



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

21-08-2025

Feedback: ELRC Bargaining meeting

The ELRC meeting was held on 19 August 2025 where the following issues were discussed:

Conditions of service: Grade-R Educators

Members are aware that the Heads of Education Departments Committee (HEDCOM) approved that the Department of Basic Education (DBE) consults and negotiates on different measures to be considered towards the improvement of qualifications of Grade-R Practitioners with qualifications below NQF 6. Further, the employer tabled a draft Collective Agreement for parties' consideration wherein labour was afforded opportunity to subject the same to their internal mandating processes. Subsequently, labour pronounced readiness to sign the Collective Agreement. However, to labour's shock, the employer announced that it was not ready to sign the same agreement that it sponsored as it is still in engagement regarding the funding, noting departmental budgetary constraints. The employer would thus be given the opportunity to finalise internal processes.

Draft proposed review: Promotion requirements

The PSA reported that the employer had tabled the review of the promotion requirements at the insistence of labour, which was referred to the Task Team. Subsequently, the Task Team presented the draft document where labour requested the opportunity to consider the document and get a mandate from their principals and report in the next bargaining meeting. In the meeting, labour indicated that it was still not ready and would advise the secretariat once ready to pronounce on their mandate.

Draft Grade R Norms and Standards

Members will recall that labour was invited to submit inputs and recommendations on the draft Grade R Norms and Standards wherein the employer committed to table the finalised draft in the next bargaining meeting. However, the employer indicated that although the Norms and Standards have been finalised, the same cannot be signed owing to the pending issues pertaining to the funding model. Upon the finalisation of the funding, the Minister will thus sign off the Grade R Norms and Standards. The employer reported that provincial departments will continue to employ qualified Grade-R Educators. Labour noted the report but expressed dissatisfaction with the report as the matter is not treated with the urgency it deserves.

Psychosocial support project for learners and Educators

The employer made a presentation to the Council about its three upcoming psychosocial support projects aimed at promoting mental wellness amongst learners and Educators. The first project was the launch of a mental health information and counselling platform (*Telehealth*), a digital platform focusing on mental health and counselling support for learners and Educators. Educators, learners, non-educators, parents/caregivers/guardians will be able to access the platform via web and *WhatsApp chatbot* to assist with exam anxiety, grief, common mental health conditions, and substance use disorder and access to other wellness partners that will also have linkage to 24-hour counselling and suicide hotline. The second project is learning suicide prevention toolkits for schools developed for Educators, Principals, school-based support teams, and School Governing Bodies. The toolkit will help Educators understand the complexities of suicide, including recognising warning signs, risk factors, and the broader context within which learners may be struggling. The third project is regarding the development of an accredited mental health literacy resource for Educators. The employer further indicated the intention to make training for toolkits to be mandatory for all Educators. Labour noted the presentation and commended the employer for the initiative and pledged support.

Post provisioning and budget workshop

It was previously reported that the PSA complained that most boardrooms did not have proper furniture and equipment. The employer reported that it was still dealing with procurement processes and will provide feedback at the next DBC meeting.

Technical Task Team (TTT): Investigation into selling posts

Members are aware that the ELRC was tasked with the responsibility of addressing allegations on the selling of posts and parties endorsed the establishment of the TTT. The General Secretary reported that the TTT was established, met on 31 July 2025, and the developed draft terms of reference will be subjected to ELRC internal Supply Chain Management (SCM) processes. Further, TTT will be working on a communication strategy, FAQs, and overseeing the project.

Court order: Case No 3105/2023

The employer tabled the matter regarding the Court Order judgement received from Eastern Cape, which might have a bearing on recruitment processes across the country. The judgement set aside the decision not to publish open level 1 educator vacancy lists and subsequently directed the provincial Department of Education to advertise all vacant and permanent posts in the Eastern Cape by publication in a gazette, bulletin and/or circular that is available to the public both provincially and nationally. Such an advertisement must include the minimum requirements for each vacant post, procedure to be followed for an application, name, and telephone number for contact details of responsible officials, preferable date of appointments, and the closing date for such. The employer indicated that although it is not a norm to table individual matters, this one was tabled because of its implication for recruitment processes. To make matters worse, the said order contradicts prevailing Collective Agreements. However, the employer indicated that the legal team for the Eastern Cape Department of Education and the DBE are studying the judgement.

Draft Collective Agreement: Vote weights for trade unions that are parties to Council

The draft Collective Agreement pertaining to vote weights for trade unions that are parties to the Council was adopted. The document will be circulated for signing and will be shared with parties.

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

Reuben Maleka
GENERAL MANAGER