

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 April 2020-30 June 2020**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 28 May 2020– KwaZulu-Natal Chamber Meeting Preceding Council AGM
- 1.2. 11 June 2020- 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.	Ms – Gillian Hassan (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. KWAZULU NATAL 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	28 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	+6 days	The meeting was held successful.	None
	11 June 2020 (Chamber Meeting)	Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	31 May 2020	+1 day	The meeting was held successful	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)	28 May 2020 (Chamber Meeting Preceding Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready prior the meeting 100%	0%	No document was prepared save for the draft annual report	None
	11 June 2020 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready (3) Days prior the meeting 09 June 2020	0%	None	None
1.3 Minutes must be to the acceptable standard.	28 May 2020 (Chamber Meeting Preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in April 2021	0%	None	None

	11 June 2020 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in the next Chamber 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	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. 10%	-90%	Only HOSPERSA and PSA has submitted 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.	Two (2) agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	Only two (2) new agenda items were submitted
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Two (2) agenda item was finalized within (3) normal meetings. %	0%	Two (2) agenda item were finalized within (3) normal 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).	Parties did not convene their Caucus days before the meeting. 0 % Compliance	-100 % Compliance.	There were no caucus meetings held
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 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

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	The number of Chambers with functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for	There are Task Teams established for different items but not for monitoring CA per	100%	None

collective agreements.		new collective agreements.	se. 100%		
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 and motoring of Collective Agreements (CA).	No Reports are submitted to the Chamber on CA	100%	None

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.	See the Industrial action report below.	Nil	See the industrial Action Report below.

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.	Nil	This matter has been set down as a standing agenda point.
7.3 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

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.	N/A	N/A	The next ExCo Chamber management workshop will be held in 2021
8.2 Submit the training	The number of	The	Not yet	Zero	Not yet convened due to

needs to Council.	training needs submitted per Chamber.	Chambers training needs analysis tool was forwarded to parties.	submitted.		financial constraints.
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

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
KwaZulu-Natal (In June 2020) Employer did not	Ethekwini / Durban	King Edward VIII Hospital	Staff was demanding closure of	PSA and DENOSA	34 staff members	N/A	N/A

provide the exact date.			theatre unit and to be tested for COVID-19 Work stoppage the strike lasted for five (05) hours				
	Ethekwini / Durban	Phoenix CHC	Mass Covid-19 testing for all staff within the institution	DENOSA HOSPERSA NEHAWU PSA	Professional Nurses and all other support categories	N/A	N/A
	Ethekwini / Durban	Tongaat	Staff demanded disinfecting of the facility and testing for covid-19.	NEHAWU, PSA and DENOSA	(+/-) 100 members of staff.	N/A	N/A
	Uthukela	Estcourt Hospital	Staff demanding fumigation of OPD. Work stoppage. Two Hours	PSA, NEHAWU and DENOSA	All OPD Staff	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

KWAZULU NATAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 3 years & 8 months	Retained	The item was brought to the Chamber because of the crisis resulting from the psychiatric patients being kept in the institutions for a longer period than the one prescribed in the policy There is a Task Team (TT) established to deal with the matter as there were different challenges including infrastructure on the matter The TT provides update reports to the Chamber
2.	Progress Report on the Phasing Out of Lay Councillors	NEHAWU	25 October 2018 1 year & 8 months	Removed 11 June 2020	The item was finalised and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
3.	Status on the HUBs	HOSPERSA	25 October 2019 8 months 4 meetings	Retained	Item remains on the agenda to track progress
4.	Interpretation and Application of Circular 58 of 2019	NEHAWU	25 October 2019 8 months 4 meetings	Removed 11 June 2020	The item was finalised and removed. The Council responded on the matter and same was circulated to parties.
5.	The Rationalization of FPS Mortuaries in eThekweni District	Employer - Health	13 November 2019 7 months 4 meetings	Retained	Item remains on the agenda to track progress
6.	Merger of St Aidans hospital with King Edward viii hospital	Employer (DoH)	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
7.	Closure of Regional Laundry Durban and Coastal	Employer (DoH)	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
8.	Policy on the Provision of Safety Equipment, Facilities, Protective Clothing and	Employer (DoH)	09 March 2020	Retained	Item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Uniforms		3 Months 2 meetings		
9.	Health Promoters -CCGs	HOSPERSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
10.	Reappointment of Staff After Resignation- Department of Health	HOSPERSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
11.	Electronic Filing System as Initiated by the MEC Health	PSA	09 March 2020 3 Months 2 meetings	Removed 11 June 2020	The item was finalised and removed.
12.	Workplace Risk Assessment and Compliance with OHS (DoH & DSD)	PSA & DENOSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
13.	Filling of Vacancies in Health & Social Development	PSA	09 March 2020 3 Months 2 meetings	Retained	Items remains on the agenda to track progress
14.	Stock Level of Medication/Critical Drugs in Hospitals	PSA	09 March 2020 3 Months 2 meetings	Retained	Items remains on the agenda to track progress
15.	Overtime Payments (Health & Social Development)	PSA	09 March 2020	Retained	Item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			3 Months 2 meetings		
16.	Employees on Suspension for Extended Periods (Health & Social Development)	PSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
17.	Travel Costs of Staff: MEC (Health & Social Development) EXCO & MANCO	PSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
18.	Corruption & Maladministration: Public Protector Report	PSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
19.	Career Pathing of Lower Categories in Nursing (ENs & ENAs) to Professional Nurses	DENOSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
20.	Absorption of Post-Community Service	DENOSA	09 March 2020 3 Months 2 meetings	Retained	Item remains on the agenda to track progress
21.	Integration of Services between Clairwood Hospital and Wentworth Hospital in eThekweni District	DENOSA	18 June 2020 1 meeting	Removed 11 June 2020	The matter was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
22.	Implementation of Resolution 3 of 2019	Secretariat	18 June 2020 1 meeting	Retained	Item remains on the agenda to track progress