

**Limpopo PHSDSBC Quarterly report
01 April 2022 -30 June 2022**

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 20 April 2022 - Limpopo Chamber Meeting Preceding the Council Annual General Meeting
- 2.2 15 June 2022-Limpopo Chamber

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

No.	Office Bearer Name	Constituency
1.	Mr Lesiba Monyaki (Chairperson)	Labour
2.	Ms Patricia Maenetja (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	20 April 2022 – Limpopo Chamber Meeting Preceding the Council Annual General Meeting	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	25 March 2022 100% Compliance.	None	The meeting was held successfully.	None
	15 June 2022 – Limpopo Chamber Meeting	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	30 May 2022 100% Compliance.	None	The meeting was held successfully.	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 20 April 2022	None

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)	20 April 2022 – Limpopo Chamber Meeting Preceding the Council Annual General Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100% Compliance	100%	Documents were compiled as per the prescribed timeline.	None
1.4	Minutes must be to the acceptable standard.	20 April 2022 – Limpopo Chamber Meeting Preceding the Council Annual General Meeting	100% Compliance	Minutes of 20 April 2022 will be adopted in the next chamber meeting preceding the Council Annual General Meeting to be convened in April 2023.	100% Compliance	None	None
		15 June 2022 – Limpopo Chamber Meeting	100% Compliance	Minutes of 15 June 2022 will be adopted in the next chamber meeting scheduled to convene in August 2022.	100% Compliance	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	Attendance of meetings by parties.	All parties must attend at least 90% of	100% attendance by all parties	0%	Parties to the Chamber are attending Chamber meetings.

meetings by both parties.		scheduled Chamber meetings.				
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	50%	-50%		Parties to the chamber are to submit their letters of credence post the Chamber Meeting Preceding the Council Annual General Meeting (AGM)

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS					
STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to the 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 before the meeting.	100% The agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.	0%	N/A

3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings.	0%	No agenda items were finalized within three (3) normal meetings.
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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. Labour hold Caucuses days before the meeting.	-50 %	Labour is convening their caucuses consistently and the employer is not.
3.4 Chamber Management Committee (CMC) must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance (Chamber Management committee must hold a meeting	Chamber Management Committee is holding meetings at least 30 minutes before	100%	None

		before the Chamber meeting).	the start of the Chamber meeting.		
			0%		

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 All parties have mandate to engage on the matters before the agenda.	0%	DENOSA, PSA, HOSPERSA, and the employer – DoH have submitted their 2022/23 letters of credence. The employer – DSD has not yet submitted their letters of credence.

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 had established implementation Monitoring Task Teams for new collective agreements.	No Task Team has been established currently to monitor any collective agreements.	N/A	The Limpopo Chamber doesn't have any Task Teams that monitor 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 and monitoring of 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.	Not reported in the Chamber.	N/A	Both DSD and DoH did not submit a 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	Nil	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 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 on 22 September 2021.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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.	Not yet submitted.	Zero	Not yet convened due to financial constraints.

5. Reporting on Industrial Action

No Industrial Actions were reported for the reporting period.

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.	Limpopo 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.

- N/A

7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	24-hour service in clinic: task-team monitoring	Organised Labour	08 December 2017 to 15 June 2021 Four (4) years and Nine (9) months	Removed	The item was finalised and removed from the agenda of the Chamber.
2.	Outstanding Cost Orders for the Council	PHSDSBC	31 October 2018 to 24 February 2022 Three (3) years and Four (4) months	Removed	The item was finalised and removed from the agenda of the Chamber.
3.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	31 October 2018 to date Three (3) years and Five (5) months	Retained	The agenda item should be retained pending the submission of a final report by the Employer at the level of the Chamber as well as at the level of the Collective Bargaining Committee.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
4.	Non-provision of Uniform and Cleaning Equipment for both the Department of Health and the Department of Social Development	NUPSAW	31 October 2018 to date Three (3) years and Five (5) months	Retained	The item should be removed given that the Employer had been providing continuous reports on the provision of uniform, however, Labour requested a final report on the matter before the item can be removed.
5.	Performance of Overtime in the Department of Health	PSA	31 October 2018 to date Three (3) years and Five (5) months	Retained	The item should be retained in order for the Employer to provide a final close out report.
6.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 to date Three (3) years and One (1) month	Retained	The Item should be removed given the report that the Employer had provided that it is currently embarking on a collaborative project for EMS Personnel to get the relevant CPD training via an Institution of Higher Learning. Supply Chain processes to that effect were currently underway.
7.	Dilapidated buildings posing a threat to occupational safety of members in Department of	NEHAWU	19 June 2019 to date 22 October 2021	Removed	The item should be escalated to the Coordinating Chamber of the PSCBC for the Limpopo Province (CCLP) for further

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Health and Department of Social Development –Limpopo		Two (2) years and Four (4) months		discussions. be on the agenda pending the feedback from the CCLP.
8.	Conversion of the DSD Bereavement Policy into a Collective Agreement	NEHAWU	19 June 2019 to date Two (2) years and Nine (9) months	Retained	The item should be retained on the agenda pending the conclusion of the collective agreement.
9.	Non supply of resources at Health institutions	PSA	29 August 2019 to 15 June 2021 One (1) year and ten (10) months	Removed	The item was finalised and removed from the agenda of the Chamber.
10.	Update on implementation of New Nursing Qualifications by Limpopo Nursing College	DENOSA	31 October 2019 to 15 June 2021 One (1) year and Eight (8) months	Removed	The item was finalised and removed from the agenda of the Chamber.
11.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an Agreement on the Payment of Annual Registration in respect of Health	PHSDSBC	21 February 2020 to date Two (2) years and Two (2) months	Retained	The item was introduced at the level of the Chamber in order to monitor the implementation of the resolution and provide progress reports at the level of the Council on a regular basis.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	and Social Development Professionals				
12.	Recruitment and training of Human Resources	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
13.	Deployment of Human Resources	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
14.	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	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
15.	Provision of Health Equipment, Sanitation Materials and Medical Supplies	PHSDSBC	25 June 2020 to 15 June 2021	Removed	The item was finalized and parties agreed to the removal of the it.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			One (1) year		
16.	Disposal of Waste and Sanitation of Equipment from Quarantine or Treatment Facility	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
17.	Identification and Establishment of Mortuaries that will Accommodate all CoVID-19 Mortal Remains	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
18.	Disposal of CoVID-19 Mortal Remains	PHSDSBC	25 June 2020 to 15 June 2021 One (1) year	Removed	The item was finalized and parties agreed to the removal of the it.
19.	Problems Faced by Social Workers in Various Social Development Institutions	NEHAWU	09 October 2020 to 15 June 2021 Eight (8) months	Removed	The item was finalized and parties agreed to the removal of the it.
20.	Implementation of the Limpopo Department of Health Structure	Organised Labour	28 October 2020 to 24 February 2022	Removed	The item is still being retained on the agenda of the Chamber for discussion by parties.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	without Consulting Organised Labour		One (1) year and Four (4) months		
21.	South Africa's Covid -19 Vaccine Roll – Out Strategy	PHSDSBC	25 February 2021 to 07 December 2021 Ten (10) months	Removed	The item was finalised and removed.
22.	Convening Employer and Labour Caucuses	PHSDSBC	25 February 2021 to date N/A	Standing agenda item	The item will be a standing item moving forward.
23.	Monitoring Tool for the Provision of the Psychosocial Support for Care of Carers	PHSDSBC	15 June 2021 to date Nine (9) months	Retained	The item is still being discussed by parties to the Chamber.
24.	Disclosure of Financial Interest through an Electronic System by the Employer - Department of Health	NEHAWU	19 August 2021 to 15 December 2021 Seven (7) months	Removed	The parties agreed that the item was misplaced and should be removed.
25.	Draft Policy on Admission and Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021	Removed	The policy was adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			4 months		
26.	Draft Policy on Programme Involvement and Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021 4 months	Removed	The policy was adopted.
27.	Draft Policy on Cell phone And Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021 4 months	Removed	The policy was adopted.
28.	Draft Policy on Prohibited Behaviour Management and Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021 date 4 months	Removed	The policy was adopted.
29.	Draft Policy on Community Participation and Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021 4 months	Removed	The policy was adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
30.	Draft Policy on Reportable Incident Policy and Guidelines for Secure Care Centres	DSD	19 August 2021 to 15 December 2021 4 months	Removed	The policy was adopted.
31.	Monitoring of the implementation of the Recommendations made by the PHSDSBC Task Team on PPT Terms and Conditions of Employment prior to transfer into EMS	DENOSA	22 October 2021 5 months	Retained	The item is still being discussed by parties to the Chamber.
32.	Translation of privately trained Enrolled Nurses to Professional Nurse Posts in the Department of Health - DENOSA	DENOSA	22 October 2021 to 15 December 2021 Two (2) months	Removed	Parties deadlocked
33.	Payment of Acting Allowance to Employees Acting on Higher Posts in the Department of Health	DENOSA	22 October 2021 to date Five (5) months	Retained	The item is still being discussed by parties to the Chamber.
34.	Collective Agreement on Arrangement of Working hours	DENOSA	07 December 2021 to date	Retained	The item is still being discussed by parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			Three (3) months		
35.	Proposed New Structure in line with Geographic Service Area (GSA) and Service Delivery Model (SDM)	DoH	07 December 2021 to date Three (3) months	Retained	The item is still being discussed by parties to the Chamber.
36.	Outsourcing of Limpopo Provincial Pharmaceutical Depot by Department of Health without Consultation with Organised Labour	Organised Labour	07 December 2021 to date Three (3) months	Retained	The item is still being discussed by parties to the Chamber.
37.	Ethics Management Policy	DSD	07 December 2021 to date Three (3) months	Retained	The item is still being discussed by parties to the Chamber.
38.	Non-payment of Cash Bonus for the Year 2021	Labour	07 December 2021 to 24 February 2022 Two (2) months	Removed	Parties deadlocked.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
39.	Draft Registry Policy (DoH)	DoH	24 February 2022 to date One (1) meeting	Retained	The draft policy is still on the agenda of the chamber for consultation.
40.	Covid-19 Contracts for Health Professionals	DENOSA	29 March 2022 to date One (1) meeting	Retained	The item is still on the agenda of the chamber for consultation by parties to the chamber.