

**Gauteng Chamber PHSDSBC Quarterly report
01 April 2022 – 30 June 2022**

1. INTRODUCTION

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

2. Meetings in this Period

2.1 08 April 2022 – Gauteng Chamber Meeting Preceding the Council Annual General Meeting

2.2 02 June 2022 – Gauteng Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Philemon Meko	Employer
2.	Mr Benny Sithole (Vice-Chairperson)	Labour
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Gauteng 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.	08 June 2022 (Chamber Meeting Preceding the Council Annual General Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (10) days before the meeting of the Chamber).	24 March 2022	N/A	The meeting was successfully convened.	None
	02 June 2022 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out fourteen (10) days before the meeting of the Chamber).	23 May 2022	N/A	The meeting was successfully convened.	None
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance	N/A	N/A	The Chamber meeting preceding the Council AGM was convened on the first quarter in April 2021	None
1.3 All meeting bundles of documents must be ready on the day of the meeting.		100% compliance	N/A	None	The electronic document was circulated to parties prior the chamber meeting.	None

(i.e. conglomeration of all documents that must have been distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	08 April 2022	100% Compliance	Minutes will be adopted in the next chamber meeting preceding the Council Annual General Meeting scheduled to convene in April 2023.	N/A	None	None
	02 June 2022	100% Compliance	Minutes of 02 June 2022 will be adopted in the next ordinary chamber meeting scheduled in August 2022.	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.	100% attendance by all parties	0%	Parties to the chamber are attending meetings consistently.
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).	100% All Parties tabled their authorized representatives.	0%	NEHAWU, DENOSA, PSA, HOSPERSA and the employer – DSD submitted their letters of credence for the 2022/23.

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	Number of agenda items	100% compliance	The agenda items were tabled in	0%	All agenda items are submitted 14 days prior to the chamber meetings.

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS					
STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
Secretary fourteen (14) days before the Chamber meeting.	submitted within 14 days before the Chamber Meeting.	All agenda items are submitted fourteen (14) days before the meeting.	terms of PHSDSBC Resolution 2 of 2007 and were submitted within the timeline. 100%		
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%	None

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	Both the Employer and is yet to convene caucuses in terms of the PHSDSBC	-100%	Both Labour and the Employer did not convene a caucus meetings.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
		the Chamber meeting).	Resolution 5 of 2015. 0% Compliance		
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. 0%	100%	None

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	All parties have mandate to engage on the	0%	N/A

		(Parties come in a meeting with mandated positions).	matters before the agenda. 100% compliance		
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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 established implementation Monitoring Task Teams for new collective agreements.	There is no Task Team on the PHSDSBC new collective agreements. 0%	-100%	The Gauteng 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 Implementation of Normal Grade Progression.	N/A	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 Implementation of Normal Grade Progression.

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.	Reported in the Chamber.	See the attached industrial Action Report	See the attached industrial Action Report
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.	N/A	N/A	N/A

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	The number of Chamber Management Committee	All twenty (20) Chamber Management Committee	-100%	Zero	The ExCo Chamber Management Workshop was convened on 22 September 2021.

EXCO and Chamber Management workshop.	members who attend the EXCO and Chamber Management workshop.	members subjected to Capacity Building by EXCO.			
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	None
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.

4. Reporting on Industrial Action

The Employer submitted Industrial Action reports for the reporting period. **See attached Annexure.**

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

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

6. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	The item is a standing agenda item	The Task Teams continue to submit regular progress reports to the Chamber.
2.	Monitoring of Institutional Multilateral Meetings	DoH	11 October 2016 to date Five (2) years and Five (5) months	Retained	The agenda item is a monitoring item and remains on the agenda.
3.	Introduction of a new Occupational Health and Safety Information System (OHASIS) in the Gauteng Department of Health	DoH	14 February 2017 to date Five (5) years and One (1) month	Retained	The agenda item should be retained on the agenda of the Chamber
4.	Safety Campaign for Gauteng Health	DENOSA	08 June 2017 to 12 November 2021 Four (4) years and (5) months	Removed	The item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
5.	The intention to partner with the IPM and SABPP to assist the Department to elevate HR Practices	DoH	16 August 2017 to date 02 June 2021 Three (3) Years and Ten (10) months	Removed	The agenda item has been finalised by parties.
6.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	03 October 2018 to date Two (2) years and eleven (11) months	Removed	The agenda item was finalised and removed by parties to the chamber.
7.	Gauteng Department of Health Organisational Structure	DoH	03 October 2018 to date Three (3) years and Five (5) months	Retained	The agenda item should still be retained on the agenda of the Chamber due to the continuous progress reports that are being provided by the Employer at the level of the Chamber.
8.	Insourcing of Non-Core Functions within the Gauteng Department of Social Development	DSD	12 February 2019 to 02 June 2021 Two (2) years and four (4) months	Removed	The item has been finalised by the parties.
9.	Security In-Sourcing	DoH	13 June 2019 to date	Retained	The agenda item should be retained on the agenda of the Chamber due to the progress reports that the Employer is

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			Two (2) years and Nine (9) months		continuously providing at the level of the Chamber.
10.	Misappropriation of staff employed as (Auxiliary Workers or Courtesy Officers) Queue Marshals Salary level 3 to be Data Capturers, Transport Clerks and Administration Clerks by Institutions in the Department of Health Gauteng.	HOSPERSA	13 June 2019 to 02 June 2021 Two (2) years	Removed	The agenda item has been finalised by the parties.
11.	The State of Readiness of the Nursing Colleges – DoH	DoH	25 July 2019 to 02 June 2021 One (1) year and eight (8) months	Removed	The agenda item has been finalised by the parties.
12.	Standardization of all Shift Workers to Work Equal Hours	DENOSA	15 August 2019 to 02 June 2021 One (1) year and ten (10) months	Removed	The item was finalised and removed from the agenda of the Chamber.
13.	Correct Placement of PNA5 (Operational Managers) Doing PNA7 Duties While Employed as	DENOSA	15 August 2019 to date	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports at the level of the

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Permanent Night Supervisors (Equal Pay for Equal Work)		Two (2) years and Seven (7) months		Multilateral Task Team Forum as well as at the level of the Chamber.
14.	Recruitment and training of Human Resources	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
15.	Deployment of Human Resources	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
16.	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	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
17.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
18.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
19.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
20.	Disposal of CoVID-19 Mortal Remains	PHSDSBC	14 July 2020 to 06 October 2021 One (1) year and three (3) months	Removed	The item had been overtaken by events, and had been removed from the agenda of the Council.
21.	Performance Management and Development (PMDS) 2019/2020 Financial Year	DoH	03 November 2020 to date One (1) year and (4) months	Retained	The item is still being discussed at the level of the Chamber; the Employer provides progress reports continuously for discussion by parties.
22.	Draft Health and Productivity Management Policy	DoH	03 November 2020 to 02 June 2021	Removed	The draft policy is finalised and adopted by parties.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			Seven (7) months		
23.	Draft Wellness Management (EAP) Policy	DoH	03 November 2020 to 04 August 2021 Nine (9) months	Removed	The draft policy is finalised and adopted by parties.
24.	Draft HIV & Aids and TB Management Policy	DoH	03 November 2020 to 06 October 2021 Eleven (11) months	Removed	The draft policy has been adopted and finalised by the parties.
25.	Performance Management Development System (2019/2020)	DSD	03 November 2020 to date One (1) year and four (4) month	Retained	The draft policy is still being discussed by parties to the chamber.
26.	Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 – Agreement on the Payment of Statutory Deductions - PHSDSBC	PHSDSBC	03 November 2020 to 12 November 2021 One (1) year	Removed	The item is still being discussed at the level of the Chamber; the Employer provides progress reports continuously for discussion by parties, and the endorsed progress reports are being tabled at the level of the Council.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
27.	Provision of tools of Trade for Social Service Practitioners	DSD	03 November 2020 to 04 August 2021 Nine (9) months	Removed	The item has been finalised and parties agreed to the removal of the item.
28.	Draft Clear Desk Policy	DSD	03 November 2020 to 02 June 2021 Six (6) months	Removed	The draft policy is finalised and adopted by parties.
29.	Draft Vehicle Parking Policy	DSD	09 February 2021 to date One (1) year and one (1) month	Retained	The draft policy is still being discussed by parties to the Chamber.
30.	Draft Government Owned Vehicle Policy	DSD	09 February 2021 to date 02 June 2021 Four (4) months	Removed	The draft policy is finalised and adopted by parties.
31.	Draft Gift, Donations and Sponsorship Policy	DSD	03 November 2020 to 02 June 2021 Seven (7) months	Removed	The draft policy is finalised and adopted by parties.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
32.	Draft Review on Gauteng Department of Health Guidelines on the Management of Consultative Structure Meetings.	DOH	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
33.	Draft Picketing Rules Agreement	DOH	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
34.	Draft Labour Relations Policy and Guidelines	DOH	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
35.	Draft Overtime Policy	DOH	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
36.	Draft Bursary Policy	DOH	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
37.	Gauteng Department of Health Draft Collective Agreement - In terms of General Administrative Regulation 6 and 7 of the Occupational Health and Safety Act (act 85 of 1993) as amended	DOH	02 June 2021 to 04 August 2021 Two (2) months	Removed	The item has been finalised by the parties.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
38.	Monitoring Tool for the Provision of the Psychosocial Support for Care of Carers	PHSDSBC	02 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
39.	Draft Policy Guidelines on Acting in Higher Post.	DoH	04 August 2021 to date Seven (7) months	Retained	The item is still being discussed by parties to the Chamber.
40.	Draft Policy Regarding the Management of Official Hours of Work	DoH	04 August 2021 to date Seven (7) months	Retained	The item is still being discussed by parties to the Chamber.
41.	Incident Management Reporting Policy	DSD	12 November 2021 to date Four (4) Months	Retained	The item is still being discussed by parties to the Chamber.
42.	Performance Management and Development 2020/2021 financial year	DoH	12 November 2021 to date Four (4) Months	Retained	The item is still being discussed by parties to the Chamber.
43.	Visitation policy	DSD	14 February 2022 to date One (1) month	Retained	The item is still being discussed by parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
44.	Policy Framework on PMDS level 1-12 establishment of moderating Committee-	DENOSA	14 February 2022 to date One (1) month	Retained	The item is still being discussed by parties to the Chamber.