



FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

19-03-2025

Feedback: DOD Departmental Bargaining Chamber – 14 March 2025

OHS compliance

The employer reported that 300 employees are currently being moved from Brown Flats, Agahlas, Christian Muller, Hemming Pretorious, and Nicolas Smit to Townlands Marabastad Flats in phases as from 1 March 2025. The move is expected to be completed by 31 March 2025. Confirmation documents will be shared with labour through the secretariat before the next Chamber. The PSA noted the report.

Vacant PSAP posts

The employer indicated that it has received authorisation to fill 63 vacant and funded posts but indicated that the process went through the DPSA and National Treasury for concurrence and availability of funds, hence it took longer. All 63 posts received concurrence, some have been advertised, and others will follow in due course. Comprehensive stats of the posts advertised will be provided in the next Chamber. The PSA noted the report.

Manage service delivery during workplace water interruptions

The PSA previously tabled the draft guidelines to ensure that there are measures in place to mitigate interruption of service delivery during water cuts. The employer, through the OHS representative, indicated that each unit in the DOD had these measures put in place in respect of water bunkers and water tanks that are serviced regularly. In the DOD, the maintenance section gets activated immediately in the event of water cuts. There are also boreholes that are tested regularly in most units located in rural areas. Organised labour noted the response by the employer and requested that a guideline, instruction, and/or a bulletin be issued to advise members of the existence of these measures and give clear directions indicating what to do when these measures fail or are not in place. The employer committed to having such instruction issued before the next Chamber meeting.

Draft policy on Dress Guidelines for PSAP

Members will remember that unions were requested to submit inputs before 20 March. The PSA requested inputs from members. During the meeting, the PSA reiterated that inputs will be shared with the employer before 20 March 2025, as agreed in the last DBC.

Sports participation of PSAP members: Discrimination by marathon clubs on PSAP members by non-inclusion on signal document

Organised labour had previously complained that PSAP participating in sports activities are treated differently when it comes to being part of the signal document that contains names of participants. The employer reported that the Director of Sports was engaged, and it became apparent that because of compulsory physical training expected from uniform members it becomes part of their duties, whilst PSAP need to take leave if they needed to participate as it is not stipulated in the PSA Act. Organised labour indicated that the issue was having names of PSAP on the signal document, which authorises activities and which then prevents members from claiming for subsistence and travelling. PSAP feel discriminated against as they are allowed to participate but not included in the signal document. Labour indicated that other units include PSAP, but the majority excludes them. It was resolved that organised labour should provide previous signal documents that had names of PSAP and that excluded them, and the employer will revert in the next Chamber with a resolution.

Relocation of employees from Peter Buthongo to Besters Building (OHS non-compliant)

The PSA had tabled this matter after learning that the employer was compelling employees to move from Peter Buthongo Building to Besters Building, which was gutted by fire in 2013. The employer reported that there was a court order interdicting the DOD from moving members, obtained from the High Court. The move from Peter Buthongo to Besters has been halted considering the recent events. The employer further stated that the part of the building that was not burnt down is being renovated for future use. The PSA will continue to monitor the process to ensure that members' safety and wellness are not compromised.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER