

**Limpopo PHSDSBC Quarterly report
01 January 2019 -31 March 2019**

1. INTRODUCTION

This report is a presentation of the work performed by the provincial Limpopo Chamber. The report covers the period 01 January 2019 – 31 March 2019.

2. Meetings in this Period

2.1 20 February 2019 – Limpopo Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr James Lefika (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.	20 February 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	13 February 2019	97%	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 27 March 2019.	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	20 February 2019 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A

been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	20 February 2019 (Chamber Meeting)	100% Compliance	Minutes of the Chamber meeting dated 20 February 2019 will be corrected in the next ordinary Chamber meeting scheduled to convene on 17 July 2019	100%	N/A	N/A

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	100% All Parties are to table their authorized representatives.	0%	Parties to the Chamber are duly represented.

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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 agenda items were finalised within three (3) normal meetings within the reporting period.

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).	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	N/A
5.2 At least one (1) Chamber report on	The number of Chambers that submit	Report on the implementation and monitoring	No Task Team has been established currently to monitor	N/A	N/A

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
monitoring of implementation of a collective agreement.	monitoring reports.	of Collective Agreements.	any collective agreements.		

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.	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

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.	-0%	-100%	Most of the Chamber Management Committee members were retained.	
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.

- Draft policy on Workforce Management and Workforce Systems by the Employer which has been escalated to the level of the ExCo for guidance.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	PPT Workers Working Conditions in EMS and EMS Shortage of Staff	NEHAWU	11 February 2016 – to date Three (3) years and two (2) months	The item is currently on the agenda of the Chamber.	Not yet resolved
2.	Problem faced by Social Workers in various Social Development Institutions.	PSA	18 August 2016 to date Two (2) years and eight (8) months	The item is currently on the agenda of the Chamber.	Not yet resolved
3.	Upgrading of Data Capturers	NEHAWU	18 August 2016 to 20 February 2019 Two (2) years and six (6) months	The DPSA intervened to provide clarity on the item in a Special Chamber convened on 14 September 2017. The Job – evaluation co-ordination process conducted by the DPSA will be finalized by end November 2017. The outcome thereof will be communicated to the various departments in	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				terms of the job grading for Data Capturers (inclusive of Messengers/Drivers and lower level support staff)	
4.	Commuted Overtime for medical officers but excluding dentists	PSA	23 August 2017 to date One (1) year and six (6) months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber. The Employer is negotiating the item via the development of a draft policy on Commuted Overtime.	Not yet resolved as the item is being currently discussed within the Chamber.
5.	Non-payment of incentives in terms of the incentives policy framework for employees on salary levels 1-12 and those covered by OSD since 2012	PSA	23 August 2017 to 29 August One (1) year	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and finalised and removed in the Chamber meeting dated 29 August 2018.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
6.	Payment of Pay Progression and Performance Bonus for the 2016/2017 Financial year	PSA	23 August 2017 to 29 August 2018 One (1) year	The item was finalised and removed from the agenda of the Chamber in the Chamber meeting convened on 29 August 2018.	Resolved
7.	Shortage of Equipment in Ambulances	PSA	23 August 2017 to date One (1) years eight (8) Months	The item was introduced by the PSA in the Chamber meeting of 23 August 2017 and is currently on the agenda of the Chamber.	Not yet resolved as the item is being currently discussed within the Chamber.
