

**Limpopo PHSDSBC Quarterly report
01 January 2018 -31 March 2018**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 19 January 2018 – Limpopo Special Chamber Meeting
- 2.2 22 February 2018 – Limpopo Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Ms Patricia Matlhadisa (Chairperson)	Labour
2.	Mr Noko Ramodike (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. 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 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	0%	Parties to the Chamber are attending Chamber meetings.	

1. Limpopo Chamber Evaluation

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANC E	Varianc e	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Seven (7) days before the meeting.	19 January 2018 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber).	11 January 2018	None	The meeting was held successfully.	N/A.
	22 February 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out seven (7) days	11 February 2018	None	The meeting was held successfully.	N/A

			before the meeting of the Chamber).				
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 on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	19 January 2018	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A

	22 February 2018	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A	
1.4	Minutes must be to the acceptable standard.	19 January 2018 (Special Chamber Meeting)	100% Compliance (No corrections were made.)	100%	N/A	No corrections	N/A
	22 February 2018	100% Compliance	N/A	N/A	The minutes will be tabled and adopted in the meeting of June 2018 for corrections and adoption by the parties to the Chamber.	N/A	
2.2	Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days before the	100% Compliance	100%	0%	Parties to the Chamber are duly represented.	
				All Parties are to table their authorized representatives.			

	Council AGM.				
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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 the 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.	100% The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.	0%	N/A
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	0%	-100%	No agenda item was finalized within three (3) normal 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).	100% Compliance. The Employer and Labour hold Caucuses days before the meeting.	0 %	The Employer and Labour hold their Caucuses days before the meeting.
3.3 Chamber Management Committee (CMC) 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).	100% Compliance The CMC hold its Caucuses days before the meeting.	0%	The CMC meets prior to the 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).	100% compliance All parties have mandate to engage on the matters before the agenda.	0%	All the parties are fully mandated.
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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 had established implementation Monitoring Task Teams for new collective agreements.	No Task Team has been established currently to monitor any collective agreements.	N/A	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 and monitoring of Collective Agreements.	No Task Team has been established currently to monitor any collective agreements.	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 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 item.
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	N/A
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	Nil	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.	-0%	-100%	Most of the Chamber Management Committee members were retained.
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.	One Training	Zero	The Chamber Labour Relations Training is scheduled to convene in the month of May 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 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
1.	Limpopo Chamber	None Reported at the Chamber.	N/A	N/A	N/A	N/A	N/A	N/A

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

6.1 UPGRADING OF DATA CAPTURERS

- 6.1.1 The Limpopo Chamber had a different interpretation on the upgrading of data from level 4 to level 5. The Chamber had escalated the matter to the Office of the General Secretary (OGS) for intervention.
- 6.1.2 The DPSA was invited to assist the Chamber in dealing with the item, the Special Chamber convened on 14 September 2017 addressed and finalised on the item.

6.2 MONITORING OF THE IMPLEMENTATION OF CLAUSE 3.3 ACCELERATED GRADE PROGRESSION OF THE PHSDBC RESOLUTION 1 OF 2009- OSD FOR SOCIAL SERVICE PROFESSIONS AND OCCUPATIONS.

Parties to the Chamber could not agree in terms of the interpretation of the Collective Agreement, and escalated the item to the level of the ExCo for intervention and a dispute was referred to the Council by Labour and the item was subsequently removed from the agenda of the Chamber.

7 LIFESPAN

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
1.	PPT Workers Working Conditions in EMS and EMS Shortage of Staff	NEHAWU	11 February 2016 – to date Two (2) years and two (2) months	The item is currently on the agenda of the Chamber.	Parties to the Chamber had reached a deadlock on the minutes of 18 November 2016 which reflected that the Chamber had adopted the policies and there was an agreement to remove them from the agenda. Labour subsequently requested the Employer to present the said policy as a final draft. The item was removed from the agenda of the Chamber.	Not yet resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
2.	Problem faced by Social Workers in various Social Development Institutions.	PSA	18 August 2016 to date One (1) year and six (6) months	The item is currently on the agenda of the Chamber.	The Chamber has requested the Task Team to provide a final comprehensive report on all the items distributed to employees inclusive of the outstanding items that still needed to be distributed	Not yet resolved
3.	Upgrading of Data Capturers	NEHAWU	18 August 2016 To date One (1) year and six (6) months	The DPSA intervened to provide clarity on the item in a Special Chamber convened on 14 September 2017. The Job – evaluation co-ordination process conducted by the DPSA will be finalised by end November 2017. The outcome thereof will be communicated to the various departments in terms of the job grading for Data Capturers	The matter was referred to the Office of the General Secretary for clarity as parties were unable to interpret and implement the Department of Public Service and	The item was resolved in the interim in regards to the clarity provided by the DPSA on the matter, however in determining whether Data Capturers should be upgraded or not will be determined by the

