



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

18-09-2025

Feedback: FETCBU Departmental Bargaining Chamber - 17 September 2025

Skilling of Lecturers

The employer reported that the task team that was established in the last DBC meeting continue to facilitate and monitor training of Lecturers to provide the relevant skills and increase their capacity. The employer further indicated that the task team report was not ready to be shared with parties, but it will be tabled at the special DBC meeting. The PSA noted the report with concern and demanded that the employer should establish mechanisms to improve the skills and knowledge of Lecturers before the transition process from legacy programmes to Quality Council for Trades and Occupations (QCTO) programmes could start in 2026 academic year. Parties agreed to convene a special DBC on 25 September 2025 to deliberate the matter further.

Draft Post Provisioning Norms (PPN) for CET/TVET Sector

The employer reported that the process to conclude on the TVET PPN structure and migration to the Persal system was underway at the Technical Working Group (TWG). The employer indicated that the report was not ready to be presented to parties and requested that the matter be deferred to the TWG for engagements. The PSA noted the report with disappointment and urged the employer to fast track the sitting of the TWG meeting so that the PPN process for TVET Colleges could be completed. The PSA further urged the employer to start the PPN process for the CET Sector.

Outstanding Recognition of Improved Qualifications (REQV) benefits

It was previously reported that the implementation of REQVs adjustments and payments were placed under a moratorium. The employer indicated that the Department solicited a legal opinion to establish if the REQVs must be implemented in terms of the *Employment of Educators Act* or the *Public Service Act*. The legal opinion indicated that the Department must desist in applying the Personal Administrative Measures (PAM) document for Educators but use GPSSBC Resolution 5/2024 since Lecturers fall under the *Public Service Act*. Subsequently the employer issued *Circular 10 of 2025* to all colleges to outline the implementation of REQVs for Lecturers. The PSA objected to the report and urged the employer to withdraw the Circular, which was deemed to be unfair and irrational. The PSA argued that the legal opinion cannot substitute a policy directive and urged the employer to implement the benefits for

Lecturers in terms of the Public Colleges Administrative Measures (PCAM) document. The document was already adopted by the ELRC and would be ratified by the PSCBC. The PSA demanded an urgent meeting with the Deputy Directors-General of HR, TVET and CET so that the matter could be deliberated and resolved amicably. Parties agreed to convene such meeting on 26 and 29 September 2025.

Harmonization of IT conditions of service

Members would recall that the PSA demanded that officials working in the IT environment be capacitated with sound knowledge and skills to improve their IT qualifications. The employer reported that the project was ongoing and there was positive progress to capacitate IT officials. The PSA welcomed the report and urged the employer to continue to provide progress reports at the task team level.

Migration of CET District Coordinators

The employer had reported that the Department took a decision to migrate CET District Coordinators who were stationed at regional offices to CET Colleges to increase administrative support. The task team consulted with all affected employees and made recommendations to management. The employer reported that the Department took a decision to review the organisational structure, which affected the envisaged migration process. The process to migrate CET District Coordinators will no longer take place and plans of the Department will be shared with labour at the next DBC meeting. The PSA noted the report and urged the employer to convene a task team meeting to close the matter properly.

Resuscitation of College Labour Management Forums

Members are aware that the PSA demanded the resuscitation of the Labour Management Forums across all colleges. The PSA proposed that the terms of references that were signed in 2016 be reviewed. The PSA urged the employer to develop standard draft terms of references for all colleges. Parties agreed to convene a task team meeting by the end of September 2025 to finalise the terms of reference and facilitate the resuscitation of college forums.

MIE/Vetting processes

The PSA previously raised a concern that the vetting process was not consistent with DPSA directives and urged the employer to develop Standard Operating Procedures (SOP) to guide the process. The PSA maintained that reliable service providers must be used for vetting. Parties agreed that a task team will be established to facilitate the drafting of the SOP and report at the next DBC meeting.

Outstanding 2021/22 CET pay progression

It was previously reported that the long outstanding 2021/22 CET pay progression in the form of a once-off gratuity of R7 500 was paid to qualified Lecturers on 28 August 2025. The employer reported there are some Lecturers from Gauteng region who could not be paid their outstanding pay progression. The employer embarked on a verification process to establish if they were not paid in 2022. Feedback regarding Gauteng cases will be provided by the end of September 2025. Lecturers from Gauteng who were not paid the pay progression are requested to submit their particulars to the PSA Chief Negotiator at peter.mngomezulu@psa.co.za and PSA administrator at velucia.maluleke@psa.co.za by **25 September 2025**, so that the information could be verified accordingly.

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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GENERAL MANAGER