

**North West Chamber PHSDSBC Quarterly report
01 April 2018 to 30 June 2018**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 24 April 2018 – North West Annual General Chamber Meeting
- 1.2. 28 June 2018-North West Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thomas Kwamongwe (Chairperson)	The Employer
2.	Mr Mr Nceba Baardman (Vice-Chairperson)	Labour (PSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	24 April 2018 Annual General Meeting	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (14) days before the meeting of the Chamber).	07 April 2018	+3	The meeting was held successfully.	N/A.
	28 June 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	11 June 2018	+7	The meeting was held successfully.	N/A
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	24 April 2018	100% Compliance (All Chamber Annual Reports are submitted forty-five (45 days) before the Council AGM) on or before 30 April 2017.	07 April 2018	Zero (0)	All Chamber Annual Reports were submitted forty-five (45 days) before the Council AGM) on 21 June 2018.	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)	24 April 2018 (AGM Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready two (2) days before the meeting 100%	0%	N/A	N/A
	28 June 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready two (2) days before the meeting 100%	0%	N/A	N/A
1.4 Minutes must be to the acceptable standard.	24 April 2018 AGM	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the next Chamber meeting on 21 August 2018	%	N/A.	None
	28 June 2018 Chamber meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted at the next AGM in April 2018	%	N/A	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.	All parties must attend at least 90% of scheduled Chamber meetings.	90 % attendance of all meetings by all parties	%	Attendance of meetings is good
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).	All Parties tabled their authorized representatives. 0%	100%	Only HOSPERSA a submitted letters of credence.

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 five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%	0%	There were no new agenda items for this quarter
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	One agenda items were finalized within three (3) normal meetings. 0%	%	None

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).	Parties are not holding their caucuses days before the meeting. 0% Compliance	100 %	Parties do not attend caucuses despite being reminded when the notice is issued, to hold same days before the meeting in term of the PHSDSBC Resolution 5 of 2015.
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).	Chamber Management Committee does not hold its meetings at least 30 minutes before the start of the Chamber meeting.	-100%	None

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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).	All parties have mandate to engage on the matters before the agenda. 50% compliance	0%	

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER					
STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS

		OUTCOME	PERFORMANCE		
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 establish implementation Monitoring Task Teams for new collective agreements.	There are Task Teams on the PHSDSBC OSD's and the Resolution 1 of 2014. 100%	0%	The Task Team has been re-established with new terms of reference
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 motoring of a Collective Agreements.	No reports are submitted to the Chamber.	100%	The Task Team has being failing to sit and provide reports

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	Report of wild cat strikes that	Not reported in the Chamber.	Nil	This matter has been set down as a standing agenda point.

	within the Chamber's jurisdiction.	occurred within the Chamber's jurisdiction.			
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 Chamber Management (20)	The number of Chamber Management	All twenty Chamber	-100%	Zero	The next ExCo Chamber management workshop will be held in 2019

Committee members must attend the EXCO and Chamber Management workshop.	Committee members who attend the EXCO and Chamber Management workshop.	Management Committee members subjected to Capacity 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 yet submitted.	Zero	Not yet convened due to financial constraints.
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.

4. Reporting on Industrial Action

None reported at this Chamber.

No	Chamber	District and City	Institution /s involved	Reason mentioned for the strike, type	Leading Trade Union/s involved	Number and categories of	Action taken by Chamber parties	Recommended support Expected
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				and duration taken		employees involved		
1.	North West Chamber		N/A	N/A	N/A	N/A	N/A	N/A

The Employer will forward the Industrial Action report

5. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

5.1. Review of ExCo Intervention

The Chamber had requested that the ExCo intervention be reviewed as it has not yielded the results.

Status

The Chamber tasked the Chamber Management to write the letter to ExCo to this effect.

6. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
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NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Occupational Specific Dispensation (OSDs) Implementation of Task Team Report	Secretariat	05 July 2013 to date Four (4) years and (9) months	Standing Item	The item remains on the agenda of the Chamber for progress reporting.
2.	PMDS	PDOH	05 July 2013 to date Four (4) years and (9) months	Standing Item	The item remains on the agenda of the Chamber for progress reporting
3.	Upgrading of Clerks In Terms of DPSA Circular	PSA	19 June 2013 to 30 June 2017 Three (3) years and nine (11) months	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
4.	Community Health Care Workers/ Community Care	NEHAWU/PSA	19 June 2014 to	Removed 1	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Givers (CCGs)		01 March 2017 Two (2) years and eight (8) months	March 2017	Chamber
5.	Occupational Health and Safety	HOSPERSA	18 March 2015 to date Three (3) years & (3) Month	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
6.	Uniform/Protective Clothing for EMRS Personnel in the Province	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
7.	Communication Devices for EMRS Personnel in the	NEHAWU	13 July 2016 to 06 June 2017	Removed 06 June	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Province		Eleven (11) months 6 meetings	2017	Chamber
8	Usage of Ambulances that are not Roadworthy	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
9	Shortage of EMRS Personnel Staff in the Province	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			6 meetings		
10	Accelerated Grade Progression Implementation in the Province	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
11.	Skills Development (Failure to comply with SDA 97 of 1998)	HOSPERSA	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
12.	Staff Establishment at Forensic Pathology Services	PSA	10 October 2016	Remains on	The item remains on the agenda of the Chamber for progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	(FPS)		to date One (1) yr. & (6) months	the agenda	reporting. At the bilateral level
13.	Developing a Counselling Policy for Forensic Pathology Services	PSA	10 October 2016 to 06 June 2017 Eight (8) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
14.	Protective Clothing for Cleaners in Taung Hospital and other institutions	NEHAWU	13 July 2016 to 06 June 2017 Eleven (11) months 6 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
15.	Grading of Handyman and Switchboard Operators	PSA	10 October 2016 to 12 December	Removed 12	The item was finalized and removed from the agenda of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2017 One (1) year 2 months 7 meetings	December 2017	Chamber
16	Non-Functionality of Air Conditioning Unit at Brits Hospital	PSA	1 March 2017 - 30 June 2017 Three (3) months 2 meetings	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
17	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 to date Nine (9) Months 5 meetings	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
18.	Implementation of Resolution 1 of 2018	NEHAWU	28 June 2018 to date	Remains on the agenda	The Employer to provide reports on the issue of contracts and

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
					payment date