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
				(inclusive of Messengers/Drivers and lower level support staff)	Administration (DPSA) circular in the similar way. The Chamber subsequently received assistance from the DPSA on 14 September 2017, by way of a presentation in addressing the item.	job evaluation co-ordination process currently underway by the DPSA.
4.	Commuted Overtime for medical officers but excluding dentists	PSA	23 August 2017 to date Six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber.	The item was introduced based on the lack of consultation regarding the termination of commuted overtime for dentists.	Not yet resolved as the item is being currently discussed within the Chamber.

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
5.	Non-payment of incentives in terms of the incentives policy framework for employees on salary levels 1-12 and those covered by OSD since 2012	PSA	23 August 2017 to date Six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber.	The item was introduced based on the DPSA issuing the incentive policy framework for departments since 2012 for implementation however, the Employer has not implemented inclusive of the two (2) and (3) notches.	Not yet resolved as the item is being currently discussed within the Chamber.
6.	Payment of Pay Progression and Performance Bonus for the 2016/2017 Financial year	PSA	23 August 2017 to date Six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber.	The PSA introduced the item on the understanding that the 2016/17 financial year in terms of pay progression and performance	Not yet resolved as the item is being currently discussed within the Chamber.

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					bonuses has ended on 31 March 2017, however some employees have still not being paid their pay progression.	
7.	Shortage of Equipment for Optometrists	PSA	23 August 2017 to 22 February 2018 Six (6) months	The item was finalised and removed from the agenda of the Chamber in the Chamber meeting dated 22 February 2018.	The item was introduced by the PSA based on the lack of equipment for Optometrists which impedes on the performance of their duties.	The item was resolved and removed from the agenda of the Chamber.
8.	Shortage of Staff at EMS	PSA	23 August 2017 to date Six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber and merged with the item on PPT Workers Working Conditions in EMS and EMS Shortage of Staff	The item was introduced by the PSA based on the motivation that EMS Management posts were vacant and the	Not yet resolved as the item is being currently discussed within the Chamber.

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					continuous acting by lower level employees was a concern and it affected their members negatively.	
9.	Shortage of Equipment in Ambulances	PSA	23 August 2017 to date Six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber.	The item was introduced by the PSA with the motivation that the lack of equipment in Ambulances was adversely affecting the performance of EMS Personnel.	Not yet resolved as the item is being currently discussed within the Chamber.
10.	Workshop for PILLIR	Organised Labour	08 December 2017 to date One (1) Meeting	The item was tabled for the first time in the Chamber meeting dated 08 December 2017 and removed in the Chamber meeting dated 22 February 2018	The item was introduced by Organized Labour with the request that the Employer should conduct	The item was resolved, in that the Employer conducted workshop in the Special Chamber meeting scheduled to

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					a workshop on PILLIR.	convened on 19 January 2018.
11.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to date Two (2) Meetings	The item was tabled for the first time in the Chamber meeting dated 08 December 2017.	Organised Labour tabled the item with a proposal for the establishment of a Task Team to monitor the 24-hour service clinics within the Province, and the Employer agreed to the establishment of the Task Team.	Resolved in that a Task Team has been established with clear Terms of Reference for reporting back to the Chamber and the item remains on the agenda of the Chamber.
12.	Recruitment and Selection Policy – Department of Health	Employer	22 February 2018 to date One (1) meeting	The Employer introduced the item with the view that the current Recruitment and Selection Policy was due for review.	The item is currently on the agenda of the Chamber for consultation by Parties.	Not yet resolved.

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
13.	Draft Commuted Overtime Policy – Department of Health	Employer	22 February 2018 to date One (1) meeting	The draft policy was introduced by the Employer in addressing the agenda item on Commuted Overtime for medical officers but excluding dentists	The item is currently on the agenda of the Chamber for consultation by Parties.	Not yet resolved.
14.	Industrial Action	Secretariat	18 September 2013 -To date Standing item	The item has tabled as a standing item.	The item has been introduced to monitor the industrial actions that took place in the province. The Employer is requested to submit a report pertaining the number of employees, the type of strike as well as the reason for the strike. A standard template that would utilized to report	

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					industrial actions has been developed by the Council.	