

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

1. INTRODUCTION

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

2. Meetings in this Period

2.1 08 March 2019 – Chamber Meeting

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

| 1. Mpumalanga 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. | 08 March 2019 (Chamber Meeting) | 100% Compliance (Chambers meeting notice, agenda items and minutes must be send out seven (7) days before the meeting of the Chamber). | 30 January 2019 | 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. | The 2019 Chamber Annual Report was submitted to the Manager on 27 March 2019. | N/A | 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>08 March 2019 (Chamber Meeting)</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% 08 March 2019</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>08 March 2019 (Chamber Meeting)</p> | <p>100% Compliance</p> | <p>Corrections to the minutes of 08 March 2019 will be made in the next ordinary Chamber meeting scheduled for 04 July 2018</p> | <p>100%</p> | <p>N/A</p> | <p>None</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. | Labour is still to hold its 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

| 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% | N/A |

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 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 | The number of Chambers that submit | Report on the implementation of a | The Chairperson and Vice Chairperson would | 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. | Collective Agreements. | be responsible to convene these meetings and ensure that parties attend and reports are tabled to the Chamber. | | |

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 point. |
| 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 | This matter has been set down as a standing agenda point. |

| | | | | | |
|--|--|---|------|-----|---|
| 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. |
|--|--|---|------|-----|---|

| 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. | Not yet submitted. | Zero | Chamber Training sessions are envisaged to commence in the year 2018. |

| 7 ENSURE CAPACITY BUILDING FOR CHAMBERS | | | | | |
|---|---|---|--------------------|----------|--|
| STANDARD | INDICATOR | EXPECTED OUTCOME | ACTUAL PERFORMANCE | VARIANCE | COMMENTS |
| 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

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----------|--|-------------------------------------|---|--|------------------|
| 1. | The Provincial Department of Health Organogram | The Employer (Department of Health) | 12 November 2008 - To date Eight (8) years | Currently on the agenda of the Chamber. | Not yet resolved |
| 2. | Long Service Awards | PSA | 11 December 2012 to 12 September 2018 Six (6) years | The item was removed from the agenda of the Chamber. | Resolved |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|----|------------------------------------|----------------------------|--|--|------------------|
| 3. | The Dilapidated Lydenburg Hospital | PSA | 25 October 2013 to 24 July 2018 Four (4) years and nine (9) months | Removed from the agenda of the Chamber. | Resolved |
| 4. | Occupational Health and Safety | HOSPERSA | 11 June 2014-To date Four (4) years and ten (10) months | Currently on the agenda of the Chamber. | Not yet resolved |
| 5. | Staff Shortage | HOSPERSA | 11 June 2014- To date Four (4) years and ten (10) months | Currently on the agenda of the Chamber. | Not yet resolved |
| 6. | Staff Attitude | DENOSA | 07 November 2014-To date Four (4) years and five (5) months | Currently on the agenda of the Chamber. | Not yet resolved |
| 7. | Infrastructural challenges | NEHAWU | 10 August 2016 to 24 July 2018 One (1) year and eleven (11) months | The item was removed from the agenda of the Chamber. | Resolved |
| 8. | Student Nurses Status | DENOSA | 25 July 2017 to date One (1) year and nine (9) months | The item is currently being discussed at the level of the Chamber. | Not yet resolved |
| 9. | Consultation on Policies | The Employer (DSD and DoH) | 25 July 2017 to date Nine (9) months | The item was removed from agenda of the Chamber in the Chamber meeting dated 29 November 2017. | Not yet resolved |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|--|----------------------|---|---|------------------|
| 10. | Recruitment and Selection | Department of Health | 12 September 2017 to date One (1) year and seven (7) months | The item is currently 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 One (1) year and seven (7) months | The item is currently 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 One (1) year and seven (7) months | The item is currently being discussed at the level of the Chamber. | Not yet resolved |
| 13. | Withdrawal of Policies | DENOSA | 12 September 2017 to 24 July 2018 Ten (10) months | The item was removed from the agenda of the Chamber in the Chamber meeting convened on 24 July 2018. | Resolved |
| 14. | Backdate of Nurses Translations | DENOSA | 12 September 2017 to date Seven (7) months | 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 | Not resolved |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|-------------------------------------|---------------------|---|--|------------------|
| | | | | nurses translated and re-introduced in a 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 One (1) year and seven (7) months | The item is currently being discussed at the level of the Chamber. | Not yet resolved |
| 16. | Transferring of Dark Room Operators | NUPSAW | 29 November 2017 to date One (1) year and five (5) months | 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. | Not yet resolved |
| 17. | Fixed Term Contracts | NEHAWU | 29 November 2017 to 24 July 2018 Seven (7) months | The item was introduced for the first time in the Chamber meeting | Resolved. |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|---|----------------------|--|---|--------------|
| | | | | dated 29 November 2017 and the Employer proposed to have a bi-lateral with organized Labour on the issue for a response to be provided in the Chamber meeting dated 01 February 2018. | |
| 18. | Movement of TB Specialised Services from Standerton to Mbhejeka CHC, Elukwatini, Chief Albert Luthuli - DoH | Department of Health | 15 March 2018 to 24 July 2018 One (1) year and four (4) months | The item was finalised and removed from the agenda of the Chamber. | Resolved |
| 19. | Guidelines on the Education and Training of Nurses - DoH | Department of Health | 15 March 2018 to 24 July 2018 to date One (1) year and four (4) months | The item is currently on the agenda of the Chamber for discussion by Parties. | Not resolved |
| 20. | 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 | Department of Health | 15 March 2018 to 24 July 2018 One (1) year and four (4) months | The item was finalised and removed from the agenda of the Chamber. | Resolved. |
| 21. | Outstanding Cost Orders for the Council | PHSDSBC | 23 October 2018 to date | The item is currently on the agenda of the | Not resolved |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|--|----------------------|--|--|-------------------|
| | | | Six (6) months | Chamber for discussion by Parties. | |
| 22. | Implementation of the PHSDSBC Resolution 1 of 2018 | PHSDSBC | 23 October 2018 to date Six (6) months | The item is currently on the agenda of the Chamber for discussion by Parties. | Not resolved |
| 23. | Admission for Training as a Nurse 2019/2020 Academic Year | Department of Health | 12 September 2018 to date Seven (7) months | The item is currently on the agenda of the Chamber for discussion by Parties. | Not resolved |
| 24. | Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals) | PHSDSBC | 23 October 2018 to date Six (6) months | The item is currently on the agenda of the Chamber for discussion by Parties. | Not resolved |
| 25. | Consultation on the Draft Procedure for the Management of Non-Nursing Duties | Department of Health | 30 November 2018 to date Five (5) months | The item is currently on the agenda of the Chamber for discussion by Parties. | Not resolved |
| 26. | Draft Collective Agreement for the Translation of Employees who are not Nurses | Department of Health | 08 March 2019 to date One (1) meeting | The Employer has not formally presented the item at the level of the Chamber; however, the item remains on the | Not yet resolved. |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS |
|-----|--|--------------|---|--|---------------|
| | | | | agenda of the Chamber. | |
| 27. | Continuous Professional Development for Emergency Medical Services Personnel | PHSDSBC | 08 March 2019 to date One (1) meeting | The item was sponsored by the PHSDSBC and the identified Chambers are expected to provide progress reports at the level of the Council meetings. | Not resolved. |
| 28. | Industrial Action | Secretariat | 20 August 2013-To date Standing agenda item | Parties to the Chamber to present a regular report as and when there were Labour unrests. | N/A |