

**Gauteng Chamber PHSDSBC Quarterly report
01 July 2018-30 September 2018**

1. INTRODUCTION

This report is a presentation of the work performed by the Gauteng Chamber. The report covers the period 01 July 2018 – 30 September 2018.

1. Meetings in this Period

1.1. 16 August 2018 – Gauteng Chamber Meeting

2. 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

3. 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.	16 August 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out fourteen (14) days before the meeting of the Chamber).	30 July 2018	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	N/A	N/A	N/A	N/A
1.3 All meeting bundles of documents must be ready	16 August 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	16 August 2018	None	N/A	N/A

on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	16 August 2018 (Chamber Meeting)	100% Compliance (No corrections were made to the minutes)	16 August 2018	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	100% compliance	No agenda items were finalized within three (3) normal meetings	0%	Two (2) agenda items were finalised within the reporting period.

	(3) normal meetings.		for the reporting period.		
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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
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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 monitoring 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	N/A	N/A

		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
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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	Not yet submitted.	Zero	The Gauteng Chamber Labour Relations Training is scheduled to convene from 09 April 2018 to 13 April 2018.

		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.

4. 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

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

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

6. LIFESPAN

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS OF LIFESPAN OF AGENDA ITEMS	RESOLVED/NOT RESOLVED
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.	No analysis required, as item remains a standing item on the agenda of the Chamber.	The item is a standing agenda item
2.	Student Accommodation	DENOSA	14 June 2016 to date Two (2) years	Student Accommodation remains as an item on the agenda of the Chamber.	The item that currently remains is Student Accommodation.	Not yet resolved
3.	Nursing Bursary Intake	DENOSA	25 November 2016 to 16 August 2018 Two (2) years	The item was removed from the agenda of the Chamber in the Chamber meeting convened on 16 August 2018.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
4.	Relocation of Gauteng Health Head Office	PSA	25 November 2016 to date Two (2) years	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Not yet resolved

5.	Monitoring of Institutional Multilateral Meetings	Department of Health	11 October 2016 to date Two (2) years	The item remains on the agenda of the Chamber.	No analysis required, as 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 Two (2) years	The item remains on the agenda of the Chamber.	No analysis is required, as this item remains on the agenda of the Chamber.	Not yet resolved
7.	Parking Policy	Department of Health	14 February 2017 to date One (1) year and seven (7) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet 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 One (1) year and seven (7) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
9.	Feedback on PMDS 2016/2017	DENOSA	14 February 2017 to date One (1) year and seven (7) months	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.	No analysis required, as item remains on the agenda of the Chamber for progress reports.	Not yet resolved
10.	School Health Services	DENOSA	14 February 2017 to date	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the	Not yet resolved

			One (1) year and seven (7) months		Chamber for progress reporting.	
11.	Market Related prices for accommodation	NUPSAW	08 June 2017 to date One (1) year and three (3) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
12.	Escorting of Patients	NEHAWU and DENOSA	08 June 2017 to date One (1) year and three (3) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
13.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 to date One (1) year and three (3) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
14.	Review of Policies	Department of Social Development	16 August 2017 to date One (1) year	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
15.	Gauteng Health Department –Draft Special Leave Policy	Department of Health	16 August 2017 Eight (8) months	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

19.	Implementation of a 24hr Service for all District CHC	NUPSAW	16 August 2017 to date One (1) year	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
20.	Performance Management and Development System (PMDS) 2017/2018	Department of Social Development	16 August 2017 to date One (1) year	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
21.	Picketing Rules	Department of Social Development	16 August 2017 to 16 August 2018 One (1) year	The item was finalised and removed from the agenda of the Chamber in the Chamber meeting dated 16 August 2018.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
22.	Re-organisation	Department of Social Development	16 August 2017 to date One (1) year	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
23.	Working Hours and Shift-work Policy	Department of Social Development	16 August 2017 to 16 August 2018 One (1) year	The item was finalised and removed from the agenda of the Chamber.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
24.	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 One (1) year	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
25.	Draft Exit Interview Policy	Department of Health	19 October 2017 to date	The item was introduced for the first time by the Employer in	No analysis required, as item remains on the agenda of the	Not yet resolved

			Eleven (11) months	the Chamber meeting of 19 October 2017.	Chamber for progress reporting.	
26.	Opening of Jeppe Street Clinic	PSA	19 October 2017 to 16 August 2018 Eleven (11) months	The item was removed from the agenda of the Chamber in the meeting convened on 16 August 2018.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
27.	Revised Code of Ethics	Department of Social Development	19 October 2017 to 16 August 2018 Eleven (11) months	The item was removed from the agenda of the Chamber in the meeting convened on 16 August 2018.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
28.	Draft Financial Disclosure (SMS and Other Categories)	Department of Social Development	19 October 2017 to 12 June 2018 Eight (8) months	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
29.	Revised Other remunerative work outside the public service policy	Department of Social Development	19 October 2017 to 12 June 2018 Eight (8) months	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as the item was removed from the agenda of the Chamber.	Resolved
30.	Draft Job Rotation Policy	Department of Social Development	19 October 2017 to date Eleven (11) months	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item is currently at the level of the Chamber for further discussion.	Not resolved

31.	Draft Family Support Policy	Department of Social Development	19 October 2017 to 12 June 2018 Eight (8) months	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item was removed from the agenda of the Chamber.	Resolved
32.	Re-viewed Recruitment and Retention Policy	Department of Social Development	24 November 2017 to 12 June 2018 Three (3) meetings	The item was introduced for the first time by the Employer in the Chamber meeting of 24 November 2017.	No analysis required, as the item was removed from the agenda of the Chamber.	Resolved
33.	Draft Mobile Communication Policy	Department of Health	24 November 2017 to date Eight (8) months	The item was introduced for the first time by the Employer in the Chamber meeting of 24 November 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
34.	PMDS: 2017/2018 Financial Year – GDoH	PSA	13 February 2018 to date Three (3) meetings	The item is currently on the agenda of the Chamber for engagement by Parties.	The item remains on the agenda of the Chamber	Not resolved
35.	Absorption of Social Workers	NUPSAW and NEHAWU	13 February 2018 to 16 August 2018	The item was removed from the agenda of the Chamber to a	No analysis required given that the item was removed from the agenda of the Chamber.	Resolved

			Three (3) meetings	referred dispute on the matter.		
36.	Gauteng Health Department – Maintenance Policy	DoH	12 June 2018 to date Two (2) meetings	The item was introduced by the Employer – DoH as a new agenda item in the Chamber meeting convened on 12 June 2018.	The item remains on the agenda of the Chamber.	Not resolved
37.	Gauteng Health Department – Mental Health and Happiness Project	DoH	12 June 2018 to date Two (2) meetings	The item was introduced by the Employer – DoH as a new agenda item in the Chamber meeting convened on 12 June 2018.	The item remains on the agenda of the Chamber.	Not resolved
38.	Industrial Action Reporting	Secretariat	Standing agenda item	Parties to report on the industrial actions in the Health and Social Development Sector.	No analysis required, as item remains on the agenda of the Chamber as a standing item.	N/A

