



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF EDUCATION**

01-09-2026

Feedback: Bilateral meeting - Magalies High School

The PSA met with the management of Magalies School and representatives from the Gauteng West District Office to discuss several longstanding workplace concerns affecting PSA members. The meeting acknowledged that the engagement was long overdue and provided an opportunity for parties to receive updates and discuss progress on outstanding matters raised by the PSA. The following matters were discussed:

False advertisement of posts

The PSA raised concerns regarding employees who applied for advertised Housekeeping Supervisor posts but were subsequently appointed as General Assistants. Management reported that:

- The matter has been referred to Human Resources for investigation.
- Labour Relations advised that a legal opinion be sought from Legal Services.
- Organisational Development is assisting in obtaining information regarding the original advertisement and the establishment of the School.

The PSA reiterated that members were prejudiced by being appointed into positions different from those they applied for and will continue pursuing this matter.

Excessive working hours

This matter was discussed together with other workplace concerns. The employer committed to continue gathering information and provide progress reports during future engagements.

Driver misclassification and compensation

Management reported that:

- Drivers are remunerated according to their approved salary levels.
- No additional remuneration is currently attached to Driver responsibilities.
- The employer is still engaging relevant directorates regarding post establishment and classification issues at the School.

The PSA noted the report and will continue monitoring developments.

Provision of personal protective equipment (PPE)

The PSA is pleased to report significant progress regarding the provision of PPE. Management acknowledged that:

- Previous delays were linked to financial and management challenges experienced at the School.
- The School Governing Body has begun purchasing PPE for affected employees.
- The issue is now receiving attention and is close to being fully resolved.

The PSA confirmed that PPE procurement has commenced and welcomed the progress.

Boarding facility management

Management informed the meeting that:

- The boarding facility has not been operational for several years.
- Structural challenges, including roof leakages, have affected the facility.
- Funding for the boarding facility is managed at Head Office level and not directly by the School.
- Officials previously attached to the boarding facility have been redeployed to perform duties in the School.

The PSA requested clarity on the future of the facility and will continue seeking updates.

Non-functional smart boards and Wi-Fi challenges

Management reported that smart board challenges have been resolved. A designated official has been appointed to oversee smart-board functionality at the School. The PSA further raised concerns that Wi-Fi services have not been functioning effectively since January 2026 and that this negatively impacts teaching and learning. Management took note of the concern.

Financial management concerns

The employer reported that allegations relating to financial mismanagement at the School have been referred for investigation and are receiving attention from relevant authorities. The PSA welcomed this development and will continue monitoring the matter until a final outcome is communicated.

Way forward

The employer will continue gathering information on the outstanding HR-related matters and provide updates at the next bilateral meeting. Owing to examination preparation commitments, parties agreed that a follow-up meeting will be convened during the next quarter. All outstanding matters will remain on the agenda until satisfactory progress has been achieved.

Reuben Maleka

GENERAL SECRETARY