

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

INTRODUCTION

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

1. Meetings in this Period

1.1. 14 February 2019 – Western Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Brandon Jacobs (Chairperson)	Labour (PSA)
2.	Ms Liesl Strauss (Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. Western 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 Ten (10) days before the meeting.	14 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).	28 January 2019	+ 7 Days	The meeting was held successfully.	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)	14 February 2019 (Chamber meeting)	100% Compliance ((All meeting bundle of documents are ready on the day of the meeting)	Document was ready on two days before the meeting 12 February 2019	Zero (0)		N/A

1.3 Minutes must be to the acceptable standard.	14 February 2019 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in the June 2019 meeting.	0%		None
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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%	The level of attendance by Parties is good

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.	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	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	Six (6) agenda items were finalized within three (3) normal meetings.	N/A	N/A

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 is holding its Caucuses days before the meeting. 100% Compliance	0 % compliance.	Parties to the Chamber attend the People Management Meetings to prepare for Chamber 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 holds its meetings at least 30 minutes before the start of the Chamber meeting. 100%	100%	No

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	%	Only HOSPERSA has submitted a letter of credence.

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 establish implementation Monitoring Task Teams for new collective agreements.	There is People Management Task Team 0%	0%	None.

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.	The Chamber has a permanent TT that deals with various issues and report to the Chamber	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 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.		N/A	
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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 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 submitted.	yet	Zero	There would be no ExCo Chamber Management Workshop this year.
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4. 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.	Western Cape Chamber	None Reported at the Chamber.	N/A	N/A	N/A	N/A	N/A	N/A

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

WESTERN CAPE CHAMBER:

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
1.	Redesign of current Administration Clerk posts within the Rural District Health Services	The Employer	25 October 2017 to date Ten (10) months (5 meetings)	Removed 28 August 2018	Matter referred to PMTT
2.	Introduction of Compulsory Breathalyzer Testing at Facilities within the Directorate: Engineering Services	The Employer	06 December 2017 Eight (8) months	Removed 28 August 2018	Parties reserved their rights

			(4 meetings)		
3.	Draft Human Resource Framework (MEAP)	The Employer	06 December 2017 to date One (1) year & 3 months (7 meetings)	Remains on the agenda	Employer to provide an update report
4.	Creation of Metro East and Metro West Engineering	Employer (Health)	Reinstated 27 February 2018 to 29 May 2018 Three months (3) (2 meetings)	Removed 29 May 2018	The item was finalized and removed from the agenda
5.	Rostering of Staff at 24 Hour Facilities: 01 April 2018	PSA	27 February 2018 to date 29 May 2018 Three months (3)	Removed 29 May 2018	The item could not be finalized but was removed from the agenda of the Chamber as both parties reserved their rights.

			(2 meetings)		
6.	Circular H205/2015 Recognition of previous Experience Pharmacy Assistant (Post Basic) – Outstanding payments	PSA	27 February 2018 to date 29 May 2018 Three months (3) (2 meetings)	Removed 29 May 2018	The item will be reinstated when the Employer has finalized its investigation.
7.	Exclusion of Danger Allowance at various Facilities within the Western Cape	HOSPERSA	27 February 2018 Three months (3) (2 meetings)	Removed 29 May 2018	The item will be reinstated when the Employer has finalized the investigation
8.	Educational Relationship between the Department of Health Western Cape and the CPUT	DENOSA	29 May 2018 One (1) Month	Removed 29 May 2018	Referred to a bilateral

			(1 meeting)		
9.	Registration of Nursing college to Higher Education	DENOSA	29 May 2018 to date Three (3) Months (2 Meetings)	Removed 28 August 2018	To be discussed at the Task Team
10.	Danger Allowance	DENOSA	29 May 2018 One (1) Month (1 meeting)	Removed 29 May 2018	The Employer indicated that it was not willing to discuss this matter at the Chamber level
11.	Emergency Medical Services (EMS) Leave Policy	PSA	29 May 2018 to 28 August 2018 Three (3) Months (2 Meetings)	Removed 28 August 2018	The matter was finalized and removed
12.	Recognition of previous experience of Pharmacy Assistants (Post Basic)	Employer (Health)	Reinstated 28 August 2018 One (1) Month	Removed 28 August 2018	The matter was finalized

			(1 Meeting)		
13.	Payment of allowances and overtime for Radiographers	Employer (Health)	28 August 2018 One (1) Month (1 Meeting)	Removed 28 August 2018	The Matter was finalised and removed
14.	Training of Subcategory Nurses	DENOSA	28 August 2018 to date Two (2) months (2 meetings)	Removed 18 October 2018	The Matter was finalised and removed
15.	Non-functioning IMLC at Ceres Hospital, Alexandra Hospital	HOSPERSA	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	Matter finalised and removed
16.	Job Alignments Titles and Change of Occupational Classification Codes	HOSPERSA	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	Matter finalised and removed

17.	30% Overtime Policy Within EMS and Forensic Pathology	HOSPERSA	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	Matter referred to PMTT
18.	Re-Grading of Social Auxiliary Work	NEHAWU	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	Feedback would be provided as soon as the matter was finalised at the Council
19.	Implementation of Resolution 1 of 2018 – Standardization of Remuneration for Community Health Workers in the DOH	NUPSAW	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	The Employer indicated that it did not have jurisdiction over the matter
20.	Withdrawal of Funding of Sarah As A State Aided Hospital	NUPSAW	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	The Employer indicated that it did not have jurisdiction over the matter
21.	Restructuring of Working Hours at CHCs	NUPSAW	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	The matter was already in dispute

22.	Eviction of Members at Alexandra and Somerset Hospitals	HOSPERSA	28 August 2018 One (1) Month (1 meeting)	Removed 28 August 2018	The Employer indicated that it did not have jurisdiction over the matter
23.	Fee Structure for Students-Bursary vs Self-Funding	DENOSA	28 August 2018 to 25 October 2018 Two (2) months (2 meetings)	Removed 25 October 2018	The Chamber does not have jurisdiction
24.	Making Land/Low Cost Housing Available for Health Workers	DENOSA	28 August 2018 to 25 October 2018 Two (2) months 2 meetings	Removed 25 October 2018	The item is at the coordinating Chamber.
25.	Translation of Nurses to Higher Posts	NEHAWU	25 October 2018 One (1) Month (1 meeting)	Removed 25 October 2018	Matter referred to PMTT

26.	OSD Posts After of Completion Training	NEHAWU	25 October 2018 One (1) Month (1 meeting)	Removed 25 October 2018	The item referred to PMTT
27.	Shortage of Staff	HOSPERSA	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was finalized and removed from the agenda
28.	Injury on Duty	HOSPERSA	14 February 2019 One (1) Month (1 meeting)	Removed 05 December 2018	The item was referred to the PMTT
29.	Protective Clothing and Uniforms	HOSPERSA	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was referred to the PMTT
30.	6.2 Deduction of Monies owed to the Department of Health	HOSPERSA	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was finalized and removed from the agenda

			One (1) Month (1 meeting)		
31.	Absorption of Community Health Workers into the Department of health	NEHAWU	05 December 2018 One (1) Month (1 meeting)	Removed 05 December 2018	The item was finalized and removed from the agenda
32.	Danger allowance for Probation Officer and APO -Social Development	NEHAWU	05 December 2018 to date Three months (3) (2 meetings)	Remains on the agenda	The item was referred to the PMTT
33.	Office of Philippi Social Development	NEHAWU	05 December 2018 One (1) Month (1 meeting)	Removed 05 December 2018	The item was finalized and removed from the agenda

34.	The payment of OSD grade progression-Social Development	NEHAWU	05 December 2018 One (1) Month (1 meeting)	Removed 05 December 2018	The item was finalized and removed from the agenda
35.	Translation of enrolled nurses (Staff nurses) and enrolled nursing assistants (ENA's) into higher positions	NEHAWU	05 December 2018 to date Three months (3) (2 meetings)	Remains on the agenda	The item was referred to the PMTT
36.	Irregular Appointments: Recruitment, Selection and Appointment Investigations: George Hospital	NUPSAW	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was finalized and removed from the agenda as it is at Court
37.	Relationship Between WCN and CPUT	DENOSA	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was referred to the PMTT

38.	The Role and Functions on the Labour Relations Officer (LRO) in the province	DENOSA	14 February 2019 One (1) Month (1 meeting)	Removed 14 February 2019	The item was referred to the PMTT
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