

**Kwazulu-Natal Chamber PHSDSBC Quarterly report
01 April 2018-30 June 2018**

INTRODUCTION

This report is a presentation of the work performed by the Kwazulu-Natal Chamber. The report covers the period 01 April 2018 – 30 June 2018.

1. Meetings in this Period

- 1.1. 20 April 2018– Kwazulu-Natal Special Chamber Meeting
- 1.2. 26 April 2018- Kwazulu-Natal Annual General Chamber Meeting
- 1.3. 22 June 2018 Kwazulu-Natal Chamber Meeting

2. Chamber Management Committee elected at the Chamber Meeting Preceding the Council AGM.

No.	Office Bearer Name	Constituency
1.	Mr Paresh Maharaj (Chairperson)	The Employer
2.	Ms Gillian Hassen (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	20 April 2018 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	22 April 2018	N/A	The meeting was held successful.	N/A
	26 April 2018 (Annual General Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (14) days before the meeting of the Chamber)	09 April 2018	+3ay	The meeting was held successfully.	N/A.
	22 June 2018 (Chamber meeting)	(Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	03 June 2018	+ 09 days	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be	26 April 2018 (Annual General	100% Compliance (All Chamber Annual	09 April 2018	Zero (0)	All Chamber Annual Reports were submitted forty-five (45) days) before	N/A 3

submitted Forty-Five (45) days before the Council AGM.	Meeting)	Reports are submitted forty-five (45 days) before the Council AGM) on or before 30 April 2017.			the Council AGM) before 21 June 2018	
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 April 2018 (Special Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready two (2) Days prior the meeting %	0%	N/A	N/A
	26 April 2018 Meeting Preceding Council AGM	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready two (2) Days prior the meeting 100%	0%	N/A	N/A
	22 June 2018 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready on 19 June 2018			
1.4 Minutes must be to the acceptable standard.	20 April 2018 (Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	0%	N/A	None

	26 April 2018	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the next AGM 2019			
	22 June 2018	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in next Chamber meeting on 08 August 2018	0%	N/A.	None

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	Zero	All parties attend the meetings
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence	100% Compliance (All Parties	All Parties tabled their authorized representatives.	100%	Only Employer Health has submitted letters of credence

	45 days before the Council AGM.	must produce the letters of credence for every chamber representative).	0%		
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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 five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	% N/A	All new agenda items were submitted on time
3.2 Agenda items to be	Number of	100%	No agenda item	0%	N/A

finalized within three (3) Normal meetings.	Agenda items finalized within three (3) normal meetings.	compliance	was finalized within (3) normal meetings. %		
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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 party a had their Caucus days before the meeting. 100 % Compliance	50 % Compliance.	Only the Employer had a caucus meeting
3.3 Chamber Management	Number of	100%	Chamber	100%	

Committee must have a meeting before the Chamber meeting.	meetings held	Compliance (Chamber Management committee must hold a meeting before the Chamber meeting).	Management Committee was not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0%		
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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 a Task Team on the PHSDSBC Resolution 1 of 2014 new collective agreements, and on Resolution 1 of 2009 100%	0%	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.	Reports are submitted to the Chamber.		The Employer submits the reports prior to the meeting

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.	No wild cat strikes reported for the period under reporting	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	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMAN CE		
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	The next ExCo Chamber management workshop will be held in 2019
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	Not yet convened due to financial constraints.
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	Chamber	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.	Kwazulu-Natal Chamber	N/A	N/A	Socio Economic Interests (25 April 2018)	SAFTU Affiliated Unions	N/A	N/A	N/A
2.		NA	NA	Salary Negotiations	PSA	NA	NA	Na

