

**Limpopo PHSDSBC Quarterly report
01 October 2018 -31 December 2018**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 31 October 2018 – Limpopo Chamber Meeting
- 2.2 11 December 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.	31 October 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	2018	97%	The meeting was held successfully.	N/A.
	11 December 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days	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)	31 October 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A

	31 October 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A
	11 December 2018 (Chamber Meeting)	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. 31 October 2018 (Chamber Meeting)	100% Compliance (No corrections were made.)	100%	100%	N/A	N/A

	11 December 2018 (Chamber Meeting)	Minutes will be corrected in the Chamber meeting scheduled for 20 February 2019.	N/A	100%	N/A	N/A
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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 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	Number of Agenda	100% compliance	0%	-100%	One agenda items were finalised within three (3)

(3) Normal meetings.	items finalized within three (3) normal meetings.				normal meetings within the reporting period.
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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.
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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	0%	All the parties are fully mandated.

			before the agenda.		
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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
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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.	Nil	This matter has been set down as a standing agenda item.
6.2 Zero walk-out	The number of walk-out that occurred	Report on walk outs that	No recorded walkout.	Nil	N/A

	within the Chamber's jurisdiction.	occurred within the Chamber's jurisdiction.			
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
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 was conducted for the Limpopo Chamber 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,	Leading Trade Union/s involved	Number and categories of	Action taken by Chamber parties	Recommended support Expected
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				type and duration taken		employee s involved		
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 Two (2) years and six (6) 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	Not yet resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					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.	
2.	Problem faced by Social Workers in various Social Development Institutions.	PSA	18 August 2016 to date Two (2) years	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	Not yet resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					items that have been distributed to facilities.	
3.	Upgrading of Data Capturers	NEHAWU	18 August 2016 To date Two (2) years	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 departments in terms of the job grading for Data Capturers (inclusive of Messengers/Drivers and lower level support staff)	The Chamber Secretary provides regular updates to Parties at the level of the Chamber regarding the job evaluation process currently underway by the DPSA.	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 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 One (1) year	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 Employer is negotiating the	The item was introduced based on the lack of consultation regarding 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
				item via the development of a draft policy on Commuted Overtime.	termination of commuted overtime for dentists.	
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 One (1) year	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 29 August 2018 One (1) year	The item was finalised and removed from the agenda of the Chamber in the Chamber meeting convened on 29 August 2018.	No analysis required given that the item was removed from the agenda of the Chamber.	Resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
7.	Shortage of Equipment in Ambulances	PSA	23 August 2017 to date One (1) year	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 Nine (9) months	The item was tabled for the first time in the Chamber meeting dated 08 December 2017.	The established Task Team is to conduct its work as per the adopted Terms of Reference and provide a written report in the next ordinary Chamber meeting to be convened on 25 October 2018.	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						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
9.	Recruitment and Selection Policy – Department of Health	Employer	22 February 2018 to date Three (3) meetings	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 Three (3) meetings	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 Two (2) meetings	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
12.	Workforce Management	Department of Health	19 June 2018 to 18 July 2018 Two (2) meetings	The item was introduced at the level of the Chamber and the Employer made a presentation in the Special Chamber meeting convened on 18 July 2018. However,	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
				rejected the presentation by the Employer and the item was removed in the same meeting.		
13.	Policy on Working Time and Arrangement	Department of Health	19 June 2018 to date Two (2) meetings	The item is still on the agenda of the Chamber for further consultation.	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 Two (2) meetings	The Task Team finalised its report and the Chamber adopted the report for submission at the level of the Council.	The item remains on the agenda of the Chamber pending the proposal for removal from the agenda of the Chamber.	Resolved
15.	Filling of Funded Vacant Posts – 2018/19 Financial Year	HOSPERSA	29 August 2018 to date three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
16.	Job Description for Data Capturers	HOSPERSA	29 August 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved
17.	Skills Development Plan for EMS 2018/19 Financial Year	HOSPERSA	29 August 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved
18.	Department of Social Development Reviewed Organisational Structure	The Employer (DSD)	29 August 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved
19.	Draft Overtime Policy – DSD	The Employer (DSD)	29 August 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
20.	Draft Resettlement Policy – DSD	The Employer (DSD)	29 August 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	No analysis required given that the item is not yet finalised at the level of the Chamber.	Not resolved
21.	Limpopo Department of Health Circular 73 of 2018	Organised Labour	31 October 2018 One (1) meeting	The item was introduced in the Chamber meeting dated 31 October 2018, and resolved in the same meeting.	No analysis required given that the item was finalised at the level of the Chamber.	Resolved
21.	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	N/A

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
					as well as the reason for the strike. A standard template that would utilized to report industrial actions has been developed by the Council.	