

**North West Chamber PHSDSBC Quarterly report
01 July 2024 - 30 September 2024**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 03 July 2024 -North West Special Chamber Meeting
- 1.2. 04 July 2024- North West Chamber Meeting
- 1.3. 19 September 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 Makazen Modise (Chairperson)	Labour (NUPSAW)
2.	Mr Leonard Choeneemang	The Employer
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.	03 July 2024 Special Chamber Meeting)	100% Compliance Chambers meeting notice, agenda items and minutes must be sent out ten (10) days before the meeting of the Chamber).	12 June 2024	N/A	The meeting was held successfully.	None
	04 July 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).	12 June 2024	+8	The meeting was held successfully.	None
	19 September 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 August 2024	+8	The meeting was held 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)	03 July 2024 Special 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
	04 July 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
	19 September 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.	03 July 2024 Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0 %	None	None
	04 July 2024 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted without corrections	0 %	None	None
	19 September 2024 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in November 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
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	100% compliance All agenda items are submitted	New agenda items were tabled in terms of PHSDSBC Resolution 4 of	0%	None

	the Chamber Meeting.	five (5) days before the meeting.	2015 and were submitted within the timeline. 100%		
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	1 agenda item were finalized within three (3) normal meetings. 0%	100%	1 items finalized.

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	Chamber Management Committee does not hold its meetings at least 30 minutes before the start	100%	Meeting held with the Vice Chairperson.

		before the Chamber meeting).	of the Chamber meeting. 0%		
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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 and it was reconstituted on 19 September 2024

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 monitoring of a Collective Agreements.	Reports are submitted to the Chamber.	0%	The employer provides reports.
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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 submitted to Chambers and inputs due end October 2024.
7.3 To have a Chamber operational	The number of successful operational planning	All Chambers to hold operational	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.

planning session once a year.	sessions undertaken by the Chamber.	planning sessions.			
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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.
2.	Performance Development Management System	Employer	18 March 2015 N/A	Removed 19 September 2024	The item was removed and would be reinstated for the next financial year reporting.
3.	Centralization of the Communication Centre in EMS, Resources and Tracking Device	The Employer (Health)	07 September 2017 7 years	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	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			6 years & 1 months		
6.	Non-Nursing Duties: Escorting of Patients, Issuing of Files & Cooking and Cleaning of Linen	DENOSA	09 July 2019 5 years & 2 months 27 meetings	Retained	The item remains on the agenda for progress reporting.
7.	Exploitation of Junior Nurses by the Hospitals During Night Shift	DENOSA	09 July 2019 5 years & 2 months 27 meetings	Retained	The item remains on the agenda for progress reporting.
8.	DSD Task Team Report	Organised Labour	13 July 2023 1 year 7 meetings	Retained	The item remains on the agenda for progress reporting.
9.	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.
10.	Approved Departmental Structures – (DoH & DSD)	Organised Labour	13 July 2023 1 year 7 meetings	Retained	The item remains on the agenda for progress reporting.
11.	Safety, Health, Environment, Risk and Quality Management Policy (SHERQ)	Employer (DoH)	4 July 2024 2months 2 meetings	Retained	The item remains on the agenda for progress reporting.
12.	Substance Abuse Policy	Employer (DoH)	4 July 2024	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS /RECOMMENDATIONS
			2months 2 meetings		
13.	Policy on HIV/AIDS, TB AND STI Management	Employer (DoH)	4 July 2024 2months 2 meetings	Retained	The item remains on the agenda for progress reporting.
14.	Bereavement Policy	Employer (DoH)	4 July 2024 2months 2 meetings	Retained	The item remains on the agenda for progress reporting.
15.	Submission of Each Trade Union's Elected Office Bearers and Shop Stewards within the Sector	Employer (DoH)	4 July 2024 2months 2 meetings	Removed 19 September 2024	The item was finalized and removed.
16.	Performance Management of Community Health Workers	HOSPERSA	4 July 2024 2months 2 meetings	Retained	The item remains on the agenda for progress reporting.