

**Mpumalanga PHSDSBC Quarterly report
01 October 2019 - 31 December 2019**

1. INTRODUCTION

This report is a presentation of the work performed by the Mpumalanga Chamber. The report covers the period 01 October 2019 – 31 December 2019.

2. Meetings in this Period

2.1 29 November 2019 – 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 Siphoh Mahlangu (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. Chamber Administration

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER					
STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS

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.	29 November 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	19 November 2019	None	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
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%	Parties are fully in attendance in Chamber meetings.	
2.2 Every party would be represented by	Number of parties who	100% Compliance	100%	0%	Parties are well represented in the Chamber meetings.	

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)	29 November 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	100% 29 November 2019	0%	The meeting was held successfully.	N/A.
1.4 Minutes must be to the acceptable standard.	29 November 2019 (Chamber Meeting)	100% Compliance	The minutes will be adopted in the next ordinary Chamber meeting scheduled to convene on 06 February 2020.	100%	N/A	None
the authorized representatives.	submit letters of credence 45 days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).	Parties submit their letters of credence before the AGM.			

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	The Mpumalanga Chamber does not have a Task Team established to monitor collective agreements.
5.2 At least one (1) Chamber report on	The number of Chambers that submit	Report on the implementation motoring of a	The Chairperson and Vice Chairperson would	N/A	The Mpumalanga Chamber does not have a Task Team established to monitor collective agreements.

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
monitoring of implementation of a collective agreement.	monitoring reports.	Collective Agreements.	be responsible to convene these meetings and ensure that parties 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	Report on walk outs that	No recorded walkout.	Nil	This matter has been set down as a standing agenda point.

	occurred within the Chamber's jurisdiction.	occurred within the Chamber's jurisdiction.			
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	The Chambers training	Not yet submitted.	Zero	The Mpumalanga Chamber had its Labour Relations Training in the year 2018.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
	submitted per Chamber.	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.

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 Ten (10) 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 17 July 2019 Five (5) years	The item was removed from the agenda of the Chamber.	Resolved
5.	Staff Shortage	HOSPERSA	11 June 2014- To date Five (5) years	Currently on the agenda of the Chamber.	Not yet resolved
6.	Staff Attitude	DENOSA	07 November 2014- To date Five (5) years	Currently on the agenda of the Chamber.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
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 29 November 2019 Two (2) years and four (4) 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 Two (2) years and four (4) 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 Two (2) years and two (2) 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 Two (2) years and two (2) 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 Two (2) years and two (2) months	The item is currently being discussed at the level of the Chamber.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
13.	Withdrawal of Policies	DENOSA	12 September 2017 to 24 July 2018 Two (2) years and two (2) 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 Two (2) years and two (2) 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 Two (2) years and ten (10) months	The item is currently being discussed at the level of the Chamber.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
16.	Transferring of Dark Room Operators	NUPSAW	29 November 2017 to date Two (2) years and two (2) 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 Specialized Services from Standerton to Mbhejeka CHC, Elukwatini, Chief Albert Luthuli - DoH	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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
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 ten (10) 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 One (1) year and Three (3) 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 One (1) year and Three (3) 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 One (1) year and Four (4) months	The item is currently on the agenda of the Chamber for discussion by Parties.	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
24.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	23 October 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
25.	Consultation on the Draft Procedure for the Management of Non-Nursing Duties	Department of Health	30 November 2018 to 08 March 2019 One (1) year and Two (2) months	The item was removed from the agenda of the Chamber by Parties.	Resolved
26.	Draft Collective Agreement for the Translation of Employees who are not Nurses	Department of Health	08 March 2019 to date Ten (10) months	The ExCo and Council did not ratify the signed collective agreement on the item and Parties agreed that the collective agreement would be amended in line with the points raised by the ExCo and Council.	Not yet resolved.
27.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	08 March 2019 to date Ten (10) months	The item was sponsored by the PHSDSBC and the identified Chambers are expected to provide progress reports at	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				the level of the Council meetings.	
28.	PHSDSBC Resolution 1 of 2019 – Agreement on Organisational Rights Within the Public Health and Social Development Sector	PHSDSBC	30 May 2019 to 11 September 2019 Four (4) months	The item was sponsored by the PHSDSBC and collective agreement implementation workshops were conducted for all the ten (10) Chambers.	Resolved.
29.	Integration of Sub-Campuses to the Nursing College	Department of Health	17 July 2019 to date One (1) year and Six (6) months	The item was introduced by the Employer – DoH for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.	Not resolved
30.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 to date Three (3) months	The item was introduced by the PSA for the Employer to provide a written report on the status of the item in the province. The item is currently on the agenda of the Chamber for discussion.	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
31.	EPMDS Performance Incentive Bonus – Bushbuckridge Sub-District	HOSPERSA	17 July 2019 to 17 July 2019 One (1) meeting	The item was introduced by HOSPERSA, however, Parties agreed in the same meeting that the item should be dealt with at a bilateral level with the Employer.	Resolved
32.	Admission of Student Nurses Intake for the 2020/2021 Academic Year – DoH	Department of Health	11 September 2019 to date Five (5) months	The item was introduced by the Employer – DoH for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.	Not resolved
33.	Implementation of the PHSDSBC Resolution 2 of 2018	Department of Social Development	29 November 2019 to date One (1) meeting	The item was introduced by the Employer – DSD for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.	Not resolved
34.	Review of DSD organisational structure	Department of Social Development	29 November 2019 to date One (1) meeting	The item was introduced by the Employer – DSD for consultation	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				processes to ensue. The item is currently on the agenda of the Chamber for discussion.	
35.	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 unrests.	N/A