**Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 2370**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 18/08/2017**

**(INTERNAL QUESTION PAPER 28 OF 2017)**

**Mr A P van der Westhuizen (DA) to ask the Minister of Higher Education and Training:**

(1) With reference to his reply to question 1917 on 28 July 2017, what are the reasons for the vast differences in the numbers of staff appointed full-time and part-time at the nine Community Education and Training Colleges (CET);

(2) will his department be working towards a more standardised staff establishment model for CET colleges; if so, (a) what staff establishment model is deemed appropriate to ensure quality service delivery in this regard, (b) what steps will be needed to move towards such a dispensation and (c) by what date will the staff establishment model be implemented?

**NW2617E**

**REPLY:**

1. The appointed staff within Community Education and Training (CET) colleges was transferred from the erstwhile Adult Education and Training units within the Provincial Departments of Education to the Department of Higher Education and Training under Section 197 of the Labour Relations Act of 1995. The conditions of service for these appointed staff can only be changed through a collective bargaining process in terms of both the Labour Relation Act and Public Service Act.
2. The Department intends to standardise the post establishment model.
3. In the short-term, the Department is applying the post provisioning model to CET colleges whilst the Department is working towards a programme funded model, which is deemed to be more efficient. The outcome of the programme diversification pilot will assist the Department in determining which programmes are in demand, and what are the cost drivers for each programme.
4. The implementation of a standardised post establishment model will require the allocation of additional funding. The Department has compiled a draft costed model for the standardisation of the conditions of employment for CET college staff. The model has to be subjected to a collective bargaining process and tabling to National Treasury for additional funding through a bidding process. The speed at which the collective bargaining process progresses depends on the Public Service Central Bargaining Council’s (PSCBC) determination on whether the CET college lecturers’ conditions of service are collectively bargained for in the General Public Service Sector Bargaining Council or any other collective bargaining council which the PSCBC may determine.
5. The implementation of a standardized post establishment model is subject to the availability of funding and conclusion of a collective agreement with Labour.  **Service Sector Bargaining Council**

COMPILER/CONTACT PERSONS:

EXT:

DIRECTOR – GENERAL

STATUS:

DATE:

QUESTION 2370 APPROVED/NOT APPROVED/AMENDED

Dr BE NZIMANDE, MP

MINISTER OF HIGHER EDUCATION AND TRAINING

STATUS:

DATE: