

**Free State Chamber PHSDSBC Quarterly report
01 April 2020 to 30 June 2020**

INTRODUCTION

This report is a presentation of the work performed by the Free State Chamber. The report covers the period 01 April 2020 – 30 June 2020.

1. Meetings in this Period

- 1.1. 25 May 2020 – Free State Chamber Meeting Preceding Council AGM
- 1.2. 18 June 2020-Free State Special Chamber

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

No.	Office Bearer Name	Constituency
1.	Ms Mamokete Mahlomaholo (Chairperson)	The Employer
2.	Ms Peggy Motlokoa (Vice Chairperson)	Labour (HOSPERSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. FREE STATE 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	25 May 2020 (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).	08 May 2020 100%	+3 days	The meeting was held successfully.	None
	18 June 2020 (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 June 2020	+4 days	The meeting was held successfully	None

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	25 May 2020 (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)	It was a zoom meeting and there was no bundle of documents prepared for it except the annual report.	None
	18 June 2020	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared 4 Days prior to the meeting 100%	0%	None	None
1.3 Minutes must be to the acceptable standard.	25 May 2020 (Chamber Meeting Preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in April 2021	N/A	None	None
	18 June 2020 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next Chamber on 16 July 2020	N/A	None	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%	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 submitted letters of credence except for Employer (DSD)

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%	N/A	Two (2) new items were submitted as per the Resolution
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Three (3) agenda items were finalized within three (3) normal meetings.	N/A	Three (3) agenda items were finalized within three (3) meetings

4. FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 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).	Employer did hold their Caucuses days before the meeting. 50% Compliance	-50%	The Employer convened the caucus meeting
4.2 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. 0% Compliance	-100%	Did not have a Chamber management meeting prior to the Chamber meeting.

5. ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 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%	None

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 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

6.2 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
--	--	--	---	----	--

7. MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 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.
7.2 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.
7.3 Minimal disputes	The number of	Report on	N/A	N/A	None

related to the Chamber items.	disputes declared in relation to an agenda item.	disputes that related to the Chamber agenda item.			
-------------------------------	--	---	--	--	--

8. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 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	Next ExCo Chamber Management workshop will be in 2021
8.2 Submit the training needs to	The number of training needs	The Chambers	Not yet submitted.	Zero	Not yet convened due to financial constraints.

Council.	submitted per Chamber.	training needs analysis tool was forwarded to parties.			
8.3 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

The Employer is yet to provide a written report.

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.	Free State Chamber		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 /RECOMMENDATIONS
1.	OSD Task Team Implementation Report	OSD Task Team Implementation Report	01 January 2012 8 years & 5 months	Standing Agenda Item	The TT presented its final recommendations to the Chamber in August 2018. Some of the recommendations posed more challenges and the Chamber decided to dissolve the TT and establish a new one with the new terms of reference. The TT continues to provide the Chamber with progress reports.
2.	Functioning of Skills Development Committees	PSA	11 July 2016 3 years & 11 months	Removed 18 June 2020	The item was finalized and removed
3.	Overtime Policy -DoH	PSA	25 October 2016 3 years & 8 months	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
4.	Overtime Policy -DSD	PSA	25 October 2016 3 years & 8 months	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting
5.	Exploitation of Nursing Staff	PSA	25 October 2016 to date 3 years & 8 months	Retained	The item remains on the agenda of the Chamber for progress reporting The item involves employees who obtained qualifications and function at the higher level based in their new qualifications, but are paid at the lower level The Employer continues to provide reports on the out-adjustment appointments and was also expected to provide the Chamber with the draft strategy in this regard for consultation.
6.	Performance Development Management System	Organised Labour	13 September 2017 2 years & 9 months	Retained	The item remains on the agenda of the Chamber as a standing agenda item. The Employer provides update reports for every financial year.
7.	Salary Discrepancies (Department of Health)	NEHAWU	15 March 2018 2 years & 3 months	Retained	The item remains on the agenda of the Chamber for progress reporting. The Employer conducted an investigation on the alleged salary discrepancies among the Household Aids Supervisors and that of the Central Sterile Supply Operators (CSSO), and provided a report to the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
					Chamber
8.	Threat to Occupational Health and Safety of Members in the Building (Department of Social Development and Department of Health)	NEHAWU	15 March 2018 2 years & 3 months	Standing Agenda Item	The item remains on the agenda as the standing agenda item The Employer provides update reports
9.	Pelonomi Maternity Ward Resubmission	PSA	23 November 2018 1 year & 7 months	Retained	The item remains on the agenda to track progress The Employer provided a report on the matter and Labour was expected to provide feedback on the matter. In the last Chamber, parties took a decision that both Labour and the Employer should visit Pelonomi hospital for fact finding and that parties would then submit a joint report in the next Chamber meeting
10.	Capacitation Grant	DENOSA	07 March 2019 1 year & 3 months 7 meetings	Retained	The item remains on the agenda to track progress The Employer (DoH) was given a grant of around 13 million to deal with the shortage of staff in health Labour brought the matter because It wanted the Employer to indicate how it came to the decision on the categories that would be considered for the grant. Labour requested a report on the categories of employees appointed through the funds and their respective institutions and the Employer is expected to provide that report in the next Chamber meeting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
11.	Human Resource Development (HRD) Policy - DoH)	Employer DoH	11 June 2019 1 year 6 meetings	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting
12.	Human Resource Development (HRD) Policy - DSD	Employer DSD	11 June 2019 1 year 6 meetings	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting
13.	Revised Policy on the Management of HIV & AIDS, TB and STI in the Workplace-DoH	Employer -DoH	15 May 2019 1 year & 1 month 6 meetings	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting
14.	The Management of Health and Productivity Programmes Policy	Employer -DoH	15 May 2019 1 year & 1 month 6 meetings	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
15.	SHERQ Management Policy	Employer -DoH	15 May 2019 1 year & 1 month 6 meetings	Retained	Should a multilateral meeting to conclude the consultation be held as decided in the last Chamber meeting, all policies should be adopted in the next Chamber meeting
16.	Health and Safety Issues at National Hospital	PSA	24 July 2019 11 months 5 meetings	Standing Agenda Item	The item remains on the agenda as the standing agenda item The Chamber decided that all OHS and safety matters be standing agenda items
17.	Collective agreement on engagement between the employer and unions concerning changing of working conditions of employees	PSA	10 September 2019 9 months 4 meetings	Removed 18 June 2020	The item would be reinstated when Labour provides a draft collective agreement
18.	Failure by the Department of Health (Emergency Medical Services) to comply with sections 8 (1), (2) a, b, c, d, e, f, j and Sections (9) and (17) of the OHS Act -PSA	PSA	10 September 2019 9 months 4 meetings	Standing Agenda Item	The item remains on the agenda as the standing agenda item Th Employer provides update report

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
19.	Non-Payment of Overtime- FS EMS-2013-2019	HOSPERSA	10 September 2019 9 months 4 meetings	Retained	The item remains on the agenda to track progress
20.	Recruitment Circular 47 of 2019- Department of Health	NEHAWU	15 November 2019 7 Months 3 meetings	Retained	The item remains on the agenda to track. The Circular was tabled for consultation on 18 June 2020
21.	Forensic Pathologies Working Conditions -Department of Health	NEHAWU	15 November 2019 7 Months 3 meetings	Removed 18 June 2020	The item is at a bilateral
22.	Accelerated Grade Progression -Both Departments	NEHAWU	15 November 2019 7 Months 3 meetings	Retained	The item remains on the agenda to track
23.	Recruitment Policy - Department of Social Development	NEHAWU	15 November 2019 7 Months 3 meetings	Retained	The policy was referred to a multilateral meeting
24.	Review of Departmental Structure	Employer Health	13 February 2020 4 Months 2 meetings	Retained	The item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
25.	The Contingency Plan in Dealing with Coronavirus	DENOSA, HOSPERSA & PSA	13 February 2020 4 Months 2 meetings	Retained	The item remains on the agenda to track progress
26.	The Water Provision Unrest in QwaQwa	DENOSA, HOSPERSA & PSA	13 February 2020 4 Months 2 meetings	Removed 18 June 2020	The item was finalized and removed
27.	The Non -Functional Established COVID-19 Steering Committee	HOSPERSA	18 June 2020 1meeting	Removed 18 June 2020	HOSPERSA withdrew
28.	Implementation of Resolution 3 of 2019	Secretariat	18 June 2020 1 meeting	Retained	The item remains on the agenda to track progress