

**Limpopo PHSDSBC Quarterly report  
01 April 2020 -30 June 2020**

## 1. INTRODUCTION

This report is a presentation of the work performed by the provincial Limpopo Chamber. The report covers the period 01 April 2020 – 30 June 2020.

## 2. Meetings in this Period

- 2.1 28 May 2020– Limpopo Chamber Meeting Preceding the Council AGM
- 2.2 25 June 2020 – Limpopo Chamber Meeting

## 3. Chamber Management Committee elected at the Chamber Meeting Preceding the Council AGM.

No.	Office Bearer Name	Constituency
1.	Mr Mpho Chilwane (Chairperson)	Labour
2.	Mr Noko Ramodike (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

#### 4. Chamber Administration

1. Limpopo 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.	28 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	11 May 2020	None	The meeting was held successfully.	N/A.
	25 June 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).	15 June 2020	None	The meeting was held successfully.	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance	The 2019 Chamber Annual Report was submitted to the Manager on 16 April 2020, due to the COVID-19 pandemic.	N/A	N/A	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)	28 May 2020 (Chamber Meeting Preceding the Council AGM)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A
		25 June 2020 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A
1.4	Minutes must be to the acceptable standard.	28 May 2020  (Chamber Meeting Preceding the Council AGM)	100% Compliance	Minutes of the Chamber Meeting of 28 May 2020 will be adopted in the Chamber meeting in 2021.	100%	N/A	N/A

	18 June 2020 (Chamber Meeting)	100% Compliance	Minutes of the Chamber Meeting of 18 June 2020 will be adopted in the Chamber meeting in August 2020.	100%	N/A	N/A
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## 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%	Parties to the Chamber are attending Chamber 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	30%	70%	The PSA, NEHAWU, and HOSPERSA have submitted their letters of credence to date. The Employer (both DoH and DSD) are still to submit their letters of credence for the 2020/21 financial year.

**3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/ TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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3.1 Agenda items must be submitted to the 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.	100% The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.	0%	N/A
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	0%	-100%	No items were finalised within three (3) meetings.

<b>3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>

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).	100% Compliance.  The Employer and Labour hold Caucuses days before the meeting.	0 %	The Employer and Labour hold their Caucuses days before the meeting.
3.3 Chamber Management Committee (CMC) 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).	100% Compliance  The CMC hold its Caucuses days before the meeting.	0%	The CMC meets 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).	100% compliance  All parties have mandate to engage on the matters before the agenda.	0%	All the parties are fully mandated.

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 had established implementation Monitoring Task Teams for new collective agreements.	No Task Team has been established currently to monitor any collective agreements.	N/A	The Limpopo Chamber doesn't have any Task Teams that monitor collective agreements.
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 and monitoring of Collective Agreements.	No Task Team has been established currently to monitor any collective agreements.	N/A	The Limpopo Chamber doesn't have any Task Teams that monitor collective agreements.

<b>6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 item.
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	N/A
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	Nil	N/A

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
7.1 Twenty (20) Chamber	The number of Chamber	All twenty (20) Chamber	-0%	-100%	Most of the Chamber Management Committee members were retained.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
Management Committee members must attend the EXCO and Chamber Management workshop.	Management Committee members who attend the EXCO and Chamber Management workshop.	Management Committee 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.	One Training	Zero	The Chamber Labour Relations Training was conducted for the Limpopo Chamber in the month of May 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

None reported at this Chamber.

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.	Limpopo Chamber	None Reported at the Chamber.	N/A	N/A	N/A	N/A	N/A	N/A

#### 6. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

- N/A

#### 7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
1.	PPT Workers Working Conditions in EMS and EMS Shortage of Staff	NEHAWU	11 February 2016 – to date  <b>Three (3) years and eight (8) months</b>	Retained	The item should be retained on the agenda of the Chamber until Parties to the Chamber can finalise on the issues that are of serious contention which to date have to been agreed upon.
2.	Problem faced by Social Workers in various	PSA	18 August 2016 to date	Retained	The agenda item should be removed from the agenda item, the Employer provided reports on the item, and due to continuous budgetary

