

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 October 2019-31 December 2019**

INTRODUCTION

This report is a presentation of the work performed by the Kwazulu-Natal Chamber. The report covers the period 01 October 2019 – 31 December 2019.

1. Meetings in this Period

- 1.1. 25 October 2019– KwaZulu-Natal Chamber Meeting
- 1.2. 13 November 2019-KwaZulu Natal Special Chamber Meeting
- 1.3. 6 December 2019- KwaZulu-Natal Chamber Meeting
- 1.4. 11 December 2019-KwaZulu-Natal Reconvened Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Muzikayise Mabaso (Chairperson)	The Employer
2.	Mr – Claude Naiker (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

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	25 October 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	15 October 2019	0	The meeting was held successful.	N/A
	13 November 2019 (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).	04 November 2019	N/A	The meeting was held successful	

	11 December 2019 (Reconvened Chamber)	100% Compliance Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	09 December 2019	N/A		
1.2 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)	25 October 2019 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready on 24 October 2019 (1) Day prior the meeting 29 July 2019 100%	1 day	N/A	N/A
	13 November 2019 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared and ready (1) Day prior the meeting 12 November 2019	1%		

	11 December 2019 (Reconvened Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting)	Document prepared and ready (2) Days prior the meeting 09 December 2019			
1.3 Minutes must be to the acceptable standard.	25 October 2019 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without any corrections	0%	N/A	None
	13 November 2019 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without any corrections			
	11 December 2019 (Reconvened Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in the next Chamber meeting (05 March 2020)			

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, though the meeting of 06 December 2019 did not quorate
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 provided their authorized representatives. 0%	50%	DENOSA, PSA and NEHAWU are yet to submit 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	Number of	100%	The agenda	0%	All new agenda items were

submitted to Chamber Secretary five (5) days before the Chamber meeting.	agenda items submitted within five (5) days before the Chamber Meeting.	compliance All agenda items are submitted five (5) days before the meeting.	items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%		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	Seven (7) agenda item was finalized within (3) normal meetings. %	0%	Seven (7) agenda items were finalized within (3) normal meetings.

3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMAN	VARIANCE	COMMENTS
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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 caucus meetings
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 was not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0%	100%	Meeting held with the Chairperson Prior to the meeting

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
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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 are a Task Team established for different items 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.	0%	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 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	Chamber management workshop was held 12 and 13 September 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 submitted. yet	Zero	
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by	All Chambers to hold operational planning sessions.	No submitted. yet	Zero	Not yet convened due to financial constraints.

	the Chamber.				
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3. 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	NA	NA	N/A	N/A	N/A
2.		NA	NA	NA	NA	NA	NA	Na

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

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

5. LIFESPAN

KWAZULU NATAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Ceza and Thulasizwe Hospitals Matter	PSA	11 April 2016 to date 3 years 4 months	Removed 22 August 2019	The item was finalized and removed
2.	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 to date 3 years & 2 months	Retained	The item remains on the agenda of the Chamber for progress reporting
3.	Payment of Back Pay for Nurses after Bridging & on Completion of Post Basic Courses	PSA	11 August 2017 to date One (1) year & 7	Removed 13 June 2019	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			months		
4.	Access for Disabled People to the Workplace	HOSPERSA	24 October 2017 to date 2 years & 2 months	Removed 11 December 2019	The item was removed and would be reinstated if need be
5.	Taking of blood	PSA	22 June 2018 to date One (1) year & 4 months	Removed 25 October 2019	The item was finalized and removed
6.	Mobile Clinics Tracker System	DENOSA	25 October 2018 to date 1 year & 1 month	Removed 11 December 2019	The item was finalized and removed
7.	Mortuary Assistants	NEHAWU	25 October 2018 8 months	Removed 13 June 2019	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
8.	Update on the Deviation from the DPSA Directive	NEHAWU	25 October 2018 to date 8 months	Removed 13 June 2018	The item was finalized and removed
9.	Progress Report on the Phasing Out of Lay Councillors	NEHAWU	25 October 2018 1 year & 2 months	Remains on the agenda	Items remains on the agenda to track progress
10.	Unpaid Backpay for the OSD Speciality	NEHAWU	25 October 2018 to date 8 months	Removed 13 June 2019	The item was finalized and removed
11.	Non-Compliance with the Employment Equity Act 55 of 1998-DSD	PSA	13 June 2019 4 months	Removed 25 October 2019	The item was finalized and removed
12.	General Orderlies: Contract Workers	PSA	13 June 2019 1 month	Removed 13 June 2019	Matter at Court and was referred to a bilateral with PSA
13.	Nurses Translation in Terms of HRM Circular	PSA	13 June 2019	Removed	Labour reserved its right

