



FOR PSA MEMBERS: DEPARTMENT OF MILITARY VETERANS (DMV)

12-02-2025

Feedback: DMV Departmental Bargaining Chamber

Vote weights

The Administrator of the Chamber, as per the provision of the Constitutional clause 16.1 of Resolution 1/2012, *Governance Rules* for the Chambers tabled the determination of vote weights for trade unions as follows:

Trade union	Membership	Vote weight
PSA	129	73.71%
Nehawu	45	25.71%
Popcru	1	0.57%

The PSA is committed to serving members by protecting their rights and promoting their interests.

OHS compliance

The employer reported that it will prepare and submit a comprehensive report on 24 February 2025 as there are new developments in terms of OHS compliance. Organised labour noted the submission.

Feedback: Task Team on policies

The employer reported that owing to ongoing instability in the Department, the 26 draft policies previously scheduled for discussion were not discussed at the Policy Task Team (PTT) as initially agreed. As a result, the employer has requested further indulgence to convene a task team meeting to address these outstanding policies. Upon enquiry by the PSA, the employer clarified that whilst new policies have not yet been implemented, existing policies under review continue to be in effect. In response, the PSA requested the employer to separate new policies from existing ones. The employer has committed to submitting this information by 14 February 2025. Additionally, organised labour has requested that DPSSA policies be adopted in the absence of formally approved departmental policies. This request is aimed at ensuring consistency and continuity in policy implementation. It has been agreed that PTT meetings will be convened on 5 March and 12 March 2025 to proceed with the discussion and finalisation of outstanding policies. The PSA will continue to monitor the process and provide updates to members.

Progress: Implementation of GPSSBC Resolution 5/2014 (Agreement on Recognition of Improved Qualifications in the Public Service)

The PSA indicated that the employer has submitted the list of qualifications to the Department of Public Service and Administration (DPSA) for processing. Additionally, the employer indicated that three employees who were eligible have already been paid, however, no proof of these payments has been provided to organised labour. The employer has confirmed that it is currently processing additional applications and is actively reviewing outstanding cases. A comprehensive report on the status of these applications and payments will be presented at the next Departmental Bargaining Chamber.

Filling of vacant posts

The employer advised that there are several vacant posts, and it has a challenge to fill these because of cost-containment measures. It indicated that the DPSA has instructed the Department to ensure that the organisational structure is finalised. Evaluation of posts to be advertised is also now compulsory and concurrence must be sought from the DPSA. A submission to deviate from the process has been sent to the Minister to ensure that the recruitment process is fast tracked, and approval is still awaited. Organised labour requested to be involved in the process of the organisational structure review as a matter of consultation in terms of section 84 of the *LRA*. The employer acceded to the request.

Occupational health and safety (OHS): Condition of building

Organised labour raised serious concerns regarding the state of the building, which is currently unfit to accommodate employees owing to several OHS violations. As a result, organised labour has formally requested the employer to provide a clear plan outlining how it intends ensuring that the building meets the required OHS standards. Amongst key issues identified is inaccessibility of the roller door, which remains non-functional owing to the unavailability of a key. The building has only one entrance and one exit, posing a significant safety risk in the event of an emergency. Another major concern is that air conditioning systems are not working in several offices, particularly in rooms with no windows, creating an unhealthy and uncomfortable working environment. Ablution facilities are inadequate, adding to the already poor working conditions.

In response to these concerns, the PSA has requested the employer to furnish the following within seven days:

- The current lease agreement for the building.
- A valid building compliance certificate.

Should the employer fail to provide these documents within the stipulated timeframe, employees reserve their right to take appropriate action to protect their health and safety in the workplace. As an immediate relief measure, the PSA also called on the employer to activate remote working to ease the hardships faced by employees. However, the employer has requested additional time to seek approval from its principals before making a final decision. Looking ahead, organised labour will submit a draft policy to alleviate congestion in the building. The PSA remains committed to monitoring the situation and will continue engaging with the employer to ensure compliance with workplace health and safety standards.

Absorption of contract employees

The PSA declared a dispute in 2024 to force the employer to absorb all contract workers who have been with the Department for an extensive period of time. Since the dispute is ongoing, the matter is regarded as *sub judice* and was removed from the agenda.

Inconsistent and biased bursary allocation vs value for money

The Department reported that currently it is giving bursaries to only eligible employees and not to contract workers. Some applications received for this financial year are being processed and the employer will report in the next Chamber. Organised labour noted the report.

Defence Act employees in administration and security positions amounting to desertion of posts

The PSA indicated that it was pleased to report that soldiers have been removed from the Department and commended the employer for acceding to the request as they were occupying *Public Service Act* Personnel posts in the beginning of 2024.

Provincial Coordinators/Help Desk: Poor working conditions

The PSA has been actively engaging the employer regarding poor working conditions experienced by Provincial Coordinators and Help Desk employees. Previously, it was agreed that an inspection *in loco* would be conducted at all reported offices that lack tools of trade. This process aims to assess the situation firsthand and develop a comprehensive report outlining the necessary interventions to improve working conditions. The employer has since reported that a travel agency was appointed in 2024 and that it will be seeking approval from its principals to proceed with these site visits. It was further proposed that organised labour will each submit three representatives to form part of the inspection committee. The employer has committed to providing feedback in the next Chamber meeting scheduled for April 2025.

Managing service delivery during water interruptions

The PSA tabled draft guidelines aimed at ensuring that water interruptions do not disrupt service delivery or compromise workplace operations. The proposed guidelines include clear measures and procedures to be followed in the event of water shortages, ensuring that employees and the public are not negatively affected. The employer has acknowledged the need for a Standard Operating Procedure (SOP) to guide employees during water interruptions. It further reported that it will be engaging with Rand Water to explore the possibility of providing standby water tankers as part of a contingency plan. The employer has agreed to draft and present the SOP at the next Chamber meeting.

The PSA remains committed to ensuring that all workplace challenges are addressed effectively and will continue to advocate for improved working conditions for members. Further updates will be provided following the employer's feedback in the next Chamber meeting.

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.

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GENERAL MANAGER