

**Limpopo PHSDSBC Quarterly report
01 October 2023 – 30 December 2023**

1. INTRODUCTION

This report is a presentation of the work performed by the Limpopo Chamber. The report covers the period 01 October 2023 – 30 December 2023.

2. Meetings in this Period

- 2.1 19 October 2023 -Chamber Meeting
- 2.2 23 October 2023 -Special Chamber Meeting - Virtual
- 2.3 20 November 2023 -Special Chamber Meeting
- 2.4 08 December 2023 -Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Lesiba Monyaki (Chairperson)	Labour (DENOSA)
2.	Ms Patricia Maenetja (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	19 October 2023 (Chamber Meeting)	100% Compliance	10 October 2023	None	The meeting was held successfully.	None
	23 October 2023 (Special Chamber Meeting)	100% Compliance	20 October 2023	N/A	The meeting was held successfully.	None
	20 November 2023 (Special Chamber Meeting)	100% Compliance	09 November 2023	N/A	The meeting was held successfully	None
	08 December 2023 (Chamber Meeting)	100% Compliance	29 November 2023	None	The meeting was held successfully	None
1.3 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that	19 October 2023 (Chamber Meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	None
	23 October 2023 (Special Chamber Meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	None

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
must have been distributed beforehand)	Meeting)					
	20 November 2023 (Special Chamber Meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	None
	08 December 2023 (Chamber Meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	None
1.5 Minutes must be to the acceptable standard.	19 October 2023 (Chamber Meeting)	100% Compliance	Minutes of 24 August 2023 were adopted with minor amendments.	N/A	None	None
	08 December 2023 (Chamber Meeting)	100% Compliance	The following Minutes were adopted: 1. Chamber Meeting 19 October 2023 2.Special Chamber Meeting 23 October 2023 3.Special Chamber Meeting 20 November	N/A	None	None

1. Limpopo Chamber Evaluation

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
			2023 were adopted without amendments.			

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%	All parties attend 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%	0%	Parties submitted their letters of credence post the Chamber Meeting Preceding the Council Annual General Meeting (AGM)

3 ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
3.1 Agenda items must be submitted to the 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%	N/A
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Four (4) agenda items were finalized within three (3) normal meetings.	0%	At their initial submission, the four items were removed from the agenda.

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 (All parties hold their	100% Compliance.	0 %	Both parties convened caucuses.

		caucuses before the Chamber meeting).			
3.4 Chamber Management Committee (CMC) must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	The Chamber management committee does convene a meeting prior to 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 (Parties come in a meeting with mandated	100% compliance .	0%	All parties have mandates to engage on the matters before the agenda.

		positions).			
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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 had established implementation Monitoring Task Teams for new collective agreements.	100%	0%	The Limpopo Chamber established a chamber task team on 25 August 2022, 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 and monitoring of Collective Agreements.	100%.	0%	Resolution 3 of 2019 and Resolution 1 of 2009

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.	N/A	N/A
6.2 Zero walk-out	The number of walk-out that occurred within the	Report on walk outs that occurred within	No recorded walkout.	Nil	N/A

	Chamber's jurisdiction.	the Chamber's jurisdiction.			
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	Nil	N/A

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 24/25 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 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.	Not yet submitted.	Zero	Not yet convened due to financial constraints.

5. Reporting on Industrial Action

The Employer (DoH) submitted nil Industrial Action report 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
1.	Limpopo Chamber	N/A	N/A	N/A	N/A	N/A	N/A

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

Labour requested clarity from the Executive Committee (ExCo) of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) on an item named **Contract of Employment for Newly Appointed Professional Nurses in the Department of Health**

7. LIFESPAN

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	Implementation of Normal Grade Progression of the	PHSDSBC	31 October 2018	Remove 19 October	Labour stated that there was no need to keep monitoring compliance.

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	PHSDSBC Resolution 1 of 2009 (OSD for Social Services Professionals)		Five (5) years	2023	
2.	Performance of Overtime in the Department of Health	PSA	31 October 2018 to date Five (5) years and Two (2) months	Retained	The item should be retained in order for the Employer to provide a final close out report.
3.	Continuous Professional Development for Emergency Medical Services Personnel	PHSDSBC	20 February 2019 Four (4) years	Remove 19 October 2023	Standing item
4.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	21 February 2020 to date Three (3) years and 10 Months	Retained (Standing agenda item)	The item was introduced at the level of the Chamber in order to monitor the implementation of the resolution.
5.	Monitoring of the implementation of the Recommendations made by the PHSDSBC Task Team on PPT Terms	DENOSA	22 October 2021 to date Two (2) years and Two (2) months	Retained	The matter remains under discussion in Chamber.

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	and Conditions of Employment prior to transfer into EMS				
6.	Collective Agreement on Arrangement of Working hours	DENOSA	07 December 2021 to date Two (2) years	Retained	The item was renamed Draft Collective Agreement on Compressed Working Week and Averaging of working Hours . 20 November 2023. The item is still being discussed by parties to the Chamber. The matter remains under discussion in Chamber.
7.	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 six (6) months.	Removed 14 June 2023	None
8.	Establishment of Chamber Task Teams to Monitor the Implementation of the Recently Signed PHSDSBC Collective	PHSDSBC	25 August 2022 to date Five (5) meetings	Removed 14 June 2023	The Task Team was established

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	Agreements				
9.	Succession Plan Framework 2030	DoH	25 August 2022 to date One (1) year and One (1) Month	Remove 19 October 2023	Labour indicated that they tried benchmarking, and they could not find anything that is better than what Limpopo is offering.
10.	Centralisation of Short-listings and Interviews-All Districts	PSA	21 October 2022 10 Months	Removed 24 August 2023	The item was removed on the agenda.
11.	New Procedure to be Followed by Security Guards not Operating 24 Hours: Pregnant Women in Labour	DENOSA	21 October 2022 One (1) year	Remove 19 October 2023	<p>This item <i>New Procedure to be Followed by Security Guards not Operating 24 Hours: Pregnant Women in Labour</i> merged with item <i>The New Procedure to be Followed by Security Guards at Clinics not Operating 24hours</i>, as they were addressing the same matter. 19 October 2023</p> <p>Both Labour and the Employer failed to reach a compromise therefore the item falls of the agenda.</p>

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
					The employer stated that withdrawal is not an option and that circular 33 is still in effect. Labour agreed to disagree with the Employer and reserved their rights.
12.	New Intake for 2023 Training Under Limpopo Nursing College	DENOSA	21 October 2022 Five (5) Meetings	Removed 23 May 2023	None
13.	Safety of FPO (Forensic Pathology Officers) in executing their duties.	NEHAWU	23 February 2023 Five (5) Meetings	Retained	The matter remains under discussion in Chamber.
14.	Changing the EMS personal's scope of operation by extending their geographical area of work without consultation in chamber - NEHAWU	NEHAWU	23 February 2023 Five (5) meetings	Removed 08 December 2023	Labour indicated that It conducted its research, and it was satisfied with the findings and It was clarified on employee placement procedure.
15.	Monitoring Tools for	PHSDSBC	23 February	Retained	The matter remains under

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	the Provision of Psychosocial Support		2023 Six (6) Meetings	(standing agenda item)	discussion in Chamber.
16.	Non-compliance with the 24-Hour Services Clinic policy - NEHAWU	NEHAWU	23 February 2023 Two (2) meeting	Removed 14 June 2023	The item was withdrawn from the Chambers agenda.
17.	Backup Power system in the clinics and hospitals - DENOSA	DENOSA	23 February 2023 Six (6) Meetings	Retained	The matter remains under discussion in Chamber.
18.	Integration of Mobile clinics into fixed clinics without consultation - DENOSA	DENOSA/ NEHAWU	23 February 2023 One meeting	Removed 23 February 2023	There was a dispute in process for the same matter.
19.	Rapid Transfers/Rotation of employees without giving a reasonable notice of their movement to facilities that are too far from	PSA	23 May 2023 One (1) meeting	Removed 23 May 2023	None

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	where they reside without giving them options to choose from - PSA				
20.	Introduction of 24 hours services without following Policy on the provisions of 24-hour service at PHC Facilities. PSA	PSA	23 May 2023 One (1) meeting	Removed 23 May 2023	None
21.	Draft Recognition of Prior Learning (RPL)	DoH	23 May 2023 Four (4) meetings	Retained	The matter remains under discussion in Chamber.
22.	Non-provision of uniform to EMS Personnels	HOSPERSA	24 August 2023 Three (3) meetings	Retained	The matter remains under discussion in Chamber.
23.	Nurses Off Duties/ Duty-roasters for Nurses	LABOUR	28 September 2023 Two (2) meetings	Retained	The matter remains under discussion in Chamber.
24.	Cost Containment Measures	LABOUR/ NEHAWU	28 September 2023	Removed	None

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
			One Meeting	28 September 2023	
25.	Provisioning of uniforms/PPE's for FPO employees.	NEHAWU	20 November 2023 Two (2) meetings	Retained	None
26.	Debriefing / counselling FPO employees in November.	NEHAWU	20 November 2023 Two (2) meetings	Removed 08 December 2023	None
27.	Restructuring of Organisational Structure in the Department of Health Without following the Consultation Process	LABOUR	19 October 2023 Two (2) meetings	Retained	None
28.	Centralization and Implementation of New Duty Rosters for EMS Officers without Consultation by the Department of Health	LABOUR	19 October 2023 Two (2) meetings	Retained	The following items were merged. a) Centralization and Implementation of New Duty Rosters for EMS Officers without Consultation by the Department of Health b) Unilateral Reduction of 12

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
					Hours per Day to 10 Hours in EMS c) Unilateral Changes of Reporting Time in EMS The be named EMS matters
29.	Unilateral Reduction of 12 Hours per Day to 10 Hours in EMS	HOSPERSA	19 October 2023 Two (2) meetings	Retained	See item 30 above
30.	Unilateral Changes of Reporting Time in EMS	HOSPERSA	19 October 2023 Two (2) meetings	Retained	See item 30 above
31.	Contract of Employment for Newly Appointed Professional Nurses in the Department of Health	LABOUR	19 October 2023 Two (2) meetings	Retained	None
32.	Compulsory Performance of Overtime in the Form	HOSPERSA	19 October 2023	Removed	The Employer stated that there's a standing Public Service Co-ordinating Bargaining Council

N O	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	of Standby in the Clinics Without Collective Agreement		One meeting	19 October 2023	(PSBC) resolution 1 OF 2007 Item 9 which speaks to provisions for working standby, therefore there was no need for a recognition agreement.
33.	Shortage of Nurses, Professional Nurses, Staff Nurses, and Nursing Assistants	HOSPERSA	19 October 2023 One meeting	Removed 19 October 2023	The Employer stated that the Item is not a bargaining issue therefore It cannot be discussed at Chamber: The department has already advertised for Nurses posts and Labour was part of that process.
34.	Outsourcing of the Pharmaceutical Depot.	HOSEPERSA	08 December 2023 One meeting	Removed 08 December 2023	Since the Employer indicated that restructuring has not started Labour proposed the removal of the item from the agenda.