

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 October 2020 to 31 December 2020**

INTRODUCTION

This report is a presentation of the work performed by the KwaZulu-Natal Chamber. The report covers the period 01 July 2020 – 30 September 2020.

1. Meetings in this Period

- 1.1. 06 October 2020- KwaZulu-Natal Special Chamber Meeting
- 1.2. 09 October 2020- KwaZulu-Natal Special Chamber Meeting
- 1.3. 28 October 2020- KwaZulu-Natal Reconvened I Chamber Meeting
- 1.4. 05 November 2020- KwaZulu-Natal Special Chamber Meeting
- 1.5. 25 November 2020- KwaZulu-Natal Special Chamber Meeting
- 1.6. 04 December 2020- KwaZulu-Natal 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.	Ms – Gillian Hassan (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. KWAZULU NATAL 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 Ten (10) days before the meeting	06 October 2020 (Special Chamber)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	05 October 2020	N/A	None	None
	09 October 2020 (Special Chamber)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	07 October 2020	N/A	None	None
	28 October 2020 (Reconvened Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	22 October 2020	N/A	None	None

	05 November 2020 (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 2020	N/A	None	None
	25 November 2020 (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).	23 November 2020	N/A	None	None
	04 December 2020 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	22 November 2020	+2	None	None
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeratio	06 October 2020 (Special Chamber Meeting))	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No Document was prepared and ready prior the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None

n of all documents that must have been distributed beforehand)	09 October 2020 (Special Chamber Meeting))	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No Document was prepared and ready prior the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
	28 October 2020 (Reconvened Chamber Meeting))	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No Document was prepared and ready prior the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
	05 November 2020 (Special Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No Document was prepared and ready prior the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
	25 November 2020 (Special Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No Document was prepared and ready prior the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
	04 December 2020 (Chamber Meeting))	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready 3 days on 01 December 2020 100%	0%	None	None

1.3 Minutes must be to the acceptable standard.	06 October 2020 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	09 October 2020 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	28 October 2020 (Reconvened Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	05 November 2020 (Special Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	25 November 2020 (Special Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	04 December 2020 Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in March 2021	N/A	None	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.	50% attendance for the October meeting	50%	The October meeting was reconvened as only HOSPERSA attended meeting and PSA (vice chair) though present had to chair the meeting in the absence of the chairperson.
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. 30%	70%	Only HOSPERSA, DENOSA and Employer (DSD) 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.	Three (3) new agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	Two (2) of the three (3) new agenda items were tabled for a special Chamber meeting.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	One (1) agenda item was finalized within (3) normal meetings. %	N/A	One (1) agenda item was finalized within (3) normal meetings.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 Parties to hold a	Number of caucuses	100% Compliance	Only the Employer convened its Caucus	50 %	Labour did not convene the caucus meetings.

caucus at least a day before the meeting.	held	(All parties hold caucuses before the Chamber meeting).	days before the meeting. 50 % Compliance		
4.2 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%	Chamber Management Committee meeting not held.

5. ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 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 mandates to engage on the matters before the agenda. 100% compliance	0%	None

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 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 Task Teams established for different items but not for monitoring CA per se. 0%	100%	None
6.2 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 and motoring of Collective Agreements (CA).	The Chamber Reports on Res 3 of 2019	0%	Council tabled the item on Resolution 3 of 2019 and the Employer provides a report.

7. MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Zero wild cat strikes.	The number of wildcat strikes that occurred within the Chamber's jurisdiction.	Report of wild cat strikes that occurred within the Chamber's jurisdiction.	No Report was submitted	100%	No report submitted.
7.2 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.	N/A	None
7.3 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.	No disputes declared at Chamber level.	N/A	None

8. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 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.	No workshop planned for the current financial year	N/A	The next ExCo Chamber management workshop will be held in 2021
8.2 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	N/A	Not yet convened due to financial constraints.
8.3 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.	Not yet submitted.	N/A	Not yet convened due to financial constraints.

4. Reporting on Industrial Action

No	Chamber	District and City	Date of Industrial Action	Institution/Office involved	Reason/s for the strike	Type of Industrial Action embarked on	The duration of the Industrial Action	Participating Trade Union/s	Number and categories of employees involved	Action taken by the Employer	Recommended support expected
1.	KZN Chamber										

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

KWAZULU NATAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	None compliance with 72 hours assessment period for mental ill health policy	HOSPERSA	11 October 2016 4 years & 2 months	Removed 04 December 2020	The item was brought to the Chamber because of the crisis resulting from the psychiatric patients being kept in the institutions for a longer period than the one prescribed in the policy The TT was dissolved and the matter removed on 04 December 2020 to be reinstated if necessary.
2.	Progress Report on the Phasing Out of Lay Councillors	NEHAWU	25 October 2018 1 year & 8 months	Removed 11 June 2020	The item was finalised and removed.
3.	Status on the HUBs	HOSPERSA	25 October 2019 1 year & 2 months 7 meetings	Retained	Item remains on the agenda to track progress.
4.	Interpretation and Application of Circular 58 of 2019	NEHAWU	25 October 2019 8 months 4 meetings	Removed 11 June 2020	The item was finalised and removed. The Council provided the advice.
5.	The Rationalization of FPS Mortuaries in eThekweni District	Employer - Health	13 November 2019	Removed 27 August 2020	The item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			10 months 5 meetings		
6.	Merger of St Aidans hospital with King Edward VIII hospital	Employer (DoH)	09 March 2020 9 Months 5 meetings	Retained	Item remains on the agenda to track progress A Task Team was established
7.	Closure of Regional Laundry Durban and Coastal	Employer (DoH)	09 March 2020 9 Months 5 meetings	Retained	Item remains on the agenda to track progress A Task Team was established.
8.	Policy on the Provision of Safety Equipment, Facilities, Protective Clothing and Uniforms	Employer (DoH)	09 March 2020 7 Months 4 meetings	Removed 28 October 2020	Item was finalised and removed
9.	Health Promoters -CCGs	HOSPERSA	09 March 2020 7 Months 4 meetings	Removed 28 October 2020	Item was finalised and removed
10.	Reappointment of Staff After Resignation- Department of Health	HOSPERSA	09 March 2020 7 Months 4 meetings	Removed 28 October 2020	Item was finalised and removed
11.	Electronic Filing System as Initiated by the MEC Health	PSA	09 March 2020 3 Months 2 meetings	Removed 11 June 2020	The item was finalised and removed.
12.	Workplace Risk Assessment and Compliance with OHS (DoH & DENOSA)	PSA & DENOSA	09 March 2020 9 Months	Removed 04 December 2020	Item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	DSD)		5 meetings		
13.	Filling of Vacancies in Health & Social Development	PSA	09 March 2020 7 Months 4 meetings	Removed 28 October 2020	Item was finalised and removed
14.	Stock Level of Medication/Critical Drugs in Hospitals	PSA	09 March 2020 6 Months 3 meetings	Removed 27 August 2020	PSA withdrew the item
15.	Overtime Payments (Health & Social Development)	PSA	09 March 2020 6 Months 3 meetings	Removed 27 August 2020	PSA withdrew the item
16.	Employees on Suspension for Extended Periods (Health & Social Development)	PSA	09 March 2020 6 Months 3 meetings	Removed 27 August 2020	PSA withdrew the item
17.	Travel Costs of Staff: MEC (Health & Social Development) EXCO & MANCO	PSA	09 March 2020 6 Months 3 meetings	Removed 27 August 2020	PSA withdrew the item
18.	Corruption & Maladministration: Public Protector Report	PSA	09 March 2020 3 Months 2 meetings	Removed 27 August 2020	PSA withdrew the item

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
19.	Career Pathing of Lower Categories in Nursing (ENs & ENAs) to Professional Nurses	DENOSA	09 March 2020 7 Months 4 meetings	Removed 28 October 2020	Item was finalised and removed
20.	Absorption of Post-Community Service	DENOSA	09 March 2020 9 Months 5 meetings	Retained	Item remains on the agenda to track progress
21.	Integration of Services between Clairwood Hospital and Wentworth Hospital in eThekweni District	DENOSA	11 June 2020 1 meeting	Removed 11 June 2020	The matter was finalised and removed.
22.	Implementation of Resolution 3 of 2019	Council	11 June 2020 6 months 4 meetings	Retained	Item remains on the agenda to track progress.
23.	Rationalization of Charles James Hospital and Don McKenzie Hospital	Employer- DoH	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda to track progress A Task Team was established
24.	Continuous Professional Development (CPD) for Emergency Medical Services Personnel	Council	27 August 2020 4 months 3 meetings	Removed 04 December 2020	The item was finalised and removed
25	Deployment of COVID 19 Nurses	HOSPERSA	27 August 2020	Removed 27 August 2020	The matter was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			1 meeting		
26.	Recruitment and Training of Human Resources	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
27.	Deployment of Human Resources	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
28.	Sourcing of Human Resources from the Expanded Public Works Programme, Retired Health Professionals, Community Based Organisation and Non - Governmental Organisations to Render Services in Identified Sites	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
29.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
30.	Disposal waste and sanitation of equipment from quarantine or treatment facility	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
31.	Identification and establishment of mortuaries that will accommodate all COVID -19 mortal remains	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
32.	Disposal of COVID -19 mortal remains	Council	27 August 2020 4 months 3 meetings	Retained	Item remains on the agenda for Council feedback.
33.	Inspection in loco by Employer and Labour in all Provincial Departments for Full Compliance with the Occupational Health and Safety Act	Employer (Office of the Premier)	09 October 2020 2 months 2 meetings	Retained	Item remains on the agenda to track progress.
34.	Decommissioning of the Midwife Obstetric Unit in Newtown A CHC	Employer DoH)	28 October 2020 2 months 2 meetings	Retained	Item remains on the agenda to track progress.
35	Council Brand Awareness and Profiling	Council	04 December 2020 1 meeting	Retained	Item remains on the agenda for feedback from parties