

**Western Cape PHSDSBC Quarterly report
01 April 2024-31 June 2024**

INTRODUCTION

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

1. Meetings in this Period

- 1.1. 23 April 2024- Western Cape Chamber Meeting Preceding Council AGM
- 1.2. 22 April 2024- Western Cape Special Chamber Meeting
- 1.3. 13 June 2024- Western Cape Chamber Meeting

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

No.	Office Bearer Name	Constituency
1.	Mr Jacques Botha (Chairperson)	Labour (PSA)
2.	Ms Liesl Strauss (Vice Chairperson)	The Employer
3.	Ms Thembi Gumbi (Chamber Secretary)	Secretariat

3. Chamber Administration

1. WESTERN 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.	23 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).	02 April 2024	+7	The meeting was held successfully.	None
	22 April 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).	15 April 2024	N/A	The meeting was held successfully.	None
	13 June 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 May 2024	+6	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	23 April 2024 (Chamber Meeting Preceding Council AGM)	100% Compliance ((All meeting bundle of documents are ready on the day of the meeting)	Document was ready before the meeting	Zero (0)	The documents were prepared as prescribed.	None
	22 April 2024 (Special Chamber Meeting)	100% Compliance ((All meeting bundle of documents are ready on the day of the meeting)	Document was ready before the meeting	Zero (0)	The documents were prepared as prescribed.	None
	13 June 2024 (Chamber Meeting)	100% Compliance ((All meeting bundle of documents are ready on the day of the meeting)	Document was ready before the meeting	Zero (0)	The documents were prepared as prescribed.	None
1.3 Minutes must be to the acceptable standard.	23 April 2024 (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
	22 April 2024 (Special Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes were adopted with no correction on 13 June 2024	0%	None	

	13 June 2024 (Chamber Meeting)	100% Compliance (No corrections and no disputes about the content 100%).	Minutes will be adopted in August 2024	0%	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 by all parties	0%	None
2.2 Every party would be represented by the	Number of parties who submit letters of credence	100% Compliance	All parties submitted Letters of Credence	%	All parties submit the letters of credence.

authorized representative s.	45 days before the Council AGM.	(All Parties must produce the letters of credence for every chamber representative).			
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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 14 days before the Chamber Meeting.	100% compliance All agenda items are submitted five (5) days before the meeting.	All new agenda items were tabled in terms of PHSDSBC Resolution 4 of 2015 and were submitted within the timeline. 100%	0%	1 new item was submitted.
3.2 Agenda items to be finalized within three (3) Normal meetings.	Number of Agenda items finalized within three (3) normal meetings.	100% compliance	Four (4) agenda item was finalized within three (3) normal meetings.	0%	4 items were finalized within 3 normal meetings.

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 had its caucus meeting before the meeting. 50% Compliance	% compliance.	None
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. 100%	100%	None

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.	The TT was established. 100%	0%	The TT was reestablished on 14 June 2023.
6.2 At least one (1) Chamber report on monitoring of	The number of Chambers that submit	Report on the implementation monitoring of a	The Chamber has a permanent TT that deals with various issues and	None	The Employer currently provides update reports on Resolution 3 of 2019 and others.

implementation of a collective agreement.	monitoring reports.	Collective Agreements.	report to the Chamber		
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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.	-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 submitted yet	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 submitted yet	Zero	To remove this as it has been on the report for the past 8 years and no budget has ever 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 walkouts.	N/A	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.	No disputes	None	None

4. Reporting on Industrial Action

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

No	Chamber	District and City	Institution/s involved	Reason mentioned	Leading Trade	Number and categories	Action taken by	Recommended support Expected
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				for the strike, type and duration taken	Union/s involved	of employees involved	Chamber parties	
1.	Western Cape Chamber		N/A	N/A	N/A	N/A	N/A	N/A

5. Prominent Issues Requiring ExCo and/or Council Attention

There are no prominent issues that require the attention of the ExCo and/ or the Council.

6. Lifespan of Agenda Items

WESTERN CAPE CHAMBER

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
1.	Safety of Staff	NUPSAW	05 August 2016	Standing Item N/A	The item remains on the agenda of the Chamber as a standing item. The Employer provides quarterly incident reports and measures taken to address same in all Health and DSD institutions.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
2.	Task Team to Monitor Implementation of PHSDSBC Resolutions PHSDSBC Resolutions 3 of 2019 & 1 and 2 of 2023	Council	14 June 2023	Standing Item N/A	The item remains on the agenda as a standing item for progress reporting.
3.	Request for movement of Worcester CDC MOU to Worcester Hospital	Employer Health	06 March 2024 3 months 2 meetings	Removed 13 June 2024	The item was finalised and removed.
4.	Revised WCGHW-Request for Permission to Consult (Head Office Registry)	Employer Health	06 March 2024 3months 2 meetings	Removed 13 June 2024	The item was finalised and removed.
5.	Proposed new Shift Work for Porters at Stellenbosch Hospital	NEHAWU	22 April 2024 1 meeting	Removed 22 April 2024	The item was finalised and removed.
6.	Conduct and Rulings by Certain PHSDSBC Panellists not Consistent with Signed Resolutions and Established Case	NEHAWU	23 April 2024 1 meeting	Removed 23 April 2024	The item was finalised and removed.

NO	ITEMS	SPONSORED BY	LIFESPAN	STATUS	COMMENTS/ RECOMMENDATIONS
	Law Especially when Conducting Arbitration Hearings				
7.	Non- payment of the agreed danger allowance to assistant probation officers and probation officers: Refer to PSCBC resolution 1 of 2007	NEHAWU	13 June 2024 1 meeting	Retained	The item remains on the agenda for progress reporting.