

Gauteng Chamber PHSDSBC Quarterly report

01 July 2024 – 30 September 2024

1. INTRODUCTION

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

2. MEETINGS IN THIS PERIOD

- 2.1 01 August Chamber Meeting
- 2.2 12 August 2024 - Special 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.	01 August 2024 Chamber Meeting	100% Compliance	07/07/2024		The meeting was successfully convened.	None
	12 August 2024 Special Chamber (workshop)	100% Compliance	N/A	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 that must have been	01 August 2024 Chamber Meeting	100% Compliance (All meeting bundle of documents are ready on the day of the meeting). 100% Compliance	30/07/2024	N/A	The documents were prepared and distributed according to the designated timeline.	None

distributed beforehand)						
1.3 Minutes must be to the acceptable standard.	01 August 2024 Chamber Meeting	100% Compliance	The minutes 03 June 2024 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	Number of parties who	100% Compliance	100%		All parties submitted their letters of credence.

represented by the authorized representatives.	submit letters of credence 45 days before the Council AGM.		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	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 30 and 31 August 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.	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 four resolutions: Resolution 2 of 2007 Resolution 3 of 2019. Resolution 1 &2 of 2023. The Task Team submits reports on the resolutions on a regular basis.

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	Report of wild cat strikes that occurred	Reported in the Chamber.	0%	None

	within the Chamber's jurisdiction.	within the Chamber's jurisdiction.			
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.	No recorded disputes		None

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 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 is still to be conducted.	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	All Chambers to hold operational	No yet submitted.	Zero	Not yet convened due to financial constraints.

	sessions undertaken by the Chamber.	planning sessions.			
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	The workshop took place on 12 August 2024

8. REPORTING ON INDUSTRIAL ACTION

During the reporting period, the Employer Department of Health (DoH) and Department of Social Development (DSD) submitted reports 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 Five (5) years and eleven (11) Months	Retained (Standing agenda item)	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
3.	Realignment of the Organisational Structure - DSD	DSD	29 November 2019 Four (4) years and ten (10) 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)	The Task Team is currently Monitoring and Implementation of the PHSDSBC Resolution 2 of 2007 Resolution 3 of 2019 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 and three (3) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
6.	Institutional Realignment Project (IRP)	DSD	09 February 2023	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

			One (1) year and seven (7) months		
7.	Recruitment and Selection Policy - DSD	DSD	30 May 2023 One (1) year seven (7) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
8.	Communications Policy - DSD	DSD	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
9.	Resettlement Policy - DSD	DSD	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
10.	Acting Appointment Policy - DSD	DSD	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
11.	Policy on Overtime - DSD	DSD	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

12.	Policy on Official Working Hours and Shift Workers - DSD	DSD	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
13.	The Monitoring of The Regional and Institutional Multilaterals DSD - NEHAWU	NEHAWU	30 May 2023 One (1) year four (4) month	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
14.	The Implementation of Recovery of the Enforcement Traffic Fine Orders - NEHAWU	NEHAWU	30 May 2023 One (1) year four (4) months	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
15.	Special leave - DSD	DSD	03 August 2023 One (1) year and One (1) month	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
16.	PMDS Pay Progression 2022/23 Report - DSD	DSD	24 November 2023 Three (3) meeting	Removed 01 August 2024	The parties agreed to remove the item as there were no pending payments.
17.	De-registration of Child and Youth Care Workers	DSD	08 February 2024	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber

			Seven (7) months		
18.	Commuted Overtime Policy	DOH	22 April 2024 Three (3) meetings	Retained	The issue is still under discussion in the Chamber.
19.	Recruitment and Selection Policy	DOH	22 April 2024 Three (3) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
20.	Grievance Policy and Procedures Policy	DOH	22 April 2024 Three (3) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
21.	Staff Verification in GDOH	DOH	22 April 2024 Three (3) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
22.	Unbearable Conditions of Service for CHW's	PSA	22 April 2024 Three (3) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber
23.	Merger of Luckhoff CYC and Emmasdal CYC on Implementation of SANDF Substance Abuse Programme.	NEHAWU	03 June 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.
24.	Gauteng Department of Health Integrated	DOH	03 June 2024 Two (2) meetings	Retained	The Task Team (MTT) continue to submit regular progress reports to the Chamber.

	Communication Policy Guideline				
25.	Insourcing of Laundry and Garden worker within the Gauteng Social Development entity	NUPSAW	01 August 2024 One (1) meeting	Retained	The matter was referred to the multilateral Task Team.
26.	Collective Agreement of the General Administrative Regulations 6 and 7 of the Occupational Health and Safety Act (Act 85 of 1993) as amended	DOH	01 August 2024 One (1) meeting	Retained	The matter was referred to the multilateral Task Team.