready two (2) day prior the meeting	0	N/A	N/A
1.4 Minutes must be to the acceptable standard.	24 October 2017 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were few corrections 100%	0,002%	N/A	None
	16 November 2017 (Special Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were not corrections	0%		

	08 December 2017 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the next Chamber meeting on 16 February 2018	0%	N/A.	None
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2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
2.1 Regular and consistent attendance of meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	Zero	All parties attend the meetings
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days before the Council AGM.	100% Compliance (All Parties must produce the letters of credence for every chamber representative).	All Parties tabled their authorized representatives. 0%	100%	All parties have submitted letters of credence

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3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to Chamber Secretary five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0	All items were sent to Council 5 days before the meeting.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Five (5) agenda item were finalized within (3) normal meetings.	0	Five (5) agenda item were finalized within (3) normal meetings.

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3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.2 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance (All parties hold caucuses before the Chamber meeting).	Both the Employer and Labour had their Caucuses days before the meeting. 100 % Compliance	50 % Compliance.	Only the Employer is holding caucuses
3.3 Chamber Management Committee must have a meeting before the	Number of meetings held	100% Compliance (Chamber Management	Chamber Management Committee was not holding its meetings at least	100%	The Management Committee is yet to hold its meetings at least 30 minutes before the start of the Chamber meeting.

Chamber meeting.		committee must hold a meeting before the Chamber meeting).	30 minutes before the start of the Chamber meeting. 0%		
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4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 All parties must be mandated to engage on all items on the agenda.	Number of parties with mandate to engage.	100% Compliance (Parties come in a meeting with mandated positions).	All parties have mandate to engage on the matters before the agenda. 100% compliance	0%	N/A

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 Every Chamber must establish a Task Team to monitor new collective agreements.	The number of Chambers with functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for new collective agreements.	There is a Task Team on the PHSDSBC Resolution 1 of 2007 new collective agreements, and on Resolution 1 of 2009 100%	0%	N/A
5.2 At least one (1) Chamber report on monitoring of implementation of a collective agreement.	The number of Chambers that submit monitoring reports.	Report on the implementation monitoring of a Collective Agreements.	Reports are submitted to the Chamber.	1000%	A close up report on Resolution 1 of 2007 was given in the last Chamber meeting and the TT resolved.

6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 Zero wild cat strikes.	The number of wild cat strikes that occurred within the Chamber's jurisdiction.	Report of wild cat strikes that occurred within the Chamber's jurisdiction.	No wild cat strikes reported for the period under reporting	Nil	This matter has been set down as a standing agenda point.
6.2 Zero walk-out	The number of walk-out that occurred within the Chamber's jurisdiction.	Report on walk outs that occurred within the Chamber's jurisdiction.	No recorded walkout.	Nil	This matter has been set down as a standing agenda point.
6.3 Minimal disputes related to the Chamber items.	The number of disputes declared in relation to an agenda item.	Report on disputes that related to the Chamber agenda item.	N/A	N/A	N/A

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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7.1 Twenty (20) Chamber Management Committee members must attend the EXCO and Chamber Management workshop.	The number of Chamber Management Committee members who attend the EXCO and Chamber Management workshop.	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	-100%	Zero	Most of the Chamber Management Committee members were retained. The EXCO and Chamber Management Committee workshop was held on 20 and 21 July 2017.
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis tool was forwarded to parties.	Not yet submitted.	Zero	Not yet convened due to financial constraints.
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by the Chamber.	All Chambers to hold operational planning sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.

5. Reporting on Industrial Action

No	Chamber	District and City	Institution /s involved	Reason mentioned for the strike, type and duration taken	Leading Trade Union/s involved	Number and categories of employees involved	Action taken by Chamber parties	Recommended support Expected
1.	Kwazulu-Natal Chamber	uThukela	Ladysmith Hospital	Protest action on state capture and corruption	COSATU	2X employees employed in Ladysmith	None	None

6. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

There are no prominent issues that require the attention of the EXCO and or the Council.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
1.	Monitoring of the OSD implementation (Resolution 1 of 2007)	Secretariat	2013 to date	Standing item	
2.	Nkonjeni's and St Francis Complex Realignment	Department of Health (DOH)	01 July 2014 to date Three (3) years and five (5) months	Remains on the agenda	The issue is about the merger of the two (2) institutions. Labour had a meeting on 24 Feb 2017 with the St Francis employees who are refusing to cooperate with the Task Team and are not in support of the merger. Matter back with the TT
3.	Escorting of Patients	PSA/DENOSA	20 March 2013 to date Four (4) yrs & (9) Months	Remains on the agenda	Nurses are escorting patients (pts), but in cases of accidents, cases are not treated as IOD as nurses' name would not appear on trip authority or proof that nurse had to escort patients. Those who refuse to escort pts are disciplined. A policy has been drafted and consulted one. Once that process is concluded, a final draft would be presented

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
					to the Chamber.
4.	Resettlement Policy	PDOH	05 February 2016 to date 2ys & 10 months	Remains on the agenda	The ER made amendments to the policy. After two (2) years of failure by Labour to provide input, the Chamber had a workshop be held on 03 March 2017t o look at the amendments. The policy is yet to be implemented
5.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date 1 Year & (8) months	Remains on the agenda	The two hospitals are to be merged. Task Team dealing with the complexing and submit reports to the Chamber.
6	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date 1 yr. (2) months	Remains on the agenda	Mentally ill patients are admitted in medical wards and stay there longer than the prescribed period. Incidents of other patients being killed by the mentally ill patients and staff intimidation reported. A workshop was held in March

