

## Feedback: General Public Service Sectoral Bargaining Council (GPSSBC) - Departmental Bargaining Chamber (DBC) for Communications

### Merger of Departments

Members are aware of the merging of the Departments of Telecommunications and Postal Services (DTPS) and of Communications (DOC) with effect from 1 April 2020 into the new Department of Communications and Digital Technologies (DCDT). A macro structure referred to as the start-up structure for DCDT has since been approved by the Department of Public Service and Administration (DPSA). Public Service Coordinating Bargaining Council Resolution 1/2019 on the 2019 reconfiguration of government departments was also concluded and will regulate all aspects relevant to the merger such as the matching and placing criteria to match all employees from the old structures to the new approved structures. In accordance with the Resolution, departmental task teams (DTTs) are being established through the departmental chambers to oversee the implementation of the Resolution. DTTs will report to the National Implementation Task Team. It is anticipated that the DTT will have its first meeting in December. Since the process will now continue at another level, the item was removed from the agenda.

### Cost-cutting measures

Members were continuously informed of the budgetary challenges that the Department experienced and the impact this had on various aspects. The employer confirmed that it is continuing to utilise the budget made available for training interventions as identified in the Workplace Skills Plan (WSP) but that financial prescripts unfortunately did not allow for it to extend its invitations for bursary applications for next year to DOC employees. As this item will become obsolete owing to the merger, it was removed from the agenda.

### Compliance with Occupational Health and Safety (OHS) prescripts

The PSA introduced an agenda item to monitor compliance in general. Employees have since been relocated to the premises of the DTPS and the challenges on sharing premises with the Government Communications and Information System became obsolete. Owing to the merger, parties agreed that it serves no purpose to continue engagement on this item and it was removed from the agenda.

### Implementation: Performance Assessment outcomes 2018/19 evaluation cycle

The PSA tabled an item to monitor progress and identify possible challenges preventing compliance. The employer confirmed that assessments were concluded and payments where due effected in

September already. 31 employees on levels 1 to 12 qualified for pay progression and 22 employees for performance incentives. The PSA noted the report and the item was removed from the agenda.

Members will be informed of developments.

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GENERAL MANAGER