

**Limpopo PHSDSBC Quarterly report  
01 October 2019 -31 December 2019**

## 1. INTRODUCTION

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

## 2. Meetings in this Period

- 2.1 31 October 2019 – Limpopo Chamber Meeting
- 2.2 10 December 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.	31 October 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).	2019	None	The meeting was held successfully.	N/A.
	10 December 2019	100% Compliance  (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	2019	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 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 been distributed beforehand)	31 October 2019 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	100%	100%	N/A	N/A
		10 December 2019 (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.	31 October 2019  (Chamber Meeting)	100% Compliance	Minutes of the Chamber Meeting of 31 October 2019 were adopted in the Chamber meeting convened on 10 December 2019 with no corrections.	100%	N/A	N/A

	10 December 2019  (Chamber Meeting)	100% Compliance	Minutes of the Chamber Meeting of 10 December 2019 will be adopted in the Chamber meeting of 19 February 2019.	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	100%  All Parties are to table their authorized representatives.	0%	Parties to the Chamber are duly represented.

**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.

- 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  <b>Three (3) years and eight (8) months</b>	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	The item is currently on the	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Three (3) years</b>	agenda of the Chamber.	
3.	Upgrading of Data Capturers	NEHAWU	18 August 2016 to 20 February 2019  <b>Two (2) years and six (6) months</b>	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 terms of the job grading for Data Capturers (inclusive of Messengers/Drivers and lower level support staff)	Resolved
4.	Commuted Overtime for medical officers but excluding dentists	PSA	23 August 2017 to 07 February 2019	The item was introduced by the PSA in the Chamber meeting	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>One (1) year and six (6) months</b>	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. Parties reached a deadlock in the Special Chamber meeting of 07 February 2019 and the item was removed	
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 <b>One (1) year</b>	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
6.	Payment of Pay Progression and Performance Bonus for the 2016/2017 Financial year	PSA	23 August 2017 to 29 August 2018 <b>One (1) year</b>	The item was finalised and removed from the agenda of the Chamber in the	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				Chamber meeting convened on 29 August 2018.	
7.	Shortage of Equipment in Ambulances	PSA	23 August 2017 to date  <b>Two (2) years</b>	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 resolved.
8.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to date  <b>One (1) Year and ten (10) months</b>	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  <b>One (1) year</b>	The Employer introduced the item with the view that the current Recruitment and Selection Policy was due for review. Labour had some issues with the draft policy, the Employer was of the understanding	Resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				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  <b>One (1) year</b>	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 Department of Social Development, Limpopo	NEHAWU	19 June 2018 to 20 February 2019  <b>Ten (10) months</b>	The item could not be introduced in the Chamber meeting dated 19 June 2018 and Parties could not reach any consensus resulting in Organised	Resolved



