



FOR PSA MEMBERS: **TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)**

18-11-2025

Feedback: TVET Bargaining Chamber Meeting – 13 November 2025

Draft collective agreement on selection criteria for appointment of TVET markers

Members will recall that the employer had previously confirmed its readiness to engage on the matter, which led to the establishment of the Task Team that subsequently met on 20 August 2025. In a twist of events, the same employer reported that its inputs were yet to be finalised for submission. In this meeting, the employer reported that Task Team could not meet and thus there was no report. Labour reiterated that the employer does not prioritise conclusion of this matter of which the employer responded that the matter is receiving necessary attention.

National Policy Evaluation and Recognition of Qualifications for employment of colleges

Members were informed that the policy was provisionally adopted as all parties confirmed that there was adequate consultation and that prevailing legislative frameworks were considered. However, another union needed to finalise its internal process. In this meeting, it was reported that issues and inputs were considered and clarified and the policy was then adopted.

Draft Public Colleges Administrative Measures (PCAM) document

Members will recall that the PCAM document was engaged through 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 the *Public Service Act (PSA)*, in particular section 53 of the *PSA* gives power to the Minister of Public Service and Administration, hence the need to consult at PSCBC level. The matter was already discussed at 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 an endeavour to get a solution. However, labour raised concern that the matter pertaining to scope of TVET is still before court and thus cautioned the employer. In this meeting, the employer was not ready to report as discussions are still underway.

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. The employer had previously reported the status of the laptop distribution to lectures, which showed that out of 11 938 lecturing staff, 11 220 were issued with laptops, 718 are still to be distributed. In this meeting, the employer reported that the *status quo* remains.

Skills development

The employer presented the report pertaining to ongoing and planned lecturer development initiatives implemented with the aim to strengthen the professional capacity, digital readiness, pedagogical competence, and industry alignment of lecturers in the TVET sector. Subsequently, the employer provided an update on TVET lecturers skilling, Work Integrated Learning, CPD- Rollout of Occupational Qualifications and the phase out of NATED. Lecturers Skilling Programmes focus on digital skills, professional qualifications, project-based capacity development, and renewable energy emerging technologies/4IR. Partnership with SETAs have resulted in the establishment of 4IR centres and labs in TVET Colleges and communities. In total, 1 415 lecturers participated in the digital competency and ICT Training through various programmes and partners. 60 managers completed their studies in professional qualifications and graduated in 2024, whilst 70 students enrolled in the 2025-academic year. Pertaining to TVET lecturers work-integrated learning, only 33 lecturers were placed in industry during the 2025-academic year compared to 414 in the 2024-academic year.

Pay progression

The employer previously reported that pay progression will be paid by the end of November 2025 although it would endeavoured 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. In this meeting, the employer reported that the moderation process had not been finalised, and it would update parties through the secretariat.

Corporate Service Circular 10 of 2025

Members will recall that upon issuance of the said Circular without consultation, labour demanded the withdrawal of the Circular. Subsequently, the employer suspended the Circular and indicated that another Circular will be issued on interim measures. Labour demanded that the draft should be shared and engaged upon before issued to employees. The employer noted the demand and will revert to labour although in principle, there is no objection.

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