

**Free State Chamber PHSDSBC Quarterly report
1 April 2018 to 30 June 2018**

INTRODUCTION

This report is a presentation of the work performed by the Free State Chamber. The report covers the period 01 April 2018 – 30 June 2018.

1. Meetings in this Period

1.1. 13 April 2018 – Free State Annual Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr David Kamolane (Chairperson)	The Employer
2.	Mr Thibogang Thole (Vice Chairperson)	Labour (DENOSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Seven (10) days before the meeting	13 April 2018 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out seven (14) days before the meeting of the Chamber).	26 March 2018 100%	+3	The meeting was held successfully. It was a special Chamber meeting.	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	13 April 2018 Annual Chamber Meeting	100% Compliance (All Chamber Annual Reports are submitted forty-five (45 days) before the Council AGM) on or before 21 June 2018.	26 March 2018	0	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) 21 June 2018.	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	13 April 2018 (Chamber AGM meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Two (2) Days prior to the meeting 100%	Zero (0)	N/A	Documents were prepared and ready before the meeting
1.4 Minutes must be to the acceptable standard.	13 April 2018 (AGM Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next Chamber Annual General meeting in April 2019	N/A	N/A	N/A

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%	All parties attended 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 tabled their authorized representatives. 100%	0%	Only NEHAWU and NUPSAW 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 2 of 2007 and were submitted within the timeline. 100%	N/A	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	Zero agenda item was finalized within three (3) normal meetings. %	N/A	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 did hold their Caucuses days before the meeting. 0% Compliance	N/A	Both parties convened their caucus meetings before the mini the AGM
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 did not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0% Compliance	100%	

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 established implementation Monitoring Task Teams for new collective agreements.	There is a Task Team on the PHSDSBC OSD Task Team. 100%	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 of monitoring of a Collective Agreements.	Regular reports are submitted to the Chamber.	0%	N/A.
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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.	N/A	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.	N/A	This matter has been set down as a standing agenda point.
6.3 Minimal disputes related to the	The number of disputes declared in	Report on disputes that related	N/A	N/A	N/A

Chamber items.	relation to an agenda item.	to the Chamber agenda item.			
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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%	Zero	Next ExCo Chamber Management workshop will be in 2019
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis tool	Not yet submitted.	Zero	Not yet convened due to financial constraints.

		was forwarded to parties.			
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.

4. Reporting on Industrial Action

None reported at this Chamber, save for known National Strike in the Department of Social Development

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.	Free State Chamber	None Reported at the Chamber,	N/A	N/A	N/A	N/A	N/A	N/A

5. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION

None to report at this stage.

6. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	OSD Task Team Implementation Report	OSD Task Team Implementation Report	01 January 2012 to date Six (6) years & (5) months	Standing Item	N/A
2.	Irregular Application and Implementation of OSD for Nursing Staff	PSA	01 January 2012 to 11 July 2016 Four (4) years	Removed 11 July 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			(2) months-		
3.	Critical Shortage of Staff and Equipment at Universitas (Neonatal High Care and Maternity) and other Health Institutions	DENOSA/PSA/NEHAWU	30 June 2012 to date Six (6) years	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
4.	Workplace Safety	PSA	01 January 2012- 29 November 2017 Five (5) Years & (11) months	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber
5.	Guidelines for the Establishment and Resuscitation of the Union Management Committees (UMCs) at Institutions	PSA	30 January 2014 to date Four (4) years and (5) months	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
6.	Restructuring of the Provincial Department of Health	PSA	20 September 2013 to 13 September 2017 Four (4) years	Removed 13 September 2017	The item was finalized and removed from the agenda of the Chamber
7.	Nursing Training Selection Criteria in the PDOH	PSA	10 June 2014 to date Four (4) years	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
8.	Flexi Hours (Clinics) – Clinical Health Circular 1 of 2013	PSA/DENOSA	20 September 2013 to 13 September Four (4) years	Removed 13 September 2017	Labour to declare a dispute
9.	Induction Programme	PSA	10 June 2014 to date Three (4)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			years		
10.	No Waiting Room for Porters	PSA	10 June 2014 to date 29 November 2017 Three (3) years and (5) months	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber
11.	Conscientious Objections/ Termination of Pregnancy (ToP)	PSA	10 June 2014 to 29 November 2017 Three (3) years and (5) months	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
12.	Outstanding Pay Progression, Upgrading and Accelerated Grade Progression	PSA	10 June 2014 to 13 July 2016 Two (2) years	Removed July 2016	The item was finalized and removed from the agenda of the Chamber. PSA took the matter to court.
13	Reallocation of Employees from Bloemfontein to Trompsburg	Department of Health	22 June 2016 to date Two (2) years 9 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
14	2012-2016 Performance Management Development System (PMDS)	Department of Health	22 June 2016 to date Two (2) year 9 meetings	Standing Item	The item remains on the agenda of the Chamber for progress reporting
15	Non-Payment of Overtime and Standby Allowance	PSA	22 April 2015 to 13	Removed 13 September	Labour to declare a dispute on outstanding overtime.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	(a) Outstanding payment)		September 2017 Two (2) years and (5) months	2017	
16.	Functioning of Skills Development Committees	PSA	11 July 2016 to date One (1) year & 9 months 9 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
17	Acting in higher positions	DENOSA	25 October 2016 to 30 September 2017 Eleven (11) months	Removed 13 September 2017	Labour to declare a dispute

