



FOR PSA MEMBERS: FURTHER EDUCATION AND TRAINING BARGAINING UNIT (TVET AND CET)

07-10-2025

## Feedback: Special TVET Bargaining Chamber Meeting – 06 October 2025

### Corporate Service Circular 10 of 2025

Members are aware that the employer issued the above circular and the Legal Opinion without engagement with labour. Labour was infuriated by this action from the employer which undermines the spirit of Collective Bargaining, hence labour called for withdrawal of the same. Further, employer representatives incited that they had no such mandate and endeavoured to engage with the principals. The matter could not be resolved owing to the unavailability of the DDG.

A special meeting was held on 6 October 2025 as the DDG was available to engage, however prior to the meeting labour indicated their intention to declare dispute. The DDG gave a brief background of the matter where she indicated that the increased number of disputes pertaining to the payment of Relative Education Qualification Value (REQV) which led to discussions within the department. Discussions reflected on policy mandates and legislative framework hence the consideration of *CET Act* provisions as well as PAM implementation. Further, two legal opinions were sought. The department position was that recognition of improved qualifications was its GPSSBC Resolution 5 of 2014, which give effect to clause 7 of PSCBC Resolution of 2012. The DDG stressed that for the department, it is not even a matter of funding but it is what is provided in terms of law. Although it was acknowledged that the department is dealing with two sets of employees, it was stressed that the lecturers fall within the ELRC jurisdiction, while CET employees fall within the GPSSBC. Further, the employer was alerted of Section 210 of *LRA*, that the *LRA* prevails over any other law that conflicts with it, except for the Constitution hence the employer should consider the same when dealing with the CET and lecturers. The DDG then requested labour to allow further engagement as the employer was prepared to engage.

Labour welcomed the gesture of the employer to engage on this matter provided the *Circular 10* is withdrawn, however the employer requested time to consider the matter and would thus revert to labour before the end of the week. Labour maintained that failure to get the desired outcome for the Circular to be withdrawn, to allow pending discussions will result in pursuit of a dispute. Members will be kept informed of further developments

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER