

Update on FETC Matters: Mandates and information required

Absorption (Section 198) of 204 employees whose recruitment processes are in doubt according to Colleges and in ring fencing those who are below REQV 13

In 2015, the Minister made a determination to appoint certain categories of staff on a permanent basis in terms of section 198B of the *LRA*. Employees who met the criteria were made permanent. Some employees were erroneously left out, according to labour. The employer was, however, of the view that those who were left out, did not have the qualifications. It further alleged that some employees' recruitment documents could not be traced because colleges did not follow the correct recruitment processes.

The employer requested labour to revisit the final draft collective agreement because the agreement that was submitted to the Office of the Minister for signing indicates that employees who are below REQV 13 would remain on their current salary levels and the nature of their appointments until they complete the required upgraded qualification. Only then would a REQV 13-salary level and a permanent appointment be implemented. The employer read an extract from the draft collective agreement to support its position.

Labour indicated that it was not comfortable that one employee would not be made permanent. It, however, agrees to proceed with the agreement as is and would deal with the issue of the outstanding employee once the settlement agreement is concluded. The PSA is requesting members provide the PSA with a mandate on whether to accept or reject the agreement to the chief negotiator, Mr Maila, at motjatji.maila@psa.co.za before **18 February 2019**. The draft agreement is *attached*.

Implementation: PSCBC Resolution 3/2009 (Grade Progression)

It was alleged that members who were College Council staff were unfairly treated as their years of service were not correctly captured on the system. The system minimised their years of service because it doesn't count the years before transfer took place. After investigations, 158 staff members were identified and for 144, the dates of appointment were rectified. It was noted that only ten were left for rectification. The PSA requesting that any members who were left out of the process should inform the chief negotiator, Mr Maila, at motjatji.maila@psa.co.za before **18 February 2019**.

Members will be informed of developments.

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GENERAL MANAGER