

## Feedback: ELRC bargaining meeting – 15 June 2023

### Conditions of Service for Grade R Educators

The employer collected data from all provinces on unqualified and underqualified practitioners. The task team meeting was held on 14 April 2023 to discuss the information received. The matter was deferred to the next task team meeting for conclusion.

### Quality Management System (QMS) for School-Based Education Therapist and Psychologists Training

The employer submitted a report per province and indicated that the QMS training was ongoing. Labour raised a concern that union representatives were not invited to the Mpumalanga training. Labour further requested the employer not to penalise educators who are unable to attend the QMS training due to circumstances beyond their control such as illness. The training must be conducted at a centralised venue to accommodate all the educators in each province.

### Scope of CET

The matter remained outstanding at the PSCBC.

### Teachers' well-being and Advocacy Campaign

The department embarked on various campaigns in all 9 provinces to create awareness about the wellness of the teachers. The following well-being advocacy campaigns were conducted across provinces:

- Personal financial management
- Health and productivity management
- Safety environment and quality management
- Psycho-social support programs
- Coordinated HIV testing services
- Mental health programs

### Vetting of Educators

The vetting process was implemented to detect sexual and child abuse misconduct cases against educators. The vetting process must not be used for promotional processes. The educators are advised to pay R75 for fingerprints and not R150 as charged by other institutions. The department engaged the Department of Justice and Constitutional Affairs to clarify the correct methods of payments. Other

provinces expected educators to pay for themselves and claim later. Whereas other provinces paid for the educators in advance. Labour urged employers to apply a consistent uniformed method of payment across the provinces.

### **Conversion of Temporary Teachers to Permanent Educators**

Resolution 4/2018 mandated the sector to convert temporary qualified teachers into permanent posts. The process is implemented at a slow pace. The Western Cape and Gauteng are busy engaging labour about the progress of the conversion process. Mpumalanga continues to experience challenges regarding the implementation process. All the provinces are expected to submit monthly reports so that progress can be measured. Temporary teachers who experience challenges regarding the conversion process must contact their PSA provincial offices or send their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) so that the department can be taken to task.

### **Funza Lushaka Bursary Holders and First-Time Appointment Process**

It was previously reported that the *Funza Lushaka* bursary beneficiaries and other bursary holders received preference during the recruitment process into the sector. The students who are being paid for by their parents are excluded during the recruitment process. All students must be treated equally when it comes to the first-time appointment process in the Education sector. The department must fill the positions according to post requirements and not bursary allocations. The department is to engage all provinces to apply fair recruitment and selection processes.

### **PAM Document**

The employer reported that internal discussions are ongoing, and the final report will be submitted in the next council meeting.

### **Draft Collective Agreement: Incentives for Educators**

A draft collective agreement was tabled at the council meeting. The draft agreement aims to determine the measures relevant to the payment of incentives for academically qualified educators who qualify for incentives by meeting certain prescribed criteria such as social, cultural, economic, environmental, and geographical realities that shape the lives of the people. It further aims to improve access to quality education for all people. Members are requested to submit inputs and comments regarding the *attached* draft collective agreement to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) by **30 June 2023**.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices

GENERAL MANAGER