



FOR PSA MEMBERS: FURTHER EDUCATION AND TRAINING COLLEGES BARGAINING UNIT (FETCBU)

10-07-2025

## Feedback: Technical Working Committee (TWG) - 7 July 2025

### Implementation of TVET Post Provisioning Norm (PPN) model

Members will recall that the Department of Higher Education embarked into a PPN implementation process in 2021, where employees appointed in terms of the *Employment of Educators Act 76 of 1998* were to be migrated to the Persal system to fall under the *Public Service Act*. All 52 TVET Colleges were expected to identify posts in the PPN structure and match and place all employees correctly. However, owing to budget constraints, the process could not be implemented in full. The College Implementation Committee (CIC) and Regional Implementation Committee (RIC) were established to facilitate the smooth migration of posts to the Persal system in terms of the PPN procedure manual. The Department managed to implement the two phases of the PPN process but experienced various challenges in implementing the last phase.

The CIC and RIC became non-operational and failed to submit appropriate PPN reports for proper implementation. The identified vacant funded posts were not filled owing to budget constraints at various Colleges. Most employees could not be matched correctly into the PPN structure. There was mainly a lack of coordination amongst the committees that were mandated to facilitate the implementation of this process. The Technical Working Group (TWG) was established to coordinate the implementation process from the national level. However, it struggled to fulfil its mandate owing to constant postponement of meetings and unavailability of senior management of the Department. The PSA raised concerns about the inefficiencies and non-operation of the established committees. The PSA urged the employer to resuscitate those committees as a matter of urgency. On 7 July 2025, the TWG was convened and resolved that an action plan would be established to finalise the entire PPN process within the coming three months. The employer presented a progress report pertaining to implementation of the process at various Colleges. A comprehensive report was outlined as follows:

- 2 312 were identified for migration and 1 640 were migrated. Only 662 are still outstanding.
- 4 552 vacant funded posts were identified – 2 110 were filled and 2 442 are still outstanding.
- 558 are unmatched into the structure.
- 101 employees accepted to be translated from the *Employment of Educators Act 76 of 1998* to the *Public Service Act*, 1994 as amended and 65 remained under the *Employment of Educators Act 76 of 1998*.

- All TVET Colleges in the provinces submitted their PPN reports, except for the Eastern Cape, Gauteng, Northern Cape, KwaZulu-Natal and the Western Cape, with some Colleges that are yet to submit.

The PSA noted the report and urged the employer to fast track the full implementation of the PPN processes. The PSA emphasized the finalization of the matching and placing process and filling of vacant funded posts, especially those that fall under the core function of the Department. Colleges must be encouraged to submit the outstanding PPN progress reports. Parties agreed to convene another TWG meeting on 29 July 2025 where all College Principals and representatives of the CIC and RIC will be invited to make a presentation to the TWG about the Implementation plan to conclude PPN processes.

Members are requested to submit their concerns and challenges pertaining to the implementation of the PPN model to the PSA Chief Negotiator at [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) and to [velucia.maluleke@psa.co.za](mailto:velucia.maluleke@psa.co.za) before **25 July 2025** for discussion at the next TWG meeting.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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