



InformUS



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

09-06-2026

## What is happening at FETCBU?

### Implementation of recognition of improved qualification (REQV)

The PSA has been vindicated. Members will recall that on 6 October 2025, the Department issued *Corporate Services Circular No 10 of 2025*, which directed that all DHET employees, including academic staff and support staff, would receive a once-off bonus upon acquisition of a relevant qualification in terms of GPSSBC Resolution 4/2015. The PSA objected to such assertion and invoked section 17 of the GPSSBC Governance Rules, which paved a path for a dispute-resolution process. The PSA maintained that the employment and conditions of service for college lecturers must be implemented in terms of the Personnel Administration Measures (PAM) document, which was later converted into a Public College Administration Measures (PCAM) document. According to the said document, college lecturers are eligible for a once-off bonus and an adjustment upon acquiring a relevant qualification in terms of their contract of employment and conditions of service. The PSA argued that GPSSBC Resolution 4/2015 was only applicable to support staff appointed in terms of the *Public Service Act*. Subsequently, the Department acceded to the PSA's demand, withdrew the initial corporate services circular, and replaced it with a directive, which provided for a correct application and interpretation of the implementation of REQVs for college lecturers.

On 2 June 2026, the Department issued *Corporate Services Circular No 3 of 2026 (attached)*, of which clause No 4 confirmed that college lecturers must be excluded from the implementation of the GPSSBC Resolution. This means that college lecturers are eligible for a once-off bonus and an adjustment upon obtaining a relevant qualification.

The PSA is aware that there are long outstanding REQVs that were not implemented correctly. On 11 June 2026, at the next Bargaining Chamber meeting, the PSA will persuade the employer to enter into a collective agreement to protect the benefits for college lecturers, so that these could be implemented according to the appropriate and relevant prescripts. Members are advised to submit their outstanding REQVs application to the PSA Chief Negotiator at [peter.mngomezulu@psa.co.za](mailto:peter.mngomezulu@psa.co.za) so that the employer could be engaged accordingly. The submission must outline details of the lecturer, including the name of the college, Persal number, date when the qualification was attained, and when the application was submitted to the employer.

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

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