

Gauteng Chamber PHSDSBC Quarterly report
01 April 2024 – 30 June 2024

1. INTRODUCTION

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

2. MEETINGS IN THIS PERIOD

- 2.1 22 April 2024 – Special Chamber Meeting
- 2.2 23 April 2024 – Chamber AGM Meeting
- 2.3 23 May 2024 - Special Chamber Meeting
- 2.4 03 June 2024- Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Philemon Meko (Chairperson)	Employer
2.	Ms Bongane Maneng (Vice-Chairperson)	Labour (NEHAWU)
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. CHAMBER ADMINISTRATION

1. Gauteng 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.	22 April 2024 Special Chamber	100% Compliance	N/A	N/A	The meeting was successfully convened.	None
	23 April 2024 Chamber AGM	100% Compliance	03/04/2024	0%	The meeting was successfully convened.	
	23 May 2024 Special Chamber	100% Compliance	N/A	N/A	The meeting was successfully convened.	None
	03 June 2024	100% Compliance	27/05/2024	0%	The Labour decided that any report that was not forwarded to the Chamber within the prescribed time periods, as specified	All parties to share reports prior to the Chamber Meeting in accordance with Resolution 4 of 2015.

					in the PHSDSBC Resolution 4 of 2015, will not be engaged with or considered. All items on the agenda were not engaged as they are all reported under multilateral task team reports.	
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)	22 April 2024 Special Chamber	100% compliance	08 April 2024	0%	Documents were compiled and circulated as per the prescribed timeline.	None
	23 April 2024 Chamber AGM	100% compliance	03/04/2024	0%	Documents were compiled and circulated as per the prescribed timeline.	None
	23 May 2024 Special Chamber	100% compliance	23 May 2024	0%	Documents were compiled and circulated as per the prescribed timeline.	None

	03 June 2024 Chamber meeting	100% Compliance	03 June 2024	0%	Documents were compiled and circulated as per the prescribed timeline.	
1.3 Minutes must be to the acceptable standard.	03 June 2024 Chamber meeting	100% Compliance	The minutes 08 February 2024 Chamber were adopted with minor corrections. The minutes 22 April 2024 Special Chamber were adopted with minor corrections. The minutes 23 May 2024 Special Chamber were adopted with minor 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 meetings by both parties.	Attendance of meetings by parties.	All parties must attend at least 90% of scheduled Chamber meetings.	100% attendance by all parties	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	100% All Parties tabled their authorized representatives.		All parties submitted their credential letters except for DENOSA and NUPSAW.

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	Fourteen (14) agenda items were finalized within three (3) normal meetings for the reporting period.	100%	Ten (10) of the items finalized were policies.

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	100% Compliance	0%	Both Labour and the Employer convene their caucuses 27 and 28 May 2024 respectively.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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.	All Chambers have established a Task Teams.	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
6.3 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%	Zero	The Vice-Chairperson did not attend the workshop, as these workshops are only provided once every two-year period.
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis is still to be conducted.	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.

7.4 To have a workshop on how the Chamber operates	One workshop per financial year.	All parties to the Chamber to attend the workshop	No yet convened	Zero	A special meeting will be convened for the workshop.
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8. Reporting on Industrial Action

During the reporting period, the Department of Health (DoH) reported one incident of industrial action, while the Department of Social Development (DSD) submitted a report indicating there were no incidents of industrial action.

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

There were no prominent issues requiring the attention of the EXCO or the Council during this reporting period.

