



FOR PSA MEMBERS: **FURTHER EDUCATION AND TRAINING COLLEGES BARGAINING UNIT (FETCBU)**

11-08-2025

Feedback: FETCBU Special Bargaining Chamber meeting - 7 August 2025

Outstanding 2021/22-pay progression payment: CET

Members would recall that during the special Bargaining Chamber meeting on 7 July 2025, the employer had agreed to process the outstanding pay progression in the form of a once-off gratuity of R7 500. The employer committed to processing a submission for approval by the Director-General (DG) before payments could be made. On 7 August 2025, the employer confirmed that the DG had approved such for each lecturer who qualified for pay progression. The employer further indicated that the payment would be made as soon as the National Treasury issues a payment code to affect the transaction. The PSA noted the update report and urged the employer to fast track the process and implement payments by the end of August 2025.

Outstanding payment for Markers and bad treatment at marking centres

The PSA received complaints from members that they did not receive payments for May/June 2025 marking sessions despite the previous agreement that payments would be effected within 30 days after the marking sessions were closed. The PSA urged the employer to implement the outstanding payments as soon as possible and further demanded immediate investigation into the alleged bad treatment received by employees at various marking centres. The employer noted the complaints raised by the PSA and committed to consulting with its principals and provide feedback in due course.

Outstanding REQV payments and adjustments for TVET and CET lecturers

The PSA previously lodged a complaint with the employer regarding long-outstanding REQV payments and adjustments. The PSA urged the employer to fast-track the implementation of outstanding applications. The employer noted the concern and indicated that it has decided to seek a legal opinion to clarify whether the REQV applications must be processed in terms of GPSSBC Resolution 5/2014 or the *Employment of Educators Act* 76 of 1998. The employer committed to providing feedback to labour as soon as it received legal opinions on the matter. Parties agreed to convene a special Bargaining Chamber meeting as soon as the legal opinion is received.

Transition from legacy programmes to occupational programmes

The employer previously reported that the Department is in the process of introducing new occupational programmes that will be aligned to economic growth and job creation. The Department will be phasing out the Nated courses such as N1-N6 in Business Studies and Engineering by 2026. The PSA welcomed the introduction of new programmes but raised serious concern about the lack of training, re-skilling, and re-purposing of Lecturers to adjust to the changes. The PSA maintained that the changes in curriculum and the programmes of learning would affect the conditions of service of Lecturers. The PSA demanded that a task team be established to facilitate the skills development training for Lecturers to increase their knowledge and capacity to teach new programmes. Furthermore, the PSA demanded that this process should not lead to any job losses for affected Lecturers. The employer noted the concerns raised by the PSA and agreed to the establishment of the task team to oversee and monitor the implementation of the transitional process.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER