

**North West Chamber PHSDSBC Quarterly report  
1 October 2023 to 31 December 2023**

## **INTRODUCTION**

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

### **1. Meetings in this Period**

1.1. 10 November 2023 -North West Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Nick Maibi (Chairperson)	The Employer
2.	Mr Makazen Modise (Vice-Chairperson)	Labour (NUPSAW)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

### 3. Chamber Administration

1. NORTH WEST 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.	10 November 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).	31 October 2023	0	The meeting was held successfully.	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  (All meeting bundle of documents are ready on the day of the meeting).		N/A	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	10 November 2023 Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes will be adopted in February 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 parties.	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled Chamber meetings.	100 % attendance of all meetings by all parties	0%	None
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 tabled their authorized representatives.  100%	0 %	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	100% compliance  All agenda items are	New agenda items were tabled in terms of PHSDSBC Resolution 4 of	0%	There was one (1) new item submitted for the quarter.

	the Chamber Meeting.	submitted five (5) days before the meeting.	2015 and were submitted within the timeline.  100%		
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda items were finalized within three (3) normal meetings.  0%	100%	None

#### 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 had caucus meetings.  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	Chamber Management Committee does not hold its meetings at least 30 minutes before the start	100%	None

		before the Chamber meeting).	of the Chamber meeting. 0%		
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### 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 Task Team that monitors all PHSDSBC Resolutions 100%	0%	There is a standing TT that looks at all Resolutions

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 of a Collective Agreements.	Reports are submitted to the Chamber.	0%	The employer provides reports.
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## 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.	Not yet held	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 yet submitted.	Zero	None
7.3 To have a	The number of	All Chambers	No yet	Zero	None

Chamber operational planning session once a year.	successful operational planning sessions undertaken by the Chamber.	to hold operational planning sessions.	submitted.		
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**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.	Not reported in the Chamber.	Nil	None
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 recorded walkout.	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.	N/A	Nil	None



#### 4. Reporting on Industrial Action

The Employer (DoH & DSD) provided the reports (see attached).

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.	North West Chamber	None	N/A	N/A	N/A	N/A	N/A	N/A

#### 5. Prominent Issues Requiring ExCo and/or Council Attention

Labour requested ExCo to intervene at the Chamber due to the Employer’s failure to implement some of the decision taken by the Chamber. ExCo visited the Chamber on 13 July 2022, and it was decided that a Relationship by Objective (RBO) be held and same took place on 30 and 31 May 2023.

#### 6. Lifespan of Agenda Items

## NORTH WEST CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Occupational Health and Safety	HOSPERSA/ NEHAWU	18 March 2015  <b>N/A</b>	Retained as a <b>standing agenda item</b>	The item remains as a standing agenda item.
2	Performance Development Management System	Employer	18 March 2015  <b>N/A</b>	Retained as a <b>standing agenda item</b>	The item remains as a standing agenda item.
3	Centralization of the Communication Centre in EMS, Resources and Tracking Device	The Employer (Health)	07 September 2017  <b>6 years &amp; 3 months</b>	Retained	The item remains on the agenda of the Chamber for progress reporting.
4	Implementation and Monitoring Task Team  (Resolution 1 of 2018 as extended, Resolution 3 of 2007, Resolution 1 of 2009 and PSCBC Resolution 3 of 2009)	NEHAWU	28 June 2018  <b>N/A</b>	Retained as <b>standing agenda item</b>	The item remains on the agenda as the standing agenda item.
5	Vacancy Rates and Acting Positions	NEHAWU	21 August 2018  <b>5 years &amp; 4 months</b>	Retained	Item remains on the agenda to track progress.
6	Termination of Contracts of Employment (Both Departments)	NEHAWU	21 August 2018  <b>4 years &amp; 9 months</b>	<b>Removed 18 May 2023</b>	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
7	Corruption and Greed	NEHAWU	21 August 2018 <b>4 years &amp; 9 months</b>	Removed <b>18 May 2023</b>	Item was removed and it was agreed that reporting would be once a year
8	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 <b>4 years &amp; 5 months</b> <b>24 meetings</b>	Retained	Item remains on the agenda to track progress.
9	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019 <b>4 years &amp; 5 months</b> <b>24 meetings</b>	Retained	Item remains on the agenda to track progress.
10	Reviewing of the Provincial Policy on Training	DENOSA & Employer (& DSD)	20 August 2019 <b>4 years &amp; 4 months</b> <b>23 meetings</b>	Retained	Item remains on the agenda to track progress.
11	Temporary Closure of Boikagong Child and Youth Care Centre in Mahikeng	Employer -DSD	18 October 2019 <b>4 years &amp; 2months</b> <b>22 meetings</b>	Retained	Item remains on the agenda to track progress.
12	Draft Governance Structures Policy -DSD	Employer (DSD)	05 August 2020 <b>2 years &amp; 9 months</b> <b>15 meetings</b>	Removed <b>18 May 2023</b>	The policy was withdrawn