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				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  <b>One (1) year</b>	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
13.	Policy on Working Time and Arrangement	Department of Health	19 June 2018 to date to 10 December 2019  <b>One (1) year and six (6) months</b>	The item is still on the agenda of the Chamber for further consultation. The Employer had	Not yet resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				requested the guidance of the General Secretary in whether the policy can be consulted on.	
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  <b>Four (4) months</b>	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  <b>One (1) year and Five (5) months</b>	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  <b>One (1) year and Five (5) months</b>	The item is currently on the agenda of the Chamber for discussion by Parties to the Chamber.	Not resolved
17.	Skills Development Plan for EMS 2018/19 Financial Year	HOSPERSA	29 August 2018 to date  <b>One (1) year and Five (5) months</b>	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.	
18.	Department of Social Development Reviewed Organisational Structure	Department of Social Development	29 August 2018 to 07 February 2019 <b>Six (6) months</b>	Parties reached a deadlock on the issue and agreed that the item should be removed from the agenda of the Chamber.	Resolved
19.	Draft Overtime Policy – DSD	Department of Social Development	29 August 2018 to 02 February 2019 <b>Eight (8) months</b>	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 <b>Eight (8) months</b>	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 <b>One (1) meeting</b>	The item was introduced in the Chamber meeting dated 31 October 2018, and resolved in the same meeting.	Resolved
22.	Trauma Counselling for EMS Personnel	HOSPERSA	31 October 2018 to date	The item was introduced by HOSPERSA in the	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>One (1) year and Three (3) months</b>	Chamber meeting convened on 31 October 2018.	
23.	Implementation of Leave Without Pay by Management	HOSPERSA	31 October 2018 to 20 February 2019 <b>Three (3) Meetings</b>	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 to date <b>One (1) year and Three (3) months</b>	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 to date <b>One (1) year and Three (3) months</b>	The item was introduced by the secretariat in the Chamber meeting convened on 31 October 2018.	Not Resolved
26.	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 Three (3) months</b>	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
27.	Theft Incidents in the various Limpopo Health Institutions	NUPSAW	31 October 2018 to 31 October 2018 <b>One (1) meeting</b>	The item was introduced by NUPSAW in the Chamber meeting convened on 31 October 2018 and finalised in the same meeting.	Resolved
28.	Danger Allowance as per the PSCBC Resolution 4 of 2015	NUPSAW	31 October 2018 to 11 December 2018 <b>Two (2) Meetings</b>	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 <b>One (1) year and Three (3) months</b>	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 <b>One (1) year and Three (3) months</b>	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 Forensic Pathology Officers since 2012	PSA	31 October 2018 to date <b>One (1) year and Three (3) months</b>	The item was introduced by PSA in the Chamber meeting convened on 31 October 2018.	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
32.	Counselling and Debriefing of Forensic Pathology Officers	PSA	31 October 2018 to 31 October 2018 <b>One (1) meeting</b>	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 <b>One (1) meeting</b>	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 <b>Ten (10) months</b>	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 07 February 2019 <b>Three (3) meetings</b>	The item was introduced by The Employer - DSD in the Chamber meeting convened on 11 December 2018, and finalised in the Special Chamber meeting of 07 February 2019.	Resolved
36.	Safety of members at the Department of Health and	PSA	11 December 2018 to date	The item was introduced by PSA in the Chamber	Not Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Social Development institutions		<b>One (1) year</b>	meeting convened on 11 December 2018.	
37.	Draft Policy on Working Time and Working Arrangement	Department of Health	07 February 2019 to date to 10 December 2019 <b>Ten (10) months</b>	The item was introduced by the DoH in the Special chamber meeting convened 07 February 2019 for discussion by Parties.	The item has been escalated to the ExCo for guidance regarding whether the Chamber has jurisdiction to deal with the issue in terms of policy consultation or not. The ExCo is yet to provide feedback in terms of applying its mind.
38.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 to date <b>Ten (10) months</b>	The item was introduced by the secretariat in the chamber meeting convened 20 February 2019.	Not Resolved
39.	Draft Recruitment and Selection Policy	Department of Social Development	20 February 2019 to 19 June 2019 <b>Two (2) meetings</b>	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019. However, the Employer withdrew the draft policy in the Chamber meeting of 19 June 2019.	Resolved
40.	Draft Termination of Services Policy	Department of Social Development	20 February 2019 to 19 June 2019	The item was introduced The Employer - DSD in	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Two (2) meetings</b>	the chamber meeting convened 20 February 2019. However, the Employer withdrew the draft policy in the Chamber meeting of 19 June 2019.	
41.	Draft Leave Policy	Department of Social Development	20 February 2019 to 19 June 2019 <b>Two (2) meetings</b>	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019. However, the Employer withdrew the draft policy in the Chamber meeting of 19 June 2019.	Resolved
42.	Draft Retention Policy	Department of Social Development	20 February 2019 to 19 June 2019 <b>Two (2) meetings</b>	The item was introduced by The Employer – DSD in the chamber meeting convened 20 February 2019.	Resolved
43.	Draft Skills Development Policy	Department of Social Development	20 February 2019 to date <b>Eleven (11) months</b>	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
44.	e- Leave System in the Department of Social Development	NEHAWU	20 February 2019 to 31 October 2019 <b>Eight (8) months</b>	The item was introduced by The Employer - DSD in the chamber meeting convened 20 February 2019 and finalised by Parties in the Chamber meeting of 31 October 2019.	Resolved
45.	Salary Disparities for Social Auxiliary Workers in the Department of Social Development	PSA	20 February to date <b>Eleven (11) months</b>	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
