

FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

24-10-2019

Departmental Bargaining Chamber (DBC): 21 October 2019

Determination of vote weights: 2019/20

The PSA has **5 265** members with the vote weight of **60.01%**. Nehawu has 3 032 members (34.56%), and Popcru has 476 members (5.43%).

GPSSBC Resolution 5/2014

The employer reported that management is busy with the process to cover Medical Officers, Gynecologists and Engineers in the template. The template will be shared with labour before it is signed and sent to the DPSA for concurrence.

Restructuring: Durban Naval Station

The employer reported that the warm bodies will be absorbed in the new structure.

Closing of Commandos

The employer reported that alternatives are still being considered to accommodate affected employees. These include retirement, termination of service based on ill-health and a submission was sent to the Northern Cape Department of Education, requesting it to absorb affected employees.

Occupational Health and Safety (OHS)

The employer made presentation following concerns on OHS previously raised by the PSA. The presentation disclosed that facilities' status is deteriorating. This raised serious concern with the PSA that demanded that employer must urgently approach its principals on how OHS concerns could be addressed. The PSA also requested intervention of the Department of Labour as it enforces the OHS.

Shortage of personnel leading to overload and abuse

The PSA tabled this item and informed the DBC that it observed that its members are overloaded with work in some departments following lack of capacity. It informed the DBC that motivation will be sent to the Chamber Administrator, amongst others seeking information from the employer on the current approved structure and personnel costs as well as outsourced services and the costs thereof.

Unfair treatment: Potchefstroom

The matter was referred to a bilateral.

Conversion of vacant PSAP posts for DAP establishment

The matter is still receiving attention.

Others

Statistics on the following items will be sent to labour to share with members:

- Contract posts
- Long-Service Certificates

Labour is to provide a list of outstanding grievances for the employer to investigate the delay. Affected members must send their details to Arnold Dlamini at arnold.dlamini@psa.co.za by 31 October 2019.

Ivan Fredericks
GENERAL MANAGER