

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

22-07-2022

## Feedback: Annual General Meeting and Departmental Bargaining Chamber meeting (DBC) - 18 July 2022

### Vote weights

The following vote weights were presented for noting by parties:

- PSA – 48.81% (136 513 members)
- Nehawu – 30.25% (84 595 members)
- Popcru – 20.94% (58 540 members)

The Administrator indicated that the vote weights of the Council were used because the scope of the FETCBU was still under discussion at the PSCBC. The actual vote weight will be issued as soon as the scope of the bargaining unit is confirmed.

### CET outstanding benefits payments

It was reported in the previous *Informus* that the employer working team conducted working sessions in all colleges to address outstanding benefits payments. The employer reported that it has completed the assessment and intervention in all the colleges, except the Eastern Cape. The working team will revisit the Eastern Cape from 25 to 29 July 2022 to complete the task. The progress report by the working team is broken down as follows:

- Total staff establishment: 10 974
- REQV-13 alignment: 3 185
- Housing allowances: 6 565
- Non-pensionable allowance: 10 974
- 1.5% salary alignment: 10 536

A comprehensive report will be submitted to labour in next task team meeting. Members who did not receive their outstanding payment should lodge queries through PSA Provincial Offices, so that the issues could be resolved at the points of origin.

### **Post-Provisioning Norm (PPN): TVET Colleges**

It was reported in the previous *Informus* that the migration process for the first phase was completed. A total of 24 TVET Colleges were migrated and only 26 Colleges will be finalised by the end of this financial year. The PSA raised a concern about the status of the storeman, gardening services, security, and cleaning posts in the PPN. The employer indicated that the matter was receiving the necessary attention by the Organisational Development Unit and feedback will be provided at the next task team meeting.

### **IT coordinators harmonisation**

The employer reported that 92 IT technicians received bursaries to improve their knowledge and capacity in the TVET sector. There are 72 technicians who are still to complete their educational programmes to acquire the necessary qualifications. The Department experienced challenges to acquire financial support to complete such educational programmes. The educational programmes are still implemented, besides the challenges. Members will be informed of developments.

### **CET staff relief fund**

The employer reported that the matter was under discussion with the DPSA and Treasury to consider a form of relief payment for CET staff members affected by the implementation of the standardisation process. The PSA noted the report and will provide feedback to members regarding the development.

### **Claim payment system abolishment**

The employer reported that a submission was on route to the Director-General to approve the abolishment of the claim payment system in the sector. There are 297 in KwaZulu-Natal and 69 in the Western Cape who are affected by the claim system. The PSA noted the report and requested further discussion about double “dippers” in the sectors. The PSA maintained that double “dippers” blocked job creation initiatives by the sector.

### **37% in-lieu benefit report**

The employer reported that the formula to calculate the 37% in-lieu benefit was corrected by Treasury. A submission was routed to the Director-General to effect the amended calculations for proper implementation. Gauteng and Mpumalanga were not affected by the benefit. The dispute regarding the implementation of the 37% in-lieu benefit was lodged at the Eastern Cape and the matter was further escalated to the court of law for correct interpretation and application. Members will be informed of developments.

### **Centre Managers acting appointments**

The PSA raised a concern about the 30 main centre managers who were placed owing to the rationalisation of learning centres. Affected centre managers were placed without posts. They are tasked with more responsibilities without proper placement. The employer indicated that the process to correct the placement of affected centre managers was in progress and will report back at the next DBC meeting. Members will be informed of developments.

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

GENERAL MANAGER