

**North West Chamber PHSDSBC Quarterly report  
01 January 2019 to 31 March 2019**

## INTRODUCTION

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

### 1. Meetings in this Period

- 1.1. 07 February 2019-North West Chamber Meeting
- 1.2. 12 March 2019- North West Special 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) Resigned	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.	21 February 2019 (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	24 January 2019	+4	The meeting was held successfully.	N/A.
	12 March 2019 (Special Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	04 March 2019	NA	The meeting was held successfully	
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomerera	21 February 2019 (Chamber meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready (1) day before the meeting 06 February 2019  100%	1 day	N/A	N/A

tion of all documents that must have been distributed beforehand )	12 March 2019 (Special Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready (4) days before the meeting 08 March 2018  100%	0%		
1.3 Minutes must be to the acceptable standard.	21 February 2019 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	0 %	N/A.	None
	12 March 2019 (Special Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in the next Chamber meeting	0%		

## 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.	All parties must attend at least 90% of	100 % attendance of all meetings by all	%	Attendance of meetings is good

meetings by both parties.		scheduled Chamber meetings.	parties		
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%	Only HOSPERSA, NUPSAW and the Employer (DSD) have 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	100% compliance  All agenda items are submitted five (5) days before	The agenda items were tabled in terms of PHSDSBC Resolution 2 of 2007 and were submitted	0%	All agenda items were submitted as per the Resolution

	Chamber Meeting.	the meeting.	within the timeline.		
			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	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 caucus at least a day before the meeting.	Number of caucuses held	100% Compliance  (All parties hold caucuses before the Chamber meeting).	Parties are holding their caucuses days before the meeting.  0% Compliance	0%	Both parties held their caucus meetings

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%	The meeting is not formalized. Discussions are held as and when necessary
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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.  100% compliance	0%	

## 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 all monitors 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 agreement.	The number of Chambers that submit monitoring reports.	Report on the implementation monitoring of a Collective Agreements.	Reports are submitted to the Chamber.	0%	The TT provides reports

**6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 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%	Zero	The next ExCo Chamber management workshop will be held in 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 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 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	Remains on the agenda	The item remains on the agenda of the Chamber for

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<b>Four (4) years</b>		progress reporting
2.	Staff Establishment at Forensic Pathology Services (FPS)	PSA	10 October 2016 to date  <b>Two (2) years &amp; (5 months)</b>  <b>(13 meetings)</b>	Remains on the agenda	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  <b>One (1) year &amp; 6 months</b>  <b>(9 meetings)</b>	Remains on the agenda	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  <b>Nine (9) months</b>  <b>(5 Meetings)</b>	Remains on the agenda	The Employer to provide reports on the issue of contracts and payment date
5.	Insourcing	NEHAWU	21 August 2018  <b>Seven (7) months</b>  <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
6.	Vacancy Rate and Acting Positions (Both)	NEHAWU	21 August 2018  <b>Seven (7)</b>	Remains on the agenda	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Departments)		<b>months</b> <b>(4 meetings)</b>		
7.	Salary Levels	NEHAWU	21 August 2018 to date <b>Seven months (7)</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
8.	Community Health Workers	NEHAWU	21 August 2018 to date <b>Seven months (7)</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
9.	Centralization and Finance Functions	NEHAWU	21 August 2018 <b>One (1) month (1 meeting)</b>	Removed <b>21 August 2018</b>	The item was finalized and removed
10.	Health Technicians Technology	NEHAWU	21 August 2018 to date <b>Seven months (7)</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
11.	Emergency Medical Services (EMS)	NEHAWU	21 August 2018 <b>Seven months</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
12.	Lack of Skilling and Development of Workers	NEHAWU	21 August 2018 <b>Seven months</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
13.	Privatisation and Outsourcing	NEHAWU	21 August 2018 <b>Seven months</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
14.	Termination of Contracts of Employment	NEHAWU	21 August 2018 <b>Seven months</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress
15.	Corruption and Greed	NEHAWU	21 August 2018 to date <b>Seven months</b> <b>(4 meetings)</b>	Remains on the agenda	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
16.	Policy of Action Appointments	Employer (DoH)	07 February 2019 <b>One (1) month (1 meeting)</b>	Remains on the agenda	Item deferred to the next Chamber meeting
17.	Community Health Workers (CHWs) Contract of Employment	Employer (Health)	12 March 2019 <b>One (1) month (1 meeting)</b>	Remains on the agenda	Item remains of the agenda to track progress