

# National Chamber PHSDSBC Quarterly report

## 01 April 2024 – 30 June 2024

### INTRODUCTION

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

#### 1. Meetings in this Period

1. 09 April 2024.

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

No.	Office Bearer Name	Constituency
1.	Mr Nathi Biyela (Chairperson)	Labour (PSA)
2.	Ms Tshegofatso Moepi (Vice-Chairperson)	Employer
3.	Ms Pretty Mamabolo (Chamber Secretary)	Secretariat

### 3. Chamber Administration

1. National 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).	09 April 2024 (Chamber AGM Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	26 March 2024  100% Compliance		None	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)	09 April 2024 (Chamber AGM Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	03 April 2024  100% Compliance		None	None

1.3 Minutes must be to the acceptable standard.	09 April 2024 (Chamber AGM Meeting)	100% compliance	The minute of 04 April 2023 (Chamber AGM Meeting) were adopted without corrections.		None	None
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## 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.	90% All parties must attend at least 90% of scheduled Chamber meetings.	90% DENOSA representatives did not attending chamber meeting.	10%	All parties attend chamber meetings except for DENOSA.
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days before	100% Compliance (All Parties must produce the letters of	100%	0%	All parties to the Chamber, submitted credence letters for the 2024/25 financial year.

	the Council AGM.	credence for every chamber representative).			
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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 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	There were no items that were excluded or eliminated from the agenda during the reviewed period.	100%	None.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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### 3 FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance	100% Compliance	0 % Compliance.	None.
3.4 Chamber Management Committee 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

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	100% compliance	0%	All parties have mandate to engage on the matters before the agenda.

<b>5 ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER</b>					
<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 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 motoring of a Collective Agreements.	100%	0%	The Task Team is currently monitoring 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.	Reported in the Chamber.	0%

**6 MEASURE THE LABOUR PEACE AND RELATIONSHIP AMONG PARTIES (refer to completed Strike Action template hereunder)**

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.	No recorded walkout.	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.	N/A	N/A	N/A

**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	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 Vice-Chairperson did not attend the workshop, as these workshops are only

<b>7 ENSURE CAPACITY BUILDING FOR CHAMBERS</b>					
and Chamber Management workshop.					provided once every two-year period.
7.2 Submit the training needs to Council.	The number of training needs submitted per Chamber.	The Chambers training needs analysis is yet still to be conducted.	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.

## **8. 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).

## **9. PROMINENT ISSUES REQUIRING EXCO AND/OR COUNCIL ATTENTION.**

No prominent issues at the level of the National Chamber currently.



**10.LIFESPAN**

<b>NO</b>	<b>ITEMS</b>	<b>SPONSORED BY</b>	<b>LIFESPAN</b>	<b>STATUS</b>	<b>COMMENTS/RECOMMENDATIONS</b>
1.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date <b>Four (4) years and three (3) months</b>	Retained	The draft policy should be retained pending finalization.
2.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an	PHSDSBC	04 December 2020 to date <b>Three (3) years and six (6) months</b>	Retained (Standing agenda item)	The item is currently on the agenda of the Chamber for the Employer to provide progress reports.
3.	New Shift System for Security Personnel in NDOH - NDOH	DoH	02 December 2022 to date <b>One (1) year and six (6) months</b>	Retained	The matter is still being discussed in Chamber.