

**EASTERN CAPE PHSDSBC QUARTERLY REPORT**  
**01 JULY 2024 – 30 SEPTEMBER 2024**

**1. INTRODUCTION**

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

**2. MEETINGS IN THIS PERIOD**

2.1. 06 August 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.	06 August 2024 Chamber Meeting	100% Compliance	08/07/2024	N/A	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	06 August 2024 Chamber Meeting	100% Compliance  (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	02/08/2024	N/A	The documents were prepared and distributed according to the designated timeline.	

**1. Eastern Cape Chamber Evaluation**

STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
that must have been distributed beforehand)						
1.3 Minutes must be to the acceptable standard.	06 August 2024 Chamber Meeting	100% Compliance	Minutes of 06 June 2024 were adopted without amendments.		None	None

**2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER**

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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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 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% All Parties tabled their authorized representatives.	0%	All parties submitted their credential letters.

### 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	No agenda items were finalized/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
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 05 August 2024.
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**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 motoring of a Collective Agreements.	100%	0%	The Task Team is currently monitoring the following resolutions: Resolution 3 of 2019. Resolution 3 of 2022 Resolution 1 &2 of 2023.

<b>5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
					The Task Team regularly submit reports on the two resolutions.

<b>6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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.		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 for the reporting period.		None
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.	No disputes recorded for the reporting period.		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 workshop was held in 2023.
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 needs are still being compiled.
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.
7.4 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.

The Chamber has presented a collective agreement to the council for ratification.

10. LIFESPAN					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS RECOMMENDATIONS
1.	Filling of Vacant Funded Posts	DENOSA	08 August 2018 to date  <b>six (6) years and one (1) month</b>	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  <b>Three (4) years seven (7) months</b>	Retained (Standing agenda item)	Currently Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 and Resolution 3 of 2022 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  <b>Two (2) years and six (6) months</b>	Retained (Standing agenda item)	The issue is still under discussion in the Chamber.

<b>10. LIFESPAN</b>					
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>COMMENTS RECOMMENDATIONS</b>
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  <b>One (1) year and four (4) months</b>	Retained	The issue is still under discussion in the Chamber.
5.	Normalisation of salary levels in line with regulating collective agreements- NEHAWU	NEHAWU	06 June 2023  <b>Five (5) meetings.</b>	<b>Removed</b>  <b>25 April 2024</b>	Labour (NEHAWU) reserved its rights.
6.	Back Up Plan for Load Shedding in the Eastern Cape Department of Health Facilities - DENOSA	DENOSA	06 June 2023  <b>One (1) year and four (4) months</b>	Retained	The issue is still under discussion in the Chamber.
7.	Draft collective agreement on the DOH Summit declaration	NEHAWU	29 June 2023  <b>One (1) year and four (4) months</b>	Retained	The agreement was signed by the majority of the Chamber parties and has been submitted to the Council for ratification.
8.	Draft Attraction and Retention Policy - DoH	DoH	29 June 2023  <b>One (1) year and four (4) months</b>	Retained	The matter is still being discussed in the Chamber.
9.	Post Covid – Psychosocial support for staff members	HOSPERSA	17 November 2023 to date	<b>Removed</b>  <b>25 April 2024</b>	The item will be discussed under <b>Occupational Health and Safety concerns at the EC Department</b>

<b>10. LIFESPAN</b>					
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>COMMENTS RECOMMENDATIONS</b>
			<b>Three (3) meetings</b>		<b>of Health and Department of Social Development.</b>
10.	Safety and Security of staff members in the facilities.	HOSPERSA	17 November 2023 to date <b>Three (3) meetings</b>	<b>Removed</b>  <b>06 June 2024</b>	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.
11.	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 <b>Three (3) meetings</b>	Retained	The issue is still under discussion in the Chamber.
12.	Salary scale for Vocational Educators or Training Instructors and which is their appropriate entry level as professionals in their field.	NEHAWU	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.
13.	Full time employment of Security officers in Department of Social Development	NEHAWU	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.
14.	Terminations of membership deduction for unknown reasons	PSA	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.
15.	Acting policy	DSD	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.

<b>10. LIFESPAN</b>					
<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>COMMENTS RECOMMENDATIONS</b>
16.	Recruitment policy	DSD	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.
17.	Study leave policy	DSD	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.
18.	Secondment Policy	DSD	06 August 2024	Retained	The item was deferred to a Special Chamber meeting.