

Feedback: Departmental Bargaining Chamber (DBC) meeting - 24 November 2023

Outstanding benefits: TVET and CET

The PSA noted that there were still employees at both TVET and CET colleges who were not paid the outstanding benefits. The PSA demanded that outstanding benefits be paid as a matter of urgency. The benefits included grade progression, Relative Equivalent Qualification Value (REQV) adjustments, and acting allowance payments. The employer committed to implement outstanding payments in due course. The matter was deferred to the task team for further deliberations. Members who are affected by outstanding benefits payments are requested to send their details to the PSA Chief Negotiator at motjatji.maila@psa.co.za and to the PSA National Chairperson at dennis.watson@northlink.co.za by **7 December 2023**, so that the employer can implement the payments accordingly.

Occupational health and safety (OHS)

The employer reported that OHS committees were established at TVET and CET colleges. There are only six TVET colleges that are busy finalising the process to establish committees. The PSA encourages shop stewards to participate in OHS committees to ensure safety in colleges.

Resuscitation of College Labour Forums

The employer reported that College Labour Forums were established at various colleges to promote labour peace. The PSA raised a concern that the employer did not consult labour at the DBC when it decided to establish such forums. The Labour Forums caused instabilities at colleges. The PSA felt undermined by the employer. The employer noted the concerns and requested to consult its principals and report back at the next DBC meeting.

Fixed-term and temporary lecturers

Labour raised a concern that some TVET colleges issued termination letters to lecturers who are on contract. The PSA urged the employer to reverse the letters until the matter is deliberated at the DBC. The PSA further demanded that lecturers who are on contract must be absorbed into the system and be appointed permanently. The employer indicated that it was not aware of alleged terminations of contracts. It committed to investigate the matter and report back at the next DBC meeting.

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.

Reuben Maleka
GENERAL MANAGER