



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

09-02-2026

Feedback: DCDT Departmental Bargaining Chamber (DBC)

The DBC meeting was held on 5 February 2026 to discuss the following items:

Organisational structure

The employer previously presented the amendments to the organisational structure, citing that the changes are not major and will not have material change to the approved structure. The employer reported that the amended organisational structure was sent to the accounting officer for consultation, the internal processes were concluded, and the structure was sent to the Minister of Public Service and Administration (MPSA) for concurrence. The employer committed to update labour once a response is received from the MPSA and the report was noted.

Unlawful change of administrative staff to administrative clerks

The Department of Public Service and Administration (DPSA) assigned an employee to assist the DCDT with the processes required to resolve the unlawful change of administrative staff. The DPSA confirmed that the positions were wrongfully translated. The PSA took note of the employer's report and encouraged the employer to reverse the process and place employees back to their rightful positions and further ensure that affected employees are not financially disadvantaged. The employer will investigate, assess the financial implications, and report the findings to labour.

Remote Work Policy

The employer reported that the implementation of this policy was put on hold pending the workshop that was supposed to be presented by the Office of the Public Service Commission (OPSC) and the DPSA. Subsequent to the engagements with the Minister, the employer reported that the DG will consider and approve the policy as no further inputs were received.

Occupational health and safety compliance

Parties previously agreed that the employer would share the written OHS compliance report prior to DBC meetings. The employer failed to share the report as agreed. Labour raised concern that the employer did not circulate the report and therefore the verbal presentation by employer is not accepted. Labour

demanding a written report. The employer committed to share the report by no later than 10 February 2026.

Departmental policies

The following policies were deferred to the task team for further engagement:

- Resettlement Policy
- Acting Allowance Policy
- Security Policy
- Working Hours and Overtime Policy
- Recruitment, Selection, and Appointment Policy
- Travel Management Policy

The policy task team members confirmed that they consulted sufficiently, and the consultation process has been finalised. Subsequently, the policies were adopted with the support of the majority union although the PSA did not have the mandate to adopt the policy, they confirmed that indeed the consultation was sufficient. The PSA urges members to familiarise themselves with the approved policies, which ordinarily must be workshopped to employees.

Members will be informed of developments.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every DBC engagement. Employees who want to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER