

FOR PSA MEMBERS: **DEPARTMENT OF SMALL BUSINESS DEVELOPMENT (DSBD)**

24-03-2022

Update: Departmental Bargaining Chamber (DBC)

A Departmental Bargaining Chamber was held on 23 March 2022 and the following matters were discussed:

OHS Compliance and COVID-19 Regulations

The employer reported that all precautionary measures are being taken by the department to ensure that the workplace is safe. Existing health and safety protocols remain in place. Employees continue to work 100% from home and only work from the office when necessary. The departmental circular has already been circulated to all employees to alert employee of the significant changes in-line with DPSA Circular 4 of 2022. The PSA noted the report and expressed concern regarding the employer's constant verbal report and requested the employer provide a written report to all parties. The employer committed to send the written report by 24 March 2022.

Filling Posts

The employer reported that there are still 34 vacant posts available, and approval has been received from the Executive Authority, 21 of which are in the recruitment process and 13 posts which are subjected to a moratorium. The PSA noted the report and questioned the progress report of those posts who are in the recruitment process. The employer indicated that appointments for 2 of the available positions will be completed by the end of March 2022 and the rest will be finalised by the end of July 2022 as part of the turn-around strategy.

Lack of Capacity

The employer reported that the Minister has approved 10 additional posts and 14 internships. It reported that priority will be given to permanent positions and the recruitment process should be finalised within the next two months. The PSA noted the report.

Awarding of Bursaries for 2022

The employer reported that 12 applications were received, 9 of which were approved and 3 of which were rejected due to late applications. The PSA noted the report, but questioned the employer on why there is no provision on the extension for late applicants, as institutions of higher learning had extended due dates for applications. The employer indicated that it would continue to have due dates, however employees are encouraged to submit evidence to the appeals committee for deviation to be considered.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 safe and speedy recovery.

Members will be kept informed of the developments

GENERAL MANAGER