

**Free State Chamber PHSDSBC Quarterly report
1 April 2019 to 30 June 2019**

INTRODUCTION

This report is a presentation of the work performed by the Free State Chamber. The report covers the period 01 April 2019 – 30 June 2019.

1. Meetings in this Period

- 1.1. 11 April 2019 – Free State Chamber Meeting Preceding Council AGM
- 1.2. 15 May 2019 - Free State Chamber Meeting
- 1.3. 11 June 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 Thibogang Thole (Chairperson) | Labour (DENOSA) |
| 2. | Ms Mamokete Mahlomaholo (Vice Chairperson) | The Employer |
| 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 | 11 April 2019 (Chamber Meeting) | 100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber). | 26 March 2019 100% | +2 | The meeting was held successfully. | N/A. |
| | 15 May 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). | 04 May 2019 | +1 | The meeting was held successfully | |
| | 11 June 2019 (Special Chamber Meeting) | 100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber). | 31 May 2019 | N/A | The meeting was held successfully | |

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| 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 | 11 April 2019 (Chamber Meeting Preceding Council AGM) | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | 09 April 2019 Two (2) Days prior to the meeting 100% | Zero (0) | | Documents were prepared and ready before the meeting |
| | 15 May 2019 (Chamber Meeting) | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | 13 May 2019 (2) Days prior to the meeting 100% | Zero (0) | | |
| | 11 June 2019 (Special Chamber Meeting) | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | 07 June 2019 (4) Days prior to the meeting 100% | Zero (0) | | |
| 1.3 Minutes must be to the acceptable standard. | 11 April 2019 (Chamber Meeting Preceding Council AGM) | 100% Compliance (No corrections and no disputes about the content 100%). | Minutes will be adopted in April 2020 | N/A | N/A | |
| | 15 May 2019 (Chamber Meeting) | 100% Compliance (No corrections and no disputes about the | Minutes still to be adopted in the next Chamber on 24 July 2019 | N/A | N/A | |

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| | | content 100%). | | | | |
| | 11 June 2019 (Special Chamber Meeting) | 100% Compliance (No corrections and no disputes about the content 100%). | Minutes still to be adopted in the next Chamber on 24 July 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). | 100% | 0% | All parties have submitted letters of credence |

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

| STANDARD | INDICATOR | EXPECTED OUTCOME/TARGET | ACTUAL PERFORMANCE | VARIANCE | COMMENTS |
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| 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 4 of 2015 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 meetings. | 100% compliance | No agenda items were finalized within three (3) normal meetings. | 100% | No agenda items were finalized within 3 meetings |

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| 3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY | | | | | |
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| 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% | Meetings convened with the chairperson |

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| | | | 0% Compliance | | |
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| 4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY | | | | | |
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| 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 |

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|--|--|---|--|-----|--|
| 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- The convener was changed due to meetings not convening |
| 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% | Reports of grade progressions are given at the meetings and PMDS is the standing agenda item |

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. |

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| 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 July 2019 |

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| 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 & (5) months | Standing Item | The TT was dissolved and a new one established with the new terms of reference |
| 2. | Nursing Training Selection Criteria in the PDOH | PSA | 10 June 2014 to date Five (5) years | Retained | The item remains on the agenda of the Chamber for progress reporting |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|----|--|--------------|--|--------------------------------|--|
| 3. | Functioning of Skills Development Committees | PSA | 11 July 2016 to date Two (2) years & 11 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 4. | Special Leave Policy -DOH | PSA | 25 October 2016 to date Two (2) yrs. & 08 months | Removed 11 June 2019 | Policy ad was adopted |
| 5. | Wellness Policy -DoH | PSA | 25 October 2016 to date Two (2) yrs. & 07 months | Removed 11 June 2019 | Only one pillar was adopted. |
| 6. | Overtime Policy -DoH | PSA | 25 October 2016 to date Two (2) yrs. & 08 months | Retained | Policy to be adopted |
| 7. | Overtime Policy -DSD | PSA | 25 October 2016 to date Two (2) yrs. & 08 months | Retained | Policy to be adopted |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|--|--------------|---|-------------------------------|--|
| | | | | | |
| 8. | Exploitation of Nursing Staff | PSA | 25 October 2016 to date Two (2) years & 08 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 9. | Implementation of all outstanding upgrades and activation if upgrade function on persal system | PSA | 06 March 2017 Two (2) years & 3 months | Removed 15 May 2019 | The item was resolved and removed |
| 10. | Unilateral closing down of the Primary Health Care (PHC) Service at the Free State Psychiatric Complex (FSPC | DENOSA | 13 September 2017 One (1) year and 9 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 11. | Implementation of Resolution 3 of 2009 (Both Departments) | NEHAWU | 13 September 2017 to date One (1) year & 9 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 12. | Upgrading of Clerks to Level 5 (Department of Health) | NEHAWU | 15 March 2018 One (1) Year & 3 | Removed 15 May 2019 | Item to be referred to PSCBC Coordinating Chamber |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|---|-----------------------|---|----------|--|
| | | | months | | |
| 13. | Salary Discrepancies (Department of Health) | NEHAWU | 15 March 2018 One (1) Year & 3 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 14. | 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 & 3 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 15. | Abuse of Masupatsela (Social Development) | NEHAWU | 15 March 2018 One (1) Year & 3 months | Retained | The item remains on the agenda of the Chamber for progress reporting |
| 16. | Pelonomi Maternity Ward Resubmission | PSA | 23 November 2018 to date Seven (7) months | Retained | The item remains on the agenda to track progress |
| 17. | Temporary closure of Kopano Clinic | The Employer (Health) | 23 November 2018 to date Seven (7) months | Retained | The item remains on the agenda to track progress |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|--|-----------------|--|----------|--|
| 18. | Changing of non-shift employees to shift workers without consultation and agreement between labour | PSA | 07 March 2019 to date Three (3) months | Retained | The item remains on the agenda to track progress |
| 19. | New private service provider contract at Universitas Academic Hospital at Radiology | PSA | 07 March 2019 Three (3) months | Retained | The item remains on the agenda to track progress |
| 20. | Job Evaluation Policy (Social Development) | NEHAWU | 07 March 2019 Three (3) month | Retained | Parties to adopt the policy |
| 21. | Capacitation Grant | DENOSA | 07 March 2019 Three (3) months | Retained | The item remains on the agenda to track progress |
| 22. | Human Resource Development (HRD) Policy - DoH) | Employer DoH | 11 June 2019 One (1) month 1 meeting | Retained | Policy to be adopted |
| 23. | Human Resource Development (HRD) Policy - DSD | Employer DSD | 11 June 2019 One (1) month 1 meeting | Retained | Policy to be adopted |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
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| | | | | | |
| 24. | Revised Policy on the Management of HIV & AIDS, TB and STI in the Workplace-DoH | Employer -DoH | 15 May 2019 One (1) month | Retained | Policy to be adopted |
| 25. | The Management of Health and Productivity Programmes Policy | Employer -DoH | 15 May 2019 One (1) month | Retained | Policy to be adopted |
| 26. | SHERQ Management Policy | Employer -DoH | 15 May 2019 One (1) month | Retained | Policy to be adopted |