

**Northern Cape PHSDSBC Quarterly report
01 April 2022 to 30 June 2022**

INTRODUCTION

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

1. Meetings in this Period

- 2.1 08 April 2022- Northern Cape Chamber Meeting Preceding Council AGM
- 2.2 18 May 2022 -Northern Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Victor Selabe (Chairperson)	Labour (PSA)
2.	Mr Godfrey Davids (Vice Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. NORTHERN CAPE 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	08 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).	22 March 2022	+ 3 days	The meeting was not successfully held.	None
	18 May 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).	03 May 2022	+5 days	None	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 have been distributed beforehand	08 April 2022 (Chamber Meeting preceding Council AGM)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents prepared and ready prior to the meeting 100%	Zero (0)	The annual reports were prepared as prescribed.	None
	18 May 2022 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents prepared and ready prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed. .	None
1.3 Minutes must be to the acceptable standard.	08 April 2022 (Chamber Meeting preceding Council AGM)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next AGM meeting in 2023	N/A	None	None
	18 May 2022 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes still to be adopted in the next Chamber in July 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.	Parties attended the meetings	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).	Not all Parties tabled their authorized representatives	30%	The Employer (DoH), NEHAWU and PSA are yet to submit the 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 five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before	100% compliance All agenda items are submitted	There were no new agenda items were submitted to the Chamber, as	N/A	None

	the Chamber Meeting.	five (5) days before the meeting.	prescribed in the reporting period 100%		
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 item was finalized within three (3) normal meetings. 0%	100%	None

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	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 held their Caucus before the meeting. 100% Compliance	0%	None
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	Chamber Management Committee does not hold its meetings at least 30 minutes before the start	100%	None

		before the Chamber meeting).	of the Chamber meeting. 0% Compliance		
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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).	The Employer had the reports 0%	0% compliance	None

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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 is no Task Team at present 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 a Collective Agreements	Employer submit reports on Resolution 3 of 2019 are submitted to the Chamber	100%	The Employer currently provides reports of Resolution 3 of 2019.
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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	Next ExCo Chamber Management workshop will be in 2023.
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 submitted. yet	Zero	None
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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.	See the report	Nil	None
8.2 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	None
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.	None	Nil	None

4. Reporting on Industrial Action

The Employer (DoH & DSD) provided reports (see attached)

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.	Northern Cape Chamber							

5. Prominent Issues Requiring ExCo and/or Council Attention

There are no prominent issues that require ExCo/Council attention.

6. Lifespan of Agenda Items

NORTHERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
1.	Security in the Province	DENOSA, HOSPERSA, NEHAWU & PSA	13 July 2017 N/A	Retained as Standing Item	The item remains on the agenda of the Chamber as a standing item.
2.	Occupational Health and Safety	HOSPERSA	25 February 2014 N/A	Retained as Standing item	The item remains on the agenda of the Chamber as a standing item.
3.	Performance Management Development System and grade progression	The Employer	13 July 2017 N/A	Retained as Standing Item	The item remains on the agenda of the Chamber as a standing item.
4	Resolution 3 of 2007 Agreement on Implementation of Occupational Specific Dispensation (OSD) for Nurses	DENOSA	16 July 2019 2 years & 11 months 15 meetings	Retained	The items remain on the agenda to track progress.
5	Recognition of relevant experience on appointment for health professionals	DENOSA	10 October 2019 2 years & 8 months 14 meetings	Retained	The items remain on the agenda to track progress.
6	State of Hospitals, Clinics and District Offices compliance to the Occupational Health and Safety Act in the Northern Cape	PSA	29 November 2019 2 years & 7 months 13 meetings	Retained	The item remains on the agenda to track progress.
7.	Implementation of PSCBC Res. 1 of 2018, clause 6, de-linking of housing allowances for spouse, salary level 1 to 5	PSA	29 November 2019 2 years & 7 months 13 meetings	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
8	Implementation of Resolution 3 of 2019	Council	25 June 2020 2 years 12 meetings	Retained	The item remains on the agenda to track progress.
9	Delegation of financial authority to Namaqualand District Office for filling of Non-Clinical posts	PSA	10 September 2020 1 year & 9 months 10 meetings	Retained	The item remains on the agenda to track progress.
10	Namaqualand filling of posts unnecessary delayed.	PSA	10 September 2020 1 year & 9 months 10 meetings	Retained	The item remains on the agenda to track progress.
11	Human Resources Plan for Health in Northern Cape	PSA	10 September 2020 1 year & 9 months 10 meetings	Retained	The item remains on the agenda to track progress.
12	Non-existence of Oversight Committee on OHS and COVID 19	PSA	10 September 2020 1 year & 9 months 10 meetings	Retained	The item remains on the agenda to track progress.
13	Cell phone and Airtime Provision for Social Service Professionals	NEHAWU	05 October 2020 1 year & 8 months 10 meetings	Retained	The item remains on the agenda to track progress.
14	Laptop and Data provision for Social Service Professionals	NEHAWU	05 October 2020 1 year & 8 months 10 meetings	Retained	The item remains on the agenda to track progress.
15.	State of DSD Infrastructure (Office Space including Consultation Rooms for Social Service	NEHAWU	05 October 2020 1 year & 8 months 10 meetings	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
	Professionals)				
16	Provision of GG Vehicles (Break down per Province, District/Region, Local/ Service, Office and Institution	NEHAWU	05 October 2020 1 year & 8 months 10 meetings	Retained	The item remains on the agenda to track progress.
17	Approval for Schemes A & B Vehicles	NEHAWU	05 October 2020 1 year & 8 months 10 meetings	Retained	The item remains on the agenda to track progress.
18.	South Africa's COVID-19 Vaccine Roll-Out Strategy	Council	19 May 2021 1 year & 1 month 6 meetings	Retained	The item remains on the agenda to track progress.
19	New DSD Provincial Organogram and the Implementation thereof	HOSPERSA	19 May 2021 1 year & 1 month 6 meetings	Retained	The item remains on the agenda to track progress.
20	Psychosocial Support for Health Workers	Council	08 July 2021 11 months 5 meetings	Retained	The item remains on the agenda to track progress.
21	Tabling of the Draft Northern Cape Department of Health Organogram-Reinstated	Employer (DoH)	24 February 2022 4 Months 2 meetings	Retained	The item is dealt with through a multilateral meeting