

Mpumalanga PHSDSBC Quarterly report

01 July 2024 – 30 September 2024

1. Introduction

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

2. Meetings in this Period

2.1 19 July 2024 – Chamber Meeting

2.2 19 September 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 July 2024 (Chamber Meeting)	100% Compliance	28 June 2024	0%	The meeting was convened successfully.	None
	19 September 2024 (Chamber meeting)	100% Compliance	27 August 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 July 2024 (Chamber Meeting)	100% Compliance	18 July 2024	0%	Documents were compiled as per the prescribed timeline.	None
	19 September 2024 (Chamber meeting)	100% Compliance	18 September 2024	0%	Documents were compiled as per the prescribed timeline.	None

1.3 Minutes must be to the acceptable standard.	19 July 2024 (Chamber Meeting)	100% Compliance	The minutes of the Chamber meeting held on 04 June 2024, were adopted without corrections.		None	None
	19 September 2024 (Chamber meeting)	100% Compliance	The minutes of the Chamber meeting held on 19 July 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	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%	For 19 July 2024 Labour 18 July 2024. Employer 18 Jule 2024 For 19 September meeting Labour 18 August 2024. Employer 18 August 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 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 workshop was held in 2023.

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	The needs are still being compiled.
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 four (4) incidents of industrial action, while the Department of Social Development (DSD) reported one (1) 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 and three (3) months	Retained (Standing agenda item)	The item should be retained as a standing item, given the continuous progress reports requested by Labour.
2.	Draft Translation Policy	DOH	12 September 2017 six (6) years and nine (9) months	Removed 19 September 2024	The parties reported that they held a meeting, during which legal advice was given stating that they cannot formulate the policy, as it would be unlawful.
3.	Implementation of the PHSDSBC Resolution 3 of 2019	PHSDSBC	28 February 2020 to date Four (4) years and seven (7) months	Retained (Standing agenda item)	The item will be discussed under item: Chamber Task Teams in Monitoring the Implementation of Signed PHSDSBC Collective Agreements under
4.	Standardised shift work	DoH	26 November 2021	Retained	The matter is still being discussed in Chamber

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
			Two (2) years and Ten (10) months		
5.	Decentralised and deinstitutionalised management of multi drug resistant of TB service in Mpumalanga	DoH	26 November 2021 Date Two (2) years and Ten (10) months	Retained	The matter is still being discussed in Chamber
6.	Absorption of College Students R171 - DENOSA	DENOSA	13 April 2023 One (1) year and five (5) Months	Removed 19 September 2024	The item was merged with an existing item. Staff Shortage
7.	Organogram – DoH	DoH	13 April 2023 One (1) year and five (5) Months	Retained	The matter is still being discussed in Chamber
8.	Safety of Employees in the Health Facilities	PSA	20 July 2023 One (1) year and two (2) Months	Retained	The matter is still being discussed in Chamber
9.	Organogram - DSD	Employer	10 November 2023 Eight (8) months	Removed 19 July 2024	The Matter was successfully resolved.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
10.	EMS Colleges	HOEPERSA	12 February 2024 Three (3) meetings	Retained	The issue is still under discussion in the Chamber
11.	Labour Indaba	DOH	19 July 2024 Two (2) meetings	Retained	The issue is still under discussion in the Chamber