

**National Chamber PHSDSBC Quarterly report
01 April 2018 -30 June 2018**

1. INTRODUCTION

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

2. Meetings in this Period

2.1. 11 April 2018– National 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 Suzan Ntlatleng (Chairperson)	Labour
2.	Ms Theodora Nemuramba (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Chamber Secretary

4. Chamber Administration

1. National 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.	11 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 Preceding the Council AGM)	21 March 2018	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 (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2016.	10 March 2018	None	N/A	N/A
1.3 All meeting bundles of documents must be ready	11 April 2018 (Chamber Meeting	100% Compliance	100%	N/A	The meeting document was ready for distribution on the date of the meeting.	N/A

on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	Preceding the Council AGM)	(All meeting bundle of documents are ready on the day of the meeting).				
1.4 Minutes must be to the acceptable standard.	11 April 2018 (Chamber Meeting Preceding the Council AGM)	100% Compliance	N/A	N/A	Corrections to the minutes will be effected in the Chamber Meeting Preceding the Council AGM to be convened in the year 2019.	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.	90% All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	0%	N/A
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% All Parties tabled their authorized representatives.	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.	0% The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	100%	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% Number of Agenda items finalized within three (3) normal meetings.	-100%	One (1) item was finalized within the three normal meetings for the said 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).	0% Compliance The Employer is holding its Caucuses days before the meeting.	-100 % Compliance.	Parties are not convening caucuses prior to 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%	The Chamber Management Committee hold its caucuses least 30 minutes before 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	0%	All parties have mandate to engage on the matters before the agenda.

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	All Chambers have establish implementation Monitoring Task	0%	0%	N/A

	functional Task Teams.	Teams for new 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 monitoring of a Collective Agreements.	N/A	N/A	N/A

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.	N/A	N/A	N/A
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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.	-100%	0%	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	The Labour Relations Training for the National Chamber was convened on 14 to 18 May 2018.
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions	All Chambers to hold operational planning sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.

	undertaken by the Chamber.				
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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.	National 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.

6.1 Transfer of Employees to SAHPRA in terms of Section 197 of the LRA Act No. 66 of 1995

Parties are not reaching a consensus regarding the item, and in the Chamber meeting dated 04 July 2018, Parties agreed that the item should be escalated to the level of the Council for attention.

7. LIFESPAN

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
1.	Transfer of Port Health Services.	Department of Health	2013 to date Three (3) years	The item is currently being discussed at the level of the Chamber pending the submission of a final close out report from the Employer.	The item is currently on the agenda of the Chamber.	Not yet resolved
2.	Transfer of Employees to SAHPRA in terms of Section 197 of the LRA Act No. 66 of 1995	National Department of Health	30 June 2017 to 04 July 2018 One (1) year	Parties agreed that the item should be escalated to the Council, given that a consensus could not be reached at the level of the	The Employer presented the item on 30 June 2017, and Labour proposed more time to consult its constituencies and there have been differing mandates in terms of resolving the item. Parties therefore decided to escalate the item at the level of the Council. Parties further agreed that the item	Not yet resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
				Chamber discussions.	should be removed from the agenda of the Chamber.	
3.	Implementation of Performance Assessment Outcomes for the 2016/2017 evaluation cycle: National Health	PSA	10 November 2017 to date Three (3) meetings	The item has been finalized however, Organised Labour has requested the Employer to provide a close out report on the item prior to its removal from agenda of the Chamber.	The item remains on the agenda of the Chamber pending the close out report from the Employer.	Resolved
4.	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.	The Employer is expected to table a report of the industrial action that had taken place in the province. The Council had developed a standard template that would be followed when reporting the industrial action.	N/A

