

FOR PSA MEMBERS: DEPARTMENT OF COMMUNICATIONS AND DIGITAL TECHNOLOGIES (DCDT)

13-12-2019

National Macro Organisation of Government (NMOG) 2019: Re-configuration of Departments - DCDT

Public Service Coordinating Bargaining Council (PSCBC) Resolution 1/2019: Agreement on 2019 reconfiguration of government departments

As part of the reconfiguration process the President announced that the Departments of Telecommunications and Postal Services (DTPS) and of Communications (DOC) will merge with effect from **1 April 2020** into the new Department of Communications and Digital Technologies (DCDT). The PSCBC Resolution gives effect to the re-configuration process and regulates all aspects relevant to the merger to ensure that the rights of members are protected and addresses aspects such as matching and placing criteria to match all employees from the old structures to the new approved structure. In line with the Resolution, the General Public Service Sectoral Bargaining Council (GPSSBC) established Departmental Task Teams (DTT) to ensure that proper consultation on the process takes place. The DTT will report to the National Implementation Task Team (NITT), which is a structure of the PSCBC. A DTT was established for the DCDT and had its first meeting in December.

Start-up structure

As part of this process, a start-up structure for DCDT was developed and approved by the Department of Public Service and Administration (DPSA) in September 2019 where the current approved structures from both Departments were combined. The employer indicated that only funded posts were transferred. This resulted in a combined structure of 360 positions and 336 warm bodies/employees. The employer also indicated that the filling of funded **vacant posts** will be decided on and prioritised by the Departmental Executive Committee (DEC).

Labour raised a concern about the current recruitment process and asked why this was not put on hold as per DPSA instruction to ensure that capacity exists to absorb duplicate positions such as in Human Resource. The employer indicated that the recruitment process was at an advanced stage by the time the Resolution was signed. Labour identified some gaps in the start-up structure and inconsistencies on salary levels for posts that the employer will investigate. The employer also indicated that the Project Management Office (PMO) responsible for the Presidential Commission on the Fourth Industrial Revolution was included per instruction from the DPSA even though it is a temporary structure/branch.

Members are invited to study the *attached* start-up structure to ensure that all posts were transferred and submit any omissions or clarity seeking issues to the PSA Chairpersons, Itumeleng Skhosana e-

mail: ISkhosana@DTPS.gov.za or Joseph Vumisa e-mail: jvumisa@dtps.gov.za. The DTT will have its next meeting **after 15 January 2020** and where issues raised by members will be discussed.

Ivan Fredericks
GENERAL MANAGER