

**Free State Chamber PHSDSBC Quarterly report
1 October 2023 to 31 December 2023**

INTRODUCTION

This report is a presentation of the work performed by the Free State Chamber. The report covers the period 01 October 2023 – 31 December 2023.

1. Meetings in this Period

1.1. 17 November 2023– Free State Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thabang Molise (Chairperson)	The Employer
2.	Mr Benjamin Malgas (Vice Chairperson)	Labour (NEHAWU)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

1. FREE STATE CHAMBER EVALUATION

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	17 November 2023 Chamber Meeting)	100% Compliance Chambers meeting notice, agenda items and minutes must be sent out ten (10 days before the meeting of the Chamber).	03 November 2023	+4	The meeting was held successfully.	None
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand	17 November 2023 Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared Days prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	17 November 2023 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the	Minutes will be adopted in February 2024	N/A	None	None

		content 100%).			
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2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
2.1 Regular and consistent attendance of meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	0%	None
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days before the Council AGM.	100% Compliance (All Parties must produce the letters of credence for every chamber representative).	All parties submitted letters of credence	100%	None

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS
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		OUTCOME/ TARGET	PERFORMANC E		
3.1 Agenda items must be submitted to Chamber Secretary five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	New agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	There were no new items
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings. %	N/A	No items were finalized as prescribed.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANC E	VARIANCE	COMMENTS
4.1 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance (All parties hold caucuses before the Chamber meeting).	Both parties did hold caucus meetings days before the meeting. 100% Compliance	0 %	Both parties convened caucus meetings

4.2 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance (Chamber Management committee must hold a meeting before the Chamber meeting).	Chamber Management Committee did not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0% Compliance	100%	None
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5. ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5.1 All parties must be mandated to engage on all items on the agenda.	Number of parties with mandate to engage.	100% Compliance (Parties come in a meeting with mandated positions).	All parties have mandate to engage on the matters before the agenda. 100% compliance	0%	None

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 Every Chamber	The number	All Chambers	There is no Task	N/A	The Chamber decided not to

must establish a Task Team to monitor new collective agreements.	of Chambers with functional Task Teams.	have established implementation Monitoring Task Teams for new collective agreements.	Team on the PHSDSBC OSD Task Team. 100%		establish a TT, but keep- all the Resolutions signed in 2021 on the agenda as standing items for progress reporting.
6.2 At least one (1) Chamber report on monitoring of implementation of a collective agreement.	The number of Chambers that submit monitoring reports.	Report on the implementation of a Collective Agreements.	Regular reports are submitted to the Chamber.	0%	Reports are currently provided on Resolution 3 of 2019 and all Resolution signed in 2021.

7. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members must attend the EXCO and Chamber Management workshop.	The number of Chamber Management Committee members who attend the EXCO and Chamber Management workshop.	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	-100%	Zero	Next ExCo Chamber Management workshop was held on 24 & 25 October 2023.
7.2 Submit the training	The number of	The	Not yet	Zero	None

needs to Council.	training needs submitted per Chamber.	Chambers training needs analysis tool was forwarded to parties.	submitted.		
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	None

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 Zero wild cat strikes.	The number of wild cat strikes that occurred within the Chamber's jurisdiction.	Report of wild cat strikes that occurred within the Chamber's jurisdiction.	Not reported in the Chamber.	N/A	None
8.2 Zero walk-out	The number of walk-out that occurred within the Chamber's jurisdiction.	Report on walk outs that occurred within the Chamber's jurisdiction.	No walkouts.	N/A	None
8.3 Minimal disputes	The number of	Report on	No disputes	N/A	None

related to the Chamber items.	disputes declared in relation to an agenda item.	disputes that related to the Chamber agenda item.	declared at the Chamber		
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3. Reporting on Industrial Action

The Employer (DoH and DSD) provided the reports for July and September 2023 (see the attached).

No	Chamber	District and City	Institution/s involved	Reason mentioned for the strike, type and duration taken	Leading Trade Union/s involved	Number and categories of employees involved	Action taken by Chamber parties	Recommended support Expected
1.	Free State Chamber		N/A	N/A	N/A	N/A	N/A	N/A

4. Prominent Issues Requiring ExCo and/or Council Attention

There are no issues that warrant the ExCo/ Council attention.

5. Lifespan of Agenda Items

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 & 7 months 20 meetings	Removed 21 September 2023	The item was removed to allow the Employer to conclude on its internal processes.
4.	Implementation of Resolution 3 of 2019	Council	18 June 2020 N/A	Removed 21 September 2023	The item was removed and was a standing item for purposes of monitoring the Resolution.
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	Removed 21 September 2023	The item was removed and was a standing item for purposes of monitoring the Resolution.
6.	Monitoring Tool for the Provision of Psychosocial Support	Council	16 February 2023 N/A	Standing Agenda Item	The item remains as a standing agenda on for monitoring purposes.
7.	Lay Councillors in all Clinics within the	HOSPERSA	19 July 2023	Removed	The item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Districts		2 meetings	21 September 2023	
8	Internal Memo from the Acting DDG- Instruction to Stop Filing of Posts level 1 – 8	HOSPERSA	19 July 2023 2 meetings	Removed 21 September 2023	The item was finalized and removed.
9	Circular 19 of 2023 -Withdrawal of Recruitment Database for Nurses within the Department of Health Free State	HOSPERSA	19 July 2023 2 meetings	Removed 21 September 2023	The item was finalized and removed.
10	Internal Memo FSSON Applications	HOSPERSA	19 July 2023 2 meetings	Removed 21 September 2023	The item was finalized and removed.
11	Registration of foreign trained South Medical Doctors with HPCSA	HOSPERSA	21 September 2023 3 months 2 meetings	Retained	The item remains on the agenda for progress reporting.
12	Hospital Accommodation Policy	DENOSA	21 September 2023 3 months 2 meetings	Retained	The item remains on the agenda for progress reporting.
13	Outstanding Overtime Payment	DENOSA	21 September 2023 3 months 2 meetings	Retained	The item remains on the agenda for progress reporting.
14	Uniform Allowance for Nurses- Department of Social Development (DSD)	DENOSA	21 September 2023 3 months	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2 meetings		