



FOR PSA MEMBERS: **EDUCATION LABOUR RELATIONS COUNCIL (ELRC)**

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10-03-2026

## Update: Matters for Educators

A Council meeting was held on 6 March 2026 to discuss the following agenda items:

### **Draft management plan 2026/27**

The employer tabled the draft management plan for 2025/26 for consideration and parties were given opportunity to provide inputs before approval. Parties noted the tabling and committed to considering the plan and submit inputs.

### **Conditions of service: Grade-R Educators**

Members will recall that parties concluded collective agreement 2/2025 regarding the upgrading of qualifications of unqualified Grade-R Practitioners employed in public schools. Subsequently, an agreement was reached with the University of South Africa (UNISA) for an opportunity to upgrade qualifications of identified Grade-R Practitioners to commence in January 2026. The said agreement specified that all identified Practitioners must apply for the Bachelor of Education (BEd) in Foundation Phase (FP) teaching degree, and that those who do not qualify for the BEd in FP with their matric results, will be directed by UNISA to do the Higher Certificate in Education (HC Edu) serving as a bridging course to be admitted to the BEd FP degree.

In this meeting, the employer reported progress where the meeting was reminded that provincial audit found that 7 294 Grade-R practitioners did not possess the NQF level-6 qualification, however only 2 121 were eligible to study from seven provinces. The employer reported that currently UNISA has accepted 51 Practitioners for BEd and 213 for the Higher Certificate. Owing to the lower uptake of the UNISA offer to Practitioners not meeting the minimum requirements, the option of a Grade-R Diploma was considered, which led to North West University (NWU) being approached for possible registration and enrolment of these Practitioners for 2026. NWU arranged for registration of 1 500 Practitioners. Currently 1 439 verified names have been submitted to NWU for registration and enrolment. Various challenges were identified, including historical debt, Practitioners registered at other institutions, and lack of computer literacy. The employer reported that provinces will be visited from 9 to 11 March 2026 to assist Practitioners.

### **Safety in school programme**

The third quarter report, *i.e.*, from October to December, was reported to Council for noting. The provincial progress report regarding the implementation of the National School Safety Framework (NSSF) was presented. Progress on the implementation of Teacher Wellbeing Advocacy Campaigns was also presented. The status on vetting of existing staff and Educators was also presented, which demonstrated that some provinces were still experiencing a challenge of delays by the Department of Justice and Constitutional Development and the SAPS. Budgetary constraints by some provinces were also not helping and thus statistics of vetted Educators and staff remain low.

### **Proposal: Removal of provisions for additional remuneration/paid overtime for school-based Educators**

The employer presented agenda items to remove the provision for additional remuneration/paid overtime for school-based Educators as contained in clause C5.2 of the Personnel Administrative Measures (PAM) (Resolution 15/1995). The reasoning for such proposal was that the clause has become obsolete since the implementation of the *Basic Conditions of Employment Act*. Educators are required to work 1 800 hours per year, which includes work during and outside the formal school day. Further, duties outside school hours already form part of normal professional responsibilities. Whilst the PAM provides for overtime remuneration under specific conditions, it also anticipates the phasing out of such payments. All Provincial Education Departments confirmed that the overtime provisions are not being utilised and are not cost-effective, particularly in the current fiscal climate. Activities such as winter classes do not meet the definition of overtime in terms of the PAM or general labour principles and extra tuition aligned with school plans and educator workload cannot be classified as overtime. Again, paragraph C7 of the PAM (voluntary additional duties) already provides an alternative mechanism for compensating additional work. The proposal for clause C5.2 of the PAM is to be removed with immediate effect was noted.

Members will be informed of developments.

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

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GENERAL MANAGER