

**KwaZulu-Natal Chamber PHSDSBC Quarterly report  
01 July 2024-30 September 2024**

## **INTRODUCTION**

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

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

- 1.1. 26 July 2024– KwaZulu-Natal Special Chamber
- 1.2. 22 August 2024 KwaZulu Natal Chamber
- 1.3. 06 September 2024- KwaZulu-Natal Special Chamber

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

<b>No.</b>	<b>Office Bearer Name</b>	<b>Constituency</b>
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 July 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).	17 July 2024	N/A	The meeting was held successful.	None
	22 August 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).	1 August 2024	+7	The meeting was held successful.	None

	06 September 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 September 2024	N/A		
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 July 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
	22 August 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
	06 September 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
1.3 Minutes must be to the acceptable standard.	26 July 2024 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections.	0%	None	None

	22 August 2024 (Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes will be adopted in October 2024	0%	None	None
	06 September 2024 (Special Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections.	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 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 except the Employer (DoH) provided their authorized representatives.  100%	%	All parties submitted letters of credence.

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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 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 2 new items, and both were 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	Three (3) agenda item was finalized within (3) normal meetings.  %	0%	3 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
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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%	Held a meeting 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 Task Teams established for monitoring CA per  100%	100%	The Chamber established the TT on 19 June 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 (CA).	Reports are submitted to the Chamber on CA being monitored	100%	Reports on the Implementation of the Resolutions are given at the meeting.

## 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	The number of Chamber Management Committee members who attend the	All twenty (20) Chamber Management Committee members subjected to	-100%	Zero	Next ExCo Chamber Management workshop will be in 2025.



EXCO and Chamber Management workshop.	EXCO and Chamber Management workshop.	Capacity Building by EXCO.			
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.

<b>8. 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>
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 <b>1 year &amp; 8 months</b> <b>9 meetings</b>	Retained	Item remains on the agenda for progress reporting and Task Team was established.
2.	Decommissioning of Newtown Community Health Centre from CHC to a large clinic	Employer (DSD)	09 June 2023 <b>1 year &amp; 3 months</b> <b>7 meetings</b>	Retained	The item remains on the agenda for progress reporting. A Task Team was established.
3.	Policy on Dress Standard	Employer (DSD)	08 December 2023 <b>9 months</b> <b>4 meetings</b>	Removed <b>22 August 2024</b>	The policy was adopted.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
4.	Progress Reports on the Implementation of PHSDSBC Resolution 3 of 2019	Council	14 March 2024 <b>N/A</b>	Retained <b>Standing Item</b>	The item remains on the agenda for progress reporting.
5.	Shortage of ambulances-eThekweni Emergency Medical Services	HOSPERSA	14 March 2024 <b>6 months 3 meetings</b>	Retained	The item remains on the agenda for progress reporting.
6.	Establishment of Khuseleka One Stop Centre	Employer (DSD)	25 April 2024 <b>5 months 3 meetings</b>	Retained	The item remains on the agenda for progress reporting. A Task Team was established.
7.	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 <b>N/A</b>	Retained <b>Standing Item</b>	The item remains on the agenda for progress reporting. A Task Team was established.
8.	Domestic Charges Deduction on Persal - Residential Accommodation Policy	PSA	19 June 2024 <b>2 months 2 meetings</b>	Removed <b>22 August 2024</b>	The item was finalized and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
9.	Retrospective/ Ex Post Facto Housing Policy Implementation	PSA	19 June 2024  <b>2 months 2 meetings</b>	Removed  <b>22 August 2024</b>	The item was finalized and removed.
10.	New Housing Policy (Departmental Employee Official Residential Accommodation Policy) clause 9.4.1.4 and clause 9.8	DENOSA	19 June 2024  <b>3 months 2 meetings</b>	Retained	The item remains on the agenda for progress reporting
11.	Translation of Food Service Aid	NUPSAW	19 June 2024  <b>2 months 2 meetings</b>	Removed  <b>22 August 2024</b>	The item was finalized and removed.
12.	Relocation of Amajuba District and Newcastle Service Office	Employer (DSD)	19 June 2024  <b>3 months 2 meetings</b>	Retained	The item remains on the agenda for progress reporting.  A Task Team was established
13.	Relocation of Ilembe staff from Charlotte Maxeke Building Durban and Mandeni Service Office to KwaDukuza Offices	Employer (DSD)	19 June 2024  <b>3 months 2 meetings</b>	Retained	The item remains on the agenda for progress reporting.  A Task Team was established
14.	Department of Health Draft Dress Code Policy	Employer (DoH)	22 August 2024	Removed	The Employer withdrew the policy

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			<b>1 meeting</b>	<b>22 August 2024</b>	
15.	Severe shortage of staff due to delays in approving of posts by head office leading to poor service delivery and complaints- KwaDukuza Clinic	DENOSA	22 August 2024 <b>1 meeting</b>	Retained	The item remains on the agenda for progress reporting.
16.	Department of Health Draft Dress Code Policy	Employer (DoH)	06 September 2024 <b>1 meeting</b>	Retained	The item remains on the agenda for progress reporting.