

**Kwazulu-Natal Chamber PHSDSBC Quarterly report
01 January 2018 to 31 March 2018**

1. INTRODUCTION

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

2. Meetings in this Period

2.1. 21 February 2018- 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.	21 February 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	11 February 2018	+1 day	The meeting was held successful.	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.	31 March 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. (i.e. conglomeration of all documents that must have been distributed beforehand)	21 February 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready on 19 Feb 2018 %	1 day	N/A	N/A
1.4 Minutes must be to the acceptable standard.	21 February 2018 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the next Chamber meeting in June 2018	0%	N/A.	None

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 had their authorized representatives. 0%	100%	All parties have submitted letters of credence

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 new 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	One (1) agenda item was finalized within (3) normal meetings. %	0	One 1 Item finalized within 3 meetings.

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 Chamber meeting.	Number of meetings held	100% Compliance (Chamber Management committee must hold a meeting before the Chamber meeting).	Chamber Management Committee was not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0%	0%	The Management Committee held its meeting

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	The number of Chambers	All Chambers have established	There is a Task Team on the	0%	N/A

establish a Task Team to monitor new collective agreements.	with functional Task Teams.	implementation Monitoring Task Teams for new collective agreements.	PHSDSBC Resolution I of 2007 new collective agreements, and on Resolution 1 of 2009 100%		
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 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	Report of wild cat	No wild cat strikes reported for the	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.	period under reporting		
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
7.1 Twenty (20) Chamber Management Committee members must attend the EXCO and Chamber Management	The number of Chamber Management Committee members who attend the EXCO and	All twenty (20) Chamber Management Committee members subjected to Capacity	-100%	Zero	The EXCO and Chamber Management Committee workshop was held on 20 and 21 July 2017.

workshop.	Chamber 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

No	Chamber	District and City	Institution /s involved	Reason mentioned for the strike, type and duration	Leading Trade Union/s involved	Number and categories of employees involved	Action taken by Chamber parties	Recommended support Expected
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				taken				
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	COMMENTS
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 seven (7) months	Temporarily Removed – 21 February 2018	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 was removed but would be reinstated once other parallel issues had been sorted out
3.	Escorting of Patients	PSA/DENOSA	20 March 2013 to date Five (5) yrs	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
4.	Resettlement Policy	PDOH	05 February	Removed- 24	The item was finalized and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2016 to 24 October 2017 One (1) year & 8 months	October 2017	removed from the agenda of the Chamber
5.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date Two (2) Years	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting. It was dealt with at the TT level.
6	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date One (1) yr. & (6) months 8 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
7.	Policy on subsistence and travel	PDOH	11 August 2016 to 13	Removed	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			June 2017 Ten (10) months 5 meetings	13 June 2017	Chamber
8.	Hlokozi Clinic challenges affecting service delivery	PSA	09 December 2016 to 24 October 2017 Ten (10) months 5 meetings	Removed - 24 October 2017	The item was finalized and removed from the agenda of the Chamber
9.	Irregularities: Translation of St Aidans Students	PSA	15 February 2017-11 August 2017 Six (6) months 3 meetings	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
10	Non – Translation of Nurses After Completion of Training	PSA	15 February 2017- 13 June 2017 Four (4) months 2 meetings	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
11.	Housing Rental for Bursary Students	PSA	15 February 2017 One (1) Month 1 meeting	Removed 15 February 2017	The item was finalized and removed from the agenda of the Chamber
12	Delay in Payment of Uniform Allowance	PSA	15 February 2017 One (1) Month	Removed 15 February 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			1 meeting		
13.	Short Payment for Work on Sundays and Public Holidays, including Overtime	PSA	15 February 2017 to 13 June 2017 Four (4) months 2 meetings	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
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 Eight (8) months 5 Meetings	Removed -21 February 2018	The item was finalized and removed from the agenda of the Chamber
15	Payment of uniform allowance	HOSPERSA	13 June 2017 to 11 August 2017	Removed 11 August	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Two (2) months 2 Meetings	2017	
16.	Recognition of SAMA as Trade Union	HOSPERSA	13 June 2017 One (1) Month (1) Meeting	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
17.	Customized PMDS	Employer (National DSD)	13 June 2017 One (1) Month (1) Meeting	Removed 13 June 2017	National DSD made a presentation to the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
18	Data Capturers (HOSPERSA	13 June 2017 One (1) Month (1) Meeting	Removed 13 June 2017	Matter at DPSA.
19.	Tongaat CHC included in the Rural Allowance	PSA	11 August 2017 One (1) Month 1 meeting	Removed 11 August 2017	PSA withdrew the matter as it is a national matter
20.	Nurses Salary Recognition upon Promotion	PSA	11 August 2017 to 08 December 2017	Removed 08 December 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Four (4) months 3 meetings		
21.	Housing Back Pay for KZN Health Employees	PSA	11 August 2017 One (1) Month 1 meeting	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber
22.	Housing Allowance Adjustment & Back Pay for Social Development	PSA	11 August 2017 to date One (1) Month 1 meeting	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber
23.	Delays in Payment of EPMDS for 2017/2018	PSA	11 August 2017 to 16 November	Removed 16 November	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2017 Three (3) months 2 meetings	2017	Chamber
24.	Payment of Back Pay for Nurses after Bridging & on Completion of Post Basic Courses	PSA	11 August 2017 to date Eight (8) months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
25.	Translation of Psychiatric nurses working in Psychiatric hospitals and designated psychiatric wards into speciality	DENOSA	11 August 2017 to date Four (4) Months 3 Meetings	Removed 08 December 2017	The item was finalized and removed from the agenda of the Chamber
26.	Devolution of Esplamed	PSA	08 September	Removed	The item was removed from

