



FOR PSA MEMBERS: **MPUMALANGA DEPARTMENT OF EDUCATION (DoE)**

20-10-2025

Mpumalanga DoE: PSA rejects *Circular 51 of 2025* directing employees to reapply for housing allowance

The PSA has taken note of *Circular 51 of 2025* issued by the Mpumalanga Department of Education, which directs all employees on salary levels 1 to 12 to reapply and re-submit housing allowance application forms by 15 December 2025. The *Circular* further warns that failure to comply may result in termination of the current housing allowance benefit.

The PSA finds this directive unacceptable and unjustified, and the Union cannot allow members to be subjected to a tedious and unnecessary administrative process that places undue burden on employees who are already compliant with existing housing allowance requirements. The lack of engagement reflects disregard for proper consultative processes. The PSA will not tolerate such unilateral decisions that adversely affect employees' benefits.

Since this matter affects all employees at the Department, the PSA has submitted an application to the Public Service Coordinating Bargaining Council Chamber Secretariat, requesting that the issue be tabled for discussion. The objective is to halt the current instruction issued by the HOD, as it was implemented without consultation with organised labour. The PSA is of the view that a matter of this nature, which constitutes mutual interest, should have been presented to relevant stakeholders prior to the issuance of the instruction and the setting of deadlines as required by the principles of fair labour practice and existing collective agreements.

The PSA will continue to defend the rights and interests of members and calls on the Department to withdraw the *Circular (attached)* with immediate effect and engage organised labour through proper consultation channels.

Employees interested in joining the PSA are requested to contact Sylvia Watkins on 082 880 8941 / Sylvia.Watkins@psa.co.za, Thandiwe Mziyako on 060 962 8512 / Thandiwe.Mathabela@psa.co.za or the PSA Provincial Office on (013) 741 7500.

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