



FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OF EDUCATION (DOE)

27-10-2026

Feedback: KZN DOE GPSSBC Departmental Task Team Special Meeting

A Departmental GPSSBC Task Team Special Meeting was held virtually on 15 October 2026 to address various workplace and labour related matters affecting employees in the Department.

Revised Policy on Recruitment and Selection

The employer advised that the revised Recruitment and Selection Policy was circulated for consultation in June 2026. Organised labour was granted a final opportunity to submit comments by 20 October 2026.

Schools without Housekeeping Supervisors

The PSA reported concerns following inspections at schools where no Housekeeping Supervisors were appointed. The absence of these posts creates supervision challenges and may expose employees to victimisation, intimidation, and abuse of authority. Concerns raised at Arthur Blaxall Special School will be investigated through an inspection *in loco*.

Incorrect salary levels: Teacher Aids and Housekeeping Supervisors

The employer reported that inspections at various schools revealed that some Teacher Aids were remunerated at salary level 2 instead of salary level 3, as provided for in DPSA Circular No 10/2019. The employer requested organised labour to submit a list of affected employees, including their initials and surnames, Persal numbers and job descriptions. The PSA also raised concerns that some Housekeeping Supervisors were appointed at salary level 3 instead of salary level 4, as provided for in the same DPSA Circular. The employer requested a list of affected employees containing the same details.

Action required: All Teacher Aids remunerated at salary level 2 and Housekeeping Supervisors remunerated at salary level 3 are urged to submit their details urgently to Nandi Dladla at nandi.dladla@psa.co.za. The information will assist the PSA in engaging the employer to address the alleged salary-level discrepancies.

Terms of reference: KZN Departmental Task Team (DTT)

Organised labour submitted draft Terms of Reference to formalise the functioning of the DTT. Parties will provide inputs within 21 days before finalisation.

Centralisation and delayed payment of overtime

The PSA reported continued delays in overtime payments, including claims dating back to March 2026. The employer maintained that all March payments had been processed and requested details of employees still awaiting payment.

Action required: Members who have not received payment for overtime worked, including claims relating to March 2026, must urgently submit their names and relevant details to Nandi Dladla at nandi.dladla@psa.co.za to make a follow-up on their behalf.

Department of Employment and Labour circular (8 September 2026)

Organised labour requested clarity on the Department of Employment and Labour (DEL) circular relating to the *Basic Conditions of Employment Act* and Ministerial determinations. The employer proposed a joint workshop involving the DEL to explain the implications for employees.

Management conduct

The PSA raised concerns regarding allegations that officials in the examination environment feel intimidated when engaging with management directives. The employer requested specific information to enable an investigation.

Action required: Members who have experienced or witnessed the alleged conduct are requested to submit information to Nandi Dladla at nandi.dladla@psa.co.za.

Marking centre payments and appointment of Examination Assistants (EAs)

Concerns were raised regarding delayed payments to administrative personnel at marking centers and transparency in the appointment of EAs. The employer undertook to arrange a workshop to explain the appointment and payment processes.

Official travel to Durban

The PSA highlighted concerns regarding long-distance travel to Durban by district officials, particularly where employees are expected to perform duties and return on the same day. The employer confirmed that the Subsistence and Travel Policy applied and agreed to further engagement on the matter.

Terms and conditions of employment: uMgungundlovu District Security Officers

The PSA raised concerns regarding Security Officers reportedly working between 48 and 60 hours per week despite being contracted for 40 hours, without appropriate compensation. The employer acknowledged the issue and indicated that a work-study investigation would be conducted. The PSA requested an urgent engagement to explore interim solutions pending the investigation.

Members are urged to cooperate by submitting the requested information promptly, as this will strengthen the PSA's ability to pursue these matters with the employer.

Employees who would like to join the PSA, can reach Organising/Marketing Officers: Zweli Msane - 082 880 8944 / Zweli.Msane@psa.co.za and Nkosephayo Zulu - 082 880 8994 / Nkosephayo.Zulu@psa.co.za.

Reuben Maleka
GENERAL SECRETARY