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
	Social Development Institutions.		<b>Three (3) years</b>		constraints, the issues that Organised Labour has raised cannot be finalised.
3.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to date  <b>Two (2) Years and three (3) months</b>	Retained	The item should be removed given the life span of the agenda item, and the challenges by the Task Team in not being able to convene as per their set scheduled meetings, resulting in the extension of the life span of the item.
4.	Filling of Funded Vacant Posts – 2018/19 Financial Year	HOSPERSA	29 August 2018 to date  <b>One (1) year and six (6) months</b>	Retained	The agenda item should be retained due to progress reports that are being provided by the Employer.
5.	Outstanding Cost Orders for the Council	PHSDSBC	31 October 2018 to date  <b>One (1) year and Four (4) months</b>	Retained	The agenda item should be removed in order for the Employer to directly liaise with the PHSDSBC Department – Corporate Services in the outstanding cost orders to be paid that are owed by the Department of Social Development.
6.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	31 October 2018 to date  <b>One (1) year and Five (5) months</b>	Retained	The agenda item should be retained pending the submission of a final report by the Employer at the level of the Chamber as well as at the level of the Collective Bargaining Committee.
7.	Non-provision of Uniform and Cleaning Equipment for both the Department of Health and the	NUPSAW	31 October 2018 to date	Retained	The item should be removed given that the Employer had been providing continuous reports on the provision of uniform, however, Organised Labour requested a final report on the matter before the item can be removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
	Department of Social Development		<b>One (1) year and Five (5) months</b>		
8.	Performance of Overtime in the Department of Health	PSA	31 October 2018 to date <b>One (1) year and Five (5) months</b>	Retained	The item should be retained in order for the Employer to provide a final close out report.
9.	Safety of members at the Department of Health and Social Development institutions	PSA	11 December 2018 to date <b>One (1) year and three (3) months</b>	Retained	The agenda item should be retained given the progress reports that are being provided by the Employer on the agenda item.
10.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 to date <b>One (1) year</b>	Retained	The Item should be removed given the report that the Employer had provided that it is currently embarking on a collaborative project for EMS Personnel to get the relevant CPD training via an Institution of Higher Learning. Supply Chain processes to that effect were currently underway.
11.	Draft Skills Development Policy	Department of Social Development	20 February 2019 to date <b>One (1) year</b>	Retained	The agenda item should be retained pending the adoption of the draft policy.
12.	Salary Disparities for Social Auxiliary Workers in the Department of Social Development	PSA	20 February to date <b>One (1) year</b>	Retained	The agenda item should be retained in order for the Employer to provide a final report on the matter.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
13.	Dilapidated buildings posing a threat to occupational safety of members in Department of Health and Department of Social Development –Limpopo	NEHAWU	19 June 2019 to date <b>Nine (9) months</b>	Retained	The item should be retained on the agenda as the Employer is yet to provide a report on the item for discussion by Parties to the Chamber.
14.	Conversion of the DSD Bereavement Policy into a Collective Agreement	NEHAWU	19 June 2019 to date <b>Nine (9) months</b>	Retained	The item should be retained on the agenda pending the conclusion of the collective agreement.
15.	Draft Whistle Blowing Policy	Department of Social Development	19 June 2019 to date <b>Nine (9) months</b>	Retained	The agenda item should be retained pending the adoption of the draft policy.
16.	Reviewed Risk Policy	Department of Social Development	19 June 2019 to date <b>Nine (9) months</b>	Retained	The agenda item should be retained pending the adoption of the draft policy.
17.	Reviewed Fraud Policy	Department of Social Development	19 June 2019 to date <b>Nine (9) months</b>	Retained	The agenda item should be retained pending the adoption of the draft policy.
18.	Draft Human Resource and Development Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	Retained	The agenda item should be retained pending the adoption of the draft policy.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
19.	Non supply of resources at Health institutions	PSA	29 August 2019 to date <b>Seven (7) months</b>	Retained	The agenda item should be retained, the Employer is to provide progress reports.
20.	PPT Terms and Conditions of Employment prior Transfer to EMS to remain Unaltered	NEHAWU	29 August 2019 to date <b>Seven (7) months</b>	Retained	The item should be retained in order for the established Task Team to get its work done and provide progress reports at the level of the Chamber.
21.	Presentation on Out-Sourcing of Management and Warehousing of Medical and Surgical Sundries (Warehouse Programme)	Department of Health	31 October 2019 to date <b>Five (5) months</b>	Retained	The item should be retained pending the Employers mandating processes being undertaken and a response to be provided regarding the concerns that had been raised y Organised Labour.
22.	Information pertaining to staffing levels, human resources cost and other expenditure in the department of Health and Social Development	PSA	31 October 2019 to date <b>Five (5) months</b>	Retained	The item should be retained in order to for the Employer to provide progress reports.
23.	Update on implementation of New Nursing Qualifications by Limpopo Nursing College	DENOSA	31 October 2019 to date <b>Six (6) months</b>	Retained	The agenda item should be retained, the Employer and Organised Labour were in agreement in dealing with the issues pertaining to the agenda item in a Special Chamber meeting.
24.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	21 February 2020 to date <b>Two (2) months</b>	Retained	The item was introduced at the level of the Chamber in order to monitor the implementation of the resolution and provide progress reports at the level of the Council on a regular basis.



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
25.	Industrial Action	Secretariat	18 September 2013 -To date  <b>Standing item</b>	The item has tabled as a standing item.	N/A