

**National Chamber PHSDSBC Quarterly report
01 October 2019 – 31 December 2019**

1. INTRODUCTION

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

2. Meetings in this Period

2.1. 10 December 2019 – National Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Ms Tshegofatso Moepi (Chairperson)	The Employer
2.	Mr Peter Moloji (Vice-Chairperson)	Labour
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.	06 December 2019 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out seven (7) days before the Chamber meeting)	26 November 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. conglomeratio	06 December 2019 (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 meeting.	N/A

n of all documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	06 December 2019 (Chamber Meeting)	100% Compliance	N/A	N/A	The minutes of the Chamber meeting of 06 December 2019 will be adopted in the next ordinary Chamber meeting scheduled to convene on 13 February 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 intervention sought by Parties to the Chamber at the level of the ExCo assisted, in that in the Chamber meeting convened on 25 September 2019, representatives from the National Department of Social Development were in attendance.

			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%	The intervention sought by Parties to the Chamber at the level of the ExCo assisted, in that in the Chamber meeting convened on 25 September 2019, representatives from the National Department of Social Development were in attendance.

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. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

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.
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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 Chamber meeting.	Number of meetings held	100% Compliance (Chamber Management committee must	100% Chamber Management Committee	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

		hold a meeting before the Chamber meeting).	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.
6.2 Zero walk-out	The number of walk-out that occurred within	Report on walk outs that occurred	No recorded walkout.	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)

	the Chamber's jurisdiction.	within the Chamber's jurisdiction.			
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	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					
		forwarded to parties.			
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. The matter was attended to by the ExCo and a solution was attained hence the attendance by representatives from the National Department of Social Development in the Chamber meeting dated 25 September 2019.

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 Six (6) 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.	Implementation of Performance Assessment Outcomes for the 2016/2017 evaluation cycle: National Health	PSA	10 November 2017 to 07 December 2018 One year	The item has been finalized however, Organised Labour has requested the Employer to provide a close out report on the item	The item was removed from the agenda of the Chamber on 07 December 2018.	Resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
				prior to its removal from agenda of the Chamber.		
3.	Outstanding Cost Orders for the Council	PHSDSBC	07 December 2018 to date One (1) year	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	07 December 2018 to 04 July 2019 Seven (7) months	The item was introduced at the level of the Chamber on 07 December 2018 for discussion by Parties	Parties agreed to remove the item in the Chamber meeting that was convened on 04 July 2019, as the matter was at the level of the Council.	Resolved
5.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	07 December 2018 to date One (1) year	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	07 December 2018 to date One (1) year	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	PSA	07 December 2018 to date	The item was introduced at the	No analysis required as the item is still on the agenda of the	Not Resolved

LIFESPAN OF AGENDA ITEMS						
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS	RESOLVED/NOT RESOLVED
	assessment outcomes for the 2017/2018 evaluation cycle: National Health		One (1) year	level of the Chamber on 07 December 2018 for discussion by Parties	Chamber for discussion by Parties	
8.	Overtime Policy Gender Based Violence Command Centre (GBVCC)	NEHAWU	07 December 2018 to date One (1) year	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
9.	Monitoring of the Implementation of Clause 18.1 of the PSCBC Resolution 1 of 2012	NEHAWU	07 December 2018 to date One (1) year	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	07 December 2018 to date One (1) year	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.	Pay progression/performance incentives for the 2018/2019 evaluation cycle: National Health	PSA	20 August 2019 to date Five (5) months	The item was introduced at the level of the Chamber on 20 August 2019 for discussion by Parties	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
12.	Matters and processes related to the move from Civitas	PSA	20 August 2019 to date Five (5) months	The item was introduced at the level of the Chamber on 20 August 2019 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
13.	The implementation of OSD disadvantaged Forensic Chemistry Laboratory workers	NEHAWU	25 September 2019 to date Four (4) months	The item was introduced at the level of the Chamber on 25 September 2019 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
14.	Forensic Chemistry Lab (Pretoria) Building	NEHAWU	25 September 2019 to date Four (4) months	The item was introduced at the level of the Chamber on 25 September 2019 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
15.	Update on National Macro Organisation of Government (NMOG) Process - NDSD	NDSD	12 November 2019 to date Two (2) meetings	The item was introduced at the level of the Chamber on 25 September 2019 for discussion by Parties	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
16.	Update on Organisational Review and Enhancement Process - NDSD	NDSD	12 November 2019 to date Two (2) meetings	The item was introduced at the level of the Chamber on 25 September 2019	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
				for discussion by Parties		
17.	OSD (Occupation Specific Dispensation) for Chemistry Laboratory Workers	NEHAWU	06 December 2019 to date One (1) meeting	The item was introduced at the level of the Chamber on 06 December 2019 for discussion by Parties.	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
18.	Forensic Chemistry Lab (Pretoria) Building	NEHAWU	06 December 2019 to date One (1) meeting	The item was introduced at the level of the Chamber on 06 December 2019 for discussion by Parties.	No analysis required as the item is still on the agenda of the Chamber for discussion by Parties	Not Resolved
19.	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

