

FOR PSA MEMBERS: **DEPARTMENT OF DEFENCE (DOD)**

08-03-2023

## Departmental Bargaining Chamber meeting – 3 March 2023

### PMDS policy

The employer presented a revised draft of the policy, which amongst others, seeks to do away with half-yearly reviews. The employer also presented a chart of employees from various units that are not complying with the PMDS policy, which adversely affects employees. The employer emphasized the importance of completing Performance Agreement and Final Assessments. A copy of the revised policy will be shared with labour.

### OHS compliance and COVID-19 regulations

The employer reported that there was a fruitful OHS meeting in November 2022, which only the PSA attended, and issues affecting various units were discussed. The meeting was deferred and a proposal to conclude a calendar for the year and alternate venues to DOD/PSA and Nehawu offices was adopted. The dates of 3 and 4 April 2023 were proposed and to be confirmed by the employer.

### Learning pathway for PSAP

The employer presented the policy, which dealt with employers' programs for PSAP employees, and emphasized that *Public Service Act* employees are encouraged to participate in these programs and that follow ups are done through HR and relevant supervisors. Labour noted and welcomed the report.

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

The employer reported that it has already started staff visits in Limpopo and the intention is to create workplace forums. Labour noted the report.

### Bulletin: Participation in sport

The employer reported that this was presented previously, and a bulletin was issued as guidelines on the participation in sport activities in the Department. The PSA enquired if it is still a requirement for *Public Service Act* personnel to sign indemnity forms when participating in sports and whether it is still dependent on the supervisor's approval. The employer confirmed and further added that the first requirement is to belong to a Part 1 Sports Club group. The employer further reported that it has shared inputs with relevant authorities, which will be considered when the policy is reviewed. The PSA's concern was the OSC's discretion that is used to disadvantage *Public Service Act* personnel and that there is no consistency in the application of the rule. The employer responded that has been addressed as notices

issued now also invited *Public Service Act* personnel, and that where units have issues, these should be brought to the employer's attention.

### **Policy: Management of Alcohol and Drug Use and Testing**

The employer reported that the policy was presented on 15 August 2022 and only the PSA made inputs, which were taken into consideration. The policy is undergoing an approval process and will be shared once finalised. The employer thanked labour for participation and inputs. The PSA took note whilst awaiting the final product.

### **Restructuring: South African Military Health Service - Institute of Aviation Medicine**

The employer reported that meetings were held in November and December 2022, where PSA was in attendance. All issues were dealt with and an agreement for the second session was reached. Employees were interviewed on the preference of their places of choice to be transferred. All employees affected have already been transferred to new units as from 1 January 2023. The employer thanked the PSA for participating in the process.

### **Review: Sexual Harassment Policy**

The employer confirmed that it received and submitted the Code of Good Practice from the PSA as it was a question of complying with the law, and it was considered. The DOD is currently busy with the policy and it will be presented in the task team. The PSA noted the report and thanked the employer for considering the inputs.

### **Provision: Trade union quarterly statistics**

The PSA requested the employer to share the membership statistics on a quarterly basis and the utilization of *Defence Act* employees in PSAP posts. The employer committed that statistics will be provided per units on a quarterly basis.

### **Review: Utilization of *Defence Act* personnel in *Public Service Act* posts for salary level 1 to 12 (PSA)**

The PSA requested that the employer on a quarterly basis must share statistics on the utilization of *Defence Act* personnel in Public Services posts and *Defence Act* personnel in Public Service posts. The employer committed that information will be provided to the relevant authorities and labour on a quarterly basis. Labour noted and thanked the employer for the commitment.

### **Termination: Skills Development Internship**

The PSA reported that there was a trend of termination of Internship employees before their contractual period ends, which affects service delivery. The employer responded that currently there are 96 interns and during their contract period they could find permanent positions. The employer reported that it is only complying with SASSETA regulations. Labour noted and appreciated the employer's response.

Members will be informed of developments.

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