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FOR PSA MEMBERS: FURTHER EDUCATION AND TRAINING BARGAINING UNIT (TVET AND CET)

07-11-2024

Feedback: FETBU Annual General Meeting and Departmental Bargaining Chamber – 5 November 2024

Vote weights

The Annual General Meeting was held on the 5 November 2024, where the following vote weights were presented for noting by parties:

Trade Union	Membership	Vote weight
PSA	14 691	51.96%
Nehawu	9 497	33.40%
Popcru	4 497	14.64%

The Chamber decided to use the vote weights of the GPSSBC whilst awaiting the legal processes pertaining to the scope of TVET/CET colleges to be finalised.

Skilling of Lecturers

The employer reported that a Bursary Committee was established to facilitate financial study assistance for Lecturers. Labour will form part of the Committee. The PSA welcomed the establishment of the Committee. The PSA urged the employer to fast track and prioritise the awarding of study assistance to Lecturers who are under qualified and those without qualifications. Parties agreed to establish a task team to develop an intervention plan and make recommendations to assist affected Lectures.

Draft Post Provisioning Norms (PPN): TVET/CET

Members will recall that it was previously reported that the PPN process intended to facilitate the migration of employees from the College payroll to the Persal system and to translate those appointed in terms of the *Employment of Educators Act* to the *Public Service Act*. Colleges were expected to develop new structures so that employees could be matched and placed. Vacant funded posts were expected to be advertised to increase capacity. A Technical Working Committee (TWG) was established in 2021 with the aim to facilitate the implementation of the PPN process. However, the PSA was disappointed that the TWG is not functional, and some employees are not matched and placed as expected. The PSA urged the employer to resuscitate the TWG so that the migration process for TVET Colleges could be finalised. The PSA further requested the employer to allocate the budget for migration of CET employees to the

new organisational structures. Parties agreed to convene an urgent meeting with the DHET management on 26 November 2024 to derive intervention measures so that the PPN process can be fast tracked.

Outstanding benefits: TVET/CET

It was previously reported that lists of outstanding benefits, including the REQV adjustment, housing allowance, and medical aid, were submitted to the employer for implementation. The employer reported that to date, the following benefits were processed: REQV adjustments – 543 applications received, 374 resolved and 238 is in progress; 7 977 housing allowance applications processed; and 7 256 medical-aid applications processed. The PSA questioned the accuracy of the statistical report as it contradicted the list submitted by labour. Subsequently, parties agreed to convene task team meeting on 25 November 2024 to deal with the inaccuracies.

Harmonisation of Information Technology (IT) service

It was previously reported that the employer initiated a process to capacitate employees in the IT section with qualifications related to the field. There were 34 employees affected and who were encouraged to take up the opportunity and register to study. The employer committed to providing such study assistance. The PSA welcomed the initiative by the employer and requested information on the service providers who committed to provide study assistance to employees. Members are encouraged to take up the opportunity to improve their qualifications and capacity by registering with the institutions of higher learning.

Migration: CET Coordinators

It was previously reported that CET Coordinators will be migrated from the Department of Education to CET Colleges to provide the necessary administrative support. A task team, which included labour, was established to facilitate the migration process. So far, all provinces have managed to migrate to their CET Coordinators, except Mpumalanga, Western Cape, and Northern Cape. The task team will visit the outstanding provinces to finalise their grievances and concerns raised so that the process can be finalised. The PSA will assist members who lodged grievance so that they are satisfied before they can be migrated.

CET working hours

It was previously reported that the PSA raised concern about the four hours per day allocated for CET Lecturers. The employer engaged its principals regarding the PSA's concern, and it was recommended that a task team be established to conduct a feasibility study to determine how working hours for CET Lecturers could be reviewed and aligned to the TVET model. The task team will also look at the financial implications of changing the working hours for CET Lectures. The task team, which is inclusive of labour, planned to visit various CET and TVET Colleges in the Eastern Cape from 16 to 30 November 2024 to benchmark on the best model to be used. The task team will also visit other provinces before the recommendations are submitted to DHET management for approval. The PSA welcomed the initiative and committed to participate in the feasibility study and advise members accordingly.

Resuscitation of College Labour Forums (CLF)

Parties agreed to develop new terms of reference to guide the resuscitation of College Labour Forums. Parties aimed to maintain consistency and efficiency across all CLFs. The PSA supported the initiative as it will assist in resolving grievances and issues of mutual interest from points of origin. The PSA will encourage local shop stewards at college level to participate in such forums and represent the interest

and rights of members. The task team envisages visiting Colleges next year to assist with the establishment of such forums.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER