

FOR PSA MEMBERS: DEPARTMENT OF COMMUNICATIONS & DIGITAL TECHNOLOGIES

26-10-2020

Request for a mandate on the sexual harassment and PMDS policies

In November 2019, President Cyril Ramaphosa announced the merger of Communications and Telecommunications and Postal Services into a single Ministry of Communications and Digital Technologies (DCDT). The merger of the two (2) departments into one (1) department effectively left the new department (DCDT) without any policies in place. The PSA has always advocated for the employer to ensure that there are policies in place as the absence of policies will be to the detriment of employees.

A task team comprising of the employer and labour was formulated to develop policies for the DCDT. The employer tabled the PMDS and sexual harassment policy for the task team to make inputs. These policies were previously in place at the Department of Telecommunications and Postal Services before the merger.

There were no changes made to the Sexual Harassment Policy as there was no change in legislations. There were few proposed changes to the PMDS Policy. The changes were not substantial but mainly to remove any ambiguity that may arise and to align the policy to the 2016 Regulations.

The two (2) policies are now due for adoption at the Departmental Bargaining Chamber. Members are requested to provide a mandate to the PSA Chief Negotiator Mr Kagisho.kagisho@psa.co.za, on or before 28 October 2020, on whether or not to adopt the policies.

Members will be updated when there are further developments.

GENERAL MANAGER