

Draft Collective Agreement of 2021: CET Sector

The PSA, the employer and other labour parties consulted on a draft agreement on the standardised pay and benefits for academic staff in Community Education and Training (CET) colleges. The draft agreement seeks to address the following aspects:

- Address disparities that had inherently existed across Community Education and Training (CET) colleges for academic employees who migrated from the nine Provincial Departments of Education (PEDs) to the Department of Higher Education and Training (DHET) on 1 April 2015 and subsequent to that.
- Standardise pay scales and consistency of pay associated with job roles and qualification levels nationally for academic employees within CET colleges, prorated over a five-day working week:
 - On existing hours of work if those hours of work are currently greater than three hours per day, or
 - On an adjusted minimum of three hours of work per day ensuring consistency nationally.
- Ensure that all academic employees within CET colleges have access to public service benefits, which will be applied on a *pro-rata* basis as required (e.g. pension, housing allowance and medical aid).

Members are therefore requested to provide the PSA with a mandate through the respective PSA Provincial Offices on whether the draft agreement can be signed. **Members have until close of business on 20 May 2021 to participate in the mandate process.**

Members will be informed of developments.

GENERAL MANAGER