

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

03-12-2024

## Feedback: GPSSBC Chamber item - Hostel allowances

At the Chamber meeting, labour raised concern regarding the payment of a hostel allowance to support staff employees who render a service at boarding schools. Through the Chamber process, a task team was established on 26 August 2024 to investigate boarding school issues raised by organised labour. In September 2024, the team visited various boarding schools, engaging with staff through meetings and interviews to understand the challenges firsthand.

The task team prepared a report outlining the findings of these visits and made recommendations to resolve the identified challenges. The hostel policy on hostel allowances has not yet been finalised. The Department of Education is awaiting clarification from the Department of Public Service and Administration (DPSA) regarding the interpretation of clause XXIV of PSCBC Resolution 3/1999 (Remunerative allowances and Benefits).

The extract from the Resolution stipulates “the employer shall also pay an allowance to an employee who assists with educational and other duties at a hostel, including implementing and educational programme and/or maintaining the wellbeing of boarders and learners. An employee who performs this type of work shall receive an allowance equal to 12,5 percent of her or his pensionable remuneration.

Specifically, the Department is seeking to determine whether this Resolution, which deals with the supervision of school hostels and related allowances, applies to support staff in boarding schools or excludes them. The DPSA has thus far not responded, and with a follow-up done on 4 November 2024, the DPSA has committed to work on the report and give feedback once done.

Members will be updated on developments.

Reuben Maleka  
GENERAL MANAGER