

Update: Matters discussed at FETC Bargaining Unit

Regulating of Standardising of TVET Colleges advertisements bulletin in line with Department of Higher Education and Training Recruitment and Selection Policy

There were inconsistencies in terms of advertised salaries for the same or similar positions by different colleges. It was agreed that since many of the posts nationally are either standardised by the DPSA or job evaluation outcomes, a circular outlining all standardised posts including salary and grade levels must be issued to all colleges. A circular was issued by the Department.

Standardisation of benefits (pension fund deductions in line with *Resolution 1/2007 for CET staff*)

The matter relates to the standardisation of benefits for CET staff to ensure that they are not disadvantaged on retirement because of not having a pension fund in place. A presentation was made by the Department outlining the different payment methods currently in place. Parties agreed to standardise salaries in line with the Public Service Regulations, taking into account various consultative processes and cost analysis.

Implementation: Section 198B, Permanency for CET Lecturing Staff on Ministerial Programmes

Labour previously requested the employer to clarify what would happen to the three employees who were appointed after 2015. At the meeting of 14 November 2018, the employer:

- Gave the commitment that all support staff who migrated on contract or temporary will be made permanent with effect from 1 December 2018.
- Indicated that there are other lecturers in the TVET sector who were appointed after 2015 and were not made permanent. This matter may need to be tabled in the Chamber for engagement and would incorporate the issue of the three employees.
- Indicated that it cannot commit to have open-ended contracts for CET lecturing staff. It proposed that parties should agree on a date to deliberate on the matter, including all other matters referred from the facilitation meeting.

The model for CET is not yet finalised by the task team and parties agreed at the meeting of **14 November 2018** to have further discussions at a next meeting.

Members will be informed of developments.

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GENERAL MANAGER