

**Mpumalanga PHSDSBC Quarterly report
01 April 2019 - 30 June 2019**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 12 April 2019 – Chamber Meeting Preceding the Council Annual General Meeting
- 2.2 30 May 2019 – Special Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Gerrie Mashile (Chairperson)	The Employer
2.	Mr Sipho Mahlangu (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Mpumalanga 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 Seven (7) days before the meeting.	12 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	08 April 2019	97%	The meeting was convened successfully	N/A.
	30 May 2019 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	27 May 2019	97%	The meeting was convened successfully	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.	The 2019 Chamber Annual Report was submitted to the Manager on 27 March 2019.	N/A	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM).	N/A

<p>1.3 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)</p>	<p>12 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)</p>	<p>100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).</p>	<p>100% 12 April 2019</p>	<p>0%</p>	<p>The meeting was held successfully.</p>	<p>N/A.</p>
	<p>30 May 2019 (Special Chamber Meeting)</p>	<p>100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).</p>	<p>100% 08 March 2019</p>	<p>0%</p>	<p>The meeting was held successfully.</p>	<p>N/A.</p>
<p>1.4 Minutes must be to the acceptable standard.</p>	<p>12 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)</p>	<p>100% Compliance</p>	<p>Corrections to the minutes of 12 April 2019 will be made in the next ordinary Chamber Meeting Preceding the Council Annual General Meeting scheduled for April 2020.</p>	<p>100%</p>	<p>N/A</p>	<p>None</p>

	30 May 2019 (Special Chamber Meeting)	100% Compliance	Corrections to the minutes of 30 May 2019 will be made in the next ordinary Chamber Meeting scheduled for 17 July 2019.	100%	N/A	None

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 to the Chamber has improved.
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% Parties submit their letters of credence before the AGM.	0%	N/A

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.	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	0% Most of the agenda items were not finalized within three (3) meetings.	-100%	No agenda items were finalized within three (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).	50% Compliance The Employer is holding its Caucuses days before the meeting.	-50 % compliance.	Labour is still to hold its Caucuses before the 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).	100% Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.	0%	Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber 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).	100% compliance All parties have mandate to engage on the matters before the agenda.	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.	N/A	N/A	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 a Collective Agreements.	The Chairperson and Vice Chairperson would be responsible to convene these meetings and ensure that parties	N/A	N/A

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
			attend and reports are tabled to the Chamber.		

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.	None	Nil	This matter has been set down as a standing agenda point.

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.	0%	-100%	Most of the Chamber Management Committee members were retained.
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 submitted. yet	Zero	Chamber Training sessions are envisaged to commence in the year 2018.
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	Not yet convened due to financial constraints.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS

5. Reporting on Industrial Action

None reported at this Chamber for the reporting period.

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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

6. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

There is no prominent issue that requires the attention of EXCO and or the Council.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	The Provincial Department of Health Organogram	The Employer (Department of Health)	12 November 2008 - To date Eight (8) years	Currently on the agenda of the Chamber.	Not yet resolved
2.	Long Service Awards	PSA	11 December 2012 to 12 September 2018 Six (6) years	The item was removed from the agenda of the Chamber.	Resolved
3.	The Dilapidated Lydenburg Hospital	PSA	25 October 2013 to 24 July 2018 Four (4) years and nine (9) months	Removed from the agenda of the Chamber.	Resolved
4.	Occupational Health and Safety	HOSPERSA	11 June 2014-To date Five (5) years	Currently on the agenda of the Chamber.	Not yet resolved
5.	Staff Shortage	HOSPERSA	11 June 2014- To date	Currently on the agenda of the	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Five (5) years	Chamber.	
6.	Staff Attitude	DENOSA	07 November 2014- To date Four (4) years and seven (7) months	Currently on the agenda of the Chamber.	Not yet resolved
7.	Infrastructural challenges	NEHAWU	10 August 2016 to 24 July 2018 Two (2) years and nine (9) months	The item was removed from the agenda of the Chamber.	Resolved
8.	Student Nurses Status	DENOSA	25 July 2017 to date One (1) year and eleven (11) months	The item is currently being discussed at the level of the Chamber.	Not yet resolved
9.	Consultation on Policies	The Employer (DSD and DoH)	25 July 2017 to date Nine (9) months	The item was removed from agenda of the Chamber in the Chamber meeting dated 29 November 2017.	Not yet resolved
10.	Recruitment and Selection	Department of Health	12 September 2017 to date One (1) year and seven (7) months	The item is currently being discussed at the level of the Chamber.	Not yet resolved
11.	Provincial Employee Sport and Recreation (ES&R) Policy	Department of Health	12 September 2017 to date One (1) year and nine (9) months	The item is currently being discussed at the level of the Chamber.	Not yet resolved
12.	Food Service Standard Operating Procedures	Department of Health	12 September 2017 to date	The item is currently being discussed at the	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) year and nine (9) months	level of the Chamber.	
13.	Withdrawal of Policies	DENOSA	12 September 2017 to 24 July 2018 Ten (10) months	The item was removed from the agenda of the Chamber in the Chamber meeting convened on 24 July 2018.	Resolved
14.	Backdate of Nurses Translations	DENOSA	12 September 2017 to date One (1) year and nine (9) months	The item was introduced and removed in the same meeting of 12 September as Labour would exercise its right in regards to the backdated payments for nurses translated and re-introduced in a different name as "Feedback on Nurses Translations as the Employer wanted to provide a status report on the Nurses who were yet to be translated.	Not resolved
15.	Feedback on Nurses Translations	DENOSA and Employer	12 September 2017 to date	The item is currently being	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) year and seven (7) months	discussed at the level of the Chamber.	
16.	Transferring of Dark Room Operators	NUPSAW	29 November 2017 to date One (1) year and seven (7) months	The item was introduced for the first time in the Chamber meeting dated 29 November 2017 and the Employer should provide a response in the Chamber meeting dated 01 February 2018.	Not yet resolved
17.	Fixed Term Contracts	NEHAWU	29 November 2017 to 24 July 2018 One (1) year and seven (7) months	The item was introduced for the first time in the Chamber meeting dated 29 November 2017 and the Employer proposed to have a bi-lateral with organized Labour on the issue for a response to be provided in the Chamber meeting dated 01 February 2018.	Resolved.
18.	Movement of TB Specialised Services from Standerton to Mbhejeka	Department of Health	15 March 2018 to 24 July 2018	The item was finalised and removed from the	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	CHC, Elukwatini, Chief Albert Luthuli - DoH		One (1) year and four (4) months	agenda of the Chamber.	
19.	Guidelines on the Education and Training of Nurses - DoH	Department of Health	15 March 2018 to 24 July 2018 to date One (1) year and four (4) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved
20.	Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 - OSD for Social Service Profession and Occupations - PHSDSBC	Department of Health	15 March 2018 to 24 July 2018 One (1) year and four (4) months	The item was finalised and removed from the agenda of the Chamber.	Resolved.
21.	Outstanding Cost Orders for the Council	PHSDSBC	23 October 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved
22.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	23 October 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved
23.	Admission for Training as a Nurse 2019/2020 Academic Year	Department of Health	12 September 2018 to date Nine (9) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved
24.	Implementation of Normal	PHSDSBC	23 October 2018 to	The item is	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)		date Eight (8) months	currently on the agenda of the Chamber for discussion by Parties.	
25.	Consultation on the Draft Procedure for the Management of Non-Nursing Duties	Department of Health	30 November 2018 to date Seven (7) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved
26.	Draft Collective Agreement for the Translation of Employees who are not Nurses	Department of Health	08 March 2019 to date One (1) meeting	The Employer has not formally presented the item at the level of the Chamber; however, the item remains on the agenda of the Chamber.	Not yet resolved.
27.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	08 March 2019 to date One (1) meeting	The item was sponsored by the PHSDSBC and the identified Chambers are expected to provide progress reports at the level of the Council meetings.	Not resolved.
28.	Industrial Action	Secretariat	20 August 2013-To date Standing agenda item	Parties to the Chamber to present a regular report as and when there were Labour	N/A

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				unrests.	