

**Free State Chamber PHSDSBC Quarterly report
1 October 2019 to 31 December 2019**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 10 October 2019 - Free State Special Chamber Meeting
- 1.2. 15 November 2019- Free State Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thibogang Thole (Chairperson)	Labour (DENOSA)
2.	Ms Mamokete Mahlomaholo (Vice Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

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 (10) days before the meeting	11 October 2019 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	22 October 2019	N/A	The meeting was held successfully.	N/A.
	15 November 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	03 November 2019	+2	The meeting was held successfully	

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	11 October 2019 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	08 October 2019 (2) Days prior to the meeting 100%	Zero		Documents were prepared and ready before the meeting
	15 November 2019 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	14 November 2019 (1) Day prior to the meeting 100%	One (1)		
1.3 Minutes must be to the acceptable standard.	11 October 2019 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	N/A	N/A	
	15 November 2019 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next Chamber on 13 February 2020	N/A	N/A	

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD					
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 by all parties	0%	All parties attended the 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%	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 be	Number of agenda	100% compliance	The agenda items were	N/A	There were few items that were submitted on the day of the

submitted to Chamber Secretary five (5) days before the Chamber meeting.	items submitted within five (5) days before the Chamber Meeting.	All agenda items are submitted five (5) days before the meeting.	tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%		Chamber meeting
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	One (1) agenda item was finalized within three (3) normal meetings. %	100%	One (1) agenda item was finalized within 3 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	Parties did hold their Caucuses days before	N/A	Both parties convened their caucus meetings

		hold caucuses before the Chamber meeting).	the meeting. 0% Compliance		
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).	Chamber Management Committee did not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0% Compliance	100%	Meetings were convened with the chairperson as he was late due to other commitments and the vicechair was not in attendance

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).	All parties have mandate to engage on the matters before the agenda. 100% compliance	0%	N/A
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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.	All Chambers have established implementation Monitoring Task Teams for new collective agreements.	There is a Task Team on the PHSDSBC OSD Task Team. 100%	N/A	The TT was reconstituted and new terms of reference drawn up- A close up report is expected in the next Chamber
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.	Regular reports are submitted to the Chamber.	0%	Reports of grade progressions are given at the meetings and PMDS is the standing agenda item

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.	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.	N/A	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.	N/A	N/A	N/A

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty Chamber Management Committee members must attend the EXCO and Chamber Management workshop. (20)	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	Chamber Management workshop was held on 12 and 13 September 2019
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	
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions	All Chambers to hold operational planning	No yet submitted.	Zero	Not yet convened due to financial constraints.

	undertaken by the Chamber.	sessions.			
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4. Reporting on Industrial Action

None reported at this Chamber, save for known National Strike in the Department of Social Development

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.	Free State Chamber	Picketing at National Hospital / Cosatu March	N/A	N/A	N/A	N/A	N/A	N/A

5. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION

None to report at this stage.

6. LIFESPAN

FREE STATE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	OSD Task Team Implementation Report	OSD Task Team Implementation Report	01 January 2012 to date 7 years & 11 months	Standing Item	The TT was dissolved and a new one established with the new terms of reference
2.	Nursing Training Selection Criteria in the PDOH	PSA	10 June 2014 to date 5 years	Removed 24 July 2019	The item remains on the agenda of the Chamber for progress reporting
3.	Functioning of Skills Development Committees	PSA	11 July 2016 to date 3 years & 5 months	Retained	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
4.	Special Leave Policy -DOH	PSA	25 October 2016 2 years & 08 months	Removed 11 June 2019	Policy was adopted
5.	Wellness Policy -DoH	PSA	25 October 2016 2 years & 07 months	Removed 11 June 2019	Only one pillar was adopted.
6.	Overtime Policy -DoH	PSA	25 October 2016 3 years & 2 months	Retained	Policy to be adopted
7.	Overtime Policy -DSD	PSA	25 October 2016 3 years & 2 months	Retained	Policy to be adopted
8.	Exploitation of Nursing Staff	PSA	25 October 2016 to date 3 years & 2 months	Retained	The item remains on the agenda of the Chamber for progress reporting
9.	Implementation of all	PSA	06 March 2017	Removed	The item was resolved and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	outstanding upgrades and activation if upgrade function on persal system		2 years & 3 months	15 May 2019	removed
10.	Unilateral closing down of the Primary Health Care (PHC) Service at the Free State Psychiatric Complex (FSPC	DENOSA	13 September 2017 2 years & 3 months	Retained	The item remains on the agenda of the Chamber for progress reporting
11.	Implementation of Resolution 3 of 2009 (Both Departments)	NEHAWU	13 September 2017 2 years & 3 months	Retained	The item remains on the agenda of the Chamber for progress reporting
12.	Upgrading of Clerks to Level 5 (Department of Health)	NEHAWU	15 March 2018 1 year & 3 months	Removed 15 May 2019	Item to be referred to PSCBC Coordinating Chamber
13.	Salary Discrepancies (Department of Health)	NEHAWU	15 March 2018 1 year & 9 months	Retained	The item remains on the agenda of the Chamber for progress reporting
14.	Threat to Occupational Health and Safety of Members in the Building (Department of Social Development and	NEHAWU	15 March 2018 to date 1 year & 9 months	Retained	The item remains on the agenda as the standing agenda item

