

## What is happening at TVET and CET?

### Implementation of standardisation of pay and benefits for CET College academic staff

Members will recall that the PSA previously reported that a process is underway to ensure that all academic staff at CET colleges receive the same pay and benefits. The process will address three issues namely:

- Standardisation of pay rates nationally for all CET academic staff.
- Implementation of benefits on existing salary levels. These benefits include, medial aid, pension, housing allowance and a 13<sup>th</sup> cheque.
- Standardisation of working hours providing for a minimum pay related to a minimum of three hours per day over a five-day period.

The PSA is delighted to inform members that the budget needed to ensure the implementation takes place was confirmed recently. The implementation will take place as follows:

- The standardisation of pay for all CET academic staff will be implemented in line with the Educators OSD salary scales using Post Level 1 for Lecturers and PL2 for Centre Manager posts.
- All academic staff are to be matched to the closest nearest PL notch related to their existing level of pay.
- If current hours of work per day is less than three hours, hours of work and pay level will be adjusted to a minimum of three hours per day. Such staff will therefore be required to work more hours but will also receive higher salaries.
- Staff will access the state benefits such a pension, medial aid, housing allowance and 13<sup>th</sup> cheque. The 13<sup>th</sup> cheque and pension deductions are compulsory, and these deductions will be made automatically. Members who wish to access the medical aid and housing allowance benefits must apply for these benefits.

Members must take note that in order to have sufficient time to plan for the financial implications it was agreed that the implementation will be effected from 1 May 2021. Members will be informed of developments.

**The PSA wants to take this opportunity to wish all employees who are unwell owing to COVID-19 a safe and speedy recovery.**

GENERAL MANAGER