

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 April 2019-30 June 2019**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 26 April 2019– Kwazulu-Natal Chamber Meeting Preceding Council AGM
- 1.2. 13 June 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 Muzikayise Mabaso (Chairperson)	The Employer
2.	Mr – Claude Naiker (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	26 April 2019 (Chamber Meeting Preceding Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	09 April 2019	+3	The meeting was held successful.	N/A
	13 June 2019 (Chamber Meeting)	Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	31 May 2019	+3	The meeting was held successful	

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)	26 April 2019 (Chamber Meeting Preceding Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready (3) Days prior the meeting 23 April 2019 100%	0%	N/A	N/A
	13 June 2019 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready (2) Days prior the meeting 10 June 2019	0%		
1.3 Minutes must be to the acceptable standard.	26 April 2019 (Chamber Meeting Preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in April 2020	0%	N/A	None

	13 June 2019 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in 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 provided their authorized representatives. 0%	50%	DENOSA, PSA and NEHAWU are yet to submit 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 4 of 2015 and were submitted within the timeline. 100%	0%	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	seven (7) agenda item was finalized within (3) normal meetings. %	0%	Seven (7) 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%	Meeting held with the Chairperson Prior to the meeting

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	The number of Chambers with functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for	There are a Task Team established for different items 100%	0%	N/A

collective agreements.		new collective agreements.			
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.	Reports are submitted to the Chamber.	0%	The Employer submits the reports prior to the meeting

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.	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 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	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 July 2019
7.2 Submit the training	The number of training needs	The Chambers	Not yet submitted.	Zero	Not yet convened due to financial constraints.

needs to Council.	submitted per Chamber.	training needs analysis tool was 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.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date Three (3) Years 2 months	Retained	The item was removed on the 06 December 2019 and reinstated on 21 February 2019

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
2.	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date Two (2) years & 7 months	Retained	The item remains on the agenda of the Chamber for progress reporting
3.	Payment of Back Pay for Nurses after Bridging & on Completion of Post Basic Courses	PSA	11 August 2017 to date One (1) year & 7 months	Removed 13 June 2019	The item was finalized and removed
4.	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date One (1) year & 8 months	Retained	The item remains on the agenda of the Chamber for progress reporting
5.	Taking of blood	PSA	22 June 2018 to date One (1) year	Retained	The item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
6.	Mobile Clinics Tracker System	DENOSA	25 October 2018 to date Eight (8) months	Retained	Items remains on the agenda to track progress
7.	Non-Nursing Duties Performed by Nurses	DENOSA	25 October 2018 to date Eight (8) months (3 meetings)	Remains on the agenda	Items remains on the agenda to track progress
8.	Mortuary Assistants	NEHAWU	25 October 2018 to date Five (5) months	Removed 13 June 2019	Items remains on the agenda to track progress
9.	Update on the Deviation from the DPSA Directive	NEHAWU	25 October 2018 to date Eight (8) months	Removed 13 June 2018	The item was finalized and removed
10.	Progress Report on the Phasing Out of Lay Councillors	NEHAWU	25 October 2018 Eight (8) months	Remains on the agenda	Items remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
11.	Unpaid Backpay for the OSD Speciality	NEHAWU	25 October 2018 to date Five (5) months	Removed 13 June 2019	Items remains on the agenda to track progress
12.	Building of the New Regional Hospital in Durban	Employer (DoH)	07 December 2018 to date Six (6) Months	Retained	TT established to oversee the process
13.	Non-Compliance with the Employment Equity Act 55 of 1998-DSD	PSA	13 June 2019 One (1) month 1 meeting	Retained	Item remains on the agenda to track progress
14.	General Orderlies: Contract Workers	PSA	13 June 2019 One (1) month 1 meeting	Removed 13 June 2019	Matter at Court and was referred to a bilateral with PSA
15.	Nurses Translation in Terms of HRM Circular 78 of 2018	PSA	13 June 2019 One (1) month 1 meeting	Removed 13 June 2019	Labour reserved its right
16.	Clinics: Unilateral	PSA &	13 June 2019	Retained	Item remains on the agenda to

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Amendments to Terms and Conditions of Employment	HOSPERSA	One (1) month		track progress
17.	Umsundizi CHC under Hlengisizwe: Resumption of 24-Hour Facility	PSA	13 June 2019 One (1) month	Removed 13 June 2019	Matter to continue at a bilateral with PSA
18.	Full Implemetation of HRM 116 of 20013: Phasing Out of Lay Counsellors -Training and Career Pathing	PSA	13 June 2019 One (1) month	Removed 13 June 2019	PSA withdrew the matter as it was covered under another item
19.	6.7 Upgrading: Food Services Aid and Tradesman Aid	PSA	13 June 2019 One (1) month	Removed 13 June 2019	DPSA directive on JE awaited
20.	6.8 Network Controllers: Job Evaluation -Addington Informatics	PSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress
21.	Outstanding overtime Payments: Gale Street Mortuary Staff-2006-2016	PSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			1 meeting		
22.	EMS iLembe (Compulsory Overtime)	PSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress
23.	Report on Relocation of KwaZulu-Natal College of Nursing's Central Office to Townhill Hospital-Iris Marwick Building	Employer (Health)	13 June 2019 One (1) month 1 meeting	Removed 13 June 2019	The item was finalized and removed
24.	Report on the Phasing Out of Legacy Nursing Qualifications Resulting in Relocation of Staff	Employer (Health)	13 June 2019 One (1) month 1 meeting	Removed 13 June 2019	The item was finalized and removed
25.	Non-Sitting of IMLCs at the Institutions	HOSPERSA	13 June 2019 One (1) month 1 meeting	Retained	Item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
26.	Non -Sitting of Provincial EMS Forum	HOSPERSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress
27.	Status of CCGs Supervisors iro Internal Memo by the Department	HOSPERSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress
28.	Translation of the ENAs and ENs	HOSPERSA	13 June 2019 One (1) month	Retained	Item remains on the agenda to track progress