



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

31-07-2026

Feedback: DOD Departmental Bargaining Chamber (DBC) meeting

The feedback provides members with summary of the key matters discussed at the recent DBC meeting, amongst others, vote weight, Chamber leadership election, occupational health and safety, relocation matters, and filling of vacant positions.

Vote weights

Determination of vote weights: GPSSBC Chambers 2026/27

Herewith the determination of vote weights for unions admitted to the GPSSBC DBC for the Department of Defence:

Union	Membership	Vote weight
PSA	4 579	63.54%
Hospersa	3	
NPSWU	0	
Sadtu	0	
Total	4 582	
Nehawu	2 388	33.12%
Total	2 388	
Popcru	0	3.34%
Pawusa	241	
Total	241	
GRAND TOTAL	7 211	100.00%

The determination is done in terms of the provisions of clause 16.1 of Resolution 3/2025, Governance Rules for Chambers, as of 31 December 2025.

Parties agreed to re-elect the Chamber Chairperson from the Council to continue chairing.

Election of Vice-Chairperson: Employer

Mr V Shabalala was re-elected as Vice-Chairperson: Employer.

Election of Vice-Chairperson: Labour

Mr D Mampa was elected as Vice-Chairperson: Labour.

Occupational health and safety (OHS)

The employer raised concerns regarding the unavailability of labour representatives as and when the Committee sat. Labour was requested to submit names of its representatives before the next OHS Committee meeting scheduled for 20 August 2026.

Relocation of personnel from Defence division

The employer reported that the lease agreement with *Liberty Life* has expired. It was further reported that the relocation of the Finance Directorate is ongoing and is on a month-to-month basis. An update will be given to labour once the process of sourcing an alternative building is concluded. Labour noted the report and requested that the employer must submit written reports going forward. Feedback was shared that the movement of Army Support has been concluded.

Filling of vacant posts

A report was shared with labour that the Department has appointed 23 personnel members in the current quarter from the *Public Service Act Personnel* (PSAP) vacant posts. Labour requested to be furnished with a detailed report on the number of vacant funded posts. Again, a concern was raised by labour regarding verbal reports, and the employer made a commitment that going forward, it will prepare written reports, which will be submitted to the Chamber Secretariat in line with the governance rules prior to the seating of the DBC. Labour further requested to be furnished with a report on the number of PSAP personnel members who exited through early retirement without penalty (ERP). The employer committed to submitting the requested report before the next DBC.

Submission of list of names of elected shop stewards

The employer raised a concern regarding the non-submission of shop stewards list by Nehawu and further requested labour to submit a list of all elected shop stewards nationally to prevent the Department from being penalised when the audit of leave is done. Labour was given grace to collate the said list or before 11 September 2026. Labour noted the request and committed to complying, as requested.

Sports participation: PSAP members

Members will recall that labour raised concern regarding the exclusion of PSAP members from participating in sports where the privilege to partake in sports was only allowed for uniform staff. The employer reported that it was still waiting for approval to include PSAP staff and an update would be shared once consultation was concluded. The employer requested indulgence and committed to providing a response by the end of March 2027 as the process to obtain approval depended on internal consultation with its principals. Labour noted the response and indicated that it would allow internal processes to be concluded as reported.

Incentivised early retirement without penalties (ERP)

An update was shared with labour where the employer indicated that to date, 181 officials took the ERP regime as at 31 March 2026. Only three of these have not been processed owing to outstanding SARS requirements whilst the other reason was related to those officials who were still occupying state houses. The Department will embark on the second phase of the ERP. A further commitment was made by the employer that all vacated posts would be filled after approval has been given in consultation with the Department of Public Service and Administration (DPSA) and National Treasury. However, the employer stated that it had noted with concern that from the 181 vacant posts, the majority were from the uniform officials, which posed a concern as the specialty was lost, and it would be cumbersome to fill those posts given the process it took to regain experience. Labour will be updated as the process of filling the posts unfolds.

Implication of Minister decrepitation of Defence Force Service Commission (DFSC)

The DFSC structure has been dissolved. Affected officials have been placed additional to the structure and attempts have been made to place them. A commitment was made to reassure labour that as and when the placement process happens, no official will be worse-off. An update will be shared with labour as the placement process unfolds.

Policy on Performance Management System

A Policy Task Team was convened to discuss the Policy. Inputs were received from labour and considered. The Policy was brought back to the Chamber for approval and endorsement. The item will be removed from the agenda of the Chamber.

Organisational rights

The employer reported that correspondence was received, which reported that Nehawu and Nupsaw terminated the working-together arrangement. Nupsaw will no longer be part of the Chamber until it reaches the required threshold.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER