



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

20-11-2024

Feedback: DHET Annual General Meeting (AGM) and Departmental Bargaining Chamber (DBC) meeting

The AGM and DBC meetings were held respectively on 19 November 2024 where the following issues were discussed:

Vote weights

The following vote weights were presented for noting by parties:

Union	Membership	Vote weight
PSA	535	38.05%
Nehawu	859	61.10%
Popcru	12	0.85%

Relocation process of DHET head office/new premises

Members are aware that the employer had embarked on the process to move to a new premises after labour raised concerns regarding the state of the building. The employer reported that the relocation process of head office to the CSIR premises has been cancelled. The employer awaits approval of the budget for construction of the new building. The PSA noted the report with disappointment, noting that any delay results in continued exposure to health hazards by employees. The employer was urged to prioritise the process.

Absorption: Contract workers

The PSA previously demanded that the employer must absorb contract workers into permanent positions. A task team was formed to consolidate the information on affected contract workers. The employer extended the contract of affected contract workers by a further 12 months, whilst the work of the task team was ongoing. The PSA urged the employer to include additional posts in the new organisational structure to accommodate contract workers who are expected to be absorbed in the near future. Parties agreed to convene a task team meeting by 29 November 2024 to engage further on the matter.

Working time arrangement: Security Officials

It was previously reported that the employer indicated that it intends changing the working time arrangement from normal working days to shift working system. The PSA urged the employer to resolve the issue of unpaid overtime that was owed to Security Officials before they could start with new working

arrangements. The task team that was previously established is busy addressing the concerns raised by Security Officials. The task team further consulted with the DPSA for advice and a directive. The PSA proposed that parties must convene a task team meeting by 29 November 2024 and submit a comprehensive report at the next DBC meeting.

Review of organisational structure

It was previously reported that the process to review the organisational structure was put on hold as the employer was waiting for the inception of 7th administration for a further mandate on the matter. The PSA urged the employer to resuscitate the task team and convene a meeting by 29 November 2024 for consultation. Parties agreed to share a report with the Chamber Administrator before the next meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER