

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

13-10-2020

Feedback: Departmental Bargaining Chamber

Permanent appointment of Council paid employees

Members will recall that it was previously reported that parties signed a collective agreement that will convert Council paid employees into permanent appointments. The signed agreement was sent to the GPSSBC Council for ratification. The employer reported that the ratification process was delayed but this should be resolved at the next Council sitting towards the latter part of October 2020.

Draft post provisioning norms for the Community Education and Training (CET) Sector

After further deliberation on PPN for the CET sector, parties agreed that this will take place in two phases. Phase 1, pending finalisation of the budget should be implemented from 1 April 2021 and will focus on support staff, which reports to district and central offices. Phase 2 will commence from 1 April 2022 and will focus on the remaining support and academic staff. The employer further reported that they are in process to obtain budget approval for phase 1.

Implementation of PSCBC Resolution 3/2009

The appointment date for qualifying employees have been amended with retrospective effect. The employer reported that 486 cases were identified and that these cases are being audited. Once the investigation has been concluded a submission will be made to the Minister for approval to grade the qualifying employees on the respective grades.

Amendments to the Personnel Administration Measures (PAM)

Members will recall that it was previously reported that a task team was established to do all the spade work with regards to the amendments of the PAM. The task team finalised the drafting of the PAM document. The employer reported that they are in process to audit the draft document and once concluded it would be circulated to labour to obtain further inputs and mandates from members. It is envisaged that the amendments to the PAM will address members' concerns regarding the regulation of part time classes.

Unpaid benefits as a result of the dual pay system

Labour previously raised a concern that members were not paid all their benefits when they were still on contract appointments. The employer indicated that according to their records all employees received either the benefits such as pension, medical aid *etc*, or has been paid an additional amount of 37% *in lieu* of benefits. Members who are still of the opinion that they were not correctly paid must please inform their respective PSA Provincial Office for a consolidated list to be sent to the employer.

Post Provisioning Norms (PPN) - TVET

Members will recall that it was previously reported that the PPN implementation was signed off by the Minister. The implementation however was subject to the availability of funding. Parties agreed that the nine (9) Colleges who have funds available can go ahead and implement the PPN model. This process is currently underway and should be concluded before 1 April 2021. The remaining Colleges will start with their implementation on 1 April 2021 when their new budget has been allocated. Members must also take note that the employer issued a moratorium on the filling of vacant posts that are aligned to the PPN process. Only critical and funded vacant positions can be advertised and filled before the PPN has been implemented. The employer indicated that the filling of posts will be scrutinised by Head Office to ensure compliance by Colleges.

Members will be kept informed of further developments.

The PSA wants to take this opportunity to wish all employees who are unwell due to the virus a safe and speedy recovery.

GENERAL MANAGER