

**Northern Cape PHSDSBC Quarterly report  
01 October 2023 to 31 December 2023**

## **INTRODUCTION**

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

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

2.1 24 November 2023- Northern Cape Chamber Meeting

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

<b>No.</b>	<b>Office Bearer Name</b>	<b>Constituency</b>
1.	Mr Godfrey Davids (Chairperson)	The Employer
2.	Ms Palesa Mathe (Vice Chairperson)	Labour (HOSPERSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

### **3. Chamber Administration**

## 1. NORTHERN CAPE 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	24 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).	06 November 2023	+8	The meeting was successfully held	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	24 November 2023 (Chamber meeting)	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting).	Documents prepared and ready prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	24 November 2023 (Chamber meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes will be adopted without in February 2024	N/A	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.	Parties attended the meetings	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	0%	All parties submitted 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 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	New agenda items were submitted to the Chamber, as prescribed in the reporting period.	0%	Two (2) new items submitted.

		the meeting.	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 item was 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 held their Caucus 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 does not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0% Compliance	100%	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).	Parties had mandates.	0% compliance	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 Task Team at present.  100%	100%	The Chamber decided not to establish a TT to monitor Resolutions that were signed in 2021 and opted to have the Resolutions as standing agenda items for submission of reports.
6.2 At least one (1) Chamber report	The number of Chambers that submit	Report on the implementation of a	Employers submit reports on Resolution 3 of	100%	The Employer currently provides reports of Resolution 3 of 2019.

on monitoring of implementation of a collective agreement.	monitoring reports.	Collective Agreements	2019 are submitted to the Chamber		
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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.	-100%	Zero	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	The number of successful operational	All Chambers to hold operational	No submitted. yet	Zero	None

planning session once a year.	planning sessions undertaken by the Chamber.	planning sessions.			
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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.	See the report	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.	None	Nil	None

### 4. Reporting on Industrial Action



The Employer DSD provided report (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.	Northern Cape Chamber							

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

There are no prominent issues that require ExCo/Council attention.

### **6. Lifespan of Agenda Items**

## **NORTHERN CAPE CHAMBER**

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
1.	Security in the Province	DENOSA, HOSPERSA, NEHAWU & PSA	13 July 2017 <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.
2.	Occupational Health and Safety & State of Hospitals, Clinics and District Offices compliance to the Occupational Health and Safety Act in the Northern Cape	HOSPERSA/PSA	25 February 2014 <b>N/A</b>	Retained as <b>Standing item</b>	The item remains on the agenda of the Chamber as a standing item.
3.	Performance Management Development System and grade progression	The Employer	13 July 2017 <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.
4	Resolution 3 of 2007 Agreement on Implementation of Occupational Specific Dispensation (OSD) for Nurses	DENOSA	16 July 2019 <b>4 years &amp; 5 months</b> <b>23 meetings</b>	Retained	The items remain on the agenda to track progress.
5	Recognition of relevant experience on appointment for health professionals	DENOSA	10 October 2019 <b>3 years &amp; 9 months</b> <b>20 meetings</b>	Removed <b>25 July 2023</b>	The item was finalised and removed.
6.	Implementation of PSCBC Res. 1 of 2018, clause 6, de-linking of housing allowances for spouse, salary level 1 to 5	PSA	29 November 2019 <b>3 years &amp; 8 months</b> <b>19 meetings</b>	Removed <b>25 July 2023</b>	The item was finalised and removed.
7	Implementation of Resolution 3 of 2019	Council	25 June 2020 <b>N/A</b>	Retained <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
8	Human Resources Plan for Health in Northern Cape	PSA	10 September 2020 <b>3 years 3 months 18 meetings</b>	Retained	The item remains on the agenda to track progress.
9	Non-existence of Oversight Committee on OHS and COVID 19	PSA	10 September 2020 <b>2 years &amp; 10 months 16 meetings</b>	Removed <b>25 July 2023</b>	The item was finalised and removed.
10	Cell phone and Airtime Provision for Social Service Professionals	NEHAWU	05 October 2020 <b>2 years &amp; 11 months 17 meetings</b>	Removed <b>06 September 2023</b>	The item was finalised and removed.
11	Laptop and Data provision for Social Service Professionals	NEHAWU	05 October 2020 <b>2 years &amp; 11 months 17 meetings</b>	Removed <b>06 September 2023</b>	The item was finalised and removed.
12	State of DSD Infrastructure (Office Space including Consultation Rooms for Social Service Professionals)	NEHAWU	05 October 2020 <b>3 years &amp; 3 months 18 meetings</b>	Retained	The item remains on the agenda to track progress.
13	Provision of GG Vehicles (Break down per Province, District/Region, Local/ Service, Office and Institution)	NEHAWU	05 October 2020 <b>2 years &amp; 11 months 17 meetings</b>	Removed <b>06 September 2023</b>	The item was finalised and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
14	Approval for Schemes A & B Vehicles	NEHAWU	05 October 2020 <b>2 years &amp; 11 months</b> <b>17 meetings</b>	Removed <b>06 September 2023</b>	The item was finalised and removed.
15	New DSD Provincial Organogram and the Implementation thereof	HOSPERSA	19 May 2021 <b>2 years &amp; 7 months</b> <b>14 meetings</b>	Retained	The item remains on the agenda to track progress.
16	Psychosocial Support for Health Workers	Council	08 July 2021 <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda to track progress.
17	Tabling of the Draft Northern Cape Department of Health Organogram-Reinstated	Employer (DoH)	24 February 2022 <b>1 year 10 months</b> <b>10 meetings</b>	Retained	The item remains on the agenda to track progress.
18	SWS National and Provincial Generic Model implementation	Employer (DSD)	25 November 2022 <b>1 year &amp; 1 month</b> <b>6 meetings</b>	Retained	The item remains on the agenda to track progress.
19	The Department of Social Development's Intention to introduce the Essential Services, minimum services and maintenance services at the different Centres and Institutions as guided by the ESC	Employer (DSD)	25 November 2022  <b>1 year &amp; 1 month</b> <b>6 meetings</b>	Retained	The item remains on the agenda to track progress.
20	Resolution 1 of 2021 –	Council	23 February 2023	Removed	The item was removed and the Resolution

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS / RECOMMENDATIONS
	Amendment to Resolution 2 of 2020 - Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health		N/A	25 July 2023	Implemented.
21	Resolution 2 of 2021 – Amendment to Resolution 3 of 2011: Agreement on The Appointment of Full -Time Shop Stewards and Officer Bearers	Council	23 February 2023  N/A	Removed 25 July 2023	The item was removed and the Resolution Implemented.
22	Resolution 1 of 2022 – Agreement on the Provision Uniform for Nurses in the Public Health and Social Development Sector	Council	23 February 2023  N/A	Retained as <b>Standing Item</b>	The item was deferred to the next meeting.
23	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	23 February 2023  N/A	Retained as <b>Standing Item</b>	The item was deferred to the next meeting.
24	Policy/ SOP on Application, Nomination and Selection for Study Leave in the Northern cape Department of Health	DENOSA	24 November 2023 <b>1meeting</b>	Retained	The item remains on the agenda to track progress.
25	Turn-around time for salary advice/ payslips	DENOSA	24 November 2023 <b>1 meeting</b>	Retained	The item remains on the agenda to track progress.

