

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

## 1. INTRODUCTION

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

## 2. Meetings in this Period

- 2.1. 25 January 2018– National Chamber Meeting
- 2.2. 12 March 2018 – National Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr John Mahlanya (Chairperson)	The Employer
2.	Ms Suzan Ntlatleng (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Chamber Secretary

#### 4. Chamber Administration

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

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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2.1 Regular and consistent attendance of	Attendance of meetings by parties.	90%	100%	0%	N/A
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<b>1. National 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.	25 January 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)	15 January 2018	None	The meeting was held successfully.	N/A
	12 March 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)	28 February 2018	None	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days	N/A	100% Compliance  (All Chamber Annual Reports are submitted forty-five (45) days before the Council	N/A	N/A	N/A	N/A

before the Council AGM.		AGM) on or before 30 April 2016.				
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)	25 January 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	N/A	The meeting document was ready for distribution on the date of the meeting.	N/A
	12 March 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	N/A	The meeting document was ready for distribution on the date of the meeting.	N/A
1.4 Minutes must be to the acceptable standard.	25 January 2018 (Chamber Meeting)	100% Compliance	N/A	N/A	No corrections were effected.	N/A
	12 March 2018 (Chamber Meeting)	100% Compliance	N/A	N/A	The minutes will be adopted by parties to the Chamber in the National Chamber Meeting scheduled to convene in the month of July 2018.	N/A
meetings by both parties.		All parties must attend at least 90% of scheduled	attendance by all parties			

	13 December 2017  (Special Chamber Meeting)	100% Compliance	N/A	N/A	The minutes will be adopted by parties to the Chamber in the National Chamber Meeting scheduled to convene on 25 January 2018.	N/A
		Chamber 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).	100%  All Parties tabled their authorized representatives.	0%		N/A

### 3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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<p>3.1 Agenda items must be submitted to Chamber Secretary fourteen (14) days before the Chamber meeting.</p>	<p>Number of agenda items submitted within 14 days before the Chamber Meeting.</p>	<p>100% compliance  All agenda items are submitted fourteen (14) days before the meeting.</p>	<p>0%  The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline.  100%</p>	<p>100%</p>	<p>N/A</p>
<p>3.2 Agenda items to be finalized within three (3) Normal meetings.</p>	<p>Number of Agenda items finalized within three (3) normal meetings.</p>	<p>100% compliance</p>	<p>0%  Number of Agenda items finalized within three (3) normal meetings.</p>	<p>-100%</p>	<p>Two (2) items were finalized within the three normal meetings for the said reporting period.</p>

**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).	0% Compliance  The Employer is holding its Caucuses days before the meeting.	-100 % Compliance.	Parties are not convening caucuses prior to the Chamber meetings.
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).	100%  Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.	0%	The Chamber Management Committee hold its caucuses least 30 minutes before the Chamber meeting.



**4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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	0%	All parties have mandate to engage on the matters before the agenda.

**5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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.	0%	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 of monitoring of a Collective Agreements.	N/A	N/A	N/A
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**6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

<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

## 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 Management workshop.	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	-100%	0%	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.	Not yet submitted.	Zero	The Labour Relations Training for the National Chamber is scheduled to be convened 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 for the reporting period.

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.	National 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.

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

## 7. 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</b>	<b>RESOLVED/NOT RESOLVED</b>
1.	Transfer of Port Health Services.	Department of Health	2013 to date <b>Three (3) years</b>	The item is currently being discussed at the level of the Chamber pending the submission of a final close out report from the Employer.	The item is currently on the agenda of the Chamber.	Not yet resolved
2.	Transfer of Employees to SAHPRA in terms of Section 197 of the LRA Act No. 66 of 1995	National Department of Health	30 June 2017 to date <b>Nine (9) months</b>	The item is currently on the agenda of the Chamber for consultation.	The Employer presented the item on 30 June 2017, and Labour proposed more time to consult its constituencies and provide feedback in the upcoming normal Chamber meeting, scheduled for 28 July 2017.	Not yet resolved
3.	Implementation of Performance Assessment Outcomes for the 2016/2017 evaluation cycle: National Health	PSA	10 November 2017 to date <b>Three (3) meetings</b>	The item has been finalized and removed from the agenda of the Chamber.	The item was removed from the agenda of the Chamber.	Resolved
4.	Implementation of Performance Assessment	PSA	10 November 2017	The item was finalised and removed from	No analysis required due to the item having been	Resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>ANALYSIS</b>	<b>RESOLVED/NOT RESOLVED</b>
	Outcomes for the 2016/2017 evaluation cycle: Social Development		<b>Two (2) meetings</b>	the agenda of the Chamber in the Chamber meeting dated 01 December 2017.	removed from the agenda of the Chamber.	
5.	Industrial Action	Secretariat	20 August 2013-To date  Standing agenda item	Parties to the Chamber to present a regular report as and when there were Labour unrests.	The Employer is expected to table a report of the industrial action that had taken place in the province. The Council had developed a standard template that would be followed when reporting the industrial action.	N/A

