

**Eastern Cape PHSDSBC Quarterly report
01 October 2019 - 31 December 2019**

1. INTRODUCTION

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

2. Meetings in this Period

2.1	10 October 2019	-	Eastern Cape Chamber Meeting
2.2	15 November 2019	-	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 Khonaye Gxaleka (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
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 06 August 2019, Parties agreed that they would give DSD another opportunity to attend the Chamber meeting of 10 October 2019 prior to seeking the intervention of the ExCo and Council.
2.2 Every party would be represented by	Number of parties who	100% Compliance	100%	None	All Parties have submitted their letters of credence.

the authorized representatives.	submit letters of credence 45 days	(All Parties must produce			
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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.	10 October 2019 (Chamber Meeting)	100% Compliance (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	25 September 2019	None	The meeting was held successfully.	N/A.
	15 November 2019 (Chamber Meeting)	100% Compliance (Chambers AGM meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting).	30 October 2019	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 27 March 2019.	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)	10 October 2019 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100% 10 October 2019	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
	15 November 2019 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100% 15 November 2019	None	All the supporting documents were ready and distributed prior to the meeting.	N/A
1.4 Minutes must be to the acceptable standard.	10 October 2019 (Chamber Meeting)	Minutes were adopted in the Chamber meeting convened on 15 November 2019 without any corrections.	N/A	N/A	N/A	N/A

	15 November 2019 (Chamber Meeting)	Minutes will be adopted in the Chamber meeting scheduled to be convened on 25 February 2019.	N/A	N/A	N/A	N/A
	before the Council AGM.	the letters of credence for every chamber representative).	All Parties tabled their authorized representatives.			

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)	100% The agenda items were tabled in terms	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.

		days before the meeting.	of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.		
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	50%	50%	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).	100% Compliance The Employer and Organised Labour are convening their	0 % compliance.	The Employer is being consistent in convening their caucuses, however, Organised Labour is not convening caucuses consistently.

			Caucuses days before the meeting.		
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)	80% Compliance	100%	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 mandating on the items.

		with mandated positions).			
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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
5.2 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.	N/A	N/A	N/A

