

**North West Chamber PHSDSBC Quarterly report
01 October 2020 to 31 December 2020**

INTRODUCTION

This report is a presentation of the work performed by the North West Chamber. The report covers the period 01 October 2020 – 31 December 2020.

1. Meetings in this Period

- 1.1. 01 October 2020-North West Special Chamber
- 1.2. 20 November 2020- North West Chamber

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.	(Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. 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.	01 October 2020 (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).	21 September 2020	N/A	None	None
	20 November 2020 (Chamber meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	08 November 2020	+2 days	None	None
1.2 All meeting bundles of documents must be ready on the day of the	01 October 2020 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	No documents were prepared and ready before the meeting %	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None

meeting. (i.e. conglomerati on of all documents that must have been distributed beforehand)	20 November 2020 (Chamber meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready on 19 November 2020 100%	0%	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
1.3 Minutes must be to the acceptable standard.	01 October 2020 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without any corrections.	0%	None	None
	20 November 2020 (Chamber meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in the February 2021 meeting			None

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	0%	Attendance of meetings was good for the period under reporting, all parties attended.

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. 1000%	0%	All parties 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 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.	All new agenda items were submitted within the prescribed period	0%	There were eight (0076z08) new items submitted for the 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	No agenda items were finalized within three (3) normal meetings. 0%	100%	None

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4. FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 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 did not hold their caucus meeting. 100% Compliance	100%	No caucus meetings were held
4.2 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 Chamber Management Committee meetings held.

5. ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 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%	All parties have requisite mandates

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 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 Task Team that looks at all Resolutions
6.2 At least one (1) Chamber report	The number of Chambers that submit	Report on the implementation motoring of a	Reports are submitted to the Chamber.	0%	The Task Team provides reports

on monitoring of implementation of a collective agreement.	monitoring reports.	Collective Agreements.			
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7. MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 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.	Report not submitted	100%	Report not submitted
7.2 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.	N/A	None
7.3 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.	No disputes declared	N/A	None

8. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 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.	No workshop planned in the current financial year	N/A	The next ExCo Chamber management workshop will be held in 2021.
8.2 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.	N/A	Not yet convened due to financial constraints.
8.3 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.	None held as yet	N/A	Not yet convened due to financial constraints.

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4. Reporting on Industrial Action

None reported in this quarter.

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 /RECOMMENDATIONS
1.	Occupational Health and Safety	HOSPERSA/NEHAWU	18 March 2015	Retained as a standing agenda item	The item remains as a standing agenda item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			5 years & 9 months		
2.	Staff Establishment at Forensic Pathology Services (FPS)	PSA	10 October 2016 4 years & 2 months	Retained	The item remains on the agenda of the Chamber for progress reporting.
3.	Centralization of the Communication Centre in EMS	The Employer (Health)	07 September 2017 3 years & 3 months	Retained	The item remains on the agenda of the Chamber for progress reporting.
4.	Implementation and Monitoring Task Team (Resolution 1 of 2018 as extended, Resolution 3 of 2007, Resolution 1 of 2009 and PSCBC Resolution 3 of 2009)	NEHAWU	28 June 2018 2 years & 6 months	Retained as standing agenda Item	The item remains on the agenda as the standing agenda item.
6.	Vacancy Rate and Acting Positions (Both Departments)	NEHAWU	21 August 2018 2 years & 4 months	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
7.	Salary Levels -Medical Depot	NEHAWU	21 August 2018 2 years	Removed 05 August 2020	The Item was finalized and removed
8.	Emergency Medical Services (EMS) resources and Overtime	NEHAWU	21 August 2018 2 years & 4 months	Retained	Item remains of the agenda to track progress. The matter is dealt with at a multilateral meeting and should remain on the agenda until discussions are exhausted.
9.	Lack of Skilling and Development of Workers	NEHAWU	21 August 2018 2 years & 4 months	Retained	Item remains of the agenda to track progress.
10.	Privatisation and Outsourcing	NEHAWU	21 August 2018 2 years & 4 months	Retained	Item remains of the agenda to track progress.
11.	Termination of Contracts of Employment	NEHAWU	21 August 2018 2 years & 4	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			months month		
12.	Corruption and Greed	NEHAWU	21 August 2018 2 years & 4 months	Retained	Item remains of the agenda to track progress.
13.	Policy of Acting Appointments	Employer (DoH)	07 February 2019 1 year & 9 months	Removed 20 November 2020	Policy was adopted.
14.	Community Health Workers (CHWs) Contract of Employment	Employer (Health)	12 March 2019 1 year & 10 months 10 meetings	Retained	Item remains of the agenda to track progress.
15.	Bursaries or study leave and assistance for Child and youth Care Workers in the Province (Social Development)	PSA	09 July 2019 1 year & 5 months	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			9 meetings		
16.	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 1 year & 5 months 9 meetings	Retained	Item remains of the agenda to track progress.
17.	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019 1 year & 5 months 9 meetings	Retained	Item remains of the agenda to track progress. The matter was referred to a multilateral and should remain on the agenda until discussion are exhausted.
18.	Reviewing of the Provincial Policy on Training	DENOSA & Employer (DoH & DSD)	20 August 2019 1 year & 4 month 8 meetings	Retained	Item remains of the agenda to track progress. DSD to finalize the policy
19.	Draft Policy on Recruitment and Selection	The Employer DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
20.	Draft Policy on Working Time	The Employer DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.
21.	HIV&AIDS, STI AND TB Management Policy	The Employer -DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.
22.	Health and productivity Management Policy	The Employer -DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.
23.	Safety health environment risk and quality policy Management Policy	The Employer -DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.
24	Wellness Management Policy	The Employer -DoH	20 August 2019 1 year & 3 months	Removed 20 November 2020	Policy was adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			8 meetings		
25.	Employee Health and Wellness Programme	The Employer -DoH	20 August 2019 1 year & 3 months 8 meetings	Removed 20 November 2020	Policy was adopted.
26.	Temporary Closure of Boikagong Child and Youth Care Centre in Mahikeng	Employer -DSD	18 October 2019 1 year & 2 months 7 meetings	Retained	Item remains of the agenda to track progress.
27	Progress report on the implementation of Resolution 1 of 2018 as amended	Employer -Health	18 October 2019 1 year & 2 months 7 meetings	Retained	Item remains of the agenda to track progress.
28.	Vacant Posts in the Department (DoH & DSD)	PSA	22 November 2019 1 year & 1 months 6 meetings	Retained	Item remains of the agenda to track progress.
29.	Payroll Policy	Employer (DoH)	12 March 2020	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			9 months 5 meetings		
30.	Subsistence and Traveling (S&T) Policy	Employer (DoH)	12 March 2020 9 months 5 meetings	Retained	Item remains of the agenda to track progress.
31.	Draft Safety, Health, Environment, Risk and Quality Management Policy	Employer (DSD)	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
32.	EPMDS Policy -DSD	Employer (DSD)	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
33.	Draft Governance Structures Policy -DSD	Employer (DSD)	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
34.	Draft Remote and Home Working Policies -DSD	Employer (DSD)	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
35.	Draft Wellness Policy-DSD	Employer (DSD)	05 August 2020 4 months	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			3 meetings		
36.	Recruitment and Training of Human Resources	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
37.	Deployment of Human Resources	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
38.	Sourcing of Human Resources from the Expanded Public Works Programme, Retired Health Professionals, Community Based Organisation and Non - Governmental Organisations to Render Services in Identified Sites	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
39.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
40.	Disposal waste and sanitation of equipment from quarantine or treatment facility	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
41.	Identification and establishment of mortuaries that will accommodate all COVID -19 mortal remains	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
42	Disposal of COVID -19 mortal remains	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
43.	Grading of Drives	PSA	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
44.	Continuous Professional Development (CPD) for Emergency Medical Services Personnel	Council	05 August 2020 4 months 3 meetings	Retained	Item remains of the agenda to track progress.
45.	Cell phones and Airtime Provision for Social Service Professionals	NEHAWU	05 October 2020 2 months 2 meetings	Retained	Item remains of the agenda to track progress.
46.	Laptops and Data Provision for Social Service Professionals	NEHAWU	05 October 2020	Retained	Item remains of the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2 months 2 meetings		
47.	Provision of GG Cars per Region/District and Institutions and Report on any Shortage thereof.	NEHAWU	05 October 2020 2 months 2 meetings	Retained	Item remains of the agenda to track progress.
48.	Approvals for Scheme A&B vehicles and Challenges of Applications	NEHAWU	05 October 2020 2 months 2 meetings	Retained	Item remains of the agenda to track progress.
49.	Head Office Parking Policy	Employer (DoH)	20 November 2020 1 meeting	Retained	Item remains of the agenda to track progress.
50.	Personnel Security Policy	Employer (DoH)	20 November 2020 1 meeting	Retained	Item remains of the agenda to track progress.
51.	Provincial PMDS Policy	Employer (DoH)	20 November 2020 1 meeting	Retained	Item remains of the agenda to track progress.
52.	Council Brand Awareness and Profiling	Council	20 November	Retained	The item was deferred to the next Chamber meeting

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2020 1 meeting		