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
13	Draft Remote and Home Working Policies - DSD	Employer (DSD)	05 August 2020 <b>2 years &amp; 9 months</b> <b>15 meetings</b>	Removed <b>18 May 2023</b>	The Employer withdrew the policy and would resubmit
14	Draft Wellness Policy-DSD	Employer (DSD)	05 August 2020 <b>2 years &amp; 9 months</b> <b>15 meetings</b>	Removed <b>18 May 2023</b>	The policy was adopted
15	Laptops and Data Provision for Social Service Professionals	NEHAWU	01 October 2020 <b>2 years &amp; 11 months</b> <b>16 meetings</b>	Removed <b>10 November 2023</b>	Item remains on the agenda to track progress.
16	Provision of GG Cars per Region/District and Institutions and Report on any Shortage thereof.	NEHAWU	01 October 2020  <b>3 years &amp; 2 months</b>  <b>17 meetings</b>	Retained	Item remains on the agenda to track progress.
17	Head Office Parking Policy	Employer (DoH)	20 November 2020 <b>2 years &amp; 6 months</b> <b>13 meetings</b>	Removed <b>18 May 2023</b>	The Employer withdrew the policy and would resubmit
18	Personnel Security Policy	Employer (DoH)	20 November 2020  <b>2 years &amp; 9 months</b> <b>15 meetings</b>	Removed <b>13 September 2023</b>	Policy was adopted
19	Sexual Harassment Policy	Employer (DoH)	06 May 2021 <b>2 years</b> <b>11 meetings</b>	Removed <b>18 May 2023</b>	The Employer withdrew the policy and would resubmit
20	Monitoring Tool for Psychological support for Health Workers	Council	06 May 2021  <b>N/A</b>	Retained as <b>Standing Agenda</b>	Item remains on the agenda to track progress.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
21	Patient Transfer and Escorting of patients Policy	Employer (DoH)	18 August 2021 <b>1 year &amp; 9 months</b> <b>10 meetings</b>	Removed <b>18 May 2023</b>	The Employer withdrew the policy and would resubmit
22	Employees Retention Policy	Employer (DoH)	15 September 2022 <b>8 months</b> <b>4 meetings</b>	Removed <b>18 May 2023</b>	The Employer withdrew the policy and would resubmit
23	Use of social media Policy -DoH	Employer DoH	26 October 2022 <b>7 months</b> <b>4 meetings</b>	Removed <b>18 May 2023</b>	Item remains on the agenda to track progress.
24	Bogus Policies/SOPs	Organised Labour	09 February 2023 <b>7 Months</b> <b>4 meetings</b>	Removed <b>13 September 2023</b>	Item Incorporated under item 3 dealing with EMS matters
25	DSD Task Team Report	Organised Labour	13 July 2023 <b>5 months</b> <b>3 meeting</b>	Retained	Item remains on the agenda to track progress.
26	Implementation of the OSD reports (DoH & DSD)	Organised Labour	13 July 2023 <b>5 months</b> <b>3 meeting</b>	Retained	Item remains on the agenda to track progress.
27	Approved Departmental Structures – (DoH & DSD)	Organised Labour	13 July 2023 <b>5 months</b> <b>3 meeting</b>	Retained	Item remains on the agenda to track progress.
28	Grading of Drivers	PSA	10 November 2023 <b>1Meeting</b>	Retained	Item remains on the agenda to track progress.