

**North West Chamber PHSDSBC Quarterly report
01 October 2017 to 31 December 2017**

1. INTRODUCTION

This report is a presentation of the work performed by the North West Chamber. The report covers the period 01 October 2017 – 31 December 2017.

2. Meetings in this Period

- 2.1. 20 October 2017- North West Chamber Meeting
- 2.2. 04 December 2017-North West Chamber Meeting
- 2.3. 12 December 2017- North West Reconvened Meeting

3. 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 Joseph Moshou (Vice-Chairperson)	Labour (NUPSAW)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

4. Chamber Administration

1. North West 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 Ten (10) days before the meeting.	20 October (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	10 October 2017	0	The meeting was held successfully.	N/A.
	04 December 2017 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	27 November 2017	-3 days	The meeting did not quorate	The date of the meetings was changed and parties took long to confirm a suitable date.

	12 December 2017 (Reconvened Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be send out ten (10) days before the meeting of the Chamber).	N/A	0	The meeting was held successfully.	N/A
	19 April 2017 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).	03 April 2017	-2	The meeting was held successfully	
1.2 Chamber Annual Reports to be submitted Forty Five (45) days before the Council AGM.	19 April 2017	100% Compliance (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.	3 April 2017	-36 days	All Chamber Annual Reports were submitted forty-five (45) days before the Council AGM) before 30 April 2017.	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)	20 October 2017 (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
	04 December 2017 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting)	Documents were prepared and ready two (2) day before the meeting	0	N/A	
	12 December 2017 (Reconvened Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready () day before the meeting 100%	N/A	N/A	N/A

1.4 Minutes must be to the acceptable standard.	20 October 2017 Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	100%	N/A.	None
	04 December 2017 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	N/A	N/A	N/A	
	12 December 2017 (Reconvened Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted at the next Chamber meeting on 08 February 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.	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).	All Parties tabled their authorized representatives. 0%	10%	All Parties have submitted their letters of credence.
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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	The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were	0%	There were no new agenda items for this quarter

	Chamber Meeting.	before the meeting.	submitted 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	One agenda items were finalized within three (3) normal meetings. 0%	100%	No items finalized

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	Number of caucuses held	100% Compliance	Parties are not holding their caucuses days	100 %	Parties do not hold caucuses despite being reminded when the notice is issued, to hold same days before

meeting.		(All parties hold caucuses before the Chamber meeting).	before the meeting. 0% Compliance		the meeting in term of the PHSDSBC Resolution 4 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 holds its meetings at least 30 minutes before the start of the Chamber meeting. 0%	-100%	None

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	All parties have mandate to engage on the matters before	0%	None

		in a meeting with mandated positions).	the agenda. 50% 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 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.	Regular reports are submitted to the Chamber.	N/A	The Task Team provides 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 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 reported 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	Most of the Chamber Management Committee members were retained, and the ExCo and Chamber Management workshop was held on 20-21 July 2017
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.

5. 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 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

THERE WERE NO PROMINENT ISSUES

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
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NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
1.	Occupational Specific Dispensation (OSDs) Implementation of Task Team Report	Secretariat	05 July 2013 to date Four (4) years and five (5) months	Standing Item	The Chamber decided to re-establish the Task Team (TT) and drew new terms of reference. The new TT will deal with monitoring of all collective agreements. There are few cases that are outstanding on the OSD for nurses that would be taken over by the new TT.
2.	PMDS	PDOH	05 July 2013 to date Four (4) years and (5) months	Standing Item	The Employer submitted a written report on 02 December 2016 as per an undertaking by the Chief Director: Corporate Services in the Chamber meeting of 18 October 2016 after the meeting with ExCo leadership. Labour to provide feedback on the report in the next Chamber meeting.
3.	Upgrading of Clerks In Terms of DPSA Circular	PSA	19 June 2013 to 30 June 2017 Three (3) years and	Removed 06 June 2017	Resolved

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
			nine (11) months		
4.	Community Health Care Workers/ Community Care Givers (CCGs)	NEHAWU/PSA	19 June 2014 to 01 March 2017 Two (2) years and eight (8) months	Removed 1 March 2017	Resolved
7.	Occupational Health and Safety	HOSPERSA	18 March 2015 to date Two (2) years & (9) Months	Remains on the agenda	Labour reported that Institutions in the province are not complying with the Occupational Health and Safety Act number 85 of 1993 either procedurally or substantively. ER to conduct an audit & ensure compliance. On 02 December, the Employer requested Labour (PSA) to submit specifics so that proper investigation could be conducted. Labour requested that the Employer include other institutions that were missing from the report and also that DSD should submit a report.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
8.	Uniform/Protective Clothing for EMRS Personnel in the Province	NEHAWU	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received from Labour. Chamber decided that the item be removed.
9.	Communication Devices for EMRS Personnel in the Province	NEHAWU	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received from Labour. Chamber decided that the item be removed since NEHAWU has not been in attendance of an Chamber meeting since October 2016
10.	Usage of Ambulances that are not Roadworthy	NEHAWU	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received from Labour. Chamber decided that the item be removed.
11.	Shortage of EMRS Personnel Staff in the	NEHAWU	13 July 2016 to 30 June	Removed 06 June	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Province		2017 Eleven (11) months	2017	from Labour. Chamber decided that the item be removed.
12.	Accelerated Grade Progression Implementation in the Province	NEHAWU	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received from Labour. Chamber decided that the item be removed.
13.	Skills Development (Failure to comply with SDA 97 of 1998)	HOSPERSA	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	Matter removed but not resolved. Labour did not provide specifics when the Employer provided a report.
14.	Staff Establishment at Forensic Pathology	PSA	10 October 2016 to date	Remains on the	Labour reported that staff establishment in RPS had remained the same for a long period & was still utilizing one vehicle or

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Services (FPS)		1 yr & two (2) months	agenda	two to deliver services. One officer male or female still drives alone at night without an assistant. The ER to provide an update report. Bilateral meetings taking place.
15.	Developing a Counselling Policy for Forensic Pathology Services	PSA	10 October 2016 to 30 June 2017 Eight (8) months	Removed 06 June 2017	Forensic Officers exposed on a daily basis to eviscerate bodies and are not receiving counselling or debriefing after being exposed to traumatizing scenes or situations. The Employer provided labour with the Policy at the last Chamber meeting in December 2016 and Labour rejected the policy on the basis that it was not brought to the Chamber. The ER proved that Labour was consulted but Labour decided that it would address the matter with the MEC.
16.	Protective Clothing for Cleaners in Taung Hospital and other institutions	NEHAWU	13 July 2016 to 30 June 2017 Eleven (11) months	Removed 06 June 2017	The Employer gave the report in December 2016 and no feedback indicating otherwise has been received from Labour.
17.	Grading of Handyman and Switchboard	PSA	10 October 2016 to	Removed	Labour reported that the ER had not implemented DPSA circular dated 02/10/2012 issued to all Departments with

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
	Operators		12 December 2017 1 year		regards to the grading of these categories. The item has been on the agenda for two (2) meetings and PSA needs to provide the Employer with the names of affected employees.
18	Non-Functionality of Air Conditioning Unit at Brits Hospital	PSA	1 March 2017 -30 June 2017	Removed 06 June 2017	Matter was resolved.
19	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 to date 3 Months	Remains on the agenda	Matter on the proposed centralization of the Communication Centre in EMS. Employer to make a detailed presentation covering issues raised by Labour