

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

28-02-2022

Update: TVET Colleges Post Provisioning Norms (PPN) Model Implementation

The technical working group reported that the following challenges identified delayed the implementation of the PPN migration:

Previous criminal records

It was reported that there were staff members who were identified in various colleges who could not be migrated due to their previous criminal records. Their cases will be submitted to the office of the Director-General for consideration before they are matched and placed accordingly. The PSA maintained that those employees must not be disadvantaged but transparent processes must take place.

Employment of foreign nationals

It was reported that foreign national employed at various colleges would be placed and matched after their work permits are verified and confirmed with the Department of Home Affairs. Those with fraudulent documents will be blocked by the system. The PSA requested the number of the affected staff members in this regard.

Creation of security posts

It was reported that the security posts were not included in the PPN structure and there were discussions about the insourcing the current security services into the colleges. The matter will further be discussed at the upcoming Public Service Summit.

Provident Fund and Medical Aids

It was reported that the staff members who are part of the various provident funds are eligible to join the Government Employee Pension Fund (GEPF). They can make transfer arrangements with the GEPF in that regard. The staff members with a different medical aid will not be forced to join GEMS but they will not receive the government subsidy in that regard. The PSA endeavors to engage the employer further at the PSCBC level about this matter.

Outstanding and Incomplete relevant qualifications

It was reported that those staff members who did not complete their qualifications relevant to TVET or did not have the relevant qualification will not be penalised but will be afforded a chance to correct the

situation within a prescribed time frame. The affected members are requested to consult with their HR offices for arrangements.

The members who experiences challenges related to the matching and placing into the PPN structure are requested to submit their concerns to peter.mngomezulu@psa.co.za and avinsasti@thekwini.edu.za by 18 March 2022, so that the issues could be deliberated at the next DBC meeting.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.

GENERAL MANAGER