



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

26-02-2025

DCDT: Consultation on policy review

Career Management Policy

The employer has presented a draft Career Management Policy to the Policy Task Team (PTT) for consideration. This policy aims to support employees in understanding their strengths, development areas, and internal career opportunities while enhancing their performance to improve overall organisational efficiency and service delivery. Additionally, it outlines career pathways and available growth opportunities within the Department. The policy provides a structured framework for employee growth and development and applies to all employees, including contract workers.

As part of the consultation process, members are encouraged to review the draft Career Management Policy and the proposed changes to ensure that career development opportunities and promotions are based on clear, consistent, and fair criteria.

Members are requested to submit their inputs no later than **3 March 2025** to either ZMphye@dcdt.gov.za or Velucia.maluleke@psa.co.za.

Members' engagement is critical as it ensures that the policy is relevant to member' actual needs, experiences, and challenges.

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