

**North West Chamber PHSDSBC Quarterly report
01 October 2018 to 31 December 2018**

INTRODUCTION

This report is a presentation of the work performed by the North West Chamber. The report covers the period 01 October 2018 – 31 December 2018.

1. Meetings in this Period

- 1.1. 04 October 2018-North West Chamber Meeting
- 1.2. 05 November 2018- North West Special Chamber meeting
- 1.3. 16 November 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) 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.	04 October 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	21 September 2018	+3	The meeting was held successfully.	N/A.
	05 November 2018 (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).	19 October 2018	NA	The meeting was held successfully	
	16 November 2018 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	02 November 2018	+ 4	The meeting was held successfully.	N/A

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)	04 October 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 02 October 2018 100%	0%	N/A	N/A
	05 November 2018 (Special 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 02 November 2018 100%	0%		
	16 November 2018 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready (2) days before the meeting 14 November 2018 100%	0%	N/A	N/A

1.3 Minutes must be to the acceptable standard.	04 October 2018 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	0 %	N/A.	None
	05 November 2018 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	There were no corrections	0%		
	16 November 2018 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the next Chamber meeting in February 2019	%	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).	Not All Parties tabled their authorized representatives. 0%	10%	Only HOSPERSA, NUPSAW and the Employer (DSD) have submitted 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	Number of agenda items submitted	100% compliance All agenda	The agenda items were tabled in terms of PHSDSBC	0%	All agenda items were submitted as per the Resolution

Secretary five (5) days before the Chamber meeting.	within five (5) days before the Chamber Meeting.	items are submitted five (5) days before the meeting.	Resolution 2 of 2007 and were 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	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 PERFORMAN	VARIANCE	COMMENTS
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			CE		
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

4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMANCE		
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 monitors all PHSDSBC Resolutions 100%	0%	The OSD Task Team was re-established with new terms of reference
5.2 At least one (1) Chamber report on	The number of Chambers	Report on the implementation	Reports are submitted to the	0%	The Task Team has been reconstituted and its terms of

monitoring of implementation of a collective agreement.	that submit monitoring reports.	motoring of a Collective Agreements.	Chamber.		reference expanded
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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	The Employer is yet to submit the report on the NEHAWU strike that took about 05 months .
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	The number of	Report on	N/A	N/A	N/A

related to the Chamber items.	disputes declared in relation to an agenda item.	disputes that related to the Chamber 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 2019
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis tool	Not yet submitted.	Zero	Not yet convened due to financial constraints.

		was 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 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		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
1.	Occupational Specific Dispensation (OSDs) Implementation of Task Team Report	Secretariat	05 July 2013 to date Five (5) years and (2) months	Standing Item	The item remains on the agenda of the Chamber for progress reporting.
2.	PMDS	PDOH	05 July 2013 to date	Standing Item	The item remains on the agenda of the Chamber for

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			Five (5) years and (5) months		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 Givers (CCGs)	NEHAWU/PSA	19 June 2014 to 01 March 2017 Two (2) years and eight (8) months	Removed 1 March 2017	The item was finalized and removed from the agenda of the Chamber
5.	Occupational Health and Safety	HOSPERSA	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
			Three (3) years & (9) Months		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 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
8	Usage of Ambulances that are not Roadworthy	NEHAWU	13 July 2016 to 06 June 2017	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			<p>Eleven (11) months</p> <p>6 meetings</p>		
9	Shortage of EMRS Personnel Staff in the Province	NEHAWU	<p>13 July 2016 to 06 June 2017</p> <p>Eleven (11) months</p> <p>6 meetings</p>	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber
10	Accelerated Grade Progression Implementation in the Province	NEHAWU	<p>13 July 2016 to 06 June 2017</p> <p>Eleven (11) months</p>	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		
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 (FPS)	PSA	10 October 2016 to date Two (2) years (2) months 12 meetings	Remains on the agenda ⁴	The item remains on the agenda of the Chamber for progress 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	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			4 meetings		
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 2017 One (1) year 2 months 7 meetings	Removed 12 December 2017	The item was finalized and removed from the agenda of the Chamber
16	Non-Functionality of Air Conditioning Unit at Brits Hospital	PSA	1 March 2017 -30 June 2017 Three (3) months	Removed 06 June 2017	The item was finalized and removed from the agenda of the Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			2 meetings		
17	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 to date One (01) year (5) months 8 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 6 months 4 Meetings	Remains on the agenda	The Employer to provide reports on the issue of contracts and payment date
19	Insourcing	NEHAWU	21 August 2018 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress
20	Vacancy Rate and Acting	NEHAWU	21 August 2018	Remains on the	Item remains of the agenda

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
	Positions (Both Departments)		4 months 3 meetings	agenda	to track progress
21	Salary Levels	NEHAWU	21 August 2018 to date 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress
22	Community Health Workers	NEHAWU	21 August 2018 to date 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress
23	Centralization and Finance Functions	NEHAWU	21 August 2018 1 meeting	Removed 21 August 2018	The item was finalized and removed
24	Health Technology Technicians	NEHAWU	21 August 2018 to date	Remains on the agenda	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
			4 months 3 meetings		
25	Emergency Medical Services (EMS)	NEHAWU	21 August 2018 4 months 3 meeting	Remains on the agenda	Item remains of the agenda to track progress
26	Lack of Skilling and Development of Workers	NEHAWU	21 August 2018 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress
27	Privatisation and Outsourcing	NEHAWU	21 August 2018 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS
28	Termination of Contracts of Employment	NEHAWU	21 August 2018 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress
29	Corruption and Greed	NEHAWU	21 August 2018 to date 4 months 3 meetings	Remains on the agenda	Item remains of the agenda to track progress

