



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

06-08-2024

## Feedback: DCDT Departmental Bargaining Chamber (DBC) meeting – 2 August 2024

### Departmental vote weights

The Annual General Meeting for the DCDT was held on 1 August 2024, where the following vote weights were presented for noting by parties:

Union	Membership	Vote weight
PSA	113	48.71%
Nehawu	119	51.29%
Popcru	0	0%

The PSA noted the presentation.

### Review of organisational structure

The employer reported that the draft organisational structure, which included posts that were in excess, was submitted to the DPSA for concurrence. The employer further reported that the 67 pots will be advertised as soon as the structure is approved. The PSA noted the report and raised concern that the draft organisational structure was submitted to the DPSA without consulting labour. The PSA urged the employer to follow rules of engagement and take labour into confidence.

### Standby allowance

The PSA raised concern regarding unpaid standby allowances. The employer indicated that it has requested affected members to submit the required documentation to process and finalise the matter. The PSA noted the report and urged the employer to fast-track the process of implementing the unpaid standby allowance.

### Additional officials to establishment

The employer reported that it has requested approval for a twelve-month extension for two contract workers whose contracts expired in June 2024. The DPSA approved for six months as opposed to the twelve months that were initially requested by the employer. The PSA noted the report and raised concern that six months were not sufficient and requested the employer to reconsider its decision.

### Matching and placing strategy plan

The employer tabled the employee matching and placing strategy plan (EMPSP) for further deliberations and consultation at the departmental policy task team. The employee matching and placing strategy is intended to outline principles and criteria to be followed when migrating employees from the old to the new organisational structure. Members are requested to peruse the *attached* draft document and submit input and comments to the PSA's Chief Negotiator at [patricia.hamese@psa.co.za](mailto:patricia.hamese@psa.co.za) and the PSA's Chairperson at [ZMphye@dcdt.gov.za](mailto:ZMphye@dcdt.gov.za) on or **before 12 August 2024** for these to be used during discussions at the policy task team.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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