

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

22-03-2022

## Feedback: Departmental Bargaining Chamber (DBC)

### OHS compliance and COVID-19 regulations

The employer presented a written report on OHS compliance and how DCDT is responding to the COVID-19 pandemic. Organised labour noted the report but raised concerns about the absence of an OHS committee as required by law and lack of proper ventilation in some offices. The employer committed to attend to the concerns raised by labour as a matter of urgency.

### DCDT organisational structure review

The employer indicated that it has recently reviewed its five years strategic plan at the request of the new Minister and the review of the structure will follow immediately. The PSA raised concerns that the slow pace by the employer in finalising this matter is causing great anxiety to employees and urged the employer to fast track this process.

### Performance Management and Development System (PMDS)

The employer reported that parties held a bi-lateral meeting regarding this matter and reiterated the employer's position that all those employees who did not submit their performance agreements by 31 May 2021, will not be assessed and that they will not get notch increment or performance bonus. The PSA bemoaned the fact the employer was aware of the challenges that were faced by employees i.e., the PMDS Policy and Standard operating procedure were not yet finalised. Parties reached a deadlock and PSA invoked *clause 17* of the Governance Rules by referring this matter for facilitation.

### Government Reconfiguration: Implementation of Resolution 1/2019

The employer reported that it has six (6) additional employees to the structure after the two Departments were merged into one (1) and that they have not yet been able to place or get those employees transferred to other Departments. The PSA noted the report with disappointment but urged the employer to work harder and faster in ensuring that all those employees are transferred and not carried additional to the structure that is necessary or allowed in terms of the Public Service Regulations.

### Implementation Resolution 3/2009 post merging of the two Departments

The employer reported that parties had a bi-lateral meeting where the employer presented a report indicating that some employees who could not be translated to higher notches did not satisfy all

requirements *i.e.* some performance assessments were missing. Labour refuted the assertion by the employer regarding the accuracy of the report and that it had requested for certain information from the employer. Parties agreed to have a bi-lateral meeting to conclude this matter.

### **Individual monthly plans**

Labour questioned the relevance of these plans that were introduced during lockdown as they do not seem to serve the purpose any longer. The employer seemingly shared the same sentiments that the workplans do not serve the purpose any longer. It was resolved that labour will have a bi-lateral meeting with the DDG: Corporate Services for a resolution on this matter.

GENERAL MANAGER