

Mpumalanga PHSDSBC Quarterly report

01 April 2024 – 30 June 2024

1. Introduction

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

2. Meetings in this Period

- 2.1 19 April 2024 – Chamber AGM Meeting
- 2.2 04 June March 2024 – Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Gerrie Mashile (Chairperson)	The Employer
2.	Mr Mduduzi Mazibuko (Vice-Chairperson)	Labour (NEHAWU)
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

4. Chamber Administration

1. Mpumalanga 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).	19 April 2024 (Chamber AGM Meeting)	100% Compliance	03 April 2024	0%	The meeting was convened successfully.	None
	04 June 2024 (Chamber meeting)	100% Compliance	27 May 2024	0%	The meeting was convened successfully.	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 distributed beforehand	19 April 2024 (Chamber AGM Meeting)	100% Compliance	03 April 2024	0%	Documents were compiled as per the prescribed timeline.	None
	04 June 2024 (Chamber meeting)	100% Compliance	04 June 2024	0%	Documents were compiled as per the prescribed timeline.	None

1.3 Minutes must be to the acceptable standard.	19 April 2024 (Chamber AGM Meeting)	100% Compliance	The minutes of the Chamber AGM meeting held on 14 April 2023, were adopted without corrections.		None	None
	04 June 2024 (Chamber meeting)	100% Compliance	The minutes of the Chamber AGM meeting held on 20 March 2024 were adopted without 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 (All Parties must produce the letters of credence for every chamber representative).	100% Parties have submitted their letters of credence for the financial year.	0%	All Parties to the Chamber submitted letters of credence.

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%	None
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	0% Zero (0) agenda item were finalized within three (3) meetings.	-100%	None

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 (All parties hold caucuses before the Chamber meeting).	100%	100%	Labour 18 March 2024. Employer 19 March 2024
3.2 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).	100%	100%	The Chamber management committee does convene a meeting prior to chamber meetings.

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 (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

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 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 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.	Not reported in the Chamber.	Nil	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.	Zero	Nil	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.	Zero	Nil	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	The number of Chamber Management Committee members who attend the EXCO and Chamber	All twenty (20) Chamber Management Committee members subjected to Capacity Building by EXCO.	100%	0%	The Vice-Chairperson did not attend the workshop, as these workshops are only provided once every two-year period.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
Management workshop.	Management workshop.				
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis is yet to be conducted.	Not yet submitted.	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 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	A workshop was successfully completed, and all parties attended the event.	Zero	The workshop was held on 19 March 2024

8. REPORTING ON INDUSTRIAL ACTION

During the reporting period, the Department of Health (DoH) reported three incidents 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. LIFESPAN

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	Staff Shortage	HOSPERSA	11 June 2014- To date Ten (10) years	Retained (Standing agenda item)	The item should be retained as a standing item, given the continuous progress reports requested by Labour.
2.	Feedback on Nurses Translations	DENOSA and DoH	12 September 2017 six (6) years and nine (9) months	Removed 04 June 2024	The item was merged with item 1 Staff Shortage.
3.	Technicians in the Department of Health not in line with PHSDSBC Resolution 2 of 2012	PSA	17 July 2019 Four (4) years and Eleven (11) months	Removed 04 June 2024	The agenda item should be retained, pending the submission of a reports by the established Task Team dealing with the item.
4.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date Four (4) years and one (1) month	Retained (Standing agenda item)	The item will be discussed under item: Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements under

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
5.	Standardised shift work	DoH	26 November 2021 Two (2) years and Seven (7) months	Retained	The matter is still being discussed in Chamber
6.	Decentralised and deinstitutionalised management of multi drug resistant of TB service in Mpumalanga	DoH	26 November 2021 Date Two (2) years and Seven (7) months	Retained	The matter is still being discussed in Chamber
7.	Overdue Payment of Overtime to Community Health Workers for Work Performed during Covid -19	NEHAWU	21 July 2022 to date Two (2) years and one (1) month	Removed 04 June 2024	The matter had been escalated to the Bargaining Council level by Labour. It had already been arbitrated and an award had been issued.
8.	Absorption of College Students R171 - DENOSA	DENOSA	13 April 2023 One (1) year and two (2) Months	Retained	The matter is still being discussed in Chamber
9.	Organogram – DoH	DoH	13 April 2023 One (1) year and two (2) Months	Retained	The matter is still being discussed in Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
10.	Balfour movement of staff from clinics - DoH	DoH	13 April 2023 One (1) year and two (2) Months	Removed 04 June 2024	The matter was resolved, and the parties agreed to remove the item from the agenda.
11.	Safety of Employees in the Health Facilities	PSA	20 July 2023 Eleven (11) Months	Retained	The matter is still being discussed in Chamber
12.	Organogram - DSD	Employer	10 November 2023 Seven (7) months	Retained	The matter is still being discussed in Chamber
13.	EMS Colleges	HOEPERSA	12 February 2024 Two (2) meetings	Retained	The matter is still being discussed in Chamber
14.	Nurses Uniform Policy	DENOSA	12 February 2024 Two (2) meetings	Removed 04 June 2024	The policy was adopted
15.	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 item and renamed: Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements

