

**Northern Cape PHSDSBC Quarterly report  
01 October 2020 to 31 December 2020**

## INTRODUCTION

This report is a presentation of the work performed by the Northern Cape Chamber. The report covers the period of 01 October 2020-31 December 2020.

### 1. Meetings in this Period

- 2.1 05 October 2020- Northern Cape Special Chamber
- 2.2 27 November 2020- Northern Cape Chamber

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

No.	Office Bearer Name	Constituency
1.	Mr. Godfrey Davids (Chairperson)	Labour (NEHAWU)
2.	Mr Paul Koopman (Vice Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

### 3. Chamber Administration

1. NORTHERN CAPE 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	05 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).	30 September 2020	N/A	None	None
	27 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).	16 November 2020	+1 day	None	None

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	05 October 2020 (Special Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	No documents prepared and ready prior to the meeting 100%	N/A	It was a zoom meeting and there was no bundle of documents prepared for distribution.	None
	27 November 2020 (Chamber Meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready on 25 November 2020	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.	05 October 2020  (Special Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0%	None	None
	27 November 2020  (Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes will be presented and adopted in February 2021	N/A	None	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.	Parties attended the meetings 100%	0%	All parties attended the meetings
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 100%	0%	All parties submitted their letters of credence

## 3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENT
3.1 Agenda items must be submitted to Chamber Secretary five (5) days before the	Number of agenda items submitted within five (5)	100% compliance All agenda items	There were five (5) new items submitted in the reporting period	0%	There were five (05) new agenda items that were submitted to the Chamber in the reporting period. All five for subject of a special

Chamber meeting.	days before the Chamber Meeting.	are submitted five (5) days before the meeting.	and were within the prescribed timeline 100%		meeting.
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 item finalized within three (3) normal meetings. 0%	100%	None

#### 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).	No Caucus meetings held before the meeting of. 0% Compliance	100%	No caucus meetings held.
4.2 Chamber Management Committee must have a meeting before the	Number of meetings held	100% Compliance  (Chamber Management	Chamber Management Committee does not hold its meetings at	100%	Chamber Management Committee Meeting not held.

Chamber meeting.		committee must hold a meeting before the Chamber meeting).	least 30 minutes before the start of the Chamber meeting. 0% Compliance		
------------------	--	--	--	--	--

### 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 mandates to engage on the matters before the agenda. 100% compliance	0%	None

### 6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 Every Chamber	The number of Chambers	All Chambers have	There is no Task Team at present	100%	None

must establish a Task Team to monitor new collective agreements.	with functional Task Teams.	established implementation Monitoring Task Teams for new collective agreements.	0%		
6.2 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 of a Collective Agreements	Reports on Resolutions 3 of 2019 and 1 of 2009 are submitted to the Chamber 100%	0%	Resolution 1 of 2009 is reported under PMDS and Council requested Chambers to report on Resolution 3 of 2019.

## 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.	No report submitted	N/A	Reminder for the report was sent.
7.2 Zero walk-out	The number of walk-out that occurred within	Report on walk outs that occurred	No recorded walkout.	N/A	None



	the Chamber's jurisdiction.	within the Chamber's jurisdiction.			
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.	DENOSA reserved rights on one item	N/A	The item relates to the interpretation of the resolution on rural allowances

## 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 for the current financial year	N/A	Next ExCo Chamber Management workshop will be in 2021
8.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs	Not yet submitted	N/A	Not yet convened due to financial constraints.

		analysis tool was forwarded to parties.				
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.	Not submitted.	yet	Zero	Not yet convened due to financial constraints.

**4. Reporting on Industrial Action**

No report submitted.

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.	Northern Cape Chamber	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

No prominent issues to report on.

## 6. LIFESPAN

### NORTHERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
1.	Security at EMS/Kagiso	PSA	25 February 2014 <b>6 years &amp; 5 months</b>	Removed <b>22 July 2020</b>	The item was removed and progress would be reported under security in the province.
2.	Security in the Province	DENOSA, HOSPERSA, NEHAWU & PSA	13 July 2017 <b>3 years &amp; 5 months</b>	Retained as Standing Item	The item remains on the agenda of the Chamber as a standing item.
3.	Occupational Health and Safety	HOSPERSA	25 February 2014 <b>6 years &amp; 10 months</b>	Retained as Standing item	The item remains on the agenda of the Chamber as a standing item.
4.	Performance Management Development System and grade progression	The Employer	13 July 2017 <b>3 years &amp; 5 months</b>	Retained as Standing Item	The item remains on the agenda of the Chamber as a standing item.
5.	Non-Payment of Overtime and Standby Allowance	HOSPERSA	25 August 2016 <b>4 years</b>	Removed <b>10 September 2020</b>	The item was finalised and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
6.	Monitoring and implementation of Clause 3.3 of Resolution 1 of 2009	Secretariat	24 November 2016 <b>3 years &amp; 8 months</b>	Removed <b>22 July 2020</b>	The item was finalized and grade progressions would be reported under PMDS reports.
7.	Unilateral Enforcement of New Code of Conduct for EMS Employees in the Province	HOSPERSA	19 September 2018 <b>1 year &amp; 10 months</b>	Removed <b>22 July 2020</b>	The item was finalised and removed.
8.	Office Space for Social Workers in Postmasburg-DSD	HOSPERSA	19 September 2018 <b>1 year &amp; 10 months</b>	Removed <b>30 July 2020</b>	The item was removed as a stand-alone.
9.	Insourcing of the Kitchen at (West End Hospital, Robert Mangaliso Sobukwe Hospital, Galeshewe Day Hospital and Harmony Home)	NEHAWU	14 March 2019 <b>1 year &amp; 9 months</b>  <b>9 meetings</b>	Retained	The items remain on the agenda to track progress
10.	Enforcement of EMS personnel to Drive with Unlicensed Vehicles that	HOSPERSA	14 March 2019 <b>1 year &amp; 4</b>	Removed <b>30 July 2020</b>	The item was finalised and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
	are not Compliant with Certificate of Fitness		<b>months</b> <b>8 meetings</b>		
11.	Continuous Professional Development (CPD)-EMS	Secretariat	14 March 2019 <b>1 year &amp; 6 months</b> <b>9 meetings</b>	Removed <b>10 September 2020</b>	The item was finalised and removed. The report was submitted to Council.
12.	Absorption of Social Work (SW) graduates of DSD Scholarship Programme-DSD	NEHAWU	16 July 2019 <b>1 year &amp; 5 months</b> <b>8 meetings</b>	Retained	The items remain on the agenda to track progress.  The Employer provides progress reports on the appointments of these graduates.  The item should remain on the agenda for discussion until it reaches its logical conclusion.
13.	Insourcing of Secure Care Centre Services-DSD	NEHAWU	16 July 2019 <b>1 year &amp; 5 months</b> <b>8 meetings</b>	Retained	The items remain on the agenda to track progress.
14.	Insourcing of all outsourced service (Cleaning, gardening and all other outsourced service within the DSD)	NEHAWU	16 July 2019 <b>1 year &amp; 5 months</b> <b>8 meetings</b>	Retained	The items remain on the agenda to track progress.
15.	Rural Allowance-DoH	DENOSA	16 July 2019	Removed <b>30 July</b>	DENOSA reserved it rights.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
			<b>1 year</b>  <b>6 meetings</b>	<b>2020</b>	
16.	Resolution 3 of 2007 Agreement on Implementation of Occupational Specific Dispensation (OSD) for Nurses	DENOSA	16 July 2019  <b>1 year &amp; 5 months</b> <b>8 meetings</b>	Retained	The items remain on the agenda to track progress.
17.	Escorting of Patients	DENOSA	16 July 2019  <b>1 year &amp; 5 months</b> <b>8 meetings</b>	Retained	The items remain on the agenda to track progress.
18.	Recognition of relevant experience on appointment for health professionals	DENOSA	10 October 2019  <b>1 year &amp; 2 months</b>  <b>7 meetings</b>	Retained	The items remain on the agenda to track progress.
19.	Information Pertaining to Staffing Levels, HR Costs and Other Expenditure	PSA	29 November 2019  <b>1 year &amp; 1 month</b>  <b>6 meetings</b>	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
20.	State of Hospitals, Clinics and District Offices compliance to the Occupational Health and Safety Act in the Northern Cape	PSA	29 November 2019  <b>1 year &amp; 1 month</b>  <b>6 meetings</b>	Retained	The item remains on the agenda to track progress.
21.	Implementation of PSCBC Res. 1 of 2018, clause 6, de-linking of housing allowances for spouse, salary level 1 to 5	PSA	29 November 2019  <b>1 year &amp; 1 month</b>  <b>6 meetings</b>	Retained	The item remains on the agenda to track progress.
22.	Draft Employee Transport Policy	Employer (DSD)	29 November 2019  <b>8 months</b>  <b>4 meetings</b>	Removed <b>30 July 2020</b>	The Chamber decided that consultation on all policies be deferred to a multilateral meeting that would be convened once the country ceases to operate under Disaster Management Act.
23.	Policy on Acting and Appointment Allowance	Employer (DSD)	29 November 2019  <b>8 months</b>  <b>4 meetings</b>	Removed <b>30 July 2020</b>	The Chamber decided that consultation on all policies be deferred to a multilateral meeting that would be convened once the country ceases to operate under Disaster Management Act.
24.	Draft Bursary Policy	Employer (DSD)	29 November 2019	Removed <b>30 July</b>	The Chamber decided that consultation on all policies be deferred to a multilateral meeting that

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
			<b>8 months</b> <b>4 meetings</b>	<b>2020</b>	would be convened once the country ceases to operate under Disaster Management Act.
25.	Draft Policy on Overtime	Employer (DoH)	29 November 2019 <b>8 months</b> <b>4 meetings</b>	Removed <b>30 July 2020</b>	The Chamber decided that consultation on all policies be deferred to a multilateral meeting that would be convened once the country ceases to operate under Disaster Management Act.
26.	Draft Retention Policy	Employer (DoH)	29 November 2019 <b>8 months</b> <b>4 meetings</b>	Removed <b>22 July 2020</b>	The Employer withdrew the item
27.	Draft Overtime Policy	Employer (DSD)	20 February 2020 <b>5 months</b> <b>3 meetings</b>	Removed <b>30 July 2020</b>	The Chamber decided that consultation on all policies be deferred to a multilateral meeting that would be convened once the country ceases to operate under Disaster Management Act.
28.	Recruitment and training of Human Resources	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.
29.	Deployment of human resources	Secretariat	25 June 2020 <b>6 months</b>	Retained	The item remains on the agenda to track progress.



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
			<b>4 meetings</b>		
30.	Sourcing of human resources from the expanded Public Work Programme, retired health professionals, community-based organisation and non-governmental organisations to render services in identified sites	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.
31.	Provision of health equipment, sanitation materials and medical supplies	Secretariat	25 June 2020 <b>3 months</b> <b>3 meetings</b>	Retained	The item remains on the agenda to track progress.
32.	Disposal of waste and sanitation of equipment from quarantine or treatment facility	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.
33.	Identification and establishment of mortuaries that will accommodate all CoVID-19 mortal remains	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.
34	Disposal of CoVID-19 mortal remains	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
35	Implementation of Resolution 3 of 2019	Secretariat	25 June 2020 <b>6 months</b> <b>4 meetings</b>	Retained	The item remains on the agenda to track progress.
36.	Delegation of financial authority to Namaqualand District Office for filling of Non-Clinical posts	PSA	10 September 2020 <b>3 months</b> <b>2 meetings</b>	Retained	The item remains on the agenda to track progress.
37.	Namaqualand filling of posts unnecessary delayed.	PSA	10 September 2020 <b>3 months</b> <b>2 meetings</b>	Retained	The item remains on the agenda to track progress.
38.	Human Resources Plan for Health in Northern Cape	PSA	10 September 2020 <b>3 months</b> <b>2 meetings</b>	Retained	The item remains on the agenda to track progress.
39.	Non-existence of Oversight Committee on OHS and COVID 19	PSA	10 September 2020 <b>3 months</b> <b>2 meetings</b>	Retained	The item remains on the agenda to track progress.
40.	Cell phone and Airtime Provision for Social Service Professionals	NEHAWU	05 October 2020 <b>2 months</b> <b>2 meetings</b>	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
41.	Laptop and Data provision for Social Service Professionals	NEHAWU	05 October 2020 <b>2 months 2 meetings</b>	Retained	The item remains on the agenda to track progress.
42.	State of DSD Infrastructure (Office Space including Consultation Rooms for Social Service Professionals)	NEHAWU	05 October 2020 <b>2 months 2 meetings</b>	Retained	The item remains on the agenda to track progress.
43.	Provision of GG Vehicles (Break down per Province, District/Region, Local/Service, Office and Institution)	NEHAWU	05 October 2020 <b>2 months 2 meetings</b>	Retained	The item remains on the agenda to track progress.
44.	Approval for Schemes A & B Vehicles	NEHAWU	05 October 2020 <b>2 months 2 meetings</b>	Retained	The item remains on the agenda to track progress.