



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

28-10-2025

Feedback: DMV Departmental Bargaining Chamber – 27 October 2025

Vote weights

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

Trade union	Membership	Vote Weights
PSA	102	66.67%
Nehawu	45	32.68%
Popcru	1	0.65%

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

OHS compliance and condition of Head Office building

The employer presented the OHS Report, which has several non-compliance issues of the building, and indicated that it is relying on the DPWI to secure a building for it as it is no longer allowed to procure privately owned buildings. The PSA requested that the employer share the recent DEL inspection report to ensure that it syncs with what the employer presented and recommendations that were made. The employer indicated that there is no remote work in place and proposed that a task team be formulated to develop the policy. Parties agreed that the task team meet on 3 November 2025 to deal with this policy as urgently as possible. The employer indicated that the DPWI and landlord report will be shared on 28 October 2025. The PSA objected to this and demanded that the DEL be requested to conduct a comprehensive inspection.

Feedback from Policy Task Team

Parties agreed that the Policy Task Team will meet on 3 November 2025 to deal with the prioritisation of all 26 policies that were previously shared with members. After lengthy deliberations, parties agreed that

this matter has taken too long whilst the Department is operating without approved policies. The employer indicated that it would confirm the venue and time before 31 October 2025.

Progress: Implementation of GPSSBC Resolution 5/2014 (Agreement on recognition of improved qualifications in Public Service)

The employer reported that it processed and paid two applicants who had applied in respect of recognition of improved qualifications and two applications will be finalised once the Department has satisfied itself that all requirements have been met. The employer will share the comprehensive report on 28 October 2025 at the insistence of the PSA.

Filling of vacant posts/Organisational structure review

The employer reported that it has been attempting to fill the posts but was prevented by the DPSA and the NT, which indicated that the Department might be transferred to the DOD. The DPSA had indicated that for the last ten years, the DMV has not reviewed its own organisational structure and could not be assisted in filling posts in the absence of this. The PSA demanded that the employer includes the Union in any engagement regarding the organisational structure review as it may also assist the employer. It was agreed that the issue of the structure review will also be discussed during the task team meeting on 3 November 2025. The employer further indicated that the Minister has also appointed an eight-person task team to deal with the departmental turnaround strategy, which was noted by the PSA.

Inconsistent and biased bursary allocation vs value for money

The employer reported that it continuously provides bursaries through its internal committee. Currently, there is a batch of employees who have been granted bursaries. The PSA rejected the report as misleading as it was not aware of any bursaries approved of this financial year, whilst some employees had already paid their registration fees and lost out on studies. The employer apologised and undertook to share the detailed report with the Secretariat before the close of business on 27 October 2025.

Provincial Coordinators/Helpdesk poor working conditions

The employer reported that the Department will be employing a cleaning company to provide cleaning services in provincial offices subject to supply-chain approval. The PSA reminded the employer of a task team decision to conduct inspection *in loco* in such provincial offices. The employer agreed to provide a schedule to visit these provincial offices for inspection *in loco* on 3 November 2025.

Manage service delivery during water interruptions in workplace

The employer reported that the landlord has directed it to use the old water tanks in place, however, because of their condition, the employer has arranged to have them replaced. The PSA rejected the report and reminded the employer that the PSA had requested that a policy be put in place to minimise disruption and released if there is no water provision. The employer committed to sharing the draft policy on 3 November 2025 for further discussions.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER