

**Eastern Cape PHSDSBC Quarterly report
01 October 2020 – 31 December 2020**

1. INTRODUCTION

This report is a presentation of the work performed by the Eastern Cape Chamber. The report covers the period 01 October 2020 – 31 December 2020.

2. Meetings in this Period

2.1	21 October 2020	-	Eastern Cape Chamber Meeting
2.2	13 November 2020	-	Eastern Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Nicholas Ntsoane (Chairperson)	The Employer
2.	Mr Sivuyile Mange (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
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1. Eastern Cape 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.	21 October 2020 (Chamber Meeting)	100% Compliance (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	15 October 2020	None	The meeting was held successfully	N/A.
	13 November 2020 (Chamber Meeting)	100% Compliance (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	06 November 2020	None	The meeting was held successfully.	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days	N/A	100% Compliance	The 2019 Chamber Annual Report was submitted to the Manager on 16 April 2020 due to the COVID-19 pandemic.	None	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) before 2	N/A

before the Council AGM.						
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)	21 October 2020 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
	13 November 2020 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
1.4 Minutes must be to the acceptable standard.	21 October 2020 (Chamber Meeting)	Minutes of the Chamber meeting convened on 21 October 2020 were adopted by Parties to the Chamber with no corrections.	N/A	N/A	N/A	N/A

	13 November 2020 (Chamber Meeting)	Minutes of the Chamber meeting convened on 13 November 2020 will be adopted in the Chamber meeting to be convened in February 2021.	N/A	N/A	N/A	N/A
2.1 Regular and consistent attendance of meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 100% of scheduled Chamber meetings.	100% attendance by all parties	None	Parties were concerned by the poor attendance by representatives from the Department of Social Development. In the Chamber meeting convened on 13 November 2020, Parties agreed that they would give DSD another opportunity to attend the next ordinary Chamber meeting prior to seeking the intervention of the ExCo and Council.	
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).	70% All Parties tabled their authorized representatives.	30%	The Employer (DoH), PSA and HOSPERSA have submitted their letters of credence to date.	

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% The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.	0%	The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline, however Task Team reports are still not submitted five (5) days prior to the Chamber meeting but rather on the day of the meeting.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalised within three (3) normal meetings.	100% compliance	10%	90%	One (1) item was finalised 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).	100% Compliance The Employer and Organised Labour are convening their Caucuses days before the meeting.	0 % compliance.	The Employer is being consistent in convening their caucuses, however, Organised Labour is not convening caucuses consistently.
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% Compliance	0%	Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting mainly to screen the agenda items.

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).	80% Compliance	20%	Due to the lack of attendance by the Employer – DSD representatives' items for the DSD were not being transacted on in a speedily manner due to lack of attendance at times by DSD in mandating on their items.

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.	The Chambers had established implementation Monitoring Task Teams for new collective agreements.	The Task Team on the PHSDSBC Resolution 1 and 2 of 2014 was disbanded.	N/A	N/A

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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 of a Collective Agreements.	The Chamber is currently monitoring the implementation of the PHSDSBC Resolution 3 of 2019 – Agreement on the Payment of Annual Statutory Fees. 100%	0%	The Employer is providing progress reports on a consistent basis at the level of the Council via Chamber processes.

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.	There was no industrial action which was reported in the Eastern Cape Chamber.	N/A	This matter has been set down as a standing agenda point.
6.2 Zero walk-out	The number of walk-out that occurred within	Report on walk outs that occurred	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)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
	the Chamber's jurisdiction.	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	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.	0%	-100%	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 was	Not yet submitted.	Zero	The Eastern Cape Chamber had its Labour Relations Training session from 07 – 11 May 2018.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
		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

