

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

10-03-2021

## Update: Departmental Bargaining Chamber (DBC)

A DBC was held on 9 February 2021 and the following agenda items were discussed:

### OHS Compliance and COVID-19 regulations

The employer presented a written report on OHS compliance and how DCDT is responding to the COVID-19 pandemic. Labour noted the report but raised concerns about the non-functionality of the OHS Committee as required by law. Not all employees have electronic signatures and are thus forced to go to sections like HR and Finance to sign documents and increasing the risk of contracting the virus. There is a lack of proper ventilation in some offices. The employer responded that the OHS Committee was only established in November 2020, that there is a scheduled meeting on 11 March 2021 and that all employees who do not have electronic signatures must contact IT for assistance. The employer promised to attend to the overhauling of air conditioners and increase ventilation as a matter of urgency with the Department of Public Works and Infrastructure (DPWI).

### Review: DCDT organisational structure

The employer made a presentation and indicated that the DCDT is formally tabling this matter for consultation with labour. The entire process (review of the structure) is anticipated to be finalised by 31 March 2021. The PSA raised grave concerns about the timing of the consultations despite the DCDT being warned or advised last year for allowing sufficient time for consultation. It was agreed that labour will be given time to engage members and scrutinise the presentation submitted by the employer. A special DBC for further engagement will be requested after labour has engaged constituencies.

### Phase 2: Skills Audit

The employer made a presentation and indicated that the report (audit) will not be used for the placement of employees but rather to identify training needs/interventions of employees. Labour noted the report and asked for time to scrutinise the report to engage further because the presentation was only sent a day before the DBC.

### PMDS

The PSA requested the employer to hold workshops on PMDS in abeyance until the Standard Operating Procedure (SOP) on the PMDS Policy is finalised. The PSA assured the employer of its commitment to

ensuring that the SOP is finalised and urged the employer to bring the SOP to the Task Team for finalisation. The employer indicated that it will reconsider its position (conducting workshops) and inform the DBC in within a week of its decision.

### **Implementation: PSCBC Resolution 3/2009**

This matter relates to the DCDT not having concluded job evaluations for some Deputy Directors after the merger of the two Departments into one Department. The employer indicated that it has recently received the results of the job evaluations from the DPSA and that it will work with labour to bring this matter to finality. It was agreed that the employer and labour will engage outside the DBC and report back in the next meeting.

### **Policies**

The employer requested that the HIV & Aids and TB Management Policy and Financial Disclosure Policies be adopted because these have been consulted on. The PSA requested for time to conclude the process of seeking a mandate to adopt the Policies. The PSA was granted until 16 March 2021 to indicate its position on the adoption of the said policies.

GENERAL MANAGER