

**National Chamber PHSDSBC Quarterly report  
01 April 2019 – 30 June 2019**

## 1. INTRODUCTION

This report is a presentation of the work performed by the National Chamber. The report covers the period 01 April 2019 – 30 June 2019.

## 2. Meetings in this Period

2.1. 10 April 2019 – National Chamber Meeting Preceding the Council Annual General Meeting

## 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.	10 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting)	02 April 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 (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2016.	N/A	N/A	The 2019 Chamber Annual Report was submitted to the Manager on 27 March 2019.	N/A
1.3 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all	10 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100%	N/A	The meeting document was ready for distribution on the date of the meeting.	N/A

documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	10 April 2019 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance	N/A	N/A	Corrections to the minutes of 10 April 2019 will be effected in the Chamber Meeting Preceding the Council Annual General Meeting to be convened in April 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.	50%  The National Department of Social Development is not consistently not attending National	40%	The concern was raised Parties and the intervention from the ExCo and the Council was sought by Parties to the Chamber. The outcome thereof will be communicated to Parties in the next ordinary Chamber meeting scheduled to convene on 04 July 2019.

			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  (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%	N/A

### 3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

			100%		
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%	No items were 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 and Organised Labour are not convening their Caucuses.	-100 % Compliance.	Parties are not convening caucuses prior to the Chamber meetings.
3.3 Chamber Management Committee must have a meeting before the	Number of meetings held	100% Compliance  (Chamber	100%  Chamber	0%	The Chamber Management Committee hold its caucuses least 30 minutes before the Chamber meeting.

**3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY**

Chamber meeting.		Management committee must hold a meeting before the Chamber meeting).	Management Committee holds its meetings at least 30 minutes before the start 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	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 functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for new collective agreements.	0%	0%	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 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 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

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

**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	Not yet submitted.	Zero	The Labour Relations Training for the National Chamber was convened on 14 to 18 May 2018.

**7 ENSURE CAPACITY BUILDING FOR CHAMBERS**

7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by the Chamber.	parties. All Chambers to hold operational planning sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.
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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.**

- The intervention sought regarding the non-attendance by the National Department of Social Development.

## 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 <b>Five (5) years</b>	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.	Implementation of Performance Assessment Outcomes for the 2016/2017 evaluation cycle: National Health	PSA	10 November 2017 to 07 December 2018 <b>One year</b>	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 was removed from the agenda of the Chamber on 07 December 2018.	Resolved
3.	Outstanding Cost Orders for the Council	PHSDSBC	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not 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>RESOLVED/NOT RESOLVED</b>
4.	Implementation of the PHSDSBC Resolution 1 of 2018	PHSDSBC	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
5.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
6.	Implementation of performance assessment outcomes for the 2017/2018 evaluation cycle: Social Development	PSA	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
7.	Implementation of performance assessment outcomes for the 2017/2018 evaluation cycle: National Health	PSA	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
8.	Overtime Policy Gender Based Violence Command Centre (GBVCC)	NEHAWU	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not 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>RESOLVED/NOT RESOLVED</b>
				discussion by Parties		
9.	Monitoring of the Implementation of Clause 18.1 of the PSCBC Resolution 1 of 2012	NEHAWU	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
10.	Implementation of the Admin Model	NEHAWU	<b>Three (3) meetings</b>	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
11.	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

