



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

16-07-2026

## Feedback: DCDT Departmental Bargaining Chamber (DBC) and Annual General Meeting (AGM) - 15 July 2025

### Determination of vote weights

The AGM noted the vote weights for DCDT Chamber trade unions as at 31 December 2025, as set out below:

| Trade union | Membership | Vote weight |
|-------------|------------|-------------|
| PSA         | 95         | 44.81%      |
| Nehawu      | 117        | 55.19%      |
| Popcru      | 0          | 0           |
| Grand total | 212        | 100%        |

### Change of Administrative Staff to Administration Clerks

Members were informed that the employer reported that internal processes were underway to address and finalise this matter, further that feedback would be provided once these processes had been concluded. Parties previously agreed that the employer would submit a comprehensive report outlining grading outcomes, placement decisions, and associated financial implications. During this report period, the employer advised that the report was not yet ready and committed to sharing it with organised labour by no later than 17 July 2026.

The PSA noted the employer's report but urged the employer to submit the comprehensive report as agreed at the previous meeting and to expedite the finalisation of the matter. The prolonged delay is unacceptable, as it continues to place unnecessary stress and uncertainty on affected employees.

### Funeral and Bereavement Policy

Members will recall that the employer tabled the Funeral and Bereavement Policy at the DBC for consultation with organised labour. The Policy was then referred to a task team for further deliberation. The PSA submitted inputs on the draft policy, which were accepted by the employer. Following several task team meetings, task team members confirmed that sufficient consultation had taken place and that

the consultation process had been concluded. Subsequently, the Policy was duly adopted. The PSA encourages members to familiarise themselves with the approved Policy. The employer is expected to conduct awareness workshops to ensure that employees understand the Policy and its implementation.

To join the PSA, visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka  
GENERAL MANAGER