



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

11-08-2026

What is happening at FETCBU?

Implementation of Recognition of Improved Qualification (REQV)

Members will recall that it was previously reported that *Corporate Services Circular 3 of 2026* was issued to outline developments regarding the implementation of outstanding REQVs. The employer indicated through the Circular that College Lecturers will be excluded from the implementation of the recognition of improved qualification in terms of GPSSBC Resolution 5/2014. The Resolution provided for the payment of a once-off bonus for support staff in the Department. The employer indicated that the REQVs for College Lecturers is expected to be implemented in terms of the Public College Administration Measures (PCAM) document, which was tabled at the PSCBC for adoption as a collective agreement. The PCAM is deemed to be a transversal matter that affected Educators at the GPSSBC and ELRC, respectively. The PCAM document intends to provide for the implementation of the salary adjustment and back payment to College Lecturers who are qualified. It is reported that some 1 000 REQV applications were received.

On 13 July 2026, a bilateral meeting was held between the PSA and the Department. The Department committed to implement a once-off back payment to College Lecturers who attained the qualification whilst awaiting Council processes to be concluded. It further committed to issue a Corporate Services circular upon approval by the Director-General to outline the payment methods and process. The PSA noted the report and called for a special DBC meeting to conclude on the processes of salary adjustments. The delay has disadvantaged College Lecturers. The PSA will invoke the dispute resolution mechanism should the employer persist in delaying the matter further. The PSA requests College Lecturers to confirm with their respective HR sections at colleges if their names were included in the list of REQV applications to be processed by Head Office.

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