

FOR PSA MEMBERS: **DEPARTMENT OF MILITARY VETERANS (DMV)**

29-04-2022

Feedback: Departmental Bargaining Chamber Meeting – 26 April 2022

OHS compliance and COVID-19 regulations

The employer reported that due to office space, a decision was taken that the rotation system will continue until further notice noting the content of DPSC Circular 5 of 2022. Relocation to identified neighbouring PRASA Building is still an alternative. Adherence to COVID-19 protocols is enforced. The PSA insisted in convening an urgent meeting to address OHS issues, as feedback was very sloppy.

Election of Deputy Chairperson: Employer

Mr Peter Matli was introduced as a nominated candidate.

Prioritisation of policy to be adopted

Parties resuscitated the Policy Task Team (PTT). All policies to be adopted were deferred to the forthcoming meeting. The date will be communicated through the Secretariat. The employer tabled the following policies for consultation (*attached* for ease of reference):

- Bereavement and Hospitalisation Policy
- Acting in Higher Post Policy
- Determination of Special Leave Policy
- Diversity Management Policy
- Grievance Management Policy
- Health Wellness and Productivity Management Policy
- Human Resources Administration Policy
- Management of Discipline Policy
- Overtime Policy
- Policy on Long Service Awards
- Remunerative Work outside Public Service Policy
- Safety, Health, Environment, Risk and Quality (SHERQ) Policy

Filling of vacant funded posts

The employer reported that two vacant Deputy Director General posts were advertised with a closing date of 28 February 2022. The Interviewing Committee has been constituted. It was confirmed that contract

workers who are in possession of matriculation were appointed permanently. Unqualified members are being placed on entry level posts rather terminating their services. Out of 155 post establishment, 129 posts were filled. Twenty six (26) vacancies are still to be filled.

Organisational structure

The employer reported that the HOD had approved the sourcing of Government Technical Advisory Company (GTAC) to assist with the finalisation of the structure. The "TO BE" structure must be responsive to the strategic planning of the Department. The recommended GTAC intervention was subsequent to the consultation with the Department of Public Service and Administration (DPSA).

The PSA warned the Department that any further delay in finalising the organisational structure will perpetuate renewal of contracts, especially the undeserving retired Defence Act personnel. A demand was made for tangible proof confirming such interaction with GTAC.

Members will be informed on the latest developments.

GENERAL MANAGER