



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

27-05-2025

Feedback: Special Departmental Bargaining Chamber (DBC) - 26 May 2025

Outstanding pay progression: CET 2021/22-performance cycle

It was previously reported to members that the employer failed to implement the 2021/2022-pay progression for those employees who are qualified, owing to budget constraints.

The PSA was not satisfied with the decision and exerted pressure to force the employer to comply with the performance management and development policy. The PSA maintained that it was unfair to deny CET employees their benefit and urged the employer to divert funds from other projects and pay the outstanding pay progression. The employer reported that it managed to source funds to pay only a once-off gratuity payment to all CET employees, to supplement the outstanding 2021/2022-pay progression. After vigorous discussion and deliberations, parties agreed that a once-off non-pensionable gratuity of R7 500 would be paid as soon as the submission is signed and approved by the Director-General.

Members are requested to send clarity seeking questions to the PSA Chief Negotiator, Peter Mngomezulu at peter.mngomezulu@psa.co.za or 082 880 8980.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER