

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

02-11-2020

## Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 29 October 2020 and the following agenda items were discussed:

### OHS Compliance

The employer presented a written report on OHS compliance and how DCDT is responding to the COVID-19 pandemic. Labour noted the report but raised concerns about the absence of an OHS committee as required by law and other challenges related to COVID-19, i.e. not all employees having electronic signatures and thus being forced to go to sections such as HR and Finance to sign documents and increasing the risk of contracting the virus and lack of proper ventilation in some offices. The employer promised to attend to the concerns raised by labour as a matter of urgency.

### Review of DCDT Organisational structure

The employer indicated that the DCDT is currently operating on a start-up structure that was created when the two Departments merged and that a new structure must be in place by the end of March 2021. The employer presented a plan on how it intends to conclude this process. Labour raised a concern on whether the deadlines put by the employer are indeed realistic given the fact that we are about to enter the festive season and that consultation with labour should not be compromised given the tight deadlines of this project. The employer conceded that the deadlines are tight but gave an undertaking for proper consultation with labour.

### PMDS

The employer presented a project plan with deadlines and guidelines on how it will assess employees for this financial year. The employer indicated that those employees who were unable to perform any work during the lock down will be scored as satisfactory in line with DPSA guidelines. Labour welcomed the report by the employer and was content that the concerns raised will be addressed.

### Policies

Labour requested that all policies that were up for adoption or rectification be withdrawn because they have not been able to consult properly with members owing to a lack of tools of trade. Most employees working from home only got laptops last week. The employer reluctantly granted labour two weeks for consultation with members. All the policies were withdrawn and will be subjected to further consultation at the Departmental Task Team scheduled for 12 November 2020.

GENERAL MANAGER