

**Kwazulu-Natal Chamber PHSDSBC Quarterly report
01 July 2018-30 September 2018**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 03 August 2018– Kwazulu-Natal Special Chamber Meeting
- 1.2. 08 August 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 (Resigned) (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.	03 August 2018 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	25 July 2018	N/A	The meeting was held successful.	N/A
	08 August 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (14) days before the meeting of the Chamber)	26 July 2018	+3	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)	03 August 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 01 August 2018 %	0%	N/A	N/A
	08 August 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 06 August 2018 100%	0%	N/A	N/A
1.4 Minutes must be to the acceptable standard.	03 August 2018 (Special Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	0%	N/A	None
	08 August 2018	100% Compliance (No corrections and no	Minutes would be tabled before the Chamber in			

		disputes about the content 100%).	October 2018			

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 45 days before the Council AGM.	100% Compliance (All Parties must produce the letters of credence for every chamber representative).	Not All Parties tabled their authorized representatives. 0%	100%	Only Employer Health submitted letters of credence

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 finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda item was finalized within (3) normal meetings. %	0%	N/A

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 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 Management Committee was not holding its meetings at least 30 minutes before the start of the Chamber	100%	The Chairperson resigned and the vice chair did not attend meetings for the period under reporting

		Chamber meeting).	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	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMANCE		
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	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMANCE		
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 OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members	The number of Chamber Management Committee	All twenty (20) Chamber Management Committee	-100%	Zero	The next ExCo Chamber management workshop will be held in 2019

must attend the EXCO and Chamber Management workshop.	members who attend the EXCO and Chamber Management workshop.	members subjected to 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	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	Reason mentioned	Leading Trade	Number and	Action taken by	Recommended support Expected
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			involved	for the strike, type and duration taken	Union/s involved	categories of employees involved	Chamber parties	
1.	Kwazulu-Natal Chamber	N/A	N/A	NA	NA	N/A	N/A	N/A
2.		NA	NA	NA	NA	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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			months		and are not in support of the 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. & 6 months	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	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting. It was dealt

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Two (2) Years 5 months		with at the TT level.
6	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date One (1) yr. & (11 months) 10 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	PSA	09 December 2016 to 24	Removed - 24 October 2017	The item was finalized and removed from the agenda of

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	service delivery		October 2017 Ten (10) months 5 meetings		the Chamber
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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
11.	Housing Rental for Bursary Students	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
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	Removed 13 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2 meetings		
14	Phasing out of Basic Legacy Nursing Programmes Resulting in the Relocation of Staff to respective Nursing Campuses or Health Facilities	Employer (Health)	13 June 2017 to date Eight (8) months 5 Meetings	Removed - 21 February 2018	The item was finalized and removed 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	HOSPERSA	13 June 2017	Removed 13	The item was finalized and removed from the agenda of

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Trade Union		One (1) Month (1) Meeting	June 2017	the Chamber
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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
19.	Tongaat CHC included in the Rural Allowance	PSA	9 August 2017 One (1) Month 1 meeting	Removed 11 August 2017	PSA withdrew the matter as it is a 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)	Removed 11 August	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Month 1 meeting	2017	
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	PSA	11 August	Remains on	The item remains on the agenda of the Chamber for

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	& on Completion of Post Basic Courses		2017 to date One (1 year) 6 meetings	the agenda	progress reporting
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	The Employer (health)	08 September 2017 to date	Removed	Labour reserved its rights

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	and Forensic Pathology Services Issues		Nine (9) months 5 meetings	22 June 2018	
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	PSA	24 October 2017 to 16 November 2017	Removed 16 November 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Displacement Transfer		One (1) 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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
33	Service Delivery Challenges in King Edward Hospital due to Floods	PSA	24 October 2017 to 21 February 2018 Four (4) months 3 meetings	Removed 21 February 2018	The item was finalized and removed 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 Eleven (11) months 5 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 Ten (10)	Removed 08 August	The item was resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Drivers (PPT)		months 5 meetings	2018	
39	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date Ten (10) months 5 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	Removed 08 August	PSA withdrew the matter

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Eight (08) months 4 meetings	2018	
42	Condition of Service for CCGs	HOSPERSA	08 December 2017 to 08 August 2018 Eight (08) months 4 meetings	Removed 08 August 2018	The item was said to be a Council level.
43.	Decommissioning of Dunstan Farrell Specialised TB Hospital	The Employer (Health)	21 February 2018 to date Seven (07) months 3 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	Removed 21 February	HOSPERSA withdrew the item

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) Month 1 meeting	2018	
45	Uniform Allowance for Nurses	NUPSAW	22 June 2018-08 August 2018 Two (02) months 2 meetings	Removed 08 August 2018	The matter was resolved
46	Granting of Overtime in Excess of 30% of Employees Basic Salary (EMS	NUPSAW	22 June 2018 to 08 August 2018 Two (02) Months	Removed 08 August 2018	The Employer is awaiting DPISA

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2 meetings		
47	Translation of Security Guards	NUPSAW	22 June 2018 to date Three (3) months 2 meetings	Remains on the Agenda	Deferred to the next Chamber meeting
48	Incapacity Leave Application	NUPSAW	22 June 2018 to date Three (03) months 2 meetings	Remains on the Agenda	Deferred to the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
50	Continued Deductions for the Community Health Workers (CHWs)	NUPSAW	22 June 2018 to date Three (03) months 2 meetings	Remains on the Agenda	NUPSAW requested for previous Chamber meeting where the decision for deductions
51	Grey's Hospital shift system	PSA	22 June 2018 to date Three (03) months 2 meetings	Remains on the Agenda	Deferred to the next Chamber meeting
52	Taking of blood	PSA	22 June 2018 to date Three (03) months	Remains on the Agenda	Deferred to the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2 meetings		
53	Overtime payment vs ideal clinics	PSA	22 June 2018 to date Three (03) months 2 meetings	Remains on the Agenda	Deferred to the next Chamber meeting
54	McCord Hospital structure	PSA	22 June 2018 to date Three (03) months 2 meetings	Remains on the Agenda	Deferred to the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
55	Resolution 1 of 2009 Report	Secretariat	22 June 2018 to date Three (03) months 2 meetings	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 to 08 August 2018 Two (02) months 2 meetings	Removed 08 August 2018	Deferred to the next Chamber meeting