

**FURTHER EDUCATION AND TRAINING COLLEGES BARGAINING
UNIT**

COLLECTIVE AGREEMENT NO ____ OF 2012

**ESTABLISHING PARITY BETWEEN CONDITIONS OF SERVICE OF
COLLEGE APPOINTED SUPPORT STAFF IN PUBLIC FURTHER
EDUCATION AND TRAINING COLLEGES WITH THOSE EMPLOYED
IN THE PUBLIC SERVICE**

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to establish parity in the conditions of service (i.e benefits) for support staff employed at Public Further Education and Training Colleges with those in the public service.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The Public FET Colleges represented by the FETCEO as the employer;
- 2.2. All the support staff employees of the employer as defined in the Further Education and Training Act 16 of 2006 (As amended), whether such employees are members of trade union parties to this agreement or not.
- 2.3 Management staff who are appointed in terms of the provisions as contained in the FETC Act 16 of 2006 are excluded from this agreement.

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3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS

- 3.1 Currently some college's support staff are remunerated from College payroll (and not from Peral) and in most instances do not receive the same benefits as received by employees of the State.
- 3.2 Support staff previously employed by the State were transferred to the employ of Public FET Colleges with effect from 1 January 2008 with retention of their existing conditions of service.
- 3.3 In signing the Collective Agreement No. 1 of 2010, parties committed themselves to finalise all matters relating to conditions of service as a 2nd Phase via negotiations in the GPSSBC FETCBU.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- 4.1 The conditions of service (benefits) that are currently applicable to persons employed by the State under the Public Service Act (Act 103 of 1994) shall apply to all support staff.
- 4.2 A 37% in lieu of benefits shall be paid to support staff who are employed for (6) six months or less.
- 4.3 All support staff employed for six months or longer shall receive his/her basic salary plus benefits or his/her basic salary plus 37% in lieu of benefits and other provision of the PSCBC resolution 1 of 2012.

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