

What is happening at DOD?

Implementation of GPSSBC Resolution 5/2014

As previously reported, the Department of Public Service and Administration (DPSA) returned the list on Improvement of Qualification as submitted by the employer. The employer confirmed that the Engineer and Medical occupational classes were now included, and the Secretary for Defense will sign for re-submission. The employer acknowledged the PSA's assistance in the matter.

Restructuring: Durban Naval Station

Members alerted the PSA that the Naval Station was to be relocated to Richards Bay. Such movement will unavoidably negatively affect them. Thus, it was tabled for consultation and/or for negotiation. The employer at the meeting alleged that Transnet intends developing this port. Furthermore, it was reported that the employer is filling vacancies on the alleged new structure. The employer undertook to table it at the Chamber for engagement as soon as possible as it is still engaging the South African Navy (SAN). Parties will be kept updated.

Effect: Closing of Commandos

Parties agreed that the employer will ensure that the three outstanding members in Western Cape, North West and Northern Cape who were affected by the closing down of Commandos, will remain where they are stationed until an alternative placement is secured. The options they are considering for possible placement are in the Department, South African Police Service and the Department of Education. Members are to report any contrary action.

Occupational health and safety (OHS)

Parties addressed the failure of the employer to engage labour on OHS issues. A committee, which will deal with the COVID pandemic and state of buildings, was established. Members are advised to instantly report any matters affecting them to natalie.adams@psaftss.co.za. The next meeting will be convened on **7 May 2021**.

Conversion of vacant *Public Service Act Personnel (PSAP)* posts

Preferential appointment on acting capacity of uniform staff in PSAP vacant posts was investigated and verified. The employer responded that it is faster to address capacity by deploying uniform personnel in such vacancies until filled. The PSA also pointed out the tendency of perpetual filling of PSAP post of the Director: Collective Mechanism by *Defence Act Personnel (DAP)* for three consecutive occasions, which

is problematic. This post should be permanently filled through the normal processes of staffing a civilian. The employer requested to collect information for sharing with the PSA. The outcome will confirm that the PSAP post establishment has tremendously decreased for the past years as a result. The matter will be further discussed once the information was collected.

Group Life Insurance Scheme (GLIS)

Members requested the PSA to negotiate for their eligibility to form part of the current GLIS. This Scheme was solely created for uniform personnel. The PSA was successful as the employer acceded to the demand to include PSAP members. PSAP members can now become beneficiaries of GLIS. The Army Foundation has been approached for logistic arrangements of accepting PSAP.

Performance Management Development System (PMDS)

The PSA learnt that the employer posted an instruction on its intranet for this financial year. It indicated that it is merely an outline of procedural aspect. The PSA emphasized the importance of communicating such instruction prior to publishing to enable labour to respond to members enquiries. The employer will provide the document through the Chamber Administrator.

Policy: Grievance Procedure

The PSA reiterated its position that the Departments Grievance Procedure Gazette, as promulgated by the Minister, is not applicable to PSAP members in the Department as it is regulated in terms of PSCBC Agreement 1/2003. The employer argumentatively insisted that owing to the complexity of the Department, parties are to agree on its implementation to civilian members. This was rejected by labour. The PSA deadlocked and invoked Clause 17 of the Governance Rules. The matter will be facilitated shortly.

Members will be informed of developments.

GENERAL MANAGER