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 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.
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 forwarded to parties.	Not yet submitted.	Zero	The Eastern Cape Chamber had its Labour Relations Training session from 07 – 11 May 2018.
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	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.	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 item has been a standing item due to the work conducted by the Task Team on a continuous basis.
2.	Skills Development	HOSPERSA	09 December 2015-06 June 2018 Two (2) years and six (6) months	The item was removed from the agenda of the Chamber.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
3.	Age restriction for admission for students at Lilitha College	HOSPERSA	29 March 2018 to 08 August 2018 Two (2) meetings	The item was removed from the agenda of the Chamber.	Resolved.
4.	Release Policy on Student Leavers	HOSPERSA	29 March 2018 to 06 June 2018 Two (2) meetings	The item was finalised and removed from the agenda of the Chamber on 06 June 2018.	Resolved.
5.	Draft Resettlement Policy - DoH	Department of Health	08 August 2018 to 04 September 2018 Two (2) meetings	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
6.	Draft Exit Management Policy - DoH	Department of Health	04 September 2018 to 08 August 2018 Two (2) meetings	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
7.	Draft Overtime Policy - DoH	Department of Health	04 September 2018 to 08 August 2018	The policy was finalised and removed from the	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Two (2) meetings	agenda of the Chamber.	
8.	Draft Secondment Policy - DoH	Department of Health	04 September 2018 to 08 August 2018 Two (2) meetings	The policy was finalised and removed from the agenda of the Chamber.	Resolved.
9.	Implementation of the new ECDoH organogram	Department of Health	06 June 2018 to date One (1) year and six (6) months	The item was introduced by the Employer in the Chamber meeting dated 06 June 2018 for discussion by Parties.	Not resolved.
10.	Consultation on the proposed Emergency Medical Services (EMS) work schedule.	Department of Health	06 June 2018 to 08 August 2018 Two (2) Meetings	The item was introduced by the Employer in the Chamber meeting dated 06 June 2018 for discussion by Parties.	Resolved
11.	Discrepancies in Remuneration within the Pharmacy Profession - Public Health Sector- HOSPERSA	HOSPERSA	08 August 2018 to 26 February 2019 Six (6) months	The item was introduced by the Employer in the Chamber meeting dated 08 August 2018 for discussion by Parties, and the item was resolved in	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				the Chamber meeting of 26 February 2019.	
12.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date One (1) year and five (5) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
13.	Outstanding Cost Orders for the Council	PHSDSBC	08 August 2018 to date One (1) year and five (5) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
14.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	08 August 2018 to 06 August 2019 One (1) year	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties. In the Chamber meeting of 06 August 2019,	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				Parties agreed to remove the item due to the signing of the extended agreement, i.e. PHSDSBC Resolution 2 of 2019.	
15.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	08 August 2018 to date One (1) year and five (5) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties. The Employer is yet to provide a status report on the implementation of Normal Grade Progression for the ECDS.	Not resolved.
16.	Revised Bursary Policy	Department of Health	11 October 2018 to date One (1) year and Three (3) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
17.	Draft Policy on the Employment of Sessional Health Professionals	Department of Health	11 October 2018 to date One (1) year and Three (3) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
18.	Draft Probation Policy	Department of Health	11 October 2018 to date One (1) year and Three (3) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
19.	Draft Unemployed Graduates Policy	Department of Health	11 October 2018 to date One (1) year and Three (3) months	The item was introduced by the Employer in the Chamber meeting dated 11 October 2018 for discussion by Parties.	Not resolved.
20.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	26 February 2019 to date Eleven (11) months	The item was sponsored by the PHSDSBC and the identified Chambers are expected to provide progress reports at the level of	Not resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				the Council meetings.	
21.	Delinking of Housing Allowance	DENOSA	06 June 2019 to date Seven (7) months	The item was introduced by DENOSA in the Chamber meeting dated 06 June 2019 for the Employer to provide a response on whether it had informed employees of the new provisions.	Not resolved
22.	Pharmacy Overtime Issues	HOSPERSA	06 June 2016 to 06 June 2019 One (1) Meeting	Parties agreed that the item should be dealt with the Employer at a bilateral level, and therefore agreed that the item should be removed from the agenda of the Chamber.	Resolved
23.	OSD For Nurses	HOSPERSA	06 June 2016 to 06 June 2019 One (1) Meeting	Parties agreed that the item should be dealt with the Employer at a bilateral level, and therefore agreed that	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				the item should be removed from the agenda of the Chamber.	
24.	Pharmacy Family responsibility (FR) and modern scenarios	HOSPERSA	06 June 2016 to 06 June 2019 One (1) Meeting	Parties agreed that the item should be dealt with the Employer at a bilateral level, and therefore agreed that the item should be removed from the agenda of the Chamber.	Resolved
25.	PHSDSBC Resolution 1 of 2019 - Agreement on Organisational Rights within the Public Health and Social Development Sector	PHSDSBC	06 June 2019 to 08 August 2019 Two (2) Meetings	The item was introduced by the Council, with the undertaking that implementation workshops to be conducted by the ExCo for all the Chambers. The ExCo conducted the EC workshop on 05 August 2019, and Parties agreed to remove the agenda item.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
26.	Uninhabitable Buildings for Dep. Of Social development	NEHAWU	06 June 2019 to date Seven (7) months	The item was introduced by NEHAWU for the Employer to provide a concise report in terms of how it was dealing with the agenda item.	Not resolved
27.	Draft ECDoh Travel Policy	DoH	06 June 2019 to date Seven (7) months	The item was introduced by the DoH and Parties agreed that the Chamber Policies Task Team should deal with the draft policy and provide a written report.	Not resolved
28.	Draft ECDoh Recruitment and Selection Policy	DoH	06 June 2019 to date Seven (7) months	The item was introduced by the DoH and Parties agreed that the Chamber Policies Task Team should deal with the draft policy and provide a written report.	Not resolved
29.	Security in all Health Facilities in the Eastern	DENOSA	06 August 2019 to date	The item was introduced by DENOSA for the	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Cape Department of Health		Five (5) months	Employer to provide a written report on the state of the security in all Health Facilities in the EC DoH.	
30.	PHSDSBC Resolution 2 of 2018 (Payment of Annual Statutory Registration Fees)	DENOSA	06 August 2019 to date Five (5) months	The item was introduced by DENOSA for the Employer to provide a status report in the next ordinary Chamber meeting.	Not yet resolved
31.	Occupational Health and Safety Concerns in the Eastern Cape Departments of Health and Social Development Workplaces.	NEHAWU	06 August 2019 to date Five (5) months	The item was introduced by NEHAWU for the Employer to provide a status report in the next ordinary Chamber meeting.	Not yet resolved
32.	DoH Data Capturers Unequal Salary Levels	NEHAWU	06 August 2019 to date Five (5) months	The item was introduced by NEHAWU for the Employer to provide a status report in the next ordinary Chamber meeting.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
33.	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