



2022-2023

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PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

CHAMBERS' **ANNUAL REPORT**



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

**THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL'S
CHAMBERS REPORTS**

1. INTRODUCTION

This report reflects on the performances of the Provincial and National Chambers covering the period from 01 April 2022 to 31 March 2023.

2. CHAMBERS LEGISLATIVE BACKGROUND

The Chambers of the Public Health and Social Development Sectoral Bargaining Council (Chambers) derive their legislative scope from two (2) sources, namely, the Constitution of the PHSDSBC and Resolution 4 of 2015 – Agreement on operations of Chambers.

Chambers are established in terms of clause 16 of the PHSDSBC constitution to deal with matters and to conclude agreements on issues that are exclusively applicable to employees employed in the province and national departments for which the Chamber was established; provided that such agreements do not conflict with any collective agreement concluded in Council and that it does not apply to more than one (1) province and national departments.

The Resolution 4 of 2015 – Agreement on operations of Chambers, is a collective agreement that sets out to align PHSDSBC Chambers in each province and at a national level, in terms of Clause 16 of the PHSDSBC Constitution (the Constitution).

The objectives of the Health & Social Development Chambers are to:

- (a) Maintain and promote labour peace;
- (b) Prevent and resolve labour disputes;
- (c) Promote collective bargaining under the powers delegated to it by the Council and the PHSDSBC Constitution;
- (d) Conduct research, analyze and survey education, subject to approval by the Council; and
- (e) Promote training and build capacity

Chambers also have a responsibility to:

- a) Refer matters that fall outside its scope, and which matters should be dealt with by the PHSDSBC or the PSCBC, to the General Secretary;
- b) Deal with such matters and conclude agreements, referred or delegated to it terms of the Constitution;

- c) Conclude agreements on matters applicable to employees employed in the area or sector for which the Chamber was established, falling within the scope, power and functions of the executive authority of the relevant organizational component of an employer represented in that Chamber, provided that such agreements may not conflict with any collective agreement concluded in the PHSDSBC or the PSCBC, and may not apply to more than one province.
- d) Periodically establish and disestablish task teams as required for a specific program identified by the Chamber.
- e) Refer agreements reached within the Chamber to the PHSDSBC for endorsement and/or extension, failing which such collective agreement concluded at a Chamber shall be of no force and effect unless ratified by the Council in terms of the Constitution;
- f) Report on its activities to the Council on a quarterly basis and Implement and monitor agreements reached at the Council level.

3. STRATEGIC PRIORITIES

3.1 Goals

The Council identified the following strategic goals in its annual performance plan for all its structures:

- 3.1.1** To manage the development of efficient and effective bargaining processes through adherence to the prescribed turnaround times and in compliance to the norms and standards.
- 3.1.2** To manage the development of Chambers into active and valuable structures that advances the work of the Council.
- 3.1.3** To manage the process of ensuring consultation and adoption of policies.
- 3.1.4** To manage the implementation of a comprehensive Chamber Monitoring and Evaluation tool,
- 3.1.5** To maintain and promote labour peace by ensuring frequent and consistent reporting on industrial action.

4. CHAMBERS INFORMATION

There are nine (9) provincial Chambers and one (1) National Chamber established for National Departments of Health and Social Development. The Chambers Management Committees are tabulated hereunder as constituted for 2022/23 period.

Table 1: Chambers Management Committees

	Name of Chambers	Office Bearers		Parties to the Chamber		Venues for meetings
		Chairperson	Vice Chairperson	Labour	Employer	
1.	National	Mr. Mabutho Sibande (Labour)	Mr Johannes Shogole (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Pretoria
2.	Eastern Cape	Mr. Sivuyile Mange (Labour)	Mr. Mnyamezeli Bomeni (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	East London
3.	Free State	Mr Thabang Molise (Employer)	Mr Benjamin Malgas (Labour)	DENOSA HOSPERSA NEHAWU PSA	Department of Health and Department of Social Development	Bloemfontein
4.	Gauteng	Mr. Philemon Meko (Employer)	Mr Poni Rakgalakane (Labour)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Pretoria
5.	Kwa-Zulu Natal	Mr Thulani Gabela (Labour)	Mr Nkululeko Hlongwane (Employer)	DENOSA HOSPERSA NEHAWU	Department of Health and Department of Social Development	Pietermaritzburg

	Name of Chambers	Office Bearers		Parties to the Chamber		Venues for meetings
		Chairperson	Vice Chairperson	Labour	Employer	
				NUPSAW PSA		
6.	Limpopo	Mr. Lesiba Monyaki (Labour)	Mr Patricia Maenetja (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Polokwane
7.	Mpumalanga	Mr. Thulani Masombuka (Labour)	Mr. Mr Gerrie Mashile (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Witbank and Ermelo
8.	Northern Cape	Mr Victor Selabe (Labour)	Mr Godfrey Davids (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Kimberley
9.	North West	Mr Mziwake Seleke (Labour)	Mr Nick Maibi (Employer)	DENOSA HOSPERSA NEHAWU NUPSAW PSA	Department of Health and Department of Social Development	Mafikeng and Rustenburg

	Name of Chambers	Office Bearers		Parties to the Chamber		Venues for meetings
		Chairperson	Vice Chairperson	Labour	Employer	
10.	Western Cape	Mr Craig Appels (Labour)	Ms Liesl Strauss (Employer)	DENOSA HOSPERSA NEHAWU PSA	Department of Health and Department of Social Development	Cape Town

5. MANAGING THE DEVELOPMENT OF EFFICIENT AND EFFECTIVE BARGAINING PROCESSES THROUGH ADHERENCE TO THE PRESCRIBED TURNAROUND TIMES AND IN COMPLIANCE TO THE NORMS AND STANDARDS.

In terms of this strategic priority, the planned target for the total number of ordinary chamber meetings was a minimum of six (6), that had to be coordinated in compliance with norms and standards, including the performance management and evaluation tool.

The PHSDSBC Resolution 5 of 2015 provides for coordination of caucuses prior to the mandatory Council and Chamber meetings to ensure that the environment is conducive for expeditious negotiations and meaningful engagement

The tables below reflect the number of meetings held per Chamber, the attendance by each party to the Chamber and the number of caucus meetings convened under the reporting period. The breakdown of the meetings is reflected hereunder.

5.1 THE QUORUM STATUS OF THE MEETINGS

Table 2: Quorate and Non-Quorate Status of Chamber Meetings

Ordinary Chambers Meetings			Special Chambers Meetings	
Chambers	Quorum Achieved	Did not quorate	Quorum Achieved	Did not quorate
1. Eastern Cape	5 meetings	-	1 meeting	-
2. Free State	5 meetings	1 reconvened meeting	1 meeting	-
3. Gauteng	6 meetings	-	2 meetings	-
4. KwaZulu-Natal	6 meetings	-	4 meetings	-
5. Limpopo	6 meetings	-	1 meeting	-
6. Mpumalanga	6 meetings	-	2 meetings	-
7. National	5 meetings	-	1 meeting	-
8. Northern Cape	6 meetings	-	3 meetings	-
9. North West	6 meetings	-	3 meetings	-
10. Western Cape	6 meetings	-	2 meetings	-

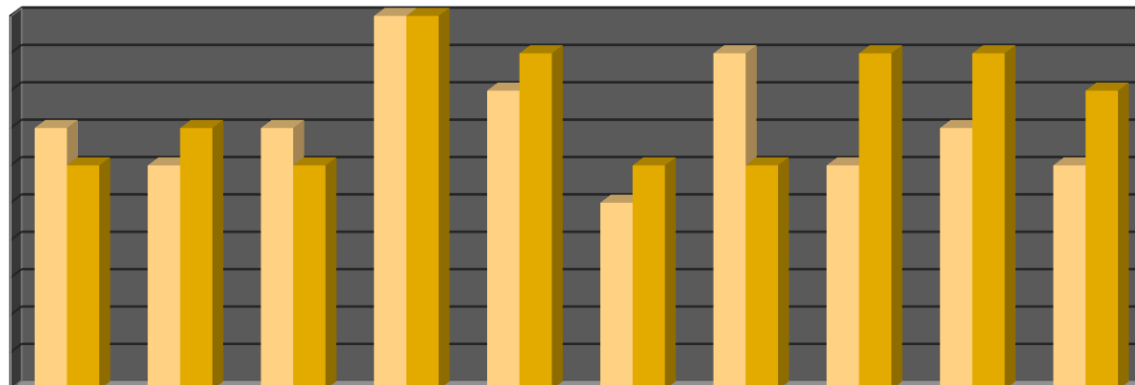
Table 3: Attendance by Parties

Parties	National	Eastern Cape	Free State	Gauteng	Kwa-Zulu Natal	Limpopo	Mpumalanga	Northern Cape	North West	Western Cape
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DENOSA	0/6	6/6	6/7	8/8	10/10	7/7	8/8	9/9	9/9	7/8
HOSPERSA	3/6	6/6	7/7	7/8	10/10	7/7	8/8	9/9	9/9	8/8
NEHAWU	6/6	6/6	5/7	7/8	9/10	7/7	8/8	9/9	8/9	7/8
NUPSAW	0/6	4/6	0/7	6/8	8/10	5/7	7/8	7/9	6/9	0/8
PSA	6/6	6/6	6/7	8/8	10/10	7/7	8/8	7/9	9/9	8/8
The Employer (Health)	6/6	6/6	7/7	8/8	10/10	7/7	8/8	9/9	9/9	8/8
The Employer (DSD)	6/6	6/6	7/7	8/8	9/10	7/7	8/8	9/9	9/9	8/8

Graph 1: Chambers Year on Year Meetings comparisons

Chamber Meeting Comparison : 2021/22 and 2022/23



	EC	FS	GP	KZN	LP	MPU	NAT	NC	NW	WC
2021/2022	7	6	7	10	8	5	9	6	7	6
2022/2023	6	7	6	10	9	6	6	9	9	8

- 1) The graph above reflects comparison of the number of meetings convened between the 2021/22 and 2022/23 reporting periods.
- 2) Most of the Chambers, with the exception of Eastern Cape and National, had their six (6) ordinary meetings, in compliance with norms and standards and the performance management tool.
- 3) The extra meetings that some Chambers had were necessitated by urgent agenda business for special meetings. Some of the meetings were convened virtually.

4) Table 4 below reflects the number of caucus meetings convened by each party to the Chamber in the reporting period.

Table 4: Caucus Meetings Convened by Parties

2022/23 CAUCUS MEETINGS CONVENED PRIOR TO NORMAL CHAMBER MEETINGS				
No.	Name of the Chamber	Target Number of Caucus Meetings	Actual Number of Caucus Meeting Convened Per Party	
			Employer	Labour
1.	Eastern Cape	6 meetings	4 meetings	3 meetings
2.	Free State Chamber	6 meetings	5 meetings	3 meetings
3.	Gauteng	6 meetings	6 meeting	6 meeting
4.	KwaZulu Natal	6 meetings	5 meetings	3 meetings
5.	Limpopo	6 meetings	1 meeting	4 meetings
6.	Mpumalanga	6 meetings	0 meeting	1 meeting
7.	National	6 meetings	5 meetings	0 meeting
8.	Northern Cape	6 meetings	5 meetings	6 meetings
9.	North West	6 meetings	4 meetings	1 meeting

2022/23 CAUCUS MEETINGS CONVENED PRIOR TO NORMAL CHAMBER MEETINGS				
10.	Western Cape	6 meetings	5 meetings	4 meetings

6. FACILITATE THE DEVELOPMENT OF CHAMBERS INTO ACTIVE AND VALUABLE STRUCTURES THAT ADVANCES THE WORK OF THE COUNCIL AND MANAGE THE COORDINATION OF RELEVANT SPECIAL PROJECTS AND OTHER SPECIAL ACTIVITIES - WORKSHOPS AND CAPACITY TRAINING INTERVENTIONS.

This strategic priority tracks Council’s efforts and intervention through workshops and capacity training interventions.

Table 5: Executive Committee (ExCo) Chambers’ Interventions

The North West Chamber requested the intervention of the ExCo to resolve the challenges parties were facing. The Council agreed to conduct a Relationship by Objectives (RBO) that is set to take place on 30 and 31 May 2023.

Purpose	Chambers	Date
Chambers Capacity Building Workshop on Protection of Personal Information Act (POPI Act) The POPI Act Workshop facilitated by Information Regulator (South Africa) was convened through webinar for all the Chambers The workshop aimed at ensuring a common understanding of this important piece of legislation throughout the Chambers.	All Chambers	07 September 2022

7. ASSIST IN THE FACILITATION PROCESS OF ENSURING THE CONSULTATION ON AND THE ADOPTION OF POLICIES

This strategic priority tracks the extent through which the Chamber meetings yield meaningful collective bargaining progresses in the form of policy consultation and adoption.

Below is the graphic depiction of the number of policies consulted on and those adopted per Chamber for the reporting period.

Table 6: Chamber Policies

The table below details all policies that were consulted on and those adopted following consultation at the Chambers in the reporting period.

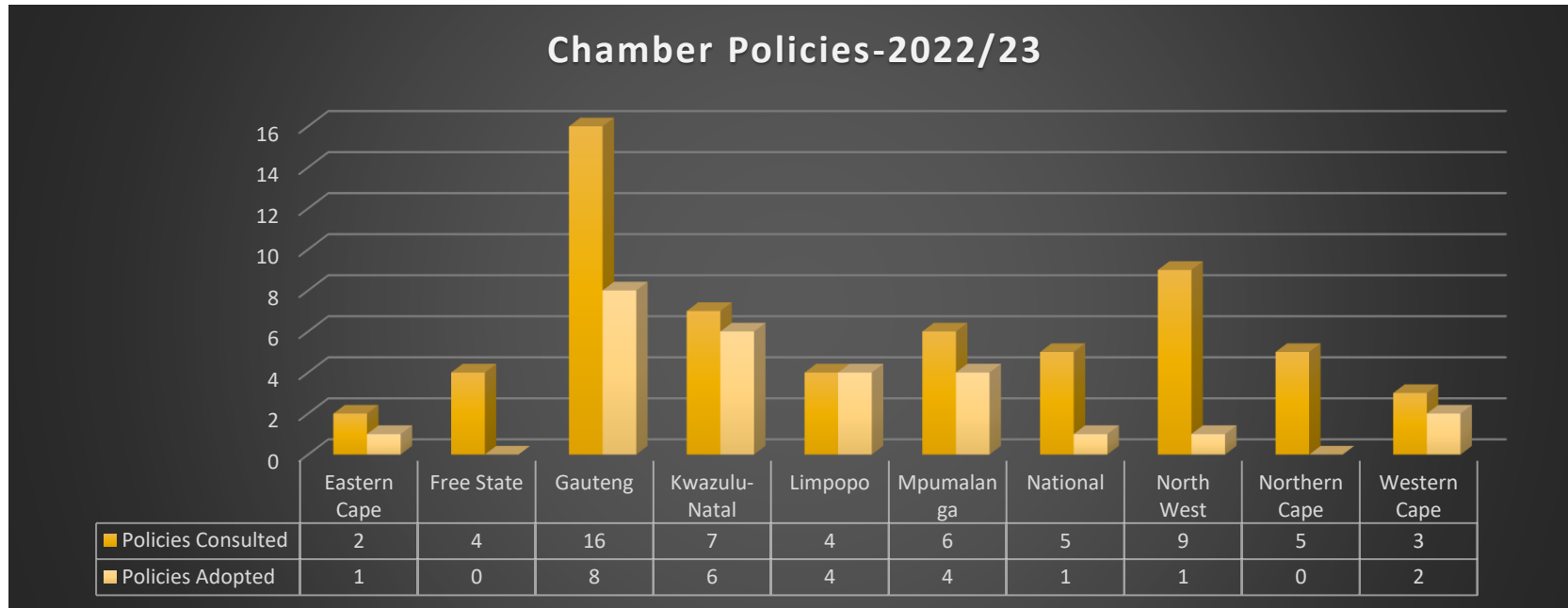
Chambers	Policies Tabled for Consultation	Adopted Policies
Eastern Cape	<ol style="list-style-type: none"> 1. Draft Personal Protective Equipment Policy – DoH 2. Draft Bursary Policy – DoH 	<ol style="list-style-type: none"> 1. Draft Personal Protective Equipment Policy – DoH
Free State	<ol style="list-style-type: none"> 1. Safety Health Environment Risk & Quality (SHERQ) Management Policy-DoH 2. Policy on the Management of HIV & AIDS, TB and STI in the Workplace-DoH 3. The Management of Health and Productivity Programmes Policy- DoH 4. Employee Wellness Policy -DoH 	None
Gauteng	<ol style="list-style-type: none"> 1. Draft Bursary Policy – DoH 2. Draft Policy Regarding the Management of Official Hours of Work- DoH 3. Draft Policy Regarding Prevention and Management of Pressure Injuries - DoH 4. Draft Resettlement Policy – DoH 5. Draft Special Leave Policy – DoH 6. Draft Commuted Overtime Policy – DoH 7. Draft Recruitment and Selection Policy – DoH 8. Incident Management Reporting Policy- DSD 9. Draft Access Control Policy and guidelines – DoH 10. Draft Labour Relations Policy and Guidelines – DoH 11. Draft Vehicle Parking Policy – DSD 12. Draft Picketing Rules Policy – Gauteng DoH - (to be converted into a Gauteng Chamber Resolution) 	<ol style="list-style-type: none"> 1. Draft Labour Relations Policy and Guidelines – DoH 2. Draft Picketing Rules Policy – Gauteng DoH - (to be converted into a Gauteng Chamber Resolution) 3. Draft Overtime Policy – DoH 4. Draft Review on Gauteng Department of Health Guidelines on the Management of Consultative Structure Meetings – DoH 5. Draft Guidelines on Acting in Higher Post – DoH 6. Draft Visitation Policy- DSD 7. Incident Management Reporting Policy- DSD 8. Draft Access Control Policy and guidelines - DoH

	<ul style="list-style-type: none"> 13. Draft Overtime Policy – DoH 14. Draft Review on Gauteng Department of Health Guidelines on the Management of Consultative Structure Meetings – DoH 15. Draft Guidelines on Acting in Higher Post – DoH 16. Draft Visitation Policy- DSD 	
KwaZulu Natal	<ul style="list-style-type: none"> 1. Normal Sick Leave Policy –DoH 2. Paternity Leave Policy –DoH 3. Sabbatical Leave Policy-DoH 4. Attendance Register Policy-DoH 5. Subsistence and Travel Policy-DoH 6. Resettlement Expenditure Policy-DoH 7. Departmental Other Remunerative Work Outside the Public Service (ORWOPS) Policy 	<ul style="list-style-type: none"> 1. Normal Sick Leave Policy –DoH 2. Paternity Leave Policy –DoH 3. Sabbatical Leave Policy-DoH 4. Attendance Register Policy-DoH 5. Subsistence and Travel Policy-DoH 6. Resettlement Expenditure Policy-DoH
Limpopo	<ul style="list-style-type: none"> 1. Draft Policy on Reportable Incident Policy and Guidelines for Secure Care Centres- DSD 2. Draft Policy on Community Participation and Guidelines for Secure Care Centres- DSD 3. Draft Ethics Management Policy – DSD 4. Draft Registrar Policy – DoH 	<ul style="list-style-type: none"> 1. Draft Policy on Community Participation and Guidelines for Secure Care Centres- DSD 2. Draft Policy on Reportable Incident Policy and Guidelines for Secure Care Centres- DSD 3. Draft Ethics Management Policy – DSD 4. Draft Registrar Policy – DoH
Mpumalanga	<ul style="list-style-type: none"> 1. Draft Translation Policy – DoH 2. Study and Bursary Policy – DoH 3. Provincial Employee Sport and Recreation Policy – DoH 4. Special Leave Policy – DoH 5. Staff Accommodation Policy – DoH 	<ul style="list-style-type: none"> 1. Provincial Employee Sport and Recreation Policy – DoH 2. Special Leave Policy – DoH 3. Staff Accommodation Policy – DoH 4. Resettlement Policy - DoH

	6. Resettlement Policy – DoH	
National	<ol style="list-style-type: none"> 1. National Department of Health Bereavement and Hospitalisation Policy - DoH 2. Policy on Office Allocation at Dr A.B Xuma - DoH 3. Occupational Health and Safety Policy – DoH 4. Draft Review Policy and Procedures on Recruitment, Selection and Appointments in the National Department of Social Development 	<ol style="list-style-type: none"> 1. Draft Review Policy and Procedures on Recruitment, Selection and Appointments in the National Department of Social Development
Northern Cape	<ol style="list-style-type: none"> 1. Bursary Policy-DSD 2. Acting Allowance Policy-DSD 3. Transport Policy -DSD 4. Overtime Policy-DSD 5. Bereavement Policy-DSD 	None
North West	<ol style="list-style-type: none"> 1. Draft Policy on Education Training and Development (DSD) 2. Draft Governance Structures Policy -DSD 3. Draft Remote and Home Working Policy -DSD 4. Draft Wellness Policy-DSD 5. Head Office Parking Policy-DoH 6. Personnel Security Policy-DoH 7. Sexual Harassment-DoH 8. Patient Transfer and Escorting of patients Policy-DoH 9. Use of Social media Policy – DoH 	<ol style="list-style-type: none"> 1. Draft Wellness Policy -DSD

Western Cape	<ol style="list-style-type: none"> 1. Policy Framework on State Residential Accommodation-DoH 2. Policy on Managing Accidental Occupational Exposure to Bloodborne Pathogens 3. Safety, Health, Environment, Risk and Quality (SHERQ) Policy 	<ol style="list-style-type: none"> 1. Policy Framework on State Residential Accommodation-DoH 2. Policy on Managing Accidental Occupational Exposure to Bloodborne Pathogens
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Graph 2: Number Policies Consulted on and Adopted



8. MANAGING THE PROMOTION AND MAINTENANCE OF LABOUR PEACE BY ENSURING FREQUENT REPORTING ON INDUSTRIAL ACTION

This strategic priority seeks to manage the maintenance of labour peace and relationships among the parties. Consequently, Chambers in their ordinary meetings are required to report any industrial action that would have taken place in the province.

The report details the type of the industrial action embarked upon; reasons for industrial action; the date it took place; the trade unions and institutions involved, the categories of employees involved and the duration of the industrial action.

Below is the tabulation on the number of reports and nature of industrial action that each Chamber submitted.

Table 6: Industrial Action Reports

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
Free State	OR Tambo Clinic, Senekal	Unsatisfied personnel	None		✓	08 nursing staff, 02 pharmaceutical, 02 cleaners and 3 administration staff		Quarter 1 The Industrial Action took place on 11 May 2022
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD Submitted a Report which indicates that there was no industrial action
	Boitumelo Hospital	Late payment of overtime allowance	DENOSA, HOSPERSA & NEHAWU		✓	Not provided	Cleaners, Porters, Household Aid I Security officers	Quarter 2 The Industrial Action (Strike) took place on 08 & 09 August 2022
	Pelonomi Hospital	COSATU & SAFTU -Socio-economic protest action	NEHAWU	✓		Not provided	Cleaners, Porters, Household Aid, Security officers & Admin Clerks	The Industrial Action (march) took place on 24 August 2022

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	Lejweleputswa District Office	COSATU /SAFTU- Socio-economic protest action	NEHAWU	✓		Not provided	Cleaners, Security officers & Admin Clerks	The Industrial Action (march) took place on 24 August 2022
	Mangaung District Office	COSATU/SAFTU - Socio-economic protest action	NEHAWU	✓		Not provided	Cleaners, Security officers & Admin Clerks	The Industrial Action (march) took place on 24 August 2022
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD Submitted a Report which indicated that there was no industrial action
	Bophelo House	Salary increase	PSA	✓		4	Not provided	Quarter 3 The Industrial Action took place on 10 November 2022 (DoH)
	Mangaung District	Salary increase	PSA	✓		66	Not provided	The Industrial Action took place on 10 November 2022 (DoH)
	Thabo Mofutsanyana District	Salary increase	PSA	✓		2	Not provided	The Industrial Action took place on 10 November 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	File Dabi District	Salary increase	COSATU affiliates	✓		10	Not provided	The Industrial Action took place on 22 November 2022 (DoH)
	Mangaung District	Salary increase	COSATU affiliates	✓		29	Not provided	The Industrial Action took place on 22 November 2022 (DoH)
	Thabo Mofutsanyana District	Salary increase	COSATU affiliates	✓		2	Not provided	The Industrial Action took place on 22 November 2022 (DoH)
	Province Districts	Wages	COSATU SAFTU	✓		Nil	Nil	The Industrial Action took place on 01 - 02 December 2022 (DSD)
	Province Districts	Wages	PSA	✓		Nil	Nil	The industrial action was continuous from 03 November 2022 (DSD)
	Boitumelo Hospital	Staff shortage and non-payment of overtime	PSA NEHAWU DENOSA HOSPERSA		✓	227	Nurses, Cleaners, Security officers, Porters, Food service aids and Pharmacists.	Quarter 4 The Industrial Action took place on 02 - 06 February 2023 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
KwaZulu Natal	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 1 The Employer (DoH & DSD) Submitted Reports indicating that there was no industrial action
	Phoenix Mortuary	Lack of PPEs and working conditions	NEHAWU		✓	15 employees	All categories	Quarter 2 Work Stoppages took 3 hours on 25 July 2022
	KwaMashu CHC	Alleged corruption (Systems Department)	NEHAWU		✓	13 employees	Not provided	Work Stoppages took 2 hours on 01 August 2022
	Greys Hospital	Poor working conditions & lack of resources	NEHAWU		✓	50	Not Provided	The Industrial Action took place on 16 September 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD Submitted a Report which indicated that there was no industrial action
	Wentworth, Prince Mshiyeni, General Gizenga Mpanza, Pomeroy.	Public servant's wages and conditions of service	PSA	Picketing ✓		22	Various categories	Quarter 3 The Industrial Action took place on 10 November 2022 (DoH)
	Dundee, General Gizenga Mpanza, King Edward, Osidisweni, Wentworth.	Public servant's wages and conditions of service	COSATU FEDUSA SAFTU	Picketing ✓		147	Various categories	The Industrial Action took place on 22 November 2022 (DoH)
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
	Health facilities falling under Ethekweni, Ilembe, and uMgungundlovu districts.	Salary negotiations	NEHAWU	✓		+953	Various Categories	Quarter 4 The Industrial Action took place on 06 - 13 March 2023 (DoH)
	Head Office situated in 174 Mayor's Walk Street	Public service wage negotiations	NEHAWU	✓		Nil	Nil	The Industrial Action took place on 08 - 14 March 2023 (DSD)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	Head Office situated in 208 Hoosen Haffejee Street	Public service wage negotiations	NEHAWU	✓		Nil	Nil	The Industrial Action took place on 09 March 2023 (DSD)
	Head Office situated in 205 Pietermaritzburg Street	Public service wage negotiations	NEHAWU	✓		Nil	Nil	The Industrial Action took place on 09 March 2023 (DSD)
North West	Witrand Hospital	Dissatisfaction about implementation of PMDS	NEHAWU		✓	Was still not determined at the point of reporting		Quarter 1 The Industrial Action took place from 31 March 2022. 1, 4, 7 & 8 April 2022 (5 days)
	Potchefstroom Hospital	Dissatisfaction about implementation of PMDS	NEHAWU		✓	Was still not determined at the point of reporting		The Industrial Action took place from, 5-8 April 2022 (05 days)
	Mafikeng Hospital	Demand for PMDS outcomes	NEHAWU		✓	Was still not determined at the point of reporting		The Industrial Action took place on 11 -12 April 2022 (02 day) DSD Submitted a Report which indicates that there was no industrial action

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	-Witrand Hospital -Klerksdorp/Tshepong Hospital -Mafikeng Hospital -Brits Hospital -Moses Kotane Sub-District -Medical Depot	Socio-economic protest action in terms of S77	COSATU/SAFTU	✓		56 employees	Not provided	Quarter 2 The Industrial Action (march) took place on 23 & 24 August 2022
	DSD Head Office & Districts	Socio-economic protest action in terms of S77	COSATU/SAFTU	✓		11 employees	Admin and Social Services	The Industrial Action (march) took place on 24 August 2022
	DSD Head Office	OHS issues	NEHAWU PSA NUPSAW		✓	84	Not provided	Quarter 3 The Industrial Action took place on 07 - 15 October 2022 (DSD)
	Dr KK District, Bojanala District, Mmabatho Medical Stores.	Socio economic strike	COSATU FEDUSA SAFTU	✓		190	Not provided	The Industrial Action took place on 22 November 2022 (DoH)
	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4 The Employer (DoH & DSD) submitted a report indicating that there was no industrial action

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
Northern Cape	Warrenton CHC	Tools of trade not available	DENOSA		✓	Approximately 50	All categories of employees	<p>Quarter 1</p> <p>The industrial action was a continuous go - slow from 22 February 2022</p> <p>DSD Submitted a Report which indicates that there was no industrial action</p>
	Henrietta Stockdale Nursing College	Tuition, books, accommodation and general complaints about management	YNITU		✓	100	Students and employees	<p>Quarter 2</p> <p>The industrial action (strike) took place from 02 -25 August 2022. Parties debated the reporting and addressing of a union not recognized by the MEC.</p>
	ZFM DSD District office officials belonging to the SSP designations	Concerns related to GBV affecting officials	No specific union mentioned or took responsibility/ a group of concerned officials		✓	Nil	Nil	<p>The industrial Action took place on 03 August 2022. NEHAWU indicated that it participated in</p>

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
								the strike even though it was not leading it.
	DSD	Section 77 Protest Action: National Stay-Away or Socio-Economic Strike	SAFTU & COSATU	✓		Nil	Nil	The Industrial Action (march) took place on 23-24 August 2022
	MEC Office	Shortage of staff Unready ambulances Overtime	HOSPERSA		✓	+200	EMS personnel	Quarter 3 The Industrial Action took place on 28 October 2022 (DoH)
	JTG-EMS	Lack of equipment Overtime	HOSPERSA		✓	20	EMS personnel	The Industrial Action took place in October 2022 (DoH)
	Kuruman Hospital	Leaking of roof	NEHAWU		✓	10	Nil	The Industrial Action took place in October 2022 (DoH)
	Harry Surtle Hospital	Salary increase	NEHAWU	✓		60+	Cleaners, Porters, Drivers and EPWP.	The Industrial Action took place on 31 October 2022 (DoH)
	Henrietta Stockdale Nursing College	Worm in food of a student	YNITU		✓	28	Students	The Industrial Action took place on 08 - 14 November 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	ZFM Office, De Aar, LPOS, Social Welfare.	Increase of salary		✓		12	Not provided	The Industrial Action took place on 10 November 2022 (DSD)
		EMS	HOSPERSA		✓	Not provided	EMS personnel	Quarter 4 The Industrial Action took place on 03 February 2023 (DoH)
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
Western Cape	Groote Schuur Hospital	Utilising of outsourced organisations and non-filling of vacant positions	NEHAWU	Picket ✓		50 (Various officials)		Quarter 1 The Industrial Action (took place on 18 May 2022 (01 day)
	Khayelitsha Hospital	Working conditions and challenges with management at the institution	NEHAWU	Picket ✓		30 (Various officials)		The Industrial Action took place on 18 May 2022 (01 day)
	DOHW	Working conditions and challenges with management	NEHAWU		✓	3 (support staff officials)		The Industrial Action took place on 24 May 2022 (01 day)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
		at Khayelitsha Hospital and non-filling of vacant posts at Groote Schuur Hospital						
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD Submitted a Report which indicates that there was no industrial action
	Department of Health and Wellness	The Protest Action against violence in Cape Town and the Western Cape holistically, in conjunction with high petrol prices	Not indicated		✓	1	Driver	Quarter 2 The Industrial Action took place on 04 August 2022
	Department of Health and Wellness	Section 77 Protest Action: National Stay-Away or Socio-Economic Strike	SAFTU & COSATU	✓		1	Administration Clerk	The Industrial Action (march) took place on 23-24 August 2022
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD Submitted a Report which indicates

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
								that there was no industrial action
	Department of Health and Wellness	Section 77 Protest Action: National Stay-Away or Socio-Economic Strike	COSATU	✓		Nil	Nil	Quarter 3 The Industrial Action took place on 07 October 2022 (DoH)
	Department of Health and Wellness	Section 69 of the LRA: Public Service Wage Negotiations	NEHAWU HOSPERSA NUPSAW DENOSA PSA SAMATU	✓		Nil	Nil	The Industrial Action took place on 31 October 2022 (DoH)
	Department of Health and Wellness	Section 64(1)(d) of the LRA: Public Service Wage Negotiations	PSA	✓		Nil	Nil	The Industrial Action took place on 08 - 10 November 2022 (DoH)
	Department of Health and Wellness: (Groote Schuur Hospital, Karl Bremer Hospital, Bishop Lavis CHC)	Section 69 of the LRA: Public Service Wage Negotiations	HOSPERSA	✓		Nil	Nil	The Industrial Action took place on 24 November 2022 (DoH)
	Department of Health and Wellness: (Karl Bremer Hospital)	Section 69 of the LRA: Public	HOSPERSA	✓		Nil	Nil	The Industrial Action took place on 25 November 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
		Service Wage Negotiations						
	DSD	Section 77 of the LRA	COSATU affiliated unions	✓		Nil	Nil	The Industrial Action took place on 07 October 2022 (DSD)
	DSD	Wage Dispute	PSA	✓		Nil	Nil	The Industrial Action took place on 08 November 2022 (DSD)
	DSD	Wage Dispute	PSA	✓		Nil	Nil	The Industrial Action took place on 10 November 2022 (DSD)
	DSD	National Shutdown	COSATU	✓		Nil	Nil	The Industrial Action took place on 22 November 2022 (DSD)
	DoH	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4 DoH submitted a report which indicates that there was no industrial action
	DSD	Wage Dispute	PSA	✓		Nil	Nil	The Industrial Action took place from December 2022 to February 2023, ongoing (DSD)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
Gauteng	Head Office	Appointment of Covid 19 contracts			✓	+30 Covid 19 contractors		Quarter 1 The Industrial Action took place on 17 - 18 May 2022 (DoH)
	Chris Hani Baragwanath Academic Hospital	Rotation for cleaners			✓	+65 Cleaners		The Industrial Action took place on 31 May – 01 June 2022 (DoH)
	Kopanong Hospital	Non-payment of community service nurses from April to May 2022			✓	+19 Community nurses		The Industrial Action took place on 31 May – 01 June 2022 (DoH)
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
	All Health institutions	Improved working conditions	DENOSA		✓	Nil	Nil	Quarter 2 The Industrial Action took place on 20 July 2022 (DoH)
	All Health institutions	National shutdown	DENOSA NEHAWU HOSPERSA PSA NUPSAW		✓	+1063 employees	Not Provided	The Industrial Action took place on 24 August 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	Itireleng for the blind Soshanguve Desmond Tutu West Rand JHB Metro Region Zanele Mbeki Ekurhuleni Region Re-arabilwe CYCC Walter Sisulu Head Office	Socio-economic strike	COSATU SAFTU	✓		82	Not Provided	The Industrial Action took place on 24 August 2022 (DSD)
	DoH	Deadlock on wage negotiations	DENOSA NEHAWU PSA NUPSAW HOSPERSA	✓		+904	Not provided	Quarter 3 The Industrial Action took place on 22 November 2022 (DoH)
	DSD	Wage negotiation	PSA NEHAWU	✓		Nil	Nil	The Industrial Action took place on 10 November 2022 (DSD)
	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4 The Employer (DoH & DSD) submitted reports indicating that

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
								there was no industrial action
Mpumalanga	Nil	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 1 to Quarter 4 The Employer (DoH & DSD) did not submit a report for the reporting period
Limpopo	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 1 and Quarter 2 The Employer (DoH & DSD) did not submit a report
	DoH	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 3 DoH submitted a report which indicates that there was no industrial action
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	The Employer (DSD) did not submit a report
	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
								The Employer (DoH & DSD) submitted a report indicating that there was no industrial action
Eastern Cape	Cecilia Makiwane Hospital	Demand of mass decontamination, ventilators	DENOSA NEHAWU HOSPERSA PSA		✓	131	Not provided	Quarter 1 The Industrial Action took 1 day
	Uitenhage Letitia Bam Orsmond	Non filling of vacant funded posts	DENOSA NEHAWU HOSPERSA PSA		✓	111	Not provided	The Industrial Action took 2 weeks
	Amathole Buffalo City Municipality	Equipment shortage	DENOSA NEHAWU HOSPERSA PSA		✓	+200	Not provided	The Industrial Action took place on 11 April 2022
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
	Amathole Buffalo City Municipality	Alleged lack of tools of trade	NEHAWU PSA SAEPU		✓	+200	EMS officials	Quarter 2

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
								The Industrial Action took place from April 2022 to date (ongoing)
	Buffalo City Municipality	National stay away, Section 77 – Socio economic	DENOSA NEHAWU HOSPERSA NEPSAW	✓		+90	ALL	The Industrial Action took place on 24 August 2022
	OR Tambo	Overtime payment	NEHAWU PSA		✓	20	FPO's	The Industrial Action took place on 15 – 19 August 2022
	Joe Gqabi	Overtime payment	NEHAWU PSA		✓	+15	FPO's	The Industrial Action took place on 25 August 2022
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	DSD submitted a report which indicates that there was no industrial action
	All institutions in Amathole District	Rural allowance	NEHAWU PSA NUPSAW HOSPERSA DENOSA		✓	+86	Nurses	Quarter 3 The Industrial Action took place on 03 - 05 October 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	Dora Nginza	Short staff	NUPSAW DENOSA NEHAWU HOSPERSA		✓	+60	Nurses	The Industrial Action took place on 06 - 07 October 2022 (DoH)
	Livingstone	PMDS	NUPSAW DENOSA NEHAWU HOSPERSA		✓	+44	Nurses	The Industrial Action took place on 05-07 October 2022 (DoH)
	Frere Hospital	Wage negotiations	NUPSAW DENOSA NEHAWU HOSPERSA	✓		+30	Not provided	The Industrial Action took place on 10 November 2022 (DoH)
	St Elizabeth Hospital	Wage negotiations	NUPSAW DENOSA NEHAWU HOSPERSA	✓		+45	Not provided	The Industrial Action took place on 10 November 2022 (DoH)
	Mthatha Regional Hospital	Wage negotiations	NUPSAW DENOSA NEHAWU HOSPERSA	✓		+60	Not provided	The Industrial Action took place on 10 November 2022 (DoH)
	Nelson Mandela Hospital	Wage negotiations	NUPSAW DENOSA NEHAWU HOSPERSA	✓		+44	Not provided	The Industrial Action took place on 10 November 2022 (DoH)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	DSD	Nil	Nil	Nil	Nil	Nil	Nil	The Employer (DSD) did not submit a report
	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4 The Employer (DoH & DSD) did not submit a report
National	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 1 and Quarter 2 The Employer (DoH & DSD) submitted a report indicating that there was no industrial action
	NDoH	Salary increase	COSATU FEDUSA SAFTU	✓		Nil	Nil	Quarter 3 The Industrial Action took place on 10 & 22 November 2022 (DoH)
	NDS	Wage negotiations	PSA	✓		Nil	Nil	The Industrial Action took place on 03 November 2022 (DSD)
	NDS	Wage negotiations	PSA	✓		Nil	Nil	The Industrial Action took place on 10 November 2022 (DSD)

Chamber	Institutions Involved	Cause of dispute	Trade Unions involved	Nature of Industrial Action		Number and Categories of Employees Involved		Comments
				Protected	Not Protected	Number Involved	Categories Involved	
	NDS	Cost of living adjustment, & Protection of collective bargaining	COSATU FEDUSA	✓		Nil	Nil	The Industrial Action took place on 22 November 2022 (DSD)
	NDS	Socio-economic protest	COSATU SAFTU	✓		Nil	Nil	The Industrial Action took place on 01 - 02 December 2022 (DSD)
	DoH & DSD	Nil	Nil	Nil	Nil	Nil	Nil	Quarter 4 The Employer (DoH & DSD) submitted a report indicating that there was no industrial action

Table 7: Detailed Analysis of the Age Profile of all Items on the Agenda of the Chambers

Below is a tabulation of all agenda items that were processed by each Chamber during the reporting period.

EASTERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date four (4) years and seven (7) months	Retained	The agenda item is still retained on the agenda of the Chamber due to the understanding that the Employer should provide progress reports pertaining to both Departments.
2.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	25 February 2020 to date Three (3) years and one (1) month	Retained (Standing agenda item)	The agenda item should be retained on the agenda of the Chamber in order for the Employer to provide progress reports.
3.	Provisions of Tools of Trade in the Department of Social Development – NEHAWU	NEHAWU	30 September 2020 to date two (2) years and six (6) months	Retained	The item is currently on the agenda of the Chamber for discussion by parties to the Chamber.
4.	Absence of Cleaning Staff and Security Personnel at the Sarah Baartman District	NEHAWU	31 March 2022 to date One (1) year	Retained	The agenda item is still on the agenda of the chamber for discussion.
5.	Procedures and Policies for EMS in the ECDoH	NEHAWU	31 March 2022 to date One (1) year	Retained	The agenda item is still on the agenda of the chamber for discussion.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
6.	Draft Bursary Policy	DoH	31 March 2022 to date One (1) year	Retained	The policy is on the agenda for consultation by parties to the chamber.
7.	Occupational Health and Safety concerns at the EC Department of Health workplaces	NEHAWU	31 March 2022 to date One (1) year	Retained	The item is currently being discussed at the level of the chamber.
8.	Provincial Service Optimisation Programme – DoH	DoH	07 June 2022 to date Nine (9) months	Retained	The employer tabled the item as a new agenda item and has requested it renders its presentation in a special chamber.
9.	Closure, or partial closure, of the Eastern Cape Department of Social Development Offices due to non-compliance with the Occupational Health and Safety Act	NEHAWU	18 November 2022 four (4) months	Retained	The item is retained on the agenda.
10.	Failure to convene the Department of Health Task Team to review the Service Delivery Model and the Organizational Structure	NEHAWU	18 November 2022 four (4) months	Retained	The item is retained on the agenda.
11.	Request for an explanation on the number of employees working from home at the Eastern Cape Department of Social Development	NEHAWU	18 November 2022 four (4) months	Retained	The item is retained on the agenda.
12.	Implementation of PHSDSBC Resolution 3 of 2022 by the Eastern Cape Department of Health	NEHAWU	18 November 2022 four (4) months	Retained	The item is retained on the agenda.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
13.	Establishment of Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements	PHSDSBC	18 November 2022 four (4) months	Retained	The item is retained on the agenda.

FREE STATE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Performance Development Management System	Organised Labour	13 September 2017 N/A	Standing Agenda Item	The item remains on the agenda of the Chamber as a standing agenda item.
2.	Occupational Health and Safety (Department of Social Development and Department of Health)	NEHAWU	15 March 2018 N/A	Standing Agenda Item	The item remains on the agenda as the standing agenda item
3.	Review of Departmental Structure	Employer Health	13 February 2020 3 years & 1 months 17 meetings	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
4.	Implementation of Resolution 3 of 2019	Council	18 June 2020 2 years & 9 months 15 meetings	Retained	The item remains on the agenda for monitoring purposes.
5.	Resolution 1 of 2021 – Amendment to Resolution 2 of 2020 - Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health	Council	21 July 2022 N/A	Standing Agenda Item	The item remains as a standing agenda on the afor monitoring purposes.
6.	Resolution 2 of 2021 – Amendment to Resolution 3 of 2011: Agreement on The Appointment of Full -Time Shop Stewards (FTSS) and Officer Bearers	Council	21 July 2022 N/A	Removed 16 February 2023	The item was finalized and removed. The item was a standing agenda item.
7.	Resolution 1 of 2022 – Agreement on the Provision Uniform for Nurses in the Public Health and Social Development Sector	Council	21 July 2022 N/A	Removed 28 September 2022	The item was removed and would be reinstated in 2023 when the Resolution is implemented. Itemized as standing agenda item.
8	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	21 July 2022 N/A	Removed 18 November 2022	The item was removed and would be reinstated in 2023 when the Resolution is implemented. Itemized as standing agenda item.
9.	Community Health Workers (CHWs) Contracts and Stipends	HOSPERSA	21 July 2022 4months 3 meetings	Removed 18 November 2022	The item would be reported under the item in Resolution 1 of 2021 – Amendment to Resolution 2 of 2020 - Agreement on the Standardisation of

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
					Remuneration for Community Health Workers in the Department of Health
10	Unsafe Working Conditions at Rheederpark Clinic (Welkom)	DENOSA	28 September 2022 2 months 2 meetings	Removed 18 November 2022	The item was finalized and removed.
11	Safety Health Environment Risk & Quality (SHERQ) Management Policy- DoH	Employer Health	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
12	Policy on the Management of HIV & AIDS, TB and STI in the Workplace- DoH	Employer Health	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
13	The Management of Health and Productivity Programmes Policy- DoH	Employer Health	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
14	Employee Wellness Policy -DoH	Employer Health	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
15	General Payment of Overtime	PSA	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
16	Progress of Department of Social Development Organizational Structure.	NEHAWU	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda
17	Emergency Medical Services (EMS) Uniform	HOSPERSA	18 November 2022 1 meeting	Removed 18 November 2022	The item was deferred to the multilateral and removed from the agenda

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
18	Monitoring Tool for the Provision of Psychosocial Support	Council	16 February 2023 1 meeting	Retained Standing Item	The item remains on the agenda to track progress.

GAUTENG CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	The item is a standing agenda item	The Task Teams continue to submit regular progress reports to the Chamber.
2	Monitoring of Institutional Multilateral Meetings	DoH	11 October 2016 to date six (6) years	Removed 06 October 2022	The item was finalized and removed from the agenda of the chamber.
3	Introduction of a new Occupational Health and Safety Information System (OHASIS) in the Gauteng Department of Health	DoH	14 February 2017 Five (5) years and eight (8) months	Removed 02 June 2022	The agenda item was finalized and removed at the level of the chamber.
4	Gauteng Department of Health Organizational Structure	DoH	03 October 2018 to date four (4) years and five (5) months	Retained	The agenda item should still be retained on the agenda of the Chamber due to the continuous progress reports.

5	Security In-Sourcing	DoH	13 June 2019 to date Three (3) years and nine (9) months	Retained	The agenda item should be retained on the agenda of the Chamber due to the progress reports that the Employer is continuously providing at the level of the Chamber.
6	Correct Placement of PNA5 (Operational Managers) Doing PNA7 Duties While Employed as Permanent Night Supervisors (Equal Pay for Equal Work)	DENOSA	15 August 2019 to date Three (3) years and seven (7) months	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports.
7	Performance Management and Development (PMDS) 2019/2020 Financial Year	DoH	03 November 2020 One (1) year and nine (9) months	Removed 04 August 2022	The item was finalized and removed from the agenda of the chamber.
8	Performance Management Development System (2020/2021)	DSD	03 November 2020 to date two (2) years and four (4) months.	Retained	The item is still being discussed by parties to the chamber at the level of the multilateral task team forum for DSD.
9	Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	03 November 2020 to date two (2) years and four (4) months.	Retained	The item is still being discussed at the level of the Chamber.
10	Draft Vehicle Parking Policy	DSD	09 February 2021 One (1) year and nine (9) months	Removed 24 November 2022	The item was finalized and removed from the agenda of the chamber.
11	Draft Review on Gauteng Department of Health Guidelines on the Management of Consultative Structure Meetings.	DOH	02 June 2021 to One (1) year and two (2) months	Removed 04 August 2022	The item was finalised and removed from the agenda of the chamber.

12	Draft Picketing Rules Agreement	DOH	02 June 2021 One (1) year and five (5) months	Removed 24 November 2022	The item was finalised and removed from the agenda of the chamber.
13	Draft Labour Relations Policy and Guidelines	DOH	02 June 2021 One (1) year and four (4) months	Removed 06 October 2022	The item was finalised and removed from the agenda of the chamber.
14	Draft Overtime Policy	DOH	02 June 2021 One (1) year and two (2) months	Removed 04 August 2022	The item was finalised and removed from the agenda of the chamber.
15	Draft Bursary Policy	DOH	02 June 2021 to date One (1) year and nine (9) months	Retained	The item is still being discussed at the level of the Chamber.
16	Monitoring Tool for the Provision of the Psychosocial Support for Care of Carers	PHSDSBC	02 June 2021 One (1) year	Removed 02 June 2022	The item was finalised and removed from the agenda of the chamber.
17	Draft Policy Guidelines on Acting in Higher Post.	DoH	04 August 2021 One (1) year	Removed 04 August 2022	The item was finalised, adopted and removed from the agenda of the chamber.
18	Draft Policy Regarding the Management of Official Hours of Work	DoH	04 August 2021 One (1) year	Removed 04 August 2022	The item was finalised, adopted and removed from the agenda of the chamber.
19	Draft Policy Regarding Prevention and Management of Pressure Injuries	DoH	04 August 2021 One (1) year	Removed 04 August 2022	The item was finalised, adopted and removed.
20	Performance Management and Development 2020/2021 financial year	DoH	12 November 2021 to date One (1) year four (4) months	Retained	The item is still being discussed by parties to the Chamber.

21	Visitation policy	DSD	14 February 2022 Six (6) months	Removed 04 August 2022	The item was finalised, adopted and removed from the agenda of the chamber.
22	Policy Framework on PMDS level 1-12 establishment of moderating Committee-	DENOSA	14 February 2022 to Four (4) months	Removed 02 June 2022	The item was finalised and removed from the agenda of the chamber.
23	Unsafe Working Conditions, Non-Compliance with OHSA for EMS personnel	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
24	Non-Payment of Injury on Duty for EMS Personnel	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
25	Non-Payments of Incentives PMDS and OSD Translation EMS	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
26	EMS Attending to Gun Shot Incidents without the Escort of the SAPS	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
27	Lack of Training to EMS Personnel in Utilising New Incubators	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
28	Non – Compliance by the Employer with the GDoH Leave Policy Application for EMS Personnel	HOSPERSA	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
29	Non - Compliance with Provincial Circular 5 of 2019 and Section 14 of BCEA, -EMS Staff Working more than 160 Hours per Month without Remuneration	HOSPERSA	02 June 2022 to date Nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
30	Draft Resettlement Policy	DoH	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.
31	Draft Special Leave Policy	DoH	02 June 2022 to date nine (9) months	Retained	The item is still being currently discussed by parties to the chamber.

32	Establishment of Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements	PHSDSBC	04 August 2022 seven (7) months	Retained	The item is still being currently discussed by parties to the chamber.
33	Draft Policy on Commuted Overtime	DoH	04 August 2022 seven (7) months	Retained	The item is still being currently discussed by parties to the chamber.
34	Draft Recruitment and Selection Policy	DoH	04 August 2022 seven (7) months	Retained	The item is still being currently discussed by parties to the chamber.
35	Draft Access Control Guidelines	DoH	04 August 2022 seven (7) months	Retained	The item is still being currently discussed by parties to the chamber.
36	Permanent Appointment of Contracted and Uncontracted Community Health Care Workers (CHW) and Coordinators	NUPSAW	04 August 2022 four (4) months	Retained 06 October 2022	The item was finalised and removed from the agenda of the chamber
37	Standardised Framework for the insourcing of non-essential service in GDOH	NUPSAW	04 August 2022 seven (7) months	Retained	The item is still being currently discussed by parties to the chamber.
38.	Gauteng Department of Health's Integrated Communication Policy Guideline.	DoH	24 November 2022	Removed 24 November 2022	The item was removed from the agenda of the chamber
39.	Relocation of Wits Dental Clinic Without Consultation with Organised Labour	PSA	09 February 2023	Retained	The item is still being currently discussed by parties to the chamber.
40.	Institutional Realignment Project (IRP)	DSD	09 February 2023	Retained	The item is still being currently discussed by parties to the chamber.
41	The implementation of the Gauteng Department of Social Development internal Bursary policy and its framework	NEHAWU	09 February 2023	Retained	The item is still being currently discussed by parties to the chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1	Closure of Regional Laundry Durban and Coastal	Employer (DoH)	09 March 2020 3 years 17 meetings	Removed 23 March 2023	Item was finalized and removed
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 & 6 months 8 meetings	Removed 20 October 2022	Item was finalized and removed.
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 11 months 5 meetings	Removed 20 October 2022	Item was finalized and removed.
7	Unsafe Conditions of Outreach Services	DENOSA	03 December 2021 8 months 4 meetings	Removed 25 August 2022	Item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
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 1 year 6 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 Social Development	Organised Labour	16 March 2022 5 months 3 meetings	Removed 25 August 2022	Item was finalized and removed.
14	Provincialization of Cato Manor CHC and Extension of Service Hours	Employer (DoH)	17 May 2022 10 months 6 meeting	Retained	Item remains on the agenda to track progress A Task Team was established.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
15	Identification of Districts to be Visited for Distribution of Donations	Council	17 May 2022 2 meetings	Removed 24 May 2022	Item was finalized and removed
16	Criteria for Identifying Qualifying Donations Recipients	Council	17 May 2022 2 meetings	Removed 24 May 2022	Item was finalized and removed
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 9 months 5 meetings	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	Removed 09 June 2022	Item was finalized and removed
19	Unilateral Termination of Rural Allowance for Audiologists	NEHAWU	01 August 2022 1 meeting	Removed 25 August 2022	Item was finalized and removed.
20	Unilateral Relocation of Richmond Hospital Staff	NEHAWU & DENOSA	01 August 2022 1 meeting	Removed 25 August 2022	The item was finalized and removed.
21	HRM Circular 36 of 2022	NEHAWU & DENOSA	01 August 2022 1 meeting	Removed 25 August 2022	Item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
22	Resolution 1 of 2021 – Amendment to Resolution 2 of 2020 - Agreement on the Standardization of Remuneration for Community Health Workers in the Department of Health	Council	25 August 2022 N/A	Removed 02 December 2022	The Resolution is implemented. Itemized as standing agenda item.
23	Resolution 2 of 2021 – Amendment to Resolution 3 of 2011: Agreement on The Appointment of Full -Time Shop Stewards and Officer Bearers	Council	25 August 2022 N/A	Removed 20 October 2022	The Resolution is implemented. Itemized as standing agenda item.
24	Resolution 1 of 2022 – Agreement on the Provision Uniform for Nurses in the Public Health and Social Development Sector	Council	25 August 2022 N/A	Removed 20 October 2022	The item is still at National and would be reinstated. Itemized as standing agenda item.
25	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	25 August 2022 N/A	Removed 25 August 2022	The item is still at National and would be reinstated. Itemized as standing agenda item
26	Absorption into permanent posts and secondment to Right to Care of Employees Appointed to Work on Covid 19 Sites	NUPSAW	21 September 2022 3 months 3 meetings	Removed 23 March 2023	Item was finalized and removed.
27	Commissioning of Richmond Hospital	Employer (DoH)	21 September 2022	Retained	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			6 months 4 meetings		
28	Secondment of Covid-19 Contract Employees in Four Districts to NGO (Right to Care)	Employer (DoH)	06 October 2022 1 meeting	Removed 20 October 2022	The item was incorporated onto item reflected in number 26 above.
29	Normal Sick Leave policy	Employer (DoH)	20 October 2022 3 months 2 meetings	Removed 30 January 2023	Policy was adopted
30	Paternity Leave Policy	Employer (DoH)	20 October 2022 3 months 2 meetings	Removed 30 January 2023	Policy was adopted
31	Sabbatical Leave Policy	Employer (DoH)	20 October 2022 3 months 2 meetings	Removed 30 January 2023	Policy was adopted
32	Attendance Register Policy	Employer (DoH)	20 October 2022 3 months 2 meetings	Removed 30 January 2023	Policy was adopted
33	Subsistence and Travel Policy	Employer (DoH)	20 October 2022 3 months 2 meetings	Removed 30 January 2023	Policy was adopted
34	Resettlement Expenditure Policy	Employer (DoH)	20 October 2022	Removed	Policy was adopted

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			3 months 2 meetings	30 January 2023	
35	Clarity on contradicting HR Circulars, HRM Circ36/2022 and HRM Circ 41/2022	DENOSA	20 October 2022 2 meetings	Removed 02 December 2022	The item was finalised and removed.
36	Unfair sanctioning of employees for noncompliance with eDisclosure.	DENOSA	20 October 2022 1 meeting	Removed 20 October 2022	The item was finalised and removed.
37	Extension of Operating Hours from 16h00 to 18h00 and Operating from 06h00 instead of 07h00 at Central City & Scottville Clinics in uMgungundlovu District	Employer (DoH)	31 January 2023 2 months 2 meetings	Retained	Item remains on the agenda to track progress. A Task Team was established
38	Relocation of staff from lower Mfolosi and Richards Bay Offices to Umfolozi Office (Mbonambi)-DSD	HOSPERSA	31 January 2023 2 months 2 meetings	Retained	Item remains on the agenda to track progress. A Task Team was established
39	Departmental Other Remunerative Work Outside the Public Service (ORWOPS) Policy	Employer (DoH)	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
40	Scottsville Clinic Extension of Operating Hours from 16h00 to 18h00	Employer (DoH)	23 March 2023 1 meeting	Removed 23 March 2023	The item was incorporated onto another item in 37 which deals with similar issues.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
41	Online Application for available positions in both departments	DENOSA	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
42	Non-payment of ENAs employed at institutions in UThukela district	DENOSA	23 March 2023 1 meeting	Removed 23 March 2023	Item was finalized and removed
43	Report by Public Protector at four KZN Hospitals	PSA	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
44	Child and Youth Care Workers Made to Carry Out Duties and Functions which are Not in Line with their Profession-DSD	PSA	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
45	Untenable Working Conditions Due to Electricity that has Been Disconnected at Richards Bay Office-DSD	PSA	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
46	Department of Social Development Labour Relations Terms of Reference	Chamber Secretary	23 March 2023 1 meeting	Retained	Item remains on the agenda to track progress.
47	Monitoring Tool for the Provision of Psychosocial Support	Council	23 March 2023 N/A	Retained Standing Item	Item remains on the agenda to track progress.

LIMPOPO CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Implementation of Normal Grade Progression of the PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)	PHSDSBC	31 October 2018 to date Four (4) 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.
2.	Non-provision of Uniform and Cleaning Equipment for both the Department of Health and the Department of Social Development	NUPSAW	31 October 2018 to 15 June 2022 three (3) years and eleven (11) months	Removed 15 June 2022	The item was finalised and removed from the agenda of the chamber.
3.	Performance of Overtime in the Department of Health	PSA	31 October 2018 to date Four (4) years and five (5) months	Retained	The item should be retained in order for the Employer to provide a final close out report.
4.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 to date Four (4) years and one (1) month.	Retained	The Item should be retained.
5.	Conversion of the DSD Bereavement Policy into a Collective Agreement	NEHAWU	19 June 2019 Three (3) years	Removed 25 August 2022	The item was removed from the agenda, based on the understanding that the policy was due for review.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
6.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	21 February 2020 to date Three (3) years and one (1) month	Retained	The item was introduced at the level of the Chamber in order to monitor the implementation of the resolution.
7.	Monitoring Tool for the Provision of the Psychosocial Support for Care of Carers	PHSDSBC	15 June 2021 One (1) year	Removed 15 June 2022	The item was finalised and removed from the agenda of the chamber.
8.	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 to date One (1) year and five (5) months	Retained	The item is still being discussed by parties to the Chamber.
9.	Payment of Acting Allowance to Employees Acting on Higher Posts in the Department of Health	DENOSA	22 October 2021 One (1) year and two (2) months	Removed 15 June 2022	The item was finalised and removed from the agenda of the chamber.
10.	Collective Agreement on Arrangement of Working hours	DENOSA	07 December 2021 to date One (1) year three (3) months.	Retained	The item is still being discussed by parties to the Chamber.
11.	Proposed Geographic Service Area (GSA) and Service Delivery Model (SDM)	DoH	07 December 2021 to date ten (10) months	Removed 21 October 2022	The item is still being discussed by parties to the Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
12.	Outsourcing of Limpopo Provincial Pharmaceutical Depot by Department of Health without Consultation with Organised Labour	Organised Labour	07 December 2021 to date One (1) year and three (3) months.	Retained	The item is still being discussed by parties to the Chamber.
13.	Ethics Management Policy	DSD	07 December 2021 Eight (8) months	Removed 25 August 2022	The policy was finalised, adopted and removed from the agenda.
14.	Draft Registry Policy (DoH)	DoH	24 February 2022 Six (6) months	Removed 25 August 2022	The policy was finalised, adopted and removed from the agenda.
15.	Presentation on the Department of Health Structure in Line with the GSA Model - DoH	DoH	15 June 2022 to date four (4) months	Removed 21 October 2022	Parties are still currently consulting on the proposed DoH structure in line with the GSA model.
16.	Establishment of Chamber Task Teams to Monitor the Implementation of the Recently Signed PHSDSBC Collective Agreements	PHSDSBC	25 August 2022 to date seven (7) months	Retained	The item will be a standing agenda item, in ensuring that there is monitoring the implementation of PHSDSBC signed collective agreements.
17.	Succession Plan Framework 2030	DoH	25 August 2022 to date seven (7) months	Retained	The item is still on the agenda of the chamber for consultation.
18.	Centralisation of Short-listings and Interviews-All Districts	PSA	21 October 2022 six (6) months	Retained	The item is retained on the agenda.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
19.	New Procedure to be Followed by Security Guards not Operating 24 Hours: Pregnant Women in Labour	DENOSA	21 October 2022 Six (6) months	Retained	The item is retained on the agenda.
20.	New Intake for 2023 Training Under Limpopo Nursing College	DENOSA	21 October 2022 Six (6) months	Retained	The item is retained on the agenda.
21.	Absorption of all CHW workers into permanent basis of employment without strings attached - NEHAWU	NEHAWU	23 February 2023 One (1) meeting	Removed 23 February 2023	the item was removed from the agenda.
22.	Safety of FPO (Forensic Pathology Officers) in executing their duties.	NEHAWU	23 February 2023 One (1) meeting	Retained	the item is retained on the agenda of the chamber.
23.	Changing the EMS personal's scope of operation by extending their geographical area of work without consultation in chamber - NEHAWU	NEHAWU	23 February 2023 One (1) meeting	Retained	the item is retained on the agenda of the chamber.
24.	Monitoring Tools for the Provision of Psychosocial Support	PHSDSBC	23 February 2023 One (1) meeting	Retained	the item is retained on the agenda of the chamber.
25.	Review period of the 24-Hour Services Clinic policy to be at the lapse of two years and/or any	NEHAWU	23 February 2023 One (1) meeting	Removed 23 February 2023	The item is consolidated with Non-compliance with the 24-Hour Services Clinic policy.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	period a party may request for reviewal – NEHAWU				
26.	Non-compliance with the 24-Hour Services Clinic policy - NEHAWU	NEHAWU	23 February 2023 One (1) meeting	Retained	The item is retained on the agenda of the chamber.
27.	Forceful transfer and unilateral change to terms and conditions of mobile clinic staff, especially in Moletjie Clinic, etc without consultation in chamber - NEHAWU	NEHAWU	23 February 2023 One (1) meeting	Removed 23 February 2023	The item was consolidated with Integration of Mobile clinics into fixed clinics without consultation.
28.	Backup Power system in the clinics and hospitals - DENOSA	DENOSA	23 February 2023 One (1) meeting	Retained	the item is retained on the agenda of the chamber.
29.	Integration of Mobile clinics into fixed clinics without consultation - DENOSA	DENOSA/NEHAWU	23 February 2023 One (1) meeting	Retained	the item is retained on the agenda of the chamber.

MPUMALANGA CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	The Provincial Department of Health Organogram	DoH	12 November 2008 Thirteen (13) years and eight (8) months	Removed 21 July 2022	Parties to the chamber agreed to remove the item from the agenda, pending a six months project plan that the employer is to finalise on the matter.
2.	Staff Shortage	HOSPERSA	11 June 2014- To date Eight (8) years and nine (9) months	Retained (Standing agenda item)	The item should be retained as a standing item, given the continuous progress reports requested by Labour.
3.	Provincial Employee Sport and Recreation (ES&R) Policy	DoH	12 September 2017 Five (5) years	Removed 15 September 2022	The draft policy was adopted and removed.
4.	Feedback on Nurses Translations	DENOSA and DoH	12 September 2017 to date Five (5) years and six (6) months	Retained	The agenda item should be retained, based on the progress reports being provided by the Employer
5.	Draft Collective Agreement for the Translation of Employees who are not Nurses	DoH	08 March 2019 Three (3) years and six (6) months	Removed 15 September 2022	The draft collective agreement was removed from the agenda of the Chamber.
6.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 to date three (3) years and Eight (8) months	Retained	The agenda item should be retained, pending the submission of a progress reports by the established Task Team dealing with the item.
7.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date Three (3) years and one (1) month	Retained (Standing agenda item)	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
8.	Human Resource Delegations for CEO's and District Managers in Institutions	PSA	21 July 2021 One (1) year and two (2) months	Removed 15 September 2022	The item is removed from the agenda.
9.	Correct Placement of the Telecom Operators/Client Information Clerks as Per the DPSA Directives	PSA	21 July 2021 to da One (1) year and five (5) months	Retained	The item is retained on the agenda in order for the parties to go through consultative processes.
10.	Standardised shift work	DoH	26 November 2021 Date One (1) year and four (4) months	Retained	The item is being currently retained on the agenda of the chamber for discussion by parties.
11.	Decentralised and deinstitutionalised management of multi drug resistant of TB service in Mpumalanga	DoH	26 November 2021 Date One (1) year and four (4) months	Retained	The item is being currently retained on the agenda of the chamber for discussion by parties.
12.	Internal Intake for the Mpumalanga College of Nurses for the 2022/23 Financial Year to be Moved from 30% to 50%	DENOSA	21 July 2022 four (4) months	Removed 25 November 2022	The item was removed from the agenda.
13.	Overdue Payment of Overtime to Community Health Workers for Work Performed during Covid -19	NEHAWU	21 July 2022 to date Eight (8) months	Retained	The item is being currently retained on the agenda of the chamber for discussion by parties.
14.	Establishment of Chamber Task Teams for the Monitoring of	PHSDSBC	21 July 2022 to date Eight (8) months	Retained	The item is on the agenda of the chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Concluded PHSDSBC Collective Agreements				
15.	Absorption of HIV Testing Services (HTS) Counsellors into the department at salary level 5	NUPSAW	15 September 2022 Six (6) months	Removed 23 March 2023	The employer and NUPSAW to have a bilateral on the matter in order to check if the item is not already cutting across all the provinces.
16.	Special Leave Policy - DoH	DoH	25 November 2022 four (4) months	Removed 23 March 2023	The item was removed from the agenda.
17.	Study and Bursary Policy - DoH	DoH	25 November 2022 four (4) months	Retained	Parties will discuss the matter at the level of the task team, and provide a report in the next Chamber meeting.
18.	Staff Accommodation Policy - DoH	DoH	23 March 2023 One (1) meeting	Removed 23 March 2023	The policy was adopted and the item was removed from the agenda.
19.	Resettlement Policy - DoH	DoH	23 March 2023 One (1) meeting	Removed 23 March 2023	The item was removed from the agenda.
20.	Provision of Psychosocial Support	PHSDSBC	23 March 2023 One (1) meeting	Retained	The item is retained on the agenda, for the Employer to provide a report.

NATIONAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Update on Organisational Review and Enhancement Process – NDSD	NDSD	12 November 2019 to date Two years (2) and eight (8) months	Removed 07 July 2022	The item was finalized and removed from the agenda.
2.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date Three (3) years.	Retained	The draft policy should be retained pending finalization.
3.	Integration of Employees in the NDoH	NEHAWU	09 March 2020 to date Three (3) years.	Retained	The agenda item should be retained, for progress reporting by the employer.
4.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an	PHSDSBC	04 December 2020 to date two (2) years and three (3) months.	Retained	The item is currently on the agenda of the Chamber in order for the Employer to provide progress reports.
5.	Office Allocation at Dr AB Xuma Building	NEHAWU	12 March 2021 to date Two (2) years.	Retained	The item is currently on the agenda of the chamber for discussion by parties.
6.	Draft Review Policy and Procedure on Recruitment, Selection, and Appointments in the National Department of Social Development – NDSD	NDSD	07 July 2021 to date Two (2) years.	Removed 07 July 2022	The item was finalized and removed from the agenda.
7.	Transport Provision for Employees in the National Department of Health (NDoH) to and from Dr A.B Xuma	NEHAWU	24 March 2022 to date One (1) year.	Retained	The item is still on the agenda of the chamber for discussion by parties to the chamber.
8.	Organisational Structure for the National Department of Health	NDoH	26 July 2022 to date Four (4) meetings	Retained	The item is currently on the agenda of the chamber for consultation.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
9.	Occupational Health and Safety Policy National Department of Health	DoH	02 December 2022 Two (2) meetings	Retained	The item was retained on the agenda.
10.	Monitoring Tools for the Provision of Psychosocial Support	PHSDSBC	16 February 2023 One (1) meeting	Retained	The item is still on the agenda of the chamber for discussion by parties to the chamber.

NORTH WEST CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Occupational Health and Safety	HOSPERSA/NEHA WU	18 March 2015 N/A	Retained as a standing agenda item	The item remains as a standing agenda item.
2	Performance Development Management System	Employer	18 March 2015 N/A	Retained as a standing agenda item	The item remains as a standing agenda item.
3	Centralization of the Communication Centre in EMS and Resources	The Employer (Health)	07 September 2017 5 years & 6 months	Retained	The item remains on the agenda of the Chamber for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
4	Implementation and Monitoring Task Team (Resolution 1 of 2018 as extended, Resolution 3 of 2007, Resolution 1 of 2009 and PSCBC Resolution 3 of 2009)	NEHAWU	28 June 2018 N/A	Retained as standing agenda Item	The item remains on the agenda as the standing agenda item. The following resolutions were removed on 11 November 2021 PHSDSBC Resolution 3 of 2007 PHSDSBC Resolution 1 of 2009 PSCBC Resolution 3 of 2009 PHSDSBC Resolution 2 of 2019
5	Vacancy Rate, Acting Positions and Termination of Contracts of Employment (Both Departments)	NEHAWU	21 August 2018 4 years & 7 months	Retained	Item remains on the agenda to track progress.
6	Termination of Contracts of Employment (Both Departments)	NEHAWU	21 August 2018 4 years & 7 months	Retained	Item remains on the agenda to track progress.
7	Emergency Medical Services (EMS) Overtime	NEHAWU	21 August 2018 4 years & 1 months	Removed 15 September 2022	Item was finalized and removed.
8	Corruption and Greed	NEHAWU	21 August 2018 4 years & 7 months	Retained	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
9	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 3 years & 8 months 20 meetings	Retained	Item remains on the agenda to track progress.
10	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019 3 years & 8 months 20 meetings	Retained	Item remains on the agenda to track progress.
11	Reviewing of the Provincial Policy on Training	DENOSA & Employer (& DSD)	20 August 2019 3 years & 7 months 19 meetings	Retained	Item remains on the agenda to track progress.
12	Temporary Closure of Boikagong Child and Youth Care Centre in Mahikeng	Employer -DSD	18 October 2019 3 years & 05 months 18 meetings	Retained	Item remains on the agenda to track progress.
13	Progress report on the implementation of Resolution 1 of 2018 as amended	Employer (DoH)	18 October 2019 3 years & 05 months 18 meetings	Retained	Item remains on the agenda to track progress.
14	Draft Governance Structures Policy -DSD	Employer (DSD)	05 August 2020 2 years & 7 months 14 meetings	Retained	Item remains on the agenda to track progress.
15	Draft Remote and Home Working Policies - DSD	Employer (DSD)	05 August 2020	Retained	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2 years & 7 months 14 meetings		
16	Draft Wellness Policy-DSD	Employer (DSD)	05 August 2020 2 years & 7 months 14 meetings	Retained	The policy was adopted but would be removed once the redrafted copy is circulated.
17	Cell phones and Airtime Provision for Social Service Professionals	NEHAWU	01 October 2020 2 years & 2 months 12 meetings	Removed 07 December 2022	Item was finalized and removed.
18	Laptops and Data Provision for Social Service Professionals	NEHAWU	01 October 2020 2 years & 5 months 13 meetings	Retained	Item remains on the agenda to track progress.
19	Provision of GG Cars per Region/District and Institutions and Report on any Shortage thereof.	NEHAWU	01 October 2020 2 years & 5 months 13 meetings	Retained	Item remains on the agenda to track progress.
20	Approvals for Scheme A&B vehicles and Challenges of Applications	NEHAWU	01 October 2020 2 years & 2 months 12 meetings	Removed 07 December 2022	Item was finalized and removed.
21	Head Office Parking Policy	Employer (DoH)	20 November 2020 2 years & 4 months 12 meetings	Retained	Item remains on the agenda to track progress.
22	Personnel Security Policy	Employer (DoH)	20 November 2020 2 years & 4 months 12 meetings	Retained	Item remains on the agenda to track progress.
23	Sexual Harassment Policy	Employer (DoH)	06 May 2021	Retained	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			1 year & 10 months 10 meetings		
24	Monitoring Tool for Psychological support for Health Workers	Council	06 May 2021 1 year & 10 months 10 meetings	Retained	Item remains on the agenda to track progress.
25	Patient Transfer and Escorting of patients Policy	Employer (DoH)	18 August 2021 1 year & 7 months 9 meetings	Retained	Item remains on the agenda to track progress.
26	Employees Retention Policy	Employer (DoH)	15 September 2022 6 months 4 meetings	Retained	Item remains on the agenda to track progress.
27	Use of Social Media Policy -DoH	Employer DoH	26 October 2022 5 months 3 meetings	Retained	Item remains on the agenda to track progress.

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.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
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 3 years & 8 months 19 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 3 years & 5 months 18 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 3 years & 4 months 17 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 3 years & 4 months 17 meetings	Retained	The item remains on the agenda to track progress.
8	Implementation of Resolution 3 of 2019	Council	25 June 2020 N/A	Standing Agenda Item	The item remains on the agenda of the Chamber as a standing item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
9	Delegation of financial authority to Namaqualand District Office for filling of Non-Clinical posts	PSA	10 September 2020 2 years & 2 months 13 meetings	Removed 25 November 2022	The item was finalised and removed
10	Namaqualand filling of posts unnecessary delayed.	PSA	10 September 2020 2 years & 2 months 13 meetings	Removed 25 November 2022	The item was finalised and removed
11	Human Resources Plan for Health in Northern Cape	PSA	10 September 2020 2 years & 6 months 14 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 2 years & 6 months 14 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 2 years & 5 months 14 meetings	Retained	The item remains on the agenda to track progress.
14	Laptop and Data provision for Social Service Professionals	NEHAWU	05 October 2020 2 years & 5 months 14 meetings	Retained	The item remains on the agenda to track progress.
15	State of DSD Infrastructure (Office Space including Consultation Rooms for Social Service Professionals)	NEHAWU	05 October 2020 2 years & 5 months 14 meetings	Retained	The item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
16	Provision of GG Vehicles (Break down per Province, District/Region, Local/ Service, Office and Institution	NEHAWU	05 October 2020 2 years & 5 months 14 meetings	Retained	The item remains on the agenda to track progress.
17	Approval for Schemes A & B Vehicles	NEHAWU	05 October 2020 2 years & 5 months 14 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 & 7 month 9 meetings	Removed 25 November 2022	Item was finalized and removed.
19	New DSD Provincial Organogram and the Implementation thereof	HOSPERSA	19 May 2021 1 year & 10 month 10 meetings	Retained	The item remains on the agenda to track progress.
20	Psychosocial Support for Health Workers	Council	08 July 2021 1 year & 8 months 9 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 1 year 1 month 6 meetings	Retained	The item remains on the agenda to track progress.
22	Establishment of a Task Team to Monitor Implementation of PHSDSBC Resolutions	Council	11 August 2022 4 months 3 meetings	Removed 25 November 2022	Chamber decided not to establish the TT but would itemise all Resolutions as standing agenda items.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
23	SWS National and Provincial Generic Model implementation	Employer (DSD)	25 November 2022 4 months 2 meetings	Retained	The item was deferred to the next meeting.
24	The Department of Social Development's Intention to introduce the Essential Services, minimum services and maintenance services at the different Centres and Institutions as guided by the ESC	Employer (DSD)	25 November 2022 4 Months 2 meetings	Retained	The item was deferred to the next meeting.
25	Resolution 1 of 2021 – Amendment to Resolution 2 of 2020 - Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health	Council	23 February 2023 1 meeting	Retained as Standing Item	The item was deferred to the next meeting.
26	Resolution 2 of 2021 – Amendment to Resolution 3 of 2011: Agreement on The Appointment of Full -Time Shop Stewards and Officer Bearers	Council	23 February 2023 1 meeting	Retained as Standing Item	The item was deferred to the next meeting.
27	Resolution 1 of 2022 – Agreement on the Provision Uniform for	Council	23 February 2023	Retained as Standing Item	The item was deferred to the next meeting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
	Nurses in the Public Health and Social Development Sector		1 meeting		
28	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	23 February 2023 1 meeting	Retained as Standing Item	The item was deferred to the next meeting.

WESTERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1	Safety of Staff	NUPSAW	05 August 2016	Standing Item N/A	The item remains on the agenda of the Chamber as a standing item. The Employer provides quarterly incident reports and measures taken to address same in all Health and DSD institutions.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
2	Amendment of Job Title of Handyman to Artisan Assistant	Employer (DoH)	09 March 2022 3 months 2 meeting	Removed 21 June 2022	The item was finalised and removed
3	Workplace Skills Plan (WSP) of the Department of Department of Social Development	Employer (DSD)	09 May 2022 1 meeting	Removed 09 May 2022	The item was finalised and removed
4	Workplace Skills Plan (WSP) of the Department of Department of health	Employer (DoH)	09 May 2022 1 meeting	Removed 09 May 2022	The item was finalised and removed
5	Uniform/Uniform Allowances for support staff	HOSPERSA	21 June 2022 4 months 3 meetings	Removed 12 October 2022	The item was finalised and removed
6.	Lack of Resources within the Department of Health	HOSPERSA	21 June 2022 2 meetings	Removed 30 August 2022	To retain the item to track progress.
7.	Kannaland Merger	HOSPERSA	21 June 2022 1 meeting	Removed 21 June 2022	The item was finalised and removed
8.	Office Space for Labour	HOSPERSA	21 June 2022 1 meeting	Removed 21 June 2022	The item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
9.	EMS Healthnet Karoo Cape Town Shift Work Hours: Overtime	NEHAWU	30 August 2022 3 meetings	Removed 30 November 2022	The item was finalised and removed
10.	Stellenbosch Hospital Food Services Unit Employees Working without Protective Material	NEHAWU	30 August 2022 3 meetings	Removed 30 November 2022	The item was finalised and removed
11.	Sexual Harassment Policy: Interpretation and Application	PSA	30 August 2022 1 meeting	Removed 30 August 2022	PSA withdrew the item
12.	Pledge of Confidentiality	HOSPERSA	30 August 2022 1 meeting	Removed 30 August 2022	HOSPERSA withdrew the item.
13	Establishment of a Task Team to Monitor Implementation of PHSDSBC Resolutions	COUNCIL	30 August 2022	Standing item N/A	To retain the item to track progress.
14	Policy Framework on State Residential Accommodation	Employer Health	12 October 2022 2 meetings	Removed 30 November 2022	The item was finalised and removed
15	Standard Operating Procedure: Medical Surveillance Procedure for Hepatitis B Virus	Employer Health	12 October 2022 2 meetings	Removed 30 November 2022	The item was finalised and removed

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
16	Overview of the Health identification Risk Assessment (HIRA) & Occupational Hygiene Program	Employer Health	12 October 2022 2 meetings	Removed 30 November 2022	The item was finalised and removed
17	Micro Design Project (MDP)	Employer Health	07 March 2023 1 meeting	Retained	The item remains on the agenda for progress reporting.
18	Safety, Health, Environment, Risk and Quality (SHERQ) Policy	Employer Health	07 March 2023 1 meeting	Retained	The item remains on the agenda for progress reporting.
19	Terms of Reference of the Departmental Skills Development Committee	Employer Health	07 March 2023 1 meeting	Retained	The item remains on the agenda for progress reporting.
20	Monitoring Tool for the Provision of Psychosocial Support	Employer Health	07 March 2023 1 meeting	Standing Item N/A	The item remains on the agenda for progress reporting.

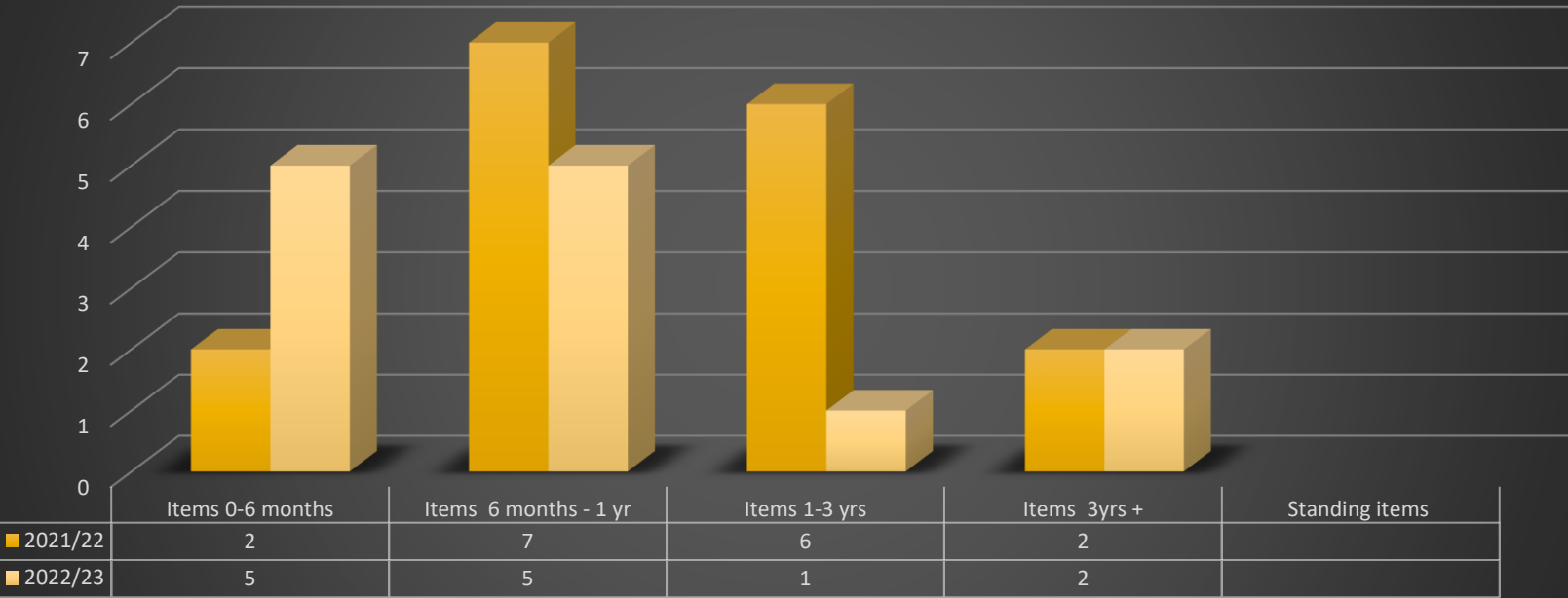
Age Analysis of Agenda Items per Chamber

The graphs below depict the average length items remain on the agenda of each Chamber and also provide comparison for 2021/22 and 2022/23.

It must also be borne in mind that sometimes matters are not straightforward and are often deferred by agreement of the parties while others may await a resolution at National level. It should also be noted some items are standing items on the agenda of Chambers, for example Performance Management and Development System and Occupational Health and Safety

Graph 3.1 - Eastern Cape

Eastern Cape

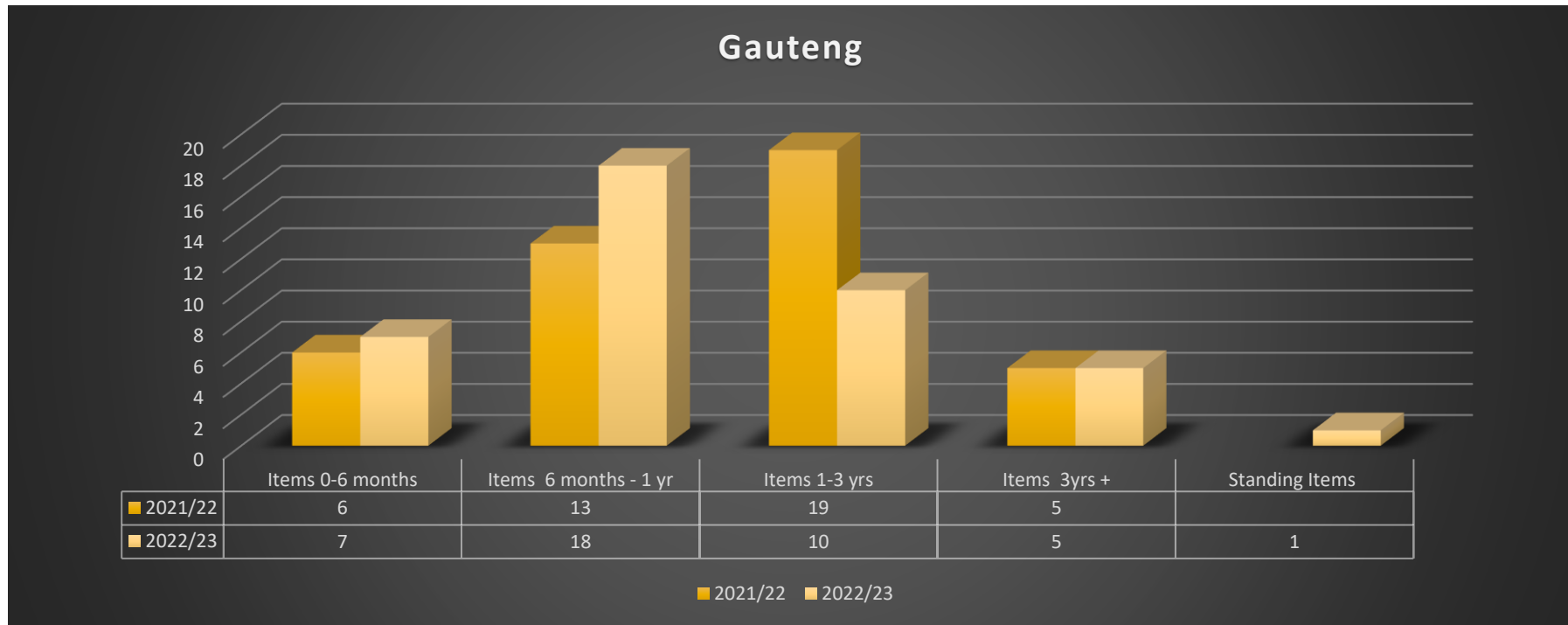


■ 2021/22 ■ 2022/23

Graph 3.2 - Free State:

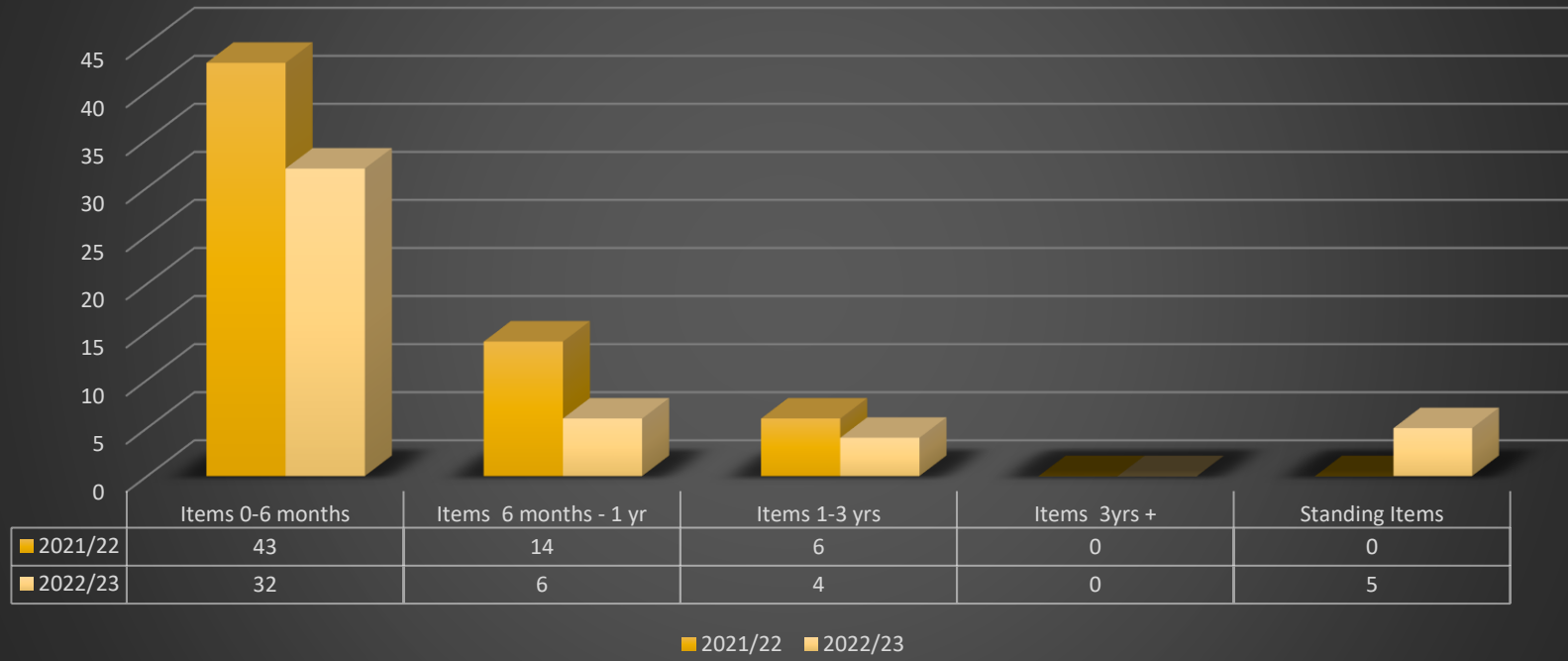


Graph 3.3 - Gauteng:

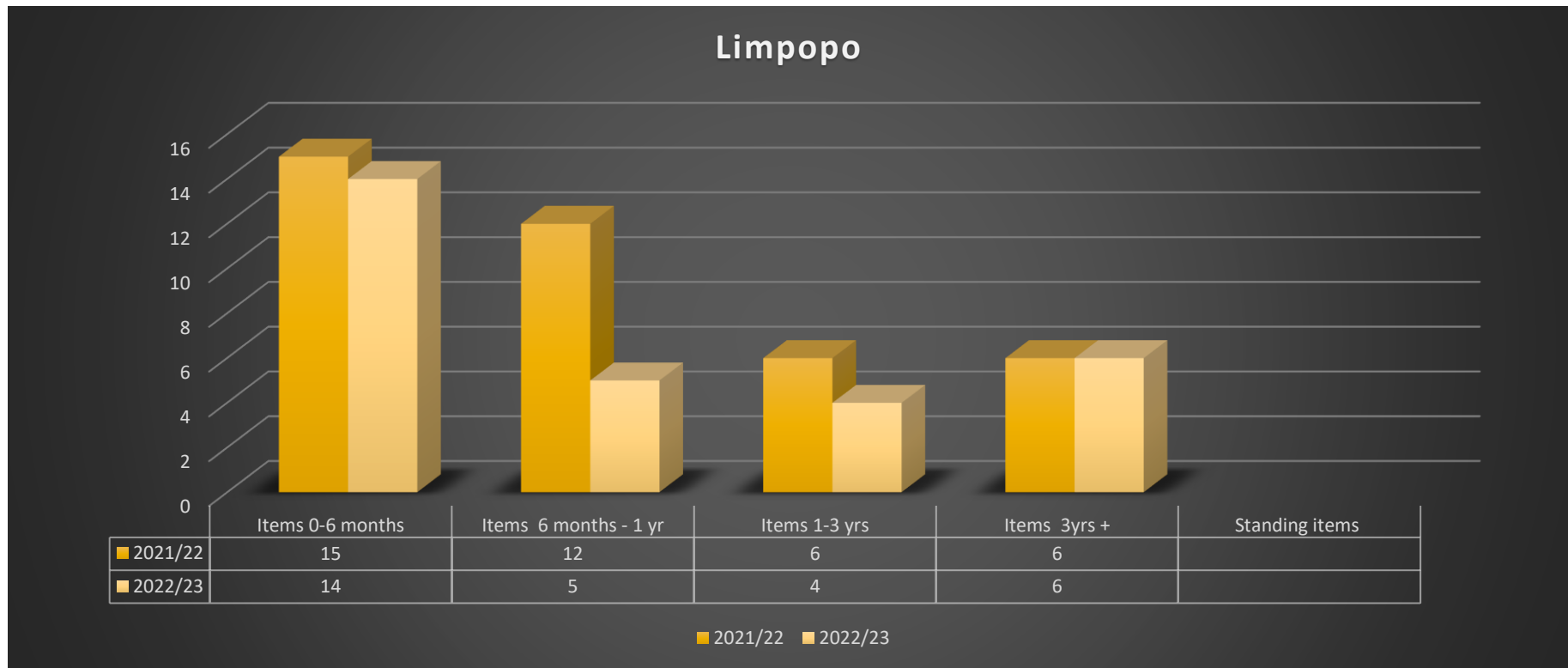


Graph 3.4 - KwaZulu -Natal:

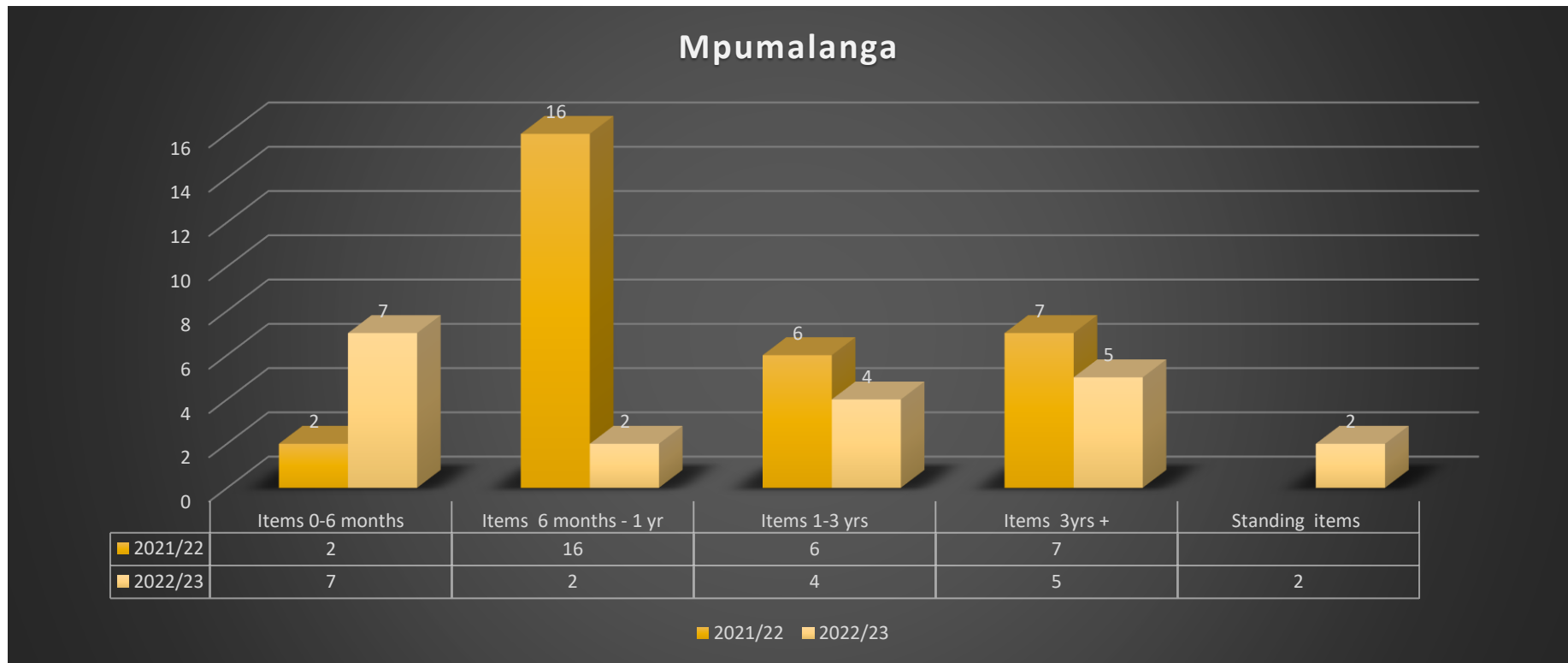
KwaZulu Natal



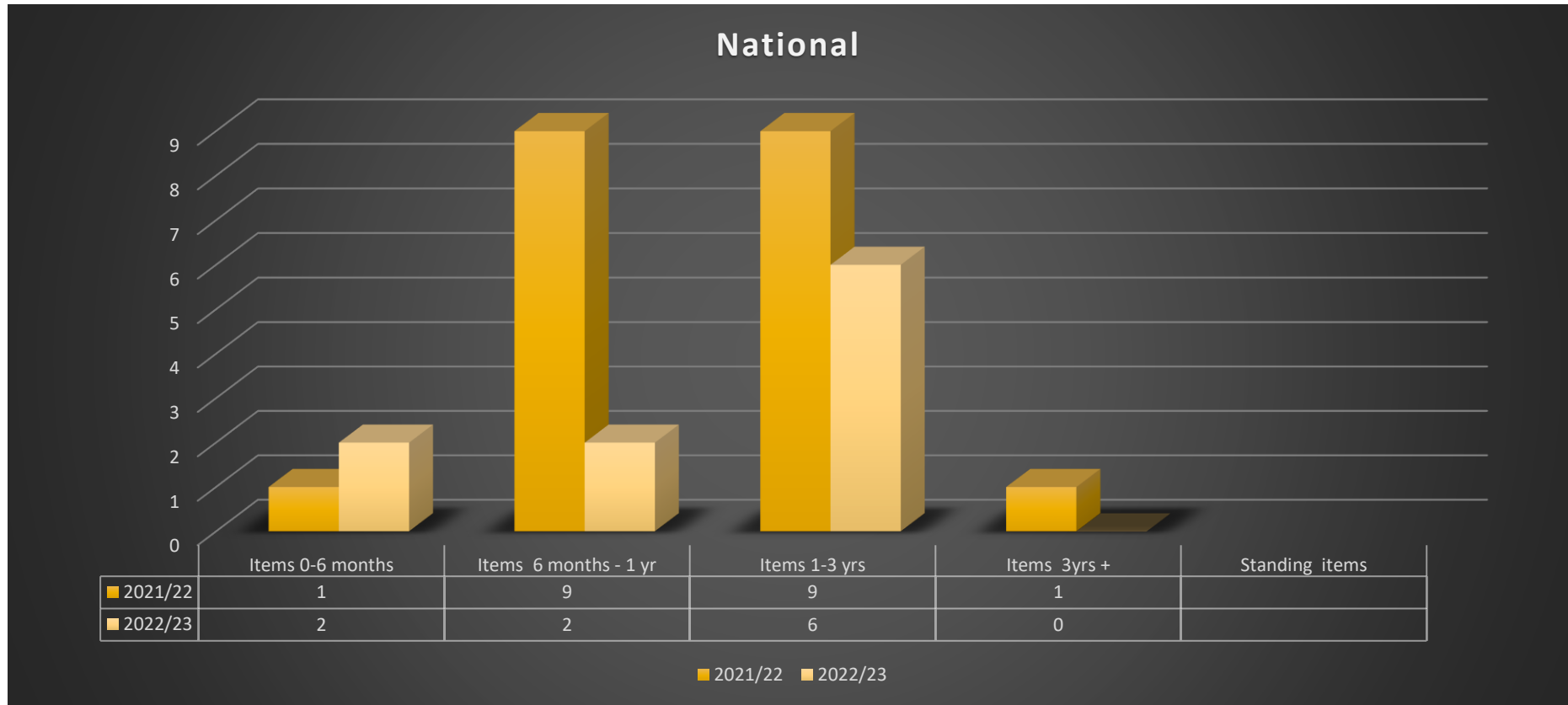
Graph 3.5 - Limpopo:



Graph 3.6 - Mpumalanga:

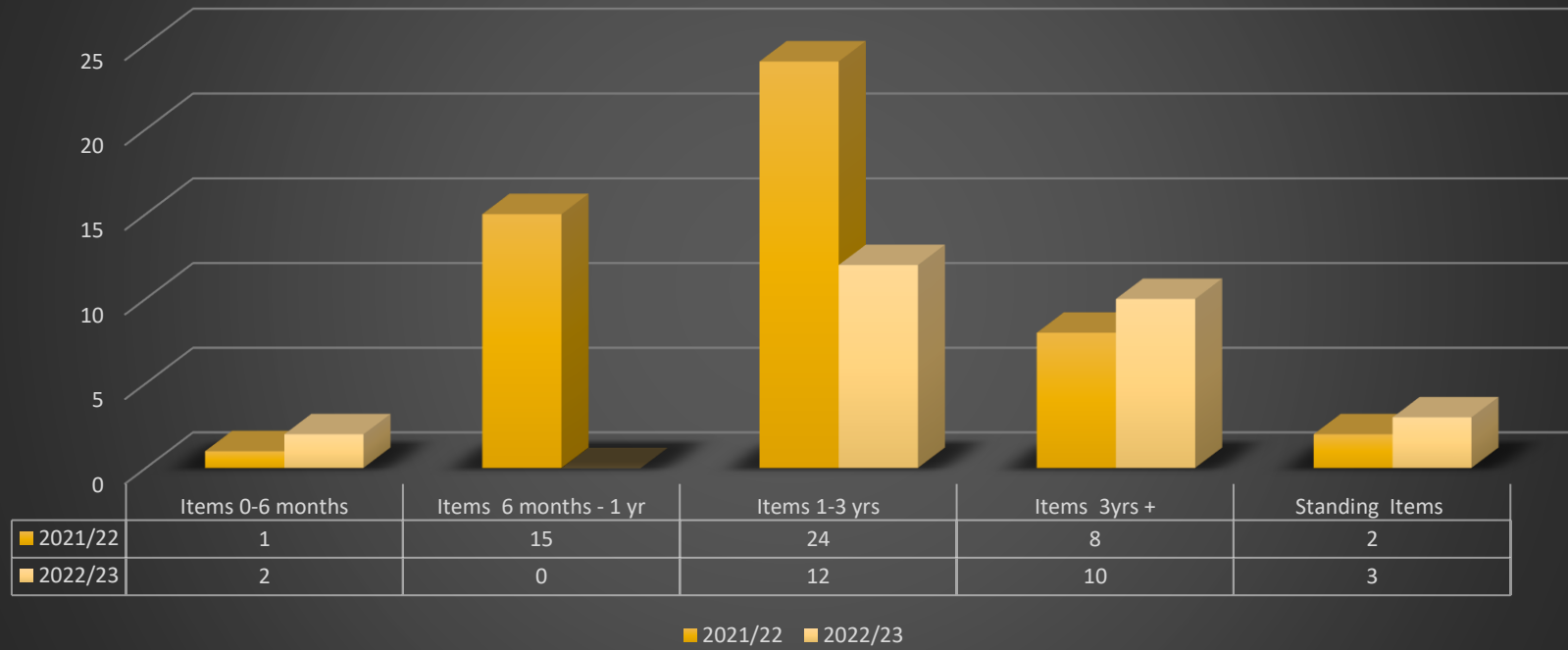


Graph 3.7 – National

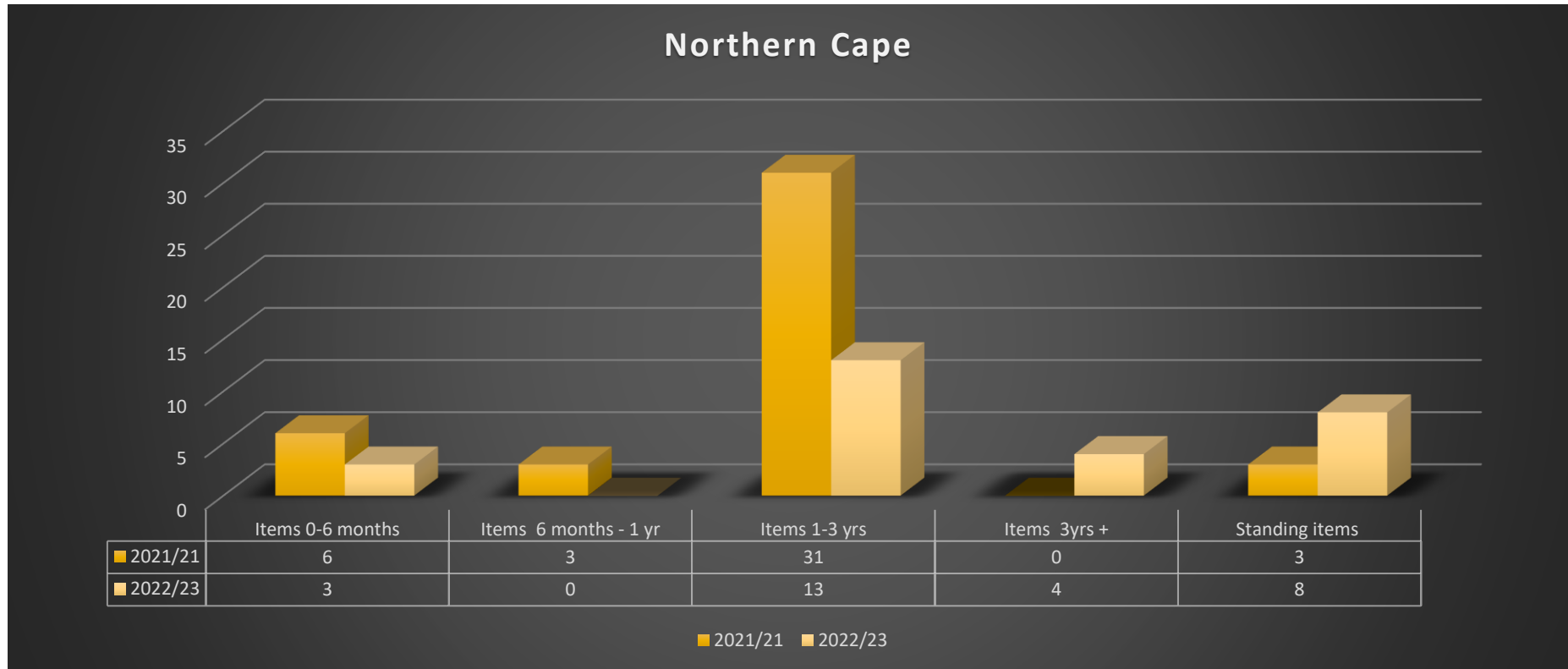


Graph 3.8 - North West

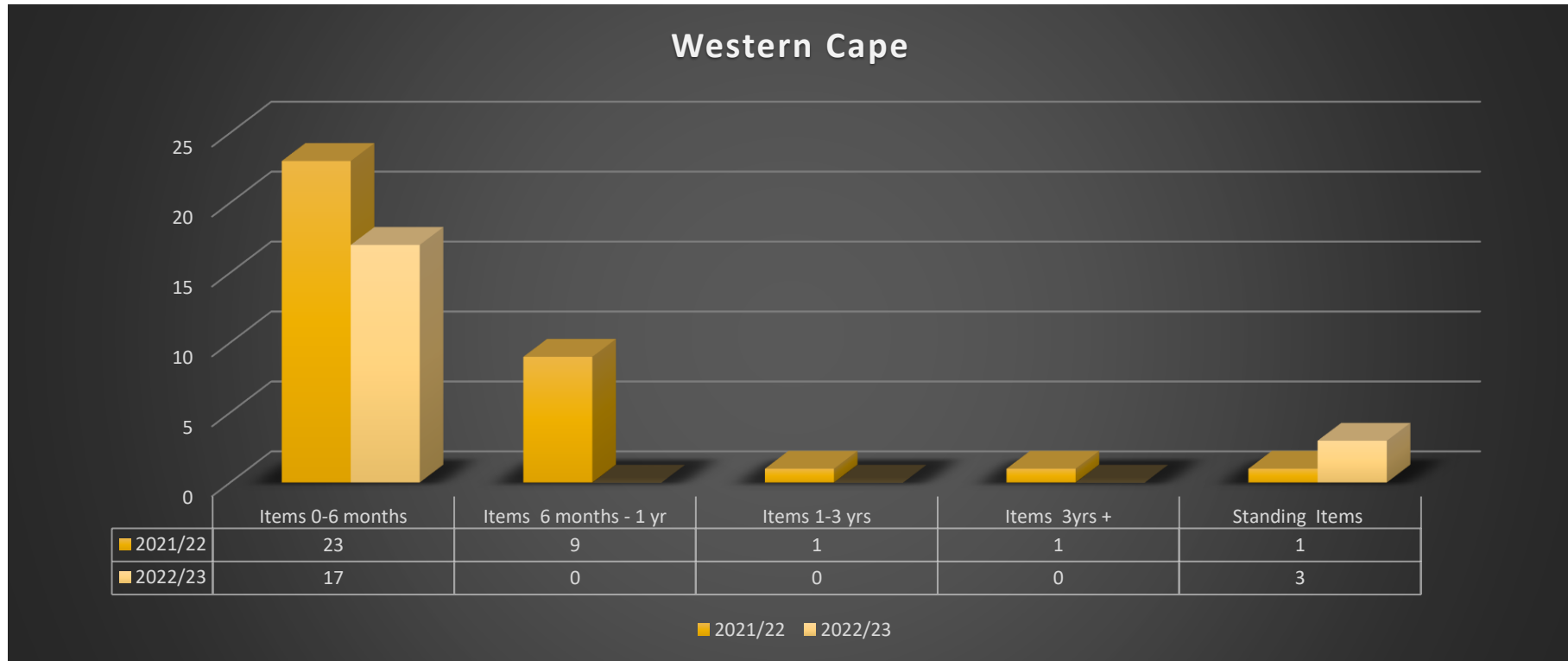
North West



Graph 3.9 - Northern -Cape

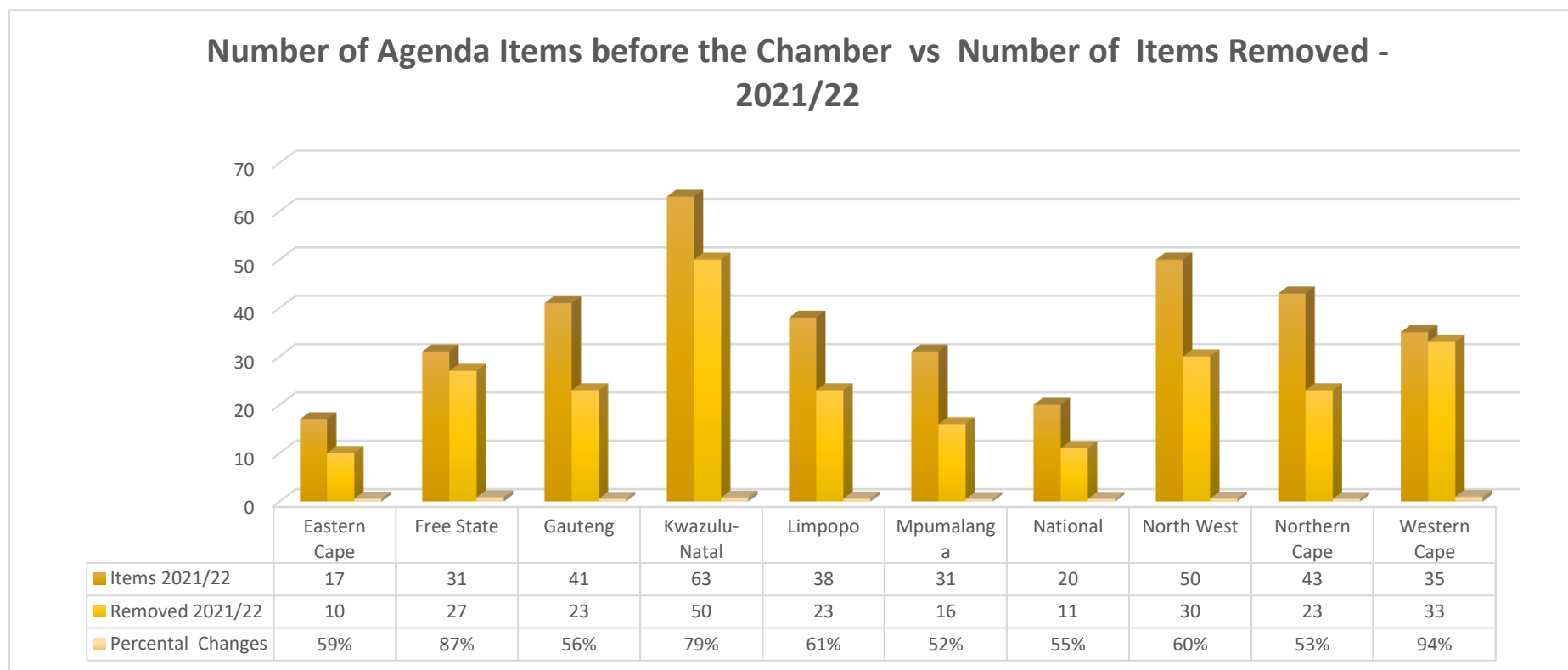


Graph 3.10 - Western Cape



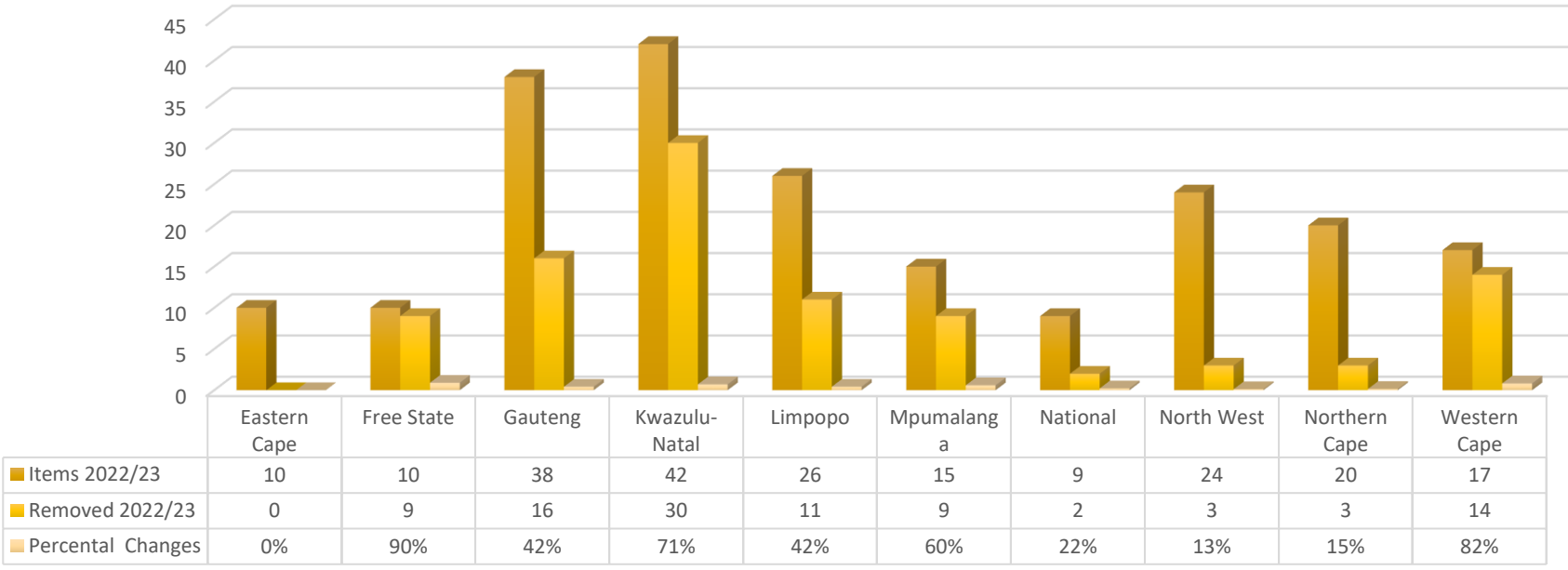
Graph 4: Number of Agenda Items per Chamber vs the Number of Agenda Items Removed

The two (2) graphs below compare the number of agenda items that were tabled per Chamber, and the number of the items each Chamber removed in 2021/22 and 2022/23.



Graph 5: Number of Agenda Items per Chamber

Number of Agenda Items before the Chamber vs Number of Items Removed - 2022/23



The graph below compares the total number of agenda items per Chamber: 2021/22 and 2022/23

Number of Agenda Items Comparison-2021/22 & 2022/23