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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Monitoring of the OSD implementation (Resolution 1 of 2007)	Secretariat	2013 to date	Standing item	
2.	Nkonjeni's and St Francis Complex Realignment	Department of Health (DOH)	01 July 2014 to date Three (3) years and seven (7)	Temporarily Removed – 21 February 2018	The issue is about the merger of the two (2) institutions. Labour had a meeting on 24 Feb 2017 with the St Francis employees who are refusing to cooperate with the Task Team and are not in support of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			months		merger. Matter was removed but would be reinstated once other parallel issues had been sorted out
3.	Escorting of Patients	PSA/DENOSA	20 March 2013 to date Five (5) yrs	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
4.	Resettlement Policy	PDOH	05 February 2016 to 24 October 2017 One (1) year & 8 months	Removed- 24 October 2017	The item was finalized and removed from the agenda of the Chamber
5.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date Two (2) Years	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting. It was dealt with at the TT level.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2 months		
6	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date One (1) yr. & (8) months 9 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
7.	Policy on subsistence and travel	PDOH	11 August 2016 to 13 June 2017 Ten (10) months 5 meetings	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
8.	Hlokozi Clinic challenges affecting service delivery	PSA	09 December 2016 to 24 October 2017	Removed - 24 October 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Ten (10) months 5 meetings		
9.	Irregularities: Translation of St Aidans Students	PSA	15 February 2017-11 August 2017 Six (6) months 3 meetings	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber
10	Non – Translation of Nurses After Completion of Training	PSA	15 February 2017- 13 June 2017 Four (4) months 2 meetings	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
11.	Housing Rental for	PSA	15 February 2017 One (1)	Removed 15	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Bursary Students		Month 1 meeting	February 2017	from the agenda of the Chamber
12	Delay in Payment of Uniform Allowance	PSA	15 February 2017 One (1) Month 1 meeting	Removed 15 February 2017	The item was finalized and removed from the agenda of the Chamber
13.	Short Payment for Work on Sundays and Public Holidays, including Overtime	PSA	15 February 2017 to 13 June 2017 Four (4) months 2 meetings	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber
14	Phasing out of Basic	Employer (Health)	13 June 2017	Removed -21	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Legacy Nursing Programmes Resulting in the Relocation of Staff to respective Nursing Campuses or Health Facilities		to date Eight (8) months 5 Meetings	February 2018	from the agenda of the Chamber
15	Payment of uniform allowance	HOSPERSA	13 June 2017 to 11 August 2017 Two (2) months 2 Meetings	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber
16.	Recognition of SAMA as Trade Union	HOSPERSA	13 June 2017 One (1) Month	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			(1) Meeting		
17.	Customized PMDS	Employer (National DSD)	13 June 2017 One (1) Month (1) Meeting	Removed 13 June 2017	National DSD made a presentation to the Chamber
18	Data Capturers (HOSPERSA	13 June 2017 One (1) Month (1) Meeting	Removed 13 June 2017	Matter at DPSA.
19.	Tongaat CHC included	PSA	9 August	Removed	PSA withdrew the matter as it is a

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	in the Rural Allowance		2017 One (1) Month 1 meeting	11 August 2017	national matter
20.	Nurses Salary Recognition upon Promotion	PSA	11 August 2017 to 08 December 2017 Four (4) months 3 meetings	Removed 08 December 2017	The item was finalized and removed from the agenda of the Chamber
21.	Housing Back Pay for KZN Health Employees	PSA	11 August 2017 One (1) Month	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			1 meeting		
22.	Housing Allowance Adjustment & Back Pay for Social Development	PSA	11 August 2017 to date One (1) Month 1 meeting	Removed 11 August 2017	The item was finalized and removed from the agenda of the Chamber
23.	Delays in Payment of EPMDs for 2017/2018	PSA	11 August 2017 to 16 November 2017 Three (3) months 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
24.	Payment of Back Pay for Nurses after Bridging & on Completion of Post	PSA	11 August 2017 to date Ten (10)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Basic Courses		months 5 meetings		
25.	Translation of Psychiatric nurses working in Psychiatric hospitals and designated psychiatric wards into speciality	DENOSA	11 August 2017 to date Four (4) Months 3 Meetings	Removed 08 December 2017	The item was finalized and removed from the agenda of the Chamber
26.	Devolution of Esplamed Pharmacy Services	PSA	08 September 2017 One (1) Month 1 meeting	Removed 08 September 2017	The item was removed from the agenda of the Chamber and referred to a bilateral
27.	Multilateral Discussion Report on Various EMS and Forensic Pathology	The Employer (health)	08 September 2017 to date Nine (9)	Removed 22 June 2018	Labour reserved its rights

