

**Limpopo PHSDSBC Quarterly report  
01 April 2018 -30 June 2018**

## 1. INTRODUCTION

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

## 2. Meetings in this Period

- 2.1 20 April 2018 – Limpopo Chamber Meeting Preceding the Council AGM
- 2.2 19 June 2018 – Limpopo Chamber Meeting

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

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

**4. Chamber Administration**

## 1. Limpopo Chamber Evaluation

1. Limpopo 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 Seven (7) days before the meeting.	20 April 2018  (Chamber Meeting Preceding the Council AGM)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out fourteen (14) days before the meeting of the Chamber).	18 April 2018	None	The meeting was held successfully.	N/A.
	19 January 2018 (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out seven (7) days	29 May 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)	20 April 2018	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A

	19 January 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.	20 February 2018  (Chamber Meeting Preceding the Council AGM)	100% Compliance  (No corrections were made.)	100%	N/A	The minutes will be corrected in the Chamber Meeting the Council AGM to be convened in the year 2019.	N/A
	19 January 2018  (Chamber Meeting)	100% Compliance	N/A	N/A	The minutes will be tabled and adopted in the meeting of August 2018 for corrections and adoption by the parties to the Chamber.	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%	Parties to the Chamber are attending 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	100%  All Parties are to table their authorized representatives.	0%	Parties to the Chamber are duly represented.

### 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	100% Compliance  The CMC hold its Caucuses days before the meeting.	0%	The CMC meets prior to the meeting.

		Chamber meeting).			
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**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  All parties have mandate to engage on the matters before the agenda.	0%	All the parties are fully mandated.

**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)**

<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 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	N/A	Nil	N/A

		agenda item.			
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<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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	The number of successful	All Chambers	No yet submitted.	Zero	Not yet convened due to financial constraints.

operational planning session once a year.	operational planning sessions undertaken by the Chamber.	to hold operational planning sessions.			
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### 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**

- 6.1.2 The DPSA is still to provide a progress report on the Job Evaluation process underway in terms of the agenda item on the upgrading of Data Capturers within the sector.

## 6 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  <b>Two (2) years and six (6) months</b>	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	Not yet 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>
					the agenda of the Chamber.	
2.	Problem faced by Social Workers in various Social Development Institutions.	PSA	18 August 2016 to date  <b>One (1) year and ten (10) months</b>	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  <b>One (1) year and ten (10) months</b>	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 finalized by end November 2017. The outcome thereof will be communicated to the various	The matter was referred to the Office of the General Secretary for clarity as parties were unable to interpret and implement the Department of	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

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				departments in terms of the job grading for Data Capturers (inclusive of Messengers/Drivers and lower level support staff)	Public Service and 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.	not will be determined by the 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  <b>Nine (9) months</b>	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.

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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  <b>Nine (9) months</b>	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 06 July 2018  <b>Ten (10) months</b>	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and Parties managed to reach a consensus on the issue in a Special Chamber meeting convened on 06 July 2018.	The PSA introduced the item on the understanding that the 2016/17 financial year in terms of pay progression and performance	Resolved

LIFESPAN OF AGENDA ITEMS						
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					bonuses has ended on 31 March 2017.	
7.	Shortage of Equipment in Ambulances	PSA	23 August 2017 to date  <b>Nine (9) months</b>	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.
8.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to date  <b>Five (5) months</b>	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	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.

LIFESPAN OF AGENDA ITEMS						
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					Employer agreed to the establishment of the Task Team.	
9.	Recruitment and Selection Policy – Department of Health	Employer	22 February 2018 to date  <b>Two (2) meetings</b>	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.
10.	Draft Commuted Overtime Policy – Department of Health	Employer	22 February 2018 to date  <b>Two (2) meetings</b>	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.
11.	Lack of consultation in chamber over the organisational structure implemented by the Department of Social Development, Limpopo	NEHAWU	19 June 2018  <b>One (1) meeting</b>	The item could not be introduced in the Chamber meeting dated 19 June 2018 and Parties agreed to defer the item to the Special Chamber meeting dated 18 July 2018.	The item is currently on the agenda of the Chamber.	Not yet resolved

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12.	Workforce Management	Department of Health	19 June 2018  <b>One (1) meeting</b>	The item could not be introduced in the Chamber meeting dated 19 June 2018 and Parties agreed to defer the item to the Special Chamber meeting dated 18 July 2018.	The item is currently on the agenda of the Chamber.	Not yet resolved
13.	Policy on Working Time and Arrangement	Department of Health	19 June 2018  <b>One (1) meeting</b>	The item could not be introduced in the Chamber meeting dated 19 June 2018 and Parties agreed to defer the item to the Special Chamber meeting dated 18 July 2018.	The item is currently on the agenda of the Chamber.	Not yet resolved
14.	Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 - OSD for Social Service Profession and Occupations	PHSDSBC	19 June 2018  <b>One (1) meeting</b>	The item was removed from the agenda of the Chamber, due to a dispute regarding the interpretation of the collective agreement. The Chamber Secretary, however, re-introduced the item based on the understanding that no formal dispute had been referred to the Council. In the absence of a formal dispute the Task Team was requested to finalize its work for tabling of	The item remains on the agenda of the Chamber.	Not yet resolved

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				a report in the Special Chamber meeting scheduled to convene on 18 July 2018.		
15.	Industrial Action	Secretariat	18 September 2013 -To date  <b>Standing item</b>	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 industrial actions has been	

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					developed by the Council.	