

**MEDIA RELEASE**                      **PSA calls for reinstatement of 75 dismissed workers at KwaZulu-Natal TVET Coastal College**

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The Public Servants Association of South Africa (PSA) urgently calls for the immediate reinstatement of 75 lecturers, and general workers, who have been unfairly dismissed by the acting Principal and the acting Deputy Principal of TVET Coastal College in KwaZulu-Natal.

The dismissed lecturers were responsible for critical modules in Business Studies and Engineering, with an impact on the quality of education at the College. The decision to terminate the contracts of workers with more than ten years of service, particularly during a time of financial strain and an alleged mere R210 in the College's account, raises serious concerns about the agenda of the acting Principal and management.

The PSA is further deeply disappointed in the College management's failure to utilise recognised collective bargaining constitutional structures to engage with the PSA. Since the departure of the previous incumbent, the PSA and its members have been sidelined in appointments, despite meeting all requirements, indicating an apparent bias against PSA members. The termination of these members' services is viewed as an attack on the Union, raising questions about management's decision-making process.

There are questions why management has not considered insourcing certain services or reducing outsourcing procurement to save money. The decision to retrench and dismiss 75 contract workers lacks proper justification and consistency, whilst certain contract workers close to the current management are being spared. There are reports of nepotism, bullying, intimidation, and harassment of shop stewards and members. The PSA is deeply concerned about the failure by the Minister of Higher Education and Training and the relevant Director-General to rescue the College. Previous appointments, including meetings with the Administrator, failed to stabilise the college's negative financial outlook.

The College has been without a Principal, and other critical positions not being filled, for more than five years. This situation has contributed to mismanagement, incompetent leadership, disregard for collective bargaining, nepotism, and low morale amongst employees.

The PSA will persist with this matter until the Union's members receive withdrawal letters. Students and employees are suffering owing to staff shortages and disconnected electricity owing to unpaid accounts. Some campuses have been without water for more than three months. The PSA calls for urgent intervention by the Presidency to rescue the TVET Coastal College from this dire situation.

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