

**Free State Chamber PHSDSBC Quarterly report  
1 July 2024 to 30 September 2024**

## **INTRODUCTION**

This report is a presentation of the work performed by the Free State Chamber. The report covers the period 01 July 2024 – 30 September 2024.

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

- 1.1. 18 July 2024– Free State Chamber Meeting
- 1.2. 26 September 2024- Free State Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Thabang Molise (Chairperson)	The Employer
2.	Mr Joseph May (Vice Chairperson)	Labour (HOSPERSA)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

## 1. FREE STATE 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.	18 July 2024- Chamber Meeting	100% Compliance Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	01 July 2024	+6	The meeting was held successfully.	None
	26 September 2024- Chamber Meeting	Chambers meeting notice, agenda items and minutes must be sent out (10) days before the meeting of the Chamber).	29 August 2024	+12	The meeting was held successfully.	None
1.2 All meeting bundles of documents must be ready on the day of the meeting. (i.e. conglomeratio	18 July 2024- Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared Days prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None

n of all documents that must have been distributed beforehand	26 September 2024- Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Document prepared Days prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	18 July 2024- Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes to be adopted in September 2024.	N/A	None	None
	26 September 2024- Chamber Meeting	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections.		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	Attendance of meetings by parties.	All parties must attend at least 90% of	100% attendance by all parties	0%	None

meetings by both parties.		scheduled 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).	All parties submitted letters of credence	10%	All parties submitted the letters of credence

<b>3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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 the meeting.	New agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline.  100%	0%	There were 5 new items
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three	100% compliance	agenda items were finalized within three (3) normal meetings.	N/A	items were finalized as prescribed.

	(3) normal meetings.		%		
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**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 did hold its caucus meeting days before the meeting.  100% Compliance	0 %	Both parties convened caucus meetings
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 did not hold its meetings at least 30 minutes before the start of the Chamber meeting.  0% Compliance	100%	Meeting held with the Chairperson

**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 no Task Team on the PHSDSBC OSD Task Team.  100%	N/A	The Chamber established the TT to monitor Resolutions-23 May 2024
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.	Regular reports are submitted to the Chamber.	0%	Reports are currently provided on Resolution 3 of 2019.

## 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 will be in 2025.
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	Draft needs analysis template submitted to Chambers and inputs due end October 2024.
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	To remove this as it has been on the report for the past 8 years and no budget has been allocated for same.



**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.	N/A	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 walkouts.	N/A	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.	No disputes declared at the Chamber	N/A	None

**3. Reporting on Industrial Action**

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

No	Chamber	District and City	Institution/s involved	Reason mentioned for the strike, type	Leading Trade Union/s involved	Number and categories of employees involved	Action taken by Chamber parties	Recommended support Expected
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				and duration taken				
1.	Free State Chamber		N/A	N/A	N/A	N/A	N/A	N/A

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

There are no issues that warrant the ExCo/ Council attention.

#### 5. Lifespan of Agenda Items

##### FREE STATE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Performance Development Management System	Organised Labour	13 September 2017 N/A	Retained <b>Standing Agenda Item</b>	The item remains on the agenda of the Chamber as a standing agenda item.
2.	Occupational Health and Safety (Department of Social	NEHAWU	15 March 2018 N/A	Retained	The item remains on the agenda as the standing agenda item

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Development and Department of Health			<b>Standing Agenda Item</b>	
3.	Outstanding Overtime Payment	DENOSA	21 September 2023  <b>1 year 6 meetings</b>	Retained	The item remains on the agenda for progress reporting.
4.	Uniform Allowance for Nurses- Department of Social Development (DSD)	DENOSA	21 September 2023  <b>1 year 6 meetings</b>	Retained	The item remains on the agenda for progress reporting.
5.	Progress Report on the Implementation of PHSDSBC Resolution 3 of 2019	Council	22 February 2024  <b>N/A</b>	Retained <b>Standing Agenda Item</b>	The item remains on the agenda for progress reporting.
6.	Out of Adjustment nurses	HOSPERSA	22 February 2024  <b>7 months 4 meetings</b>	Retained	The item remains on the agenda for progress reporting.
7.	Establishment of a Task Team to Monitor the Council Collective Agreements	Council	23 May 2024  <b>N/A</b>	Retained <b>Standing Agenda Item</b>	The item remains on the agenda for progress reporting.
8.	Human Resource Management Circular 9 of 2024	HOSPERSA	23 May 2024  <b>1 meeting</b>	Removed <b>26 September 2024</b>	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
	Resubmission and or Updating of Housing Allowance Requirements				
9.	Non-Compliance by Department of Health with National Minimum Wages CHWS and Lay Counsellors with in the province	HOSPERSA	23 May 2024  <b>4 months 3 meetings</b>	Retained	The item remains on the agenda for progress reporting.
10.	Potential Conflict of Interest in Disciplinary Hearings	PSA	26 September 2024  <b>1 meeting</b>	Removed <b>26 September 2024</b>	The item was finalized and removed.
11.	Stay Employees from work during appeal processes	PSA	26 September 2024  <b>1 meeting</b>	Removed <b>26 September 2024</b>	The item was finalized and removed.
12.	Bursaries and Study Leave for Auxiliary Child and Youth Care Workers	PSA	26 September 2024  <b>1 meeting</b>	Retained	The item remains on the agenda for progress reporting.
13.	Transport Assistance for Rural Areas – Social Development	PSA	26 September 2024  <b>1 meeting</b>	Retained	The item remains on the agenda for progress reporting.