

Please include this part to our representation

An autonomous institutions may have the right to determine its organisational and administrative structures, decide its priorities, manage its budget, hire its personnel and admit its students, decide the content and forms of its teaching.

The degree of autonomy is usually defined in national legislation. Public responsibility for the structures of higher is defined in all countries by national legislation.

Institutional Autonomy for TVET Colleges in South Africa

In South Africa institutional autonomy is define within National legislation CETAct 16 of 2006 as amended for colleges but at the colleges, colleges are allowed in terms of Sec 10(1) to develop its own statute for its existence guided by the Constitution, national legislation and General laws . The act define how the college should be established, how college governance should be structure, how colleges resources and personnel should be administered and managed.

The act further bestow the councils of this colleges via their statute to develop structures systems, policies and procedures, codes, norms and standard to empower council to play its oversight role and college management to effectively manage the college and it resources.

The degree of autonomy in colleges is compromise by current legislation that and create and provide:

- Two centre of Power in the college (sec 19(1)..... Ministerappoints members of management)
- Accountability -(sec 19(2) (in respect of matters and functions allocated to them by council but sec 19 (3) allows them to sign Performance Agreement wth DG .
- Incapacitate council to asses performance of colleges and report to the minister.
- In the same act section 20- provide council with power to appoint lecturers and support- different conditions and polices .

In analyzing and determining whether Tvet colleges enjoysa autonomy and or to what extend is college autonomy is restricted or interfered with;

- Who is the employer/dismiss at colleges?-Dhet/state
- Who determine the academic programmes ?
- Who determine the tuition fees?
- who develop and approve strategic plan
- who determine the compensation budget at colleges
- Who decides the academic content and forms of its teaching
- who decides the condition of employment at colleges
- who withheld 63% compensation budget from the grant allocated to colleges
- who controls and disburse it
- who withheld the savings of the 63% compensation budget -who approves the college overdraft facilities
- who approves the admission and language policies
- who approves the lease Agreements
- who assesses and appraise the performances of the principal,management and staff.
- who determine targets, enrolments, funding of colleges

Glancing from the questions and the response thereof, the only deduction will be as follows:

- the state is in control through Dhet
- the state interference and imposition distort the intended institution autonomy at colleges
- councils of colleges are incapacitated to govern, play their oversight role and fiduciary responsibilities
- statutory powers of councils are eroded and replaced by Dhet, who is effectively managing colleges through circulars, delegation of authority
- councils has been reduced to endorsement status and extension of of Dhet branches

Recommendatio

- Dhet/ state to fund colleges fairly, equitable , transparently and reverse the underfunding status and be funded in accordance with NDP 2030 vision targets
- CET Act be reviewed and councils be provided with powers to appoint principals and management staff of colleges and reverse migration process, support and lecturing staff be tKen back to colleges including compensation budget -Dhet / state plays its regulator role and held colleges accountable for its performance and public resources invested to colleges -Dhet not to be a referee and a play at the same time by being management,administration and regulator at the same time strategic plans, development of policies be strictly the role of council Council to assess performance of principal and management staff and Dhet assess and monitor the performance of colleges through agreed upon reporting systems The state to play supervisory role balanced with public accountability
- college councils to have a statutory body to represent the collective voices of colleges eg salga

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