

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

29-07-2022

Annual General Meeting and Departmental Bargaining Chamber - 27 July 2022

Vote weights

The following vote weights were presented for noting:

- PSA – 55.08% (141 members)
- Nehawu – 44.95 (115 members)

The PSA has successfully retained majority status and remains committed to serving members by protecting their rights and promoting their interests. Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial offices.

Election of chairperson and vice-chairpersons of Chamber

The following officials were elected:

- Mr Joseph Malahlela - Chairperson
- Ms Bothoile Brodie - Vice-Chairperson: Labour
- The employer committed to submit the name of its Vice-Chairperson shortly

OHS compliance and COVID-19 regulations

The employer reported that all employees are back at work, except for employees with comorbidities who are expected to return to work on 10 August 2022 and that all COVID-19 protocols have been withdrawn, given the repeal of the state of disaster regulations. The PSA noted the employer's submission but raised concerns about the ventilation system being defective now that most employees are back at work and enquired about progress on the OHS policy. The employer responded that it is in the process of overhauling the entire ventilation system, which is currently out on tender. The employer committed to sending the OHS policy to labour after the meeting.

Review: DCDT organisational structure

The employer presented a project plan regarding the process of review of the structure (project plan *attached* for ease of reference). The employer admitted that its plan is ambitious in terms of target dates

and the completion of the entire process by the end of November. The PSA appreciated the honesty of the employer in acknowledging that its plan has extremely tight deadlines, given the complexity of this process. The PSA urged the employer to avoid the mistakes made last year, which led to labour rejecting the structure and resulting in the structure being withdrawn by the Minister. The PSA further pledged support to the process with the view that a fully completed structure will help the Department to achieve its mandate. The employer committed to provide an update on the matter in the next meeting.

PMDS 2019/20

The PSA bemoaned that parties previously agreed to discuss the cases of employees who did not get pay progression for 2019/20 in bilateral meetings, but the employer failed to reconvene follow-up meetings after labour requested certain information in the first meeting. The employer committed to reconvene the bilateral meeting for the conclusion of this matter.

Implementation of Resolution 3/2009 after merging of two Departments

The employer reported that six employees are carried against the structure after the merger of the two Departments. The employer indicated that one employee of the six employees will be absorbed into a vacant post from 1 August 2022. The PSA noted the report but raised concerns that progress is slow, which causes anxiety for affected employees. The employer responded that this matter should be resolved by the review of the organisational structure by placing those employees in positions that are in the structure.

Implementation: Individual monthly workplans

Parties agreed that this matter is no longer of concern to labour as employees have returned to work and the submission of individual monthly workplans is no longer required.

Consultation of policies

Labour indicated that the employer is not consulting on all policies i.e., POPI policy, and wanted to know the criteria used by the employer to decide on which policies to consult or not to consult on. The employer responded that it was of the view that it is only required to consult on Human Resource policies but does not have an objection to consult on all policies that affect employees. Parties agreed to benchmark with other Departments and take a decision in the next meeting.

GENERAL MANAGER