

**Gauteng Chamber PHSDSBC Quarterly report  
01 October 2017-31 December 2017**

## 1. INTRODUCTION

This report is a presentation of the work performed by the Gauteng Chamber. The report covers the period 01 October 2017 – 31 December 2017.

### 2. Meetings in this Period

- 2.1. 19 October 2017 – Gauteng Chamber Meeting
- 2.2. 24 November 2017 – Gauteng Chamber Meeting
- 2.3. 06 December 2017 – Gauteng Special Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Percival Mpolokeng (Chairperson)	Labour
2.	Mr Dudley Noble (Vice-Chairperson)	The Employer
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.	19 October 2017 (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber).	10 October 2017	-2 Days	The meeting was held successfully.	N/A
	24 November 2017	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber).	17 November 2017	-1 Day	The meeting was held successfully.	N/A
	06 December 2017	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send	04 December 2017	-6 Days	The meeting was held successfully.	N/A

		out seven (7) days before the meeting of the Chamber).					
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 on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	19 October 2017 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	19 October 2017	0%	N/A	N/A
		24 November 2017 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	24 November 2017	0%	N/A	N/A

	06 December 2017 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	06 December 2017	0%	N/A	N/A
1.4 Minutes must be to the acceptable standard.	19 October 2017 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	17 November 2017	0%	N/A	N/A
	24 November 2017 (Chamber Meeting)	100% Compliance (Minutes will be adopted in the Chamber meeting dated 13 February 2018).	17 January 2018	0%	N/A	N/A
	06 December 2017 (Special Chamber Meeting)	100% Compliance (Minutes will be adopted in the Chamber meeting dated 13 February 2018).	17 January 2018	0%	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	100% compliance All agenda items are submitted fourteen (14)	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were	0%	ten meetings (10) items were submitted in this reporting period.

	the Chamber Meeting.	days before the meeting.	submitted within the timeline.  100%		
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%	N/A

<b>3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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).	Parties are slowing starting to convene caucuses prior to the Chamber meetings.  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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<b>4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 establish 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 motoring 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

## 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. The EXCO and Chamber Management Committee workshop was convened in July 2017.
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	Chamber training sessions are envisaged to be conducted in the year 2018.
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 sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.

	undertaken by the Chamber.				
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**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

**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

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.	Danger Allowance for Nurses-PSCBC	PSA	14 June 2016 to date	The item was removed from the agenda of the	No analysis required, as the item was removed	Not yet resolved

	Resolution 4 of 2015		<b>One (1) year and three (3) months</b>	Chamber in the dated 19 October 2017.	from the agenda of the Chamber.	
3.	Security Plan for All Institutions of the Gauteng Department of Health	DENOSA	14 June 2016 to date <b>One (1) year and three (3) months</b>	The item was removed from the agenda of the Chamber in the dated 19 October 2017.	No analysis required, as the item was removed from the agenda of the Chamber.	Not yet resolved
4.	Student Accommodation	DENOSA	14 June 2016 to 08 June 2017 <b>One (1) year and six (6) months</b>	Student Accommodation remains as an item on the agenda of the Chamber.	The item that currently remains is Student Accommodation.	Not yet resolved

5.	Nursing Bursary Intake	DENOSA	25 November 2016 to date  One year and one (1) month	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Not yet resolved
6.	Relocation of Gauteng Health Head Office	PSA	25 November 2016 to date  One year and one (1)month	The item remains on the agenda of the Chamber.	No analysis required, as item remains on the agenda of the Chamber.	Not yet resolved
8.	Monitoring of Institutional Multilateral Meetings	Department of Health	11 October 2016 to date  One year and (2) months	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.

9.	Alexander CHC	DENOSA	25 November 2016 to date  <b>One year and (1) month</b>	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
10.	Parking Policy	Department of Health	14 February 2017 to date  <b>Ten (10) months</b>	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
11.	Introduction of a new Occupational Health and Safety Information System (OHASIS) in the	Department of Health	14 February 2017 to date  <b>Ten (10) months</b>	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



	Gauteng Department of Health					
11.	Feedback on PMDS 2016/2017	DENOSA	14 February 2017 to date  <b>Ten (10) months</b>	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.	School Health Services	DENOSA	14 February 2017 to date  <b>Ten (10) months</b>	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.	Market Related prices for accommodation	NUPSAW	08 June 2017 to date  <b>Six (6) months</b>	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.	Escorting of Patients	NEHAWU and DENOSA	08 June 2017  <b>Six (6) months</b>	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.	Adoption of the Communication Policy	Department of Social Development	08 June 2017  <b>Six (6) months</b>	The item was removed from the agenda of the Chamber.	No analysis required, as item was finalized and removed from the agenda of the Chamber.	Not yet resolved
16.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017  <b>Six (6) months</b>	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
17.	Review of Policies	Department of Social Development	16 August 2017  <b>Four (4) months</b>	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

18.	Gauteng Health Department – Draft Special Leave Policy	Department of Health	16 August 2017  <b>Four (4) months</b>	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  <b>Four (4) months</b>	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  <b>Four (4) months</b>	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	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

			<b>Four (4) months</b>			
22.	Re-organisation	Department of Social Development	16 August 2017 <b>Four (4) months</b>	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 <b>Four (4) months</b>	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
24.	The intention to partner with the IPM and SABPP to assist the Department to elevate HR Practices	Department of Health	16 August 2017 <b>Four (4) months</b>	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  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
26.	Opening of Jeppe Street Clinic	PSA	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the PSA in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
27.	Revised Code of Ethics	Department of Social Development	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

28.	Draft Financial Disclosure (SMS and Other Categories)	Department of Social Development	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
29.	Revised Other remunerative work outside the public service policy	Department of Social Development	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
30.	Draft Job Rotation Policy	Department of Social Development	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved

31.	Draft Family Support Policy	Department of Social Development	19 October 2017  <b>Two (2) meetings</b>	The item was introduced for the first time by the Employer in the Chamber meeting of 19 October 2017.	No analysis required, as item remains on the agenda of the Chamber for progress reporting.	Not yet resolved
32.	Re-viewed Recruitment and Retention Policy	Department of Social Development	24 November 2017  <b>One (1) meeting</b>	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
33.	Draft Mobile Communication Policy	Department of Health	24 November 2017  <b>One (1) meeting</b>	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.	Industrial Action Reporting	Secretariat	<b>Standing agenda item</b>	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
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