



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

16-05-2025

Feedback: DCDT Departmental Bargaining Chamber (DBC) - 15 May 2025

Organisational structure

The employer had reported that internal processes for ensuring alignment with the approved structure were underway, that the Migration Committee submitted its report to the DG, and that the Migration process is at a final stage. The employer conducted sessions with employees to provide feedback. Further, the employer presented changes to the organisational structure, citing that the changes were not major and would not have material change to the approved structure. Labour noted the presentation and raised concern regarding the intended purpose of the briefing. Labour recommended that the employer should follow the consultation process prior to presenting the matter at the DBC.

Unlawful change of administrative staff to administration clerks

The employer previously reported that the submission was previously routed to the DPSA to address concerns raised by affected employees. The DPSA assigned an employee to assist the DCDT with the processes necessary to resolve the unlawful change of administrative staff matters. The employer confirmed that the report was completed and would be routed to the DPSA on 16 May 2025. The PSA noted the report and raised concern regarding the employer's slow pace in attending to this matter. The employer was urged to resolve this matter urgently as it continues to create distress amongst members.

Report on reconfiguration of Government

The employer reported that five employees were in excess during the previous NMOG process. Affected employees were considered in the current organisational structure. The employer confirmed that all five employees were placed in the approved structure. Parties agreed that this item be removed from the agenda.

Remote work policy

The employer had presented the policy to the DBC for consultation, which was deferred to the task team. The task team reported that the consultation process was finalised and recommended that the policy be adopted. Parties adopted the policy in the special DBC on 17 April 2025. The employer reported that the implementation of the policy is on hold as there is pending workshop by the Public Service Commission and Department of Public Service and Administration on the remote work. The PSA noted the employer's

report and urged it to implement the policy as agreed in the Chamber meeting as these processes are independent of each other. Parties requested the Council to provide guidance on how to proceed with the matter.

Occupational health and safety compliance

Parties had previously agreed that the employer would share an OHS report prior to the DBC meetings. The employer, however, failed to deliver such a report. The subject was deferred to the next Chamber meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER