



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

15-11-2023

## Feedback: Departmental Bargaining Chamber meeting - 14 November 2023

### Determination of vote weights

The PSA remains the majority Union, with the following figures announced by the secretariat for noting by parties:

Union	Membership	Percentage
PSA	127	85.91%
Nehawu	21	14.19%

The PSA will continue to serve members by protecting their rights and promoting their interests.

### OHS compliance

The employer reported that the OHS Committee is active and meets once every quarter. It was reported that the last meeting took place on 14 June 2023. It reported that the OHS Committee meeting, which was scheduled to take place in September 2023, could not take place owing to unavailability of other committee members.

### Implementation: New organisational structure

The employer reported that the Department had advertised 47 positions before National Treasury issued a circular for cost-containment measures. The Department consulted with the DPSA about the 47 advertised posts. The DPSA has given the Department instructions to proceed with the finalisation of those positions. The positions in question are currently in different recruitment processes. It further reported that it had identified 32 positions that are critical to the new organisational structure, and it is in the process of engaging the DPSA to get authorisation to advertise these. The PSA welcomed the report.

### Moving to new building/office

The employer reported that the process of acquiring a new building continues. It reported that the Department of Public Works and Infrastructure had informed that it would take between 12 and 18 months to conclude the process of acquiring the new building. The PSA requested the employer to ensure that as soon as the potential building is identified, labour needs to be informed and be taken

through a walkabout to confirm if the building complies with the *Occupational Health and Safety Act*. The employer committed to informing labour upon identifying the potential building.

### Strategy on attraction of youth

The employer reported that it received inputs from the Department of Women, Youth and Persons with Disabilities and those inputs were incorporated. It further reported that the strategy will be amended before the end of the fourth quarter, and it will be presented back in the DBC. The PSA noted the report.

### Policies

The employer reported that the following policies are still in the consultation stage with labour and that the progress report will be provided in the next meeting:

- Policy on Prevention and Elimination of Harassment
- Draft POPIA Manual
- Funeral and Bereavement Policy

The PSA acknowledged the report.

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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