

**Eastern Cape PHSDSBC Quarterly report  
01 April 2022 – 30 June 2022**

**1. INTRODUCTION**

This report is a presentation of the work performed by the Eastern Cape Chamber. The report covers the period 01 April 2022 – 30 June 2022.

**2. Meetings in this Period**

- 2.1 26 April 2022 - Eastern Cape Chamber Meeting Preceding the Council Annual General Meeting
- 2.2 07 June 2022 – Eastern Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Sivuyile Mange (Chairperson)	Labour
2.	Mr Mnyamezeli Bomeni (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

#### 4. Chamber Administration

1. Eastern 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 Seven (7) days before the meeting.	26 April 2022 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance (Chambers AGM meeting notice, agenda items and minutes must be sent out Ten (10) days before the meeting).	11 April 2022 100% Compliance	None	N/A	N/A.
	06 June 2022 (Chamber Meeting)	100% Compliance	25 May 2022 100% Compliance	None	N/A	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance	N/A	None	The Chamber meeting preceding the Council AGM was convened on the first quarter in April 2021	N/A

<p>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)</p>	<p>26 April 2022 (Chamber meeting Preceding the Council Annual General Meeting)</p>	<p>100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).</p>	<p>N/A</p>	<p>None</p>		<p>N/A</p>
	<p>07 June 2022 (Chamber Meeting)</p>	<p>100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).</p>	<p>N/A</p>	<p>None</p>		<p>N/A</p>
<p>1.4 Minutes must be to the acceptable standard.</p>	<p>26 April 2022 (Chamber meeting Preceding the Council Annual General Meeting)</p>	<p>100% compliance</p>	<p>The minutes of 26 April 2022, will be adopted in the next chamber meeting preceding the council annual general meeting.</p>	<p>0%</p>	<p>N/A</p>	<p>N/A</p>

1.5	07 June 2022 (Chamber meeting)	100% compliance	The minutes of 07 June 2022, will be adopted in the next ordinary chamber meeting scheduled to convene in August 2022.	0%	N/A	N/A
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## 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 100% of scheduled Chamber meetings.	100% attendance by all parties	None	All parties to the chamber attend Chamber meetings
2.2 Every party would be represented by the	Number of parties who	100% Compliance	100%	0%	Parties to the chamber will submit their letters of credence post the Chamber Meeting Preceding the

authorized representatives.	submit letters of credence 45 days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).	All Parties tabled their authorized representatives.		Council Annual General Meeting (AGM)- 26 April 2022.
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<b>3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
3.1 Agenda items must be submitted to Chamber Secretary fourteen (14) days before the Chamber meeting.	Number of agenda items submitted within 14 days before the Chamber Meeting.	100% compliance  All agenda items are submitted fourteen (14) days	100%  The agenda items were tabled in terms of	0%	Items are being submitted to the Chamber Secretary prior to the meetings

		before the meeting.	PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.		
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	0% compliance	No agenda items were finalized within three (3) normal meetings for the reporting period.	-100%	No agenda items were finalized within three (3) normal meetings.

3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.3 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).	50% Compliance The Employer is convening its caucuses prior to the meeting	-50%	Organised labour is convening regular caucuses and the employer is to improve in that regard.

3.4 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 is holding meetings at least 30 minutes before the start of the Chamber meeting.	100%	The chamber management committee is meeting prior to the chamber meetings.
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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).	100% Compliance	0%	All parties are mandated to engage.

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.	The Chambers had established implementation Monitoring Task Teams for new collective agreements.	0%	-100%	The Eastern Cape Chamber does not have any task teams currently set in place to monitor any collective agreements.
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 of a Collective Agreements.	Parties to the Chamber are currently monitoring the implementation of the PHSDSBC Resolution 3 of 2019 – Agreement on the Payment of Annual Statutory Fees as well as the PHSDSBC Resolution 1 of 2009 - Implementation of Normal Grade Progression and	0%	Parties to the Chamber are currently monitoring the implementation of the PHSDSBC Resolution 3 of 2019 – Agreement on the Payment of Annual Statutory Fees as well as Implementation of Normal Grade Progression and the

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	Report of wild cat strikes that occurred within	There was no industrial action which was reported in	N/A	N/A



<b>6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
	within the Chamber's jurisdiction.	the Chamber's jurisdiction.	the Eastern Cape Chamber.		
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	N/A
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.	None	Nil	N/A

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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%	0%	The ExCo Chamber Management Workshop was convened 22 September 2021.
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	The Gauteng Chamber Labour Relations Training that was scheduled 09 April 2018 to 13 April 2018.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
		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.

**8. Reporting on Industrial Action**

One Industrial Action report was submitted at this Chamber for the reporting period. See attached Annexure.

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

There is no prominent issue that requires the attention of EXCO and or the Council.

## 10. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Chamber Policies	Employer	Standing Item of the Chamber – the Chamber established a Task Team to deal with the item.	The item is currently a standing agenda item.	The agenda item has been a standing item due to the work conducted by the Task Team on a continuous basis.
2.	Draft Personal Protective Equipment Policy – DoH	DoH	30 September 2020 to 13 October 2021  <b>One (1) year</b>	Removed	The policy has been adopted and finalized by the parties.
3.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date  <b>Three (3) years and seven (7) month</b>	Retained	The agenda item is still retained on the agenda of the Chamber due to the understanding that the Employer should provide progress reports pertaining to both Departments.
4.	Outstanding Cost Orders for the Council	PHSDSBC	08 August 2018 to 08 June 2021	Removed	The agenda item is removed from the agenda of the Chamber with the proviso that of the invoices that been received from the Public Health and Social Development

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			<b>Two (2) years and ten (10) months</b>		Sectoral Bargaining Council (PHSDSBC) and PSCBC had been assessed, and signed off and approved by the HOD for payment.
5.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	08 August 2018 to 19 November 2021  <b>Three (3) years and three (3) months</b>	Removed	The agenda item was finalised and removed.
6.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	26 February 2019 to 08 July 2021  <b>Two (2) years and five (5) months</b>	Removed	The item was finalized at the level of the Chamber and parties agreed for it to be removed from the agenda.
7.	Implementation of the PHSDSBC Resolution 3 of 2019 – Amendments to an Agreement on the Payment of Annual Registration in Respect of	PHSDSBC	25 February 2020 to date	Retained	The agenda item should be retained on the agenda of the Chamber in order for the Employer to provide progress reports in regards to the implementation of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Health and Social Development Professionals		<b>Two (2) years and (1) month</b>		collective agreement at Chamber and Council level.
8.	Deployment of Human Resources	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.
9.	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	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.
10.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.
11.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.
12.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.
13.	Disposal of CoVID-19 Mortal Remains	PHSDSBC	03 September 2020 to 08 June 2021 <b>Nine (9) months</b>	Removed	The parties agreed that the item should be removed from the agenda of the chamber given that, the item had been overtaken by events due to the focus being on the vaccine rollout strategy for provinces.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
14.	Provisions of Tools of Trade in the Department of Social Development – NEHAWU	NEHAWU	30 September 2020 to date <b>One (1) year and six (6) months</b>	Retained	The item is currently on the agenda of the Chamber for discussion by parties to the Chamber.
15.	South Africa's Covid -19 Vaccine Roll – Out Strategy	PHSDSBC	09 March 2021 to date <b>One (1) year</b>	Retained	The item is currently on the agenda of the Chamber for discussion by parties to the Chamber, and progress reports to be submitted at the level of the Council.
16.	Convening Employer and Labour Caucuses	PHSDSBC	N/A	Standing Item	The item is currently on the agenda of the Chamber as a standing item.
17.	Unilateral Changes in Working Conditions of Community Health Workers (CHW's) in the ECDoH	NEHAWU	27 May 2021 to 13 October 2021 <b>Five (5) months</b>	Removed	The item is currently on the agenda of the Chamber for discussion by parties to the Chamber.
18.	Monitoring Tool for the Provision of Psychological Support for Care of Carers	PHSDSBC	27 May 2021 to date <b>Ten (10) months</b>	Retained	The item is currently on the agenda of the Chamber for discussion by parties to the Chamber.
19.	Consultation on the Integrated Service Delivery Model (ISDM)	DSD	11 August 2021 to 13 October 2021 <b>Two (2) months</b>	Removed	The item has been withdrawn by the Employer and would be reintroduced once the internal processes had been finalised.
20.	Department of Health Service Optimisation/ Repurposing Process	NEHAWU	31 March 2022 to 31 March 2022 <b>One (1) meeting</b>	Removed	The employer indicated that labour had declared a dispute on the item, and therefore it was sub-judice. Parties agreed to remove the agenda item.
21.	Absence of Cleaning Staff and Security Personnel at the Sarah Baartman District	NEHAWU	31 March 2022 to date <b>One (1) meeting</b>	Retained	The agenda item is still on the agenda of the chamber for discussion.
22.	Procedures and Policies for EMS in the ECDoH	NEHAWU	31 March 2022 to date <b>One (1) meeting</b>	Retained	The agenda item is still on the agenda of the chamber for discussion.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
23.	Draft Bursary Policy	DoH	31 March 2022 to date <b>One (1) meeting</b>	Retained	The policy is on the agenda for consultation by parties to the chamber.