

FOR PSA MEMBERS: **EDUCATION LABOUR RELATIONS COUNCIL (ELRC)**

21-11-2023

Feedback: ELRC meeting – 16 November 2023

Post provision norms (PPN)

Provincial Education Departments undertook the distribution of staffing establishments and proposed organisational structures to numerous schools. The nine Provincial Education Departments managed to submit their draft organisational structures by 31 September 2023. However, an issue arose when labour expressed concern that cost-containment measures mandated by Treasury had an adverse impact on the filling of critical positions in schools. In response, the Education Department will convene an urgent meeting with the Department of Public Service and Administration (DPSA) to address and clarify challenges associated with the implementation of cost-containment measures.

Grade “R” task team

The previous task team meetings held on 19 September 2023 and 9 November 2023 discussed processes to capacitate and absorb Grade “R” practitioners into the basic education system. The practitioners are expected to complete a diploma qualification to be appointed permanently into the system. Practitioners busy with their studies were given until 2025 to complete their diplomas. They were encouraged to apply for *Funza Lushaka* bursaries.

Quality management system (QMS) task team

The task team drafted frequently asked questions related to the QMS system, which was established in terms of Resolution 2/2020. Recommendations to improve performance assessment through the QMS system were submitted during the colloquium held on 24 and 25 October 2023. All relevant stakeholders attended the session. The task team will consolidate the inputs received at the colloquium and report at the next Council meeting.

Teacher wellbeing/safety in schools

Provincial Departments submitted progress reports regarding the safety of teachers in schools. Labour noted the reports.

Vetting of educators

The Department embarked on a process to identify sex offenders in the education system and place them on the register for sexual offenders. Teachers are expected to participate in the vetting system facilitated by the Department of Justice and Constitutional Development. Labour raised a concern that teachers are

expected to pay between R80 to R125 at the various police stations for taking fingerprints. The employer committed that budget will be allocated to schools to pay for teachers during the vetting. The Department committed to engaging Provincial Departments to apply the vetting process consistently.

Draft collective agreement on teachers' incentives

The task team was not convened as planned, to discuss the content of the draft agreement. The new date will be confirmed in due course.

Equal treatment of *Fundza Lushaka* bursary holders and all first-time appointees

Labour previously raised a concern that special preference was given to *Fundza Lushaka* bursary holders regarding appointments into entry-level posts. Students whose parents paid their fees were excluded from such appointments. The Department reported that the matter was discussed with EXCO. It was indicated that with effect from the 2025-financial cycle, all qualified students will be prioritised for appointments. The standard operating procedure and placement letters will be reviewed to accommodate all qualified students. Students who passed all their modules within the record time will be considered for appointment into entry-level teaching posts.

Proposed review: Promotion requirements

The Department reported that it intends to review the promotion requirements for management posts such as Head of Department, Deputy Principal, and Principal. The proposed requirements will be shared with labour for further discussion in the next Council meeting.

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 PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER