

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

05-11-2024

Feedback: DCDT Departmental Chamber Meeting - 1 November 2024

Structure review

Members will recall that labour was consulted on the proposed structure where inputs were submitted for consideration and the approval process ensued. The employer reported that the organisational structure was approved by the Minister and concurrence was received from the DPSA. The internal processes to ensure alignment with the approved structure are underway. Labour noted the report and committed to monitor the implementation to ensure that members would not be disadvantaged.

Migration Strategy and Plan

The employer tabled the migration strategy and plan and its aim to align existing employees to the new organisational structure. The migration strategy and plan will further guide how employees will be engaged before matching and placing takes place. The PSA will form part of the migration task team. Members are requested to peruse the *attached* Migration Strategy and Plan and submit inputs to the PSA chairperson, Zmphye@dcdt.gov.za or Patricia.hamese@psa.co.za by **8 November 2024** so that the employer can be engaged further.

Unlawful change of Administrative staff to Administration clerks

The employer reported that a meeting was held with affected employees to discuss challenges regarding the unlawful change of Administrative Officers to Administration Clerks. Members were made aware of the job evaluation process. It was further reported that a submission with challenges and concerns raised by affected employees was enroute to the DG. The DG and the DPSA will engage to find solutions that address members' concerns. The PSA noted the employer's submission and raised dissatisfaction about the delay in finalising this matter. The employer committed to constantly updating affected employees. The matter is still receiving attention internally and feedback will be provided.

Occupational health and safety compliance

The employer reported that it is in the process of removing all carpets in the building and the project will be concluded by February 2025. The lift project in block C and D is ongoing and will be finalised by 8 November 2024. The PSA noted the report and advised the employer to address challenges at block A, as these affect members. The employer was also requested to provide a written OHS report hence commitment to provide the same on or before 8 November 2024.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER