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 **Memorandum from the Parliamentary Office**

**NATIONAL ASSEMBLY**

**FOR WRITTEN REPLY**

**QUESTION 3389**

**DATE OF PUBLICATION OF INTERNAL QUESTION PAPER: 09/11/2018**

**(INTERNAL QUESTION PAPER NO 39 OF 2018)**

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

(1) Whether the policy on staffing norms for community education and training colleges, which was published for public comment in 2016 with a proposed implementation date of 1 April 2018, has been finalised and implemented as envisaged; if not, by what date will the policy be (a) adopted and (b) implemented;

(2) whether the sector has been informed of the revised date of implementation, as undertaken in Circular 1 of 2018, dated 19 January 2018; if not, by what date will the sector be informed; if so, what are the relevant details;

(3) what number of (a) part-time, (b) fixed-term contract and/or (c) permanent staff members have been employed at each community education and training college (i) in the (aa) 2016 and (bb) 2017 calendar years and (ii) since 1 January 2018;

(4) what steps will her department take to address employment and remuneration of educators at community education and training colleges who have (a) more and (b) less than 25 hours contact time in each week?

**NW3878E**

**REPLY:**

1. The draftpolicy on staffing norms for Community Education and Training (CET) colleges, which was published for public comment in 2016, has not been finalised and as such the adoption and implementation dates have not yet been established.
2. The Department has put in place a Task Team to work on the Post Provisioning Model, which is a critical part in finalising the policy. Colleges and labour are represented in the Task Team. The CET colleges are engaging with stakeholders to keep them informed of developments as they unfold.
3. The numbers and nature of appointments are as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **CET College** | **2016** | **2017** | **2018** |
| **Full-time** | **Part-time** | **Full-time** | **Part-time** | **Full-time** | **Fixed term** |
| Eastern Cape | 0 | 2 997 | 5 | 2 776 | 7 | 2 864 |
| Free State | 0 | 1 068 | 0 | 1 068 | 7 | 954 |
| Gauteng | 532 | 1 858 | 540 | 1 878 | 421 | 1 652 |
| KwaZulu-Natal | 18 | 6 522 | 19 | 6 522 | 19 | 4 159 |
| Mpumalanga | 11 | 1 601 | 11 | 1 538 | 21 | 1 178 |
| Limpopo | 1 790 | 0 | 1 750 | 0 | 6 | 1 440 |
| Northern Cape | 0 | 186 | 0 | 182 | 7 | 161 |
| North West | 5 | 1 343 | 4 | 1 171 | 11 | 1 089 |
| Western Cape | 172 | 355 | 167 | 348 | 11 | 327 |

1. The nature of employment in the CET college sector is determined by instructional time. Lecturers in the CET colleges are appointed against the operational hours in the Community Learning Centres where they teach. The operational hours vary from centre-to-centre depending on whether or not the centre has its own premises. The Department cannot appoint staff beyond the actual hours worked, and remuneration is determined by the rates prescribed in the Personnel Administrative Measures.