

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

25-09-2024

Feedback: Special Department Bargaining Chamber

The following policies were tabled by the employer in the previous meeting for consultation with labour. The draft policies are *attached* for easy of reference.

Employment Equity Policy

The purpose of the policy is to establish a framework to enhance effective implementation of employment equity, aiming to promote representativity, equity, and eliminate unfair discrimination at DSBD. The DSBD is committed to uphold the principles contained in the *Employment Equity Act, 1998 (Act No. 55, 1998)* as amended, which include ensuring equal opportunity, fair treatment, and the elimination and prevention of unfair discrimination within the workplace. Create an equal opportunity and non-discriminatory workplace, the DSBD will implement measures to promote the advancement of designated groups, striving for racial and gender equality, and ensuring equitable representation of historically disadvantaged groups across all occupational categories and levels within the workforce.

Members attention is drawn to Clause 7.4 mandatory Advocacy, which states that *‘to promote equality and good governance regarding the rights, transformation, and empowerment of persons with disabilities, the DSBD shall prioritise a minimum of two Diversity related awareness and or training sessions per annum’*.

Disability Management and Provision of Reasonable Accommodation Policy

The purpose of this policy is to ensure a workplace environment that enables unrestricted access and full participation for Persons with Disabilities. Prevention of unfair discrimination or victimisation against the persons with disabilities. The guidance on the implementation of reasonable accommodations for persons with disabilities, fostering inclusivity and equity.

The PSA noted the tabling of the above-mentioned policies and invites members to provide inputs to Aubrey.Mabotsa@psa.co.za **not later than 27 September 2024**.

Members will be kept informed of the developments.

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

Reuben Maleka
GENERAL MANAGER