

**Gauteng Chamber PHSDSBC Quarterly report
01 October 2020 - 31 December 2020**

1. INTRODUCTION

This report is a presentation of the work performed by the Gauteng Chamber. The report covers the period 01 October 2020 – 31 December 2020.

2. Meetings in this Period

2.1 20 November 2020 - Gauteng Chamber Meeting

2.2 01 December 2020 - Gauteng Chamber Reconvened Meeting

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

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, even though meetings did not quorate, which is not a normal occurrence for the Gauteng Chamber.
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).	90% All Parties tabled their authorized representatives.	10%	HOSPERSA, PSA, DENOSA, and the Employer – DSD submitted their letters of Credence thus far for the 2020/21 financial year.

--	--	--	--	--	--

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.	20 November 2020 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	11 November 2020	None	The meeting did not quorate	N/A
	01 December 2020 (Chamber Reconvened Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	20 November 2020	None	Reconvened meetings should be rescheduled within seven (7) working days as per the prescripts of the Council. 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 documents that must have been distributed beforehand)	20 November 2020 (Chamber Meeting)	Meeting did not quorate	N/A	None	N/A	N/A
	01 December 2020 (Chamber Reconvened Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	01 December 2020	None	N/A	N/A
1.4 Minutes must be to the acceptable standard.	20 November 2020 (Chamber Meeting)	100% Compliance	Meeting did not quorate	N/A	N/A	N/A
	01 December 2020 (Chamber Reconvened Meeting)	100% Compliance	Minutes will be adopted by Parties in the next ordinary Chamber meeting.	N/A	N/A	N/A

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	The number of Chambers with functional Task Teams.	All Chambers have established implementation	There is no Task Team on the PHSDSBC new	-100%	The Gauteng Chamber does not have any task teams currently set in place to monitor any collective agreements.

to monitor new collective agreements.		Monitoring Task Teams for new collective agreements.	collective agreements. 0%		
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.	Parties to the Chamber are currently monitoring the implementation of the PHSDSBC Resolution 3 of 2019 – Agreement on the Payment of Annual Statutory Fees as well as the Implementation of Normal Grade Progression.	N/A	N/A

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	The number of Chamber Management Committee members who attend the	All twenty (20) Chamber Management Committee members subjected to	-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.

Management workshop.	EXCO and Chamber Management workshop.	Capacity Building by EXCO.			
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 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

Two (2) Industrial Action reports were submitted at this Chamber for the reporting period. See attached Annexures.

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 Four (4) years	Retained	The agenda item is a monitoring item and remains on the agenda.
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 and ten (10) months	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 and ten (10) months	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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
5.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 to date Three (3) years and six (6) 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 Three (3) years and three (3) months	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.
7.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	03 October 2018 to date Two (2) years and two (2) months	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	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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			Two (2) years and two (2) months		
9.	Insourcing of Non-Core Functions within the Gauteng Department of Social Development	Department of Social Development	12 February 2019 to date One (1) year and seven months	Retained	None
10.	Moving of Gauteng Health Head Office to 45 Commissioner Street	Department of Health	12 February 2019 to date One (1) year and ten (10) 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	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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			One (1) year and six (6) months		
12.	GSDS and GDoH New PMDS System	NEHAWU	13 June 2019 to date One (1) year and six (6) months	Retained	The item should still be retained on the agenda of the Chamber, even those 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 One (1) year and six (6) 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.
14.	The State of Readiness of the Nursing Colleges – DoH	Department of Health	25 July 2019 to date One (1) year and five (5) 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.	Monitoring of the PHSDSBC Resolution 2 of 2019 (Amendment to Resolution 1 of 2018 – Agreement on the Standardisation of Remuneration for Community	PSA	15 August 2019 to date	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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
	Health Workers in the Department of Health) – Item was renamed to read “Monitoring of Working Conditions for Community Health Workers”		One (1) year and four (4) months		
16.	Standardization of all Shift Workers to Work Equal Hours	DENOSA	15 August 2019 to date One (1) year and 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.
17.	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 One (1) year and 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.
18.	Helen Joseph and Rahima Moosa Complexing Concept	Department of Health	11 February 2020 to date Ten (10) months	Retained	The item is currently on the agenda of the Chamber for discussion.
19.	Recruitment and training of Human Resources	PHSDSBC	14 July 2020 to date	Retained	The item is currently on the agenda of the Chamber for discussion.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			Five (5) months		
20.	Deployment of Human Resources	PHSDSBC	14 July 2020 to date Five (5) months	Retained	The item is currently on the agenda of the Chamber for discussion.
21.	Sourcing of Human Resources from the Expanded Public Work Programme, Retired Health Professionals, Community-Based Organisation and Non-Governmental Organisations to Render Services in Identified Sites	PHSDSBC	14 July 2020 to date Five (5) months	Retained	The item is currently on the agenda of the Chamber for discussion.
22.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	14 July 2020 to date Five (5) months	Retained	The item is currently on the agenda of the Chamber for discussion.
23.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	14 July 2020 to date Five (5) months	Retained	The item is currently on the agenda of the Chamber for discussion.
24.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	14 July 2020 to date	Retained	The item is currently on the agenda of the Chamber for discussion.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS /RECOMMENDATIONS
			Five (5) months		
25.	Disposal of CoVID-19 Mortal Remains.	PHSDSBC	14 July 2020 to date Five (5) months	Retained	The item is currently on the agenda of the Chamber for discussion.
26.	Industrial Action Reporting	Secretariat	Standing agenda item	N/A	Parties to report on the industrial actions in the Health and Social Development Sector.