

**Northern Cape PHSDSBC Quarterly report  
01 April 2024 to 31 June 2024**

## **INTRODUCTION**

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

### **1. Meetings in this Period**

- 2.1 12 April 2024- Northern Cape Chamber Meeting Preceding Council AGM
- 2.2 09 May 2024- Northern Cape Chamber Meeting

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

<b>No.</b>	<b>Office Bearer Name</b>	<b>Constituency</b>
1.	Ms Palesa Mathe (Chairperson)	Labour (HOSPERSA)
2.	Mr Obakeng Setlogelo (Vice-Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

### 3. Chamber Administration

1. NORTHERN CAPE 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	12 April 2024 (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).	22 March 2023	+8	The meeting was successfully held.	None
	09 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).	21 March 2024	+8	Meeting was <b>not</b> successfully held.	
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	12 April 2024 (Chamber Meeting) Preceding Council AGM	100% Compliance (All meeting bundle of documents are ready on the day of the meeting).	Documents prepared and ready prior to the meeting 100%	Zero (0)	The documents were prepared as prescribed.	None
	09 May 2024 (Chamber Meeting)	100% Compliance	Documents prepared and ready prior to the meeting	Zero (0)	The documents were prepared as prescribed.	None

distributed beforehand		(All meeting bundle of documents are ready on the day of the meeting).	100%			
1.3 Minutes must be to the acceptable standard.	12 April 2024 Chamber Meeting) Chamber Meeting Preceding Council AGM	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes would be adopted in April 2025	N/A	None	None
	09 May 2024 (Chamber Meeting)	100% Compliance  (No corrections and no disputes about the content 100%).	Minutes would be adopted in July 2024	N/A	None	None

<b>2. OPTIMAL PARTICIPATION BY PARTIES TO MAXIMISE THE EFFICIENCY OF THE CHAMBER</b>						
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>	
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.	Parties attended the meetings	0%	None	
2.2 Every party would be represented by the authorized representatives.	Number of parties who submit letters of credence 45 days	100% Compliance  (All Parties must produce the letters of	All Parties tabled their authorized representatives	0%	All parties submitted letters of credence.	

	before the Council AGM.	credence for every chamber representative).			
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<b>3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME/TARGET</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>
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.	1 New agenda item were submitted to the Chamber, as prescribed in the reporting period  100%	0%	There was 1 new item.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	No agenda item was finalized within three (3) normal meetings.  0%	100%	None

<b>4. FACILITATE THE STREAMLINING OF AGENDA ITEMS TO ENSURE THAT CHAMBER OPERATES OPTIMALLY</b>					
<b>STANDARD</b>	<b>INDICATOR</b>	<b>EXPECTED OUTCOME</b>	<b>ACTUAL PERFORMANCE</b>	<b>VARIANCE</b>	<b>COMMENTS</b>

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).	Both parties held their Caucus before the meeting. 100% Compliance	0%	Both parties held their Caucus
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% Compliance	100%	Had a meeting 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).	The Employer had the reports 0%	0% compliance	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 no Task Team at present 100%	100%	The item to establish was on the agenda but the Chamber adjourned before the item could be discussed.
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	Employers submit reports on Resolution 3 of 2019 are submitted to the Chamber	100%	The Employer currently provides reports of Resolution 3 of 2019.

## 7. ENSURE CAPACITY BUILDING FOR CHAMBERS

STANDARD	INDICATOR	EXPECTED OUTCOME	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
7.1 Twenty (20) Chamber Management Committee members must	The number of Chamber Management Committee members who attend the	All twenty (20) Chamber Management Committee members subjected to	-100%	Zero	Next ExCo Chamber Management workshop will be in 2025.

attend the EXCO and Chamber Management workshop.	EXCO and Chamber Management workshop.	Capacity Building by EXCO.			
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.

<b>8. 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>
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.	See the report	Nil	None
8.2 Zero walk-out	The number of walk-out that	Report on walk outs that	No recorded walkout.	Nil	Labour walked out of the meeting.



	occurred within the Chamber's jurisdiction.	occurred within the Chamber's jurisdiction.			
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.	None	Nil	None

#### 4. Reporting on Industrial Action

The Employer (DoH & DSD) provided 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.	Northern Cape Chamber							

#### 5. Prominent Issues Requiring ExCo and/or Council Attention

Labour walked out of the meeting and indicated that it would not participate at the Chamber until the Council Executive Committee (ExCo) visits the Chamber. The Chamber did not decide on the visit because Labour walked out before discussing the matter. There are no prominent issues that require ExCo/Council attention.

## 6. Lifespan of Agenda Items

### NORTHERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	Security in the Province	DENOSA, HOSPERSA, NEHAWU & PSA	13 July 2017 <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.
2.	Occupational Health and Safety & State of Hospitals, Clinics and District Offices compliance to the Occupational Health and Safety Act in the Northern Cape	HOSPERSA/PSA	25 February 2014 <b>N/A</b>	Retained as <b>Standing item</b>	The item remains on the agenda of the Chamber as a standing item.
3.	Performance Management Development System and grade progression	The Employer	13 July 2017 <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
4.	Resolution 3 of 2007 Agreement on Implementation of Occupational Specific Dispensation (OSD) for Nurses	DENOSA	16 July 2019 <b>4 years &amp; 11 months</b> <b>25 meetings</b>	Retained	The item remains on the agenda for progress reporting.
5.	Implementation of Resolution 3 of 2019	Council	25 June 2020 <b>N/A</b>	Retained <b>Standing Item</b>	The item remains on the agenda of the Chamber as a standing item.
6.	State of DSD Infrastructure (Office Space including Consultation Rooms for Social Service Professionals)	NEHAWU	05 October 2020 <b>3 years &amp; 8 months</b> <b>20 meetings</b>	Retained	The item remains on the agenda for progress reporting.
7.	New DSD Provincial Organogram and the Implementation thereof	HOSPERSA	19 May 2021 <b>3 years</b> <b>16 meetings</b>	Retained	The item remains on the agenda for progress reporting.
8.	SWS National and Provincial Generic Model implementation	Employer (DSD)	25 November 2022 <b>1 year &amp; 7 months</b> <b>8 meetings</b>	Retained	The item remains on the agenda for progress reporting.
9.	The Department of Social Development's Intention to introduce the Essential	Employer (DSD)	25 November 2022	Removed <b>09 May 2024</b>	The item was removed as it was under discussion at PSCBC.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	Services, minimum services and maintenance services at the different Centres and Institutions as guided by the ESC		<b>1 year &amp; 7 month 8 meetings</b>		
10.	Resolution 1 of 2022 – Agreement on the Provision Uniform for Nurses in the Public Health and Social Development Sector	Council	23 February 2023  <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda for progress reporting.
11.	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	23 February 2023  <b>N/A</b>	Retained as <b>Standing Item</b>	The item remains on the agenda for progress reporting.
12.	Policy/ SOP on Application, Nomination and Selection for Study Leave in the Northern cape Department of Health	DENOSA	24 November 2023 <b>7 Months 3 meetings</b>	Retained	The item remains on the agenda for progress reporting.
13.	Turn-around time for salary advice/ payslips	DENOSA	24 November 2023 <b>7 Months</b>	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
			<b>3 meetings</b>		
14.	Establishment of Council Resolutions Task team	Council	25 April 2024	Retained as <b>Standing Item</b>	The item remains on the agenda for monitoring purposes.