



FOR PSA MEMBERS: PUBLIC SERVICE COORDINATING BARGAINING COUNCIL (PSCBC) - KWAZULU-NATAL

20-06-2025

Feedback: CCPKZNP (Coordinating Chamber for PSCBC KwaZulu-Natal) – 18 June 2025

A Chamber meeting for the KZN PSCBC was reconvened on 18 June 2025, following an adjournment owing to the lack of a quorum on 6 June 2025. Parties discussed the following two agenda items:

- Nomination of the representative from organised labour to sit on the Provincial Job Evaluation Panel.
- E-learning Policy for the KZN Provincial Public Service Training Academy (KZNPPSTA).

Organised labour was requested to nominate a representative to sit on the Provincial Job Evaluation Panel and Training. Other unions submitted their nominations. The PSA nominated Nandi Dladla to represent organised labour and the PSA on the panel.

In the previous Chamber meeting, the employer tabled a presentation on the review of the Policy Framework on Adult Education and Training in the workplace to the Public Service Coordinating Bargaining Council KwaZulu-Natal.

Organised labour noted and appreciated the presentation by the employer but requested clarity on the following issues concerning the policy:

- Were departments expected to customise the policy according to departmental needs or was the policy going to be applied across-the-board as is.
- What happens to those departments in rural areas where there is not sufficient infrastructure suitable for e-learning?
- What happens when an employee has been accepted for e-learning, but his/her supervisor does not support the employee?
- Is there any protection provision built into the policy to protect employees who might be interested in registering for e-learning?

The employer responded as follows:

- The policy is a framework from which departments are expected to develop their departmental policies.

- Departments are at liberty to customise their departmental policy, guided by their operational needs, however, departments are not at liberty to deviate from the policy framework.
- There are about 300 satellite Community Education and Training colleges (CETC) in and around KwaZulu-Natal that the employer could utilise to circumvent the scenario wherein the infrastructure would become a challenge.
- It remains the responsibility of the immediate supervisor to ensure that all employees attend the training without victimisation.

Organised labour noted the employer's response and further supported the policy that will uplift their members' educational aspirations, especially if it could assist members in upward career mobility.

The presentation on the e-learning policy is *attached* for ease of reference. Members are encouraged to submit their inputs concerning the attached e-learning policy framework. For new items to be placed on the agenda, members can submit motivated agenda items to Nandi Dladla at nandi.dladla@psa.co.za.

Employees who would like to join the PSA can reach Zweli Msane (Organising/Marketing Officer on 082 880 8944 / Zweli.Msane@psa.co.za and Zinhle Manyoni on 063 400 1036 / Zinhle.Manyoni@psa.co.za.

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