

FOR PSA MEMBERS: TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)

02-10-2020

## Feedback: PPN Implementation Process

Parties recently met to discuss the Post Provision Norm (PPN) implementation project. The following is feedback stemming from the engagement with the employer.

### Recruitment and Selection

The Employer reported that PPN posts will not be advertised before the PPN process has been implemented. Colleges can however fill vacant posts that became vacant due to natural attrition. The PSA indicated that despite the employer's reports, some colleges are still going ahead with advertising of PPN posts. The PSA indicated that DHET is unable to trace if a College is advertising PPN posts since these posts existed in other colleges before the PPN process, thus on DHET system the posts are not categorized as new, yet at the College the posts are new. The employer indicated that the best way to resolve this challenge is to signoff the PPN manual and begin implementation as soon as possible.

### Human Resource Capacity issues

The employer reported that HR is under capacitated. However, the HR Director was not present in the meeting to elaborate on the capacity constraints. It was suggested that a management plan be compiled for HR to sync it with PPN implementation.

### Progress PPN Manual at Chambers

The employer reported that the Manual has been tabled at both ELRC and GPSSBC. Endorsement has been received from ELRC however endorsement is still outstanding from the GPSSBC. Non endorsement at GPSSBC were based on issues submitted by the PSA which have been implemented. Amendments into PPNROC have been made as per PSA's submission. Each College will have a labour representative at PPNROC.

The requested Moratorium on terminations of Ministerial Support and Lecturing posts including advertisement of PPN posts have been drafted. The Circular shall be sent to labour for inputs. The employer omitted the issue of termination of contracts but shall include this into the Circular before circulation per PSA's request. The PSA submitted that employees that should be covered are those that are on PERSAL and College paid, whereby terminations should be on hold till PPN implementation is completed. The employer accepted PSA's submission.

A GPSSBC meeting will be held on 2 October 2020 to ratify the PPN manual. It is expected that all concerns of labour will have been addressed particularly on the Moratorium.

The PSA requested that Job Descriptions for each post be circulated to labour via the Chamber. As these have been circulated to some colleges. The Employer agreed to PSA's request.

### **Training of Implementation Committees**

The Employer reported that training of committees will begin in October. This report was noted and welcomed by labour.

Members will be kept informed of further developments.

GENERAL MANAGER