



FOR PSA MEMBERS: **TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) - WESTERN CAPE**

23-06-2025

Victory for members at TVET Colleges

Northlink College

- The PSA recently entered into settlement agreements on behalf of individual members regarding their individual disputes, at two different campuses with Northlink TVET College. The one matter concerned a long-outstanding payment of the 1.5%-pay progression, which was not paid to the member whilst other colleagues received theirs in time. In another matter, the outstanding grade progression of a member in terms of Resolution 3/2009 was addressed. The grade progression was eventually processed and granted but implemented months after the date of appointment of the member. This had the effect that the member would receive all future pay progressions months after the initial appointment date of the member, which would be to the member's detriment. The College made an undertaking to amend the date of implementation to the date when it initially entered a contract with the member.
- A member approached the PSA regarding his outstanding grade progression being processed and implemented. Despite him lodging a grievance, he receives no feedback from the employer. The PSA Provincial Office engaged with the HR sections of the College and the Department of Higher Education and Training (DHET) in Pretoria and after some time the member received his grade progression and back pay as from 1 January 2021. There was also a discrepancy in the payment he should be awarded and what he received. This matter was also resolved after it was reported to the HR. The member received the full amount he was entitled to.

False Bay College

The PSA represented a member with receiving her grade progression after the matter was on hold for months without any progress or feedback from the College or the DHET. A dispute was referred to the General Public Service Sectoral Bargaining Council and a date for the arbitration meeting was set for the end of the month. The employer did implement the grade progression but with effect from a current date. The matter was then set down for arbitration. A week prior to arbitration, the employer again approached the member in writing with a clear explanation of the process that was followed, the calculations made and the basis on which the member's salary was correctly amended. The matter has since been withdrawn from arbitration.

South Cape College

Members of South Cape TVET College approached the PSA regarding the allocation of personal protective equipment (PPE) since they were required to conduct their duties in their own private clothes. These duties included working in water during Western Cape winter storms and other duties that damaged their clothes. This matter has, according to the members, been outstanding for years. The management of the College and the DHET were approached and after the relevant parties were engaged and the necessary procurements procedures followed, PPE was issued to members who qualified for receiving this. The members were grateful for the PSA's prompt and persistent intervention to ensure that they received what they deserve and also equip them to conduct their duties to their fullest potential.

PSA Labour Relations Officer

Members' attention is once again invited to the fact that Angelo Fisher has been assigned to serve members at all six TVET Colleges as well as the CET College in the Western Cape, from 1 June 2025. He can be reached at Angelo.Fisher@psa.co.za.

Members are encouraged to notify the PSA via their shop stewards at the various TVET Colleges/offices as issues arise.

Reuben Maleka
GENERAL MANAGER