

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

## 1. INTRODUCTION

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

## 2. Meetings in this Period

2.1. 06 April 2022 - National 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.	Ms Mabutho Sibanda (Chairperson)	Labour
2.	Mr Johannes Shogole (Vice-Chairperson)	Employer
3.	Ms Masedi Lonkokile (Chamber Secretary)	Chamber Secretary

#### 4. Chamber Administration

1. National 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).	06 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 Chamber meeting)	03 March 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  (All Chamber Annual Reports are submitted forty-five (45) days before the Council AGM) on or before 30 April 2016.	N/A	N/A	The draft chamber annual report was circulated to parties.	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	06 April 2022  (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	N/A	The meeting document was ready for distribution on the date of the physical meeting.	None

distributed beforehand)						
1.4 Minutes must be to the acceptable standard.	06 April 2022 (Chamber Meeting Preceding the Council Annual General Meeting)	100% compliance	The minutes of 06 April 2022 will be adopted in the next chamber meeting preceding the council annual general meeting scheduled to convene in April 2023.	N/A	None	N/A

## 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.	90%  All parties must attend at least 90% of scheduled Chamber meetings.	90%  HOSPERSA and DENOSA representatives are not attending	10%	The Employer (NDoH and NDSD), PSA and NEHAWU consistently attend chamber meetings.

			chamber 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.	0% Compliance (All Parties must produce the letters of credence for every chamber representative).	-100%		All parties to the chamber are yet to submit credence letters for the 2022/23 financial year.

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%	100%	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	0%  Number of Agenda items finalized within three (3) normal meetings.	-100%	No items were finalised within three (3) ordinary chamber meetings.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.2 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  The Employer is convening its caucuses and Organised is not convening their Caucuses.	-50 % Compliance.	The Employer is convening its own regular caucus meetings without formally requesting caucus meetings as per the PHSDSBC Resolution 4 of 2015 via the Secretariat.
3.3 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).	0%  Chamber Management Committee holds its meetings at least 30 minutes before the start of the Chamber meeting.	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  (Parties come in a meeting with mandated positions).	100% compliance	0%	All parties have mandate 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 collective agreements.	-100%	-100%	The National Chamber currently does not have any Task Team that is established 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	0%	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.

			Statutory Fee as well as the Implementation of Normal Grade Progression		
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<b>6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 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 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	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.

## 5. Reporting on Industrial Action

A nil report was submitted at this Chamber 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.	National 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.**

- No prominent issues at the level of the National Chamber currently.

## 7. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Transfer of Port Health Services.	NDoH	05 May 2015 to 07 July 2021  <b>Six (6) years and one (1) month</b>	Removed	The item has been finalized by the parties
2.	Monitoring of the Implementation of Clause 18.1 of the PSCBC Resolution 1 of 2012	NEHAWU	07 December 2018 to 07 July 2021  <b>Two (2) years and seven (7) months</b>	Removed	The item was finalised at the level by parties and thus removed.
3.	Matters and processes related to the move from Civitas	PSA	20 August 2019 to 16 February 2022	Removed	The item was finalised at the level by parties and thus removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			<b>Two (2) years and Seven (7) months</b>		
4.	Update on Organisational Review and Enhancement Process - NDSD	NDSD	12 November 2019 to date  <b>Two years (2) and four (4) months</b>	Retained	The item should be retained on the agenda of the Chamber for the Employer to provide progress reports at the level of the Chamber.
5.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date  <b>Two (2) years</b>	Retained	The draft policy should be retained pending finalisation.
6.	Integration of Employees in the NDoH	NEHAWU	09 March 2020 to date  <b>Two (2) years</b>	Retained	The agenda item should be retained, for progress reporting by the employer.
7.	Strategy to Protect the Health and Safety of Health Workers in the Face of the COVID-19 Pandemic	NDoH	12 August 2020 to 07 July 2021  <b>Eleven (11) months</b>	Removed	Parties agreed to the removal of the item from the agenda.
8.	Transfer of Forensic Chemistry Laboratories (FCL) from National Department of Health (NDOH) to	NDoH	04 December 2020 to 07 July 2021	Removed	Parties agreed to the removal of the item from the agenda.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	National Health Laboratory Services (NHLS)		<b>Seven (7) months</b>		
9.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	04 December 2020 to 09 September 2021  <b>One (1) year and three (3) months</b>	Retained	The item is currently on the agenda of the Chamber in order for the Employer – NDoH to provide reports on the implementation of the collective agreement for its qualifying employees, the said reports will also be tabled at the level of the Council for progress reporting. The NDoSD already finalised the item and submitted an endorsed Chamber report.
10.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an Agreement on the Payment of Annual Registration in respect of Health and Social Development Professionals	PHSDSBC	04 December 2020 to date  <b>One (1) year and four (4) months</b>	Retained	The item is currently on the agenda of the Chamber in order for the Employer to provide progress reports regarding the implementation of the collective agreement. Reports endorsed by the Chamber are expected to be tabled at the level of the Council for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
11.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	04 December 2020 to 03 December 2021  <b>One (1) year</b>	Removed	The Employer – NdoH tabled a response at the level of the Chamber reporting that it had no Emergency Medical Personnel that was employed by the NDoH. However, organised labour has requested to verify the submission by the Employer with its members prior to removal of the item from the agenda.
12.	Provision of Tools of Trade	NDSB	04 December 2020 to 03 December 2021  <b>One (1) year</b>	Removed	The item was re-introduced by the Employer and is currently on the agenda of the Chamber for the employer to provide progress reports on the provision of tools for employees in the department.
13.	Transport Allowances for National Department of Health (NDoH) Employees Moving from Civitas Building to Exarro Building	NEHAWU	04 December 2020 to 16 February 2022  <b>One (1) year and Two (2) months</b>	Removed	The item is currently on the agenda of the Chamber for consultation by parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
14.	South Africa's Covid -19 Vaccine Roll-Out Strategy	PHSDSBC	16 February 2021 to Date 24 March 2022  <b>One (1) year and Two (2) months</b>	Removed	The item was finalised and removed at the level of the Council, and thereafter removed from the agenda of the chamber.
15.	Convening of Employer and Labour Caucuses	PHSDSBC	<b>N/A</b>	Standing agenda item	The Collective Bargaining Committee (CBC) took a decision for the item to be a standing agenda item for all the ten (10) Chambers.
16.	Nomination Process of the Occupational Health and Safety (OHS) representatives in the National Department of Health	PSA	12 March 2021 to 07 July 2021  <b>Four (4) months</b>	Removed	Parties agreed to the removal of the item from the agenda.
17.	Office Allocation at Dr AB Xuma Building	NEHAWU	12 March 2021 to date  <b>One (1) year</b>	Retained	The item is currently on the agenda of the chamber for discussion by parties.
18.	PMDS 2019/20 – NDoH	NEHAWU	12 March 2021 to 03 December 2021  <b>Nine (9) months</b>	Removed	The item was finalised and removed from the agenda of the chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
19.	PMDS 2020/21 - NDoH	NEHAWU	12 March 2021 to 03 December 2021  <b>Nine (9) months</b>	Removed	The item was finalised and removed from the agenda of the chamber.
20.	Draft Review Policy and Procedure on Recruitment, Selection, and Appointments in the National Department of Social Development - NDS	NDS	07 July 2021 to date  <b>Eight (8) months</b>	Retained	The item is currently on the agenda of the chamber for discussion by parties
21.	Monitoring Tool for the Provision of Psychosocial Support for Care of Carers - PHSDSBC	PHSDSBC	07 July 2021 to 24 March 2022  <b>Eight (8) months</b>	Removed	The item is currently on the agenda of the chamber for discussion by parties
22.	Transport Provision for Employees in the National Department of Health (NDoH) to and from Dr A.B Xuma	NEHAWU	24 March 2022 to date  <b>One (1) meeting</b>	Retained	The item is still on the agenda of the chamber for discussion by parties to the chamber.