



FOR PSA MEMBERS: **DEPARTMENT OF BASIC EDUCATION (DBE)**

30-06-2025

Feedback: DBE Departmental Bargaining Chamber (DBC) - 24 June 2025

Occupational health and safety (OHS) compliance

The employer reported that it conducted OHS quarterly audits and drilling sessions in the last quarter. The PSA noted the brief report and demanded that the employer must repair the dysfunctional air conditioning and replace dusty carpets in various offices. The PSA further urged the employer to develop ramps for people with disabilities and fast track the resuscitation of OHS committees. The employer noted the concerns and committed to attending to these and provide an update in the next DBC meeting.

Parking allocation

The employer reported that it continues to allocate parking space according to the waiting list. There are 75 employees on the waiting list. It further indicated that it is in the process of engaging the Department of Public Works and Infrastructure to utilise parking space at the building next door, which was previously occupied by the Department of Health. The PSA noted the report and cautioned the employer about utilising parking space at the building next door since it was reported to have structural defects. The PSA urged the employer to look for alternative parking space in close vicinity of the office. Parties agreed to engage further in the parking task team.

Contract posts

The PSA previously demanded that all contract posts be converted into permanent posts so that the Department can continue to implement its mandate effectively. The employer noted the concern raised by the PSA and indicated that it will only consider the absorption of contract posts after the process of restructuring is completed. It maintained that it was difficult to identify posts before the organisational structure reviewed was approved. The PSA urged the employer to include labour during the recruitment and selection process of contract posts to maintain fairness and transparency. Parties agreed to engage further at bilateral meetings.

Review: Organisational structure

The employer reported that the process was still being finalised internally, and a draft report will be presented at the next DBC meeting. The PSA noted the report and demanded that a task team be formed at the next meeting to start with the consultation process.

Departmental policies

The employer tabled the draft skills development and training policy. Parties agreed to defer it to the policy task team for further consultation. The draft policy aims to address the shortage of skills and improve the capacity of employees. The draft policy will align the required skills with the mandate of the Department. Members are requested to peruse the *attached* draft policy and send inputs to the PSA administrator at velucia.maluleke@psa.co.za by **16 July 2025**.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER