

National Chamber PHSDSBC Quarterly report 01 October 2023 – 31 December 2023

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 14 November 2023 - National Chamber Meeting
- 1.2. 04 December 2023 – National Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Johannes Shogole (Chairperson)	Employer
2.	Mr Nathi Biyela (Vice-Chairperson)	Labour (PSA)
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

3. Chamber Administration

1. National 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).	14 November 2023 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	06 November 2023 100% Compliance		The meeting was held successfully.	None
	04 December 2023 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	24 November 2023 100% Compliance	None	The meeting was held successfully.	None
1.2 All meeting	14 November	100% Compliance	Document	None	The documents were	None

1. National Chamber Evaluation

bundles of documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	2023 (Chamber Meeting)	(All meeting bundle of documents are ready on the day of the meeting).	prepared Days prior to the meeting 100%		prepared as prescribed.	
	04 December 2023 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document not done due to postponement.	None	The documents were prepared as prescribed	None
1.3 Minutes must be to the acceptable standard.	14 November 2023 (Chamber Meeting)	100% compliance	The minute of 06 July 2023 (Chamber Meeting) were adopted with corrections.	N/A	None	N/A
	04 December 2023 (Chamber Meeting)	100% compliance	The minute of 14 November 2023 (Chamber Meeting) were adopted without corrections.	N/A	None	N/A

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.	90% All parties must attend at least 90% of scheduled Chamber meetings.	90% DENOSA representatives did not attending chamber meeting.	10%	All parties attend chamber meetings except for DENOSA.
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%	0%	All parties to the Chamber, submitted credence letters for the 2023/24 financial year.

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED	ACTUAL	VARIANCE	COMMENTS
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3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

		OUTCOME/ TARGET	PERFORMANCE			
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%	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	One item was finalized within three (3) ordinary chamber 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	50% Compliance	50 % Compliance.	The Employer is convening its caucus meetings without formally requesting caucus meetings. The meetings are convened on the day of the meeting. Labour is failing to convene

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

					regular caucuses.
3.4 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	Chamber Management committee must hold a meeting before the Chamber meeting.

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 mandate 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 National Chamber established a task team on 08 September 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 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.	Reported in the Chamber.	Nil	N/A
6.2 Zero walk-out	The number of walk-out that	Report on walk outs	No recorded walkout.	Nil	N/A

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

	occurred within the Chamber's jurisdiction.	that occurred within 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	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 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	The number of training	The Chambers training	Not yet submitted.	Zero	None.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
needs to Council.	needs submitted per Chamber.	needs analysis is yet still to be conducted.			
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

Reports by NDoH and NDSD were submitted at this Chamber for the reporting period.

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.	National 06/10/2023	All nine Provinces	DoH facilities	-Socio Economic strike. -Stay away. -For One day	COSATU affiliated Unions	Not yet determined.	-They noted the report.	

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

- No prominent issues at the level of the National Chamber currently.

10. LIFESPAN

N O	ITEMS	SPONSOR ED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date Three (3) years and Nine (9) months.	Retained	The draft policy should be retained pending finalization.
2.	Integration of Employees in the NDoH	NEHAWU	09 March 2020 Three (3) years and Nine (9) months.	Removed 04 December 2023	Integration ended.
3.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an	PHSDSBC	04 December 2020 to date Three (3) years	Retained (Standing agenda item)	The item is currently on the agenda of the Chamber for the Employer to provide progress reports.
4.	Office Allocation at Dr AB Xuma Building	NEHAWU	12 March 2021 Two (2) years and	Removed 18 May 2023	The Chamber adopted a policy on the Office Allocation at Dr A.B Xuma Building.

N O	ITEMS	SPONSOR ED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
			three (3) months.		
5.	Transport Provision for Employees in the National Department of Health (NDoH) to and from Dr A.B Xuma	NEHAWU	24 March 2022 One (1) year and eight (8) months.	Removed 14 November 2023	The Employer no longer has a mandate to engage on the matter.
6.	Organisational Structure for the National Department of Health	NDoH	26 July 2022 Five (5) meetings	Removed 18 May 2023	The Employer would resuscitate the item once there are developments from the NDoH.
7.	Occupational Health and Safety Policy National Department of Health	DoH	02 December 2022 Four (4) meetings	Removed 06 July 2023	The policy was adopted.
8.	New Shift System for Security Personnel in NDOH - NDOH	DoH	02 December 2022 One (1) year	Retained	The item was retained on the agenda.
9.	Monitoring Tools for the Provision of Psychosocial Support	PHSDSBC	16 February 2023 Six (6) meetings	Removed (Standing Agenda Item) 04 December 2023	None
10.	Budget for the National Chamber 2023/24	NDOH	06 July 2023 Two meetings	Removed 14	None

N O	ITEMS	SPONSOR ED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
				November 2023	