

Gauteng Chamber PHSDSBC Quarterly report
1 October 2023 – 31 December 2023

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 05 October 2023 - Chamber Meeting
- 2.2 02 November 2023 - Special Chamber
- 2.3 24 November 2023 – Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Poni Rakgalakane (Chairperson)	Labour (PSA)
2.	Mr Philemon Meko (Vice-Chairperson)	Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Gauteng 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.	05 October 2023 (Chamber Meeting)	100% Compliance	26 September 2023	0%	The meeting was successfully convened.	None
	02 November 2023 (Special Chamber)	N/A	N/A	N/A	None	None
	24 November 2023 (Chamber Meeting)	100% Compliance	17 November 2023	0%	The meeting was successfully convened.	None
1.4 All meeting bundles of documents must be ready on the day of the meeting. (i.e.	05 October 2023 – (Chamber Meeting)	100% compliance (All meeting bundle of documents	100%	0%	Documents were compiled as per the prescribed timeline.	None
	02 November 2023 (Special Chamber)					

conglomeration of all documents that must have been distributed beforehand)	24 November 2023 (Chamber Meeting)	are ready on the day of the meeting)				
1.7 Minutes must be to the acceptable standard.	24 November 2023	100% Compliance	The minutes of 05 October 2023 and ,02 November 2023 (special meeting) were adopted with minor corrections. The minutes of 24 November 2023 will be adopted in the next Chamber meeting	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	Attendance of meetings by parties.	All parties must attend at least 90% of	100% attendance by all parties	0%	All parties attend chamber meetings

meetings by both parties.		scheduled Chamber meetings.			
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	100% All Parties tabled their authorized representatives.	0%	All parties submitted their credential letters.

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%	All agenda items are submitted 14 days prior to the chamber meetings.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal	100% compliance	Three (3) agenda items were finalized within three (3) normal	100%	None

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
	meetings.		meetings for the reporting period.		

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance	100% Compliance	0%	Both Labour and the Employer convene caucuses.
3.4 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	None

4 ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 All parties must be mandated to engage on all items on the agenda.	Number of parties with mandate to engage.	100% Compliance	100% compliance	0%	All parties have mandates to engage on the matters before the agenda.

5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

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

collective agreement.	reports.	Agreements.			
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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.	Reported in the Chamber.	0%	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	N/A
6.3 Minimal disputes related to the Chamber items.	The number of disputes declared in relation to an agenda item.	Report on disputes that related to the Chamber agenda item.	N/A	N/A	N/A

7 ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members	The number of Chamber Management Committee	All twenty (20) Chamber Management Committee	100%	Zero	The ExCo Chamber Management Workshop was convened on 24/25 October 2023

must attend the EXCO and Chamber Management workshop.	members who attend the EXCO and Chamber Management workshop.	members subjected to Capacity Building by EXCO.			
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis is still to be conducted.	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

The Employer DoH and DSD submitted Industrial Action reports for the reporting period.

Date	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
	Gauteng	DoH	-Socio Economic	COSATU	Not yet	They noted	None

06 October 2023	Province	facilities	strike. -Stay away. -For One day	affiliated Unions	determined.	the report.	
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9. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

The Chamber has been unable to transact on some of the matter, due to the length of the agenda.

10 LIFESPANS					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	Realignment of the Organisational Structure - DSD	DSD	29 November 2019 Four (4) years one months	Retained (Standing agenda item)	The Task Teams continue to submit regular progress reports to the Chamber.
2.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	Retained (Standing agenda item)	The Task Teams continue to submit regular progress reports to the Chamber.
3.	Gauteng Department of Health Organisational Structure	DoH	03 October 2018 to date	Retained (Standing	The agenda item should still be retained on the agenda of the

			Five (5) years and two Months	agenda item)	Chamber due to the continuous progress reports.
4.	Security In-Sourcing	DoH	13 June 2019 Three (3) and ten (10) months.	Removed 08 August 2023	The item was removed.
5.	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 Four (4) years and Four (4) month.	Retained	The agenda item should be retained for reasons that the Employer is providing progress reports.
6.	Performance Management Development System (2020/2021)	DSD	03 November 2020 Two (2) years and 11 months.	Removed 05 October 2023	The item is still being discussed by parties to the chamber at the level of the multilateral task team forum for DSD.
7.	Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	03 November 2020 to date Three (3) years and one (1) month.	Retained (Standing agenda item)	The item is still being discussed at the level of the Chamber.

8.	Draft Bursary Policy	DOH	02 June 2021 One (1) year and eleven (11) months	Removed 30 May 2023	The item was withdrawn by the Employer.
9.	Draft Policy Regarding the Management of Official Hours of Work- DoH	DOH	02 June 2021 One (1) year and eleven (11) months	Removed 30 May 2023	The item was withdrawn by the Employer.
10.	Draft Policy Regarding Prevention and Management of Pressure Injuries	DoH	04 August 2021 One (1) year nine (9) months.	Removed 30 May 2023	The item was withdrawn by the Employer.
11.	Performance Management and Development 2020/2021 financial year	DoH	12 November 2021 One (1) year seven (7) months	Removed 30 May 2023	The item was removed from the agenda.
12.	Unsafe Working Conditions, Non-Compliance with OHSA for EMS personnel	HOSPERS A	02 June 2022 One (1) year five (5) months	Removed 02 November 2023	The matter was referred to the EMS multilateral.
13.	Non-Payment of Injury on Duty for EMS Personnel	HOSPERS A	02 June 2022 One (1) year five (5)	Removed 02 November 2023	The matter was referred to the EMS multilateral.

