

**Mpumalanga PHSDSBC Quarterly report**  
**01 April 2022 – 30 June 2022**

## 1. INTRODUCTION

This report is a presentation of the work performed by the Mpumalanga Chamber. The report covers the period 01 January 2022 – 31 March 2022.

### 2. Meetings in this Period

2.1 13 April 2022 – Chamber Meeting Preceding the Council Annual General Meeting.

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

No.	Office Bearer Name	Constituency
1.	Mr Thulani Masombuka (Chairperson)	Labour
2.	Mr Gerrie Mashile (Vice-Chairperson)	The Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Secretariat

#### 4. Chamber Administration

1. Mpumalanga 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).	13 April 2022  (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 meeting of the Chamber).	02 March 2022	None	The meeting was convened successfully	N/A.
1.2 Chamber Annual Reports to be submitted Forty-Five (45) days before the Council AGM.	N/A	100% Compliance  (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM).	N/A	N/A	The Chamber meeting preceding the Council AGM will be convened on 13 April 2022.	N/A
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)	13 April 2022  (Chamber Meeting)	100% Compliance  (Chambers meeting notice, agenda items and minutes must be sent out Ten (10) days before the meeting of the Chamber).	100% Compliance	0%	The actual documents were compiled and delivered for the physical chamber meeting.	N/A.

1.4 Minutes must be to the acceptable standard.	13 April 2022 (Chamber Meeting)	100% Compliance	Minutes of 13 April 2022, will be adopted in the next scheduled chamber meeting preceding the council Annual General Meeting to be convened in April 2023.	N/A	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%	Parties are fully in attendance in 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 (All Parties must produce the letters of credence for every chamber representative).	100%  Parties have submitted their letters of credence for the 2021/22 financial year.	0%	NEHAWU, DENOSA, PSA have submitted their letters of credence, the employer Department of Health and Social Development are still to submit their letters of credence.

### 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 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%	0%	None
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	0% Most of the agenda items were not finalized within three (3) meetings.	-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).	0% Compliance	-100%	No caucuses were convened by either the employer and organised labour for the reporting period.
3.2 Chamber Management Committee must have a	Number of meetings held	100% Compliance (Chamber Management	0%	100%	The chamber management committee does convene a meeting prior to chamber meetings.

meeting before the Chamber meeting.		committee must hold a meeting before the Chamber meeting).	Chamber Management Committee does not hold its meetings at least 30 minutes before the start of the Chamber meeting.		
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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  All parties have mandate to engage on the matters before the agenda.	0%	All parties have mandates to engage on the matters before the agenda.

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	N/A	N/A	The Mpumalanga Chamber does not have a Task Team established to monitor collective agreements.

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
		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.	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.

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.	Nil	N/A
6.2 Zero walk-out	The number of walk-out that occurred within	Report on walk outs that occurred within	No recorded walkout.	Nil	N/A



	the Chamber's jurisdiction.	the Chamber's jurisdiction.			
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 on 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 was forwarded to parties.	Not yet submitted.	Zero	The Labour Relations Training that was convened on May 2018.
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.

### 3. Reporting on Industrial Action

One (1) industrial action report has been submitted at this Chamber for the reporting period.

	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.	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

### 4. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

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

## 5. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	The Provincial Department of Health Organogram	DoH	12 November 2008 - To date  <b>Thirteen (13) years and Four (4) months</b>	Retained	The Employer should rework its approach in dealing with the organogram, the one possible approach being the establishment of a Task Team at the level of the Chamber in doing the work on the item and progress reports.
2.	Staff Shortage	HOSPERSA	11 June 2014- To date  <b>Seven (7) years and Nine (9) months</b>	Retained	The item should be retained as a standing item, given the continuous progress reports requested by Labour.
3.	Recruitment and Selection Policy	DoH	12 September 2017 to 21 July 2021  <b>Three (3) years and Nine (9) months</b>	Removed	The draft policy was finalised and adopted by the parties.
4.	Provincial Employee Sport and Recreation (ES&R) Policy	DoH	12 September 2017 to date	Retained	The draft policy should be removed given the challenges in reaching a consensus on certain clauses in the draft policy as well as

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			<b>Four (4) years and Five (5) months</b>		well as the mandating process by the Employer.
5.	Food Service Standard Operating Procedures	DoH	12 September 2017 to 16 September 2021  <b>Four (4) years</b>	Removed	The draft policy was finalised and adopted by the parties.
6.	Feedback on Nurses Translations	DENOSA and DoH	12 September 2017 to date  <b>Four (4) years and Five (5) months</b>	Retained	The agenda item should be retained, based on the progress reports being provided by the Employer
7.	Guidelines on the Education and Training of Nurses - DoH	DoH	15 March 2018 to 21 July 2021  <b>Three (3) years and four (4) months</b>	Removed	The draft policy was finalised and adopted by the parties.
8.	Draft Collective Agreement for the Translation of Employees who are not Nurses	DoH	08 March 2019 to date  <b>Three (3) years</b>	Retained	The draft collective agreement should be removed from the agenda of the Chamber, due to the fact that the Employer has not

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
					dealt with the recommendations that were provided by Parties to the Council.
9.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	08 March 2019 to 16 March 2022  <b>Three (3) years</b>	Retained	The agenda item should be removed, given the understanding that the Employer is not providing any CPD training to EMS Personnel due to a collaboration project that is currently underway by the Employer for the training to be provided by an Institution of Higher Learning.
10.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 to date  <b>Two (2) years and Eight (8) months</b>	Retained	The agenda item should be retained, pending the submission of a progress reports by the established Task Team dealing with the item.
11.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date  <b>Two (2) years and One (1) month</b>	Retained	The agenda item should be retained in order for the Employer to provide progress reports in terms of the implementation of the collective agreement.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
12.	Review of DSD Organisational structure	DSD	29 November 2019 to date  <b>Two (2) years and Four (4) months</b>	Retained	The item was introduced by the Employer – DSD for consultation processes to ensue. The item is currently on the agenda of the Chamber for discussion.
13.	Provision of Tools of Trade in the Department of Social Development	NEHAWU	09 October 2020 to date 26 November 2021  <b>One (1) year and One (1) month</b>	Removed	The item should still be retained on the agenda pending the provision of tools of trade to employees in the DSD as alluded to by the employer in its submission.
14.	Human Resource Training and Development Policy – DoH	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
15.	Learnership and Internship Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
16.	Study and Bursary Policy	DoH	27 November 2020 to 21 July 2021	Removed	The item has been adopted and finalised by parties

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			<b>Eight (8) months</b>		
17.	Bereavement Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
18.	SHERQ Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
19.	HIV and AIDS, STI'S and TB Management Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
20.	Health and Productivity Management Policy – DoH	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
21.	Accommodation Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
22.	Leave Policy – DoH	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
23.	Overtime Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
24.	Uniform Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
25.	Transformation-Diversity Policy	DoH	27 November 2020 to 21 July 2021  <b>Eight (8) months</b>	Removed	The item has been adopted and finalised by parties
26.	South Africa's Covid -19 Vaccine Roll – Out Strategy	PHSDSBC	16 March 2021 to date  <b>One (1) year</b>	Retained	To retain the item on the agenda pending the finalisation of the country's Covid-19 vaccine roll-out programme. Chambers form an integral part in ensuring that progress reports



NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
					are given at a national level for implementation purposes.
27.	Convening Employer and Labour Caucuses	PHSDSBC	N/A	Standing agenda item	The CBC took a decision for the item to be a standing agenda item for all the ten (10) Chambers.
28.	Monitoring Tool for the Provision of Psychosocial Support for Care of the Carers	PHSDSBC	21 July 2021 to 16 March 2022 <b>Eight (8) months</b>	Removed	The item was finalised at the level of the Council and therefore removed at the level of the Chamber.
29.	Human Resource Delegations for CEO's and District Managers in Institutions	PSA	21 July 2021 to date <b>Eight (8) months</b>	Retained	The item is retained on the agenda in order for the parties to go through consultative processes.
30.	Correct Placement of the Telecom Operators/Client Information Clerks as Per the DPSA Directives	PSA	21 July 2021 to date <b>Eight (8) months</b>	Retained	The item is retained on the agenda in order for the parties to go through consultative processes.
31.	Standardised shift work	DoH	26 November 2021 Date <b>Four (4) months</b>	Retained	

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
32.	Decentralised and deinstitutionalised management of multi drug resistant of TB service in Mpumalanga	DoH	26 November 2021 Date  <b>Four (4) months</b>	Retained	