

FOR PSA MEMBERS: KZN DEPARTMENT OF HIGHER EDUCATION AND TRAINING COASTAL TVET COLLEGE CRISES-PART 1

08-08-2022

Feedback: Meeting with Higher Education and Training DDG

PSA Kwazulu-Natal Meeting with Director General and Deputy Director General of Department of Higher Education and Training on 6 August 2022

Members will recall that PSA is on record for registering members concerns regarding the arrogance of Mr. Ndoda Biyela who was appointed in December 2020 as an Administrator for Coastal KZN TVET College to stabilise the College. The PSA further led a campaign in persuading DHET to allocate a budget for May 2022 salaries for staff that were not paid on 25 May 2022 until the PSA's intervention. Staff were able to get paid on the first week of June 2022. The PSA further embarked on an aggressive media strategy to voice members' concerns on the non-payment of contractors including security and catering companies, that resulted in security guards and students closing down Swinton, Mlazi V and Mbumbulu campuses. This has affected teaching and learning in all campuses. The PSA acted swiftly and urgently when notified that security officers blocked entrances to prevent members from reporting to work, this could have resulted in confrontations between staff and students with private security officers.

PSA's Approach in Addressing Members' Concerns through Media Communication

The PSA visited all affected campuses from 1 August 2022 and shared members' concerns on different media platforms. This forced the Director General and Deputy Director General to attend to the Coastal TVET College crisis and scheduled a meeting at Zimbali Resort Capital Conference Center on 6 August 2022 with PSA.- The PSA received an urgent meeting invitation from the office of DG to discuss the Unions concerns and the PSA was offered an opportunity to make the following submission to the Director General and Deputy Director General.

PSA Presentation on the Coastal TVET College Crises and Challenges are as follows: Organisational Structure

The PSA has called for the review of the outdated structure within 60 working days.

Principal: Vacant Position

The PSA raised concerns that in the past ten years the college appointed about 10 principals, and this displayed a level of instability in the past decade. The PSA appealed to the DG and DDG to ensure that the principal position is filled within 60 working days, and to further strengthen the recruitment process by

ignoring any external influence for deployment of incompetent people to avoid a wrong appointment. The PSA has further proposed to the DG and DDG that all recommended candidates be subjected to a psychometric assessment through a respected organisation.

Filling of all Budgeted Vacancies within 60 Working Days to Strengthen Teaching and Learning

The PSA also requested that all budgeted positions be allocated funding, be advertised, and filled within 60 working days to strengthen teaching and learning.

GENERAL MANAGER