

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

14-12-2022

Feedback: Departmental Bargaining Chamber meeting - 12 December 2022

Draft Post Provisioning Norms: CET/TVET sector

The employer reported that the second phase to implement the TVET PPN was handled by the technical working group (TWG) and six colleges are still outstanding. The TWG assisted colleges with the migration of academic lectures into the Persal system. The task team envisaged completing the process by the end of February 2023. The PSA raised a concern about the long-outstanding matter of the storemen and household job evaluation process. The PSA further raised a concern about the non-implementation of the CET PPN structure. Parties agreed that all outstanding matters will be deferred to the TWG's next meeting.

Standardisation of benefits: CET staff

The employer reported that a task team meeting was held on 11 November 2022. A progress report was presented about payments of outstanding benefits, *i.e.*, REQV, housing allowance, 37% benefit, medical aids, and pension benefits. The task team agreed that the HR team must visit all provinces with outstanding matters and conclude the process by the end of December 2022. Parties agreed to convene an urgent meeting with the DDG: CET and HR by 14 December 2022.

Standardisation of working hours: CET staff

The PSA demanded that the three-hours working arrangement be scrapped and CET academic staff be employed equivalent to permanent staff. The PSA maintained that the current three-hours working arrangement is not informed by any collective agreement and urged the employer to re-visit its decision about the nature of the appointment. The employer noted the submission and requested to engage its principals for a mandate.

Public College Administration Measures document (PCAM)

The employer reported that the draft PCAM document was consulted with the DPSA and numerous amendments were recommended. The employer further submitted that the retainment of the condition of service as stipulated in the draft PCAM document might create challenges going forward. The PSA noted the report and requested that the draft PCAM document be deferred to the Council for further handling.

Migration of CET District Coordinators officials from regional offices to CET colleges

The employer reported that the process to migrate officials to colleges is ongoing and the consultation process would be completed in January 2023. The task team envisaged submitting a comprehensive report at the next DBC meeting. A draft collective agreement will be circulated to parties for input.

Phasing out of N1-N3 academic qualification

The employer reported that the process to phase out N1-N3 programs and replacing them with occupational programs is still ongoing. The Department intended to implement the decision by 2024. The PSA noted the report and requested that a task team be formed to facilitate the transmission process and consult with affected academic lecturers accordingly. Parties agreed to engage further on the matter in the next financial year.

Abolishment of claim system: CET colleges

The employer reported that there were 349 officials in the Western Cape and KZN CET colleges who were paid according to the claim system. Affected officials were standardised and migrated to the Persal system. The claim system was abolished. Members who are still paid through the claim system are requested to send their queries to peter.mngomezulu@psa.co.za for the matter to be addressed accordingly.

Harmonisation of information technology conditions of service

The employer reported that college principals were instructed to apply for the skills levy to fund the studies of IT technicians on salary level 5. The Department intends to capacitate IT technicians with relevant qualifications so that they could qualify to be upgraded to salary level 7. There are 35 IT technicians identified to be funded for further studies. The PSA noted the report and requested a progress report at the next DBC meeting.

Appointment: Examination markers

The employer reported that a bilateral meeting was held to resolve challenges about payments of markers and criteria used to appoint them. Discussions are ongoing and a comprehensive report will be presented at the next DBC meeting.

Resuscitation: College labour forums

The employer reported that the process to re-launch college labour forums is ongoing and the intention is to encourage consultation and labour peace at college level. All recognised labour unions in the public service were invited. The draft terms of reference were discussed at the re-launch meetings. The PSA noted the report and requested consistency in the management of college labour forums. The PSA further requested that labour forums must report every quarter to the DBC for noting. The meeting resolved that DBC members will visit college labour forums that are struggling to re-launch and provide the necessary support and guidance.

Review: Harassment policy

The PSA tabled the matter on the agenda. The purpose was to align the policy to the provisions of the new Code of Good Practice on Harassment into the sexual harassment policy. The PSA emphasised that workplace bullying should be included in the policy as per the new directive. The matter was deferred to the policy task team for further deliberation.

Members will be updated on developments.

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