

**Mpumalanga PHSDSBC Quarterly report  
01 April 2018 -30 June 2018**

## 1. INTRODUCTION

This report is a presentation of the work performed by the Mpumalanga Chamber. The report covers the period 01 April 2018 – 30 June 2018.

## 2. Meetings in this Period

2.1 13 April 2018 – Chamber Meeting Preceding the Council AGM

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

No.	Office Bearer Name	Constituency
1.	Ms Phina Mashile (Chairperson)	Labour
2.	Mr Gerrie Mashile (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

## 4. Chamber Administration

<b>1. Mpumalanga Chamber Evaluation</b>						
<b>STANDARD</b>	<b>INDICATOR Meeting Date</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>Variance</b>	<b>COMMENTS</b>	<b>REMEDIAL ACTION</b>
1.1 Chamber notices, agenda and minutes must be sent out Seven (7) days before the meeting.	13 April 2018  (Chamber Meeting Preceding the Council AGM)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out fourteen (14) days before the meeting of the Chamber Meeting Preceding the Council AGM).	09 April 2018	None	The meeting was convened successfully	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance  (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.	10 March 2018	None	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM).	N/A

<p>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)</p>	<p>13 April 2018  (Chamber Meeting Preceding the Council AGM)</p>	<p>100% Compliance  (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber).</p>	<p>100%  13 April 2018</p>	<p>0%</p>	<p>The meeting was held successfully.</p>	<p>N/A.</p>
<p>1.4 Minutes must be to the acceptable standard.</p>	<p>13 April 2018  (Chamber Meeting Preceding the Council AGM)</p>	<p>100% Compliance</p>	<p>Corrections to the minutes will be made in the Chamber Meeting Preceding the Council AGM to be convened in the year 2019.</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>

## 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%	The level of attendance by Parties to the Chamber has improved.
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).	100%  Parties submit their letters of credence before the AGM.	0%	N/A

### 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 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%	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%  Most of the agenda items were not finalized within three (3) meetings.	-100%	No agenda items were finalized within three (3) normal meetings.

### 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).	50% Compliance  The Employer is holding its Caucuses days before the meeting.	-50 % compliance.	Both the Employer Labour are still to hold their caucuses before the Chamber 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).	100%  Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.	0%	Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.

**4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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%	N/A

**5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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.	N/A	N/A	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 of monitoring of a Collective Agreements.	The Chairperson and Vice Chairperson would be responsible to convene these meetings and ensure that parties attend and reports are tabled to the Chamber.	N/A	N/A
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**6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

<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 point.
6.2 Zero walk-out	The number of walk-out that occurred within	Report on walk outs that occurred within the	No recorded walkout.	Nil	This matter has been set down as a standing agenda point.

	the Chamber's jurisdiction.	Chamber's jurisdiction.			
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.	None	Nil	This matter has been set down as a standing agenda point.

<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 Management Committee members must attend the EXCO and Chamber	The number of Chamber Management Committee members who attend the EXCO and Chamber	All twenty (20) Chamber Management Committee members subjected to Capacity	0%	-100%	Most of the Chamber Management Committee members were retained.

Management workshop.	Management workshop.	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.	Not yet submitted.	Zero	The Chamber Labour Relations Training was convened in Nelspruit from 16 to 20 April 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 for the reporting period.

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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

There is no prominent issue that requires the attention of EXCO and or the Council.

**7. LIFESPAN**

<b>LIFESPAN OF AGENDA ITEMS</b>						
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>ANALYSIS</b>	<b>REESOLVED/NOT RESOLVED</b>
1.	The Provincial Department of Health Organogram	The Employer (Department of Health)	12 November 2008 - To date  <b>Eight (8) years</b>	Currently on the agenda of the Chamber.	The Employer managed to source the departmental structure for the entire Mpumalanga province. Labour also requested the Employer to convene a workshop around the organogram were the Employer will be explaining the importance of each post or department.	Not yet resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>ANALYSIS</b>	<b>REESOLVED/NOT RESOLVED</b>
2.	Long Service Awards	PSA	11 December 2012-To date <b>Five (5) years and six (6) months</b>	Currently on the agenda of the Chamber.	Labour requested the Employer to submit a comprehensive report which would indicate the number of employees that were awarded as well as their years of services. The item has been retained on the agenda for progress reporting.	Not yet resolved
3.	The Dilapidated Lydenburg Hospital	PSA	25 October 2013-To date <b>Four (4) years and eight (8) months</b>	Currently on the agenda of the Chamber.	The item was retained on the agenda for progress reporting purpose.	Not yet resolved
4.	Occupational Health and Safety	HOSPERSA	11 June 2014-To date <b>Four (4) years</b>	Currently on the agenda of the Chamber.	The Employer to make a presentation on the item in a Special Chamber requested in October 2017. Parties agreed to retain the matter on the agenda for progress reporting.	Not yet resolved
5.	Staff Shortage	HOSPERSA	11 June 2014-To date <b>Four (4) years</b>	Currently on the agenda of the Chamber.	The Employer to present a comprehensive report on the number vacant funded posts filled, and those yet to be filled.	Not yet resolved
6.	Staff Attitude	DENOSA	07 November 2014- To date	Currently on the agenda of the Chamber.	A Workshop on the item was convened in February	Not yet resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
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			<b>Three (3) years and seven (7) months</b>		2017 wherein the Employer made a presentation on the item. DENOSA also made a presentation in the Chamber meeting of 25 July 2017. Parties to the Chamber further agreed that training should be conducted jointly with the Employer and DENOSA, the logistical arrangements to that effect would be done on a bilateral level for reporting at the level of the Chamber.	
7.	Infrastructural challenges	NEHAWU	10 August 2016 to date- <b>One (1) year and nine (9) months</b>	Currently on the agenda of the Chamber.	The item remains on the agenda of the Chamber and a Task Team was established on 12 September 2017 to deal with the item for reporting at the level of the Chamber.	Not yet resolved
8.	Student Nurses Status	DENOSA	25 July 2017 to date <b>Ten (10) months</b>	The item is currently being discussed at the level of the Chamber.	The Employer and Organized Labour to engage outside the ambit of the Chamber, in attempts to resolve the item.	Not yet resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
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10.	Recruitment and Selection	Department of Health	12 September 2017 to date  <b>Eight (8) months</b>	The item is currently being discussed at the level of the Chamber.	No analysis needed as the item is still being discussed at the level of the Chamber.	Not yet resolved
11.	Provincial Employee Sport and Recreation (ES&R) Policy	Department of Health	12 September 2017 to date  <b>Eight (8) months</b>	The item is currently being discussed at the level of the Chamber.	No analysis needed as the item is still being discussed at the level of the Chamber.	Not yet resolved
12.	Food Service Standard Operating Procedures	Department of Health	12 September 2017 to date  <b>Eight (8) months</b>	The item is currently being discussed at the level of the Chamber.	No analysis needed as the item is still being discussed at the level of the Chamber.	Not yet resolved
13.	Withdrawal of Policies	DENOSA	12 September 2017 to date <b>Eight (8) months</b>	The item is currently being discussed at the level of the Chamber.	No analysis needed as the item is still being discussed at the level of the Chamber.	Not yet resolved
14.	Backdate of Nurses Translations	DENOSA	12 September 2017 to date  <b>Eight (8) months</b>	The item was introduced and removed in the same meeting of 12 September as Labour would exercise its right in regards to the backdated payments for nurses translated and re-introduced in a	The Employer indicated that it currently did not have a mandate to pay backdated for nurses who had been translated to OSD.	Not resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
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				different name as “Feedback on Nurses Translations as the Employer wanted to provide a status report on the Nurses who were yet to be translated.		
15.	Feedback on Nurses Translations	Denosa and Employer	12 September 2017 to date  <b>Eight (8) months</b>	The item is currently being discussed at the level of the Chamber.	No analysis required as the item is still being discussed at the level.	Not yet resolved
16.	Transferring of Dark Room Operators	NUPSAW	29 November 2017  <b>One (1) meeting</b>	The item was introduced for the first time in the Chamber meeting dated 29 November 2017 and the Employer should provide a response in the Chamber meeting dated 01 February 2018.	No analysis required as the item is still under discussion at the level of the Chamber.	Not yet resolved
17.	Fixed Term Contracts	NEHAWU	29 November 2017  <b>One (1) meeting</b>	The item was introduced for the first time in the Chamber meeting dated 29 November 2017 and the Employer proposed to have a bi-lateral with organized Labour on	No analysis required as the item is still under discussion at the level of the Chamber.	Not yet resolved

<b>LIFESPAN OF AGENDA ITEMS</b>						
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>ANALYSIS</b>	<b>REESOLVED/NOT RESOLVED</b>
				the issue for a response to be provided in the Chamber meeting dated 01 February 2018.		
18.	Industrial Action	Secretariat	20 August 2013-To date  <b>Standing agenda item</b>	Parties to the Chamber to present a regular report as and when there were Labour unrests.	The Employer reported there was no industrial action in this reporting period. The item has been introduced to monitor all the industrial actions that took place in the province. The Council had developed a standard template that would utilized to report industrial actions.	N/A