



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

31-07-2025

## Feedback: DOD Departmental Bargaining Chamber (DBC) - 25 July 2025

### Determination of vote weights: GPSSBC Chambers 2025/26

The determination is done in terms of the provisions of clause 16.1 of Resolution 1/2012, Governance Rules for Chambers, as of 31 December 2024.

Union	Membership	Vote weight
PSA	4 608	61.52%
Nehawu	2 617	34.94%

The PSA wants to thank members for their continued trust and loyalty over 105 years and urges members to recruit fellow employees by using the *attached* PSA membership application form and sending them to the respective PSA Provincial Offices.

### Election: DBC Vice-Chairperson - Labour

The PSA is pleased to announce that Mr Mousia Kali, the current National Branch Chairperson, has been elected as Vice-Chairperson: Labour.

### OHS compliance

#### Relocation of employees from Thaba Tshwane buildings

The employer reported that the relocation of employees from Thaba Tshwane to Marabastad is completed and those who are remaining are ensuring the building is not hijacked. The PSA enquired about the future of Thaba Tshwane buildings as it was declared inhabitable. The employer indicated that a comprehensive report will be provided in the next DBC as it is awaited by the Directorate Facilities.

#### Planned relocation of employees from Peter Buthongo to Besters Building

The employer reported that the relocation of employees from Peter Buthongo Building to Besters Building was put in abeyance for some employees as the part of the building is still not habitable and is being renovated.

### **Planned relocation of employees from Poynton's Building to Peter Buthongo Building**

The employer reported that it is intending to relocate some employees from Poynton's Building to Peter Buthongo Building, which is dependent on the completion of renovations at Bester Building, where some employees will be relocated there to open space.

All the reports were noted. Members will recall that the PSA raised the issue of dilapidated buildings, unions are happy to see some movement by the Department. Members are encouraged to continue reporting any identified non-compliance with OHS.

### **Vacant PSAP posts**

The employer reported that the DPSA approved a number of vacant posts in the PSAP cohort to be advertised and filled. The PSA requested to be furnished with a comprehensive report on the exact number of approved posts, detailed progress of those that have been filled, and those outstanding. The employer undertook to provide such by 15 August 2025. The PSA will engage further upon receipt of the report.

### **Submission of elected trade union representatives from Nehawu and PSA to conform to clause 8.1.4 of General Public Service Sectoral Bargaining Council Resolution 3/2014**

The employer indicated that it is seized with a challenge where shop stewards' statuses are not confirmed and are at times questionable. It requested that all unions submit their list. The PSA indicated that it had complied early this year with such submission.

### **Manage service delivery during water interruptions in workplace**

Members are aware that the PSA submitted a draft guideline to manage service delivery during water interruptions in the workplace, noting the challenge of water challenges. In the meeting, the employer indicated that the directorate responsible committed to submitting a comprehensive document, detailing mitigation plans. The PSA reminded the employer that the demand was for the development of either Standard Operating Procedure or Guidelines. Noting the misunderstanding, the PSA committed to share Circulars and/or Guidelines issued by other departments for benchmarking purposes by 15 August 2025.

### **Draft Policy: Dress guidelines for PSAP in DOD**

The draft policy was withdrawn at the request of the employer, which was welcomed by the PSA, as it had caused a lot of confusion and unhappiness amongst members.

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

The employer reported that the entity that deals with sport indicated that sports participation is compulsory for soldiers only to keep fit. However, because some *Public Service Act* Personnel had shown an interest to participate, the DOD had requested that indemnity forms be completed, annual leave applications must be completed if sports participation is outside the unit, and Subsistence and Travel claims will not be paid. The PSA argued for several years that these employees have been participating, joined DOD sports clubs, and some have been paid S&T. The PSA viewed this as discrimination. It was resolved that the employer would request a policy position from the DPSA in terms of sports participation as this is a transverse matter and cannot be determined by the DOD only. Organised labour requested that the DOD benchmarks with other departments rather than bulldozing PSAPs out of sports

participation as this has been allowed for a long time. The employer committed to benchmarking with the DCS and SAPS, and requested any policies that may assist. Such will be shared by 15 August 2025.

### **Implementation: PSCBC Resolution 3/2009 - Salary level upgrades after 5, and 15 years of service (PSA)**

The PSA requested the employer to comply with PSCBC Resolution 3/2009 in respect of upgrading eligible employees to next levels after completion of a specified number of years in the Department. The employer indicated that in May 2025, the Department identified that several PSAPs employees are eligible, and it is in a process to upgrade them. At the insistence of the PSA, the employer committed to providing a comprehensive report that will detail all eligible employees by level by 15 August 2025.

### **Delayed release of Full-Time Shop Stewards in terms of GPPSSBC Resolution 3/2024 (PSA)**

The PSA reported that over the past two years the employer had without any just cause or furnished reasons delayed the release of the Union's Full-Time Shop Stewards, despite being furnished with all required documentation in time and in compliance with the Resolution. The employer indicated that the official had since been released and the term will expire on 31 December 2025. The PSA requested official release letters. The employer will forward these by 15 August 2025.

**Not yet a PSA member?** Kindly complete the *attached* PSA membership application form and submit to the relevant PSA Provincial Offices (also available on the PSA's website).

Reuben Maleka  
GENERAL MANAGER