



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

23-06-2025

## Feedback: FETC special Departmental Bargaining Chamber – 18 June 2025

### **National policy on Evaluation and Recognition of Qualifications for Employment of College Lecturers**

Members are aware that the Policy amendment was discussed for some time and a task team was established to deal with this. Subsequently, the policy was presented to the Council upon the task team conclusion of the consultation process. Further, labour requested clarity on whether the same policy was workshopped to employees. The employer confirmed that no training was offered on the policy. The Policy was endorsed upon parties confirming that there was sufficient consultation (Policy *attached* for ease of reference).

### **Draft collective agreement: Selection criteria for appointment of TVET markers**

The employer indicated its readiness to engage on the matter. Consequently, the issue has been referred to the task team for further deliberation. Parties will submit the names of their representatives to serve on the committee, after which meeting dates will be communicated.

### **Collective Agreement 1/2023: Measures to facilitate translation of Council employees who were excluded on Ministerial Determination on permanent appointment of temporary staff in line with section 198(b) of Labour Relations Act, 1995 (as amended)**

The matter could not be discussed as the employer indicated that the report is not yet ready and can be presented in the next meeting. The matter was thus deferred to the next meeting.

### **Draft Public Colleges Administrative Measures (PCAM) document**

Members are aware that the document was tabled by the employer, which led to the establishment of a Technical Task Team that made the necessary changes to the document. The team further 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. The endorsement of the document at ELRC might thus warrant a formal collective agreement at the PSCBC. The PCAM was thus adopted even though parties were still given opportunity to send their inputs through to the Secretariat of the Council.

### **Distribution of laptops to Lecturers**

The matter was tabled at the request of members who are required to utilise AI in the workplace. The employer reported the status of laptop distribution to Lecturers, which depicted a very concerning picture as most colleges did not have adequate laptops for Lecturers. It was clear that certain colleges do not have laptops whilst others have outdated laptops that needed replacement. The situation was attributed to budget constraints. Labour raised concerns about the high rate of colleges without laptops as Lecturers must be provided with tools of trade to enable them to perform their duties. The employer acknowledged the concerns. PSA shop stewards are thus encouraged to ensure that lecturers at colleges are provided with tools of trade.

### **Draft management plan**

The employer presented a draft management plan, which highlighted, amongst others, the following:

- PCAM workshops are planned for July 2025.
- Pay progression to be implemented between September and October 2025.
- Work-Integrated Learning (WIL) to be implemented quarterly targeting 85 employees per quarter.
- The TVET Calendar for 2026/27 will be shared by September 2025.

Labour noted the report and requested that the TVET Calendar be shared with labour earlier than September 2025 to enable incorporation in union calendars. The employer promised to share the calendar as soon as it is ready. Labour urged the employer to utilise the ETP SETA to increase the WIL as 85 is very little. The employer noted the advice. 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