

**Eastern Cape PHSDSBC Quarterly report
01 October 2023 – 31 December 2023**

1. INTRODUCTION

This report is a presentation of the work performed by the Eastern Cape Chamber. The report covers the period 01 October 2023 to 31 December 2023.

2. Meetings in this Period

2.1. 17 November 2023 Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Sivuyile Mange (Chairperson)	Labour (DENOSA)
2.	Mr Mnyamezeli Bomeni (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Eastern Cape Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Seven (7) days before the meeting.	12 October 2023 (Chamber Meeting)	N/A	N/A	N/A	The scheduled meeting never materialised.	To identify a new meeting date.
	17 November 2023 (Chamber Meeting)	100% Compliance	13 November 2023	0%	The meeting was successfully convened.	None
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been	17 November 2023 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	100%	0%	Documents were compiled as per the prescribed timeline.	

1. Eastern Cape Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
distributed beforehand)						
1.3 Minutes must be to the acceptable standard.	17 November 2023	100% Compliance	Minutes of 08 August 2023 were adopted with amendments on 17 November 2023.	N/A	None	None

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER						
STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS	
2.1 Regular and consistent attendance of meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 100% of scheduled Chamber meetings.	100%	0%	All parties attend chamber meetings.	
2.2 Every party would	Number of parties	100% Compliance	100%	0%	All parties submitted their	

be represented by the authorized representatives.	who submit letters of credence 45 days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).	All Parties tabled their authorized representatives.		credential letters.
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3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to Chamber Secretary fourteen (14) days before the Chamber meeting.	Number of agenda items submitted within 14 days before the Chamber Meeting.	100% compliance	100%	0%	None.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	0%	100%	None

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

STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME	PERFORMANCE		
3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance (All parties hold caucuses before the Chamber meeting)	100% Compliance Labour and the Employer convened caucus as per the schedule.	0%	None
3.4 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	The chamber management committee is meeting prior to the chamber meetings.

4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 All parties must be mandated to engage on all items on the agenda.	Number of parties with mandate to engage.	100% Compliance	100% Compliance	0%	None

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 Every Chamber must establish a Task Team to monitor new collective agreements.	The number of Chambers with functional Task Teams.	The Chambers had established a Task Team for recent collective agreements.	100%	0%	The Chamber established a task team to monitor the implementation of the PHSDSBC Resolutions.
5.2 At least one (1) Chamber report on monitoring of implementation of a collective agreement.	The number of Chambers that submit monitoring reports.	Report on the implementation of a Collective Agreements.	100%	0%	Parties to the Chamber are currently monitoring the implementation of the PHSDSBC Resolution 3 of 2019

6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 Zero wild cat strikes.	The number of wild cat strikes that occurred within the Chamber's jurisdiction.	Report of wild cat strikes that occurred within the Chamber's jurisdiction.	industrial action reported was provided.	Nil	None
6.2 Zero walk-out	The number of walk-out that occurred within the Chamber's jurisdiction.	Report on walk outs that occurred within the Chamber's jurisdiction.	No recorded walkout.	Nil	None
6.3 Minimal disputes related to the Chamber items.	The number of disputes declared in relation to an agenda item.	Report on disputes that related to the Chamber agenda item.	None	Nil	None

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members must attend the EXCO and Chamber Management workshop.	The number of Chamber Management Committee members who attend the EXCO and Chamber Management workshop.	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	100%	0%	The ExCo Chamber Management Workshop was convened on 24 and 25 October 2023.
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis will be conduct in 2023.	Not yet submitted.	Zero	None
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by the Chamber.	All Chambers to hold operational planning sessions.	No yet submitted.	Zero	Not yet convened due to financial constraints.

8. Reporting on Industrial Action

For the reporting period, the DSD and DoH submitted NIL reports to the Chamber.

No	Chamber	District	Institution	Reason	Leadin	Number and	Action taken by	Recommended support
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		and City	/s involved	mentioned. for the strike, type and duration taken	g Trade Union/s involved	categories of employees involved	Chamber parties	Expected

9. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

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

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date Five (5) years and four months	Retained (Standing agenda item)	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 Ten (10) months	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	NEHAWU	30 September	Retained	The item is currently on the

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	in the Department of Social Development – NEHAWU		2020 to date three (3) years and Nine (9) months		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 One (1) year and two (2) months	Removed 06 June 2023	The item is removed from the agenda.
5.	Procedures and Policies for EMS in the ECDoH	NEHAWU	31 March 2022 One (1) year and two (2) months	Removed 06 June 2023	The item was merged with item: Occupational Health and Safety concerns at the EC Department of Health and Department of Social Development.
6.	Draft Bursary Policy	DoH	31 March 2022 to date One (1) year and five (5) months	Removed 08 August 2023	None.
7.	Occupational Health and Safety concerns at the EC Department of Health workplaces	NEHAWU	31 March 2022 to date One (1) year	Retained (Standing agenda)	The item was merged with item: <i>Number of Employees working from Home Due to Closure, or partial closure, of the Eastern</i>

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			and Nine (9) months	item)	<i>Cape Department of Social Development Offices due to Non-Compliance with the Occupational Health and Safety Act and renamed Occupational Health and Safety concerns at the EC Department of Health and Department of Social Development.</i> 17 November 2023
8.	Provincial Service Optimisation Programme – DoH	DoH	07 June 2022 to date One (1) year	Removed 06 June 2023	The item was removed from the agenda.
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) meetings	Removed 17 November 2023	The item was merged with item: <i>Occupational Health and Safety concerns at the EC Department of Health workplaces.</i> and renamed Occupational Health and Safety concerns at the EC Department of Health and Department of Social Development. 17 November 2023
10.	Failure to convene the	NEHAWU	18 November	Removed	The item was removed from the

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Department of Health Task Team to review the Service Delivery Model and the Organizational Structure		2022 Two (2) meetings	06 June 2023	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 Two (2) meetings	Removed 06 June 2023	The item was removed from the agenda.
12.	Implementation of PHSDSBC Resolution 3 of 2022 by the Eastern Cape Department of Health	NEHAWU	18 November 2022 Two (2) meetings	Removed 06 June 2023	The item was removed from the agenda.
13.	Establishment of Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements	PHSDSBC	18 November 2022 Three (3) meetings	Removed 08 August 2023	The item is removed from the agenda
14.	Request for complete Audit and Verification of OSD files for Social Workers who were employed by the Department of Health in the Eastern Cape Province,	NEHAWU	06 June 2023 Four (4) meetings.	Retained	The item is retained on the agenda.

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	before 1 April 2008 – NEHAWU				
15.	Normalisation of salary levels in line with regulating collective agreements-NEHAWU	NEHAWU	06 June 2023 Four (4) meetings.	Retained	The item is retained on the agenda.
16.	Update on the ghost employees challenge at the Department of Health – NEHAWU	NEHAWU	06 June 2023 Four (4) meetings.	Retained	The item is retained on the agenda.
17.	Monitoring Tools for the Provision of Psychosocial Support – PHSDSBC	PHSDSBC	06 June 2023 Four (4) meeting.	Retained	The item is retained on the agenda.
18.	Policy on secondment - DoH	DoH	06 June 2023 Three (3) meetings.	Removed 08 August 2023	The item is removed from the agenda
19.	Policy on Exit Management - DoH	DoH	06 June 2023 Three (3) meetings.	Removed 08 August 2023	The item is removed from the agenda
20.	Policy on Remunerative Overtime and working hours – DOH	DoH	06 June 2023 Three (3) meetings.	Removed 08 August 2023	The item is withdrawn from the agenda
21.	Back Up Plan for Load	DENOSA	06 June 2023	Retained	The item is retained on the

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Shedding in the Eastern Cape Department of Health Facilities - DENOSA		Four (4) meetings.		agenda.
22.	Draft Policy on Acting Appointment and Payment of Acting Allowance – DoH	DoH	29 June 2023 Two (2) meetings.	Removed 08 August 2023	The item is removed from the agenda
23.	Draft Resettlement Policy - DoH	DoH	29 June 2023 Two (2) meetings.	Removed 08 August 2023	The item is removed from the agenda
24.	Draft Special Leave Policy - DoH	DoH	29 June 2023 Two (2) meetings.	Removed 08 August 2023	The item is removed from the agenda
25.	Request for an explanation on the number of employees working from home at the Eastern Cape Department of Health.	DoH	29 June 2023 One (1) meeting.	Removed 29 June 2023	The item is removed from the agenda.
26.	Organisational restructuring process – DSD	NEHAWU	29 June 2023 One (1) meeting.	Removed 29 June 2023	The item was removed from the agenda.
27.	Draft collective agreement on the DOH Summit	NEHAWU	29 June 2023	Retained	The item is retained on the agenda.

10. LIFESPAN					
N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	declaration		Three (3) meetings.		
28.	Draft Security Policy - DoH	DoH	08 August 2023 Two (2) meetings.	Retained	The policy is currently discussed by the task team. The item is retained on the agenda
29.	Post Covid – Psychosocial support for staff members	HOSPERSA	17Novemebr 2023 One (1) meeting	Retained	The item is retained on the agenda.
30.	Safety and Security of staff members in the facilities.	HOSPERSA	17Novemebr 2023 One (1) meeting	Retained	The item is retained on the agenda.
31.					