



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

02-10-2025

Feedback: DOD Departmental Bargaining Chamber - 19 September 2025

Identification of vacant PSAPs posts, advertise and fill

Members are aware that the PSA previously pushed for the advertising and filling of PSAP vacant positions and demanded detailed reports from the employer to that effect. Subsequently, the employer presented a report which was appreciated, however, the PSA felt that the report was inadequate and requested that the employer must present a comprehensive report, outlining the following: How many posts were approved for filling and name of those posts; How many of those posts have been advertised and when; How many have gone through the shortlisting process and when; How many have gone through interviews and when; How many have been filled and when and the information requested should also indicate salary levels. The PSA undertook to further list details requested so that the employer can properly respond.

Manage service delivery during water interruptions in workplace

The PSA, as requested by the employer, shared a few policies, guidelines and/or SOPs from various departments with the employer and expected the employer to confirm whether it is ready to discuss this document in the Policy Task Team. The employer indicated that it will be discussing the benchmarked documents with its principals as submitted by labour with a view to include electricity and water cuts and provide a draft document to be engaged in the Policy Task Team by November 2025. The PSA noted the report and commended the employer for the efforts.

Policy on dress guidelines for PSAP in DOD

The PSA indicated that it is in a process to collect all inputs from all its structures, however, it is also proposed that a Policy Task Team be resuscitated where the inputs will be consolidated and agreed upon. Inputs will be submitted on or before 30 September 2025. It was agreed that the Policy Task Team will be held on 4 November 2025 on a virtual platform. Members should refer to the previous *Informus* (2 September 2025) and continue to provide inputs.

Sports participation of PSAP members: Discrimination by marathon clubs on PSAP members by non-inclusion on signal document

The PSA previously shared information as requested by the employer in respect of similar departments with personnel employed under different acts and requested a response from the employer. The employer indicated that it has commenced with the benchmarking exercise in view of integrating PSAP into sports participation and requested indulgence in finalising it processes until November 2025. The PSA noted the response from the employer. A request for a policy that covers sports participation in the DOD was refused by the employer, citing that it is only applicable to uniformed members.

Relocation of personnel to other buildings in DOD

The PSA proposed that the items, Relocation of Employees from Peter Bothongo to Besters Building which is OHS non-compliant, Finance Management Reallocation from Poyntons Building to Peter Bothongo, and alleged Relocation of Employees from Liberty Building Pretoria to a new building in Midrand be collapsed into one and renamed Relocation of Personnel to other buildings in the DOD, however, parties can report on the individual issues separately. The PSA also proposed that a Relocation or Movement Task Team be established to deal with issues of the movement and/or relocation of personnel. The employer indicated that it was not averse to the proposal, however, it will revert after consulting with its principals in the next DBC. It was agreed that parties will share the names of the members to participate in the task team.

The employer further reported that it will share the documents related to the expected movement at the Defence Intelligence Headquarters, with security classification, however, it wishes to indicate that this relocation will go ahead, and advised that it is not certain of the exact timeframe, hopefully in the next financial year, owing to structural issues that need to be addressed in the new building in Midrand to accommodate employees within already provided duty bus. The employer further reported that the Peter Bothongo and Poyntons relocation are sequential, and as soon as identified OHS issues are resolved, this movement will take place. The PSA noted the report.

The PSA would like to assure members that matters of mutual interest and preservation of rights already gained will always take priority and requests members to report these matters as urgently as possible.

Employees who are still not PSA members are encouraged to contact shop stewards or PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER