

**Kwazulu-Natal Chamber PHSDSBC Quarterly report  
01 January 2019-31 March 2019**

## **INTRODUCTION**

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

### **1. Meetings in this Period**

1.1. 21 February 2019– Kwazulu-Natal Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Paresh Maharaj (Resigned) (Chairperson)	The Employer
2.	Ms Gillian Hassen (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3.

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting	21 February 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).	06 February 2019	+5	The meeting was held successful.	N/A
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)	21 February 2019 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready (1) Day prior the meeting 20 February 2019  100%	1 day	N/A	N/A
1.3 Minutes must be to the acceptable	21 February 2019 (Chamber Meeting)	100% Compliance (No corrections and no	Minutes will be presented for adoption in the	0%	N/A	None  <b>3</b>

standard.	Meeting	disputes about the content 100%).	the next Chamber meeting			
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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	Zero	All parties attend 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).	Not All Parties tabled their authorized representatives. 0%	100%	Only Employer Health 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	All new agenda items were submitted on time
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Five (5) agenda item was finalized within (3) normal meetings.  %	0%	Five (5) agenda item was finalized within (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).	the Employer party a had their Caucus days before the meeting.  100 % Compliance	50 % Compliance.	Only the Employer had 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 was not holding its meetings at least 30 minutes before the start of the Chamber meeting.  0%	100%	The Chairperson resigned and the vice chair did not attend meetings for the period under reporting

#### 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 established  100%	0%	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.	Reports are submitted to the Chamber.	0%	The Employer submits the reports prior to the meeting
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**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.	No wild cat strikes reported for the period under reporting	Nil	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	Report on walk outs that occurred within the	No recorded walkout.	Nil	This matter has been set down as a standing agenda point.

	jurisdiction.	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	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 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	The next ExCo Chamber management workshop will be held in 2019
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis tool was	Not yet submitted.	Zero	Not yet convened due to financial constraints.

		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

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.	Kwazulu-Natal Chamber	N/A	N/A	NA	NA	N/A	N/A	N/A
2.		NA	NA	NA	NA	NA	NA	Na

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

There are no prominent issues that require the attention of the EXCO and or the Council.

**6. LIFESPAN**

**KWAZULU NATAL CHAMBER**

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Escorting of Patients	PSA/DENOSA	20 March 2013 to date <b>Six (6) yrs.</b>	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
2.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date <b>Two (2) Years</b> <b>11 months</b>	Remains on the agenda	The item was removed on the 06 December 2019 and reinstated on 21 February 2019

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>(17 meetings)</b>		
3.	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date <b>Two (2) years &amp; 5 months</b> <b>(15 meetings)</b>	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
4.	Payment of Back Pay for Nurses after Bridging & on Completion of Post Basic Courses	PSA	11 August 2017 to date <b>One (1) year &amp; 7 months</b> <b>(9 meetings)</b>	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
5.	Multilateral Discussion Report on Various EMS and Forensic Pathology Services Issues	The Employer (health)	08 September 2017 to date <b>Nine (9) months</b> <b>(5 meetings)</b>	Removed <b>22 June 2018</b>	Labour reserved its rights
6.	Overpayment Recovery due to EPMDS	HOSPERSA	24 October 2017 to date <b>One (1) year</b> <b>(6 meetings)</b>	Removed <b>25 October 2018</b>	Labour reserved its right
7.	Resting Facilities for	HOSPERSA	24 October 2017	Removed	The item was finalized and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Planned Patient Transport Vehicle Drivers (PPT)		to date <b>Ten (10) months</b> <b>(5 meetings)</b>	<b>08 August 2018</b>	removed
8.	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date <b>One (1) year &amp; 5 months</b> <b>(8 meetings)</b>	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
9.	Job Evaluation: Human Resource Managers	PSA	08 December 2017 to date <b>Eight (8) months</b> <b>(4 meetings)</b>	Removed <b>08 August 2018</b>	PSA withdrew the matter
10.	Condition of Service for CCGs	HOSPERSA	08 December 2017 to 08 August 2018 <b>Eight (8) months</b> <b>(4 meetings)</b>	Removed <b>08 August 2018</b>	The item was said to be a Council level.
11.	Decommissioning of Dunstan Farrell Specialised TB Hospital	The Employer (Health)	21 February 2018 to date <b>Eight (8) months</b> <b>(4 meetings)</b>	Removed <b>25 October 2018</b>	The matter was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
12.	Uniform Allowance for Nurses	NUPSAW	22 June 2018- 08 August 2018 <b>Two (2) months (2 meetings)</b>	Removed <b>08 August 2018</b>	The item was finalized and removed
13.	Granting of Overtime in Excess of 30% of Employees Basic Salary (EMS)	NUPSAW	22 June 2018 to 08 August 2018 <b>Two (2) Months (2 meetings)</b>	Removed <b>08 August 2018</b>	The Employer is awaiting DPSA
14.	Translation of Security Guards	NUPSAW	22 June 2018 to 25 October 2018 <b>Four (4) months (3 meetings)</b>	Removed <b>25 October 2018</b>	Matter at dispute level
15.	Incapacity Leave Application	NUPSAW	22 June 2018 to date <b>Nine (9) months (5 meetings)</b>	Remains on the Agenda	Training for Labour scheduled
16.	Continued Deductions for the Community Health Workers (CHWs)	NUPSAW	22 June 2018 to date	Removed <b>06 December</b>	The item was finalised and removed from the agenda

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Six (6) months (4 meetings)</b>	<b>2018</b>	
17.	Grey's Hospital shift system	PSA	22 June 2018 to date <b>Four (4) months (3 meetings)</b>	Removed <b>25 October 2018</b>	PSA withdrew the matter
18	Taking of blood	PSA	22 June 2018 to date <b>Nine (9) months (5 meetings)</b>	Remains on the Agenda	The item remains on the agenda to track progress
19.	Overtime payment vs ideal clinics	PSA	22 June 2018 to date <b>Six (6) months (4 meetings)</b>	Removed <b>06 December 2018</b>	The item is merged with another
20.	McCord Hospital structure	PSA	22 June 2018 to date <b>Six (6) months (4 meetings)</b>	Removed <b>06 December 2018</b>	The item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
21.	Resolution 1 of 2009 Report	Secretariat	22 June 2018 to date <b>Eight (8) months</b> <b>(5 meetings)</b>	Removed <b>21 February 2019</b>	Items remains on the agenda to track progress
22.	Engagements Outside the Chamber by the Employer with Concerned Groups	Labour	22 June 2018 to 08 August 2018 <b>Two (2) months</b> <b>(2 meetings)</b>	Removed <b>08 August 2018</b>	Item was finalised and removed
23.	Implementation of PSHDSBC Resolution 1 of 2018	HOSPERSA	25 October 2018 <b>One (1) month</b> <b>(1 meeting)</b>	Removed <b>25 October 2018</b>	Settlement agreement concluded
24.	Job Evaluation for Data Capturers	HOSPERSA	25 October 2018 to 06 December 2018 <b>Two (2) months</b> <b>(2 meetings)</b>	Removed <b>06 December 2018</b>	
25.	Mobile Clinics Tracker System	DENOSA	25 October 2018 to date <b>Five (5) months</b>	Remains on the agenda	Items remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>(3 meetings)</b>		
26.	Non-Nursing Duties Performed by Nurses	DENOSA	25 October 2018 to date <b>Five (5) months</b> <b>(3 meetings)</b>	Remains on the agenda	Items remains on the agenda to track progress
27.	Draft Policy of Nurses' Dress Code	Employer (Health)	25 October 2018 to 06 December 2018 <b>Two (2) months</b> <b>2 meetings</b>	Removed <b>06 December 2018</b>	The Employer withdrew the item
28.	Mortuary Assistants	NEHAWU	25 October 2018 to date <b>Five (5) months</b> <b>(3 meetings)</b>	Remains on the agenda	Items remains on the agenda to track progress
29.	Outstanding Payment of Overtime	NEHAWU	25 October 2018 <b>Two (2) months</b> <b>(2 meetings)</b>	Removed <b>06 December 2018</b>	The item was merged with another
30.	Update on the Deviation from the DPSA Directive	NEHAWU	25 October 2018 to date	Remains on the agenda	Items remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Five (5) months (3 meetings)</b>		
31.	Progress Report on the Phasing Out of Lay Councillors	NEHAWU	25 October 2018 <b>Five (5) months (3 meetings)</b>	Remains on the agenda	Items remains on the agenda to track progress
32.	Failure to Implement Circular 15 of 2018	NEHAWU	25 October 2018 <b>Four (4) months (3 meetings)</b>	Removed <b>21 February 2019</b>	Items remains on the agenda to track progress
33.	Unpaid Backpay for the OSD Speciality	NEHAWU	25 October 2018 to date <b>Five (5) months (3 meetings)</b>	Remains on the agenda	Items remains on the agenda to track progress
34.	Devolution of Esplamed pharmacy staff by EThekwini Health District Office-	NEHAWU	25 October 2018 <b>Two (2) months (2 meetings)</b>	Removed <b>07 December 2018</b>	The item was finalized and removed
35.	Decommissioning of HIV/AIDS Roving Team of EThekwini Health District Office	NEHAWU	25 October 2018 <b>Four (4) months</b>	Removed <b>21 February 2019</b>	Items remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>(3 meetings)</b>		
36.	Repositioning of Family Physician	Employer (DoH)	07 December 2018 to date <b>Two (2) months</b> <b>(2 meetings)</b>	Removed <b>21 February 2019</b>	Consultation meetings to be held
37.	Building of the New Regional Hospital in Durban	Employer (DoH)	07 December 2018 to date <b>Three (3) Months</b> <b>(2 meetings)</b>	Remains on the agenda	TT established to oversee the process
38.	Delinking of Housing Allowance	PSA	07 December 2018 <b>One (1) month</b> <b>(1 meeting)</b>	Removed <b>07 December 2018</b>	Employer indicated that it did not have jurisdiction over the matter
39.	Unilateral Change to Conditions of Service-Christ the King Hospital (Gateway Clinic)	NUPSAW	21 February 2019 <b>One (1) month</b> <b>(1 meeting)</b>	Removed <b>21 February 2019</b>	The Employer to provide the plan that would assist employees regarding transport
40.	Moving of offices from the Capital Towers to Townhill	Employer (DoH)	21 February 2019 <b>One (1) month</b>	Removed <b>21 February</b>	The item was for information purposes

<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>COMMENTS</b>
			(1 meeting)	2019	