

**Gauteng Chamber PHSDSBC Quarterly report  
01 January 2019 - 31 March 2019**

## 1. INTRODUCTION

This report is a presentation of the work performed by the Gauteng Chamber. The report covers the period 01 January 2019 – 31 March 2019.

## 2. Meetings in this Period

2.1 12 February 2019 – Gauteng Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Dudley Noble (Chairperson)	Employer
2.	Mr Simphiwe Gada (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.	12 February 2019 (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	30 January 2019	None	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance	The draft Chambers Annual Report was submitted to the Manager: Collective Bargaining on 27 March 2019.	N/A	N/A	N/A
1.3 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all	12 February 2019 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	12 February 2019	None	N/A	N/A

documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	12 February 2019 (Chamber Meeting)	100% Compliance	The minutes of the Chamber meeting of 12 February 2019 will be adopted by Parties in the next ordinary Chamber meeting of 13 June 2019.	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.

### 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%	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 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 Task Team presented its final report in the Chamber meeting of 16 August 2017.	N/A	N/A



**6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 scheduled for 06 April 2018.
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 is scheduled to convene 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 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 for the reporting period from both the Department of Health and the Department of Social Development.

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

## 7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	The Task Teams continue to submit regular progress reports to the Chamber.	The item is a standing agenda item
2.	Student Accommodation	DENOSA	14 June 2016 to 12 June 2018 <b>Two (2) years</b>	Student Accommodation remains as an item	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				on the agenda of the Chamber.	
3.	Nursing Bursary Intake	DENOSA	25 November 2016 to 16 August 2018  <b>Two (2) years</b>	The item was removed from the agenda of the Chamber in the Chamber meeting convened on 16 August 2018.	Resolved
4.	Relocation of Gauteng Health Head Office	PSA	25 November 2016 to date to 23 November 2018  <b>Two (2) years</b>	The item was removed from the agenda of the Chamber.	Resolved
5.	Monitoring of Institutional Multilateral Meetings	Department of Health	11 October 2016 to date  <b>Two (2) years</b>	The item remains on the agenda of the Chamber.	Item is a monitoring item and remains on the agenda.
6.	Alexander CHC	DENOSA	25 November 2016 to date  <b>Two (2) years</b>	The item remains on the agenda of the Chamber.	Not yet resolved
7.	Parking Policy	Department of Health	14 February 2017 to 16 August 2018  <b>One (1) year and six (6) months</b>	The item was removed from the agenda of the Chamber.	Resolved
8.	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  <b>Two (2) years</b>	The item remains on the agenda of the Chamber.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
9.	Feedback on PMDS 2016/2017	DENOSA	14 February 2017 to date <b>One (1) year and seven (7) months</b>	The item remains on the agenda of the Chamber. Parties finalised the PMDS 2016/2017 for the Gauteng Department of Health in the Special Chamber meeting convened on 08 June 2018.	Not yet resolved
10.	School Health Services	DENOSA	14 February 2017 to date <b>One (1) year and seven (7) months</b>	The item remains on the agenda of the Chamber.	Not yet resolved
11.	Market Related prices for accommodation	NUPSAW	08 June 2017 to date <b>One (1) year and three (3) months</b>	The item remains on the agenda of the Chamber.	Not yet resolved
12.	Escorting of Patients	NEHAWU and DENOSA	08 June 2017 to date <b>One (1) year and three (3) months</b>	The item remains on the agenda of the Chamber.	Not yet resolved
13.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 to date <b>One (1) year and three (3) months</b>	The item remains on the agenda of the Chamber.	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
14.	Review of Policies	Department of Social Development	16 August 2017 to date <b>One (1) year</b>	The item remains on the agenda of the Chamber.	Not yet resolved
15.	Gauteng Health Department – Draft Special Leave Policy	Department of Health	16 August 2017 <b>Eight (8) months</b>	The item remains on the agenda of the Chamber.	Not yet resolved
16.	Implementation of a 24hr Service for all District CHC	NUPSAW	16 August 2017 to date <b>One (1) year</b>	The item remains on the agenda of the Chamber.	Not yet resolved
17.	Performance Management and Development System (PMDS) 2017/2018	Department of Social Development	16 August 2017 to date <b>One (1) year</b>	The item remains on the agenda of the Chamber.	Not yet resolved
18.	Picketing Rules	Department of Social Development	16 August 2017 to 16 August 2018 <b>One (1) year</b>	The item was finalised and removed from the agenda of the Chamber in the Chamber meeting dated 16 August 2018.	Resolved
19.	Re-organisation	Department of Social Development	16 August 2017 to 23 November 2018 <b>One (1) year and seven (7) months</b>	The item was removed from the agenda of the Chamber in the Chamber meeting dated 23 November 2018.	Resolved
20.	Working Hours and Shift-work Policy	Department of Social Development	16 August 2017 to 16 August 2018	The item was finalised and removed from the	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>One (1) year</b>	agenda of the of the Chamber.	
21.	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 <b>One (1) year</b>	The item remains on the agenda of the Chamber.	Not yet resolved
22.	Draft Exit Interview Policy	Department of Health	19 October 2017 to date <b>Eleven (11) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	Not yet resolved
23.	Opening of Jeppe Street Clinic	PSA	19 October 2017 to 16 August 2018 <b>Eleven (11) months</b>	The item was removed from the agenda of the Chamber in the meeting convened on 16 August 2018.	Resolved
24.	Revised Code of Ethics	Department of Social Development	19 October 2017 to 16 August 2018 <b>Eleven (11) months</b>	The item was removed from the agenda of the Chamber in the meeting convened on 16 August 2018.	Resolved
25.	Draft Financial Disclosure (SMS and Other Categories)	Department of Social Development	19 October 2017 to 12 June 2018 <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
26.	Revised Other remunerative work outside the public service policy	Department of Social Development	19 October 2017 to 12 June 2018 <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	Resolved
27.	Draft Job Rotation Policy	Department of Social Development	19 October 2017 to date to 23 November 2018 <b>One (1) year</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved
28.	Draft Family Support Policy	Department of Social Development	19 October 2017 to 12 June 2018 <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	Resolved
29.	Re-viewed Recruitment and Retention Policy	Department of Social Development	24 November 2017 to 12 June 2018 <b>Seven (7) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 24 November 2017.	Resolved
30.	Draft Mobile Communication Policy	Department of Health	24 November 2017 to date <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the	Not yet resolved



