



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

26-09-2025

Feedback: TVET Bargaining Chamber Meeting - 19 September 2025

Collective agreement 1/2023: 'Measures to facilitate translation of council employees who were excluded on ministerial determination on permanent appointment of temporary staff in line with section 198 (b) of *Labour Relations Act*, 1995 (as amended)'

Members will recall that the employer was not ready to report in the last meeting and the matter was deferred to the next meeting. In the meeting, the employer indicated that owing to the complexity of the matter, it must be allowed more time as it is still consulting with the EXCO as well as the internal legal section. Labour noted the submission and urged the employer to expedite the matter.

Draft collective agreement on selection criteria for appointment of TVET markers

Members are aware that parties approved the establishment of a task team on draft collective agreement on the selection criteria for the appointment of TVET markers. The task team reported that it met on 20 August 2025 to deal with the draft agreement, however, although the employer undertook to submit its inputs, the same was not done until the date of the meeting. The task team is still waiting for the employer's inputs. Labour raised concerns about the slow process in finalising the said agreement as the delay might selection of markers for this year. The employer noted the concerns and indicated that markers would not be prejudiced. The work of the task team will continue, and the chamber shall await the completion and reporting thereof.

National Policy Evaluation and Recognition of Qualifications for Employment of Colleges

Members will recall that the employer tabled the policy, which was consulted upon although it could not be adopted as labour needed to subject it to the internal mandating process. Subsequently, the CTU-ATU reported that the policy was adequately consulted and that prevailing legislative framework was considered. All parties moved that the proposed National Policy on Evaluation and Recognition of Qualifications for Employment of Colleges be adopted. The Policy was subsequently provisionally adopted to allow the other union to submit their inputs. The inputs were eventually received, and the employer will consider such inputs, evaluate these, and respond in writing.

Draft Public Colleges Administrative Measures (PCAM) document

Members will recall that the PCAM document was tabled, engaged through the technical task team (TTT) and subsequently adopted. However, the TTT reminded parties that the PCAM document addresses the conditions of services of CET lecturers, former office-based staff, and TVET lecturers, which makes it a transverse matter, hence the endorsement of the document at the ELRC might warrant a formal collective agreement at the PSCBC. It was noted that the *CET Act* refers itself to *Public Service Act (PSA)*, in particular section 53 of the *PSA* gives power to Minister of Public Service and Administration (MPSA), hence the need to consult at PSCBC level. The matter was already discussed at both the GPSSBC and ELRC owing to its transversality. The matter must be tabled at the PSCBC as it enjoys the legal standing. The employer undertook to engage outside the Council, including engaging the PSCBC in endeavour to get a solution. However, labour raised concern that the matter pertaining to the scope of TVET is still before court and cautioned the employer.

Distribution of laptops to lecturers

Members are aware that the distribution of laptops to lecturers in the TVET sector is an ongoing process where the employer is reporting during Chamber meetings. In this meeting, the employer reported the status of laptop distribution to lectures, which showed that out of 11 938 lecturing staff, 11 220 lecturers were issued with laptops, 718 is still to be distributed. The employer also indicated that there are some laptops that need replacement in terms of the lifespan although still useable but budgetary constraints make it difficult, hence some lecturers find themselves still using old laptops.

Skills development

The employer presented the report pertaining to the ongoing and planned lecturer development initiatives implemented with the aim to strengthen professional capacity, digital readiness, pedagogical competence, and industry alignment of lecturers in the Technical and Vocational Education and Training (TVET) sector. The employer is targeting 2 000 lecturers as per the APP 2025/26. The focus is on digital capacity and ICT training, professionalisation of TVET college managers to help them to acquire a postgraduate diploma in TVET qualification where 70 students were already enrolled, and capacity building for curriculum transition. The latter is funded by Service SETA where 445 lecturers attended the first cohort theory and 211 attended practice theory in January 2025. Further, 449 attended the second cohort theory. The employer indicated that the problem is that colleges are sending wrong lecturers not in line with their programmes and scope of work, thus defeating the purpose of the capacity building.

TVET calendar 2026/27

Members will recall that the employer had previously tabled the TVET calendar for the 2026/27-academic year. Subsequently, labour was engaged through a multilateral meeting and were called to submit inputs with the last date being 19 September 2025. In the meeting, the employer reported that only the PSA and Naptosa submitted inputs and urged other unions to submit before the end of the day. The employer further indicated that the desire for pushing the TVET colleges to open later such as schools is not supported as the curriculum for TVET is much bigger than the school curriculum. Regional managers were also allowed to make inputs. A multilateral special meeting will be arranged to consider all the submissions.

Pay progression

The employer reported that pay progression will be paid by end of November 2025 although it would endeavour to pay by the end of September. Labour expressed unhappiness and called the employer to order for failing to provide a fixed date as this is a statutory matter.

CPD: Roll-out of occupational programmes - Phasing out of Nated engineering and QCTO programmes

The employer reported that for 2025, 24 colleges were accredited for roll-out of occupational programmes and that over 800 lecturers were trained. For 2026, more programmes will be accredited as more colleges have applied. Training interventions are planned for October/November and January/February. Further, the process of phasing out the Nated has long been gazetted. 2027 is targeted to conclude N4 – N6 programmes. Labour noted the report.

Corporate Service Circular 10 of 2025

The employer issued the above circular pertaining to recognition of improved qualification for DHET employees, although requested that the matter be deferred owing to unavailability of the DDG to engage on the same matter, including the legal opinion and its implication on the matter. A special meeting will thus be requested once the DDG is available and the employer is ready. Labour expressed disappointment that the said circular and the legal opinion are already in the hands of employees before being discussed and thus created chaos. Subsequently, labour demanded that the circular be withdrawn to allow for proper engagement. The employer representatives indicated that they do not have the mandate and will engage with their principals.

Members will be informed of developments.

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

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