

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

24-07-2023

## Departmental Bargaining Chamber (DBC) - 21 July 2023

### Determination of vote weights

The following vote weights were presented for noting by parties:

- PSA - 134 members – 54.92%
- Nehawu - 110 members – 45.08%
- Popcru - 0 members - 0%

### OHS compliance

The employer reported that most air conditioners were fixed and working properly. The employer further reported that the landlord is attending to air conditioners that are not working. The PSA was dissatisfied with the employer's report as it did not conform with the resolution of the previous meeting for the employer to engage the landlord to change or overhaul the entire air conditioning system. The PSA further indicated that the ablution facilities in block E have an unpleasant smell and pose a health risk to employees. The PSA indicated that it would approach the Department of Employment and Labour to conduct an inspection regarding air conditioners and ablution facilities in block E.

### Review: DCDT organisational structure

The employer indicated that the service-delivery model has been finalised and that the new Minister is committed to ensuring that the organisational structure is finalised soon. The PSA was displeased by the employer's submission as the employer did not comply with its previous commitment to send labour the updated project plan so that it can be used to hold the employer accountable and keep labour abreast. Parties agreed that the employer will submit an updated project plan to labour by 28 July 2023

### Implementation: Resolution 3/2009

Members will recall that this 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. The employer reported that it has discovered that three Deputy Directors have been identified and only two qualify to be upgraded from salary level 11 to salary level 12. The employer indicated that it is currently in the process of ensuring that the two Deputy Directors are upgraded accordingly. Labour requested the employer to benchmark the position of the third Deputy Director whom the employer does not intend to upgrade and provide an update in the next DBC meeting.

### Implementation: Resolution 1/2019

The employer reported that there are five employees who are carried against the structure after the merger of the two Departments and that the Presidency has requested two curriculum vitae (CVs) of two senior managers. The PSA raised a concern regarding the inaccurate reporting by the employer as it reported that there were only four employees carried against the structure in the last DBC meeting. The employer committed to follow up with the Presidency on the requested CVs and provide an update in the next meeting.

### Remote Working Policy

The employer reported that it is looking at resuscitating the draft policy that was developed during the height of COVID-19. The PSA expressed satisfaction that the employer ultimately agreed to look into the policy after it has resisted for over a year. Parties agreed that the employer will present a draft policy in the next DBC meeting.

### Employment Equity Plan

The employer presented an employment equity plan (*attached*) for consultation. The PSA noted the plan and requested time to make inputs. Labour was given until 31 July 2023 to make inputs. Members are requested to submit inputs on the policy by **30 July 2023** to Zacharia Mphye at: [ZMphye@dcdt.gov.za](mailto:ZMphye@dcdt.gov.za).

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

GENERAL MANAGER