

Feedback: DBE Special Chamber Meeting

Allocation and utilisation of parking

The employer reported that no parking allocations were made in December 2025 and January 2026. It was further indicated that employees currently on the waiting list continue to utilise parking facilities at *Timber City* as an interim measure. The employer advised that engagements with the Department of Public Works and Infrastructure are ongoing with the aim of resolving parking challenges on a permanent basis. Organised labour noted the report and raised concern regarding the discontinuation of the practice of sharing the updated parking allocation list, as had previously been done. Labour further raised allegations of potential favouritism in the allocation of parking bays. In response, the employer acknowledged that the failure to circulate the updated list was an oversight and committed to rectifying the matter.

Occupational health and safety (OHS)

Organised labour reported that newly installed lighting in the building has adversely affected employees. It was submitted that the lights are excessively bright and have been installed directly above employees' workstations, resulting in discomfort and potential health implications. Labour proposed that affected employees be permitted to work remotely as a mitigating measure to reduce the impact of the lighting on their health and wellbeing. The employer indicated that the request would be referred to its principals for consideration. The employer further reported that it is aware of the concerns raised and is engaging the Department of Public Works and Infrastructure regarding the possibility of removing or adjusting the lighting installations. Parties resolved to convene a bilateral meeting on 25 and 26 March 2026 to further engage on possible solutions to address the matter.

Contract employees and restructuring: Department of Basic Education

The agenda items relating to Contract Employees and Departmental Restructuring were deferred to a special Chamber meeting scheduled for 13 March 2026. It was agreed that the employer would submit the outstanding written report, as previously committed, by 2 March 2026.

Remote working

Organised labour reported that certain officials in the Department are permitted to work remotely and requested that similar arrangements be extended to all employees. The employer undertook to refer the request to its principals and to provide feedback at the next Chamber meeting.

Establishment of Day-Care/Aftercare Facility: DBE Head Office

The employer reported that it would request officials from the Chief Directorate: Early Childhood Development, in collaboration with the Department of Public Works and Infrastructure, to conduct a feasibility study regarding the establishment of a day-care/aftercare facility at the Head Office workshop. However, the employer indicated that the current building infrastructure may not have adequate capacity to accommodate a childcare facility. Organised labour noted the report.

Advertisement of posts and acting appointments

The agenda items concerning the advertisement of posts and acting appointments were deferred to the next Chamber meeting for substantive discussion.

Policies

The employer tabled the Debt Management Policy, Revenue Management Policy and Procedure, and Petty Cash Policy and proposed that these be deferred to the PTT for further discussion and consultation. Organised labour noted the employer's tabling of the policies and agreed to defer the policies to the PTT for further engagement. As part of consultation process, members are encouraged to peruse the *attached* draft policies and send inputs by no later than **10 March 2026** to the PSA Chairperson at lebopa.m@dbe.gov.za or the PSA Chief Negotiator at tebogo.sono@psa.co.za.

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.

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GENERAL MANAGER