

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

10-01-2022

## Progress report: FETC collective bargaining matters

### Public Colleges Administration Measures (PCAM document)

A PCAM document was drafted and finalised with inputs from all key stakeholders for TVET colleges. Work is now pending on including issues related to CET colleges so that it becomes a Public Colleges Administration document that deals with both colleges sectors. A consolidated draft PCAM document will be submitted at the next DBC meeting for deliberation. The members will be informed of developments.

### Post Provisioning Norm (PPN TVET)

The TVET PPN model and structure policy and procedure manual were approved and implemented on 1 April 2021. Challenges related to COVID-19 as well as College Implementing Committee (CIC) related matters resulted in non-implementation of the migration process into the Persal system. Only 36 out of 50 colleges managed to implement all the required templates for proper migration into the Persal system. The reasons for the delay by the 14 colleges was as a result of, amongst others, issues related to criminal checks, qualification verifications, and authorisation of appointments at head office HR level. The progress report will be submitted at the next DBC meeting and members will be informed of developments.

### Post Provisioning Norm (PPN CET)

The PPN structure for CET was finalised. The budget allocation remained a challenge to cover the cost to implement the PPN structure. A request was made to the Minister to approve the implementation of the PPN structure in three phases so that the allocated budget could be used effectively. The proposal included the migration of CET District Coordinators first, followed by the recruiting to identified critical posts and then look at remaining PPN positions based on the structure developed. Feedback from the Minister will be presented at the next DBC meeting and members will be informed of developments.

### Implementation: PSCBC Resolution 3/2009

PSCBC Resolution 3/2009 was implemented and HRM circular 52 of 2021 was issued. A total of 34 officials qualified to be upgraded to the next salary level and were paid during 2021. Members who were omitted are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) for the employer to be engaged accordingly.

## CET standardisation process

- **37% allowance:** The employer is engaging the DPSA and Treasury to determine the correctness of the 37% allowance calculations during the process of standardisation. A progress report will be submitted at the next DBC meeting.
- **REQV salary adjustments:** The REQV salary adjustment for those academic staff who qualified was implemented on 15 December 2021 and 6 100 academic staff members were paid. Members who qualified for an REQV salary adjustment and were omitted are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) by 28 January 2022 for the employer to be engaged accordingly.
- **Housing allowance payments:** The employer continued to process housing allowance payments and so far, 5 078 applications were process and approved. Members who applied and did not receive their housing allowance payment are requested to submit their names and Persal numbers to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) by 28 January 2022 for the employer to be engaged accordingly.
- **Implementation: Resolution 1/2021 (cash bonus and 1.5% adjustment):** The 4 453 academic staff members were paid the 1.5%-salary adjustment by 15 December 2021. The non-pensionable allowance was implemented, and 10 518 academic staff members were paid by 15 December 2021. Members who have not yet been paid are requested to submit their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) by 28 January 2022 for the employer to be engaged accordingly.
- **Working hours:** The employer is considering the submission by the PSA to review the current three hours working arrangements according to curriculum requirements. The CET branch is attending to the matter and will provide feedback at the next DBC meeting. Members will be informed of developments.
- **Acting allowance for Centre Managers:** The following acting allowances were paid CET - 154, TVET - 70 and Head Office - 102. The Department is currently facilitating sessions with all regions and CET colleges to reconcile information to ensure correctness. Members who qualified and have not been paid the acting allowance are requested to send their concerns to [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) by 28 January 2022 for the employer to be engaged.

*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