

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

13-03-2020

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

Members have been kept informed of the Resolution dealing with the reconfiguration and merging of the Departments of Telecommunications and Postal Services (DTPS) and that of the Department of Communications (DoC) into the DCDT with effect from 1 April 2020. The process is part of the discussions at the Departmental Task Team (DTT). The DTT was established in December, consisting of employer and labour representatives to oversee the merger and report to the National Implementation Task Team (NITT), which is a structure of the PSCBC.

As part of the merger, a start-up structure for DCDT was developed and approved by the Department of Public Service and Administration (DPSA), combining the current approved structures from both Departments. The structure was circulated to members in December 2019.

The PSCBC developed a template for reporting to the NITT where all the figures relevant to the merger were populated by the two employers. The populated template was circulated to members and indicated that only nine employees have not been matched and placed. The employer and labour have since agreed on the template with the criteria that will be used to consider the placement of these employees against available vacant positions. The employer reconfirmed that letters will be issued to all employees to confirm their transfer to the new Department and placement or not within the next two weeks. Members were previously informed of the envisaged session to address employees on the confusion that arose from the skills audit that led to anxiety amongst employees that the information would be used to consider their placement in the new structure. The session will also provide an update to staff on where the process is. The employer confirmed that the session is ongoing.

Way forward

It is envisaged that the DTT will conclude its operations in the next meeting. Any disputes emanating from the Resolution will be declared by the NITT and dealt with by the PSCBC. Council has already indicated that it envisages establishing the DCDT Chamber early April. The new Chamber will deal with, amongst others, issues such as policies, organisational structure, the strategic/business plan and the skills required for the new Department.

GENERAL MANAGER