

**North West Chamber PHSDSBC Quarterly report
01 April 2019 to 30 June 2019**

INTRODUCTION

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

1. Meetings in this Period

1.1. 05 April 2019-North West Chamber Meeting Preceding Council AGM

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

No.	Office Bearer Name	Constituency
1.	Mr Leonard Choeneemang (Chairperson)	Labour (NEHAWU)
2.	Ms Maggie Tshabile (Vice-Chairperson)	The Employer
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.	05 April 2019 (Chamber Meeting Preceding Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	20 March 2019	+2	The meeting was held successfully.	N/A.

<p>1.2 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)</p>	<p>05 April 2019 (Chamber Meeting Preceding Council AGM)</p>	<p>100% Compliance (All meeting bundle of documents are ready on the day of the meeting).</p>	<p>Documents were prepared and ready (2) days before the meeting 03 April 2019 100%</p>	<p>0%</p>	<p>N/A</p>	<p>N/A</p>
<p>1.3 Minutes must be to the acceptable standard.</p>	<p>05 April 2019 (Chamber Meeting Preceding Council AGM)</p>	<p>100% Compliance (No corrections and no disputes about the content 100%).</p>	<p>Minutes will be adopted in the next Chamber AGM meeting</p>	<p>0 %</p>	<p>N/A.</p>	<p>None</p>

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.	100 % 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).	Not All Parties tabled their authorized representatives. 0%	10%	NEHAWU and PSA are yet to submit letters of credence

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must	Number of	100%	The agenda	0%	All agenda items were

be submitted to Chamber Secretary five (5) days before the Chamber meeting.	agenda items submitted within five (5) days before the Chamber Meeting.	compliance All agenda items are submitted five (5) days before the meeting.	items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%		submitted as per the Resolution
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No 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	Number of caucuses	100% Compliance	Parties are holding their	0%	Both parties held their caucus meetings

caucus at least a day before the meeting.	held	(All parties hold caucuses before the Chamber meeting).	caucuses days before the meeting. 0% Compliance		
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. 0%	100%	No meeting has been held since the AGM

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	Number of parties with mandate to	100% Compliance	All parties have mandate to engage on	0%	All parties have requisite mandates

agenda.	engage.	(Parties come in a meeting with mandated positions).	the matters before the agenda. 100% compliance		
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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.	There is Task Team that monitors all PHSDSBC Resolutions 100%	0%	There is a standing TT that looks at all Resolutions
5.2 At least one (1) Chamber report on monitoring of implementation of a collective	The number of Chambers that submit monitoring reports.	Report on the implementation of a Collective Agreements.	Reports are submitted to the Chamber.	0%	The TT provides reports

agreement.					
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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	.
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	N/A	N/A	N/A

		agenda item.			
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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%	Zero	The next ExCo Chamber management workshop will be held in July 2019
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	The number of	All	No yet	Zero	Not yet convened due to

operational planning session once a year.	successful operational planning sessions undertaken by the Chamber.	Chambers to hold operational planning sessions.	submitted.		financial constraints.
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4. Reporting on Industrial Action

None reported at this Chamber.

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.	North West Chamber	None	N/A	N/A	N/A	N/A	N/A	N/A

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

None

6. LIFESPAN

NORTH WEST CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
1.	Occupational Health and Safety	HOSPERSA/NEHAWU	18 March 2015 to date Four (4) years & 3 months	Retained	The item remains on the agenda of the Chamber for progress reporting
2.	Staff Establishment at Forensic Pathology Services (FPS)	PSA	10 October 2016 to date Two (2) years & (8) months	Retained	The item remains on the agenda of the Chamber for progress reporting. At the bilateral level
3.	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 to date One (1) year & 9 months	Retained	The item remains on the agenda of the Chamber for progress reporting
4.	Implementation of Resolution 1 of 2018	NEHAWU	28 June 2018 to date One (1) year	Retained	The Employer to provide reports on the issue of contracts and payment date
5.	Insourcing	NEHAWU	21 August 2018	Retained	Item remains of the agenda to track

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Ten (10) months		progress
6.	Vacancy Rate and Acting Positions (Both Departments)	NEHAWU	21 August 2018 Ten (10) months	Retained	Item remains of the agenda to track progress
7.	Salary Levels	NEHAWU	21 August 2018 to date Ten (10) months	Retained	Item remains of the agenda to track progress
8.	Community Health Workers	NEHAWU	21 August 2018 to date Ten (10) months	Retained	Item remains of the agenda to track progress
9.	Health Technicians Technology	NEHAWU	21 August 2018 to date Ten (10) months	Retained	Item remains of the agenda to track progress
10.	Emergency Medical Services (EMS)	NEHAWU	21 August 2018 Ten (10) months	Retained	Item remains of the agenda to track progress
11.	Lack of Skilling and Development of Workers	NEHAWU	21 August 2018 Ten (10) months	Retained	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
12.	Privatisation and Outsourcing	NEHAWU	21 August 2018 Ten (10) months	Retained	Item remains of the agenda to track progress
13.	Termination of Contracts of Employment	NEHAWU	21 August 2018 Ten (10) months	Retained	Item remains of the agenda to track progress
14.	Corruption and Greed	NEHAWU	21 August 2018 to date Ten (10) months	Retained	Item remains of the agenda to track progress
15.	Policy of Acting Appointments	Employer (DoH)	07 February 2019 Four (4) months	Retained	Item deferred to the next Chamber meeting
16.	Community Health Workers (CHWs) Contract of Employment	Employer (Health)	12 March 2019 Three (3) months	Retained	Item remains of the agenda to track progress
17	Bursaries or study leave and assistance for Child and youth Care Workers in the Province (Social Development)	PSA	09 July 2019		The item was to have been discussed on 25 June 2019 but the meeting was postponed to 09 July 2019
18	Late payment for overtime worked in the Department on Health	PSA	09 July 2019		The item was to have been discussed on 25 June 2019 but the meeting was postponed to 09 July 2019

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
19	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019		The item was to have been discussed on 25 June 2019 but the meeting was postponed to 09 July 2019
20.	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019		The item was to have been discussed on 25 June 2019 but the meeting was postponed to 09 July 2019
21	Reviewing of the Provincial Policy on Training	DENOSA	09 July 2019		The item was to have been discussed on 25 June 2019 but the meeting was postponed to 09 July 2019