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				Chamber meeting of 24 November 2017.	
31.	Draft Internal Bursary Policy	Department of Social Development	19 October 2017 to date to 12 June 2018  <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved
32.	Draft Learnership and Internship Policy	Department of Social Development	19 October 2017 to date to 12 June 2018  <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved
33.	Draft Special Leave Policy	Department of Social Development	19 October 2017 to date to 12 June 2018  <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
34.	Draft Training and Development Policy	Department of Social Development	19 October 2017 to date to 12 June 2018 <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved
35.	Draft GPG Bursary Policy	Department of Social Development	19 October 2017 to date to 12 June 2018 <b>Eight (8) months</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017 and finalised in the Chamber meeting dated 23 November 2018.	Resolved
36.	PMDS: 2017/2018 Financial Year – GDoH	PSA	13 February 2018 to date <b>One (1) year</b>	The item is currently on the agenda of the Chamber for engagement by Parties.	Not resolved
37.	Absorption of Social Workers	NUPSAW and NEHAWU	13 February 2018 to 16 August 2018 <b>Six (6) months</b>	The item was removed from the agenda of the Chamber to a referred dispute on the matter.	Resolved
38.	Gauteng Health Department – Maintenance Policy	DoH	12 June 2018 to 16 August 2018	The item was introduced by the	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Six (6) months</b>	Employer – DoH and was removed in the Chamber meeting dated 16 August 2018.	
39.	Translations of Social Workers	Organised Labour	12 June 2018 to 16 August <b>Six (6) months</b>	The item was removed from the agenda of the Chamber due to a dispute that was already referred on the matter.	Resolved
40.	Automation of Performance Management System	Department of Health	12 June 2018 to 16 August 2018 <b>Six (6) months</b>	The item was removed from the agenda of the Chamber.	Resolved
41.	Gauteng Health Department – Mental Health and Happiness Project	Department of Health	12 June 2018 to 16 August 2018 <b>Six (6) months</b>	The item was removed from the agenda of the Chamber.	Resolved
42.	Incorporation of Alexander clinic into GDOH	PSA	16 August 2018 <b>One (1) meeting</b>	The item was introduced by PSA as a new a new agenda item in the Chamber meeting convened on 16 August 2018.	Not resolved
43.	Absorption of Life Esidimeni into GDOH	PSA	16 August 2018 to 23 November 2018	The item was introduced by PSA as a new agenda item and removed in	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Three (3) months</b>	the Chamber meeting convened 23 November 2018.	
44.	Policy guidelines for selection of undergraduate and post graduate Nursing Students	Department of Health	16 August 2018 to date <b>Seven (7) months</b>	The item was introduced by The Employer - DoH as a new agenda item in the Chamber meeting convened on 16 August 2018.	Not resolved
45.	Payment of uniform allowance 2018	DENOSA	16 August 2018 to 23 November 2018 <b>Three (3) months</b>	The item was introduced by DENOSA as a new agenda item in the Chamber meeting convened on 16 August 2018 and removed from the agenda of the Chamber meeting dated 23 November 2018.	Not resolved
46.	Organogram/Structure of Oral Health Institutions	PSA	16 August 2018 to date <b>Seven (7) months</b>	The item was introduced by PSA as a new agenda item in the Chamber meeting convened on 16 August 2018.	Not resolved
47.	Outstanding Cost Orders for the Council	PHSDSBC	03 October 2018 to date <b>Five (5) months</b>	The item was introduced by the PHSDSBC in the Chamber meeting dated 03 October	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				2018 and remains on the agenda for discussion by Parties.	
48.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	03 October 2018 to date <b>Five (5) months</b>	The item was introduced by the PHSDSBC in the Chamber meeting dated 03 October 2018 and remains on the agenda for discussion by Parties.	Not resolved
49.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	03 October 2018 to date <b>Five (5) months</b>	The item was introduced by the PHSDSBC in the Chamber meeting dated 03 October 2018 and remains on the agenda for discussion by Parties.	Not resolved
50.	Decentralisation	Department of Health	03 October 2018 to 03 October 2018 <b>One (1) meeting</b>	The item was introduced by the GDoH in the Chamber meeting dated 03 October	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				2018 and was removed from the agenda of the Chamber in the Chamber meeting dated 03 October 2018.	
51.	Rationalisation of Central Office	Department of Health	03 October 2018 to 03 October 2018 <b>One (1) meeting</b>	The item was introduced by the GDoH in the Chamber meeting dated 03 October 2018 and remains on the agenda for discussion by Parties.	Not resolved
52.	Management of Community Services Nurses Appointment	Department of Health	23 November 2018 to date <b>Two (2) meetings</b>	The item was introduced by the GDoH in the Chamber meeting dated 23 November 2018 and remains on the agenda for discussion by Parties.	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
53.	Grievance Committee at Steve Biko Academic Hospital	NUPSAW	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by NUPSAW as a new agenda item in the Camber meeting convened on 12 February 2019.	Not resolved
54.	Redeployment of CYCW's from Regions to Institutions	NEHAWU	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by NEHAWU as a new agenda item in the Chamber meeting convened on 12 February 2019.	Not resolved
55.	Breakdown of Available Posts in Gauteng Health Department	DENOSA	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by DENOSA as a new agenda item in the Chamber meeting convened on 12 February 2019.	Not resolved
56.	Insourcing of Non-Core Functions within the Gauteng	Department of Social Development	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by The Employer – DSD as	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Department of Social Development			a new agenda item in the Chamber meeting convened on 12 February 2019.	
57.	Registration of Social Service Professions	Department of Social Development	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by Th as a e Employer – DSD new agenda item in the Chamber meeting convened on 12 February 2019.	Not resolved
58.	Business Continuity Plan and Occupational Health and Safety	Department of Social Development	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by The Employer - DSD as a new agenda item in the Chamber meeting convened on 12 February 2019.	Not resolved
59.	Moving of Gauteng Health Head Office to 45 Commissioner Street	Department of Health	12 February 2019 to date <b>One (1) meeting</b>	The item was introduced by The Employer - DoH as a	Not resolved



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				new agenda item in the Chamber meeting convened on 12 February 2019.	
60.	Industrial Action Reporting	Secretariat	<b>Standing agenda item</b>	Parties to report on the industrial actions in the Health and Social Development Sector.	N/A