



FOR PSA MEMBERS: **DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET)**

18-02-2026

Feedback: DHET Departmental Bargaining Chamber (DBC) - 17 February 2026

National Skills Fund (NSF) organisational structure

The employer reported that the process to evaluate all the newly created posts in the new organisational structure is underway. The employer is finalising the appointment of the JE panel and will convene evaluation meetings accordingly. A comprehensive report will be presented to the task team as soon as all the posts are evaluated. The PSA noted the report and raised a concern about misaligned reporting lines on the draft organisational structure. The PSA requested that the matter be deferred to a special DBC meeting to resolve the omissions. The parties agreed to convene a special DBC on 27 February 2026.

Absorption of contract workers at Indlela and Head Office

It was previously reported that the PSA demanded that all contract workers in the respective components of the department be absorbed and appointed permanently. The PSA further demanded that the contract of the affected employees must not be terminated until the review of the organisational structure is finalised. The employer noted the demands tabled by the PSA and requested to seek a fresh mandate from their principals and respond at the scheduled special DBC meeting on 27 February 2026. The members will be informed about the developments.

Arrangement of working time for Security Officers

The employer previously reported that they intended to change the working arrangements for security officers from normal working hours to shift working arrangements. The employer indicated that they were discouraged by DPSA to proceed with the change of working arrangements for security officers due to the lack of internal capacity. The employer decided to keep the normal working hours for security officers until the organisational structure is reviewed. The PSA noted the report and urged the employer to fast-track the review of the organisational structure and resolve the pending overtime grievances lodged by the security officers.

eZ83 portal system

It was previously reported to members that an eRecruitment system in the form of the eZ83 portal system was implemented in 2024. The system experienced challenges wherein it could not load documents such

as CVs and qualifications. The system was congested in most cases, and as results potential applicants could not submit their applications successfully. The system further failed to give instant feedback to potential applicants. The employer reported that the eZ83 portal system was upgraded and has improved its processing capacity. The PSA noted the report and welcomed the improvements made to the system. The PSA further requested that a task team of three members be formed to monitor the performance and operation of the system so that it does not disadvantage the potential applicants.

Provision of quality safety gears and Personal Protective Equipment (PPE) at Indlela facility

The PSA previously raised concerns that the employees working at the maintenance facility at Indlela were working without proper safety gear and PPE. The employer indicated that they managed to procure a few of the safety gears and are in the process of purchasing all the outstanding items. The PSA objected to the response of the employer and demanded immediate provision of the safety gears and PPE. The PSA warned the employer that the matter will be reported to the Department of Employment and Labour for intervention should positive feedback not be received at the special DBC scheduled on 27 February 2026.

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

Reuben Maleka
GENERAL MANAGER