

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

18-05-2023

Feedback: Special Departmental Bargaining Chamber Meeting - 17 May 2023

Outstanding service benefits: CET colleges

The employer reported that 305 REQV applications were approved and paid in the last quarter. There are 311 still in process and 111 are still outstanding. The current service provider (*MIE*), responsible for assessment and confirmation of qualifications, was replaced by *360 degree* firm. There are 91 acting allowances for centre managers, which are being processed and waiting approval for payment. The employer was unable to provide a progress report on outstanding housing allowances. The PSA noted the report and requested an urgent meeting with the Director-General to discuss the following pressing matters:

- Review of working hours
- Outstanding grade-progression implementation
- Outstanding housing-allowance payments
- Relief funds for CET lecturers
- Unequal salary adjustments
- Outstanding back payments of salary adjustment
- Correction of appointment dates on Persal system
- Retrospective implementation of pay progression
- 37%-benefit allowance

Parties agreed to convene a task-team meeting on 5 June 2023 and meet with the Director-General on 8 June 2023.

Phasing out of N1-N3 occupational qualification

The PSA raised a concern in the previous meeting that the departmental circular regarding the phasing out of N1-N3 qualification was confusing and misleading. The circular stated that the process would start in January 2023, whereas the envisaged implementation date is January 2024. Most TVET colleges proceeded to stop the enrolment of students for this qualification. Lectures remained redundant with a risk of losing their jobs. The PSA insisted that the employer must rectify the content of the circular and emphasise that the qualification will only be phased out in 2024. The PSA further requested the employer

to introduce the alternative qualification programme, so that the lecturers could be capacitated accordingly. The employer agreed to issue a corrected circular to clarify the matter.

Members will be informed of developments.

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

GENERAL MANAGER