			months		
14.	Non-Payments of Incentives PMDS and OSD Translation EMS	HOSPERS A	02 June 2022 One (1) year five (5) months	Removed 02 November 2023	The matter was referred to the EMS multilateral.
15.	EMS Attending to Gun Shot Incidents without the Escort of the SAPS	HOSPERS A	02 June 2022 to date One (1) year and three (3) months	Removed 02 November 2023	The matter was referred to the EMS multilateral.
16.	Lack of Training to EMS Personnel in Utilising New Incubators	HOSPERS A	02 June 2022 to date One (1) year five (5) months	Retained Removed 02 November 2023	The matter was referred to the EMS multilateral.
17.	Non – Compliance by the Employer with the GDoH Leave Policy Application for EMS Personnel	HOSPERS A	02 June 2022 to date One (1) year five (5) months	Removed 02 November 2023	The matter was referred to the EMS multilateral.
18.	Non - Compliance with Provincial Circular 5 of 2019 and Section 14 of BCEA, Staff Working more than 160 Hours per Month without Remuneration	HOSPERS A	02 June 2022 to date One (1) year and six (6)	Retained	The matter is still being discussed in Chamber.

			months		
19.	Draft Resettlement Policy	DoH	02 June 2022 One (1) year	Removed 30 May 2023	The item was withdrawn
20.	Draft Special Leave Policy	DoH	02 June 2022 One (1) year	Removed 30 May 2023	The item was withdrawn
21.	Establishment of Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements	PHSDSBC	04 August 2022 One (1) year five (5) month.	Retained	The item was renamed, Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements. 24 November 2023
22.	Draft Policy on Commuted Overtime	DoH	04 August 2022 Ten (10) months	Removed 30 May 2023	The item was withdrawn by the Employer.
23.	Draft Recruitment and Selection Policy	DoH	04 August 2022 Ten (10) months	Removed 30 May 2023	The item was withdrawn by the Employer.
24.	Draft Access Control Guidelines	DoH	04 August 2022 Ten (10)	Removed 30 May 2023	The item was withdrawn by the Employer.

			months		
25.	Standardised Framework for the insourcing of non-essential service in GDOH	NUPSAW	04 August 2022 Ten (10) months	Removed 30 May 2023	NAPSAW withdrew the item.
26.	Relocation of Wits Dental Clinic Without Consultation with Organised Labour	PSA	09 February 2023 Three (3) meetings	Removed 30 May 2023	None.
27.	Institutional Realignment Project (IRP)	DSD	09 February 2023 Five (5) meetings	Retained	The item is still being discussed by parties to the chamber.
28.	The implementation of the Gauteng Department of Social Development internal Bursary policy and its framework	NEHAWU	09 February 2023 Three (3) meetings	Removed 03 August 2023	The item was removed from the agenda
29.	Inconsistent 2019/20 PMDS Performance Ratings for EMS officials – PSA	PSA	30 May 2023 One (1) meeting	Removed 30 May 2023	The item was removed from the agenda.
30.	Alignment of designation of employees performing ECG Assistance duties - PSA	PSA	30 May 2023 Five (5)	Removed 24 November	The item was removed from the agenda

			meetings	2023	
31.	Recruitment and Selection Policy - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
32.	Communications Policy - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
33.	Resettlement Policy - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
34.	Acting Appointment Policy - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
35.	Policy on Overtime - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
36.	Policy on Official Working Hours and Shift Workers - DSD	DSD	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
37.	The Monitoring of The Regional and Institutional Multilaterals DSD - NEHAWU	NEHAWU	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.

38.	The Implementation of Recovery of the Enforcement Traffic Fine Orders - NEHAWU	NEHAWU	30 May 2023 Five (5) meetings	Retained	The matter is still being discussed in Chamber.
39.	Draft policy on Other Remunerative of work outside the public service (ORWOPS) - DoH	DoH	03 August 2023 One (1) meeting	Removed 03 August 2023	Labour refused to engage the DoH on policy until the draft policies that the Chamber adopted between 2020 and 2022 were approved by the DoH principals.
40.	Draft Security Policy – DoH	DoH	03 August 2023 One (1) meeting	Removed 03 August 2023	Labour refused to engage the DoH on policy until the draft policies that the Chamber adopted between 2020 and 2022 were approved by the DoH principals.
41.	Draft Access control guidelines Policy - DoH	DoH	03 August 2023 One (1) meeting	Removed 03 August 2023	Labour refused to engage the DoH on policy until the draft policies that the Chamber adopted between 2020 and 2022 were approved by the DoH principals.
42.	Special leave - DSD	DSD	03 August 2023 Three (3) meetings	Retained	The matter is still being discussed in Chamber.
43.	Uniform Allowance for Nursing Personnel in GDOH & GDSD	PSA	05 October 2023	Removed	None

			One (1) meeting	05 October 2023	
44.	PSCBC Resolution 1 of 2007- Payment of Danger Allowance to Identified Categories of Staff	NUPSAW	05 October 2023 Two meetings (2) meeting	Removed 24 November 2023	The PHSDSBC Executive Committee (ExCo) did not approve the matter to be tabled at council level as it belongs to the PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC).
45.	Guideline for Health Institutions and Facilities	NUPSAW	05 October 2023 Two (2) meetings	Retained	The matter is still being discussed in Chamber.
46.	Review of Multilateral Guidelines	NUPSAW	05 October 2023 One (1) meeting	Removed 05 October 2023	None
47.	Role and Responsibility of Nurses in Managing Corpses for Mortuary	NUPSAW	05 October 2023 One (1) meeting	Removed 05 October 2023	None
48.					