No reports were submitted 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

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	ANALYSIS /RECOMMENDATIONS
1.	Chamber Policies	The Employer	Standing Item of the Chamber – the Chamber established a Task Team to deal with the item.	The item is currently a standing agenda item.	The agenda item has been a standing item due to the work conducted by the Task Team on a continuous basis.
2.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date Two (2) years and Two (2) month	Retained	The agenda item is still retained on the agenda of the Chamber due to the understanding that the Employer should provide progress reports pertaining to both Departments.
3.	Outstanding Cost Orders for the Council	PHSDSBC	08 August 2018 to date Two (2) years and Two (2) months	Retained	The agenda item should be removed from the agenda of the Chamber in order for the PHSDSBC Department – Corporate Services to liaise directly with the Eastern Cape Department of Health and Department of Social Development for the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
					payment of outstanding cost orders owed to the Council.
4.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	08 August 2018 to date Two (2) years and Two (2) months	Retained	The agenda item should be retained on the agenda of the Chamber pending a finalised report from the Employer regarding the implementation of normal grade progression as per the request by Organised Labour as well as requested by the Council at the level of the Collective Bargaining Committee.
5.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	26 February 2019 to date One (1) year and ten (10) months	Retained	The agenda item should be removed from the agenda of the Chamber, given the fact that the Employer is embarking on a collaborative project with an institution of Higher Learning in the Eastern Cape Province in providing the required training to Emergency Medical Services Personnel in the Eastern Cape Department of Health, and pending the finalisation of the supply chain processes EMS personnel in the Province will not be undertaking at Continuous Professional Development training.
6.	Delinking of Housing Allowance	DENOSA	06 June 2019 to date	Retained	The agenda item should be removed from the agenda of the Chamber, the Employer has provided reports regarding the implementation of delinking of housing allowance, however Organised Labour is

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			One (1) year, six (6) months		insistent that the reports by the Employer should be designated according to districts in terms of implementation irrespective that the Employer has implemented as per the PSCBC Resolution.
7.	Security in all Health Facilities in the Eastern Cape Department of Health	DENOSA	06 August 2019 to 21 October 2020 One (1) year and two (2) month	Removed	The agenda item was removed.
8.	PHSDSBC Resolution 2 of 2018 (Payment of Annual Statutory Registration Fees)	DENOSA	06 August 2019 to 25 February 2020 Six (6) months	Merged removed and	The agenda item should be retained on the agenda of the Chamber in order for the Employer to provide progress reports regarding the implementation of the PHSDSBC Resolution 3 of 2019.
9.	DoH Data Capturers Unequal Salary Levels	NEHAWU	06 August 2019 to date One (1) year and three (3) months	Retained	The agenda item should be retained pending NEHAWU providing a list of Employees it deemed were being disadvantaged in order for the Employer to remedy.
10.	Implementation of the PHSDSBC Resolution 3 of 2019 – Amendments to an Agreement on the	PHSDSBC	25 February 2020 to date	Retained	The agenda item is still on the agenda of the chamber for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
	Payment of Annual Registration in Respect of Health and Social Development Professionals		Ten (10) months		
11.	Availability of PPE	NEHAWU	18 June 2020 to 21 October 2020 Six (6) months	Removed	The item was removed from the agenda.
12.	Designation of Essential Staff Within the Eastern Cape Department of Health	NEHAWU	25 August 2020 to 21 October 2020 Three (3) meetings	Removed	The item was removed from the agenda of the Chamber.
13.	Recruitment and training of Human Resources	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.
14.	Deployment of Human Resources	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
15.	Sourcing of Human Resources from the Expanded Public Work Programme, Retired Health Professionals, Community-Based Organisation and Non-Governmental Organisations to Render Services in Identified Sites	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.
16.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.
17.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.
18.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
19.	Disposal of CoVID-19 Mortal Remains	PHSDSBC	25 August 2020 to date Three (3) meetings	Retained	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.
20.	Industrial Actions	Secretariat	18 September 2013-To date (Standing item)	The item has been tabled as the standing item. Parties to report on the industrial actions in the Health and Social Development Sector.	N/A