

**Free State Chamber PHSDSBC Quarterly report
1 January 2019 to 31 March 2019**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 30 January 2019 – Free State Chamber Meeting
- 1.2. 07 March 2019 - Free State Chamber Meeting
- 1.3. 27 March 2019-Free State Special Chamber

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	30 January 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	16 January 2019 100%	+4	The meeting was held successfully.	N/A.
	07 March 2019	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	23 February 2019	+2	The meeting was held successfully	
	27 March 2019	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	22 March 2019	N/A	The meeting was held successfully	

1.2 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	30 January 2019 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	28 January 2019 Two (2) Days prior to the meeting 100%	Zero (0)		Documents were prepared and ready before the meeting
	07 March 2019 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	05 March 2019 (2) Days prior to the meeting 100%	Zero (0)		
	27 March 2019 (Special Chamber)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	22 March 2019 (5) Days prior to the meeting 100%	Zero (0)		
1.3 Minutes must be to the acceptable standard.	30 January 2019 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were two (2) corrections		N/A	N/A
	07 March 2019 (Chamber	100% Compliance (No corrections and no disputes about the	Minutes still to be adopted in the next Chamber in 2019	N/A		

	Meeting)	content 100%).				
	27 March 2019 (Special Chamber)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next Chamber in 2019	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).	PSA is the only party that is yet to submit 100%	%	All parties except PSA provide letters of credence

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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 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	100% compliance	Five (5) agenda items were finalized within three (3) normal meetings.	100%	Five agenda items were finalized within 3 meetings

	meetings.		%		
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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).	Parties did hold their Caucuses days before the meeting. 0% Compliance	N/A	Both parties convened their caucus meetings
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.	100%	

			0% Compliance		
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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).	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	ACTUAL	VARIANCE	COMMENTS

		OUTCOME	PERFORMANCE		
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	The TT was reconstituted and new terms of reference drawn up
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 a Collective Agreements.	Regular reports are submitted to the Chamber.	0%	N/A.

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 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 OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members must attend the	The number of Chamber Management Committee members who	All twenty (20) Chamber Management Committee	-100%	Zero	Next ExCo Chamber Management workshop will be in 2019

EXCO and Chamber Management workshop.	attend the EXCO and Chamber Management workshop.	members subjected to Capacity Building by EXCO.			
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.

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	Leading Trade Union/s involved	Number and categories of employees	Action taken by Chamber parties	Recommended support Expected
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				duration taken		involved		
1.	Free State Chamber	Picketing at National Hospital / Cosatu March	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

FREE STATE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	OSD Task Team Implementation Report	OSD Task Team Implementation Report	01 January 2012 to date Seven (7) years & (2) months	Standing Item	The TT was dissolved and a new one established with the new terms of reference
2.	Guidelines for the Establishment and Resuscitation of the Union Management Committees	PSA	30 January 2014 to 23 November 2018	Removed 23 November 2018	The Resolution awaits majority signature

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	(UMCs) at Institutions		Four (4) years and (10) months		
3.	Nursing Training Selection Criteria in the PDOH	PSA	10 June 2014 to date Four (4) years & (09) months	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
4.	Induction Programme	PSA	10 June 2014 to date 19 July 2018 Four (4) years	Removed 19 July 2018	The item was finalized and removed from the agenda of the Chamber
5.	Reallocation of Employees from Bloemfontein to Trompsburg	Department of Health	22 June 2016 to 19 July 2018 Two (2) years (9 meetings)	Removed 19 July 2018	The item was finalized and removed from the agenda of the Chamber
6.	Functioning of Skills Development Committees	PSA	11 July 2016 to date Two (2) years & 8 months (12 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
7.	Overtime & Special Leave Policies	PSA	25 October 2016 to date Two (2) yrs. & 05 months (12 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting.
8.	Service Delivery Crisis at the Universitas Hospital (Health)	PSA	25 October 2016 to 19 July 2018 One (1) year 9 months (8 meetings)	Removed 19 July 2018	The item was finalized and removed from the agenda of the Chamber
9.	Wellness Policy (Both Departments)	PSA	25 October 2016 to 11 September 2018 One (1) year & 11months (8 meetings)	Removed 11 September 2018	Policies awaiting finalization
10.	Exploitation of Nursing Staff	PSA	25 October 2016 to date Two (2) years & 05 months (12 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
11.	Implementation of all outstanding upgrades and activation if upgrade function on persal system	PSA	06 March 2017 to date Two (2) years (10 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
12.	Procedure and Policy when arresting members by SAPS (Both Departments)	PSA	04 July 2017 to date One (1) year 2 months (6 meetings)	Removed 11 September 2018	Chamber did not have Jurisdiction over the matter
13.	Unilateral closing down of the Primary Health Care (PHC) Service at the Free State Psychiatric Complex (FSPC)	DENOSA	13 September 2017 to date One (1) year and 6 months (9 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
14	Implementation of Resolution 3 of 2009 (Both Departments)	NEHAWU	13 September 2017 to date One (1) year & 6 months (9 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
15.	Implementation of Resolution	NEHAWU	13 September	Removed	The item was finalized and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	1 of 2012 (Both Departments)		2017 to date One (1) year (6 meetings)	11 September 2018	removed from the agenda
16.	Monitoring and implementation of Clause 3.3 of Resolution 1 of 2009	Secretariat	06 December 2016 to date Two (2) years & 3 months (12 meetings)	Removed 30 January 2019	The item removed as the matter was in dispute
17.	Upgrading of Clerks to Level 5 (Department of Health)	NEHAWU	15 March 2018 One (1) Year (6 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
18.	Salary Discrepancies (Department of Health)	NEHAWU	15 March 2018 One (1) year (6 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
19.	Water Crisis (Department of Social Development)	NEHAWU	15 March 2018 Eight (8) Months (4 meetings)	Removed 23 November 2018	The item was finalised and removed from the agenda

