



INFORMUS

SINCE 1920
SERVICE EXCELLENCE

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

26-09-2022

Feedback: Victory for CET staff members

Corrected formula of 37% benefit *in lieu*

It was previously reported that the PSA queried the calculation method of the 37% benefit for CET academic staff members. The PSA urged the employer to review the formula used to implement the benefit. The salaries of CET members were adversely affected by the implementation of the standardisation process. Affected provinces included the Eastern Cape, Northern Cape, Free State, and North West.

The employer engaged the DPSA and Treasury to assist with the correct formula method to implement the 37% benefit. It was resolved that the formula used was incorrect and the Department was instructed to re-calculate the benefit. It was recommended that affected CET employees be re-imbursed the portion of the amounts that was wrongly deducted. A submission was routed to the Director-General for approval. A retrospective payment was approved and subsequently implemented with effect from 20 September 2022. Members from the four affected provinces confirmed that they have received different lump-sum payments pertaining to the corrected 37% benefit.

The PSA is currently applying pressure on the employer to finalise the outstanding REQV and housing allowance payments by the end of September 2022. Members will receive feedback after the DBC meeting scheduled for 11 October 2022.

The 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