

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

05-05-2023

Departmental Bargaining Chamber (DBC) - 3 May 2023

OHS compliance

Members are aware that the employer committed during the last meeting to engage the landlord as requested by labour to fix the entire air conditioning system in the building. Sadly, the employer could not provide a report as it was indicated that the responsible person was not available. Labour registered dissatisfaction and the employer committed to provide a written report within 14 days.

Review: DCDT organisational structure

The employer indicated that the conclusion of this matter has been prolonged by the reshuffling of Ministers in February 2023. It further indicated that an EXCO meeting is scheduled for 22 May 2023 to discuss this matter. The PSA did not accept the report as the employer had already twice moved the date to finalise the process, which is a clear demonstration that the matter is not prioritised. The PSA indicated that it would exercise its rights in the absence of reasonable progress being reported in the next meeting.

PMDS 2021/22

The employer could not confirm whether SMS members were paid their notch increment owing to the absence of an official responsible for this matter. The progress report will be submitted within 14 days.

Implementation: Resolution 3/2009

The employer indicated that there was some work done by its chief negotiator who was handling this matter, but she left the Department and there was no handover of this matter. Members will recall that the matter relates to Assistant Directors and Deputy Directors doing the same work but occupying different salary levels, *i.e.*, 9 and 10 or 11 and 12 respectively, after the merger of the two Departments. Parties agreed that the employer will arrange a task team meeting for further engagement after it has gathered all the facts and information regarding this matter.

Implementation: Resolution 1/2019

The employer reported that the number of employees not placed on the structure remains at four, as reported in the last meeting, and that it intends to ensure the placement of these employees during the review of the organisational structure process. The PSA raised displeasure as the issue of the review of the structure is not moving and affects the finalisation of this matter. The PSA further indicated that it

would pronounce the steps it will take in the next DBC if no reasonable progress is made on the review of the structure.

Policies (Education, Training and Development policy and Bursary policy)

The employer tabled the two policies for consultation. Parties agreed that consultations will take place in task team meetings that will be arranged by the employer. Members are requested to submit inputs on the policies (*attached*) **by 17 May 2023** to Zacharia Mphye at ZMphye@dcdt.gov.za.

Members will be updated on developments.

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.

GENERAL MANAGER