



NATIONAL NEWS FLASH



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TVET/CET COLLEGES

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IMPLEMENTATION OF STANDARDISATION OF PAY AND BENEFITS FOR COMMUNITY EDUCATION AND TRAINING (CET) COLLEGE ACADEMIC STAFF

NAPTOSA has been part of many meetings that were held to transform the CET Colleges. We are excited that ultimately the conditions of service of academic staff of these Community Colleges will be improved.

The Department of Higher Education and Training issued the Human Resources Circular 9 of 2021 dated 16 March 2021 which details how the implementation of standardisation of pay and benefits for CET College academic staff will unfold.

This News Flash is intended to highlight the salient points in the circular.

The Standardisation of Pay and Benefits Project Team sought to address three issues:

- a) Standardisation of pay rates nationally for all CET academic staff. This was to ensure that all academic staff nationally were being paid within a consistent salary band thereby standardising the rate of pay for the level and hours of work undertaken.
- b) Implementation of benefits on existing salary levels – this means that academic staff employed with CET Colleges will have access to state benefits such as pension, medical aid, housing allowance and a 13th cheque implemented as part of their conditions of service.
- c) Standardisation of working hours providing for a minimum of three hours of work per day over a five-day period, i.e. hours of work and pay related to a minimum of 15 hours per week.

The implementation of the standardisation of pay and benefits will be rolled out as follows:

- a) The standardisation of pay for all CET academic staff will be implemented in line with the Occupation Specific Dispensation (OSD) salary scale using Post Level (PL) 1 for lecturer posts and PL 2 for Centre Managers' posts, based largely on the required qualification levels, where budget allows.
- b) All academic staff are to be matched to the closest PL notch related to their existing level of pay and pro-rated to their current hours of work where hours are greater than 3 hours per day, ensuring that no employee's base salary is less than what is currently being paid via the PERSAL System.
- c) Where the current hours of work per day is less than 3 hours, hours of work and pay levels will be adjusted to a minimum of 3 hours per day.
- d) Staff will have access to state benefits but because medical aid and housing allowances are not mandatory, interested employees will have to apply for these benefits.

- e) The benefit of the 13th cheque will be implemented on the month of the employee's birthday as a default position, unless the employee specifically requests that this be changed to a year end payment.
- f) Staff will contribute 7.5% of their basic salary towards pension and the employer will also contribute 13% towards the employee's pension.
- g) A Collective Agreement will be tabled at the bargaining chambers outlining the implementation process and implications.

Implementation of the standardisation of pay and benefits will be effective from 1 May 2021.

BASIL MANUEL
EXECUTIVE DIRECTOR