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
					2017. A Task Team has been established to deal with the matter
7.	Policy on subsistence and travel	PDOH	11 August 2016 to 30 June 2017 Ten (10) months	Removed 13 June 2017	Policy implemented
8.	Hlokozi Clinic challenges affecting service delivery	PSA	09 December 2016 to 24 October 2017 Ten (10) months	Removed	The clinic operates without water, no adequate accommodation for nursing staff, EMS response time too long, and infrastructure inadequate. The matter still at the IMLC.
9.	Irregularities: Translation of St Aidans Students	PSA	15 February 2017-11 August 2017 Six (6) months	Removed 11 August 2017	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
10	Non – Translation of Nurses After Completion of Training	PSA	15 February 2017- 13 June 2017 4 months	Removed 13 June 2017	Resolved
11.	Housing Rental for Bursary Students	PSA	15 February 2017 Zero (0)	Removed 15 February 2017	
12	Delay in Payment of Uniform Allowance	PSA	15 February 2017 Zero (0)	Removed 15 February 2017	N/A
13.	Short Payment for Work on Sundays and Public Holidays, including	PSA	15 February 2017 to date 2017	Removed 13 June 2017	Matter taken to bilateral

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Overtime		7 months		
14	Phasing out of Basic Legacy Nursing Programmes Resulting in the Relocation of Staff to respective Nursing Campuses or Health Facilities	Employer (Health)	13 June 2017 to date Six (6) months	Remains on the agenda	ER provides update reports
15	Payment of uniform allowance	HOSPERSA	13 June 2017 One (1) Meeting	Removed 11 August 2017	Removed. Allowances paid
16.	Recognition of SAMA as Trade Union	HOSPERSA	13 June 2017 One (1)	Removed 13 June 2017	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
			Meeting		
17.	Customized PMDS	Employer (National DSD)	13 June 2017 One (1) Meeting	Removed 13 June 2017	N/A
18	Data Capturers (HOSPERSA	13 June 2017 One (1) Meeting	Removed 13 June 2017	ER provided update report. Matter at DPSA.
19.	Tongaat CHC included in the Rural Allowance	PSA	11 August 2017 1 meeting	Removed 11 August 2017	PSA withdrew the matter as it is a national matter

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
20.	Nurses Salary Recognition upon Promotion	PSA	11 August 2017 to 08 December 2017 4 months (2 meetings)	Removed 08 December 2017	Resolved
21.	Housing Back Pay for KZN Health Employees	PSA	11 August 2017	Removed 11 August 2017	Resolved
22.	Housing Allowance Adjustment & Back Pay for Social Development	PSA	11 August 2017 to date 1 month	Removed 11 August 2017	
23.	Delays in Payment of EPMDS for 2017/2018	PSA	11 August 2017 to 16 November 2017	Removed 16 November 2017	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
			3 months (2 meetings)		
24.	Payment of Back Pay for Nurses after Bridging & on Completion of Post Basic Courses	PSA	11 August 2017 to date 4 months	Remains on the agenda	Employer to provide an update report
25.	Translation of Psychiatric nurses working in Psychiatric hospitals and designated psychiatric wards into speciality	DENOSA	11 August 2017 to date 5 Months (3 Meetings)	Removed 08 December 2017	
26.	Devolution of Esplamed Pharmacy Services	PSA	08 September 2017 to date	Removed 08 September 2017	Matter addressed at the Bilateral meetings

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
			1 month		
27.	Multilateral Discussion Report on Various EMS and Forensic Pathology Services Issues	The Employer (health)	08 September 2017 to date 3 months	Remains on the agenda	Employer to provide an update report
28	Training of In-service Employees, now to be without an obligation for translation	The Employer (Health)	08 September 2017 to date 3 months	Remains on the agenda	Employer to provide an update report
29.	Sale of St Mary's Hospital - Marianhill	The Employer (Health)	08 September 2017 1 meeting	Removed 08 September 2017	Employer would reinstate the matter when ready
30	Undue Delay in the Processing of Cross, Horizontal and Emergency Displacement Transfer	PSA	24 October 2017 to date	Remains of the agenda	Employer to provide an update report

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
31	Utilization of Clerks in Clinic Pharmacy	PSA	24 October 2017- 16 November 2017 1 month	Removed 16 November 2017	
32	Greys Hospital Non Payment of Overtime and Change of Shift System	PSA	24 October 2017 to date	Remains of the agenda	Employer to provide an update report
	Service Delivery Challenges in King Edward Hospital due to Floods	PSA	24 October 2017 to date	Remains of the agenda	Employer to provide an update report
	Utilization of Ward Clerks for Perform General Orderly /Porter Functions- Greys Hospital	HOSPERSA	24 October 2017 to 16 November 2017	Removed 16 November 2017	
	Job Evaluation –Data	HOSPERSA	24 October	Removed 16	

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Capturing Post		2017	November 2017	
	Overpayment Recovery due to EPMS	HOSPERSA	24 October 2017 to date 2 months	Remains on the agenda	Employer to provide an update report
	Uniform for Radiographers	HOSPERSA	24 October 2017 to 16 November 2017	Removed 16 November 2017	
	Resting Facilities for Planned Patient Transport Vehicle Drivers (PPT)	HOSPERSA	24 October 2017 to date	Remains on the agenda	Employer to provide an update report
	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date	Remains on the agenda	Employer to provide an update report
	District Programme Coordinators Posts	DENOSA	24 October 2017	Removed 16 November 2017	

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Job Evaluation: Human Resource Managers	PSA	O8 December 2017	Remains on the agenda	Not yet discussed at the Chamber
	Condition of Service for CCGs	HOSPERSA	O8 December 2017	Remains on the agenda	Not yet discussed at the Chamber