

**North West Chamber PHSDSBC Quarterly report
01 April 2020 to 30 June 2020**

INTRODUCTION

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

1. Meetings in this Period

1.1. 26 May 2020-North West Chamber Meeting Preceding Council AGM

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

No.	Office Bearer Name	Constituency
1.	Mr Leonard Choeneemang (Chairperson)	Labour (NEHAWU)
2.	(Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. NORTH WEST 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.	26 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	+ 4 days	The meeting was held successfully.	None

<p>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)</p>	<p>26 May 2020 (Chamber Meeting Preceding Council AGM)</p>	<p>100% Compliance (All meeting bundle of documents are ready on the day of the meeting).</p>	<p>Documents were prepared and ready before the meeting 100%</p>	<p>0%</p>	<p>It was a zoom meeting and there was no bundle of documents prepared for it except the annual report</p>	<p>None</p>
<p>1.3 Minutes must be to the acceptable standard.</p>	<p>26 May 2020 (Chamber Meeting Preceding Council AGM)</p>	<p>100% Compliance (No corrections and no disputes about the content 100%).</p>	<p>Minutes will be adopted in the next Chamber AGM meeting in 2021</p>	<p>0 %</p>	<p>None</p>	<p>None</p>

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 of all meetings by all parties	0%	Attendance of meetings was good for the period under reporting
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).	11 Parties tabled their authorized representatives. 1000%	0%	All parties have 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	Number of	100%	There were no	0%	There were no new items

be submitted to Chamber Secretary five (5) days before the Chamber meeting.	agenda items submitted within five (5) days before the Chamber Meeting.	compliance All agenda items are submitted five (5) days before the meeting.	new agenda items for the reporting period.		submitted for the quarter
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings. 0%	-100%	None

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	Number of caucuses held	100% Compliance	Parties did not hold their caucus	100%	No caucus meetings were held

before the meeting.		(All parties hold caucuses before the Chamber meeting).	meeting. 100% Compliance		
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 does not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0%	-100%	No Chamber Management Committee meetings held.

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	All parties have mandate to engage on the matters	0%	All parties have requisite mandates

		in a meeting with mandated positions).	before the agenda. 100% compliance		
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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 Task Team that monitors all PHSDSBC Resolutions 100%	0%	There is a standing Task Team that looks at all Resolutions
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 monitoring of a Collective Agreements.	Reports are submitted to the Chamber.	0%	The Task Team provides reports

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.	Nil	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.	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.	-100%	Zero	The next ExCo Chamber management workshop will be held in 2021.
8.2 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 yet submitted.	Zero	Not yet convened due to financial constraints.
8.3 To have a Chamber	The number of successful	All Chambers	No yet submitted.	Zero	Not yet convened due to financial constraints.

operational planning session once a year.	operational planning sessions undertaken by the Chamber.	to hold operational planning sessions.			
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4. Reporting on Industrial Action

None reported in this quarter.

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.	North West Chamber	None	N/A	N/A	N/A	N/A	N/A	N/A

5. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION

None

6. LIFESPAN

NORTH WEST CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Occupational Health and Safety	HOSPERSA/NEHAWU	18 March 2015 5 years & 3 months	Retained as a standing agenda item	<p>The item remains as a standing agenda item.</p> <p>The Employer provides update reports and the item should remain on the agenda until there is full compliance with OHS.</p>
2.	Staff Establishment at Forensic Pathology Services (FPS)	PSA	10 October 2016 3 years & 8 months	Retained	<p>The item remains on the agenda of the Chamber for progress reporting.</p> <p>The item has been long on the agenda because it was referred to a bilateral and was not resolved.</p> <p>The Employer provided Labour with the current FPS structure and proposed that the item be dealt with as part of consultation in developing an ideal structure project currently underway.</p> <p>It was agreed that the matter be discussed at the standing TT.</p>