8.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to date One (1) Year and four (4) months	The item was tabled for the first time in the Chamber meeting dated 08 December 2017, and remains on the agenda of the Chamber for discussion.	Resolved in that a Task Team has been established with clear Terms of Reference for reporting back to the Chamber and the item remains on the agenda of the Chamber.
9.	Recruitment and Selection Policy – Department of Health	Department of Health	22 February 2018 to 20 February One (1) year	The Employer introduced the item with the view that the current Recruitment and Selection Policy was due for review.	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				Labour had some issues with the draft policy, the Employer was of the understanding that the draft policy had been consulted on sufficiently.	
10.	Draft Commuted Overtime Policy – Department of Health	Department of Health	22 February 2018 to 20 February 2019 One (1) year	The draft policy was introduced by the Employer in addressing the agenda item on Commuted Overtime for medical officers but excluding dentists. Labour had some issues with the draft policy, the Employer was of the understanding that the draft policy had been consulted on sufficiently.	Resolved.
11.	Lack of consultation in chamber over the organisational structure implemented by the	NEHAWU	19 June 2018 to 20 February 2019 Ten (10) months	The item could not be introduced in the Chamber meeting dated 19 June 2018 and	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Department of Social Development, Limpopo			Parties could not reach any consensus resulting in Organised indicating that it would exercise its rights on the issue, resulting in the removal of the agenda item.	
12.	Workforce Management	Department of Health	19 June 2018 to 18 July 2018 One (1) year	The item was introduced at the level of the Chamber and the Employer made a presentation in the Special Chamber meeting convened on 18 July 2018. However, rejected the presentation by the Employer and the item was removed in the same meeting. The item was reintroduced by the Employer in the Chamber meeting dated 20 February 2019.	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
13.	Policy on Working Time and Arrangement	Department of Health	19 June 2018 to date Ten (10) months	The item is still on the agenda of the Chamber for further consultation. The Employer had requested the guidance of the General Secretary in whether the policy can be consulted on.	Not yet resolved
14.	Monitoring of the Implementation of Clause 3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 - OSD for Social Service Profession and Occupations	PHSDSBC	19 June 2018 to 31 October 2018 Four (4) months	The item was finalised and removed from the agenda of the Chamber.	Resolved
15.	Filling of Funded Vacant Posts – 2018/19 Financial Year	HOSPERSA	29 August 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	Not resolved
16.	Job Description for Data Capturers	HOSPERSA	29 August 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				Parties to the Chamber.	
17.	Skills Development Plan for EMS 2018/19 Financial Year	HOSPERSA	29 August 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	Not resolved
18.	Department of Social Development Reviewed Organisational Structure	Department of Social Development	29 August 2018 to date Eight (8) months	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	Not resolved
19.	Draft Overtime Policy – DSD	Department of Social Development	29 August 2018 to 02 February 2019 Eight (8) months	The policy was finalised and removed from the Chamber agenda on 07 February 2019.	Resolved
20.	Draft Resettlement Policy – DSD	Department of Social Development	29 August 2018 to 07 February 2019 Eight (8) months	The policy was finalised and removed from the Chamber agenda on 07 February 2019.	Resolved
21.	Limpopo Department of Health Circular 73 of 2018	Organised Labour	31 October 2018 to 31 October 2018	The item was introduced in the Chamber meeting	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			One (1) meeting	dated 31 October 2018, and resolved in the same meeting.	
22.	Trauma Counselling for EMS Personnel	HOSPERSA	31 October 2018 to date Three (3) Meetings	The item was introduced by HOSPERSA in the Chamber meeting convened on 31 October 2018.	Not Resolved
23.	Implementation of Leave Without Pay by Management	HOSPERSA	31 October 2018 to 20 February 2019 Three (3) Meetings	The item was introduced by HOSPERSA in the Chamber meeting convened on 31 October 2018. Parties agreed for the item to be removed from the agenda of the Chamber.	Resolved
24.	Outstanding Cost Orders for the Council	PHSDSBC	31 October 2018 Three (3) Meetings	The item was introduced by the secretariat in the Chamber meeting convened on 31 October 2018.	Not Resolved
