

FOR PSA MEMBERS: **DEPARTMENT OF HIGHER EDUCATION AND TRAINING (DHET) - EASTERN CAPE**

20-12-2023

Feedback: Meeting with Minister of Higher Education and Training

The PSA in the Eastern Cape met with the Minister of the DHET, Dr Blade Nzimande, on 13 December 2023. The meeting sought to address challenges faced at TVET and CET Colleges. The following critical points of challenges were raised by the PSA:

Filing of critical vacant funded posts

Critical vacant funded posts are not being filled, for example, most Colleges do not have permanently appointed Principals. The Minister instructed HR to ensure that all vacant Principal posts are filled by no later than 31 March 2024. The Minister concluded that the source of most challenges at the DHET emanates from HR inefficiency.

Non-payment of acting allowance

Acting allowances are not being paid according to relevant resolutions. A further concern is that many of these acting employees are also expected to also perform functions of other vacant posts, placing such employees' health at risk. The filling of vacant posts should solve these challenges soon.

Infrastructure

Most buildings are dilapidated, and no proper learner accommodation is available. The Minister indicated that there are funds available to renovate buildings that are not in a good structural condition. The provision of accommodation for students was also confirmed to be prioritised. The Minister was not pleased with the fact that funds are annually returned to National Treasury owing to underspending and funds not being used for these purposes.

Incorrect appointment date emanating from CET standardisation

The incorrect date of appointment appears on the pay slips of some members. The Minister ordered that this be corrected as a matter of urgency.

Transformation

It was discussed that gender equity needed to be strictly adhered to when critical posts are being filled. The Minister, in his closing remarks, encouraged that all must learn to work together and learn from each other. He emphasized digitalisation and finding digital skills in line with the Fourth Industrial Revolution.

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GENERAL MANAGER