

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

30-09-2022

Departmental Bargaining Chamber (DBC) - 28 September 2022

OHS Compliance and COVID-19 Regulations

The employer reported that all employees are back at work including those employees with underlying medical conditions and that all COVID-19 protocols have been withdrawn. The PSA noted the employer's submission but raised concerns about the ventilation system being defective now that all employees are back at work. The employer responded that the ventilation system was repaired and functioning properly which is contrary to information received by PSA from its members. The PSA indicated that it would request the Department of Employment and Labour to conduct an OHS inspection of the building with focus on the ventilation system. The PSA further enquired about progress on the development of the OHS policy of which the employer responded that the policy is finalised and that a task team will be convened before the end of October for consultation with organised labour.

Review: DCDT Organisational Structure

The employer indicated that they have revised their action plan for the finalisation of the organisational structure from 30 November 2022 to 31 March 2023. The PSA raised grave concerns at the slow pace of dealing with the structure and that the employer seems to be repeating the same mistakes as it did the last time which led to the abandonment of the entire process. The PSA further urged the employer to bring the structure for consultation as soon as possible because the process of consultation can be tedious and lengthy of which the PSA will not compromise. The employer committed to share the revised action plan with organised labour by 30 September 2022.

PMDS 2019/2020

The employer indicated that a bilateral meeting to deal with cases of employees who were not assessed for the 2019/2020 was not held as agreed in the previous DBC because the responsible person had bereavement and left the Department thereafter. Parties agreed to have a bilateral meeting by the end of October 2022. The PSA indicated that it would refer this matter for facilitation if the employer does not convene the bilateral meeting by end of October.

Implementation: Resolution 3/2009 after merging of the two Departments

The employer reported that the number of employees not placed on the structure has been reduced from 6 to 4 and that it intends to ensure the placement of these employees during the review of the organisational structure process. The PSA noted the submission by the employer and took solace from the fact that the employees will be placed on the structure during the review of the structure.

Consultation of Policies

The employer indicated that it has taken a decision that all policies that affects employees will be consulted with organised labour unlike previously where only Human Resources policies were consulted. The PSA noted the employer's submission with satisfaction and pledged its support in the development of all the policies.

Remote Working Policy

Organised labour bemoaned that the draft remote working policy brought for consultation by the employer in 2020 has been stopped. Organised labour demanded that the policy be finalised and implemented to allow for remote working as the world is changing and that the Department should take the lead in Government in line with its mandate of digital technologies. The employer responded that DPSC advised the Department that Government does not have such a policy framework hence the Department cannot have such a policy. Parties agreed that the employer will revert to its principals because this matter is not yet exhausted by the Department and organised labour is also not backing down on its demand. The employer will provide feedback in the next meeting.

Subsistence and Travel (S&T) Policy

Organised labour demanded the review of the S&T policy because the current policy is prejudicial to employees especially regarding the un-insured Departmental vehicles where the liability is carried by the driver in the case of accidents. The employer acceded to the demand by organised labour and parties agreed to deal with this policy in a task team to be convened by the employer.

GENERAL MANAGER