

## Feedback: Departmental Bargaining Chamber – 9 September 2022

### Occupational Health and Safety (OHS)

The PSA raised a concern on the state of buildings within the Department of Defence in the North West, Mpumalanga, and Gauteng provinces. Furthermore, the deteriorating condition of the Thabatswane Brown Flats was also raised with the employer. The employer encouraged the reporting of health and safety problems. Meanwhile, the employer also reported that burst pipes were fixed in the reported buildings although a comprehensive report will be provided in a committee meeting to be held on 29 September 2022.

### Participation in Sport

It was reported that a Bulletin has been compiled based on the existing uniform personnel prescripts, as it is one of the key performance areas for them. It is to keep them fit for any deployment. Research and a legal opinion have been secured. A discussion was recently held in the DOD General Sports Indaba. A briefing of the Chamber will be held as soon as internal processes are finalised. The requirement for civilians participating in sport to sign the indemnity form still stands. Discretion has been given to the Commanding Officers to take an appropriate decision.

### National and Provincial Labour Relations Communication Forum (N/PLRCF)

The employer reported that they have consulted most of the Provincial Units to assess the viability of resuscitating these structures. A consolidated report has been compiled for ratification by their Management. After endorsement, it will be tabled in the Chamber. The discussion of the contents of the report was deferred to the Policy Task Team (PTT).

### Learning Pathway for *Public Service Act* Personnel (PSAP)

The employer reported that there is no new information at hand. The status was that the implementation of the approved Chief Human Resources (CHR) Instruction 35 of 2017 on the Professional Education, Training and Development of *Public Service Act* Personnel (PSAP) is ongoing. There are still 1 109 eligible PSAP for basic training.

### Restructuring within South African Medical and Health Services (SAMHS): Institute of Aviation Medicine (IAM)

The PSA raised a concern about the alleged intention to discard the Unit structure where majority of employees will be transferred to Johannesburg which is causing anxiety and stress amongst employees. The employer undertook to investigate and provide feedback.

### **Review of Sexual Harassment Policy**

The PSA tabled this item for incorporation of relevant clauses from the *Gazetted Code of Good Practice* on Prevention and Elimination of Violence and Harassment in the World of Work. The Code has been shared with all parties. The item was deferred to the PTT.

### **Policies**

The employer tabled the Performance Management Development Policy (PMDS) and Policy on Management of Alcohol and Drug Abuse for review. They were also deferred to the PTT.

Members will be kept abreast of further development

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

GENERAL MANAGER