

**Eastern Cape PHSDSBC Quarterly report
01 April 2024 – 30 June 2024**

1. INTRODUCTION

This report is a presentation of the work performed by the Eastern Cape Chamber. The report covers the period 01 April 2024 – 30 June 2024

2. MEETINGS IN THIS PERIOD

- 2.1. 25 April 2024 Chamber Special meeting
- 2.2. 26 April 2024 Chamber Meeting
- 2.3. 06 June 2024 Chamber Meeting

3. CHAMBER MANAGEMENT COMMITTEE ELECTED AT THE CHAMBER MEETING PRECEDING THE COUNCIL AGM.

No.	Office Bearer Name	Constituency
1.	Mr Sivuyile Mange (Chairperson)	Labour (DENOSA)
2.	Mr Mnyamezeli Bomeni (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. CHAMBER ADMINISTRATION

1. Eastern 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 Seven (7) days before the meeting.	25 April 2024 (Special Chamber Meeting)	100% Compliance	03 April 2024	N/A	The meeting was successfully convened.	None
	26 April 2024 (Chamber AGM Meeting)	100% Compliance	03 April 2024	0%	The meeting was successfully convened.	None
	06 June 2024 Chamber meeting	100% Compliance	28 May 2024	0%	The meeting was successfully convened.	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)	25 April 2024 (Special Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	18 April 2024	N/A	The documents were prepared and distributed according to the designated timeline.	
	26 April 2024 (Chamber AGM Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	26 April 2024		The documents were prepared and distributed according to the designated timeline.	
	06 June 2024 Chamber meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	06 June 2024		The documents were prepared and distributed according to the designated timeline.	

1.3 Minutes must be to the acceptable standard.	26 April 2024	100% Compliance	Minutes of 21 April 2023 AGM were adopted without amendments on 26 April 2024		None	None
	06 June 2024	100% Compliance	Minutes of 26 March 2024 and 25 April 2024 (special) were adopted without amendments on 06 June 2024		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 100% of scheduled Chamber meetings.	100%	0%	All parties attend chamber meetings.
2.2 Every party would be represented by	Number of parties who submit letters of credence 45	100% Compliance	100%	0%	All parties submitted their credential letters.

the authorized representatives.	days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).	All Parties tabled their authorized representatives.		
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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 fourteen (14) days before the Chamber meeting.	Number of agenda items submitted within 14 days before the Chamber Meeting.	100% compliance	100%	0%	All agenda items are submitted 14 days prior to the chamber meetings.
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 (1) agenda item was resolved within three meetings.		None.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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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)	100% Compliance Labour and the Employer convened caucus as per the schedule.	0%	Both Labour and the Employer convene their caucuses on 03 and 06 June 2024 respectively.
3.4 Chamber Management Committee must have a meeting before the Chamber meeting.	Number of meetings held	100% Compliance	100%	0%	Prior to each Chamber meeting, the Chamber management team meets for an hour beforehand.

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 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.	The Chambers had established a Task Team for recent collective agreements.	100%	0%	There is an existing Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements
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%	The Task Team is currently monitoring two resolutions: Resolution 3 of 2019. Resolution 1 & 2 of 2023. The Task Team regularly submit reports on the two resolutions.

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.	0%	None
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.	No recorded walkout.		None

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.3 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%	None.
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis will be conduct in 2023.	Not yet submitted.	Zero	The Chamber needs workshop on management of Chamber.
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.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.4 To convene a workshop on the operations of Chambers	Organize a single workshop annually during each financial year	All parties to be workshopped	One workshop conducted		The workshop was conducted on the 06 March 2024.

8. Reporting on Industrial Action

For the reporting period, the DSD and DoH submitted NIL reports to the Chamber.

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

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

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS RECOMMENDATIONS
1.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date Five (5) years and Ten (10) months	Retained (Standing agenda item)	The Task Teams continue to submit regular progress reports to the Chamber.
2.	Monitoring the implementation of signed PHSDSBC collective agreements.	PHSDSBC	25 February 2020 to date Three (4) years four (4) months	Retained (Standing agenda item)	Currently Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 and Resolution 1 and 2 of 2023
3.	Occupational Health and Safety concerns at the EC Department of Health and Department of Social Development.	NEHAWU	31 March 2022 to date Two (2) years and Three (3) months	Retained (Standing agenda item)	The matter is still being discussed in Chamber.
4.	Request for complete Audit and Verification of OSD files for Social Workers who were employed by the Department of Health in the Eastern Cape Province, before 1 April 2008 – NEHAWU	NEHAWU	06 June 2023 One (1) year.	Retained	The matter is still being discussed in Chamber.
5.	Normalisation of salary levels in line with regulating collective agreements- NEHAWU	NEHAWU	06 June 2023 Five (5) meetings.	Removed 25 April 2024	Labour (NEHAWU) reserved its rights.

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS RECOMMENDATIONS
6.	Back Up Plan for Load Shedding in the Eastern Cape Department of Health Facilities - DENOSA	DENOSA	06 June 2023 One (1) year.	Retained	The matter is still being discussed in Chamber.
7.	Draft collective agreement on the DOH Summit declaration	NEHAWU	29 June 2023 One (1) year.	Retained	The agreement was signed by the majority of the Chamber parties and has been submitted to the Council for ratification.
8.	Post Covid – Psychosocial support for staff members	HOSPERSA	17Novemebr 2023 to date Three (3) meetings	Removed 25 April 2024	The item will be discussed under Occupational Health and Safety concerns at the EC Department of Health and Department of Social Development.
9.	Safety and Security of staff members in the facilities.	HOSPERSA	17Novemebr 2023 to date Three (3) meetings	Removed 06 June 2024	The agenda item was removed by the chairperson's ruling, as the parties were unable to agree on whether the matter had been responded to , as per the submission of the agenda item.
10.	Termination of contracts of Community Health Workers by the Eastern Cape Department of Health and Monthly stipend as reflected in Clause 4.2.1 of PHSDSBC Resolution 3 of 2022	NEHAWU	06 March 2024 to date Two (2) meetings	Retained	The matter is still being discussed in Chamber.

