



InformUS



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

03-03-2026

Feedback: DCDT policy consultation

Members are aware that from time to time, policies will be due for review where the employer will initiate the process. Subsequently, the employer has tabled the below-mentioned policies at the Chamber for consultation, which were referred to the task team for processing. The policies are shared with PSA members for consideration and inputs.

Bursary Policy

The Policy objective is to provide directives that will ensure effective administration and management of the bursary scheme in the Department. The Policy aims to equip employees with knowledge and skills required for their job roles and responsibilities and to assist the Department to acquire the necessary competencies to achieve its strategic and functional objectives. It further enhances organisational performance and career development in the Department. This Policy is applicable to all permanent employees and fixed-term contract workers in the Department, excluding graduate interns and student interns as well as political office bearers.

Education, Training, and Development Policy

This Policy establishes a framework for education, training, and development of all DCDT employees. The Policy seeks to equip employees with the knowledge and skills required to achieve the vision of the Department, to create a competent and empowered workforce, to provide impact-directed training and to provide competency-based training and development. The Policy is applicable to all DCDT employees including contract workers, political office bearers (minister and deputy minister) and interns.

Sports and Recreation Policy

The purpose of the Policy is to institutionalise sport and recreation in the Department whilst also encouraging health and wellness. Sports will be used as an awareness platform to communicate vital health-related information to employees and contribute to the attainment of mental-health objectives, including addressing depression and stress-related problems. The Policy's goal is to create a positive environment in which employees can actively participate in activities that promote a healthy lifestyle through sport and recreation, as well as to regulate employee participation in sport and recreation as enablers of wellness programs in the Department.

As part of the consultation process, members are requested note the reviewed clauses, peruse the draft policies and send inputs to zmphye@dcdt.gov.za or patricia.hamese@psa.co.za by **6 March 2026**.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every departmental engagement. Employees who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER