**Education News**  
14 May 2013

**The HoD, Dr Sishi Cares for his Staff**

**All Smiles after Fruitful Meeting**

It was many happy rounds of applause for the Head of Department, Nkosinathi SP Sishi [PhD] from 150 FET College Staff who felt instant relieve and expressed their gratitude to a very caring HOD.

The focus of the meeting was to verify the roll call and engage in a process to place the lecturers that opted to remain with the Department.

Nkosinathi SP Sishi [PhD] travelled all the way from Ulundi to meet FET lecturers that were unhappy with their plight.

As the accounting officer and caring employer Dr Sishi gave the assurance to resolve all their human resource matters by establishing Mr Thembinkosi Hlela the Senior Manager for Human Resource Services as the contact person to address the many concerns of the lecturers.

He also said that the transition period would not take more than 6 weeks to get clarity from the ELRC. “I wish to apologies to you for the system we have, the Department need to do a lot of introspection, without preconceived ideas.

The HoD first instructed the General Manager, Mr GN Ngcobo to give notice to Chamber for a new process to be put in place, a process informed by court decisions, therefore there would be no mumbling, which is tested legally. He reported that the MEC is very serious about this matter and apologized on his behalf due to his attendance of People’s Parliament in Esakeweni, as the Chairperson.

Dr Sishi was informed of errors being on the list and asked for corrections to be made.

He also requested the house that, “we must be reasonable to one another”.

“We have the intentions, to identify an appropriate placements instrument factored with conflict resolutions, appraisals and all other instruments to allow you the voice, to use it well and not to have a flawed process. Thereafter we need to be responsible and committed to our jobs. There are many vacant posts that you could walk into tomorrow. We are protected by the law for all the Taxes we pay and therefore we must use it appropriately.”

He announced that there were many vacancies in Finance and Curriculum as subject advisors under the leadership of the General Manager, Dr LT...
Mbatha, who was present at the meeting. The HoD requested the staff to complete the forms given to them by the Directorate: Human Resource Services, which will help the process. They were very receptive and eager to follow the instructions and guidance of the HoD. They completed the form and handed them to Mr Terence Naidoo to verify the HR information.

“As your employer, I pay you; I know why I pay you. I am not here to intimidate you or brand power. We are here by law to do the best we can and not to make empty promises”, said the HoD, Dr Sishi.

Mr Hlela provided his full contact details for human resource matters and said staff to feel free to contact him in the office [033] 846 5126/7, cell: 082 570 8446 and email: Thembinkosi.Hlela@kzndoe.gov.za.

Dr EV Nzama, General Manager said, “I endorse the words of the HoD. He has spoken. He has given the way forward. The problem has been defined, once more thank you HoD.”

Many FET Lecturers resigned, passed on and have gone on pension. The HoD gave clear directives to the Senior General Manager, Mr Nkosinathi Ngcobo to prepare a memorandum and the Senior Manager, Mr Thembinkosi Hlela to follow up with the ELRC Chamber. Fortunately Chamber will be sitting the next day and a new motion will be tabled to address the standing issues with regards to a legal process and instrument to deal with the placement and that every employee will have a voice in the process from beginning to end.

The HoD called upon all to stand to close a very fruitful meeting with a prayer.