

**Eastern Cape PHSDSBC Quarterly report  
01 January 2019 -31 March 2019**

**1. INTRODUCTION**

This report is a presentation of the work performed by the Eastern Cape Chamber. The report covers the period 01 January 2019 – 31 March 2019.

**2. Meetings in this Period**

- 2.1 26 February 2019 – Eastern Cape Chamber Meeting
- 2.2 29 March 2019 - Eastern Cape Special Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Nicholas Ntsoane (Chairperson)	The Employer
2.	Mr Khonaye Gxaleka (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

#### **4. Chamber Administration**

1. Eastern Cape 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.	26 February 2019 (Chamber Meeting)	100% Compliance  (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	2019	None	The meeting was held successfully.	N/A.
	29 March 2019 (Special Chamber Meeting)	100% Compliance  (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	14 March 2019	None	The meeting was held successfully.	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days	N/A	100% Compliance	The 2019 Chamber Annual Report was submitted to the Manager on 27 March 2019.	N/A	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) before 2	N/A

before the Council AGM.						
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)	26 February 2019  (Chamber meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%  26 February 2019	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
	29 March 2019	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%  29 March 2019	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
1.4 Minutes must be to the acceptable standard.	26 February 2019  (Chamber Meeting)	Minutes will be adopted in the next normal Chamber meeting to be convened on 06 August 2019.	N/A	N/A	N/A	N/A

	29 March 2019	Minutes will be adopted in the next normal Chamber meeting to be convened on 06 August 2019.	N/A	N/A	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 100% of scheduled Chamber meetings.	100% attendance by all parties	None	All Parties were well presented in the 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.	None	All Parties had submitted the letters of credence for every chamber representative.

### 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 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%	The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline, however Task Team reports are still not submitted five (5) days prior to the Chamber meeting but rather on the day of the meeting.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	50%	50%	No agenda items were 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 Organised Labour are convening their Caucuses days before the meeting.	0 % compliance.	The Employer is being consistent in convening their caucuses.
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% Compliance	0%	Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting mainly to screen the agenda items.

**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).	80% Compliance	100%	Parties are well mandated on issues.

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.	The Chambers had established implementation Monitoring Task Teams for new collective agreements.	The Task Team on the PHSDSBC Resolution 1 and 2 of 2014 was disbanded.	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 monitoring of a Collective Agreements.	N/A	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.	There was no industrial action which was reported in the Eastern Cape 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.	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.	None	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.	Not yet submitted.	Zero	The Eastern Cape Chamber had its Labour Relations Training session from 07 – 11 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**

No reports were submitted 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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

**6. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.**

There is no prominent issue that requires the attention of EXCO and or the Council.

**7. LIFESPAN**

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Chamber Policies	The Employer	<b>More than six (6) years</b>	The item is currently a standing agenda item.	The item has been a standing item due to the work conducted by the Task Team on a continuous basis.
2.	Skills Development	HOSPERSA	09 December 2015-06 June 2018 <b>Two (2) years and six (6) months</b>	The item was removed from the agenda of the Chamber.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
3.	Age restriction for admission for students at Lilitha College	HOSPERSA	29 March 2018 to 08 August 2018  <b>Two (2) meetings</b>	The item was removed from the agenda of the Chamber.	Resolved.
4.	Release Policy on Student Leavers	HOSPERSA	29 March 2018 to 06 June 2018  <b>Two (2) meetings</b>	The item was finalised and removed from the agenda of the Chamber on 06 June 2018.	Resolved.
5.	Draft Resettlement Policy - DoH	Department of Health	08 August 2018 to 04 September 2018  <b>Two (2) meetings</b>	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
6.	Draft Exit Management Policy - DoH	Department of Health	04 September 2018 to 08 August 2018  <b>Two (2) meetings</b>	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
7.	Draft Overtime Policy - DoH	Department of Health	04 September 2018 to 08 August 2018  <b>Two (2) meetings</b>	The policy was finalised and removed from the agenda of the Chamber.	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
8.	Draft Secondment Policy - DoH	Department of Health	04 September 2018 to 08 August 2018  <b>Two (2) meetings</b>	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
9.	Implementation of the new ECDoH organogram	Department of Health	06 June 2018 to date  <b>Ten (10) months</b>	The item was introduced by the Employer in the Chamber meeting dated 06 June 2018 for discussion by Parties.	Not resolved.
10.	Consultation on the proposed Emergency Medical Services (EMS) work schedule.	Department of Health	06 June 2018 to 08 August 2018  <b>Two (2) Meetings</b>	The item was introduced by the Employer in the Chamber meeting dated 06 June 2018 for discussion by Parties.	Resolved
11.	Discrepancies in Remuneration within the Pharmacy Profession - Public Health Sector- HOSPERSA	HOSPERSA	08 August 2018	The item was introduced by the Employer in the Chamber meeting dated 08 August 2018 for discussion by Parties.	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
12.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date  <b>Eight (8) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
13.	Outstanding Cost Orders for the Council	PHSDSBC	08 August 2018 to date  <b>Eight (8) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
14.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	08 August 2018 to date  <b>Eight (8) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
15.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	08 August 2018 to date  <b>Eight (8) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				2018 for discussion by Parties.	
16.	Revised Bursary Policy	Department of Health	11 October to date  <b>Six (6) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
17.	Draft Policy on the Employment of Sessional Health Professionals	Department of Health	11 October to date  <b>Six (6) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
18.	Draft Probation Policy	Department of Health	11 October to date  <b>Six (6) months</b>	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
19.	Draft Unemployed Graduates Policy	Department of Health	11 October to date	The item was introduced by the Employer in the	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Six (6) months</b>	Chamber meeting dated 11 October 2018 for discussion by Parties.	
20.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	26 February 2019  <b>One (1) Meeting</b>	The item was sponsored by the PHSDSBC and the identified Chambers are expected to provide progress reports at the level of the Council meetings.	Not resolved.
21.	Industrial Actions	Secretariat	18 September 2013- To date  <b>(Standing item)</b>	The item has been tabled as the standing item.  Parties to report on the industrial actions in the Health and Social Development Sector.	N/A