

FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

20-11-2023

Feedback: Departmental Bargaining Chamber meeting – 16 November 2023

Vote weights determination

The Administrator of the Chamber, as per the provision of the Constitution clause 16.1 of Resolution 1/2012, Governance Rules for the Chambers tabled the revised determination of vote weights for unions as follows:

Union	Membership	Vote weight
PSA	4 533	59.65%
Nehawu	2 745	36.12%
Popcru	321	4.22%

The PSA is committed to serving members by protecting their rights and promoting their interests.

OHS compliance and COVID-19 regulations

The employer communicated that the occupational health and safety (OHS) inquiry regarding Brown Flats and Arcadia Flats is currently in progress. Updates on the investigation's progress will be shared with members.

Learning pathway for *Public Service Act* personnel (PSAP)

The employer reported that the program of the PSAP's Learning Pathways will be held on 28 November 2023 at the Army Support Base and on 30 November 2023 at the First Construction Regiment Dunnottar (Border of Mpumalanga and Gauteng).

National and Provincial Labour Relations Communication Forums

The employer reported that the establishment of the National Labour Relations Forum arranged by the DPSA was intended to discuss issues that affected employees at the workplace. The employer decided to put the process on hold until a policy framework was issued by the DPSA.

Review: Utilisation of *Defence Act* personnel in *Public Service Act* posts - Salary level 1 to 12

Labour formally requested a detailed breakdown of the personnel impacted, categorised by unit and levels particularly focusing on *Defence Act* personnel currently holding positions in the *Public Service Act* framework. In addition, labour has sought access to the comprehensive organisational structure of the DOD. To facilitate an in-depth discussion on this matter, parties agreed to meet on 4 December 2023.

Request for labour to submit list of names of all Elected Representatives in line with Clause 8.1.4 of GPSSBC Resolution 3/2014

The employer requested a list of shop stewards per each recognised union. Labour submitted the list as requested. The employer requested labour to outline dates of elections for new shop stewards on the list. The employer advised labour to conduct the elections of shop stewards in terms of GPSSBC Resolution 3/2014 and the *LRA*. The lists will be properly consolidated and resubmitted to the employer for record keeping.

Review: Acting Allowance Policy

The employer reported that the draft policy was due to be completed after a consultation process. The provision for OSD and non-OSD employees were included in the draft policy. The draft policy proposed that employees can act in more than one post level higher than the incumbent position. The policy further proposed that employees can continue to act in the same position after a cooling period of two months. It was further proposed that the delegation for appointment to act must be decentralised to Services and Divisions units. The draft policy will be shared with labour for final inputs.

Members will be informed of developments.

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

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GENERAL MANAGER