



FOR PSA MEMBERS: DEPARTMENT OF DEFENCE (DOD)

22-04-2026

Feedback: DOD Departmental Bargaining Chamber - 16 April 2026

OHS compliance and relocation of employees to other buildings

The employer reported that the relocation of employees from Poynton's Building is contingent on the readiness of the Besters Building, which is still being renovated. The lease of the Poynton's Building will only be terminated in conjunction with relocated on dates yet to be determined. Relocation of employees from Liberty Building is scheduled to be completed by no later than 30 October 2026 to a building in Midrand and the lease will terminate on 31 October 2026. Members will recall that it was previously reported that the building in Midrand was bought with million despite having defects. The same building is now being renovated, which the PSA view is the avoidable expenditure in that had the department ensured due diligence before buying, they would have detected the defects. It was further reported that the Army Support and Infantry Formations will relocate from Besters Building to Peterson Bothongo once the Besters Building project has been completed. The procurement process regarding the Brown Flats project has commenced and there are plans to refurbish the Sunnyside Flats in future as these were vacated owing to deteriorating building conditions.

The PSA welcomed the report and urged the employer to continue communicating with parties in the DBC and not employees directly without tabling these matters of mutual interest at the DBC. Parties in the DBC must not be the last to learn about staff relocation.

Identification of vacant PSAPs posts, advertising, and filling

Members may still be aware that the PSA sponsored this item to compel the Department to fill vacant PSAP positions as there has been a shortage of staff in the Department for the longest time. The PSA also argued that some of these vacant posts are filled in acting capacity, mostly by *Defence Act* Personnel instead of *Public Service Act* Personnel. The employer has been reporting on progress in every DBC meetings and indicated that up to March 2026 it has already filled 95 posts and will continue advertising others. The brief report is *attached* for members' convenience. This is a victory for the PSA as the Union has long been long calling for this.

Manage service delivery during water interruptions in workplace

The PSA previously tabled a draft guideline document to be followed in case there is water interruption or power cuts in the Department. The employer reported that it has finalised the draft document and shared with organised labour for further inputs. Parties agreed that final inputs must have been submitted before or at the end of April 2026 to be ready for the next DBC meeting. The draft document with employer's inputs was shared with members through the National Branch. The timeframe to release employees in the event of water cuts or power failure was the only omission by the employer, which will be amended with the PSA inputs.

Policy on dress guidelines for PSAP in DOD

Members will recall that inputs were requested on the Draft Policy Guidelines meant to clarify acceptable dress code in the Department. A policy task team meeting was held last year where the inputs were incorporated. The employer proposed that the policy be adopted. The PSA confirmed that there was sufficient consultation and that the inputs were considered and supported the proposal.

Sports participation of PSAP members, discrimination by marathon clubs on PSAP members by non-inclusion on signal document

The PSA previously requested the employer to give full recognition to *Public Service Act* Personnel (PSAP) participating in sporting activities in the department as in some units the application was discriminative. The PSA argued that PSAP were not recognised the same as *Defence Act* Personnel in some units and urged the employer to treat all sport participants in the same manner. The employer reported that finally it is in a process of drafting a policy that will be inclusive of all employees participating in sporting activities as it has benchmarked for other departments (SAPS and DCS), as submitted by the PSA. The PSA welcomed the report, and it was agreed that further developments will be discussed in the next DBC.

Incentivised early-retirement programme (ERP) without penalisation of pension benefits

The PSA previously sensitised the employer to ensure that employees who are willing to take up on the offer of ERP are assisted as they were not sure what they were supposed to do. The employer reported that after issuing a circular, 172 out of 195 employees who applied have already been granted early retirement without penalties. The PSA noted the report. The employer will be engaged on the contingency to replace exit employees owing to ERP in a special DBC to be requested in May 2026.

Implication of Ministerial dissolution of Defence Force Service Commission

In the previous reporting, members were made aware that the Defence Force Service Commission was dissolved owing to the establishment of the Defence Bargaining Council and will result in a few employees being relocated to other sections. The employer reported that the process has not been finalised in respect of changing pay points, but employees have been allocated to various sections that are doing similar work. The PSA noted the report.

Organisational rights for union not admitted to GPSSBC

The employer previously shared a circular/instruction notifying unit commanders that a union that is not admitted to GPSSBC has approached it to exercise some organisational rights on the basis that it is working together with the other union admitted to the GPSSBC. The PSA argued that such union is no longer in any working-together arrangement with any union admitted at GPSSBC and demanded that the

employer rescinds its circular/instruction. After a lengthy discussion, the Secretariat committed that the GPSSBC will within seven days share the document with the employer.

Employees who wish to join the PSA can complete the *attached* PSA application form and submit it to PSA shop stewards or any PSA Provincial Office.

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GENERAL MANAGER