

**National Chamber PHSDSBC Quarterly report  
01 January 2019 - 31 March 2019**

## 1. INTRODUCTION

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

## 2. Meetings in this Period

2.1. 12 January 2019 – National Chamber Meeting

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

| No. | Office Bearer Name                          | Constituency      |
|-----|---|-------------------|
| 1.  | Ms Suzan Ntlatleng<br>(Chairperson)         | Labour            |
| 2.  | Ms Theodora Nemuramba<br>(Vice-Chairperson) | The Employer      |
| 3.  | Ms Masedi Lonkokile<br>(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. | 25 January 2019<br>(Chamber Meeting)  | 100% Compliance<br><br>(Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting) | January 2019       | None     | The meeting was held successfully. | N/A             |
|   | 18 February 2019<br>(Chamber Meeting) | 100% Compliance<br><br>(Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting) | 30 January 2019    | None     | The meeting was held successfully. | N/A             |
|   | 12 March 2019<br>(Chamber Meeting)    | 100% Compliance<br><br>(Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting) | 05 March 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<br><br>(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 documents that must have been distributed beforehand) | 25 January 2019<br>(Chamber Meeting)  | 100% Compliance<br><br>(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 |
|   | 18 February 2019<br>(Chamber Meeting) | 100% Compliance<br><br>(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 |
|   | 12 March 2019                         | 100% Compliance   | 100% | N/A | The meeting document was ready for distribution on the date of the meeting.   | N/A |

|   |                                       |  |     |     |  |     |
|---|---------------------------------------|--|-----|-----|--|-----|
|   |                                       | (All meeting bundle of documents are ready on the day of the meeting). |     |     |  |     |
| 1.4 Minutes must be to the acceptable standard. | 25 January 2019<br>(Chamber Meeting)  | 100% Compliance  | N/A | N/A | No corrections were effected to the minutes of 25 January 2019.                                  | N/A |
|   | 18 February 2019<br>(Chamber Meeting) | 100% Compliance  | N/A | N/A | Two corrections were effected into the minutes of 18 February 2019.                              | N/A |
|   | 12 March 2019<br>(Chamber Meeting)    | 100% Compliance  | N/A | N/A | Corrections to the minutes of 12 March 2019 will be made in the Chamber meeting of 04 July 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 | Attendance of meetings by parties. | 90%                     | 50%                | 40%      | The concern was raised Parties and the intervention from the ExCo and the Council was sought by Parties to the Chamber. The outcome |

|   |  |   |  |    |  |
|---|--|---|--|----|--|
| meetings by both parties.   |  | All parties must attend at least 90% of scheduled Chamber meetings.   | The National Department of Social Development is not consistently attending National Chamber meetings. |    | thereof will be communicated to Parties in the next ordinary Chamber meeting scheduled to convene on 04 July 2019. |
| 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<br><br>(All Parties must produce the letters of credence for every chamber representative). | 100%<br><br>All Parties tabled their authorized representatives.                                       | 0% | N/A  |

| <b>3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS</b>                  |                                  |                                |                           |                 |                 |
|---|----------------------------------|--------------------------------|---------------------------|-----------------|-----------------|
| <b>STANDARD</b>   | <b>INDICATOR</b>                 | <b>EXPECTED OUTCOME/TARGET</b> | <b>ACTUAL PERFORMANCE</b> | <b>VARIANCE</b> | <b>COMMENTS</b> |
| 3.1 Agenda items must be submitted to Chamber Secretary fourteen (14) | Number of agenda items submitted | 100% compliance                | 0%                        | 100%            | N/A             |

### 3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

|  |  |   |   |       |   |
|--|--|---|---|-------|---|
| days before the Chamber meeting.                                   | within 14 days before the Chamber Meeting.                         | All agenda items are submitted fourteen (14) days before the meeting. | The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline.<br><br>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%<br><br>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<br><br>(All parties hold caucuses before | 0% Compliance<br><br>The Employer and Organised | -100 % Compliance. | Parties are not convening caucuses prior to the Chamber meetings. |

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

|  |                         |   |  |    |   |
|--|-------------------------|---|--|----|---|
|  |                         | the Chamber meeting).   | Labour are not convening their Caucuses.   |    |   |
| 3.3 Chamber Management Committee must have a meeting before the Chamber meeting. | Number of meetings held | 100% Compliance<br><br>(Chamber Management committee must hold a meeting before the Chamber meeting). | 100%<br><br>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**

| <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 | Number of parties with | 100% Compliance         | 100% compliance           | 0%              | All parties have mandate to engage on the matters before the agenda. |



| 4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY |                    |  |  |  |  |
|--|--------------------|--|--|--|--|
| on all items on the agenda.                                      | mandate to engage. | (Parties come in a meeting with mandated positions). |  |  |  |

| 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. |
| 6.2 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 | All twenty (20) Chamber Management Committee members subjected to Capacity | -100%              | 0%       | Most of the Chamber Management Committee members were retained. |

| 7 ENSURE CAPACITY BUILDING FOR CHAMBERS                         |   |   |                |     |      |   |
|---|---|---|----------------|-----|------|---|
|   | 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 submitted. | yet | 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 undertaken by the Chamber. | All Chambers to hold operational planning sessions.                 | No submitted.  | yet | 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. | 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<br><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<br><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              |

| <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> |
| 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                 |
| 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  | PSA                 | <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                 |

| LIFESPAN OF AGENDA ITEMS |   |              |  |   |   |                       |
|--------------------------|---|--------------|--|---|---|-----------------------|
| NO                       | ITEMS   | SPONSORED BY | LIFESPAN   | STATUS  | ANALYSIS  | RESOLVED/NOT RESOLVED |
|                          | evaluation cycle:<br>National Health  |              |  | discussion by<br>Parties  |   |                       |
| 8.                       | Overtime Policy<br>Gender Based<br>Violence Command<br>Centre (GBVCC)                         | NEHAWU       | <b>Three (3)<br/>meetings</b>                            | The item was<br>introduced at the<br>level of the<br>Chamber on 07<br>December 2018 for<br>discussion by<br>Parties | No analysis required as the item<br>is still on the agenda of the<br>Chamber for discussion by<br>Parties   | Not Resolved          |
| 9.                       | Monitoring of the<br>Implementation of<br>Clause 18.1 of the<br>PSCBC Resolution 1<br>of 2012 | NEHAWU       | <b>Three (3)<br/>meetings</b>                            | The item was<br>introduced at the<br>level of the<br>Chamber on 07<br>December 2018 for<br>discussion by<br>Parties | No analysis required as the item<br>is still on the agenda of the<br>Chamber for discussion by<br>Parties   | Not Resolved          |
| 10.                      | Implementation of the<br>Admin Model  | NEHAWU       | <b>Three (3)<br/>meetings</b>                            | The item was<br>introduced at the<br>level of the<br>Chamber on 07<br>December 2018 for<br>discussion by<br>Parties | No analysis required as the item<br>is still on the agenda of the<br>Chamber for discussion by<br>Parties   | Not Resolved          |
| 11.                      | Industrial Action   | Secretariat  | 20 August<br>2013-To date<br><br>Standing<br>agenda item | Parties to the<br>Chamber to<br>present a regular<br>report as and when<br>there were Labour<br>unrests.            | The Employer is expected to table<br>a report of the industrial action<br>that had taken place in the<br>province.<br>The Council had developed a<br>standard template that would be<br>followed when reporting the<br>industrial action. | N/A                   |

