



TRANSFER TO DHET: SALARY ADVICES, DEDUCTIONS FROM SALARIES AND NAPTOSA MEMBERSHIP FEES

In preparation for the transfer to DHET on 1 April 2015, a college's HR staff had to capture the particulars of staff on the College payroll, as well as on the provincial Persal systems, on DHET's Persal system. DHET assured NAPTOSA that all deductions from salaries, including NAPTOSA membership fees, would be captured and deducted.

After April and May salaries had been paid, the following came to NAPTOSA's attention:

Salary advices: Many employees (it seems to be primarily Persal paid staff) did not receive their salary advices. This made it difficult for employees to verify whether their income (basic salary, housing allowance and 37% (where applicable)) had been captured correctly and, of more concern, whether the correct deductions had been made, specifically with regard to housing loans and medical aid contributions.

NAPTOSA contacted DHET in this regard. DHET indicated that it was the responsibility of the college to collect the salary advices and distribute to employees. In some cases the salary advices were couriered to colleges. The Department also referred to the challenges they experienced with regard to the pay point(s) applicable to colleges.

Deductions from salaries: NAPTOSA is very concerned about the non-deduction of specifically

medical aid subsidies in some cases. Members who have not received salary advices are strongly advised to check with their medical schemes whether DHET transferred payments.

We have not yet received any reports of home loans not being deducted from salaries.

NAPTOSA membership: It seems as if there are many NAPTOSA members whose membership fees have not been deducted and who are paying agency fees. In some provinces it seems to affect mostly former college payroll employees whose membership fees were paid to the union by the college. We are, however, also aware of longstanding members on the Persal system whose membership fees were not deducted.

Date of appointment: We are aware of problems with regard to the capturing of the dates of appointment, which may have an effect on the payment of service bonuses.

37% in lieu of benefits not paid: The relevant collective agreements state clearly that employees have the right to retain the 37% cash payment in lieu of benefits for at least 12 months after they have been transferred. We are aware of some cases where the 37% was not paid and GEPF contributions were deducted instead. DHET agrees that this has to be corrected urgently.

DHET requested us to advise members to submit all their queries via the college's HR section for correction. **However, members are welcome to submit their queries to the NAPTOSA TVET Unit so that we can assist with solving the abovementioned problems. Documents MUST reach Louise Smit by 12:00 on Thursday, 28 May, as we are meeting with DHET on Friday and would like to submit all the queries personally.**

Documents required: March salary advice where income is correct (including 37%) and correct deductions were made (including NAPTOSA membership fees) **PLUS** April and/or May salary advice with incorrect income and/or deductions. Please indicate on one of the salary advices what the problem(s) is/are and from which college you are. **Fax (011) 4862899 or e-mail to ferne@naptosa.org.za.**

News Flash TVET 14 will deal with top-ups, college pension funds, purchasing of service (GEPF) and general salary queries.

LOUISE SMIT
HEAD: LSEN/TVET UNIT

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