

Request for mandates: HIV & Aids and TB management Policy and Financial Disclosures Policy

In November 2019, President Cyril Ramaphosa announced the merger of Communications and Telecommunications and Postal Services into a single Ministry of Communications and Digital Technologies (DCDT). The merger of the two Departments into one Department effectively left the new Department (DCDT) without any policies in place. The PSA has always advocated for the employer to ensure that there are policies in place because the absence of policies will be to the detriment of employees.

A task team comprising of the employer and labour was formulated to develop policies for the DCDT. The employer tabled the HIV & Aids and TB Management Policy and the Financial Disclosure Policy for the task team to make inputs. These policies were previously in place at the Department of Telecommunications and Postal Services before the merger. The following additions or changes to the HIV & Aids and TB Management Policy were made:

- The alignment of the “objectives” under clause 3 (highlighted in red on the policy) to the DPSA guidelines on HIV & Aids.
- The inclusion of “principles” under clause 6 (highlighted in red on the policy) to align the policy with the DPSA guidelines on HIV & Aids.

There are no changes to the Financial Disclosures Policy. The provisions of this Policy are directly extracted from the DPSA Directive on financial disclosures, *Public Service Act*, Public Service Regulations and the SMS handbook.

The two policies are now due for adoption at the Departmental Bargaining Chamber. Members are afforded a final opportunity to raise any concerns regarding the two policies or provide inputs before the PSA agrees to the adoption of the policies. Any inputs should be submitted to Joseph Vumisa (jvumisa@dtps.gov.za) on or before **15 March 2021**. Should the PSA not receive any further inputs, on the two policies, the policies will be adopted and approved. Members will be updated on developments.

GENERAL MANAGER