

MEDIA RELEASE	PSA welcomes positive engagement with KwaZulu-Natal MEC of Basic Education and senior management
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The Public Servants Association (PSA) welcomes the effort by the KwaZulu-Natal MEC for Basic Education, Mbali Frazer, in sharing progress regarding various important matters. The PSA is, however, extremely disturbed by allegations that National Treasury failed to allocate full funding or a budget to cover the salary increase of the Department's employees in line with the 2023-collective agreement.

The PSA views this as a serious violation of the collective agreement. It has placed the Department in a negative cash flow, as operational budgets cannot be used to cover such deficits. The current deficit of more than R800 million has dented the Department's budget, severely impacting teaching and learning. The PSA believes that the Department should be exempt from austerity measures to uphold the right to education for children and to stabilise schools in providing quality education.

The PSA acknowledges the Department's commitment to ensure timely payment of Employee Performance Management and Development System (EMPDS) incentives to all qualifying employees by 15 December 2023. This payment will greatly benefit hardworking public servants. The PSA commends the Department's efforts to prioritise the payment of norms and standards to schools, ensuring uninterrupted operation of these educational institutions. The PSA also commends the Department's commitment to filling budgeted positions based on resource availability.

Addressing safety and security concerns, as well as health and safety matters, is equally commendable and crucial for a conducive work environment. The PSA appreciates the Department's initiative to regularly meet with labour groups, fostering open communication and collaboration. Recognising the hard work of educators and supporting them in delivering quality services are essential for the growth and progress of the education sector. The PSA further emphasises the importance of promoting a transparent recruitment process. Investing in education is paramount for the development of the country, and a fair and ethical recruitment process plays a crucial role in achieving this goal.

The PSA urges all stakeholders to prioritise unity and collaboration in addressing the challenges faced by the Department as an inclusive approach demonstrates commitment to finding solutions that benefit all parties.

In light of the concerning cash flow situation and negative shortfalls of approximately R3 billion, immediate action is imperative to ensure the stability and functioning of the Department. The PSA commends the MEC for successfully persuading Provincial and National Treasury to allocate funds to cover these shortfalls and honour the norms and standards for schools. Whilst divergent opinions may exist amongst stakeholders regarding the engagement process, the PSA firmly believes that open dialogue and collaboration are essential to address challenges. The PSA thus calls on all stakeholders to come together and contribute to the resolution of challenges.



The PSA expresses full support for the MEC's efforts in promoting clean governance and combating corruption in the education system in KwaZulu-Natal. Transparency and accountability are indispensable in ensuring the effective utilisation of resources and the provision of quality education.

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