

Concerns by PSA member employed in Sedibeng TVET College

The PSA received numerous concerns from its members employed under Sedibeng TVET College. The PSA immediately requested a meeting with the college management to discuss the issues raised by members.

Inconsistency on draft of the college vacancy advertisements

The PSA questioned the employer as to why similar posts are advertised with different criteria. The employer responded by acknowledging where there were errors and committed to rectifying where there are irregularities. Having said that management also highlighted that some advertisements are done in accordance with the needs of that respective campus. The PSA noted that but alerted the employer that all posts need to comply with the DHET recruitment policy.

Repetition of Interviews

The PSA raised a concern from members who had to repeat interviews and that this demoralized them as they don't know why there is a need to redo interviews. The management replied by stating that they only repeated interviews once and the principal of the college said that he is directly involved now in the recruitment process from the start to end of the process due to eliminate future discrepancies. The PSA also noted the response from management but advised that the College Principal should not be involved during the shortlisting and interview process because the principal has final approval on appointments. The employer will consider the position raised by the PSA.

Induction

Members raised concerns of not being provided with an induction by the college to ensure that they are aware of the benefits that they are entitled to. This has affected our members negatively in such a way that some of them ended up losing out on their benefits e.g., savings on Government Employees Housing Scheme (GEHS), which has been caused by not completing housing application forms when they resumed employment in the college. The PSA requested that new employees need to be properly inducted by the College to minimise such confusion to members and unnecessary grievances.

The employer promised to investigate the matter and will provide an updated report to the PSA soon.

Non-Payment or Recognition on Improved Qualifications by Employees who Qualify

Our members raised the concern that the Human Resources Department blocks employees from applying for this benefit that is entitled to them according to the DPSSA policy and collective agreement.

Management responded to immediately investigate the matter and will provide feedback soon.

Employees who qualify are urged to immediately submit their forms to the Assistant Director HR Office.

Consultation with Union Reps

The PSA indicated that to management that its members raised a concern of not being consulted by the management when there are new changes in the college or new information. The PSA urged Management to ensure proper consultation on matters affecting employees as a way of recognising them and to avoid confusion and misunderstanding by employees. Management responded by stating that there is an upcoming formation/launch of labour relations forums in colleges which will assist to improve communication between organised labour and management.

OHS Compliance

The PSA raised an issue around the OHS compliance in the college where a problem of cracked walls, asbestos classrooms and installation of heaters that are hazardous to employees. The employer replied that the matters brought forward are being attended to and will provide a report pertaining the college report on OHS. The PSA also questioned the employer if there's an OHS committee in the college and if organised labour is part of that committee. Management confirmed that there is a committee, but the principal is not sure whether they are involved or not but noted the PSA's request to ensure reps are included in the committee from now going forward.

Termination of Union

Members have raised a concern with a trend that has been going on in the college where they submit their union terminations forms for NEHAWU (as per *LRA* 1995, Chapter 3 section 13.3) to HR but are not being implemented. Management responded that they would investigate and report back on this issue. The employer further committed to issue a written report on the above-mentioned concerns before close of business on 16 September 2022.

Members will be kept informed of new developments after the employers' response.

Members who want to join the Union of Choice are welcomed to contact Sibusiso Ndzala, Provincial Organizer on the following details.

Cell / WhatsApp: 082 880 8964

E-mail address: sibusiso.ndzala@psa.co.za

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 a PSA Provincial Offices.

GENERAL MANAGER