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	78 of 2018		1 month	13 June 2019	
14.	Clinics: Unilateral Amendments to Terms and Conditions of Employment	PSA & HOSPERSA	13 June 2019 2 months	Removed 22 August 2019	The item was finalized and removed
15.	Umsundizi CHC under Hlengisizwe: Resumption of 24-Hour Facility	PSA	13 June 2019 1 month	Removed 13 June 2019	Matter to continue at a bilateral with PSA
16.	Full Implementation of HRM 116 of 20013: Phasing Out of Lay Counsellors -Training and Career Pathing	PSA	13 June 2019 1 month	Removed 13 June 2019	PSA withdrew the matter as it was covered under another item
17.	6.7 Upgrading: Food Services Aid and Tradesman Aid	PSA	13 June 2019 1 month	Removed 13 June 2019	DPSA directive on JE awaited
18.	6.8 Network Controllers: Job Evaluation -Addington Informatics	PSA	13 June 2019 4 months	Removed 11 December 2019	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
19.	Outstanding overtime Payments: Gale Street Mortuary Staff-2006-2016	PSA	13 June 2019 1 month	Removed 22 August 2019	The item was finalized and removed
20.	EMS iLembe (Compulsory Overtime)	PSA	13 June 2019 2 months	Removed 22 August 2019	The item was finalized and removed
21.	Report on Relocation of KwaZulu-Natal College of Nursing's Central Office to Townhill Hospital-Iris Marwick Building	Employer (Health)	13 June 2019 1 month	Removed 13 June 2019	The item was finalized and removed
22.	Report on the Phasing Out of Legacy Nursing Qualifications Resulting in Relocation of Staff	Employer (Health)	13 June 2019 1 month	Removed 13 June 2019	The item was finalized and removed
23.	Non-Sitting of IMLCs at the Institutions	HOSPERSA	13 June 2019 1 month	Removed 30 July 2019	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
24.	Non -Sitting of Provincial EMS Forum	HOSPERSA	13 June 2019 1 month	Removed 30 July 2019	The item was finalized and removed
25.	Status of CCGs Supervisors iro Internal Memo by the Department	HOSPERSA	13 June 2019 1 month	Removed 30 July 2019	HOSPERSA withdrew the matter
26.	Translation of the ENAs and ENs	HOSPERSA	13 June 2019 6 months	Removed 11 December 2019	The item was finalized and removed
27.	Data Capturers and Nurses to Work Flexible Hours to Provide HAST Services	Employer -DoH	30 July 2019 2 months	Removed 25 October 2019	The item was finalized and removed
28.	Merging of Orthopedic & Surgical Wards into a General Ward- Clairwood Hospital	Employer -DoH	30 July 2019 1 month	Removed 22 August 2019	The item was finalized and removed
29.	Moratorium on Filling of Non -Exempted Posts	DENOSA	22 August 2019 1 month	Removed 22 August 2019	The item was finalized and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
30.	Misinterpretation of HRM Circular 77 of 2018	DENOSA	22 August 2019 2 months	Removed 25 October 2019	The item was finalized and removed
31.	Staff Establishment	DENOSA	22 August 2019 1 month	Removed 22 August 2019	The item was finalized and removed
32.	Shortage of Material Resources and Dilapidated Infrastructure	DENOSA	22 August 2019 1 month	Removed 22 August 2019	The item was finalized and removed
33.	Renovations	DENOSA	22 August 2019 One (1) month	Removed 22 August 2019	The item was finalized and removed
34	Circular HRM 13 of 2017	HOSPERSA	22 August 2019 2 months	Removed 25 October 2019	The item was finalized and removed
35.	Status on the HUBs	HOSPERSA	25 October 2019 2 months	Retained	Items remains on the agenda to track progress
36.	Doctors on Call	HOSPERSA	25 October 2019 1 month	Removed 25 October 2019	The item was referred to the IMLC
37.	Vacancy Rate (Departments of Health and Social Development)	PSA	25 October 2019 2 months	Removed 11 December 2019	PSA indicated that if the information is not obtained by 13 January it would declare deadlock on the matter.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
38.	Payment of EPMDS	NEHAWU	25 October 2019 2 months	Removed 11 December 2019	The item was finalized and removed
39.	Massive Acting Employees	NEHAWU	25 October 2019 2 months	Removed 11 December 2019	The item was finalized and removed
40.	Interpretation and Application of Circular 58 of 2019	NEHAWU	25 October 2019	Retained	Items remains on the agenda to track progress
41.	The Rationalization of FPS Mortuaries in eThekwini District	Employer -Health	13 November 2019 1 month	Retained	Items remains on the agenda to track progress