

**KwaZulu-Natal Chamber PHSDSBC Quarterly report
01 April 2024-31 June 2024**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 26 April 2024- KwaZulu Natal Annual Chamber Meeting Preceding Council AGM
- 1.2. 25 April 2024– KwaZulu-Natal Special Chamber
- 1.3. 19 June 2024 KwaZulu Natal Chamber

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

| No. | Office Bearer Name | Constituency |
|------------|----------------------------------------------|---------------------|
| 1. | Mr Thulani Gabela (Chairperson) | Labour (NEHAWU) |
| 2. | Mr Nkululeko Hlongwane (Vice-Chairperson) | The Employer |
| 3. | Ms Thembi Gumbi (Chamber Secretary) | Secretariat |

Chamber Administration

1. KWAZULU NATAL 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 | 26 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM | 100% Compliance Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber). | 28 March 2024 | + 15 | The meeting was held successful. | None |
| | 25 April 2024 (Special Chamber Meeting | 100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber). | 03 April 2024 | N/A | The meeting was held successful. | None |

| | | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------|----|--------------------------------------------|------|
| | 19 June 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). | 04 June 2024 | +5 | The meeting was held successful. | |
| 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) | 26 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | Document was prepared and ready prior the meeting 100% | 0% | The documents were prepared as prescribed. | None |
| | 25 April 2024 (Special Chamber Meeting | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | Document was prepared and ready prior the meeting 100% | 0% | The documents were prepared as prescribed. | None |
| | 19 June 2024 (Chamber Meeting) | 100% Compliance (All meeting bundle of documents are ready on the day of the meeting). | Document was prepared and ready prior the meeting 100% | 0% | The documents were prepared as prescribed. | None |
| 1.3 Minutes must be to the acceptable standard. | 26 April 2024 Chamber Meeting) Chamber Meeting | 100% Compliance (No corrections and no disputes about the content 100%). | Minutes will be adopted in April 2025 | 0% | None | None |

| | | | | | | |
|--|-----------------------------------------|-----------------------------------------------------------------------------|---------------------------------------------------------|----|------|------|
| | Preceding Council AGM | | | | | |
| | 25 April 2024 (Special Chamber Meeting) | 100% Compliance (No corrections and no disputes about the content 100%). | Minutes were adopted without correction on 19 June 2024 | 0% | None | None |
| | 19 June 2024 (Chamber Meeting) | 100% Compliance (No corrections and no disputes about the content 100%). | Minutes will be adopted in August 2024 | 0% | 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% | None |
| 2.2 Every party would be represented by | Number of parties who | 100% Compliance | All Parties except the Employer | % | All Parties submitted letters of credence. |

| | | | | | |
|---------------------------------|------------------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------|--|--|
| the authorized representatives. | submit letters of credence 45 days before the Council AGM. | (All Parties must produce the letters of credence for every chamber representative). | (DoH) provided their authorized representatives. 100% | | |
|---------------------------------|------------------------------------------------------------|--------------------------------------------------------------------------------------|----------------------------------------------------------|--|--|

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 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. | Agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100% | 0% | There were 09 new items, and all submitted within the prescribed time. |
| 3.2 Agenda items to be finalized within three (3) Normal meetings. | Number of Agenda items finalized within three (3) normal meetings. | 100% compliance | Six (6) agenda item was finalized within (3) normal meetings. % | 0% | Six (6) agenda items were finalized within (3) normal meetings. |

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 convened the Caucus days before the meeting. 100 % Compliance | 0 % | None |
| 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 not holding its meetings at least 30 minutes before the start of the Chamber meeting. 0% | 0% | None |

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 | Number of parties with | 100% Compliance | All parties have mandate to engage on the | 0% | None |

| | | | | | |
|-----------------------------|--------------------|------------------------------------------------------|---------------------------------------------------|--|--|
| on all items on the agenda. | mandate to engage. | (Parties come in a meeting with mandated positions). | matters before the agenda. 100% compliance | | |
|-----------------------------|--------------------|------------------------------------------------------|---------------------------------------------------|--|--|

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 are Task Teams established for different items but not for monitoring CA per 100% | 100% | The Chamber decided not to establish a TT but keep- all the Resolutions signed in 2021 on the agenda as standing items for progress reporting. |
| 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 monitoring of a Collective Agreements (CA). | No Reports are submitted to the Chamber on CA | 100% | Reports on the Implementation of the Resolutions were given and items removed. |

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 next ExCo Chamber management workshop will be held 2023 |
| 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 submitted. yet | Zero | None |
| 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 submitted. yet | Zero | None |

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. | Report provided | Nil | See the attached industrial Action Reports. |
| 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 | Nil | 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 | | None |

3. Reporting on Industrial Action

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

| Chamber | District And City | Institution/S Involved | Reason Mentioned For the Strike, Type and Duration Taken | Leading Trade Union/S Involved | Number and Categories Of Employees Involved | Action Taken By Chamber Parties | Recommended Support Expected |
|---------|-------------------|------------------------|----------------------------------------------------------|--------------------------------|---------------------------------------------|---------------------------------|------------------------------|
| | | | | | | | |

4. Prominent Issues Requiring ExCo and/or Council Attention

There are no prominent issues that require the attention of the EXCO and or the Council.

