

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

13-10-2022

Feedback: CET standardisation task team meeting regarding the outstanding benefit payments - 12 October 2022

Housing allowance benefits

- Eastern Cape: 1664 applications processed and paid. 786 employees did not apply for the benefit.
- Free State: 589 applications processed and paid. 304 employees did not apply for the benefit.
- Gauteng: 1380 applications processed and paid. 435 employees did not apply for the benefit.
- KZN: 893 applications processed and paid. 1300 employees did not apply for the benefit.
- Limpopo: 984 applications processed and paid. 87 employees did not apply for the benefit.
- Mpumalanga: 1106 applications processed and paid. 67 employees did not apply for the benefit.
- North West: 315 applications processed and paid. 571 did not apply for the benefit.
- Northern Cape: 103 applications processed and paid. 45 employees did not apply for the benefit.
- Western Cape: 33 applications processed and paid. 64 employees did not apply for the benefit.

The PSA wishes to urge members to contact the College's HR department to apply for the housing allowance benefits. Homeowners and those renting are eligible for the allowance. Members who have already submitted their application and have not paid, are requested to submit their details to their nearest PSA Provincial Office.

Acting appointment payments

The following acting appointments applications were submitted to the Director-General for approval:

- Eastern Cape: 70 cases
- Free State: 15 cases
- Gauteng: 36 cases
- Mpumalanga: 3 cases
- North West: 55 cases
- Western Cape: 6 cases

Members will receive feedback as soon as the Director-General approves the applications. The PSA requested that the employer to backdate the payments.

Improvement of Qualifications (REQV) payments

The task team discovered that CET colleges were struggling to process the volumes of REQV applications. It was resolved that a dedicated HR team from head office must visit the nine provinces to process and approve the outstanding REQV applications. The schedule of the HR team is arranged as follows:

- Eastern Cape: 10 -12 October 2022
- Limpopo: 24 - 26 October 2022
- North West: 1-3 November 2022
- KwaZulu Natal: 14 - 17 November 2022
- Free State: 28 - 30 November 2022

The remaining four provinces will be visited in January 2023. Members with outstanding applications are advised to submit their queries to their college HR before the scheduled dates.

37% benefit *in lieu* allowance

It was previously reported that the calculated formula for the 37% benefit was corrected and changed by Treasury. Four provinces were affected by incorrect calculations of the formula. The provinces included Eastern Cape, North West, Northern Cape, and Free State. There were 4378 employees affected by these incorrect calculations. The initial and amended calculations of the formula are *attached* for ease of reference. Members are requested to contact their colleges HR department to clarify and explain the calculations. The PSA raised a concern that Western Cape employees were affected by the incorrect calculations and were omitted from the group which was paid. It was resolved that the affected employees must submit their particulars to peter.mngomezulu@psa.co.za and Sithole.w@sedcol.co.za so that their concerns could be addressed by head office.

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

GENERAL MANAGER