



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

27-11-2025

Feedback: FETCBU Departmental Bargaining Chamber (DBC) - 25 November 2025

Skilling of Lecturers

It was previously reported that a task team was formed to facilitate and monitor training programmes for CET and TVET Lecturers. The project aimed to empower Lecturers with knowledge of new occupational programmes and digital-skills programmes. The process is ongoing, and progress reports are submitted to the task team. The PSA urges Lecturers to continue to participate in such skills programmes to improve their capacity and knowledge in higher education and training curriculums.

Draft Post Provisioning Norms (PPN)

Members will recall that the Technical Working Group (TWG) meeting was supposed to have been convened by the end of September 2025. Unfortunately, owing to the unavailability of the employer delegations, the meeting could not materialise. The PSA noted developments with disappointment and urged the employer to convene the TWG meeting by 12 December 2025 so that the PPN process can be finalised.

Outstanding benefits for CET and TVET sectors

Members were informed that the employer issued *Circular 10 of 2025*, aimed at addressing the implementation of the outstanding Relative Education Qualification Values (REQVs). The PSA objected to the implementation of the *Circular* without proper consultation with labour. The *Circular* was subsequently suspended until further notice. The PSA further demanded clarity regarding the status of the pending REQVs amidst the suspension of the *Circular*. The employer was unable to provide appropriate answers to the concerns raised by the PSA and requested to engage its principals and provide feedback by 6 December 2025.

Resuscitation of College Labour Forums

It was previously reported that parties agreed to review the terms of reference that were adopted in 2016 in TVET Colleges. Parties agreed to develop standardised terms of references going forward. DBC

members will continue to provide guidance and advice to College Labour Forums until the reviewed terms of reference are finalised.

Update: Outstanding 2021/22-pay progression for CET Lecturers

Members are aware that that parties at the DBC resolved that the 2021/22 outstanding pay progression for CET Lecturers would be paid in the form of a once-off gratuity, which amounted to R7 500. It was reported that not all CET Lecturers received the gratuity payments. The PSA urged the employer to use the lists and spreadsheet submitted to implement outstanding payments before the end of December 2025. The employer noted the concerns and committed to processing all outstanding payments.

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