

Feedback: TVET Technical Working Committee - 9 June 2022

Implementation: TVET Post-Provisioning Norm (PPN)

The employer reported that during the first phase of the PPN implementation in the 2021/22 cycle, 24 colleges completed the migration process and transfer of posts into the Persal system. Colleges submitted the required migration and recruitment lists to Head Office in terms of the migration plan. There were 1 122 posts created and migrated accordingly. Only 41 employees were not migrated owing to the criminal records. The Department is assessing outstanding cases to confirm their placement. A submission was sent to the Director-General to exempt and condone the cases of criminal records. The second phase included 26 colleges, which did not complete the migration process in the current financial year. There were 772 posts created and 499 posts were migrated into Persal system. Only 11 cases with criminal records were identified and were submitted for consideration of the Director-General.

The employer further reported that the technical working group attended to the concerns and challenges submitted by individual employees at KSD and Ikhala Colleges. The investigation report will be tabled at the next DBC meeting for concurrence. The PSA noted the report and raised a concern about the exclusion of House Parents, Farmer, Storeman, Security, and Groundmen posts into the PPN structure. The employer committed to seek clarity from the TVET branch on the matter and convene a bi-lateral meeting for further deliberation.

Implementation: CET Post-Provisioning Norm (PPN)

The employer reported that the entire CET PPN structure could not be implemented owing to budget constraints. The employer opted to implement the CET PPN structure in three phases. The first phase is the migration of CET district coordinator to CET colleges. The second phase is the filling of critical positions, which included 200 centre managers posts and 245 finance posts. The third phase is the filling of additional critical support posts such as HR posts. The PSA noted the report and requested that the matter be tabled at the next DBC meeting for deliberations.

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