

# LIMPOPO PHSDSBC QUARTERLY REPORT

**01 APRIL 2024 – 30 JUNE 2024**

## 1. INTRODUCTION

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

## 2. MEETINGS IN THIS PERIOD

- 2.1 11 April 2024 Chamber AGM meeting
- 2.2 12 June 2024-Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Patricia Matlhadisa (Chairperson)	Labour (PSA)
2.	Ms Patricia Maenetja (Vice-Chairperson)	The Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

#### 4. CHAMBER ADMINISTRATION

1. Limpopo Chamber Evaluation						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	11 April 2024 (Chamber AGM Meeting)	100% Compliance	28 March 2024	0%	The meeting was held successfully.	None
	12 June 2024 (Chamber Meeting)	100% Compliance	03 June 2024	0%	The meeting was held successfully.	
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)	11 April 2024 (Chamber AGM Meeting)	100% Compliance	17 March 2024	0%	Documents were compiled as per the prescribed timeline.	None
	12 June 2024 (Chamber Meeting)	100% Compliance	11 June 2024	0%	Documents were compiled as per the prescribed timeline.	

1.3	Minutes must be to the acceptable standard.	11 April 2024 (Chamber AGM Meeting)	100% Compliance	Minutes 06 April 2023 were adopted without amendments	0%	None	
		12 June 2024 (Chamber Meeting)	100% Compliance	Minutes 22 February 2024 were adopted without amendments.	0%	None	

<b>2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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	70%	30%	All parties submitted their credential letters except for DENOSA and NUPSAW.
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<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 the 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	Three (3) agenda items were finalized within three (3) normal meetings.		None

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

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance  (All parties hold their caucuses before the Chamber meeting).	50% Compliance.	50 %	Both Labour and the Employer convene their caucuses on 11 June 2024.
3.4 Chamber Management Committee (CMC) 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**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
4.1 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).	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**

<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
5.1 Every Chamber must establish a Task Team to monitor new collective agreements.	The number of Chambers with functional Task Teams.	All Chambers had established implementation Monitoring Task Teams for new collective agreements.	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 and monitoring of 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.

<b>6 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>
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.	N/A	N/A
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.	Nil	N/A
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	Nil	N/A

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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	Chairperson did not attend the workshop, as these workshops are only provided once every two-year period.

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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	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.

**08. REPORTING ON INDUSTRIAL ACTION**

There were no instances of industrial action reported during the specified period for both the Department of Social Development (DSD) and the Department of Health (DoH).

**09. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.**

No significant issues have been referred to the Executive Committee (Exco)



## 10. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements – PHSDSBC	PHSDSBC	21 February 2020 to date  <b>Four (4) years and Four (4) Month</b>	Retained (Standing agenda item)	Monitoring and Implementation of the PHSDSBC Resolution 3 of 2019 and Resolution 1 and 2 of 2023
2.	Monitoring of the implementation of the Recommendations made by the PHSDSBC Task Team on PPT Terms and Conditions of Employment prior to transfer into EMS	DENOSA	22 October 2021 to date  <b>Two (2) years and eight (8) months</b>	Retained	The matter remains under discussion in Chamber.
3.	Draft Collective Agreement on Compressed Working Week and Averaging of working Hours	DENOSA	07 December 2021 to date  <b>Two (2) years and six (6) months</b>	Retained	The matter remains under discussion in Chamber.
4.	Backup Power system in the clinics and hospitals - DENOSA	DENOSA	23 February 2023  <b>Nine (9) Meetings</b>	Retained	The matter is still being discussed in Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
5.	Non-provision of uniform to EMS Personnels	HOSPERSA	24 August 2023 <b>Ten (10) months</b>	Retained	The matter is still being discussed in Chamber.
6.	Restructuring of Organisational Structure in the Department of Health Without following the Consultation Process	LABOUR	19 October 2023 <b>Eight (8) months</b>	Retained	None
7.	Provisioning of uniforms/PPE's for FPO employees.	NEHAWU	20 November 2023 <b>Seven (7) months</b>	Retained	The matter is still being discussed in Chamber.
8.	Sexual harassment policy - DSD	DSD	22 February 2024 <b>Two (2) meeting</b>	Removed <b>12 June 2024</b>	The matter remains under discussion in Chamber.
9.	Establishment of Task Team to Monitor the Implementation of PHSDSBC Resolution 1 and 2 of 2023	PHSDSBC	12 June 2024 <b>One (1) meeting</b>	Removed <b>12 June 2024</b>	The item was merged with item Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements
10.	Restructuring without consultation in the PHSDSBC- Chamber by the Department of	NEHAWU	12 June 2024	Removed <b>12 June 2024</b>	The item will be merged with DSD Proposed AD-HOC structure by the Department of Social Development in Limpopo Province

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
	Social Development in Limpopo Province		<b>One (1) meeting</b>		
11.	Community Health Workers in their various categories' renewal of fixed term contracts on less favourable terms and conditions of employment.	NUPSAW	12 June 2024  <b>One (1) meeting</b>	Removed  <b>12 June 2024</b>	Labour (NUPSAW) withdrew the item from the agenda.
12.	Proposed AD-HOC structure by the Department of Social Development in Limpopo Province.	DSD	12 June 2024  <b>One (1) meeting</b>	Retained	The matter remains under discussion in Chamber.
13.	Review of the Monitoring and Evaluation Policy by the Department of Social Development in Limpopo Province.	DSD	12 June 2024  <b>One (1) meeting</b>	Retained	The matter remains under discussion in Chamber.
14.	Theft and loss policy.	DSD	12 June 2024	Retained	The matter remains under discussion in Chamber.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			<b>One (1) meeting</b>		
15.	Implementation of the Head Office Organizational Structure	DoH	12 June 2024  <b>One (1) meeting</b>	Retained	The matter remains under discussion in Chamber.