

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
April 2022-30 June 2022**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 22 April 2022– KwaZulu-Natal Chamber Meeting Preceding Council AGM
- 1.2. 17 May 2022- KwaZulu Natal Special Chamber
- 1.3. 24 May 2022- KwaZulu Natal Special Chamber
- 1.4. 09 June 2022- KwaZulu-Natal Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thulani Gabela (Chairperson)	Labour (NEHAWU)
2.	Mr Nkululeko Hlongwane (Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

Chamber Administration

1. KWAZULU NATAL 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	22 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).	25 March 2022	+ 14 days	The meeting was held successful.	None
	17 May 2022 (Special Chamber Meeting)	Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	16 May 2022	N/A		

	24 May 2022 (Special Chamber Meeting)	Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	23 May 2022	N/A		
	09 June 2022 (Chamber Meeting)	Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	26 May 2022	+4 days	The meeting was held successful	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	22 April 2022 (Chamber Meeting Preceding Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting 100%	0%	The documents were prepared as prescribed.	None

have been distributed beforehand)	17 May 2022 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting 100%		The documents were prepared as prescribed.	None
	24 May 2022 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting 100%		The documents were prepared as prescribed.	None

	09 June 2022 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting 100%	0%	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	22 April 2022 (Chamber Meeting Preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in April 2023	0%	None	None
	17 May 2022 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections.	0%	None	None
	24 May 2022 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections.	0%	None	None

	June 2022 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be presented for adoption in the next Chamber meeting in August 2022	0%	None	None
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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 90% of scheduled Chamber meetings.	100% attendance by all parties	0%	None
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 provided their authorized representatives. 100%	0%	All the parties submitted letters of credence.

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME/ TARGET	PERFORMANC E		
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 items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	Two (2) new agenda items were submitted as per prescribed timelines. The other two (2) items were for a special Chamber 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	Six (6) agenda item was finalized within (3) normal meetings. %	0%	Six (6) agenda items were finalized within (3) normal meetings.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANC E	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).	Both parties convened the Caucus days before the meeting. 100 %	0 %	None

			Compliance		
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 was not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0%	0%	Meeting not held

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
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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 are Task Teams established for different items but not for monitoring CA per 100%	100%	None
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 monitoring of a Collective Agreements (CA).	No Reports are submitted to the Chamber on CA	100%	All Chambers are currently providing update reports on Resolution 3 of 2019.

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	The next ExCo Chamber management workshop will be held 2023
7.2 Submit the training	The number of	The	Not yet	Zero	None

needs to Council.	training needs submitted per Chamber.	Chambers training needs analysis tool was forwarded to parties.	submitted.		
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	None

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.	Report provided	Nil	See the attached industrial Action Report.
8.2 Zero walk-out	The number of walk-out that occurred within the Chamber's	Report on walk outs that occurred within the	No walkouts	Nil	None

	jurisdiction.	Chamber's jurisdiction.			
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 declared at the Chamber		None

3. Reporting on Industrial Action

The Employer provided a report (see the attached report).

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

4. Prominent Issues Requiring ExCo and/or Council Attention

There are no prominent issues that require the attention of the EXCO and or the Council.

5. Lifespan of Agenda Items

KWAZULU NATAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1	Closure of Regional Laundry Durban and Coastal	Employer (DoH)	09 March 2020 2 years & 3 months 13 meetings	Retained	Item remains on the agenda to track progress A Task Team to finalise its work.
2.	Establishment of Institutional Risk Assessment Committee (IRAC) to Deal with Vulnerable Employees	DENOSA	11 March 2021 1 year & 3 months 7 meetings	Removed 09 June 2022	Item was finalized and removed.
3	Offices for Organized Labour in All Institutions	DENOSA	11 March 2021 1 year & 3 months 7 meetings	Retained	Item remains on the agenda to track progress.
4.	Network Problems in some Institutions Within the Province	DENOSA	11 March 2021 1 year & 3 months 7 meetings	Removed 09 June 2022	Item was finalized and removed.
5	Provincial Pharmacy Supply Depot (PPSD) Task Team (TT)	PSA	11 August 2021 10 months 5 meetings	Removed 09 June 2022	Item was finalized and removed.
6	Onsite Midwife-led Birthing Unit (OMBU) Project Plan	Employer (DoH)	27 October 2021 7 months 4 meetings	Retained	Item remains on the agenda to track progress. A Task Team to finalise its work

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
7	Unsafe Conditions of Outreach Services	DENOSA	03 December 2021 6 months 3 meetings	Retained	Item remains on the agenda to track progress.
8	Impact of Load shedding in the Service Delivery and Patients Safety	DENOSA	03 December 2021 6 months 3 meetings	Removed 09 June 2022	Item was finalized and removed.
9.	Continuous Lack of Water in the Institutions and Clinics	DENOSA	03 December 2021 6 months 3 meetings	Removed 09 June 2022	Item was finalized and removed.
10	Differentiation of Health Care Facilities (Hospitals) -	NEHAWU	16 March 2022 3 months 2 meetings	Removed 09 June 2022	Item was finalized and removed.
11	Nkonjeni and St Francis Complexing	Employer (DoH)	16 March 2022 3 months 2 meetings	Retained	Item remains on the agenda to track progress. A Task Team was established
12	Non-Payment of Acting Allowance in Vacant Funded Posts	HOSPERSA	16 March 2022 3 months 2 meetings	Removed 09 June 2022	Item was finalized and removed.
13	Shortage of Human Resources in both Health and Department of	Organised Labour	16 March 2022	Retained	Item remains on the agenda to track progress

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Social Development		3 months 2 meetings		
14	Provincialization of Cato Manor CHC and Extension of Service Hours	Employer (DoH)	17 May 2022 1 meeting	Retained	Item remains on the agenda to track progress A Task Team was established.
15	Identification of Districts to be Visited for Distribution of Donations	Council	17 May 2022 2 meetings	Removed 24 May 2022	A Task Team was established to deal with the matter. The TT report was adopted on 24 May 2022.
16	Criteria for Identifying Qualifying Donations Recipients	Council	17 May 2022 2 meetings	Removed 24 May 2022	A Task Team was established to deal with the matter. The TT report was adopted on 24 May 2022.
17	Extension of Pharmacy Operating Hours to cover 12 hours during the week days, 5 hours on Saturdays, Sundays and Public Holidays	Employer (DoH)	09 June 2022 1 meeting	Retained	Item remains on the agenda to track progress A Task Team was established
18	Establishment of a Task Team to Monitor Implementation of PHSDSBC Resolutions	Council	09 June 2022 1 meeting	Retained	To itemize all Resolutions recently signed for progress reporting on the implementation.