

Feedback: TVET Bargaining meeting - 27 March 2023

Scope of CET

The scope of CET was tabled at the PSCBC for clarity. The matter will be discussed as soon as the 2023/24-salary negotiations are completed.

Expedited recruitment process and digital Z83

The employer submitted a progress report on the usage of the digital portal for the recruitment and selection process. The portal system received 78 085 applications for the 244 advertised posts. The system is reported to be user friendly and reliable. A service provider was appointed to assist with the validation and screening of application forms for salary level 1 to 8. College principals are delegated to appoint salary level 1 to 8 and head office will appoint salary level 9 and above. The College Council will continue to appoint employees paid directly by the College.

Long-service recognition awards

There were 163 long-service recognition awards paid for the period April 2022 to March 2023. Members who were omitted from the approved list are requested to send their details to peter.mngomezulu@psa.co.za for the employer to be informed accordingly.

Appointment: Markers of examinations

A draft document was presented to Council and deferred to the task team for further deliberation. The document outlines the processes and procedures to appoint Markers of examinations.

Recruitment and Selection Policy

The employer presented a recruitment and selection policy that was already deliberated and adopted at the GPSSBC. Parties rejected the policy and urged the employer to develop a draft policy that is aligned to the scope of TVET lecturers. The employer was further requested to submit a policy road map to be used for future consultation processes. The matter was deferred to a task team.

TVET Lecturers: Distribution of laptops

The Department provided laptops to lectures as tools of trade that were distributed as follows:

- Eastern Cape - 1 363
- Free State - 739

- Gauteng - 1 280
- North West - 554
- KwaZulu-Natal – 2 165
- Mpumalanga - 872
- Limpopo – 1 280
- Northern Cape - 0

Northern Cape lectures were not provided with laptops owing to budget constraints. The employer committed to engage other stakeholder such as SETAs, private sector companies, and universities to assist with funding to purchase the outstanding laptops.

Deferred agenda items

The following agenda items were deferred to a special Council meeting to be convened in the coming four weeks:

- TVET colleges post provisioning norms policy (PPN) and procedure manual
- Salary progression; Recognition of improved qualification (REQV)
- Parity in salary for equal or similar work
- Public college administrative measures (PCAM)
- Laptop policy for TVET lectures
- Phasing out of N1-N3
- Draft TVET college calendar for 2024
- IQMS; QMS/PMDS

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