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
20.	Threat to Occupational Health and Safety of Members in the Building (Department of Social Development and Department of Health)	NEHAWU	15 March 2018 to date One (1) year (6 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
21.	Unilateral Transfer (Department of Social Development)	NEHAWU/PSA	15 March 2018 to date Six (6) Months (3 meetings)	Removed 11 September 2018	The item was finalized and removed from the agenda
22.	Abuse of Masupatsela (Social Development)	NEHAWU	15 March 2018 One (1) year (6 meetings)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
23.	Recognition of Traditional Healers' Sick Certificate and Initiation for Traditional Healing (Both Departments)	NEHAWU	15 March 2018 Six (6) Months (3 meetings)	Removed 11 September 2018	The Chamber lacked jurisdiction
24.	Outstanding Grade progressions of all personnel (Health and Social Development)	PSA	19 July 2018 One (1) month (1 meeting)	Removed 19 July 2018	The item was incorporated into the item that deals with OSDs for Nurses and DSD
25.	Upgrades of Allied Workers	PSA	19 July 2018	Removed	The item was finalized and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	(Health)		One (1) month (1 meeting)	19 July 2018	removed
26.	Porters National Hospital (Health)	PSA	19 July 2018 One (1) month (1 meeting)	Removed 19 July 2018	The item was referred to a bilateral and removed from the agenda of the Chamber
27.	Hubs (Health)	PSA	19 July 2018 One (1) month (1 meeting)	Removed 19 July 2018	The item was referred to a bilateral and removed from the agenda of the Chamber
28.	Health and Social Development: Outstanding OSD implementations	PSA	19 July 2018 Three (3) month (2 meetings)	Removed 19 September 2018	The item was incorporated into the item that deals with OSDs for Nurses and DSD
29.	Movement and or transfer of staff (Social Development)	PSA	19 July 2018 One (1) month (1 meeting)	Removed 19 July 2018	Incorporated to another item
30.	Doctors Sabbatical leave Audit requested (Health)	PSA	19 July 2018 One (1) month (1 meeting)	Removed 19 July 2018	The item was referred to a bilateral and removed from the agenda

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
31.	Implementation of Resolution 1 of 2018 agreement of the standardisation of stipend for CHWs at the Department of Health	HOSPERSA	19 July 2018 Six (6) months (4 meetings)	Removed 30 January 2019	The item was removed as a dispute was lodged
32.	Consolidation of maternity services in Thaba Nchu and Botshabelo Hospitals	The Employer (health)	11 September 2018 to 30 January 2019 Four (4) months (3 meetings)	Removed 30 January 2019	The item was finalized and removed from the agenda
33	Operational Managers	The Employer (health)	11 September 2018 to 30 January 2019 Four (4) months (3 meetings)	Removed 30 January 2019	The item was finalized and removed from the agenda
34	Closing of the Moroka Nursing School	The Employer (health)	11 September 2018 to date Four (4) months (3 meetings)	Removed 30 January 2019	The item was finalized and removed from the agenda
35.	Pelonomi Maternity Ward Resubmission	PSA	23 November 2018 to date	Remains on the agenda	The item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Four (4) months (3 Meetings)		
36.	Temporary closure of Kopano Clinic	The Employer (Health)	23 November 2018 to date Four (4) months (3 Meetings)	Remains on the agenda	The item remains on the agenda to track progress
37.	Erroneous upgrading of official at salary level 6 to salary level 7	The Employer (Health)	23 November 2018 to 20 January 2019 Two (2) months (2 Meetings)	Removed 30 January 2019	Parties (Labour & The Employer) reserved their rights
38.	None Payment of Stipend for FSON Student	DENOSA	30 January 2019 Two (2) months (2 Meetings)	Removed 07 March 2019	The Item was finalized and removed
39.	Changing of non-shift employees to shift workers without consultation and agreement between labour	PSA	07 March 2019 to date One (1) month (1 meeting)	Remains on the agenda	Labour to provide detail to its submission
40.	New private service provider contract at Universitas	PSA	07 March 2019	Remains on the	Labour to provide detail to

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Academic Hospital at Radiology		One (1) month (1 meeting)	agenda	its submission
41.	Job Evaluation Policy (Social Development)	NEHAWU	07 March 2019 One (1) month (1 meeting)	Remains on the agenda	The item to be discussed under policies
42	Capacitation Grant	DENOSA	07 March 2019 One (1) month (1 meeting)	Remains on the agenda	The item remains on the agenda to track progress