

Mpumalanga PHSDSBC Quarterly report
01 October 2020 – 31 September 2020

1. INTRODUCTION

This report is a presentation of the work performed by the Mpumalanga Chamber. The report covers the period 01 October 2020 – 31 December 2020.

2. Meetings in this Period

- 2.1 09 October 2020 – Special Chamber Meeting
- 2.2 27 November 2020 – Chamber Meeting

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

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

4. Chamber Administration

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 are fully in attendance in Chamber meetings.
2.2 Every party would be represented by	Number of parties who	100% Compliance	100%	0%	Parties are well represented in the Chamber meetings.

the authorized representatives.	submit letters of credence 45 days	(All Parties must produce			
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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.	09 October 2020 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	30 September 2020	None	The meeting was convened successfully	N/A.
	27 November 2020 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	17 November 2020	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 2019/2020 Chamber Annual Report was submitted to the Manager on 16 April 2020, due to the COVID-19 pandemic.	N/A	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM).	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)	09 September 2020 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	100% 09 September 2020	0%	The meeting was held successfully.	N/A.
	27 November 2020 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the meeting of the Chamber).	100% 27 November 2020	0%	The meeting was held successfully.	N/A.
1.4 Minutes must be to the acceptable standard.	09 October 2020 (Special Chamber Meeting)	100% Compliance	The minutes of 09 September 2020 were adopted in the Chamber meeting of 27 November 2020 with no corrections.	100%	N/A	None

	before the Council AGM.	the letters of credence for every chamber representative).	Parties submit their letters of credence before the AGM.		
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	27 November 2020 (Chamber Meeting)	100% Compliance	The minutes of 27 November 2020 will be adopted in the Chamber meeting.	100%	N/A	None
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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	0%	Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.

			of the Chamber meeting.		
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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	The Mpumalanga Chamber does not have a Task Team established to monitor collective agreements.

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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 monitoring of a Collective Agreements.	The Chamber is currently monitoring the implementation of two collective agreements, namely, the PHSDSBC Resolution 1 of 2009 and the PHSDSBC Resolution 3 of 2019, progress reports thereof should be submitted at the level of the Council.	N/A	The Mpumalanga Chamber does not have a Task Team established to monitor 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
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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	The number of Chamber Management Committee members who attend the	All twenty (20) Chamber Management Committee members subjected to	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 workshop.	EXCO and Chamber Management workshop.	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.	Not yet submitted.	Zero	The Mpumalanga Chamber had its Labour Relations Training in the year 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	Leading Trade Union/s involved	Number and categories of	Action taken by Chamber parties	Recommended support Expected
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				and duration taken		employees involved		
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	ANALYSIS/RECOMMENDATIONS
1.	The Provincial Department of Health Organogram	The Employer (Department of Health)	12 November 2008 - To date Ten (10) years plus	Retained	The agenda item should be removed, given the life span, the Employer should rework its approach in dealing with the organogram, the one possible approach being the establishment of a Task Team at the level of the Chamber in doing the work on the item and progress reports.
2.	Staff Shortage	HOSPERSA	11 June 2014- To date Six (6) years	Retained	The item should be removed or alternatively be made a standing item, given the continuous progress reports requested by Organised Labour.
3.	Recruitment and Selection Policy	Department of Health	12 September 2017 to date Three (3) years	Retained	The draft policy should be removed given the challenges in reaching a consensus on certain clauses in the draft policy as well as well as the mandating process by the Employer.
4.	Provincial Employee Sport and Recreation (ES&R) Policy	Department of Health	12 September 2017 to date Three (3) years	Retained	The draft policy should be removed given the challenges in reaching a consensus on certain clauses in the draft policy as well as well as the mandating process by the Employer.
5.	Food Service Standard Operating Procedures	Department of Health	12 September 2017 to date Three (3) years	Retained	The draft policy should be removed given the challenges in reaching a consensus on certain clauses in the draft policy as well as well as the mandating process by the Employer.
6.	Feedback on Nurses Translations	DENOSA and Employer	12 September 2017 to	Retained	The agenda item should be retained, based on the progress reports being provided by the Employer

			Three (3) years		
7.	Guidelines on the Education and Training of Nurses - DoH	Department of Health	15 March 2018 to date Two (2) years and six (6) months	Retained	The item should be retained; however, Parties should seriously consider the establishment of a Task Team at the level of the Chamber in order to consult on the draft document and finalise on it.
7.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	23 October 2018 to date Two (1) years and two (2) months	Retained	The agenda item should be retained pending the submission of a final report from the Employer, adopted by the Chamber for submission at the level of the Collective Bargaining Committee.
8.	Draft Collective Agreement for the Translation of Employees who are not Nurses	Department of Health	08 March 2019 to date One (1) year and nine (9) months	Retained	The draft collective agreement should be removed from the agenda of the Chamber, due to the fact that the Employer has not dealt with the recommendations that were provided by Parties to the Council.
9.	Continuous Professional Development for Emergency	PHSDSBC	One (1) year and six (6) months	Retained	The agenda item should be removed, given the understanding that the Employer is not providing any CPD training to EMS Personnel due to a collaboration project that is currently underway by the

	Medical Services Personnel				Employer for the training to be provided by an Institution of Higher Learning.
10.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 to date One (1) year and five (5) months	Retained	The agenda item should be retained, pending the submission of a progress reports by the established Task Team dealing with the item.
11.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date Ten (10) months	Retained	The agenda item should be retained in order for the Employer to provide progress reports in terms of the implementation of the collective agreement.
12.	Review of DSD organisational structure	Department of Social Development	29 November 2019 to date One (1) year	Retained	The item was introduced by the Employer – DSD for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
13.	Recruitment and training of Human Resources	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
14.	Deployment of Human Resources	PHSDSBC	29 July 2020 to date	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.

			Three (3) meetings		
15.	Sourcing of Human Resources from the Expanded Public Work Programme, Retired Health Professionals, Community-Based Organisation and Non-Governmental Organisations to Render Services in Identified Sites	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
16.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
17.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.

18.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
19.	Disposal of CoVID-19 Mortal Remains	PHSDSBC	29 July 2020 to date Three (3) meetings	Retained	The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
20.	Release of Staff due to COVID-19 older than 60 years with underlying Co-morbidities	PHSDSBC	29 July 2020 to date Three (3) meetings		The item was introduced by the PHSDSBC for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
21.	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