

FOR PSA MEMBERS: **DEPARTMENT OF DEFENCE (DOD)**

02-12-2024

Feedback: DOD Departmental Bargaining Chamber meeting – 29 November 2024

OHS Compliance

The employer reported that the OHS task team held a meeting on 11 November 2024 where Thaba Tshwane, Sunnyside, and Brown Flats were discussed and that a decision was taken to relocate to new habitable premises once approval has been obtained. Labour noted and confirmed the report.

Learning pathway: PSAP

The employer made a detailed presentation on the Function of Directorate Human Resource Career Management (PSAP). The main aim is to achieve organisational goals through competent and experienced employees and good management resources by ensuring that they are trained, and their skills are developed. The PSA noted the presentation and indicated that it would be able to engage in the next Chamber as the presentation document was not shared in advance.

Identification and filing of posts

The employer stated that a presentation pertaining to the filling of budgeted posts would be made at the end of financial year, noting the impact of financial constraints and the DPSA moratorium on the filling of posts. Labour requested that a quarterly progress report on the filling of vacant posts be furnished to labour and the employer agreed.

Submission of trade union representatives to conform to clause 8.1.4 of GPSSBC Resolution 3/2014

The employer confirmed to have received the list of shop stewards from the PSA and was in a process of verifying the membership stats against the number of shop stewards submitted. The PSA requested the employer to speed up the process of verification so that shop stewards can also tap into the pooled leave allocation as per the Resolution. The employer agreed to speed up the process and report before the end of the financial year.

Draft Recruitment and Selection Policy for PSAP

The employer confirmed that inputs were received from parties and proposed adoption of the policy. Labour supported the adoption and indicated that the policy was progressive.

Manage service delivery during Water interruptions in workplace

The employer had previously committed to engage the OHS Committee on the matter and stated that it had not received any response but committed to follow-up and report in the next Chamber. Labour noted and emphasised the urgency.

Membership capturing and termination of trade unions

Labour raised the concern that there seemed to be a delay in implementation of union membership capturing and terminating of trade unions at Human Resources and that was affecting the numbers and double deductions. The employer advised that unions must ensure that all necessary documentation has been submitted to the employer in relation to membership forms or to the respective union and the employer in respect of termination of membership. It was agreed that the three-month timeframe in terms of the *LRA* on termination of membership should be observed.

Sports participation by PSAPs: Discrimination by marathon clubs by non-inclusion on signal document

Labour raised a concern that PSAP members who participate in marathons were not included in the signal document and therefore were deprived from participating in major events or even access the subsistence and travel allowance that is a benefit to others. The employer indicated that it would need to consult with its principals and revert in the next Chamber meeting and emphasized that discrimination could not be condoned.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER