

Feedback: Special TVET bargaining meeting - 9 June 2023

Post Provisioning Norms (PPN)

The employer reported that 24 Colleges were approved to implement the PPN structure during the 2021/22-financial year. The remaining 26 Colleges were implemented in the 2022/23-financial year. The Colleges submitted the organisational structure, matching and placement, migration list, and critical posts for implementation of the PPN structure. In total, 804 staff members were correctly migrated to the Persal system and 172 could not be migrated owing to criminal records. The employer requested the Director-General to grant deviation so that the staff members with criminal records could be migrated. The submission has not been approved yet. The employer further reported that a submission regarding the development of norms and standards for groundsmen, security, farming workers, store clerks, and cleaners was submitted to the Minister for approval. The Technical Working Group (TWG) will convene outstanding consultation meetings with Eastcape Midlands, Tshwane South, and Letaba Colleges to complete the implementation of the PPN structure for the second year. Parties agreed to convene a task team meeting to address the outstanding challenges from various Colleges.

Performance management and continuing professional development: TVET Lecturers

The employer reported that *JET Education Services* was appointed to research to enhance the current performance management system for Lecturers. The project intended to align the current quality management system (QMS) system with continued professional development (CPD) to establish a professionalised performance system. The aim is to address the needs of the Department and improve the performance of Lecturers. The project will be funded by National Skills Fund. *JET Education Services* will visit all TVET Colleges to gather more information about the impact of the performance system in the sector. Labour will be invited to the discussion sessions of the project.

Recognition of improved qualifications: TVET Lecturers

Parties agreed to defer the agenda item to the next meeting because the employer failed to submit the supporting documents.

Members will be informed of developments.

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