46.	Workforce Management System	Department of Health	20 February 2018 to 10 December 2019 <b>Ten (10) months</b>	The item was removed by Parties in the Chamber meeting of 10 December 2019.	Resolved
47.	Installation of Answering Machines in the Department of Health Institutions Without Consultation with Organised Labour	PSA	16 May 2019 to 16 May 2019 <b>One (1) meeting</b>	The item was introduced by the PSA in the Special Chamber meeting of 16 May 2019, and Parties agreed that the item	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
				should be dealt with on a bilateral level between the Employer and the PSA. The it	
48.	Working conditions at Thabamooopo Hospital (Lebowakgomo)	PSA	16 May 2019 to 16 May 2019 <b>Two (2) meetings</b>	Parties agreed that the item should be removed from the agenda of the Chamber, as it could be dealt with at an institutional level.	Resolved
49.	Draft Agreement on EMS Averaging of Working Hours - DoH	Department of Health	16 May 2019 to 19 June 2019 <b>Two (2) meetings</b>	The item was introduced by the Department of Health for consultation by Parties, however, in the Chamber meeting of 19 June 2019, Organised Labour indicated that it did not have a mandate to conclude a collective agreement on the issue. Parties agreed to remove the item.	Resolved
50.	Dilapidated buildings posing a threat to	NEHAWU	19 June 2019 to date	The item was introduced by	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	occupational safety of members in Department of Health and Department of Social Development – Limpopo		<b>Seven (7) months</b>	NEHAWU for discussion by Parties.	
51.	Conversion of the DSD Bereavement Policy into a Collective Agreement	NEHAWU	19 June 2019 to date <b>Seven (7) months</b>	The item was introduced by NEHAWU for discussion by Parties, in that the adopted bereavement policy by the Department of Social Development to be converted into a collective agreement.	Not resolved
52.	Draft Whistle Blowing Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	The Department of Social Development introduced the draft policy for consultation by Parties.	Not resolved
53.	Reviewed Risk Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	The Department of Social Development introduced the draft policy for consultation by Parties.	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
54.	Reviewed Fraud Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	The Department of Social Development introduced the draft policy for consultation by Parties.	Not resolved
55.	Draft Human Resource and Development Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	The Department of Social Development introduced the draft policy for consultation by Parties.	Not resolved
56.	PHSDSBC Resolution 1 of 2019 – Agreement on Organisational Rights Within the Public Health and Social Development Sector	PHSDSBC	19 June 2019 to 29 August 2019 <b>Two (2) meetings</b>	The item was introduced by the Council with the undertaking that implementation workshops would be conducted by the ExCo for all the ten (10) Chambers.	Resolved
57.	Draft Monitoring and Evaluation Framework Development Policy	Department of Social Development	19 June 2019 to date <b>Seven (7) months</b>	The Department of Social Development introduced the draft policy for consultation by Parties.	Not resolved
58.	Non-Payment of Overtime for Forensic Pathology employees	PSA	29 August 2019 to date	The item was introduced by the PSA in order for	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Five (5) months</b>	the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	
59.	Non supply of resources at Health institutions	PSA	29 August 2019 to date <b>Five (5) months</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
60.	Non-Payment of PMDS for 2018/ 2019 financial year	PSA	29 August 2019 to date <b>Five (5) months</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
61.	PPT Terms and Conditions of Employment prior Transfer to EMS to remain Unaltered	NEHAWU	29 August 2019 to date <b>Five (5) months</b>	The item was introduced by the NEHAWU in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
62.	Moratorium on Grounding of Vehicles be Uplifted	NEHAWU	29 August 2019 to 31 October 2019  <b>Two (2) meetings</b>	The item was introduced by the NEHAWU in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
63.	Moratorium on Halting Transfers of Employees be Uplifted	NEHAWU	29 August 2019 to date  <b>Five (5) months</b>	The item was introduced by the NEHAWU in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
64.	Withdrawal of the Circular Requiring Disclosure of Financial Interest, until Proper Consultation is finalised	NEHAWU	29 August 2019 to 29 August 2019  <b>One (1) meeting</b>	The item was introduced by the NEHAWU in order for the Employer to provide a concise response, the item. Parties agreed however that the item should be removed from the agenda of the Chamber due to jurisdiction issues.	Resolved
65.	Draft Collective Agreement on	Department of Health	29 August 2019 to 10 December 2019	The item was introduced by the	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Averaging of Working Hours for EMS		<b>Two (2) meetings</b>	Employer – DoH for negotiations by Parties. The item was subsequently removed from the agenda of the Chamber on 10 December 2019.	
66.	Non- compliance With Regards to Working Hours Including Lunch Time by the Limpopo Department of Health	PSA	29 August 2019 to date  <b>Five (5) months</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
67.	Presentation on Out-Sourcing of Management and Warehousing of Medical and Surgical Sundries (Warehouse Programme)	Department of Health	31 October 2019 to date  <b>One (1) meeting</b>	The item was introduced by the Employer (DoH) in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
68.	Information pertaining to staffing levels, human resources cost and other expenditure in the	PSA	31 October 2019 to date  <b>One (1) meeting</b>	The item was introduced by the Employer (DoH) in order for the Employer to provide a concise	Not resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	department of Health and Social Development			response, the item is currently on the agenda of the Chamber.	
69.	Circular 55 of 2019: Prohibition of performance of other remunerative work outside the employee's employment in the department of Health.	PSA	31 October 2019 to date <b>One (1) meeting</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
70.	Implementation of Circular 5 of 2019 of The South African Nursing Council -	DENOSA	31 October 2019 to date <b>One (1) meeting</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved
71.	Update on implementation of New Nursing Qualifications by Limpopo Nursing College	DENOSA	31 October 2019 to date <b>One (1) meeting</b>	The item was introduced by the PSA in order for the Employer to provide a concise response, the item is currently on the agenda of the Chamber.	Not resolved



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