



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

24-04-2026

Feedback: DHET Special Departmental Bargaining Chamber (DBC) - 24 April 2026

National Skills Fund (NSF) Organisational structure

Members will recall that the organisational structure was subjected to a review process. A task team was established to facilitate the process. A number of additional posts were created to advance the mandate of the institution. The process to approve the reviewed organisational structure is at an advanced stage, as awaits the signature of the Director-General. The PSA noted the report and urged the employer to consider absorption of current contract workers as soon as the organisational structure is approved and operational. Furthermore, the PSA advocated for the extension of current temporary contracts until the matter is resolved amicably. The employer noted the submission by the PSA and committed to escalating the matter to its principals for consideration.

Provision of personal protective equipment (PPE) at Indlela facility

It was previously reported that the PSA demanded that employees working at the various technical workshops at Indlela facility be provided with protective gear to maintain health and safety in the workplace. The employer reported that it has applied for a deviation of funds to fast track the procurement of PPE for all employees. The PSA noted the report with caution and urged the employer not to compromise the health and safety of employees. The PSA demanded a progress report by 8 May 2026. Should the employer fail to provide the protective gear at that time, the matter will be escalated to the Department of Employment and Labour for intervention.

Working-from-home arrangement

The PSA tabled the matter following the excessive fuel-price increase, which poses significant challenges for employees. The PSA called on the employer to consider work-from-home arrangements as a measure to ease the financial burden on employees. The employer agreed with the PSA and indicated that it has already finalised the draft Remote Work policy and is willing to consult on it as a matter of urgency. Parties agreed to convene a policy task team by 8 May 2026 and thereafter convene a special DBC meeting for adoption. The PSA welcomed the progressive approach by the employer.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER