

**National Chamber PHSDSBC Quarterly report
01 April 2020 – 30 June 2020**

1. INTRODUCTION

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

2. Meetings in this Period

2.1. 26 May 2020 – National Chamber Meeting Preceding the Council AGM

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

No.	Office Bearer Name	Constituency
1.	Not yet finalised (Chairperson)	Labour
2.	Not yet finalised (Vice-Chairperson)	Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Chamber Secretary

4. Chamber Administration

1. National 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.	26 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting)	11 May 2020	None	The meeting was held 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 2016.	N/A	N/A	The 2019/2020 Chamber Annual Report was submitted to the Manager on 16 April 2020, due to the COVID – 19 pandemic.	N/A
1.3 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeratio	26 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	N/A	The meeting document was ready for distribution on the date of the meeting.	N/A

n of all documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	26 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance	N/A	N/A	The minutes of the National Chamber meeting Preceding the Council AGM will be adopted in the meeting scheduled in 2021.	N/A

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.	90% All parties must attend at least 90% of scheduled Chamber meetings.	90% The National Department of Social Development is consistently attending National	0%	The intervention sought by Parties to the Chamber at the level of the ExCo assisted, in that in the Chamber meeting convened on 25 September 2019, representatives from the National Department of Social Development were in attendance, and are still attending Chamber meetings to date.

			Chamber 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% All Parties tabled their authorized representatives.	0%	The intervention sought by Parties to the Chamber at the level of the ExCo assisted, in that in the Chamber meeting convened on 25 September 2019, representatives from the National Department of Social Development were in attendance.

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.	0% The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	100%	N/A

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

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% Number of Agenda items finalized within three (3) normal meetings.	-100%	No items were finalized within the three normal meetings for the said reporting period.
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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).	0% Compliance The Employer and Organised Labour are not convening their Caucuses.	-100 % Compliance.	Parties are not convening caucuses prior to 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	100% Chamber Management Committee	0%	The Chamber Management Committee hold its caucuses least 30 minutes before the Chamber meeting.

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

		hold a meeting before the Chamber meeting).	holds its meetings at least 30 minutes before the start of the Chamber meeting.		
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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	0%	All parties have mandate to engage on the matters before the agenda.

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.	100%	0%	The National Chamber has a Task Team that was established to monitor a PSCBC Resolution 1 of 2012.
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 monitoring of a Collective Agreements.	100%	0%	The Task Team that was established to monitor PSCBC Resolution 1 of 2012 has to date not yet convened a meeting in order to provide a report at the level of 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.

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

	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.	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%	0%	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	Not yet submitted.	Zero	The Labour Relations Training for the National Chamber was convened on 14 to 18 May 2018.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
		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.	National Chamber	None Reported at the Chamber.	N/A	N/A	N/A	N/A	N/A	N/A

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

- No prominent issues at the level of the National Chamber currently.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
1.	Transfer of Port Health Services.	Department of Health	05 May 2015 to date Three (3) years and Eleven (11) months	Retained	The item should be removed from the agenda due to its life span and to date the Employer has not provided a close - out report on the item.
2.	PMDS Policy (NDoH)	National Department of Health	04 July 2018 to date Nine (9) months	Retained	The agenda item should be removed, given that the policy was adopted, and issues of non- implementation of the policy by the Employer can be dealt with through dispute resolution processes.
3.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	07 December 2018 to date One (1) year and Three (3) months	Retained	The agenda item should be removed given that the Employer provided a final report at the level of the Chamber for submission at the level of the Collective Bargaining Committee.
4.	Monitoring of the Implementation of Clause 18.1 of the PSCBC Resolution 1 of 2012	NEHAWU	07 December 2018 to date	Retained	The agenda item should be retained for purposes of the established Task Team to provide progress reports at the level of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
			One (1) year		
5.	Implementation of the Admin Model	NEHAWU	07 December 2018 to date One (1) year	Retained	The item should be removed given that the Employer was dealing with item at the level of the Department, by way of having bilateral meetings in resolving the issue.
6.	Matters and processes related to the move from Civitas	PSA	20 August 2019 to date Seven (7) months	Retained	The item should be retained on the agenda of the Chamber pending the response by the Employer in relation to the outcome of its mandating processes.
7.	Information Pertaining to Staffing Levels, HR Costs and Other Expenditure – National Health	PSA	20 August 2019 to date Seven (7) months	Retained	The Employer is to provide certain information that was requested by Labour on the agenda item, and therefore the item should be retained.
8.	Information Pertaining to Staffing Levels, HR Costs and Other Expenditure – Social Development	PSA	20 August 2019 to date Seven (7) months	Retained	The Employer is to provide certain information that was requested by Labour on the agenda item, and therefore the item should be retained.
9.	Update on National Macro Organisation of Government (NMOG) Process - NDSD	NDSD	12 November 2019 to date	Retained	The item should be removed from the agenda of the Chamber given that the affected employees from the National Department of Social Development were

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
			Four (4) months		transferred to the Department of Women as at 01 April 2020.
10.	Update on Organisational Review and Enhancement Process - NDSD	NDSD	12 November 2019 to date Four (4) months	Retained	The item should be retained on the agenda of the Chamber for the Employer to provide progress reports at the level of the Chamber.
11.	Forensic Chemistry Lab Buildings	NEHAWU	06 December 2019 to date Three (3) months	Retained	None
12.	Pay progression/performance incentives for the 2018/2019 evaluation cycle: Social Development	PSA	20 August 2019 to date Five (5) months	Retained	The item should be removed from the agenda of the Chamber, the Employer provided reports that performance incentives/Pay Progression was implemented for the reporting period. Any aggrieved employee should therefore institute dispute resolution processes against the Employer in the event that they are in dispute with the Employer.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
13.	Non- Compliance with Operational Security Uniform Policy	PSA	13 February 2020 to date Two (2) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
14.	Reimbursement due to the Failure to Provide Operational Security Uniforms	PSA	13 February 2020 to date Two (2) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
15.	Implementation of the Revised Directive on Development Programmes	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
16.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
17.	Integration of Employees in the NDoH	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
18.	Use of Consultants in the NDoH	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
19.	Outsourcing of NDoH ICT Functions to SITA	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
20.	Use of Private Security in the NDoH Offices and National Forensic Laboratories	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
21.	NDoH Restructuring	NEHAWU	09 March 2020 to date One (1) month	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
22.	Industrial Action	Secretariat	20 August 2013-To date	N/A	Parties to the Chamber to present a regular report as and when there were Labour unrests.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
			Standing agenda item		