

Mpumalanga PHSDSBC Quarterly report

1 October 2023 – 31 December 2023

1. INTRODUCTION

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

2. Meetings in this Period

- 2.1 10 November 2023 – Chamber Meeting
- 2.2 05 December 2023 – Special Chamber meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thulani Masombuka (Chairperson)	Labour (DENOSA)
2.	Mr Gerrie Mashile (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Mpumalanga 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).	10 November 2023 (Chamber Meeting)	100% Compliance	01 November 2023	1%	The meeting was convened successfully.	None
	05 December 2023 (special chamber meeting)	100% Compliance	27 November 2023	N/A	N/A	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)	10 November 2023 (Chamber Meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	N/A
	05 December 2023 (special chamber meeting)	100% Compliance	100% Compliance	0%	Documents were compiled as per the prescribed timeline.	
1.3 Minutes must be to the acceptable standard.	10 November 2023 (Chamber Meeting)	100% Compliance	Minutes of 20 July 2023 were adopted without amendments.	N/A	None	None

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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%	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 (All Parties must produce the letters of credence for every chamber representative).	100% Parties have submitted their letters of credence for the financial year.	0%	NEHAWU, DENOSA, PSA, HOSPERSA, NUPSAW, and the Employer submitted their letters of credence.

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	Number of agenda items submitted within 14 days	100% compliance	100%	0%	None

Secretary fourteen (14) days before the Chamber meeting.	before the Chamber Meeting.				
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% Zero (0) agenda item were finalized within three (3) meetings.	-100%	None

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 caucuses before the Chamber meeting).	50%	50%	Only labour convened a caucus for the period under review.
3.2 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).	100%	100%	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 positions).	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 implementation Monitoring Task Teams for new collective agreements.	100%	0%	The Mpumalanga Chamber established a chamber task team on 15 September 2022, to monitor the implementation of the PHSDSBC Resolution 3 of 2019.
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.	Not reported in the Chamber.	Nil	N/A
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.	There was one (1) recorded walkout by Labour on 20 July 2023.	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.	None	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	The number of Chamber Management Committee members who attend the EXCO	All twenty (20) Chamber Management Committee members subjected to Capacity Building	100%	0%	The ExCo Chamber Management Workshop was convened on 24/25 October 2023

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
EXCO and Chamber Management workshop.	and Chamber Management workshop.	by EXCO.			
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis is yet 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.

3. Reporting on Industrial Action

The Employer – DoH submitted a nil 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
24 October 2023	Balfour DSD	One	Demand the manager to leave.	NEHAW U	30	None	None

		Picketing 05 days				
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4. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.

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

5. LIFESPAN

N O	ITEMS	SPONSORE D BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	Staff Shortage	HOSPERSA	11 June 2014- To date Nine (9) years and Six (6) months	Retained (Standing agenda item)	The item should be retained as a standing item, given the continuous progress reports requested by Labour.
2.	Feedback on Nurses Translations	DENOSA and DoH	12 September 2017 to date six (6) years and Three (3) months	Retained	The agenda item should be retained, based on the progress reports being provided by the Employer
3.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 to date four (4) years and Five (5) months	Retained	The agenda item should be retained, pending the submission of a progress reports by the established Task Team dealing with the item.

N O	ITEMS	SPONSORE D BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
4.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date Three (3) years and Ten (10) months	Retained (Standing agenda item)	The agenda item should be retained in order for the Employer to provide progress reports in terms of the implementation of the collective agreement.
5.	Correct Placement of the Telecom Operators/Client Information Clerks as Per the DPSA Directives	PSA	21 July 2021 One (1) year and Eleven 11 months	Removed 13 June 2023	The item was removed.
6.	Standardised shift work	DoH	26 November 2021 Two (2) years and One month	Retained	The matter remains under discussion in Chamber.
7.	Decentralised and deinstitutionalised management of multi drug resistant of TB service in Mpumalanga	DoH	26 November 2021 Date Two (2) years and One month	Retained	The matter remains under discussion in Chamber.
8.	Overdue Payment of Overtime to Community Health Workers for Work Performed during Covid	NEHAWU	21 July 2022 to date One (1) year and	Retained	The matter remains under discussion in Chamber.

N O	ITEMS	SPONSORE D BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	-19		five (5) months		
9.	Establishment of Chamber Task Teams for the Monitoring of Concluded PHSDSBC Collective Agreements	PHSDSBC	21 July 2022 to date Eleven (11) months	Retained	The Task Team was established on 15 September 2022
10.	Study and Bursary Policy - DoH	DoH	25 November 2022 Four (4) meetings	Removed 25 May 2023	The policy was adopted
11.	Provision of Psychosocial Support	PHSDSBC	23 March 2023 Nine (9) months	Retained (standing Agenda Item)	The item is retained on the agenda, for the Employer to provide a report.
12.	Absorption of College Students R171 - DENOSA	DENOSA	13 April 2023 Eight (8) Months	Retained	The item to be renamed Appointment of College Students R171 – DENOSA. 10 November 2023 The matter remains under discussion in Chamber.
13.	Organogram – DoH	DoH	13 April 2023 Eight (8) Months	Retained	The matter remains under discussion in Chamber.
14.	Balfour movement of staff from clinics - DoH	DoH	13 April 2023	Retained	The matter remains under discussion in Chamber.

N O	ITEMS	SPONSORE D BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
			Eight (8) Months		
15.	Safety of Employees in the Health Facilities	PSA	20 July 2023 Two (2) meetings	Retained	The matter remains under discussion in Chamber.
16.	Organogram - DSD	Employer	10 November 2023 One (1) meeting	Retained	The matter remains under discussion in Chamber.
17.	Minimum Service Agreement -DSD	Employer	10 November 2023 One (1) meeting	Retained	The matter remains under discussion in Chamber.
18.					