



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

15-06-2026

Feedback: Departmental Chamber Meeting – 9 June 2026

List of improved qualifications

Members were previously informed that the employer was undertaking internal processes regarding additions to the list of improved qualifications and that, once approved by the executive authority, the department would consult the MPSA for concurrence. During this reporting period, the employer indicated that it is still awaiting a response from the executive authority and will communicate the outcome to labour once received. The PSA noted the employer's report and expressed concern about the continued delay, highlighting its negative impact on members. The PSA urged the employer to expedite the process. The employer committed to following up on the matter and providing feedback to labour before the next chamber meeting.

Relocating to the new offices

Members are aware that the process to acquire new office accommodation is underway. Further that the department is awaiting an updated project implementation plan from the Department of Public Works and Infrastructure to facilitate monitoring of progress. During this reporting period, it was reported that the Department of Public Works and Infrastructure had issued a letter regarding the devolution of powers for the next five years to all Ministers. Subsequently, a submission was sent to the DSBD Minister seeking approval to source new office accommodation. The employer committed to providing labour with an update once the approval has been granted. Members will be updated of new developments.

Filling of vacant funded posts

The employer reported that the department currently has 41 vacant posts, translating to a vacancy rate of 13%. Of these, 27 posts have already been advertised and are at various stages of the recruitment and selection process. No exits were recorded during this reporting period. The PSA acknowledged the employer's report and emphasized the importance of filling vacant posts to ensure that employees are not overworked. The PSA further requested that the employer report on positions vacated through the early retirement exit programme (ERP), to ensure that such posts are filled with young candidates. The employer noted the PSA's submission and committed to including the ERP list in future reports.

Departmental policies

The following policies were previously tabled at the Departmental Chamber for review. Parties agreed to defer these policies to the task team: Leave Policy, Sports and Recreation Policy and Safety, Health, Environment, Risk and Quality Management (SHERQ) Policy. These policies remain under discussion at

the task team. The policies will be shared by the PSA chairperson through DSBS internal communication. Members are reminded to submit their inputs to patricia.hamese@psa.co.za or SMaloka@dsbd.gov.za.

Employees who wish to join the PSA can visit the PSA website or contact the nearest PSA Provincial Office for assistance.

Reuben Maleka
GENERAL MANAGER