

**Western Cape PHSDSBC Quarterly report
01 January 2018 to 31 March 2018**

1. INTRODUCTION

This report is a presentation of the work performed by the Western Cape Chamber. The report covers the period 01 January 2018 – 31 March 2018.

2. Meetings in this Period

2.1. 27 February 2018 – Western Cape Chamber Meeting

3. Chamber Management Committee elected at the Chamber Meeting Preceding the Council AGM.

No.	Office Bearer Name	Constituency
1.	Ms Liesl Strauss (Chairperson)	The Employer
2.	Mr. Michael Serelina (Vice-Chairperson)	Labour
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

4. Chamber Administration

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 by all parties	0%	The level of attendance by Parties to the Chamber is good

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

1. Western 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.	27 February 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).	13 October 2017	2 Day	The meeting was held successfully.	N/A.
		100% Compliance (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.			(All Chamber Annual Reports were submitted forty-five (45) days before the Council AGM) on or before 30 April 2017.	N/A

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to Chamber	Number of agenda items	100% compliance	All agenda items were	0%	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)	27 February 2018 (Chamber Meeting))	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	The document was prepared compiled six (6) days before the meeting	0		
1.3 Minutes must be to the acceptable standard.	27 February 2018 (Chamber Meeting))	100% Compliance (No corrections and no disputes about the content 100%	There were no corrections	100% compliance		None

Secretary five (5) days before the Chamber meeting.	submitted within 5 days before the Chamber Meeting.	All agenda items are submitted five (5) days before the meeting.	tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.		
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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 (1) agenda item finalized within three (3) normal meetings	%	One item finalized within 3 meetings

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).	Both the Employer and Labour are holding Caucuses days before the meeting. 100% Compliance	0 % compliance.	Parties to the Chamber attend the People Management Meetings to prepare for Chamber meetings, and also hold 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 holds its meetings at least 30 minutes before the start of the Chamber meeting. 100%	0%	No management committee meetings held as yet.
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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 establish implementation Monitoring Task Teams for new collective agreements.	There is currently no Task Team on the collective agreements. 0%	-100%	None.
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.	A final report of Resolution 1 of 2009 was adopted by the Chamber and the Task Team dissolved.	N/A	N/A

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 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	

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members	The number of Chamber Management Committee	All twenty (20) Chamber Management Committee	-100%	Zero	Most of the Chamber Management Committee members were retained, and the ExCo and Chamber

must attend the EXCO and Chamber Management workshop.	members who attend the EXCO and Chamber Management workshop.	members subjected to Capacity Building by EXCO.			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	Leading Trade Union/s involved	Number and categories of	Action taken by Chamber parties	Recommended support Expected
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				duration taken		employees involved		
1.	Western Cape 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 are no prominent issues that require the attention of the EXCO and or the Council.

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	ANALYSIS
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1.	Chamber Collective Agreement	Secretariat	10 December 2014- To date One (1) year and six (6) months		The item does not necessarily form part of the chamber agenda; however, parties are constantly reminded of the conclusion of collective agreements.
2.	Safety issues at Hanover Park: CHC	NUPSAW	05 August 2016 to date 1-year (4) months	Remains on the agenda	The item is on the agenda of the Chamber until further engagements have ensued at the level of multilateral meetings between parties and at the level of the Head of Department of the Department of Health.
3.	Nurses Homes	DENOSA	05 August 2016 to date 1-year (2) months	Removed 25 October 2017	Resolved.
4.	Monitoring of the Implementation of Clause	ExCo	30 November 2016 to date Seven (7) months	Removed	Resolved. The Employer will provide update reports henceforth.

	3.3: Accelerated Grade Progression of the PHSDSBC Resolution 1 of 2009 OSD for Social Service Professions and Occupations				
5.	a) Training of Nursing Subcategor ies b) Bridging Courses	DENOSA	23 February 2017 to 25 October 2017 Eight (8) Months	Removed 25 October 2017	No analysis required, as item remains on the agenda of the Chamber for progress reporting. Resolved.

