



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

19-02-2026

Feedback: FETCBU Facilitation meeting - 18 February 2026

Implementation of Recognition of Improved Qualification (REQV)

It was previously reported that the PSA invoked section 17 in terms of the GPSSBC governance rules in the meeting on 6 October 2025. Members will recall that the PSA objected to the implementation of *Corporate Services Circular Number 10 of 2025*, which intended to process REQV applications in terms of GPSSBC Resolution 5/2014 instead of the provision of the Personnel Administration Measures (PAM) document. The PSA maintained that Lecturers are academic staff and were transferred to the Higher Education Department with their full benefits from Provincial Departments of Education. Lecturers qualified for adjustments of their notches with back payments as part of their conditions of service. The PSA further argued that the 10% once-off bonus as per GPSSBC Resolution 5/2014 covered Support Staff appointed in terms of the *Public Service Act*, and not Lecturers. It was therefore the PSA's contention that since the employer continued to use the PAM document to appoint Lecturers and manage their leave, it should proceed to implement the REQV as part of their benefits.

The employer noted the PSA's submission and indicated that it is in a process to align the conditions of service and benefits of Lecturers according to the provision of the Public Colleges Administration Measures (PCAM) document, which would replace the PAM document. The employer further indicated that it has requested the Minister of Public Service and Administration to take note of the provisions of the PCAM document and make a determination on the conditions of service for academic staff members. The matter will be tabled at the Public Service Coordinating Bargaining Council (PSCBC) for ratification and adoption of the PCAM document as a Collective Agreement as soon as the Minister gives concurrence. The PSA noted the PSCBC processes but urged the employer to convene a special DBC meeting to address long-outstanding REQV applications and derive measures and processes to make the necessary payments in that regard.

Members will be informed of developments.

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

Reuben Maleka
GENERAL MANAGER