10 LIFESPANS					
NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Multi-lateral Task Team Reports from the Department of Health and the Department of Social Development	Parties to the Chamber	N/A	Retained (Standing agenda item)	The Task Teams continue to submit regular progress reports to the Chamber.
2.	Gauteng Department of Health Organisational Structure	DoH	03 October 2018 to date	Retained (Standing agenda item)	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

			Five (5) years and eight (8) Months		
3.	Realignment of the Organisational Structure - DSD	DSD	29 November 2019 Four (4) years and seven (7) months	Retained (Standing agenda item)	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
4.	Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements	PHSDSBC	03 November 2020 to date Three (3) years and seven (7) months	Retained (Standing agenda item)	Currently Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 and Resolution 1 and 2 of 2023
5.	Non - Compliance with Provincial Circular 5 of 2019 and Section 14 of BCEA, Staff Working more than 160 Hours per Month without Remuneration	HOSPERSA	02 June 2022 to date Two (2) years	Retained	The matter is still being discussed in Chamber.
6.	Institutional Realignment Project (IRP)	DSD	09 February 2023 One (1) year and four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

7.	Recruitment and Selection Policy - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
8.	Communications Policy - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
9.	Resettlement Policy - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
10.	Acting Appointment Policy - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
11.	Policy on Overtime - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
12.	Policy on Official Working Hours and Shift Workers - DSD	DSD	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
13.	The Monitoring of The Regional and Institutional Multilaterals DSD - NEHAWU	NEHAWU	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.

14.	The Implementation of Recovery of the Enforcement Traffic Fine Orders - NEHAWU	NEHAWU	30 May 2023 One (1) year one month	Retained	The matter is still being discussed in Chamber.
15.	Special leave - DSD	DSD	03 August 2023 Ten (10) months meetings	Retained	The matter is still being discussed in Chamber.
16.	PMDS Pay Progression 2022/23 Report - DSD	DSD	24 November 2023 Three (3) meeting	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
17.	De-registration of Child and Youth Care Workers	DSD	08 February 2024 Three (3) meeting	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
18.	Management of Bereavement and Hospitalisation in the Workplace	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
19.	Bursary and Financial Assistance for Study Purposes Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.

20.	Acting in Higher Post Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
21.	Labour Relations Policy and Guidelines	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
22.	Commuted Overtime Policy	DOH	22 April 2024 Two (2) meetings	Retained	The matter is still being discussed in Chamber.
23.	Overtime Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
24.	Recruitment and Selection Policy	DOH	22 April 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
25.	Guidelines on the Management of Consultative Structures Meetings Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
26.	Grievance Policy and Procedures Policy	DOH	22 April 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

27.	Health and Productivity Management Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
28.	HIV&AIDS, TB, and STI Management Policy for Gauteng Department of Health	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
29.	Wellness Management (EAP) for Gauteng Department of Health	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
30.	Sports and Recreation Policy	DOH	22 April 2024 Two (2) meetings	Removed 23 May 2024	The policy was adopted by the Chamber.
31.	Staff Verification in GDOH	DOH	22 April 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
32.	Unbearable Conditions of Service for CHW's	PSA	22 April 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
33.	Establishment of Task Team to Monitor the Implementation of PHSDSBC Resolution 1 and 2 of 2023	PHSDSBC	03 June 2024 One (1) meeting	Removed 03 June 2024	The item was merged with an existing Task Team.

34.	Provision Of Transport for Ekurhuleni District Pharmacy-Central Dispensary Unit (CDU)	PSA	03 June 2024 One (1) meeting	Removed 03 June 2024	Labour (PSA) withdrew the item from the agenda.
35.	Pharmacist Assistants Post Basic -Tshwane District	PSA	03 June 2024 One (1) meeting	Removed 03 June 2024	Labour (PSA) reserved its right.
36.	Movement Of Employees Without Proper Consultation-Heidelberg Service Office	PSA	03 June 2024 One (1) meeting	Removed 03 June 2024	The parties agreed that the matter should be addressed at the district or facility level, rather than being discussed at the Chamber.
37.	Merger of Luckhoff CYC and Emmasdal CYC on Implementation of SANDF Substance Abuse Programme.	NEHAWU	03 June 2024 One (1) meeting	Retained	The matter is still being discussed in Chamber.
38.	Gauteng Department of Health Integrated Communication Policy Guideline	DOH	03 June 2024 One (1) meeting	Retained	The matter is still being discussed in Chamber.