



FOR PSA MEMBERS: DEPARTMENT OF BASIC EDUCATION (DBE)

08-05-2025

Feedback: DBE Departmental Bargaining Chamber (DBC) - 6 May 2025

Allocation of parking

Members are aware that the PSA tabled the issue of parking as members were challenged by not having parking. The employer acknowledged the challenges of parking but indicated that the allocation of parking space was ongoing. There were two parking spaces allocated at the basement parking bay to two senior managers. There are 70 employees on the waiting list. The Department continues to use *Timber City* parking space as an alternative, temporary arrangement. The Department is engaging with management of the National Zoological Gardens for additional parking. The identified parking space at Sharon building was still available but the Department does not have enough budget to secure the space. The PSA noted the report and urged the employer to fast track the allocation of parking space to all on the waiting list. The matter was deferred to the task team for further deliberations.

Occupational health and safety (OHS) compliance

The employer reported that an unannounced evacuation drill was conducted on 21 November 2024. There was no incident reported during the reporting period. The employer will continue to update employees through the monthly newflash. The PSA noted the report and urged the employer to resuscitate the establishment of OHS committees and capacitate the Employee Health and Wellness Directorate. The PSA demanded that the OHS report, which was submitted to the DPSA, be tabled at the next DBC meeting for further deliberation.

Contract workers

Members are aware that contract workers appointed for projects will continue until the end date of the fixed-term contract. Contract workers who were appointed under the USA Aid for HIV/Aids projects were released owing to the withdrawal of funding. The PSA noted the report with concern and urged the employer to submit a comprehensive report of all contract workers appointed in the Department. The report must include the appointment date, duration of contract and end date. The PSA demanded that the Department must absorb all contract workers whose contract of employment was renewed for more than two occasions.

Review of organisational structure

Members will recall that the previous Minister approved the reviewed organisational structure, even though the DPSA did not concur. It is reported that the DPSA raised concerns about some of the posts established without clear motivation. The current Minister had indicated the intention to review the organisational structure again to align it with the mandate of the Department. The PSA raised a concern that the employer is failing to consult labour sufficiently about developments regarding the review of the organisational structure. The PSA urged the employer to engage labour at the task team before the matter could be entertained at DBC level. Parties agreed to convene a task team meeting before the end of May 2025 and the feedback will be shared at the special DBC.

Draft departmental policies

The employer reported that eleven departmental policies were due for review and were tabled for further consultation with labour. Parties agreed to defer the following draft departmental policies to the policy task team: Employment Equity Policy; Fixed-term and part-time employment contracts; Management of HIV, TB and STI; Policy on Recognition of Prior Learning; Health and Productivity Management Policy; Wellness Management Policy; SHREQ Management Policy; Developmental Programme Policy; Assets Management Policy; Access Control Policy; Document Security Policy.

Copies of the draft departmental policies will be circulated to members by the PSA Chairperson through internal communication to peruse and submit inputs to Tsamai.a@dbe.gov.za by **13 June 2025**.

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

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GENERAL MANAGER