



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

05-09-2025

## Feedback: DOD Special Departmental Bargaining Chamber - 2 September 2025

### Tabling of Draft Policy on Dress Guideline for *Public Service Act* Personnel in DOD

The employer formally re-tabled the Draft Policy of Dress Guidelines that is aimed to prescribe, set dress guidelines, and assign responsibilities for *Public Service Act* Personnel (PSAP) in the DoD and to uphold the good image of the DoD. The PSA noted the tabling of the draft and advised the employer that inputs will be sourced from members and proposed that a Policy Task Team should sit to discuss the same before the next DBC. The Draft Policy is *attached* for members to give inputs, by emailing the National Chairperson at [mosiua2.kali@gmail.com](mailto:mosiua2.kali@gmail.com) and coping the PSA Chief Negotiator at [Zamani.Dladla@psa.co.za](mailto:Zamani.Dladla@psa.co.za) on or before **30 September 2025**.

### Early retirement without penalty (ERP) eligibility at DoD

Reports received from various PSA members suggest that the proposed roll out of ERP is only prioritising uniform members and PSAP are informed to wait for the DPSA process to unfold that will guide the Department on how to implement it. The PSA requested clarification on the last newsflash issued in respect of ERP, in particular the statement referring to PSAP having to wait for the DPSA instruction on how to implement the same whilst uniform members are being prioritised. The PSA further emphasised that as and when the employer is ready to implement the ERP, it must be applied indiscriminately across the board for all employees who are willing to take advantage. The employer responded that the DoD has *Defence Act* Personnel (DAP) and PSAP, and the bulletin was directed only to DAP employees and the ERP for PSAP is still underway at the PSCBC. The intention was to get the actual number of DAP members who will be willing to take part in the process as and when it kicks off. The PSA noted the response.

### Pooling of shop steward leave

It was reported that as and when an active shop steward exhausts his/her 15 allocated leave days, it is alleged that the employer is requesting such shop steward to utilise from annual leave as there is no provision in the DoD HR system to capture pooled leave. The PSA requested the employer to benchmark with other departments and create an HR function if it does not exist that will be used to capture leave from a pool, in compliance with applicable prescripts known by parties or activate the same and sensitise

all HR personnel. The employer indicated that an instruction was issued in November 2012, which indicates that the pooled leave can be utilised. The Department is in the process of activating the pooling of leave electronically on the system and indicated that a bulletin will be issued to sensitise all Defence employees by 12 September 2025. The PSA noted the response.

### **Alleged relocation of employees from Liberty building in Pretoria to new building in Midrand**

The PSAP employees in Defence Intelligence at Liberty Building in Madiba Street are troubled by information regarding the movement planned by the employer without proper consultation. The PSA pleaded with the employer that the relocation of employees from Liberty Building to Midrand must be put in abeyance until consultation is done at DBC level as this is a mutual-interest matter that will affect the livelihood of employees. The employer confirmed that at the end of July 2025, an instruction was issued, indicating that the building condition at Liberty had become uninhabitable by January 2026. It was agreed that consultation will commence at or before 19 September 2025 in the DBC.

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

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GENERAL MANAGER