

**National Chamber PHSDSBC Quarterly report
01 October 2020 – 31 December 2020**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1. 15 October 2020 – National Special Chamber Meeting
- 2.2. 04 December 2020 – National Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Peter Moloji (Chairperson)	Labour
2.	Ms Tebogo Maloba (Vice-Chairperson)	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.	15 October 2020 (Special Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting)	01 October 2020	None	The meeting was held successfully.	N/A
	04 December 2020 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting)	27 November 2020	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 2019/2020 Chamber Annual Report was submitted to the Manager on 16 April 2020, due to the COVID – 19 Pandemic.	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)	15 October 2020 (Special Chamber 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 virtual meeting.	N/A
	04 December 2020 (Chamber 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 virtual meeting.	N/A
1.4 Minutes must be to the acceptable standard.	15 October 2020 (Special Chamber Meeting)	100% Compliance	N/A	N/A	The minutes of the National Chamber meeting of 15 October 2020 were adopted in the Chamber meeting of 04 December 2020 without any corrections.	N/A
	04 December 2020 (Chamber Meeting)	100% Compliance	N/A	N/A	The minutes of the National Chamber meeting of 04 December 2020 will be adopted in the Chamber meeting scheduled for February 2021.	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.	90% The National Department of Social Development is consistently attending National Chamber meetings.	0%	Both the Employer and Organised Labour representatives attend Chamber meetings as required.
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%	Parties of the Chamber are duly represented in Chamber meetings.

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

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.	The Employer is convening its own regular caucus meetings without formally requesting caucus meetings as per the PHSDSBC Resolution 4 of 2015 via the Secretariat.
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 functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for new collective agreements.	100%	0%	The National Chamber has a Task Team that was established to monitor a PSCBC Resolution 1 of 2012.
5.2 At least one (1) Chamber report on monitoring of	The number of Chambers that submit	Report on the implementation motoring of a	100%	0%	The Task Team that was established to monitor PSCBC Resolution 1 of 2012 has to date not yet convened a meeting in

implementation of a collective agreement.	monitoring reports.	Collective Agreements.			order to provide a report at the level of the Chamber.
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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 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 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.	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.

- No prominent issues at the level of the National Chamber currently.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
1.	Transfer of Port Health Services.	Department of Health	05 May 2015 to date Five (5) years and seven (7) months	Retained	The item is currently still on the agenda of the Chamber for discussion by Parties.
2.	Monitoring of the Implementation of Clause 18.1 of the PSCBC Resolution 1 of 2012	NEHAWU	07 December 2018 to date Two (2) years	Retained	The agenda item should be retained for purposes of the established Task Team to provide progress reports at the level of the Chamber
3.	Implementation of the Admin Model	NEHAWU	07 December 2018 to date Two (2) years	Retained	The item should be removed given that the Employer was dealing with item at the level of the Department, by way of having bilateral meetings in resolving the issue.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
4.	Matters and processes related to the move from Civitas	PSA	20 August 2019 to date One (1) year and four (4) months	Retained	The item should be retained on the agenda of the Chamber pending the response by the Employer in relation to the outcome of its mandating processes.
5.	Update on Organisational Review and Enhancement Process - NDSD	NDSD	12 November 2019 to date One (1) year	Retained	The item should be retained on the agenda of the Chamber for the Employer to provide progress reports at the level of the Chamber.
6.	Non- Compliance with Operational Security Uniform Policy	PSA	13 February 2020 to date Ten (10) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
7.	Reimbursement due to the Failure to Provide Operational Security Uniforms	PSA	13 February 2020 to date Ten (10) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
8.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date Nine (9) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
9.	Integration of Employees in the NDoH	NEHAWU	09 March 2020 to date Nine (9) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
10.	Use of Private Securities in the National Department of Health Offices and National Forensic Laboratories - NEHAWU	NEHAWU	09 March 2020 to date Six (6) months	Retained	The agenda item should be retained, the Employer is expected to provide a response on the new agenda item as was submitted by Labour.
11.	Strategy to Protect the Health and Safety of Health Workers in the Face of the COVID-19 Pandemic – NDoH	National Department of Health	12 August 2020 to date Four (4) months	Retained	The item is currently on the agenda of the Chamber for progress reporting.
12.	Provision of Tools of Trade	National Department Social Development	22 September 2020 to 15 October 2020 Two (2) meetings	Removed	The item was removed from the agenda of the Chamber due to Labour reserving its rights on the matter.
13.	Guidelines on Working from Home	National Department of Health	22 September 2020 to date Two (2) meetings	Retained	The item is currently on the agenda of the Chamber.
14.	Transfer of Forensic Chemistry Laboratories (FCL) from National Department of Health (NDOH) to National Health	National Department of Health	04 December 2020 to date	Retained	The item is yet to be formally introduced at the level of the Chamber as the item was deferred to the next ordinary meeting in 2021.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
	Laboratory Services (NHLS)		One (1) meeting		
15.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals) - PHSDSBC	PHSDSBC	04 December 2020 to date One (1) meeting	Retained	The item is yet to be formally introduced at the level of the Chamber as the item was deferred to the next ordinary meeting in 2021.
16.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an Agreement on the Payment of Annual Registration in respect of Health and Social Development Professionals	PHSDSBC	04 December 2020 to date One (1) meeting	Retained	The item is yet to be formally introduced at the level of the Chamber as the item was deferred to the next ordinary meeting in 2021.
17.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	04 December 2020 to date One (1) meeting	Retained	The item is yet to be formally introduced at the level of the Chamber as the item was deferred to the next ordinary meeting in 2021.
18.	Industrial Action	Secretariat	20 August 2013-To date	N/A	Parties to the Chamber to present a regular report as and when there were Labour unrests.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS/RECOMMENDATIONS
			Standing agenda item		