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
3.	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 2 years & 9 months	Retained	The item remains on the agenda of the Chamber for progress reporting. The Employer provides update reports even though reporting has been inconsistent. The item should remain on the agenda until discussions have been exhausted.
4.	Implementation and Monitoring Task Team (Resolution 1 of 2018 as extended, Resolution 3 of 2007, Resolution 1 of 2009 and PSCBC Resolution 3 of 2009)	NEHAWU	28 June 2018 2 years	Retained as standing agenda Item	The item remains on the agenda as the standing agenda item. The TT was established to deal with monitoring of Resolutions and progress reports are submitted at the Chamber meetings.
6.	Vacancy Rate and Acting Positions (Both Departments)	NEHAWU	21 August 2018 1 year & 10 months	Retained	Item remains of the agenda to track progress. The Employer provides progress report on the filling of vacant post.
7.	Salary Levels -Medical Depot	NEHAWU	21 August 2018 1 year & 10 months	Retained	The Employer indicated in the last Chamber meeting that the salary levels were now implemented and requested that the item be removed from the agenda. Labour indicated that it would have agreed to remove the item had the Employer provided a written report in this regard, but since none was availed it would request the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
					Employer to submit a written report before the item could be removed.
8.	Emergency Services resources Overtime Medical (EMS) and	NEHAWU	21 August 2018 1 year & 10 months	Retained	Item remains of the agenda to track progress. The matter is dealt with at a multilateral meeting and should remain on the agenda until discussions are exhausted.
9.	Lack of Skilling and Development of Workers	NEHAWU	21 August 2018 1 year & 10 months	Retained	Item remains of the agenda to track progress. The Employer provides progress report on the skilling and development of employees. The item should be removed and brought back on the agenda if there are issues arising.
10.	Privatisation and Outsourcing	NEHAWU	21 August 2018 1 year & 10 months	Retained	Item remains of the agenda to track progress. The Employer provides update reports even though reporting has been inconsistent. The item should remain on the agenda until discussions have been exhausted. The matter is also addressed at National level.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
11.	Termination of Contracts of Employment	NEHAWU	21 August 2018 1 year & 10 months	Retained	<p>Item remains of the agenda to track progress.</p> <p>The item was brought to the Chamber to ensure that the number of employees employed on contracts was reduced and permanent posts filled.</p> <p>The item is also linked to item on vacancy rates as the report on the latter also serve as the report in this regard.</p> <p>The Employer provides reports on the number of adverts and posts filled to reduce contract employment.</p> <p>There is an issue of BOSASA employees that the DSD provides report on.</p>
12.	Corruption and Greed	NEHAWU	21 August 2018 1 year & 10 month	Retained	<p>Item remains of the agenda to track progress.</p> <p>The matter is also addressed at National level and the Employer provides update reports as and when available.</p>

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
13.	Policy of Acting Appointments	Employer (DoH)	07 February 2019 1 year & 4 months 6 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority
14.	Community Health Workers (CHWs) Contract of Employment	Employer (Health)	12 March 2019 1 year & 3 months 6 meetings	Retained	Item remains of the agenda to track progress.
15.	Bursaries or study leave and assistance for Child and youth Care Workers in the Province (Social Development)	PSA	09 July 2019 11 months 5 meetings	Retained	Item remains of the agenda to track progress.
16.	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 11 months 5 meetings	Retained	Item remains of the agenda to track progress. The matter was referred to a multilateral and should remain on the agenda until discussion are exhausted.
17.	Exploitation of Junior Nurses by the	DENOSA	09 July 2019	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Hospitals During Night Shift		11 months 5 meetings		The matter was referred to a multilateral and should remain on the agenda until discussion are exhausted.
18.	Reviewing of the Provincial Policy on Training	DENOSA & Employer (DoH & DSD)	20 August 2019 10 months 4 meetings	Retained	Item remains of the agenda to track progress finalize DSD policy. The DoH policy was adopted.
19.	Draft Policy on Recruitment and Selection	The Employer DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.
20.	Draft Policy on Working Time	The Employer DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.

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21.	HIV&AIDS, STI AND TB Management Policy	The Employer -DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.
22.	Health and productivity Management Policy	The Employer -DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.
23.	Safety health environment risk and quality policy Management Policy	The Employer -DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.

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24	Wellness Management Policy	The Employer -DoH	20 August 2019 10 months 4 meetings	Retained	Policy to be adopted. The Chamber agreed that though it was ready to adopt the policies, they would first be quality assured by the responsible directorate and served before the DMC for final consultation before being tabled at the Chamber for adoption and final approval by the executive authority.
25.	Temporary Closure of Boikagong Child and Youth Care Centre in Mahikeng	Employer -DSD	18 October 2019 9. months 3 meetings	Retained	Item remains of the agenda to track progress.
26.	Progress report on the implementation of Resolution 1 of 2018 as amended	Employer -Health	18 October 2019 8 months 3 meetings	Retained	Item remains of the agenda to track progress.
27.	Vacant Posts in the Department (DoH & DSD)	PSA	22 November 2019 7 months 2 meetings	Retained	Item remains of the agenda to track progress.
28.	Payroll Policy	Employer (DoH)	12 March 2020 3 months 1 meeting	Retained	Item remains of the agenda to track progress.
29.	Subsistence and Traveling (S&T) Policy	Employer (DoH)	12 March 2020	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			3 months 1 meeting		