

SADTU INPUTS: PUBLIC COLLEGE ADMINISTRATIVE MEASURES

Background

As a structure we went through the document. PCAM is wholesome derived from PAM document which in itself

Chapter A

1. A3.1 in the table we would be comfortable if the 12 hours for minimum teaching as captured in the Collective agreement 1 of 2013 be retained for PL1 lectures. The 10 hours is far less for the responsibilities attached/It gives less time for contact time

2. A3.2 on post provisioning and grading norms, workload and job description. The area focus are workload and job description, the draft makes little distinction between workload of PL1 and PL2 as one is 22,5 hours to 28 hours and the other one is 18 hours to 22 hours .Also the job description are nearly similar except PL2 being added with guidance, in-service training and supervision of lectures.im raising this because in some colleges there is a tendency to stick to the duty load but deviate to add more responsibilities like examination, registration and part time responsibilities for report 191

We also prefer PL3 to be office based and take their leave as per PSA regulations as this will allow us not to have too many excess in terms of PPN allocation and that if they had to take 5 hours of contact session they will have to be allocated to one group, meaning that while they will be responsible for NCV and Nated they will have to take leave with one and the other with no HOD and compel PL2 to be added with more responsibility

Chapter B

1. We listened to the presentation in the previous council, on levels but still find it confusing to have level 1-3 and 5 and propose that we have level 1-5
2. B.11 be included as capture in Pam
3. B.2222 experience on promotional posts.
 - PL1 no experience
 - PL2 should not have proof of participation on CPD because that is dependent on HR and development budget, we feel it must not be mandatory

- PL3 one year senior lecture experience must be removed to allow open contestation as this will allow only PL2 to apply for PL3. It will also create post reservation, some colleges with long time vacancies for those who are acting
- PL5 two years' experience for the appointment as a PL3 must be replaced by 2 years supervisory experience either as PL3 or PL2 as again that creates reservation moreover it contradicts the fact that currently Deputy Principal academic services which is level higher than PL5 as part of job inherent requirements is that PL2 are eligible, It creates a situation where one can go from PL2 to DPAS without being a PL3 ,yet not eligible for PL5
- B.2.4.2 and B.2.4.3 We need clarity is like they mean one and same thing/repetition
Chapter C 2
- Principal be substituted with campus manager in case of Tvets for overall monitoring as stipulated ,cause the Principal in the TVET refers to the CEO
- The idea to appoint lectures must be removed to allow for the appointment of boarding masters, as it might disturb them of their core functions and in a country, that is struggling with unemployment it will be morally incorrect to burden lectures with more responsibilities
- Part c of annexure G.1
As we indicated on the introduction that the document was derived from Pam document, in the annexure region/District must be replaced by name of the college and school/office to be replaced by campus /site office to cover central office

Chapter D

- Propose that the council should draft a collective agreement on criteria for appointment of markers outside the process
- D5.3 To read Director general or delegated official

Chapter H

We would appreciate if the sample of an application for leave of absence