

**North-West Chamber PHSDSBC Quarterly report
01 April 2024 to 31 June 2024**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 05 April 2024 -North-West Chamber Meeting Preceding Council AGM
- 1.2. 16 May 2024- North-West Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Nick Maibi (Chairperson)	The Employer
2.	Mr Makazen Modise (Vice-Chairperson)	Labour (NUPSAW)
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. NORTH-WEST CHAMBER EVALUATION						
STANDARD	INDICATOR Meeting Date	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	Variance	COMMENTS	REMEDIAL ACTION
1.1 Chamber notices, agenda and minutes must be sent out Ten (10) days before the meeting.	05 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM	100% Compliance Chambers meeting notice, agenda items and minutes must be sent out fourteen (14) days before the meeting of the Chamber).	15 March 2024	+7	The meeting was held successfully.	None
	16 May 2024 (Chamber Meeting)	100% Compliance (Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	28 April 2024	+8	The meeting was held successfully.	None
1.2 All meeting bundles of documents must be ready on the day of the meeting.	05 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready before the meeting 100%	0%	The documents were prepared as prescribed.	None

(i.e. conglomerati on of all documents that must have been distributed beforehand)	16 May 2024 (Chamber Meeting)	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents were prepared and ready before the meeting 100%	0%	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	05 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in April 2025.	0 %	None	None
	16 May 2024 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in July 2024.	0 %	None	None

2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER

STANDARD	INDICATOR	EXPECTED OUTCOME/ TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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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 of all meetings by all parties	0%	None
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).	Not All Parties tabled their authorized representatives. 100%	10 %	NEHAWU is yet to submit a letter 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 five (5) days before the Chamber meeting.	Number of agenda items submitted within five (5) days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	New agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	None
3.2 Agenda items to be finalized within three	Number of Agenda items	100% compliance	2 agenda items were finalized	100%	2 items finalized.

(3) Normal meetings.	finalized within three (3) normal meetings.		within three (3) normal meetings. 0%		
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4. FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
4.1 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).	Employer had caucus meetings. 100% Compliance	0%	Both parties had caucus meetings.
4.2 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).	Chamber Management Committee does not hold its meetings at least 30 minutes before the start of the Chamber meeting. 0%	100%	Meeting held with the Chairperson.



5. ENSURE THAT AGENDA ITEMS ARE ATTENDED TO AND RESOLVED SPEEDILY

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
5,1 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).	All parties have mandate to engage on the matters before the agenda. 100% compliance	0%	None

6. ENSURE SMOOTH IMPLEMENTATION OF COLLECTIVE AGREEMENTS BY THE EMPLOYER

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
6.1 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.	There is Task Team that monitors all PHSDSBC Resolutions 100%	0%	There is a standing TT that looks at all Resolutions
6.2 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.	Reports are submitted to the Chamber.	0%	The employer provides reports.

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.	Not yet held	Zero	Next ExCo Chamber Management workshop will be in 2025.
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	Draft needs analysis template with CBC.
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	To remove this as it has been on the report for the past 8 years and no budget has been allocated for same.

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

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
8.1 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
8.2 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	None
8.3 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	None

4. Reporting on Industrial Action

The Employer (DoH &DSD) provided the reports (see attached).

No	Chamber	District and City	Institution/s involved	Reason mentioned for the strike, type and duration taken	Leading Trade Union/s involved	Number and categories of employees involved	Action taken by Chamber parties	Recommended support Expected
1.	North West Chamber	None	N/A	N/A	N/A	N/A	N/A	N/A

5. Prominent Issues Requiring ExCo and/or Council Attention

None.

6. Lifespan of Agenda Items

NORTH WEST CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
1.	Occupational Health and Safety	HOSPERSA/NEH AWU	18 March 2015 N/A	Retained as a standing agenda item	The item remains as a standing agenda item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
2.	Performance Development Management System	Employer	18 March 2015 N/A	Retained as a standing agenda item	The item remains as a standing agenda item.
3.	Centralization of the Communication Centre in EMS, Resources and Tracking Device	The Employer (Health)	07 September 2017 6 years & 9 months	Retained	The item remains on the agenda of the Chamber for progress reporting.
4.	Implementation and Monitoring Task Team (Resolution 1 of 2018 as extended, Resolution 3 of 2007, Resolution 1 of 2009 and PSCBC Resolution 3 of 2009)	NEHAWU	28 June 2018 N/A	Retained as standing agenda Item	The item remains on the agenda as the standing agenda item.
5.	Vacancy Rates and Acting Positions	NEHAWU	21 August 2018 5 years & 10 months	Retained	The item remains on the agenda for progress reporting.
6.	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 4 years & 11 months 25 meetings	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
7.	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019 4 years & 11 months 25 meetings	Retained	The item remains on the agenda for progress reporting.
8.	Provision of GG Cars per Region/District and Institutions and Report on any Shortage thereof.	NEHAWU	01 October 2020 3 years & 7 months 18 meetings	Removed 09 May 2024	The item was finalized and removed.
9.	DSD Task Team Report	Organised Labour	13 July 2023 11 months 5 meetings	Retained	The item remains on the agenda for progress reporting.
10.	Implementation of the OSD reports (DoH & DSD)	Organised Labour	13 July 2023 N/A	Retained as a standing item	The item remains on the agenda for progress reporting.
11.	Approved Departmental Structures – (DoH & DSD)	Organised Labour	13 July 2023 11 months 5 meetings	Retained	The item remains on the agenda for progress reporting.
12.	Grading of Drivers	PSA	10 November 2023 6 months 3 Meetings	Removed 09 May 2024	Labour reserved its right.
13.	Sexual Harassment Policy	Employer (DoH)	08 February 2024	Removed 09 May 2024	The policy was adopted

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2 meetings		