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			5 meetings		
18	Overtime & Special Leave Policies	PSA	25 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. (The Chamber will workshop all the policies)
19.	Grading of Corporate Services (Social Development)	PSA	25 October 2016 to 13 September 2017 Eleven (11) months 5 meetings	Removed 13 September 2017	Labour to declare a dispute.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
20.	Closing of offices: Uniform Approach as handled in the Chamber 2014/15 (Health)	PSA	25 October 2016 to 23 January 2018 1 Year & (3) months 7 meetings	Removed 23 January 2018	The item was finalized and removed from the agenda of the Chamber
21	Service Delivery Crisis at the Universitas Hospital (Health)	PSA	25 October 2016 to date One (1) year 6 months 7 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
22	Service Hubs – Lejweleputswa	PSA	25 October 2016 to 31 March 2017 Five (5) months	Removed 06 March 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			3 meetings		
23	Safeguarding of Youth: Child Youth Care Centres	PSA	25 October 2016 to 04 July 2017 Nine (9) months 4 meetings	Removed 04 July 2017	The item was finalized and removed from the agenda of the Chamber
24.	Wellness Policy (Both Departments)	PSA	25 October 2016 to date One (1) year & 6 months 8 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting. (The Chamber will workshop all the policies)
25	Exploitation of Nursing Staff	PSA	25 October 2016 to date One (1) year 6	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			months 8 meetings		
26	Noncompliance with Resolution 1 of 2012: Clause 10 OHS in health institutions	HOSPERSA	06 March 2017-23 January 2018 Ten (10) months 4 meetings	Removed 23 January 2018	The item was finalized and removed from the agenda of the Chamber
27	Overtime for 2017/2018	PSA	06 March 2017-to date One (1) year 5 meetings	Removed 15 March 2018.	The item was finalized and removed from the agenda of the Chamber
28	Implementation of all outstanding upgrades and activation if upgrade function	PSA	06 March 2017 to date One (1) year	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	on persal system		& 3 months 6 meetings		
29	Non-Implementation of Settlement Agreements and Arbitration awards	PSA	04 July 2017 to 23 January 2018 Six (6) months 4 meetings	Removed 23 January 2018	The item was finalized and removed from the agenda of the Chamber
30	Technical Services at institutions Challenges	PSA	04 July 2017 to date Six (6) months 4 meetings	Removed 23 January 2018	The item was finalized and removed from the agenda of the Chamber
31	Picketing of NEHAWU at	PSA	04 July 2017	Removed	The item was finalized and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Social Development		to date 29 November 2017 Four (4) months 3 meetings	29 November 2017	removed from the agenda of the Chamber, but the draft rules will be workshopped will all other policies
32	Grade progression for Allied Health, EMS and Dental assistants (Health)	PSA	04 July 2017 to 13 September 2017 Two (2) months 2 meetings	Removed 13 September 2017	Labour to declare a dispute
33	Organizational rights	PSA	04 July 2017 to date 29	Removed 29 November	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			November 2017 Four (4) months 3 meetings	2017	Chamber
34	Closing and moving of offices in Sasolburg (DSD)	PSA	04 July 2017 to 17 July 2017 One (1) Month 1 meeting	Removed 17 July 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
35	Procedure and Policy when arresting members by SAPS (Both Departments)	PSA	04 July 2017 to date Eleven (11) months 5 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting. (The Chamber will workshop all the policies)
36	Agreements outside the Bargaining Council for Forensic Pathology Officers	PSA	04 July 2017 to 17 July 2017 One (1) month 1 meeting	Removed 17 July 2017	The item was finalized and removed from the agenda of the Chamber
37	Department of Health Mtheo District Offices is moving to Thaba –Nchu	PSA	04 July 2017 to 29 November 2017	Removed 29 November 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		
38	Social Development Secure Care/One Stop/Winkie Direko Place of Safety is moving to Qwa-Qwa	PSA	04 July 2017-17 July 2017 One (1) Month 1 meeting	Removed -17 July 2017	The item was finalized and removed from the agenda of the Chamber
39	Functionality of the Chamber	PSA	13 September 2017 to 29 November 2017 Two (2) months 2 meetings	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber
40	Extremely Dangerous Health	HOSPERSA	13 September 2017 to 23	Removed	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Risk-Boitumelo Hospital		January 2018 Four (4) Months 3 meetings	23 January 2018	Chamber
41	Performance and Incentive bonus 2016/17	PSA	13 September 2017 to 29 November 2017 Two (2) months 2 meetings	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber. The item is addressed under PDMS reporting
42.	Unilateral closing down of the Primary Health Care (PHC) Service at the Free State Psychiatric Complex (FSPC	DENOSA	13 September 2017 to date Nine (9) months	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			4 meetings		
43	Implementation of Resolution 3 of 2009 (Both Departments)	NEHAWU	13 September 2017 to date Nine (9) months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
44	Implementation of Resolution 1 of 2012 (Both Departments)	NEHAWU	13 September 2017 to date Nine (9) months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
45	2013/2014 Performance development Management	PSA	13 September 2017 to 29	Removed 29 November	Bonus outstanding. The item was finalized and removed from

