



FOR PSA MEMBERS: EDUCATION LABOUR RELATIONS COUNCIL (ELRC) - EASTERN CAPE

09-07-2025

Update: ELRC Eastern Cape Chamber meeting

The PSA is pleased to update members on the Eastern Cape Education Labour Relations Council (ELRC) Chamber meeting held on 19 June 2025. Below are key outcomes and developments discussed during the session:

Delay: Transfer of union membership fees

The Department acknowledged a delay in the processing of union subscriptions owing to a Persal system failure, which impacted the entire Department of Education. This issue has since been resolved, and organised labour accepted the explanation.

Nelson Mandela Bay: Electricity disruptions

Owing to unpaid electricity bills by schools, the local municipality cut electricity supply to the district office, halting teacher appointment processes for six months. The issue has now been resolved, and outstanding appointments are being processed.

Draft Vetting Policy

A draft Vetting Policy from the Eastern Cape Department of Education was received. It was agreed that this matter be managed outside the ELRC structures.

Implementation reports

Reports from the meeting on 17 March 2025 have been implemented. Outstanding items will be addressed under the Chairperson's guidance and with inputs from the relevant task teams.

Task Team updates

PILIR Backlogs

A multi-disciplinary task team is being established to address the backlog in PILIR cases, coordinated by the Office of the Premier. Terms of reference have been developed and will be presented at a special Chamber meeting. Organised labour supports this initiative.

Teacher development

The Teacher Development Task Team recommended a presentation by the University of Stellenbosch on teacher demand and supply. The employer will coordinate with the national Department to ensure that relevant stakeholders attend.

Staffing

Discussions included recruitment, management of Grade-R and temporary staff, and educator vetting. The key outcomes are as follows:

- Training for labour representatives on PELRC Resolution 1/2024.
- HR must ensure compliance with recruitment policies and vetting accuracy.
- Use of the Dispute Prevention Task Team to address post-filling grievances early.

Protected Temporary Educators

This longstanding issue, dating back to 2009, remains unresolved. Of the 165 affected educators (mainly in Alfred Nzo District), only twelve have registered to obtain the required qualifications. The employer has given formal notice that contracts will be terminated by 31 March 2026 if qualifications are not obtained. Labour has accepted this position, acknowledging the availability of qualified unemployed teachers.

School rationalisation and closure

This matter is being addressed with the Summit Chairperson. The next summit is scheduled for 14 July 2025, with preparatory meetings underway.

Monthly reporting

Reports for April and May were tabled and accepted. The June report will be submitted by month-end. All parties confirmed acceptance of current submissions.

Post Provisioning Norms (PPN) 2026

A budget workshop report was accepted and will be tabled at the Chamber. A management plan was also received and will be further discussed by the Provincial Task Team as work progresses.

Chamber performance

The Chamber is pleased to report excellent performance in Quarter 1, with all required reports received and targets met.

Project monitoring

All three key project reports - QLTC, Infrastructure Plan, and LTSM - have been submitted on time. Labour commended the compliance.

Planning and future meetings

The Quarterly Plan for Q2 has been circulated and awaits endorsement. Strategic planning will be held on 6 and 7 October 2025. The next ELRC Chamber meeting is scheduled for 18 September 2025.

Members will be informed of developments.

Reuben Maleka
GENERAL MANAGER