



FOR PSA MEMBERS: **NORTH WEST, NORTHERN CAPE, AND MPUMALANGA**

25-08-2025

## Urgent and critical call for inputs on draft regulations under *Basic Education Laws Amendment (BELA) Act*

The PSA, as the Union of Choice representing public education employees, demands active participation from all members and PSA structures to submit inputs on the draft regulations under the *Basic Education Laws Amendment (BELA) Act*.

These regulations directly affect members' working conditions, workloads, and rights as educators. Non-participation risks government implementing impractical or inequitable regulations without considering the realities of schools and staff. The PSA's strength and legitimacy in collective bargaining depend on the voices of all members. Members' experiences and examples will hold provincial departments and school governing bodies accountable. The PSA will push for strict enforcement of compliance, and members' inputs are essential to back this up.

The *BELA Act*, effective 24 December 2024, amending the *South African Schools Act* to strengthen governance, learner rights, and equitable access to education. First draft regulations published 6 August 2025 (*Government Gazette No 53119 and 53120*). The regulations focus on school admissions and minimum uniform norms and standards for school capacity.

### Critical amendments include:

- Non-discriminatory admissions - All learners must be admitted regardless of race, gender, nationality, disability, religion, or financial status. Undocumented learners must be accommodated.
- Enforceable school capacity - Classroom sizes and pupil-teacher ratios are legally binding: Grade R (60m<sup>2</sup>/30 learners), Grades 1 to 12 (48m<sup>2</sup>/40 learners).
- Inclusive education - Schools must accommodate learners with special needs where reasonably practicable.
- Governance and accountability - Clear roles, monitoring, and reporting obligations; strict consequences for non-compliance.

### Key areas for input

- Admission fairness and transparency

- Classroom sizes, pupil-teacher ratios, and overcrowding prevention
- Special education needs support and resources
- Parental engagement and appeal processes
- Teacher and staff empowerment and protection
- Enforcement of regulations and accountability measures

### Instructions for members and structures

- Submit written inputs with specific recommendations, examples, or challenges from your school, district, or province.
- Clearly reference the section or area of the draft regulations your input relates to.
- Email submissions to your PSA Provincial Office:
  - North West Provincial Office: Zhulfa.graaff@psa.co.za
  - Northern Cape Provincial Office: Steve.ledibane@psa.co.za
  - Mpumalanga Provincial Office: Phumzile.zulu@psa.co.za
- **Deadline for submission: 29 August 2025**

The PSA will not accept half-measures or silence from members. Your inputs will determine whether these regulations support schools and educators or burden them further. Participation is mandatory for all PSA members in education.

For queries or clarification, contact your PSA Provincial Office immediately.

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GENERAL MANAGER