

FOR PSA MEMBERS: **FURTHER EDUCATION AND TRAINING COLLEGES BARGAINING UNIT (FETCBU)**

05-05-2022

Feedback: Departmental Bargaining Chamber meeting - 3 May 2022

Standardisation of benefits for CET sector

The PSA is happy that Treasury agreed that the formula used to calculate the 37% in lieu of benefits was incorrect. The Department was advised to correct the calculations and backpay affected employees in the Northern Cape, Free State, Eastern Cape, and Western Cape. A submission was routed to the Director-General for approval. Secondly, the employer reported that out of 11 221 academic staff, 10 536 were migrated and standardised. Only 28 are still to be standardised. In total, 706 contracts of employment were terminated owing to resignations and death, amongst others. The outstanding payments of benefits are reported as follows:

- 15 cases of non-pensionable bonus
- 83 cases of 1.5 salary adjustment
- 17 cases of REQV adjustment
- 772 housing allowances applications

The PSA disputed the statistics submitted regarding outstanding payments of benefits and urged the employer to provide accurate information. The PSA further urged the employer to review the current working hours from three to five working hours a day for CET academic staff. The PSA maintains that the working hours must be aligned to the curriculum needs at CET colleges.

CET/TVET post provisioning norms

The employer reported that the process to implement the CET PPN was put on hold owing to budget constraints. The employer was not ready to provide feedback about TVET PPN and it was agreed that an urgent Technical Working Committee meeting will be convened to deliberate the matter further.

Temporary relief for CET academic staff

The PSA previously urged the employer to give CET academic staff temporary relief funding to supplement the financial loss because of the implementation of the standardisation process. The employer reported that it received a legal opinion, which indicated that the Minister did not have the

authority to issue such temporary relief fund. The matter was referred to the DPSA for concurrence and guidance.

OHS compliance and COVID-19 regulations

The employer reported that it was not ready to submit a comprehensive report and requested that the matter be deferred to the special DBC meeting. The PSA requested that the *circular* issued to recall all academic staff be suspended until a risk assessment and readiness plan are consulted with labour at the proposed special DBC meeting.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER