

Feedback: TVET Bargaining Chamber meeting - 6 July 2022

Scope: CET Sector

It was previously reported that labour requested the employer to clarify the scope of the CET sector in the ELRC. The employer reported that the matter was referred to the PSCBC for clarity and guidance. The matter could not be deliberated on due to the current public service salary negotiations. The employer committed to provide feedback as soon as the matter is clarified by the PSCBC. Labour noted the report.

Technical Working Group (TWG) Intervention: TVET Colleges PPN Implementation

It was previously reported that the employer received compliants from Umfolozi, Ikhala, and KSD Colleges regarding the discrepancies in the implementation of the PPN migration process. The TWG convened meetings with the affected employees to deliberate on their grievances lodged. The matters raised at Umfolozi and KSD College were referred back to the College Implementation Committee for further engagements. The Ikhala College was given two weeks to complete the PPN migration process. Labour noted the report and will await a final comprehensive report at the next meeting.

TVET and CET Colleges PPN Model

The employer reported that the matching and placing in 24 colleges was completed under phase one. The Department is in a process to complete the migration process at the 26 outstanding colleges. The process is envisaged to be finalised by the end of the current financial year cycle. The employer emphasised that the colleges must complete the migration processes, so that they do not lose their budget allocations. The TWG will convene periodical meetings to assess the progress of the migration process and all outstanding colleges. Labour raised a concern about the slow pace of the implementation of the migration process and urged the employer to dispatch expert personnel to visit the affected colleges to fast track the process.

Recognition of Improved Qualification for TVET Lectures

The employer reported that there were 132 applications received in 2021/2022-financial cycle. 32 are from CET and 96 are from TVET. A submission is on route for approval by the Director-General. Labour noted the report but insisted that there is a big number of outstanding payments for improved qualifications. Labour requested a breakdown of outstanding payments per colleges and province.

TVET Council Employee Pay Progression

Labour previously requested a break down report of outstanding pay progression payments at the College Governors Council (CGC). The employer reported that they were still awaiting reports from various colleges. Labour was not happy with the feedback and requested that the employer implement remedial actions against those who delay the submission of the information.

Expedited Recruitment Process (E-Z83)

The employer reported that there was huge number of unfilled posts in 2020/2021-financial cycle. Since the implementation of the expedited recruitment process, the Department managed to process 75430 applications within a short period of time. 162 posts were already shortlisted. Labour noted the progress report and confirmed improvements due to the implemented expedited recruitment process.

Long Service Awards

The employer reported that 77 long service awards were awarded in the previous financial year cycle. The awards were allocated as follows: 51 employees - 20 years service, 23 employees - 30 years service and 3 employees - 40 years service. The employer further indicated that financial benefits will be awarded according to the current revised DPSA directives. The employer would also provide certificates. Labour welcomed the report.

Public College Administration Measures (PCAM)

It was previously reported that the PCAM document could not be finalised and adopted by the council, due to the addition of CET aspects. The employer indicated that they were busy with internal consultation with DPSA and would provide feedback at the next meeting. The draft PCAM document will be circulated to parties. Labour noted the report and requested that the draft document with amendments be referred to the task team before implementation.

Employees who want to join the PSA can visit the PSA's website www.psa.co.za or send an email to ask@psa.co.za or contact PSA Provincial Offices.

GENERAL MANAGER