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Department of Health		months		
15.	Abuse of Masupatsela (Social Development)	NEHAWU	15 March 2018 1 year & 9 months	Retained	The item remains on the agenda of the Chamber for progress reporting
16.	Pelonomi Maternity Ward Resubmission	PSA	23 November 2018 to date 1 year & 1 month	Retained	The item remains on the agenda to track progress
17.	Temporary closure of Kopano Clinic	The Employer (Health)	23 November 2018 to date 1 year & 1 month	Retained	The item remains on the agenda to track progress
18.	Changing of non-shift employees to shift workers without consultation and agreement between labour	PSA	07 March 2019 6 months	Removed 10 September 2019	The item remains on the agenda to track progress
19.	New private service provider contract at Universitas Academic Hospital at Radiology	PSA	07 March 2019 6 months	Removed 10 September 2019	The item was resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
20.	Job Evaluation Policy (Social Development)	NEHAWU	07 March 2019 4 months	Removed 24 July 2019	Parties to adopt the policy
21.	Capacitation Grant	DENOSA	07 March 2019 9 months	Retained	The item remains on the agenda to track progress
22.	Human Resource Development (HRD) Policy - DoH)	Employer DoH	11 June 2019 6 months	Retained	Policy to be adopted
23.	Human Resource Development (HRD) Policy - DSD	Employer DSD	11 June 2019 6 months	Retained	Policy to be adopted
24.	Revised Policy on the Management of HIV & AIDS, TB and STI in the Workplace-DoH	Employer -DoH	15 May 2019 7 months	Retained	Policy to be adopted
25.	The Management of Health and Productivity Programmes Policy	Employer -DoH	15 May 2019 7 months	Retained	Policy to be adopted

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
26.	SHERQ Management Policy	Employer -DoH	15 May 2019 7 months	Retained	Policy to be adopted
27.	The incorporation of the Medical Depot into the Department	Employer -DoH	24 July 2019 5 months	Retained	The item remains on the agenda to track progress
28	Employment Equity policy -	DENOSA, PSA, NEHAWU & HOSPERSA	24 July 2019 4 months	Removed 15 November 2019	The item was removed as the policy is being drafted
29.	Health and Safety Issues at National Hospital	PSA	24 July 2019 5 months	Retained	The item remains on the agenda as the standing agenda item
30.	Collective agreement on engagement between the employer and unions concerning changing of working conditions of employees	PSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda to track progress
31.	Collective agreement: Involvement of unions when the employer is in agreement with Private Practices	PSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
32.	Failure by the Department of Health (Emergency Medical Services) to comply with sections 8 (1), (2) a, b, c, d, e, f, j and Sections (9) and (17) of the OHS Act -PSA	PSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda as the standing agenda item
33.	Conclusion of an Agreement on Service Delivery Mechanisms	DENOSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda to track progress
34.	Implementation of Resolution 1 of 2018 as Extended by Resolution 2 of 2019	HOSPERSA	10 September 2019 3 months meetings	Retained	The item remains on the agenda to track progress
35.	Contracts of Community Health Workers (CHWs)	HOSPERSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda to track progress
36.	Working Conditions of CHWs	HOSPERSA	10 September 2019 3 months 2 meetings	Retained	The item remains on the agenda to track progress
37.	Salary Advises of CWHS	HOSPERSA	10 September	Retained	The item remains on the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2019 3 months 2 meetings		agenda to track progress
38.	Non-Implementation of HOSPERSA membership subscription fees & Cancelation of other Unions	HOSPERSA	10 September 2019 1 meeting	Removed 10 September 2019	HOSPERSA withdrew the matter
39.	Non-Payment of Overtime-FS EMS-2013-2019	HOSPERSA	10 September 2019 3 months 3 meetings	Retained	The item remains on the agenda to track progress
40.	Recruitment Circular 47 of 2019- Department of Health	NEHAWU	15 November 2019 1 meeting	Retained	The item was deferred to the next Chamber meeting
41.	Forensic Pathologies Working Conditions -Department of Health	NEHAWU	15 November 2019 1 meeting	Retained	The item was deferred to the next Chamber meeting
42.	Accelerated Grade Progression -Both Departments	NEHAWU	15 November 2019 1 meeting	Retained	The item was deferred to the next Chamber meeting
43.	Recruitment Policy - Department of Social Development	NEHAWU	15 November 2019 1 meeting	Retained	The item was deferred to the next Chamber meeting
44.	Pay Progression -Both	NEHAWU	15 November 2019	Retained	The item was deferred to

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Departments		1 meeting		the next Chamber meeting