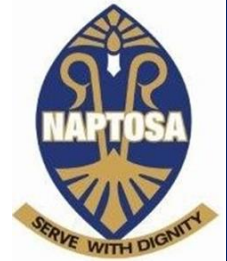


# NATIONAL NEWS FLASH



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NNF 1 of 2021

4 March 2021

## FOR ATTENTION: TVET/ CET MEMBERS

### POST PROVISIONING NORMS (PPN): COMMUNITY EDUCATION AND TRAINING COLLEGES (CETC)

The Working Committee on CET PPN met on 17 February 2021 to receive an update on PPN for the CET Colleges.

CET Standardisation submission was signed by the Minister on 3 February 2021. The approval of the submission implied that implementation could proceed.

There are ongoing inter-departmental engagements between DHET, DPSA, National Treasury and GEMS to address the medical access for staff that were appointed under Nature of Appointment 34 (Part-time permanent). DPSA confirmed that since the Persal system had currently blocked access to medical aid for part-time / casual staff, access for the CET staff would only be possible if DHET requested permission from DPSA to unlock the system for these staff members. DPSA will in turn give an instruction to National Treasury to allow these staff members to access medical aid on the Persal system.

The unlocking of the Persal system would assist in improving members' conditions of service as they would have access to pension benefits, housing allowance and medical aid subsidies. Medical aid access for these staff members might be delayed slightly due to the departmental processes that needed to be followed before being activated on the Persal system.

### Human Resource Management Readiness to implement:

On the readiness of HRMA to implement standardization, different processes would need to be followed for the various categories of staff depending on how they had historically been appointed, and would be processed as follows:

- Staff appointed on Nature of Appointment (NOA) 5, 17 & 32 would have to be processed manually. This would mean posts will be created on Persal first, then these staff appointed into those posts.
- Staff appointed on NOA 34 would require a programmatic transfer using the Systems Change Control (SCC) requested and processed via National Treasury.
- Staff appointed on NOA 25, 26 & 27 would require no action except for the notch adjustment, if applicable, as they are appointed correctly and already accessing benefits.

Housing and Medical Aid benefits for staff appointed on NOA 34 would require staff to apply for it as it is not automatic.

Following discussions between DHET and the senior management teams of both CET, Corporate Services and Finance, it has been agreed that the best way forward in terms of implementation would be to effect standardisation from 1 April 2021. This is now officially the date we will be working towards.

## **POST PROVISIONING NORMS (PPN) IN THE TVET SECTOR**

### ***Migration of staff from College payroll to PERSAL (2021/22)***

HRM Circular 2 of 2021 provides information on the national implementation of the approved PPN Model allocations and standardised structures for TVET Colleges.

On completing the analysis of financial data, reviewing available budgets against what is required per college for migration and recruitment of critical posts for the 2021/22 financial year (year one of the PPN implementation process), the following categories for implementation will apply nationally:

- Category 1 relates to Colleges that will be able to fully migrate all identified staff onto the PERSAL system and recruit staff to some critical posts.
- Category 2 relates to Colleges that will have sufficient funds to migrate some of the identified staff onto the PERSAL system. These Colleges will be provided with 'criteria' to be applied for the identification of staff to migrate during this financial year (2021/22) in order to ensure utilization of the available budgets. The migration of remaining staff will then be implemented from year two onwards in line with available budgets per College.
- Category 3 relates to Colleges that will not be eligible to implement any PPN related activities (i.e. both migration and recruitment and selection of identified critical posts).

NAPTOSA members who have been nominated to serve on College Implementation Committees (PPN CIC) are requested to participate meaningfully in these committees to ensure fair processes.

## **LAPTOP POLICY**

NAPTOSA, together with other unions, and DHET participates in the development of a laptop policy for College lecturers. All the lecturers employed at a College will be eligible to receive a laptop for work purposes. The process is at an advanced stage and members will be notified as soon as the policy is signed off for implementation.

## **PUBLIC COLLEGES PERSONNEL ADMINISTRATION MEASURES (PCAM)**

The draft PCAM was circulated amongst members and comments and inputs requested. We received a few inputs from members and most of them were accommodated in the draft. The draft was tabled at the ELRC TVET Bargaining Unit. A technical committee comprising three members per party was established to "clean up" the document for final tabling and possible adoption at the ELRC

**BASIL MANUEL**  
**EXECUTIVE DIRECTOR**