6.	Request from the Minister for Representation from Labour on WC Provincial Health Council	Department of Health	23 February 2017 to 30 June 2017 Four (4) Months	Removed	Representative provided
7	Proposed Consolidation of Drakenstein Sub-District Health Facilities	Department of Health	23 February 2017 to 20 June 2017 Seven (7) Months	Removed 20 June 2017	Resolved
8.	Persal vs Bursaries	DENOSA	23 February 2017 to 25 October 2017 Eight (8) Months	Removed 25 October 2017	N/A

9	Mismanagement & Lack of Transparency of Staff Posts at Khayelitsha District Hospital	NEHAWU	20 June 2017 to 08 August One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready
10	Non-Compliance with OHSA Standards at Khayelitsha District Hospital	NEHAWU	20 June 2017 to 08 August 2017 One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready
11	Fairness with Employment Equity in the Cape Metro	NEHAWU	20 June 2017 to 08 August 2017 One (1) meeting	Removed 08 August 2017	To be reinstated when NEHAWU is ready

12	Upgrading of Security Officers	PSA	20 June 2017 One (1) meeting	Removed 08 August 2017	PSA Removed the matter
13	Non-Renewal of Switchboard tender	Employer (DSD)	20 June 2017 to 25 October 3 months (3) meetings	Removed 25 October 2017	Resolved
14	Centralised ECD Function	Employer (DSD)	20 June 2017 to 25 October r 2017 Four (4) Months	Removed 25 October 2017	Two (2) meetings and at People Management Task team Resolved

15.	Commissioning of District 6 Community Day Centre	The Employer	08 August 2017 to 25 October 2017 Two (2) Months	Removed 25 October 2017	The Employer to reinstate when the need arises
16.	Creation of Metro East and Metro West Engineering Hubs	The Employer	08 August 2017 to 25 October 2017 Two (2) Months	Removed 25 October 2017	The Employer to reinstate when the need arises
17.	Inconsistency in the Appointment of Senior Administration Officer	NUPSAW	08 August 2017 to 25 October 2017 Two (2) Months	Removed 25 October 2017	Resolved
18.	WCCN/CPUT Transfer	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved.

19.	Non-Implementati on of Resolution 4 of 2017	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
20.	Employment Equity Plan	The Employer	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
21.	Alignment of Job Titles	The Employer	25 October 2017 1 meeting	Removed 25 October 2017	Resolved
22.	Employer not fully compliant with s13 of LRA regarding the Cancelation of Union Membership	HOSPERSA	25 October 2017 1 meeting	Removed 25 October 2017	Resolved

23.	Redesign of current Administration Clerk posts within the Rural District Health Services	The Employer	25 October 2017 to date Six (6) months 3 meetings	Remains on the agenda	The Employer to provide an update report
24.	Introduction of Compulsory Breathalyzer Testing at Facilities within the Directorate: Engineering Services	The Employer	06 December 2017 to date Four (4) months 2 meetings	Remains on the agenda	Employer to provide an update report
25.	Special and Standard	HOSPERSA	06 December 2017 1 meeting	Removed 06 December 2017	Resolved

	Danger Allowance for Forensic Pathology				
26.	Draft Human Resource Framework	The Employer	06 December 2017 Four (4) months 2 meetings	Remains on the agenda	Employer to provide an update report
27.	Closure of the Crèche in Somerset Hospital	PSA	06 December 2017 1 Meeting	Removed 06 December 2017	
28	Creation of Metro East	Employer (Health)	27 February 2018 to date	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

	and Metro West Engineering		Two (2) months 1 meeting		
29	Rostering of Staff at 24 Hour Facilities: 01 April 2018	PSA	27 February 2018 to date Two (2) months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
30	Circular H205/2015 Recognition of previous Experience Pharmacy Assistant (Post Basic) – Outstanding payments	PSA	27 February 2018 to date Two (2) months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting

31	Exclusion of Danger Allowance at various Facilities within the Western Cape	HOSPERSA	27 February 2018 to date Two (2) months 1 meeting	Remains on the agenda	The item remains on the agenda of the Chamber for progress reporting
32	Water Supply Preparedness Implementatio n Guide for Employees	Employer (Health)	27 February 2018 1 meeting	Removed 27 February 2018	The item was removed from the agenda