

FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

01-02-2022

Feedback: Special Departmental Bargaining Chamber for restructuring of Naval Station Durban - 27 January 2022

Members will recall from the previous *Informus* that it was reported that the employer had presented the new organisational structure and shared all relevant information and processes that were embarked upon. The PSA objected to the absence of matching and placement criteria that were to be consulted and agreed upon by parties. The employer undertook to compile a draft for consideration. The draft was subsequently tabled by the employer in this meeting. Inputs from the PSA and other unions were instantly submitted. The employer requested an opportunity to consult with its principals. The most prevalent inputs were that:

- This process will be two-pronged, which will consist of the horizontal transfer of employees into equivalent posts and the filling of higher vacant, funded posts, namely the matching and placement as well as the staffing process respectively.
- Parties agreed in principle for the employer to proceed with programmatic horizontal transfer of *Public Service Act Personnel (PSAP)*.
- In case of any salary discrepancy or change in salary levels, parties will engage on the process of resolving such challenge.
- No *Defence Act Personnel (DAP)* will be deployed and/or utilised into *PSAP* posts for more than six months. If it is a higher post, an internal serving *PSAP* will be eligible to compete for the filling of such vacant, funded post.
- Any *PSAP* who will be offered an option for an employer-initiated severance package (EISP), does not necessarily imply approval thereof.
- Where there are key posts that are to be filled, parties will consult at the Departmental Bargaining Chamber to have consensus to externally advertise such posts for operational reasons.

The employer has circulated the *attached* refined Draft Agreement for consideration. The PSA requests inputs and mandates to be submitted on or before **15 February 2022**. Inputs may be submitted to the Department of Defence (DOD) PSA National Branch Secretary, Natalie Adams, at natalie.adams.sec@gmail.com.

The PSA wishes all members infected or affected by the COVID-19 pandemic a speedy recovery with sincere condolences to those who lost loved ones.

GENERAL MANAGER