

National Chamber PHSDSBC Quarterly report

01 July 2024 – 30 September 2024

1. INTRODUCTION

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

2. MEETINGS IN THIS PERIOD

- 2.1. 04 July 2024 Chamber Meeting.
- 2.2. 12 September 2024 Chamber Meeting.

3. 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

4. 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).	04 July 2024 (Virtual Chamber 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		The meeting was successfully convened.	None
	12 September 2024 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the Chamber meeting)	27 August 2024 100% Compliance		The meeting was successfully convened.	None
1.2 All meeting bundles of	04 July 2024	100% Compliance			The documents were prepared and distributed	None

1. National Chamber Evaluation

documents must be ready on the day of the meeting. (i.e. conglomeration of all documents that must have been distributed beforehand)	(Virtual Chamber Meeting)	(All meeting bundle of documents are ready on the day of the meeting).	100% Compliance		according to the designated timeline.	
	12 September 2024 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	100% Compliance		The documents were prepared and distributed according to the designated timeline.	None
1.3 Minutes must be to the acceptable standard.	04 July 2024 (Virtual Chamber Meeting)	100% compliance	The minute of 15 February 2024 (Chamber Meeting) were adopted with minor corrections.		None	None
	12 September 2024 (Chamber Meeting)	100% compliance	The minute of 04 July 2024 (Chamber Meeting) were adopted with minor corrections.			

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.	100% attendance by all parties	0%	All parties attend chamber meetings. DENOSA started attending in the second quarter.
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%	0%	All parties to the Chamber, submitted credence letters for the 2024/25 financial year.

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
3.3 Parties to hold a caucus at least a day before the meeting.	Number of caucuses held	100% Compliance	100% Compliance	0 % Compliance.	The Employer convene a caucus on 03 July 2024.

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

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.
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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.

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 motoring of a Collective Agreements.	100%	0%	The Task Team is currently monitoring three resolutions: Resolution 3 of 2019. Resolution 1 &2 of 2023.

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.	Reported in the Chamber.	Reported in the Chamber.	0%
6.2 Zero walk-out	The number of walk-out that	Report on walk outs	No recorded walkout.		None

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

	occurred within the Chamber's jurisdiction.	that occurred within the Chamber's jurisdiction.			
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.	No recorded walkout.		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 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	The workshop was held in 2023.

7 ENSURE CAPACITY BUILDING FOR CHAMBERS					
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.		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.		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		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

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/RECOMMENDATIONS
1.	National Department of Health Bereavement and Hospitalisation Policy	NEHAWU	09 March 2020 to date Four (4) years and Six (6) months	Retained	The issue is still under discussion in the Chamber.
2.	Implementation of the PHSDSBC Resolution 3 of 2019 -Amendments to an	PHSDSBC	04 December 2020 to date Three (3) years and nine (9) months	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 One (1) year and nine (9) months	Removed 04 July 2024	The Employer stated that they no longer have the manadate to discuss the matter.
4.	Chamber Task Team Monitoring the Implementation of PHSDSBC Resolution 1 and 2 of 2023	PHSDSBC	04 July 2024 Two (2) meeting	Retained	The issue is still under discussion in the Chamber.