

**Western Cape PHSDSBC Quarterly report
01 October 2017 to 31 December 2017**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1. 25 October 2017 – Western Cape Chamber Meeting
- 2.2. 06 December 2017- Western Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Ms Liesl Strauss (Chairperson)	The Employer
2.	Mr. Michael Serelina (Vice-Chairperson)	Labour
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

4. Chamber Administration

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

1. Western Cape 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.	25 October 2017 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	13 October 2017	2 Day	The meeting was held successfully.	N/A.
	06 December 2017 (Chamber Report)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	27 November 2017	1 day		N/A

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
2.1 Regular and consistent attendance of	Attendance of meetings by parties.	All parties must attend at least 90% of	100% attendance by all parties	0%	The level of attendance by Parties to the Chamber is good

1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)		100% Compliance (All Chamber Annual Reports are submitted forty-five (45 days) before the Council AGM) on or before 30 April 2017.			(All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) on or before 30 April 2017.	N/A
	25 October 2017	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	The document was prepared compiled six (6) days before the meeting	0		
	06 December 2017	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	The document was prepared compiled one (1) days before the meeting	1 day	N/A	N/A
meetings by both parties.		scheduled Chamber meetings.				

1.3 Minutes must be to the acceptable standard.	25 October 2017	100% Compliance (No corrections and no disputes about the content 100%	There were no corrections	100% compliance		None
	06 December 2017	100% Compliance (No corrections and no disputes about the content 100%	The minutes will be corrected and adopted in the next Chamber meeting, on 22 February 2018	0		None

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 5 days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	All agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.	100%	None

3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Six (06) agenda items finalized within three (3) normal meetings	100%	Six items finalized within 3 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 are holding Caucuses days before the meeting. 100% Compliance	0 % compliance.	Parties to the Chamber attend the People Management Meetings to prepare for Chamber meetings, and also hold caucus meetings
3.3 Chamber Management Committee must have a	Number of meetings held	100% Compliance	Chamber Management Committee	0%	No management committee meetings held as yet.

meeting before the Chamber meeting.		(Chamber Management committee must hold a meeting before the Chamber meeting).	holds its meetings at least 30 minutes before the start of the Chamber meeting. 100%		
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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%	

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 establish implementation Monitoring Task Teams for new collective agreements.	There is currently no Task Team on the collective agreements. 0%	-100%	None.
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.	A final report of Resolution 1 of 2009 was adopted by the Chamber and the Task Team dissolved.	N/A	N/A

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	Report of wild cat	Not reported in the Chamber.	Nil	This matter has been set down as a standing agenda point.

	that occurred within the Chamber's jurisdiction.	strikes that occurred within the Chamber's jurisdiction.			
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	

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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	All twenty (20) Chamber Management Committee members subjected to Capacity	-100%	Zero	Most of the Chamber Management Committee members were retained, and the ExCo and Chamber Management workshop was held on 20-21 July 2017

	Management workshop.	Building by EXCO.			
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

None reported at this Chamber.

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
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1.	Western Cape Chamber	None Reported at the Chamber.	N/A	N/A	N/A	N/A	N/A	N/A
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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

LIFESPAN OF AGENDA ITEMS					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
1.	Chamber Collective Agreement	Secretariat	10 December 2014- To date		The item does not necessarily form part of the chamber agenda, however, parties are constantly

			One (1) year and six (6) months		reminded of the conclusion of collective agreements.
2.	Safety issues at Hanover Park: CHC	NUPSAW	05 August 2016 to date 1-year (4) months	Remains on the agenda	The item is on the agenda of the Chamber until further engagements have ensued at the level of multilateral meetings between parties and at the level of the Head of Department of the Department of Health.
3.	Nurses Homes	DENOSA	05 August 2016 to date 1-year (2) months	Removed 25 October 2017	Resolved.
4.	Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 OSD for Social Service	ExCo	30 November 2016 to date Seven (7) months	Removed	Resolved. The Employer will provide update reports henceforth.

	Professions and Occupations				
5.	a) Training of Nursing Subcategories b) Bridging Courses	DENOSA	23 February 2017 to 25 October 2017 Eight (8) Months	Removed 25 October 2017	No analysis required, as item remains on the agenda of the Chamber for progress reporting. Resolved.
6.	Request from the Minister for Representation from Labour on WC Provincial Health Council	Department of Health	23 February 2017 to 30 June 2017 Four (4) Months	Removed	Representative provided
7	Proposed Consolidation of Drakenstein Sub-District Health Facilities	Department of Health	23 February 2017 to 20 June 2017 Seven (7) Months	Removed 20 June 2017	Resolved
8.	Persal vs Bursaries	DENOSA	23 February 2017 to 25 October 2017 Eight (8) Months	Removed 25 October 2017	N/A

9	Mismanagement & Lack of Transparency of Staff Posts at Khayelitsha District Hospital	NEHAWU	20 June 2017 to 08 August One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready
10	Non- Compliance with OHS&A Standards at Khayelitsha District Hospital	NEHAWU	20 June 2017 to 08 August 2017 One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready
11	Fairness with Employment Equity in the Cape Metro	NEHAWU	20 June 2017 to 08 August 2017 One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready
12	Upgrading of Security Officers	PSA	20 June 2017 One (1) meeting	Removed	PSA Removed the matter

13	Non-Renewal of Switchboard tender	Employer (DSD)	20 June 2017 to 25 October 3 months (3) meetings	Removed 25 October 2017	Resolved
14	Centralised ECD Function	Employer (DSD)	20 June 2017 to 25 October r 2017 Four (4) Months	Removed 25 October 2017	Two (2) meetings and at People Management Task team Resolved
15.	Commissioning of District 6 Community Day Centre	The Employer	08 August 2017 to 25 October 2017 Two (2) Months	Removed 25 October 2017	The Employer to reinstate when the need arises
16.	Creation of Metro East and Metro	The Employer	08 August 2017 to 25 October 2017	Removed 25 October 2017	The Employer to reinstate when the need arises

	West Engineering Hubs		Two (2) Months		
17.	Inconsistency in the Appointment of Senior Administration Officer	NUPSAW	08 August 2017 to 25 October 2017 Two (2) Months	Removed 25 October 2017	Resolved
18.	WCCN/CPUT Transfer	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved.
19.	Non-Implementation of Resolution 4 of 2017	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
20.	Employment Equity Plan	The Employer	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
21.	Alignment of Job Titles	The Employer	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
22.	Employer not fully compliant with s13	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved

	of LRA regarding the Cancellation of Union Membership				
23.	Redesign of current Administration Clerk posts within the Rural District Health Services	The Employer	25 October 2017 to date Two (2) months	Remains on the agenda	The Employer to provide an update report
24.	Introduction of Compulsory Breathalyzer Testing at Facilities within the Directorate: Engineering Services	The Employer	06 December 2017	Remains on the agenda	Employer to provide an update report
25.	Special and Standard Danger Allowance for	HOSPERSA	06 December 2017	Removed 06 December 2017	Resolved

	Forensic Pathology				
26.	Draft Human Resource Framework	The Employer	06 December 2017	Remains on the agenda	Employer to provide an update report
27.	Closure of the Crèche in Somerset Hospital	PSA	06 December 2017	Removed 06 December 2017	
28.	Industrial Action Reporting Template	Secretariat	Standing agenda item 05 February 2014-To date	Standing item.	No analysis is required, as this is a standing item on the agenda of the Chamber.