25.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	31 October 2018 Three (3) Meetings	The item was introduced by the secretariat in the Chamber meeting convened on 31 October 2018.	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
26.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	31 October 2018 Three (3) Meetings	The item was introduced by the secretariat in the Chamber meeting convened on 31 October 2018.	Not Resolved
27.	Theft Incidents in the various Limpopo Health Institutions	NUPSAW	31 October 2018 One (1) meeting	The item was introduced by NUPSAW in the Chamber meeting convened on 31 October 2018.	Resolved
28.	Danger Allowance as per the PSCBC Resolution 4 of 2015	NUPSAW	31 October 2018 to 11 December 2018 Two (2) Meetings	The item was introduced by NUPSAW in the Chamber meeting convened on 31 October 2018.	Resolved
29.	Non-provision of Uniform and Cleaning Equipment for both the Department of Health and the Department of Social Development	NUPSAW	31 October 2018 to date Three (3) Meetings	The item was introduced by NUPSAW in the Chamber meeting convened on 31 October 2018.	Not Resolved
30.	Performance of Overtime in the Department of Health	PSA	31 October 2018 to date Three (3) Meetings	The item was introduced by PSA in the Chamber meeting convened on 31 October 2018.	Not Resolved
31.	Non-supply of Uniform and Protective Clothing for	PSA	31 October 2018 to date	The item was introduced by PSA in the Chamber	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Forensic Pathology Officers since 2012		Three (3) Meetings	meeting convened on 31 October 2018.	
32.	Counselling and Debriefing of Forensic Pathology Officers	PSA	31 October 2018 to 31 October 2018 One (1) meeting	The item was introduced by PSA in the Chamber meeting convened on 31 October 2018.	Resolved
33.	PMDS Training – Limpopo DoH	Department of Health	31 October 2018 to 31 October 2018 One (1) meeting	The item was introduced by The Employer – DoH in the Chamber meeting convened on 31 October 2018.	Resolved
34.	Development of a Guiding Template for Determination of Seniority for Study Leave	HOSPERSA	11 December 2018 to date Two (2) meetings	The item was introduced by HOSPERSA in the Chamber meeting convened on 11 December 2018.	Not Resolved
35.	Draft Bereavement Policy	Department of Social Development	11 December 2018 to date Two (2) meetings	The item was introduced by The Employer - DSD in the Chamber meeting convened on 11 December 2018.	Not Resolved
36.	Safety of members at the Department of Health and Social Development institutions	PSA	11 December 2018 to date Two (2) meetings	The item was introduced by PSA in the Chamber meeting convened	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				on 11 December 2018.	
37.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 One (1) meeting	The item was introduced by the secretariat in the chamber meeting convened 20 February 2019.	Not Resolved
38.	Draft Recruitment and Selection Policy	Department of Social Development	20 February 2019 to date One (1) meeting	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019.	Not Resolved
39.	Draft Termination of Services Policy	Department of Social Development	20 February 2019 One (1) meeting	The item was introduced The Employer - DSD in the chamber meeting convened 20 February 2019.	Not Resolved
40.	Draft Leave Policy	Department of Social Development	20 February 2019 One (1) meeting	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019.	Not Resolved
41.	Draft Retention Policy	Department of Social Development	20 February 2019 to date One (1) meeting	The item was introduced by The Employer – DSD in the chamber meeting convened 20 February 2019.	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
42.	Draft Skills Development Policy	Department of Social Development	20 February 2019 One (1) meeting	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019.	Not Resolved
43.	e- Leave System in the Department of Social Development	NEHAWU	20 February 2019 to date One (1) meeting	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019.	Not Resolved
44.	Salary Disparities for Social Auxiliary Workers in the Department of Social Development	PSA	20 February to date One (1) meeting	The item was introduced by the PSA in the chamber meeting convened 20 February 2019. The Employer is to provide a concise response in the matter.	Not Resolved
45.	Workforce Management System	Department of Health	20 February 2018 to date One (1) meeting	The item was re-introduced by the Employer for consultation by Parties.	Not Resolved
46.	Industrial Action	Secretariat	18 September 2013 -To date Standing item	The item has tabled as a standing item.	N/A