

**Northern Cape PHSDSBC Quarterly report
01 July 2024 to 30 September 2024**

INTRODUCTION

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

1. Meetings in this Period

- 2.1 24 July 2024- Northern Cape Chamber Meeting
- 2.2 27 September 2024- Northern Cape Special Chamber

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

No.	Office Bearer Name	Constituency
1.	Ms Palesa Mathe (Chairperson)	Labour (HOSPERSA)
2.	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	24 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).	01 July 2023	+9	Meeting was not successfully held as the Chamber collapsed.	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	24 July 2024 Chamber Meeting)	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
1.3 Minutes must be to the acceptable standard.	24 July 2024 Chamber Meeting)	100% Compliance	Minutes would be adopted in in the next Chamber meetinmg.	N/A	None	None

		(No corrections and no disputes about the content 100%).				
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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.	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 before the Council AGM.	100% Compliance (All Parties must produce the letters of credence for every chamber representative).	All Parties tabled their authorized representatives	0%	All parties submitted letters of credence.

3. ENSURE SPEEDY FINALIZATION OF AGENDA ITEMS

STANDARD	INDICATOR	EXPECTED OUTCOME/TARGET	ACTUAL PERFORMANCE	VARIANCE	COMMENTS
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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.	No New agenda item was submitted to the Chamber, as prescribed in the reporting period 100%	0%	None
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

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).	Both parties held their Caucus before the meeting. 100% Compliance	0%	Both parties held their Caucus
4.2 Chamber Management Committee must have a	Number of meetings held	100% Compliance (Chamber Management	Chamber Management Committee does not hold its meetings at	100%	Had a meeting with the Chairperson.

meeting before the Chamber meeting.		committee must hold a meeting before the Chamber meeting).	least 30 minutes before the start of the Chamber meeting. 0% Compliance		
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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).	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	The number of Chambers with functional Task Teams.	All Chambers have established implementation Monitoring Task Teams for new	There is no Task Team at present 100%	100%	The task team was established on 24 July 2024.

collective agreements.		collective agreements.			
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 monitoring 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 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	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 to be submitted to the Chamber and inputs due end October 2024.

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 submitted.	yet	Zero	To remove this as it has been on the report for the past 8 years and no budget has been allocated for same.
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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.	See the report	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.	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

The Chamber meeting collapsed, and Labour indicated that it would write the Council seeking intervention at the Chamber. Labour then wrote to the Council for its intervention. A report highlighting the events that led to the Chamber meeting collapsing was submitted to the ExCo for its deliberation and way forward.

The ExCo delegation had a fact-finding session with the Chamber on 27 September 2024.

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 N/A	Retained as Standing Item	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 N/A	Retained as Standing item	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 N/A	Retained as Standing Item	The item remains on the agenda of the Chamber as a standing item.
4.	Resolution 3 of 2007 Agreement on Implementation of Occupational Specific Dispensation (OSD) for Nurses	DENOSA	16 July 2019 5 years & 2 months 26 meetings	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
5.	Implementation of Resolution 3 of 2019	Council	25 June 2020 N/A	Retained Standing Item	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 3 years & 11 months 21 meetings	Retained	The item remains on the agenda for progress reporting.
7.	New DSD Provincial Organogram and the Implementation thereof	HOSPERSA	19 May 2021 3 years & 4 months 17 meetings	Retained	The item remains on the agenda for progress reporting.
8.	SWS National and Provincial Generic Model implementation	Employer (DSD)	25 November 2022 1 year & 10 months 9 meetings	Retained	The item remains on the agenda for progress reporting.
9.	Resolution 1 of 2022 – Agreement on the Provision Uniform for Nurses in the Public Health and Social Development Sector	Council	23 February 2023 N/A	Retained as Standing Item	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
10.	Resolution 2 of 2022: Agreement on the Token of Appreciation in the Public Health and Social Development Sector	Council	23 February 2023 N/A	Retained as Standing Item	The item remains on the agenda for progress reporting.
11.	Policy/ SOP on Application, Nomination and Selection for Study Leave in the Northern cape Department of Health	DENOSA	24 November 2023 10 Months 4 meetings	Retained	The item remains on the agenda for progress reporting.
12.	Turn-around time for salary advice/ payslips	DENOSA	24 November 2023 10 Months 4 meetings	Retained	The item remains on the agenda for progress reporting.
13.	Establishment of Council Resolutions Task team	Council	25 April 2024 N/A	Retained as Standing Item	The item remains on the agenda for monitoring purposes.
14.	Policy on Recruitment and Selection	Employer (DoH)	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.
15.	Policy on non-clinical records	Employer (DoH)	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.
16.	Policy on security	Employer (DoH)	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
17.	Resettlement Policy	Employer (DoH)	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.
18.	Policy on Employment Equity	Employer (DoH)	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.
19.	Extension of Primary Healthcare Facilities operating hours in the province	DENOSA	24 July 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.