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Pharmacy Services		2017 One (1) Month 1 meeting	08 September 2017	the agenda of the Chamber and referred to a bilateral
27.	Multilateral Discussion Report on Various EMS and Forensic Pathology Services Issues	The Employer (health)	08 September 2017 to date Seven (7) months 3 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
28	Training of In-service Employees, now to be without an obligation for translation	The Employer (Health)	08 September 2017 to date Three (3) months 3 meetings	Removed -21 February 2018	The item was finalized and removed from the agenda of the Chamber. Circular to be issued.
29.	Sale of St Mary's Hospital - Marianhill	The Employer (Health)	08 September 2017	Removed 08 September	Employer would reinstate the matter when ready

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) Month 1 meeting	2017	
30	Undue Delay in the Processing of Cross, Horizontal and Emergency Displacement Transfer	PSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
31	Utilization of Clerks in Clinic Pharmacy	PSA	24 October 2017- 16 November 2017 One (1) month 1 meeting	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
32	Greys Hospital Non-Payment of Overtime and Change of Shift System	PSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
33	Service Delivery Challenges in King Edward Hospital due to Floods	PSA	24 October 2017 to 21 February 2018 Four (4) months 3 meetings	Removed 21 February 2018	The item was finalized and removed from the agenda of the Chamber. All outstanding matters to be dealt with at institutional level.
34	Utilization of Ward Clerks for Perform General Orderly /Porter Functions-Greys	HOSPERSA	24 October 2017 to 16 November 2017	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Hospital		One (1) month 2 meetings		
35	Job Evaluation –Data Capturing Post	HOSPERSA	24 October 2017- 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	Matter at the DPSA
36	Overpayment Recovery due to EPMDS	HOSPERSA	24 October 2017 to date Six (6) months 3 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
37	Uniform for Radiographers	HOSPERSA	24 October 2017 to 16	Removed 16 November	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			November 2017 One (1) month 2 meetings	2017	Chamber
38	Resting Facilities for Planned Patient Transport Vehicle Drivers (PPT)	HOSPERSA	24 October 2017 to date Six (6) months 3 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
39	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date Six (6) months 3 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
40	District Programme Coordinators Posts	DENOSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
41	Job Evaluation: Human Resource Managers	PSA	08 December 2017 to date Four (4) months 2 meetings	Remains on the agenda	Not yet discussed at the Chamber
42	Condition of Service for CCGs	HOSPERSA	08 December 2017 to date Four (4) months 2 meetings	Remains on the agenda	Not yet discussed at the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
43.	Decommissioning of Dunstan Farrell Specialised TB Hospital	The Employer (Health)	21 February 2018 to date Two (2) months 1 meeting	Remains on the Agenda	The item remains on the agenda of the Chamber for progress reporting. Task Team established
44.	E Disclosure Document	HOSPERSA	21 February 2018 One (1) Month 1 meeting	Removed 21 February 2018	HOSPERSA withdrew the item

