

**Gauteng Chamber PHSDSBC Quarterly report
01 April 2020 - 30 June 2020**

1. INTRODUCTION

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

2. Meetings in this Period

2.1 25 May 2020 - Gauteng 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.	Ms Jenette Hobyana (Chairperson)	Employer
2.	Mr Mbuso Shozi (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Gauteng 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.	25 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	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.	25 May 2020	100% Compliance	The draft Chambers Annual Report was submitted to the Manager: Collective Bargaining on 16 April 2020.	N/A	The meeting was successfully convened.	N/A
1.3 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all	25 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	25 May 2020	None	N/A	N/A

documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	25 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance	The minutes of the Chamber meeting of 25 May 2020 will be adopted in the next Chamber Meeting Preceding the Council AGM scheduled for April 2021.	N/A	N/A	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.	All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	0%	The level of attendance by Parties to the Chamber has improved.
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days	100% Compliance (All Parties must produce	90%	0%	HOSPERSA is the only Party to the Gauteng Chamber that has submitted their letters of Credence thus far for the 2020/21 financial year.

	before the Council AGM.	the letters of credence for every chamber representative).	All Parties tabled their authorized representatives.		
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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.	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	0%	Parties are submitting new agenda items timeously.
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 for the reporting period.	0%	No agenda items were 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).	The Employer is consistently convening caucuses whereas Organised Labour is not convening caucuses. 50% Compliance	-50 % Compliance.	Parties to the Chamber are still to utilize the Caucuses afforded them in terms of the PHSDSBC Resolution 5 of 2015.
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 is holding its meetings at least 30 minutes before the start of the Chamber meeting. 100%	0%	N/A

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

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 no Task Team on the PHSDSBC new collective agreements. 0%	-100%	The Gauteng Chamber does not have any task teams currently set in place to monitor any collective agreements.
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 Task Team Report on the Monitoring of Clause 3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 – OSD for Social Service Professions and Occupations, the	N/A	N/A

			Task Team presented its final report in the Chamber meeting of 16 August 2017.		
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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 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.	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%	Zero	Most of the Chamber Management Committee members were retained, pending the election of new office bearers in the Chamber meeting preceding the Council Annual General Meeting.
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 Gauteng Chamber Labour Relations Training that was scheduled from 09 April 2018 to 13 April 2018.
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning	All Chambers to hold operational	No yet submitted.	Zero	Not yet convened due to financial constraints.

	sessions undertaken by the Chamber.	planning sessions.			
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5. Reporting on Industrial Action

No Industrial Action report was submitted for the reporting period.

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

There are no prominent issues that require the attention of the EXCO and or the Council.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
1.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	The item is a standing agenda item	The Task Teams continue to submit regular progress reports to the Chamber.
2.	Monitoring of Institutional Multilateral Meetings	Department of Health	11 October 2016 to date	Retained	The agenda item is a monitoring item and remains on the agenda.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			Three (3) years and Five (5) months		
3.	Introduction of a new Occupational Health and Safety Information System (OHASIS) in the Gauteng Department of Health	Department of Health	14 February 2017 to date Three (3) years	Retained	The agenda item should be retained on the agenda of the Chamber
4.	School Health Services	DENOSA	14 February 2017 to date Three (3) years	Retained	The item should be retained on the agenda of the Chamber due to the continuous reports that the Employer provides for discussion at the both the Multilateral Task Team Forum and at the level of the Chamber.
5.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 to date Two (2) years and nine (9) months	Retained	The agenda item should be retained on the agenda of the Chamber, given the progress reports submitted by the Employer on the issues of safety in the Gauteng Department of Health.
6.	The intention to partner with the IPM and SABPP to assist the Department to elevate HR Practices	Department of Health	16 August 2017 to date Two (2) years and	Retained	The agenda item should be retained on the agenda of the Chamber due to progress reports that are submitted on a regular basis by the Employer with regards to the project.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			seven (7) months		
7.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	03 October 2018 to date One (1) year	Retained	The agenda item should still be retained on the agenda of the Chamber in order for the Employer to provide finalised reports on the implementation of normal grade progression at both the level of the Chamber as well as at the level of the Collective Bargaining Committee.
8.	Gauteng Department of Health Organisational Structure	Department of Health	03 October 2018 to date One (1) year and five (5) months	Retained	The agenda item should still be retained on the agenda of the Chamber due to the continuous progress reports that are being provided by the Employer at the level of the Chamber.
9.	Insourcing of Non-Core Functions within the Gauteng Department of Social Development	Department of Social Development	12 February 2019 to date Eight (8) months	Retained	None

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
10.	Moving of Gauteng Health Head Office to 45 Commissioner Street	Department of Health	12 February 2019 to date Eight (8) months	Retained	The agenda item should still be retained on the agenda of the Chamber for progress reporting by the Employer pending the finalisation of the move of the Gauteng Department of Health to 45 Commissioner Street.
11.	Security In-Sourcing	Department of Health	13 June 2019 to date Four (4) months	Retained	The agenda item should be retained on the agenda of the Chamber due to the progress reports that the Employer is continuously providing at the level of the Chamber.
12.	GSDS and GDoH New PMDS System	NEHAWU	13 June 2019 to date Nine (9) months	Retained	The item should still be retained on the agenda of the Chamber, even though it was finalised for the Department of Social Development, the Department of Health still needs to finalise.
13.	Misappropriation of staff employed as (Auxiliary Workers or Courtesy Officers) Queue Marshals Salary level 3 to be Data Capturers, Transport Clerks and Administration Clerks by Institutions in the Department of Health Gauteng.	HOSPERSA	13 June 2019 to date Nine (9) months	Retained	The agenda item should be retained on the agenda item pending the submission of progress reports from the Employer in dealing with the agenda item, as to date no reports have been submitted by the Employer regarding the agenda item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
14.	The State of Readiness of the Nursing Colleges – DoH	Department of Health	25 July 2019 to date Eight (8) months	Retained	The agenda item should be retained on the agenda of the chamber for purposes of the Employer submitting reports on the item pending its finalisation.
15.	PMDS 2018/2019 – DSD	Department of Social Development	15 August 2019 to date Seven (7) months	Retained	The agenda item should be removed due to the fact that there is a collective agreement that was concluded any issues of dispute arising from the implementation of the signed collective agreement should be dealt with in line with the dispute resolution processes cited.
16.	Monitoring of the PHSDSBC Resolution 2 of 2019 (Amendment to Resolution 1 of 2018 – Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health)	PSA	15 August 2019 to date Seven (7) months	Retained	The Employer should still provide written reports on the agenda item in regards to the implementation of the signed collective agreement, therefore the agenda item should be retained.
17.	Standardization of all Shift Workers to Work Equal Hours	DENOSA	15 August 2019 to date Seven (7) months	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports at the level of the Multilateral Task Team Forum as well as at the level of the Chamber.
18.	Correct Placement of PNA5 (Operational Managers) Doing PNA7 Duties While Employed as Permanent Night Supervisors (Equal Pay for Equal Work)	DENOSA	15 August 2019 to date	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports at the level of the Multilateral Task Team Forum as well as at the level of the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			Seven (7) months		
19.	Staff Compliment Within the Departmental Structure(s) for Health and Social Development	PSA	22 November 2019 to date Four (4) months	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports at the level of the Multilateral Task Team Forum as well as at the level of the Chamber.
20.	Industrial Action Reporting	Secretariat	Standing agenda item	N/A	Parties to report on the industrial actions in the Health and Social Development Sector.