

**Gauteng Chamber PHSDSBC Quarterly report  
01 January 2018-31 March 2018**

## 1. INTRODUCTION

This report is a presentation of the work performed by the Gauteng Chamber. The report covers the period 01 January 2018 – 31 March 2018.

### 1. Meetings in this Period

1.1. 13 February 2018 – Gauteng Chamber Meeting

### 2. Chamber Management Committee elected at the Chamber Meeting Preceding the Council AGM.

No.	Office Bearer Name	Constituency
1.	Mr Percival Mpolokeng (Chairperson)	Labour
2.	Mr Dudley Noble (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

### 3. Chamber Administration

## 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	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 has improved.
--	------------------------------------	---	--------------------------------	----	---

<b>1. Gauteng Chamber Evaluation</b>						
<b>STANDARD</b>	<b>INDICATOR Meeting Date</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>Variance</b>	<b>COMMENTS</b>	<b>REMEDIAL ACTION</b>
1.1 Chamber notices, agenda and minutes must be sent out Seven (7) days before the meeting.	13 February 2018 (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber).	02 February 2018	None	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance	N/A	N/A	N/A	N/A
1.3 All meeting bundles of documents must be ready	13 February 2018 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	13 February 2018	0%	N/A	N/A

on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	13 February 2018 (Chamber Meeting)	100% Compliance  (Corrections to the minutes of 13 February 2018 will be done by Parties in the Chamber meeting dated 12 June 2018.)	17 February 2018	0%	N/A	N/A
meetings by both parties.		scheduled Chamber meetings.				

**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 fourteen (14) days before the Chamber meeting.	Number of agenda items submitted within 14 days before the Chamber Meeting.	100% compliance All agenda items are submitted fourteen (14) days before the meeting.	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline.  100%	0%	No new items were submitted within the reporting period..
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings for the reporting period.	0%	N/A

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).	Parties are slowing starting to convene caucuses prior to the Chamber meetings.  50% Compliance	-50 % Compliance.	Parties to the Chamber are still to utilize the Caucuses afforded them in terms of the PHSDSBC Resolution 5 of 2015.
3.3 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance  (Chamber Management committee must hold a meeting before the Chamber meeting).	Chamber Management Committee is holding its meetings at least 30 minutes before the start of the Chamber meeting.  100%	0%	N/A

**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 establish implementation Monitoring Task Teams for new collective agreements.	There is no Task Team on the PHSDSBC new collective agreements.  0%	-100%	N/A
5.2 At least one (1) Chamber report on monitoring of	The number of Chambers that submit monitoring reports.	Report on the implementation of a Collective Agreements.	The Task Team Report on the Monitoring of Clause 3.3: Accelerated Grade	N/A	N/A

implementation of a collective agreement.			Progression of the PHSDSBC Resolution 1 of 2009 – OSD for Social Service Professions and Occupations, the Task Team presented its final report in the Chamber meeting of 16 August 2017.		
---	--	--	--	--	--

<b>6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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.	Not reported in the Chamber.	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

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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, pending the election of new office bearers in the Chamber meeting preceding the Council Annual General Meeting scheduled for 06 April 2018.

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 submitted.	yet	Zero	The Gauteng Chamber Labour Relations Training is scheduled to convene from 09 April 2018 to 13 April 2018.
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 submitted.	yet	Zero	Not yet convened due to financial constraints.

#### 4. Reporting on Industrial Action

No reports were submitted for the reporting period from both the Department of Health and the Department of Social Development.

No	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

**5. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.**

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

**6. LIFESPAN**

<b>LIFESPAN OF AGENDA ITEMS</b>						
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>ANALYSIS OF LIFESPAN OF AGENDA ITEMS</b>	<b>RESOLVED/NOT RESOLVED</b>
1.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	The Task Teams continue to submit regular progress reports to the Chamber.	No analysis required, as item remains a standing item on the agenda of the Chamber.	The item is a standing agenda item

2.	Danger Allowance for Nurses-PSCBC Resolution 4 of 2015	PSA	14 June 2016 to date  <b>One (1) year and ten (10) months</b>	The item was removed from the agenda of the Chamber in the dated 19 October 2017.	No analysis required, as the item was removed from the agenda of the Chamber.	Not yet resolved
3.	Security Plan for All Institutions of the Gauteng Department of Health	DENOSA	14 June 2016 to date  <b>One (1) year and ten (10) months</b>	The item was removed from the agenda of the Chamber in the dated 19 October 2017.	No analysis required, as the item was removed from the agenda of the Chamber and the item retained with a new name, i.e. Safety Campaign for Gauteng Health Institutions and the item remains on the agenda of the Chamber,	Not yet resolved
4.	Student Accommodation	DENOSA	14 June 2016 to 08 June 2017  <b>One (1) year and six (6) months</b>	Student Accommodation remains as an item on the agenda of the Chamber.	The item that currently remains is Student Accommodation.	Not yet resolved
5.	Nursing Bursary Intake	DENOSA	25 November 2016 to date  <b>One year and one (1) month</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Not yet resolved
6.	Relocation of Gauteng Health Head Office	PSA	25 November 2016 to date  <b>One year and one (1) month</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Not yet resolved

7.	Monitoring of Institutional Multilateral Meetings	Department of Health	11 October 2016 to date  <b>One year and six (6) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Item is a monitoring item and remains on the agenda.
8.	Alexander CHC	DENOSA	25 November 2016 to date  <b>One year and five (5) months</b>	The item remains on the agenda of the Chamber.	No analysis is required, as this item remains on the agenda of the Chamber.	Not yet resolved
9.	Parking Policy	Department of Health	14 February 2017 to date  <b>One (1) year and two (2) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
10.	Introduction of a new Occupational Health and Safety Information System (OHASIS) in the Gauteng Department of Health	Department of Health	14 February 2017 to date  <b>One (1) year and two (2) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
11.	Feedback on PMDS 2016/2017	DENOSA	14 February 2017 to date  <b>One (1) year and two (2) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

12.	School Health Services	DENOSA	14 February 2017 to date <b>One (1) year and two (2) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
13.	Market Related prices for accommodation	NUPSAW	08 June 2017 to date <b>Ten (10) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
14.	Escorting of Patients	NEHAWU and DENOSA	08 June 2017 <b>Ten (10) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
15.	Adoption of the Communication Policy	Department of Social Development	08 June 2017 <b>Ten (10) months</b>	The item was removed from the agenda of the Chamber.	No analysis required, as item was finalized and removed from the agenda of the Chamber.	Not yet resolved
16.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 <b>Ten (10) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
17.	Review of Policies	Department of Social Development	16 August 2017 <b>Eight (8) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
18.	Gauteng Health Department –Draft Special Leave Policy	Department of Health	16 August 2017 <b>Eight (8) months</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

19.	Implementation of a 24hr Service for all District CHC	NUPSAW	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
20.	Performance Management and Development System (PMDS) 2017/2018	Department of Social Development	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
21.	Picketing Rules	Department of Social Development	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
22.	Re-organisation	Department of Social Development	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
23.	Working Hours and Shift-work Policy	Department of Social Development	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
24.	The intention to partner with the IPM and SABPP to assist the Department to elevate HR Practices	Department of Health	16 August 2017 <b>Eight months (8)</b>	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

25.	Draft Exit Interview Policy	Department of Health	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
26.	Opening of Jeppe Street Clinic	PSA	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the PSA in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
27.	Revised Code of Ethics	Department of Social Development	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
28.	Draft Financial Disclosure (SMS and Other Categories)	Department of Social Development	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
29.	Revised Other remunerative work outside the public service policy	Department of Social Development	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
30.	Draft Job Rotation Policy	Department of Social Development	19 October 2017 <b>Three (3) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
31.	Draft Family Support Policy	Department of Social Development	19 October 2017	The item was introduced for the first time by the Employer in	No analysis required, as item remains on the agenda of the	Not yet resolved



			<b>Three (3) meetings</b>	the Chamber meeting of 19 October 2017.	Chamber for progress reporting.	
32.	Re-viewed Recruitment and Retention Policy	Department of Social Development	24 November 2017 <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 24 November 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
33.	Draft Mobile Communication Policy	Department of Health	24 November 2017 <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 24 November 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
34.	Recovery of Danger Allowance paid erroneously to DSD employees	NEHAWU	06 December 2017 to date <b>Three (3) months</b>	The item is currently on the agenda of the Chamber for engagement by Parties.	The item remains on the agenda of the Chamber.	
35.	PMDS: 2017/2018 Financial Year – GDoH	PSA	13 February 2018 to date <b>One (1) meeting</b>	The item is currently on the agenda of the Chamber for engagement by Parties.	The item remains on the agenda of the Chamber	

36.	Absorption of Social Workers	NUPSAW and NEHAWU	13 February 2018 to date  <b>One (1) meeting</b>	The item is currently on the agenda of the Chamber for engagement by Parties.	The item remains on the agenda of the Chamber	
37.	Industrial Action Reporting	Secretariat	<b>Standing agenda item</b>	Parties to report on the industrial actions in the Health and Social Development Sector.	No analysis required, as item remains on the agenda of the Chamber as a standing item.	N/A