

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

08-08-2022

PSA KwaZulu-Natal Meeting with Management on 6 August 2022

Unavailability of Tools Trade for College Staff

It was reported to the DG and DDG that lecturers have no laptops to capture marks and process other duties, no access to the internet, no workshop materials to conduct practical assessments and Isat simulation during teaching and learning, no photocopying papers, no toilet paper, no student safety shoes and overalls.

Coastal KZN TVET College Staff Morale

It was submitted that the staff morale of the Coastal TVET College for all campuses is at its lowest level, due to the arrogance of the administrator and his failure to have open engagements with management, staff, and labour. The PSA further proposed that management conduct an employee survey with a clear action plan to improve staff morale.

Coastal KZN TVET College Staff Team Building and Wellness Day

The PSA further proposed to the DG and DDG to allocate a budget for team building and a wellness day as part of employee engagement, improving the colleges' performance and enhancing team work toward achieving the colleges' strategic objectives.

Poor Coastal KZN TVET College Infrastructure and Maintenance

It was further submitted that the DG and DDG conduct an audit, the status of the college infrastructure and maintenance with a clear plan to address poor infrastructures in all colleges.

Decentralization of Employee Relations with more Delegations to the Provincial/Regional Management

The PSA has further called for DG and DDG to consider a delegation of more authority to the Provincial /Regional Labour Relations Management to make a decision in assisting colleges on people matters to avoid escalations of unnecessary cases

Frivolous Disciplinary Action against Employees who Challenged the Administrator and the Withdrawal of Suspensions that are Longer than 60 Working Days

It was submitted that the DG and DDG should review all frivolous disciplinary actions taken against employees during the period of the current administrator, to ensure that no employees have been victimised or unfairly treated by the administrator due to their views. The PSA also requested that the DG and DDG to withdraw all employees that are suspended for longer than 60 days and ensure that all actions taken against employees fall within the resolutions and labour laws of the Republic of South Africa.

Establishment of Task Inclusive of Management and Labour to work on a Turn-Around Strategy to Improve the Financial Status of the College and Improve the Condition of Service of Employees

It was further submitted that DG and DDG establish a Task Team to work on turn-around strategy to improve the financial condition of the college and people matters with a clear performance target and time frame.

Allegations Maladministration, Corruptions, Nepotism

It was further reported that the Coastal KZN TVET College has been in the media for wrong reasons, allegations of corruption in the tendering process and procurement of services. The PSA appealed to the DG and DDG to conduct all necessary investigations and ensure stability at the college and the management consequences for any wrongdoing.

Restoration of Basic Services such as Electricity and Water at Appelsbosch and Kwamakhutha Campuses Central Office

It was reported to the DG and DDG that the current administrator closed all profitable business units that previously assisted the College with more cash flow to maintain its operations. The PSA further called on the DG and DDG to assess the damage caused due to the closure of these business units and open all closed business units within 6 months.

The DG and DDG committed to submit all the PSA's inputs to the Minister of Higher Education and Training Dr Blade Nzimande and assured the PSA that all submitted action will be taken seriously, he appreciated members effects in raising these matters and thanked all employees that continued to provide service to the College under these conditions. They further promised to ensure that a principal is appointed within 12 weeks.

Members will be updated on new developments.

For any support, please contact our Provincial organizer/OMO Xolani Dhlamini on 073 813 9646 and Isharat Moloo our Labour Relations Officer on 082 880 8999.

GENERAL MANAGER