

Update: CET roadshow feedback report

It was reported in the previous *Informus* that the GPSSBC task team visited all nine CET colleges to establish challenges experienced and provide solutions regarding the implementation of CET standardisation. The following recommendations were made to resolve issues raised during the roadshow:

- Payment related to REQVs that were on PERSAL upon migration but were not paid accordingly by previous employers to be aligned via the standardisation process, with effect from 1 December 2021. This is to be paid during the December payroll and backdated to 1 October 2021, which is when budget became available.
- Backlogs relating to the application of recognition of improved qualification, which are with the HRMA unit, are to be processed by no later than March 2022.
- Backlogs related to acting allowances for centre managers nationally to be implemented by no later than March 2022.
- REQV-related standardisation of staff in KZN and WC who are currently on the claims system to be processed potentially for the December 2021 payroll or before the end of the financial year at the latest.
- Payment of non-pensionable gratuity allowances to be paid during the November/December 2021 pay run.
- Address the Eastern Cape 37% allowance issue with the DPSA and National Treasury (this might need additional funding).
- The Department to initiate the short programs by SETAs to provide skills development to CET staff.
- The Department will work on the list of all employees who did not receive salary payments. Colleges will be requested to submit the list of names of those affected staff to the head office HR team.
- Colleges to ensure that all CET staff to receive a letter of standardisation, which serves as a contract of employment.
- The Department will engage National Treasury to recalculate deductions made on salaries related to 37% calculations and to implement corrected salaries should errors in calculations be found.
- The Department will provide employee wellness programmes, including financial wellness such as debt counselling and consolidation so that staff could be assisted by relevant bodies/structures to ensure that their properties are not repossessed, policies do not lapse, and that they be given time to recover.

- The cost-of-living adjustment (1.5% salary adjustment) to be processed in the December pay run.
- Appointment letters to be corrected by college management with correct hours by end of November before staff can go on holiday.
- Payment of the housing allowance that has been applied for will be back paid from the date when applications were received - that will be the centre manager's responsibility.
- Department to evaluate the impact suffered because of the implementation of the standardisation and see how the Department can assist.
- Colleges are requested to review hours of work and send these to head office.
- The implementation of the Post Provisioning Norms (PPN) to be fast tracked to align the salary parity in the sector.
- The Department to address infrastructure requirements for CET colleges as per the strategic plan.

The above-mentioned recommendations will be presented at the next GPSSBC DBC meeting scheduled for 10 December 2021 for consideration and concurrence. Members will be updated on developments. Members are requested to send clarity-seeking questions or inputs to peter.mngomezulu@psa.co.za by **8 December 2021** for the employer to respond accordingly.

The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-9 a safe and speedy recovery.

GENERAL MANAGER