

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

05-08-2022

## Feedback: Post Provisioning Norms (PPN) Implementation Committee meeting - 2 August 2022

### Westcoast TVET College

The Principal, on behalf of the College Implementation Committee (CIC), reported that the College experienced many challenges to complete the migration process in this financial year. The College could lose the current budget allocated at the end of the financial year. The College migrated two support staff from the payroll system to the Persal system in the first phase. A total of 14 critical posts were advertised. Four are academic posts and ten are support staff posts. The College will advertise an additional 32 posts by 19 August 2022. These include seven academic posts and 25 support posts. The College issued the placement letters to all the campuses on 6 July 2022. There are 33 staff members who remained unmatched with 25 of them being stationed at the residence division. Eight are stationed at HR and administration. There was one grievance lodged related to the unfair criteria used during the placement and matching process. The convention of names of posts caused confusion among staff. Most of the names of the posts were changed in the new PPN structure. The post of storeman remained a challenge after the title was changed to a handyman post. The issue of storeman was escalated to the organisational development unit to clarify the matter. The Technical Working Committee noted the challenges and bottlenecks experienced by the College and recommended that the issues be deliberated by the CIC before these could be escalated to Head Office. Members will be informed of developments.

### Majuba TVET College

The Principal, on behalf of the CIC, reported that the College was unable to migrate all staff members in 2021. They are still busy identifying affected staff members. The College identified 25 critical posts. A total of 15 posts were filled, and ten posts are awaiting approval from Head Office. Staff members on salary level 2 and 4 will be migrated in this financial year. The College has many unmatched staff members and intends using the close vacancy list to place the unmatched staff members. There was no grievance submitted. The technical working committee noted the report and recommended that an urgent meeting be held with the CIC and College management to resolve outstanding issues. The Technical Working Committee is committed to visiting the College before the end of August 2022.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER