

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

15-02-2023

Feedback: Departmental Bargaining Chamber (DBC) meeting - 13 February 2023

OHS compliance

The employer reported that the landlord agreed to repair air conditioners that are not working although the required parts are very expensive. The employer further indicated that it is also looking at the possibility of changing the entire air-conditioning system. The PSA bemoaned the employer's report because it does not give timelines and the employer is not attending to this matter with the urgency it deserves as it has been dragging on for two years. The PSA further indicated that it will approach the Department of Employment and Labour for inspection of the building with specific reference to air conditioners that are not working.

DCDT organisational structure review

The employer indicated that the service delivery model (SDM) was only finalised with the DPSA on 6 February 2023 and that the deadline of 31 March 2023 for finalisation of the structure has not been revised. The PSA reiterated its concerns regarding the ambitious and tight deadline for the finalisation of the structure, *i.e.*, 31 March 2023, and indicated that it will not compromise or rush consultation with its members. Furthermore, the PSA warned the employer not to repeat the same mistakes of 2020 where labour was opposed to the structure, which led to its rescission (structure) by the Minister.

PMDS 2021/22

The PSA enquired whether the deadline of 31 December 2022 was met for the finalisation of performance assessments of employees. The employer responded that all employees on salary levels 1 to 12 have been assessed and paid their notch increments by 31 December 2022. The employer further reported that performance assessments for senior managers will be loaded on Persal from 20 February 2023. The PSA noted the report by the employer.

Implementation: Resolution 3/2009 after merging of two Departments

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 noted the submission by the employer and requested the employer to prioritise the placement of these employees during the review of the structure because of the anxiety they went through since the merger of the two Departments.

Remote working policy

The employer reported that it engaged with its principals who declined the demand by labour to resuscitate this policy that was initiated by the employer in 2020, indicating that the DPSA issued a circular that all employees should return to work. The PSA noted the employer's submission with disappointment and indicated that it will explore other avenues to pursue this matter.

GENERAL MANAGER