

FOR PSA MEMBERS: **EDUCATION LABOUR RELATIONS COUNCIL (ELRC)**

12-04-2024

Feedback: Technical and Vocational Education and Training (TVET) Bargaining meeting - 11 April 2024

Public College Administrative Measures (PCAM) document

The employer reported that the inputs submitted from labour were consolidated and incorporated in the final draft Public College Administrative Measures document. The employer further reported that it is still refining the document and will submit the final draft document at the special bargaining meeting. Labour requested that the draft document be shared before the special meeting for proofreading.

Post Provisioning Norms (PPN)

The employer reported that the 2023/24 migration of employees into the personnel system was completed. The Post Provisioning Norms structures received from 50 TVET colleges were approved. The approved structures were verified and loaded onto the Persal system by the organisational development section (OD) at the head office and submitted to colleges. The migration list was also compiled and verified by OD. The list of vacant posts was shared with colleges for recruitment and selection. Most colleges used 63% of the budget allocated to fill the vacant posts. Labour noted the report and indicated that there were delays in finalizing the disputes that arose during the recruitment and selection processes. Labour urged the technical working group to intervene in long-outstanding disputes.

Filling of vacant posts

The employer reported that there are 131 posts at the appointment stage. Two posts were headhunted, 161 at the shortlisting stage, and 27 at the interview stage. Labour noted the report and raised concerns about the vacant posts of Principals, Deputy Principals and Centre Managers. Labour urged employers to fast-track the filling of those posts.

Relative Education Qualification Value Adjustments (REQV)

The employer reported that there are 114 REQV adjustments that were implemented from 1 January 2023 to 1 January 2024. The employer requested that employees with queries regarding outstanding REQV applications must report these at their colleges so that these could be loaded on the Next Generation Network (NGN) system. The query will be traced with a reference number. The Qualification Directorate will also visit colleges to assist in processing REQV applications. Labour noted the report and

raised dissatisfaction about the pace of processing REQV applications. Labour indicated that there is a lot still outstanding and urged employers to fast-track the process and effect payments accordingly.

Long-service recognition

The employer reported that there are 147 applications of long-service recognition that were approved and paid. Labour noted the report.

Skilling and development of Lectures

The employer requested that the report be presented at a special bargaining meeting to be confirmed in due course. Labour accepted.

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.

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GENERAL MANAGER