

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 October 2023-31 December 2023**

INTRODUCTION

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

1. Meetings in this Period

1.1. 19 October 2023- KwaZulu Natal Chamber Meeting

1.2. 08 December 2023- KwaZulu Natal Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thulani Gabela (Chairperson)	Labour (NEHAWU)
2.	Mr Nkululeko Hlongwane (Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

Chamber Administration

1. KWAZULU NATAL 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	19 October 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).	28 September 2023	+11	The meeting was held successful.	None
	08 December 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).	20 November 2023	+4	The meeting was held successful.	None
1.2 All meeting bundles of documents must be ready on the day of the meeting.	19 October 2023 Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting. 100%	0%	The documents were prepared as prescribed.	None

(i.e. conglomeratio n of all documents that must have been distributed beforehand)	08 December 2023 (Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document was prepared and ready prior the meeting. 100%	0%	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	19 October 2023 Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections on 01 December 2023	0%	None	None
	08 December 2023 (Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in March 2024	0%	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	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled	100% attendance by all parties	0%	None

parties.		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 (All Parties must produce the letters of credence for every chamber representative).	All Parties provided their authorized representatives. 100%	%	None

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to Chamber Secretary five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	Agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	There were two (02) new items, and all submitted within the prescribed time.
3.2 Agenda items to be finalized within three. (3) Normal meetings.	Number of Agenda items finalized within three (3) normal	100% compliance	Nine (9) agenda item was finalized within (3) normal meetings.	0%	Nine (9) agenda items were finalized within (3) normal meetings.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance (All parties hold caucuses before the Chamber meeting).	Both parties convened the Caucus days before the meeting. 100 % Compliance	0 %	None
4.2 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance (Chamber Management committee must hold a meeting before the Chamber meeting).	Chamber Management Committee not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0%	0%	None

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 must establish a Task Team to monitor new collective agreements.	The number of Chambers with functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for new collective agreements.	There is no ar Task Teams established for different items but not for monitoring CA per 100%	100%	The Chamber decided not to 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 motoring of a Collective Agreements (CA).	Reports are submitted to the Chamber on CA	100%	Reports on the Implementation of the Resolutions were given, and items removed.

7. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty Chamber Management Committee members must attend the EXCO and Chamber Management workshop. (20)	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	The next ExCo Chamber management workshop was held 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 tool was forwarded to parties.	Not submitted. yet	Zero	None
7.3 To have a Chamber operational planning session once a year.	The number of successful operational planning sessions undertaken by the Chamber.	All Chambers to hold operational planning sessions.	No submitted. yet	Zero	None

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.	Report provided	Nil	See the attached industrial Action Reports.
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	Nil	None
8.3 Minimal disputes related to the Chamber items.	The number of disputes declared in relation to an agenda item.	Report on disputes that related to the Chamber agenda item.	No disputes declared at the Chamber		None

3. Reporting on Industrial Action

The Employer (DoH and DSD) provided a report (see the attached report).

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

4. Prominent Issues Requiring ExCo and/or Council Attention

There are no prominent issues that require the attention of the EXCO and or the Council.

5. Lifespan of Agenda Items

KWAZULU NATAL CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1	Nkonjeni and St Francis Complexing	Employer (DoH)	16 March 2022 1-year 9 months 10 meetings	Removed 08 December 2023	The item was finalized, save for feedback on the political meeting with the community leaders.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
					A Task Team was established
2	Provincialization of Cato Manor CHC and Extension of Service Hours	Employer (DoH)	17 May 2022 1 year 7 months 10 meetings	Removed 08 December 2023	Item was finalised and removed, and a Task Team dissolved
3	Extension of Pharmacy Operating Hours to cover 12 hours during the weekdays, 5 hours on Saturdays, Sundays and Public Holidays	Employer (DoH)	09 June 2022 1 year & 3 months 8 meetings	Removed 08 September 2023	Item was finalised and removed, and a Task Team dissolved
4	Commissioning of Richmond Hospital	Employer (DoH)	21 September 2022 9 months 5 meetings	Removed 09 June 2023	Item was finalised and removed.
5	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 8 months 4 meetings	Removed 17 August 2023	Item was finalised and removed, and a Task Team dissolved
6	Relocation of staff from lower Mfolosi and Richards Bay Offices to Umfolozi Office (Mbonambi)-DSD	HOSPERSA	31 January 2023 11 months 6 meetings	Retained	Item remains on the agenda to track progress and Task Team dissolved.
7	Departmental Other Remunerative Work Outside the Public Service (ORWOPS) Policy	Employer (DoH)	23 March 2023 3 months	Removed 09 June 2023	Policy adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			2 meetings		
8	Online Application for available positions in both departments	DENOSA	23 March 2023 3 months 3 meeting	Removed 09 June 2023	Item was finalised and removed.
9	Report by Public Protector at four KZN Hospitals	PSA	23 March 2023 3 months 1 meeting	Removed 09 June 2023	Item was finalised and removed.
10	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 3 months 1 meeting	Removed 09 June 2023	Item was finalised and removed.
11	Untenable Working Conditions Due to Electricity that has Been Disconnected at Richards Bay Office-DSD	PSA	23 March 2023 3 months 1 meeting	Removed 09 June 2023	Item was finalised and removed.
12	Department of Social Development Labour Relations Terms of Reference	Chamber Secretary	23 March 2023 N/A	Retained Standing Item	Item remains on the agenda to track progress.
13	Monitoring Tool for the Provision of Psychosocial Support	Council	23 March 2023 N/A	Removed as a standing item. 08 December 2023	Item finalized and removed. It would be reinstated if the Council directs same.
14	KZN Fixed PHC Facilities to provide community-based services to	Employer (DoH)	15 May 2023 3 months	Removed	Item remains on the agenda to track

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	catchment population		3 meetings	17 August 2023	progress.
15	Supervision of CHW for Outreach Services by Nurses	DENOSA	09 June 2023 1 meeting	Removed 09 June 2023	The item was finalized and removed.
16	Decommissioning of Newtown Community Health Centre from CHC to a large clinic	Employer (DSD)	09 June 2023 6 months 4 meetings	Retained	Item remains on the agenda to track progress. A Task Team was established.
17	Implementation of Matching and Placement of Personnel as per the Organizational Structure in Human Resources Chief Directorate	Employer (DSD)	17 August 2023 4 months 3 meetings	Retained	Item remains on the agenda to track progress. A Task Team was established.
18	Provision of Uniform for Community Health Workers (CHWs) and Community Care Givers (CCGs)	NUPSAW	17 August 2023 2 months 2 meetings	Removed 19 October 2023	Item was finalized and removed.
19	Provision of Uniform for Malaria Control Employees	NUPSAW/ NEHAWU	17 August 2023 2 months 2 meetings	Removed 19 October 2023	Item was finalized and removed.
20	Maternity benefit for Community Health Workers (CHWs) and Community Care Givers (CCGs)- Departments of Health (DoH) and	NUPSAW	17 August 2023 1 meeting	Removed 17 August 2023	The item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Social Development (DSD)				
21	Review and/or Increase in Bicycle Allowance for Qualifying Categories of Employees	NUPSAW	17 August 2023 1 meeting	Removed 25 August 2023	The item was finalized and removed.
22	Translation of Health Promoters Post Training	NUPSAW	17 August 2023 2 months 2 meetings	Removed 19 October 2023	Item was finalized and removed.
23	Training and Translation of Lay Counsellors	NUPSAW	17 August 2023 1 meeting	Removed 25 August 2023	The item was finalized and removed.
24	Danger allowance for Psychiatry Nurses in dedicated Psychiatric Wards Including Hybrid and 72 hours Assessments Wards	NUPSAW	17 August 2023 1 meeting	Removed 25 August 2023	The item was finalized and removed.
25	Partial Implementation of Resolution 3 of 2009	NEHAWU	17 August 2023 1 meeting	Removed 17 August 2023	The item was finalized and removed.
26	Inconsistent in Application of Resolution 1 of 2004	NEHAWU	17 August 2023 1 meeting	Removed 25 August 2023	The item was finalized and removed.
27	Freezing of the Skills Development Fund	NEHAWU	17 August 2023 2 months 2 meetings	Removed 19 October 2023	Item was finalized and removed.
28	Amendment of clause 5 of HRM circular 108 of 2010	DENOSA	19 October 2023 2 months	Removed	The item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			2 meetings	19 October 2023	
29	Inclusion of organized labour to observe during interviews	DENOSA	19 October 2023 2 months 2 meetings	Removed 08 December 2023	The item was finalized and removed.
30	Regularization of Employment Contracts-RK Khan	HOSPERSA	19 October 2023 2 months 2 meetings	Removed 19 October 2023	The item was finalized and removed.
31	Mobile Health Services- St Benedictine Hospital	HOSPERSA	19 October 2023 1 meeting	Removed 19 October 2023	The item was finalized and removed.
32	Data Capturers Working Hours – uMkhanyakude District	HOSPERSA	19 October 2023 2 months 2 meetings	Removed 08 December 2023	The item was finalized and removed.
33	Policy on Dress Standard	Employer (DSD)	08 December 2023 1 meeting	Retained	Item remains on the agenda to track progress.
34	Lack of Implementation of Resolution 3 of 2009	NEHAWU	08 December 2023 1 meeting	Retained	Item remains on the agenda to track progress.