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Services Issues		months 5 meetings		
28	Training of In-service Employees, now to be without an obligation for translation	The Employer (Health)	08 September 2017 to date Three (3) months 3 meetings	Removed -21 February 2018	The item was finalized and removed from the agenda of the Chamber. Circular to be issued.
29.	Sale of St Mary's Hospital - Marianhill	The Employer (Health)	08 September 2017 One (1) Month 1 meeting	Removed 08 September 2017	Employer would reinstate the matter when ready
30	Undue Delay in the Processing of Cross, Horizontal and Emergency Displacement Transfer	PSA	24 October 2017 to 16 November 2017 One (1)	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			month 2 meetings		
31	Utilization of Clerks in Clinic Pharmacy	PSA	24 October 2017- 16 November 2017 One (1) month 1 meeting	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
32	Greys Hospital Non-Payment of Overtime and Change of Shift System	PSA	24 October 2017 to 16 November One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
33	Service Delivery	PSA	24 October	Removed	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Challenges in King Edward Hospital due to Floods		2017 to 21 February 2018 Four (4) months 3 meetings	21 February 2018	from the agenda of the Chamber. All outstanding matters to be dealt with at institutional level.
34	Utilization of Ward Clerks for Perform General Orderly /Porter Functions-Greys Hospital	HOSPERSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
35	Job Evaluation –Data Capturing Post	HOSPERSA	24 October 2017- 16 November 2017 One (1)	Removed 16 November 2017	Matter at the DPSA

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			month 2 meetings		
36	Overpayment Recovery due to EPMDs	HOSPERSA	24 October 2017 to date Eight (8) months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
37	Uniform for Radiographers	HOSPERSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
38	Resting Facilities for Planned Patient Transport Vehicle	HOSPERSA	24 October 2017 to date Eight (8)	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Drivers (PPT)		months 4 meetings		
39	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date Eight (8) months 4 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
40	District Programme Coordinators Posts	DENOSA	24 October 2017 to 16 November 2017 One (1) month 2 meetings	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber
41	Job Evaluation: Human Resource Managers	PSA	08 December 2017 to date	Remains on the agenda	Not yet discussed at the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Six (6) months 3 meetings		
42	Condition of Service for CCGs	HOSPERSA	08 December 2017 to date Six (6) months 3 meetings	Remains on the agenda	Not yet discussed at the Chamber
43.	Decommissioning of Dunstan Farrell Specialised TB Hospital	The Employer (Health)	21 February 2018 to date Two (2) months 2 meetings	Remains on the Agenda	The item remains on the agenda of the Chamber for progress reporting. Task Team established
44.	E Disclosure Document	HOSPERSA	21 February 2018 One (1)	Removed 21 February	HOSPERSA withdrew the item

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Month 1 meeting	2018	
45	Uniform Allowance for Nurses	NUPSAW	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
46	Granting of Overtime in Excess of 30% of Employees Basic Salary (EMS	NUPSAW	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
47	Translation of Security Guards	NUPSAW	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
48	Incapacity Leave	NUPSAW	22 June 2018	Remains on	Deferred to the next Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Application		1 meeting	the Agenda	meeting
50	Continued Deductions for the Community Health Workers (CHWs)	NUPSAW	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
51	Grey's Hospital shift system	PSA	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
52	Taking of blood	PSA	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
53	Overtime payment vs ideal clinics	PSA	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
54	McCord Hospital structure	PSA	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
55	Resolution 1 of 2009 Report	Secretariat	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting
56	Engagements Outside the Chamber by the Employer with Concerned Groups	Labour	22 June 2018 1 meeting	Remains on the Agenda	Deferred to the next Chamber meeting