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	system (PMDS)		November 2017 Two (2) months 2 meetings	2017	the agenda of the Chamber
46	Monitoring and implementation of Clause 3.3 of Resolution 1 of 2009	Secretariat	06 December 2016 to date One (1) year & 6 months 8 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
47.	Doctors Sabbatical Leave Pay-out	PSA	29 November 2017 One (1) Month 1 meeting	Removed 29 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
48.	Upgrading of Clerks to Level 5 (Department of Health)	NEHAWU	15 March 2018 Three (3) Months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
49	Salary Discrepancies (Department of Health)	NEHAWU	15 March 2018 Three (3) Months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
50.	Water Crisis (Department of Social Development)	NEHAWU	15 March 2018 Three (3) Months 1 meeting	Remains on the agenda	Deferred to the next Chamber meeting due to None attendance by DSD

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
51	Threat to Occupational Health and Safety of Members in the Building (Department of Social Development and Department of Health)	NEHAWU	15 March 2018 Three Months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
52	Unilateral Transfer (Department of Social Development)	NEHAWU	15 March 2018 Three Months 1 meeting	Remains on the agenda	Deferred to the next Chamber meeting due to None attendance by DSD
53	Abuse of Masupatsela (Social Development)	NEHAWU	15 March 2018 Three Months 1 meeting	Remains on the agenda	Deferred to the next Chamber meeting due to None attendance by DSD
54	Recognition of Traditional Healers' Sick Certificate and	NEHAWU	15 March 2018	Remains on the	The item remains on the agenda of the Chamber for progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Initiation for Traditional Healing (Both Departments)		Three (3) Months 1 meeting	agenda	reporting
55.	Outstanding Grade progressions of all personnel (Health and Social Development)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018
56.	Upgrades of Allied Workers(Health)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018
57.	Porters National Hospital (Health)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018
58.	Hubs (Health)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018
59.	Health and Social Development: Outstanding	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	OSD implementations				
60.	Movement and or transfer of staff (Social Development)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018
61.	Doctors Sabbatical leave Audit requested (Health)	PSA	19 July 2018		To be tabled before the Chamber on 19 July 2018