



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

12-11-2025

Update: DOD Chamber

OHS compliance

At the recent meeting, the employer reported that the relocation of employees and their families from the unsafe Thaba Tshwane Flats to Marabastad Flats went smoothly, and all have settled well. The PSA acknowledged the report but emphasised that the current OHS compliance updates do not provide a full picture of the reality across all unmaintained and dilapidated buildings in the Department of Defence. The PSA requested that the employer must also take responsibility for identifying non-compliance issues by using the internal Health and Safety Directorate and the Department of Employment and Labour to address problems early. The employer welcomed this proposal.

Filling: Vacant PSAP posts

The PSA previously requested a comprehensive report on recruitment progress for vacant PSAP posts for the 2025/26-financial year. The employer indicated that a draft document has been compiled, though it contains gaps, and committed to share it by 14 November 2025.

Manage service delivery during water interruptions in workplace

The PSA had sponsored a draft policy to ensure documented measures for managing service delivery during water interruptions. The employer reported that it is still working on the draft and cannot confirm a completion date, as another division is dealing with the same. It will advise once it is ready.

Policy: Dress Guidelines for PSAP in DOD

Members may recall that inputs were requested on the draft policy. The few received will be shared with the employer and discussed in the Policy Task Team meeting scheduled for 18 November 2025.

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

Members are aware that sports participation and recognition for this are applied discriminately in the Department since there is no uniform policy that encompasses both DAP and PSAP. In instances where PSAP is allowed to participate, S&T is unlikely to be paid. Recognition for participation is also reserved for DAP.

The employer previously committed to investigating the possibility of fully including PSAP in sport participation and now reported that it will not be feasible for Defence to fully include PSAP in sport participation as the DPSA has not pronounced on this issue. The PSA expressed disappointment with the employer's response as the matter has been on the agenda for several years. The employer indicated that only DAP members are covered with medical attention with the employer's military hospitals in case of injuries and cannot risk PSAP members as they are not covered. The PSA stressed that the issue is not about medical assistance from the employer but inclusion in the signal document where all sports participants are recorded to ensure that they also benefit from S&T payment and other official recognition. The employer requested indulgence to persuade its principals. The PSA noted the request.

Relocation of personnel to other buildings in DOD

As per the previous DBC resolution, the PSA submitted names of participants in the newly established Relocation and Movement Task Team and requested the employer to indicate a date where parties will convene to draft the terms of reference. The employer indicated that the task team is yet to meet, and the date will be communicated through the Secretariat.

Dissolution of Defense Force Service Commission and its implication

The employer reported that the Defence Force Service Commission was dissolved because of the establishment of the Defence Bargaining Council and this will result in a few employees being relocated to other sections. The PSA indicated that this is a matter of mutual interest that will affect the terms and conditions of employment and should be tabled in the DBC for formal consultation. The employer agreed to formally table the matter at the DBC for consultation with comprehensive details. Parties agreed to utilise 18 November 2025 to further discuss the matter.

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

Reuben Maleka
GENERAL MANAGER