

**Free State Chamber PHSDSBC Quarterly report
1 April 2022 to 30 June 2022**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 13 April 2022 – Free State Chamber Meeting Preceding Council AGM
- 1.2. 26 May 2022-Free State Chamber
- 1.3. 06 June 2022 -Free State Reconvened

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

No.	Office Bearer Name	Constituency
1.	Mr Thabang Molise (Chairperson)	The Employer
2.	Mr Benjamin Malgas (Vice Chairperson)	Labour (NEHAWU)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

1. FREE STATE 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	13 April 2022 (Chamber Meeting Preceding Council AGM)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	24 March 2022 100%	+6 days	The meeting was held successfully.	None
	06 June 2022 (Reconvened Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	01 June 2022	N/A	The reconvened meeting was held successfully.	

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	13 April 2022 (Chamber Meeting Preceding Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared Days prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None
	06 June 2022 (Reconvened Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared Days prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None

1.3 Minutes must be to the acceptable standard.	13 April 2022 (Chamber Meeting Preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes would be adopted in April 2023.	N/A	None	None
	06 June 2022 (Reconvened Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes would be adopted in July 2022	N/A	None	None

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD	INDICATOR	EXPECTED OUTCOME/	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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		TARGET			
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.	60% attendance by all parties	40%	The meeting had to be reconvened because Labour with the exception of DENOSA did not attend the meeting on 30 May 2022.
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 submitted letters of credence	30%	All parties have submitted letters of credence, except for the Employer (DSD), PSA & NEHAWU

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.	New agenda item was tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	There was one (1) new item submitted.

3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	There were no agenda items that were finalized within three (3) normal meetings. %	N/A	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).	The Employer did hold its caucus meeting days before the meeting. 50% Compliance	50%	Only Employer convened the caucus meeting
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 did not hold its meetings at least 30 minutes before the start of the Chamber meeting.	100%	None

			0% Compliance	
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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%	None

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 no Task Team on the PHSDSBC OSD Task Team. 100%	N/A	
6.2 At least one (1)	The number of Chambers	Report on the implementation	Regular reports are submitted to	0%	Reports of grade progressions are given at the

Chamber report on monitoring of implementation of a collective agreement.	that submit monitoring reports.	motoring of a Collective Agreements.	the Chamber.		meetings and PMDS is the standing agenda item. All Chambers are currently providing reports on Resolution 3 of 2019.
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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	Next ExCo Chamber Management workshop will be in 2023.
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 submitted yet	Zero	None
7.3 To have a Chamber	The number of successful	All Chambers to hold	No submitted yet	Zero	None

operational planning session once a year.	operational planning sessions undertaken by the Chamber.	operational planning sessions.			
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8. MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 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.	N/A	None
8.2 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 walkouts.	N/A	None
8.3 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 declare at the Chamber	N/A	None

3. Reporting on Industrial Action

The Employer provided the report that indicates that there was no industrial action for the reporting period (see the attached).

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.	Free State Chamber		N/A	N/A	N/A	N/A	N/A	N/A

4. Prominent Issues Requiring ExCo and/or Council Attention

There are no issues that warrant the ExCo/ Council attention.

5. Lifespan of Agenda Items

FREE STATE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Performance Development Management System	Organised Labour	13 September 2017 N/A	Standing Agenda Item	The item remains on the agenda of the Chamber as a standing agenda item.
2.	Occupational Health and Safety (Department of Social Development and Department of Health)	NEHAWU	15 March 2018 N/A	Standing Agenda Item	The item remains on the agenda as the standing agenda item
3.	Review of Departmental Structure	Employer Health	13 February 2020 2 years & 4 months 13 meetings	Retained	The item remains on the agenda to track progress.
4.	Implementation of Resolution 3 of 2019	Council	18 June 2020 2 years 12 meetings	Retained	The item remains on the agenda to track progress.
5.	Establishment of a Task Team to Monitor Implementation of PHSDSBC Resolutions	Council	31 May 2022 1 Month 1 meeting	Retained	To itemize all Resolutions recently signed for progress reporting on the implementation