5. Lifespan of Agenda Items

KWAZULU NATAL CHAMBER

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS/RECOMMENDATIONS |
|----|---------------------------------------------------------------------------------------------------|-------------------|----------------------------------------------------------------------|---------------------------------|----------------------------------------------------------------------------------|
| 1. | Relocation of staff from lower Mfolosi and Richards Bay Offices to Umfolozi Office (Mbonambi)-DSD | HOSPERSA | 30 January 2023 1 year & 5 months 8 meetings | Retained | Item remains on the agenda for progress reporting and Task Team was established. |
| 2. | Department of Social Development Labour Relations Terms of Reference | Chamber Secretary | 23 March 2023 N/A | Removed Standing Item | The item was finalized and removed |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS/RECOMMENDATIONS |
|----|--------------------------------------------------------------------------------------------------------------------------------|----------------|--------------------------------------------------------------|----------------------------------|----------------------------------------------------------------------------------------|
| 3. | Decommissioning of Newtown Community Health Centre from CHC to a large clinic | Employer (DSD) | 09 June 2023 1 year 6 meetings | Retained | The item remains on the agenda for progress reporting. A Task Team was established. |
| 4. | Implementation of Matching and Placement of Personnel as per the Organizational Structure in Human Resources Chief Directorate | Employer (DSD) | 17 August 2023 10 months 5 meetings | Removed 19 June 2024 | The item remains on the agenda for progress reporting. A Task Team was established. |
| 5. | Policy on Dress Standard | Employer (DSD) | 08 December 2023 6 months 3 meetings | Retained | The policy remains on the agenda for consultation. |
| 6. | Lack of Implementation of Resolution 3 of 2009 | NEHAWU | 08 December 2023 6 months 3 meetings | Removed 19 June 2024 | The item was finalized and removed. |
| 7. | Progress Reports on the Implementation of PHSDSBC Resolution 3 of 2019 | Council | 14 March 2024 N/A | Retained Standing Item | The item remains on the agenda for progress reporting. |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS/RECOMMENDATIONS |
|-----|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------|------------------------------------------------|----------------------------------|---------------------------------------------------------------------------------------------------------------------|
| 8. | Relocation of Staff from Phoenix CHC to Kwa Mashu CHC and R K Khan to Umlazi Base-eThekweni Emergency Medical Services | HOSPERSA | 14 March 2024 1 meeting | Removed 25 April 2024 | The item was finished and removed. The Employer will resubmit the item as the matter affect the entire province. |
| 9. | Shortage of ambulances-eThekweni Emergency Medical Services | HOSPERSA | 14 March 2024 3 months 1 meeting | Retained | The item remains on the agenda for progress reporting. |
| 10. | Urgent Call for Cessation of Illegal Restructuring Activities within the Department of Social Development | PSA | 25 April 2024 | Removed 19 June 2024 | The item was finalized and removed. |
| 11. | Establishment of Khuseleka One Stop Centre | Employer (DSD) | 25 April 2024 3 months 1 meeting | Retained | The item remains on the agenda for progress reporting. A Task Team was established. |
| 12. | Establishment of a Task Team on the Monitoring of the Implementation of Resolution 2 of 2023 – Agreement on Provision of Token of Appreciation to All Qualifying Department of Health and Social Development Employees | Council | 25 April 2024 N/A | Retained Standing Item | The item remains on the agenda for progress reporting. A Task Team was established. |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS/RECOMMENDATIONS |
|-----|--------------------------------------------------------------------------------------------------------------------|--------------|----------------------------------|--------------------------------|-------------------------------------------------------|
| 13. | Domestic Charges Deduction on Persal - Residential Accommodation Policy | PSA | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting |
| 14. | Retrospective/ Ex Post Facto Housing Policy Implementation | PSA | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting |
| 15. | New Housing Policy (Departmental Employee Official Residential Accommodation Policy) clause 9.4.1.4 and clause 9.8 | DENOSA | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting |
| 16. | Job Evaluation of Principal Telcom Operator | PSA | 19 June 2024 1 meeting | Removed 19 June 2024 | The item was finalized and removed. |
| 17. | Payment of Long Service Token | NUPSAW | 19 June 2024 1 meeting | Removed 19 June 2024 | The item was finalized and removed. |
| 18. | Translation of Food Service Aid | NUPSAW | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting |
| 19. | Wearing of Traditional Wrist Band | NUPSAW | 19 June 2024 1 meeting | Removed 19 June 2024 | The item was finalized and removed. |

| NO | ITEMS | SPONSORED BY | LIFESPAN | STATUS | COMMENTS/RECOMMENDATIONS |
|-----|------------------------------------------------------------------------------------------------------------------|----------------|----------------------------------|----------|---------------------------------------------------------------------------------------|
| 20. | Relocation of Amajuba District and Newcastle Service Office | Employer (DSD) | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting. A Task Team was established |
| 21. | Relocation of Ilembe staff from Charlotte Maxeke Building Durban and Mandeni Service Office to KwaDukuza Offices | Employer (DSD) | 19 June 2024 1 meeting | Retained | The item remains on the agenda for progress reporting. A Task Team was established |