



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

11-09-2026

Feedback: FETCBU Annual General Meeting and Departmental Bargaining Chamber meeting

Annual General Meeting

Parties confirmed the vote weights as issued by the Secretary of the GPSSBC. It was noted that the PSA remains the majority Union in the TVET/CET Sector and represents 53.77% of the total vote weight in the Chamber.

Skilling of Lecturers

The PSA raised a concern that the training conducted was insufficient to cover all TVET and CET Lecturers. There is a lack of alignment between training programmes offered and the new occupational programmes introduced. The PSA maintained that the capacity of College Lecturers must be enhanced to the level of the facilitators. The PSA demanded an urgent task team meeting to deliberate further on training interventions for the Sector. The employer noted the concerns raised and agreed that the task team meeting will be convened on 28 September 2026.

Draft Post Provisioning Norms (PPN)

The PSA raised a concern that the Technical Working Committee (TWG) meeting to finalise the PPN model was held on 30 April 2026. The non-implementation of the PPN model has consequently delayed the migration and placement of Lectures into the Persal system. Furthermore, vacant funded posts identified in the newly created structure could not be advertised as planned. The PSA demanded an urgent TWG meeting by 30 September 2026. The employer noted the concerns raised and agreed that a TWG meeting would be convened. Members will be informed of developments.

Outstanding Improved Recognised Qualification (REQV) benefits

The Human Resources team will embark on working sessions in all Colleges to verify and confirm REQV applications submitted. So far, 1 375 applications have been received and verified. The verification process aims to determine the cost of the outstanding adjustments and back-payments. The adjustments are expected to be implemented as soon as the Public Colleges Administrative Measures (PCAM) process has been concluded.

The working sessions are scheduled as follows:

- **Mpumalanga:** 14 to 17 September 2026
- **North West:** 21 to 23 September 2026:
- **Northern Cape:** 30 September 2026
- **KwaZulu-Natal:** 5 to 9 October 2026
- **Western Cape:** 13 to 15 October 2026
- **Easten Cape:** 20 to 23 October 2026
- **Free State:** 9 to 11 November 2026
- **Gauteng:** 16 to 20 November 2026

The PSA representative will serve as observer during working sessions.

Employees who wish to join the PSA can visit the PSA website or contact PSA Provincial Offices.

Reuben Maleka

GENERAL SECRETARY