

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

23-02-2024

Feedback: Departmental Bargaining Chamber (DBC) - 20 February 2024

OHS compliance

The employer reported that the 3 issues (non-functioning air-conditioning; no ventilation in toilets and request for additional office space) that were raised in the last meeting were being addressed and work is currently being carried out in block A. The PSA was dissatisfied because construction was carried out whilst employees were working which placed their lives at risk. The PSA demanded that employees in block A must be allowed to work from home until construction is completed in block A. The employer will respond to engagement with the Director-General (DG) on the PSA request and provide written feedback by 23 February 2023.

Review of the DCDT organisational structure

The employer indicated that they have revised the structure and project plan for the finalisation of the organisational structure. The employer further indicated that they would share the project plan with organised labour after the approval of the Director-General. The PSA raised concerns that organised labour is kept in the dark and that the employer has not begun the actual consultation process despite having tabled this matter in July 2023. The employer committed that the consultation process will be meaningful and organised labour will be given sufficient time to engage and consult with their members when the process unfolds.

Implementation of PSCBC Resolution 1 of 2019

The employer reported that 5 employees were carried against the structure after the merger of the 2 Departments. The employer further indicated that the 5 employees will be catered for during the review of the organisational structure. The PSA raised its concerns that the circumstances of these employees are not ideal and cause anxiety and apprehension to these employees. The PSA further raised concerns that there is very little, or no progress made on the finalisation of the organisational structure so that these employees can be accommodated. The employer noted the concerns of PSA and committed to ensuring that the 5 employees will be accommodated in the new organisational structure.

Remote working policy

The employer reported that the Director-General does not support the proposal for the department to have a remote working policy because DPSA does not have guidelines for such a policy. The employer

further indicated that the employer does not have the tools to measure performance when employees are working from home. The PSA was displeased by the employer's backtracking from the previous agreement in principle that the employer would develop a remote working policy. The PSA demanded the employer provide a succinct response as to whether they are reneging from the commitment made to develop a remote working policy or not. The employer committed to engaging the Director-General and providing a written response of its position on this matter by 23 February 2024.

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 the PSA Provincial Office.

GENERAL MANAGER