

**North West Chamber PHSDSBC Quarterly report
01 January 2018 to 31 March 2018**

1. INTRODUCTION

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

2. Meetings in this Period

2.1. 08 February 2018- North West Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thomas Kwamongwe (Chairperson)	The Employer
2.	Mr Joseph Moshou	Labour (NUPSAW)

	(Vice-Chairperson)	
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1. North West Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION

3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat				
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4. Chamber Administration

		TARGET				
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	08 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).	28 January 2018	0	The meeting was held successfully.	N/A.
1.2 Chamber Annual Reports to be submitted Forty Five (45) days before the Council AGM.	19 April 2017	100% Compliance (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.	3 April 2017	-36 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)	08 February 2018 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready two (2) days before the meeting-06 February 2018 100%	0	N/A	N/A

1.4 Minutes must be to the acceptable standard.	08 February 2018 Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in June 2018	N/A	N/A.	None
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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 of all meetings by all parties	0%	Attendance of meetings was good.
2.2 Every party would be represented by	Number of parties who	100% Compliance	All Parties had their authorized	0%	All Parties have submitted their letters of credence.

the authorized representatives.	submit letters of credence 45 days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).	representatives. 0%		
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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 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.	0%	There were no new items submitted

			100%		
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. 0%	100%	None

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	Parties are not holding their caucuses days before the meeting.	100 %	Parties do not hold caucuses despite being reminded when the notice is issued, to hold same days before the meeting in term of the PHSDSBC Resolution 4 of 2015.

		the Chamber meeting).	0% Compliance		
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 does not holds its meetings at least 30 minutes before the start of the Chamber meeting. 0%	-100%	None

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	All parties have mandate to engage on the matters before the agenda.	0%	None

		positions).	50% compliance		
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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 have establish implementation Monitoring Task Teams for new collective agreements.	There are Task Teams on the PHSDSBC OSD's and the Resolution 1 of 2014. 100%	0%	The Task Team was re-established with new terms of reference
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 motoring of a Collective Agreements.	Regular reports are submitted to the Chamber.	N/A	The Task Team provides reports

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 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 reported 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	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMAN CE		
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	ExCo and Chamber Management workshop was held on 20-21 July 2017
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
1.	North West 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 WERE NO PROMINENT ISSUES

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
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NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Occupational Specific Dispensation (OSDs) Implementation of Task Team Report	Secretariat	05 July 2013 to date Four (4) years and (9) months	Standing Item	The item remains on the agenda of the Chamber for progress reporting.
2.	PMDS	PDOH	05 July 2013 to date Four (4) years and (9) months	Standing Item	The item remains on the agenda of the Chamber for progress reporting
3.	Upgrading of Clerks In Terms of DPSA Circular	PSA	19 June 2013 to 30 June 2017 Three (3) years and nine (11) months	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
4.	Community Health Care Workers/ Community Care Givers (CCGs)	NEHAWU/PSA	19 June 2014 to 01 March 2017	Removed 1 March 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<p>Two (2) years and eight (8) months</p>		
5.	Occupational Health and Safety	HOSPERSA	<p>18 March 2015 to date</p> <p>Three (3) years & (1) Month</p>	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
6.	Uniform/Protective Clothing for EMRS Personnel in the Province	NEHAWU	<p>13 July 2016 to 06 June 2017</p> <p>Eleven (11) months</p> <p>6 meetings</p>	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
7.	Communication Devices for EMRS Personnel in the	NEHAWU	13 July 2016 to 06 June 2017	Removed 06 June	The item was finalized and removed from the agenda of

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Province		Eleven (11) months 6 meetings	2017	the Chamber
8	Usage of Ambulances that are not Roadworthy	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
9	Shortage of EMRS Personnel Staff in the Province	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			6 meetings		
10	Accelerated Grade Progression Implementation in the Province	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
11.	Skills Development (Failure to comply with SDA 97 of 1998)	HOSPERSA	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
12.	Staff Establishment at Forensic Pathology Services (FPS)	PSA	10 October 2016 to date One (1) yr. & (6) months	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
13.	Developing a Counselling Policy for Forensic Pathology Services	PSA	10 October 2016 to 06 June 2017 Eight (8) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
14.	Protective Clothing for Cleaners in Taung Hospital and other institutions	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
15.	Grading of Handyman and Switchboard Operators	PSA	10 October 2016 to 12 December 2017	Removed 12	The item was finalized and removed from the agenda of

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) year 2 months 7 meetings	December 2017	the Chamber
16	Non-Functionality of Air Conditioning Unit at Brits Hospital	PSA	1 March 2017 -30 June 2017 Three (3) months 2 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
17	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 to date Eight (8) Months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting