

Feedback: Departmental Bargaining Chamber (DBC) and Bilateral meetings – 25 and 29 November 2021

Occupational Health and Safety (OHS) Task Team

The PSA had submitted various topics for the employer to provide updates. These included COVID-19 reported cases, status of vaccination plan for the Department, statistics of reported incidences of injury on duty, as well as screening tools for services and divisions, including units and provision of personal protective equipment (PPE). The employer responded in that it is to consult SAHMS Director of OHS who will provide more detailed information. A report will be shared in the interim. The Steering Committee has not convened for some time. Labour is recognised as a party thereto.

Implementation: Resolution 5 of 2014

Since the PSA and other parties signed the final template, which included the omitted Engineering and Medical occupational classes as proposed by Department of Public Service and Administration (DPSA), the employer reported that it was still with the Secretary for Defence (SECDEF) for signature.

Restructuring: Durban Naval Station

After convening two special meetings, the employer shared with parties all relevant information, especially the approved organisational structure of the Station. The PSA, supported by other parties, demanded that the employer is to table the Draft Matching and Placing Strategy document for adoption and ratification by parties before any process can be approved.

Conversion of PSAP posts

The employer circulated statistics during May 2021 on the number of posts wherein *Defence Act* Personnel (DAP) were utilised in *Public Service Act* Personnel (PSAP) posts. The PSA further requested updated information as of end of November/December 2021 for comparison with the latter data, to analyse the trend of the employer in filling PSAP vacant, funded posts. The employer undertook to circulate this.

Participation in sports

The employer circulated a bulletin to parties, which the PSA in turn shared it with all Provincial Chairperson for inputs. The PSA made comments on apparent discriminatory clauses, especially where PSAP employees may be injured during sports activities. The Department exonerates itself from any medical assistance that may be needed for such injured employees. The Chairperson ruled that inputs

must be submitted, as the bulletin is a finalised version of the employer.

Staffing: South African Health and Medical Services (SAHMS)

Written queries were submitted after members reported that civilians were deployed from elsewhere to the Medical Unit in Lyttleton. PSAP were also informed that they would resume working shifts. The matter was tabled at the Chamber after no response from the employer, where arrangement was made for a meeting with the SAHMS to provide additional information. The PSA proposed 29 November 2021. Upon confirmation, the employer advised that the PSA is to seek appointment itself. An appointment will be secured shortly with the SAHMS.

National and Provincial Labour Relations Communication Forum (LRCF)

The PSA proposed the establishment of a LRCF structure during previous Chamber meetings. The employer welcomed the proposals, especially for COVID-19 activities. Certain interests matters are to be promptly dealt with at provincial level. The 1995 LRCF Founding Document is in possession of the employer. Provincial Departmental Units are still being visited and it requested that the matter be deferred to the 2022-calendar year. The PSA agreed to let the employer have sufficient time to finalise its research.

Members will be informed of developments.

The PSA expresses sincere condolences to all members and their families who are affected by the COVID-19 pandemic.

GENERAL MANAGER