

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

10-09-2024

Feedback: DOD Departmental Bargaining Chamber (DBC) meeting - 6 September 2024

At the recent meeting, the following agenda items were discussed:

OHS compliance

The employer reported that the status of the Sunnyside and Brown Flats matter regarding non-compliance with OHS provision was discussed on 4 September 2024. The Department is busy finding alternative accommodation. The PSA noted the report and urged the employer to mitigate and eliminate risks whilst waiting for alternative accommodation.

Learning pathway: *Public Service Act Personnel (PSAP)*

The employer made a presentation on the PSAP Learning Pathway that is intended to educate and develop civilians in the Department of Defence. The program aims to address capacity challenges experienced previously. The PSA noted the presentation and urged the employer to issue an instruction to the Officer Command in all units that PSAP employees should not be prevented to undergo various training opportunities presented by Learning Pathway. The employer indicated that an awareness campaign was conducted already to outline the importance of the learning project. The SITA team had installed network points on all sites to make online learning effective.

Review: Utilisation of *Defence Act Personnel (DAP)* in *Public Service Act* posts - Salary Level 1 to 12

The employer reported that the functions at DOD are interlinked, as both *PSAP* and *DAP* can act in each other's posts for continuity, high levels of productivity, and service delivery. The exercise empowers both categories of employees. The PSA noted the report and emphasised that *PSAP* posts would be negatively affected since these were frozen for a period. The PSA demanded that only *PSAP* employees should act in their higher posts. The PSA further requested to be provided with the report of the job evaluation committee at the next DBC meeting.

Advertisement and filling of vacant *PSAP* posts

The PSA previously requested the employer to advertise and fill all identified vacant posts. The employer noted the request and committed to sharing the information in the next Chamber meeting. It indicated that it was busy finalising the internal process and would start the advertising process in due course.

Submission of elected trade union representatives

As requested in the previous DBC, the PSA submitted a list of their shop stewards across all DOD offices. The employer noted the report and gave an extension to allow other parties to the Chamber to submit their list. The aim of the exercise was for the employer to have a record of all elected trade-union representatives.

Recruitment and Selection draft Policy of PSAP

The employer reported that the PSA has submitted inputs on the draft policy as discussed in the last Chamber meeting and gave an extension to other parties to do so in the next Chamber meeting.

Water shortages: Standard Operating Procedure

The PSA previously tabled a draft Standard Operating Procedure (SOP) on how the Department should mitigate the water disruption in various units and how it should conduct itself in terms of releasing employees when there is no water at all. The employer requested that the matter be discussed in the next OHS task team and labour agreed.

Members will be informed of developments.

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

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GENERAL MANAGER