



FOR PSA MEMBERS: **DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET)**

09-04-2025

Feedback: DHET Departmental Bargaining Chamber meeting - 8 April 2025

New office accommodation

Members are aware that the employer had reported that the process to secure a new office building for the head office commenced. During the meeting, the employer reported that a submission was routed to the office of the Minister for approval. The PSA noted the report and urged the employer to present a project plan to the DBC meeting as soon as approval is granted, so that labour could participate in the process to ensure protection of members' rights.

Absorption: Contract workers

The employer reported that there are 245 contract workers appointed in the Department. The PSA demanded that the employer must absorb all contract workers whose contracts were extended on more than two occasions. Parties agreed to defer the matter to the task team scheduled on 14 April 2025 to establish and identify vacant funded posts in the new organisational structure to establish how many can be absorbed permanently. Parties will report back at the next DBC meeting.

Shift working system arrangement: Security officials

It was previously reported that the employer is in the process of converting the working arrangement of Security officials to a shift working system. In the meeting, the employer reported that engagement with the Department of Public Service and Administration (DPSA) for guidance and concurrence was still underway, thus awaiting a response. The PSA noted the report and emphasized that any change in the terms and conditions of services must be negotiated and consulted sufficiently with labour, so that a collective agreement could be concluded.

Review: Organisational structure

Members would recall that the employer had reported that a service provider was appointed to assist the Department in developing a functional structure. The draft organisational structure was referred to the task team for further deliberations and recommendations to the Director-General. The task team will report to the DBC as soon as it finalises processes. The PSA noted the report and urged the task team to fast track the process so that the Department could start with advertising of funded vacant posts.

Harassment Policy

The policy task team was held on 4 April 2025 and parties recommended that the old sexual harassment policy be replaced with the Harassment Policy signed by the DPSA. Parties agreed to customise the document to align it with the dynamics of the Department. The task team will conduct workshops for all employees and colleges across the country for awareness. The PSA welcomed the initiative and urged the employer to fast track the awareness campaign since there are a lot of cases of bullying and harassment reported in the Department.

Members will be informed of developments.

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.

Reuben Maleka
GENERAL MANAGER