

**PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL (PSCBC)****REPORT NO 3 OF 2019****06 MARCH 2019**

WE can report that the Public Service Co-ordinating Bargaining Council (PSCBC) met on 04 March 2019 and the following matter were discussed:

**THE PROPOSED SCOPE OF BARGAINING COUNCILS IN RESPECT OF THE TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) LECTURERS AND SUPPORT STAFF**

The meeting discussed the issue of the scopes of the Education Labour Relations Council (ELRC) and the General Public Service Sector Bargaining Council (GPSSBC) in relation to the TVET and CET staff. The meeting was referred to the minutes of the Council meeting, which was held on 30 June 2015, where the following decisions were taken:

- That council engage the Registrar in explaining to council the amendment as was done in 2009;
- That council prioritize the discussion on the amendment of scopes of Sector Councils;
- That the PSCBC write to all Sector Councils requesting them to make inputs to the PSCBC on proposed amendments to their scopes.

Parties in Council further agreed that for the purposes of Collective Bargaining and Dispute Resolution, the ELRC resume jurisdiction over the TVET Lecturers whilst the GPSSBC shall maintain jurisdiction over the support staff.

To date the matter has not been resolved. Labour, taking into consideration the challenges that arise from the current arrangements, placed the following proposal to Council:

1. Council to allocate jurisdiction for TVET and CET College teaching staff to ELRC as the public service bargaining council most suitable to have jurisdiction over TVET and CET College teaching and training staff;
2. TVET and CET teaching and training staff be defined to include Teachers, Lecturers, Tutors, Instructors, Guidance staff as well as Teaching and Training staff;
3. Council to allocate jurisdiction in respect of Administration Staff to TVET and CET Colleges to GPSSBC;
4. TVET and CET College administration staff be defined as staff involved in the general

administration, registration of students, security and cleaning services, finances and all related general services excluding any teaching and training of students.

Labour further raised a concern over the non-participation of the DHET (Department of Higher Education & Training) in Council activities.

After listening to Labour's presentation, the Employer responded by informing Labour that it needs to obtain a mandate from its principals and will revert back to Council after receiving a mandate on this matter.

The Employer further committed to engage the DHET over its non-participation in Council activities.

We will keep members updated on all latest developments.

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**PROVINCIAL HOSPERSA OFFICES**