

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

23-03-2026

## Feedback: Technical Working Committee (TWG) – 18 March 2026

### Implementation of TVET Post Provisioning Norm (PPN) mode

Members will recall that it was previously reported that the TWG envisaged to complete the implementation of the PPN model for all 50 TVET colleges by 31 September 2025. The target date to complete the process could not be achieved owing to budget constraints and unavailability of key members of the TWG. The implementation plan was extended to the 2026-financial year. The Secretariat presented the progress report on the implementation of the PPN model as follows:

- 2 692 were eligible for migration, 1 929 were migrated, and 763 were still outstanding.
- 6 073 vacant funded posts identified, 2 856 filled, and 3 217 still to be filled.
- There are 585 unmatched.
- 104 officials accepted to be translated from *Education Act* to *Public Service Act*, 44 translated and 78 still outstanding.

Parties agreed to review the action plan and revise the implementation date to 31 September 2026. A meeting invitation will be issued to all College Principals, and the College Implementation Committee (CIC) is to present implementation plans on the filling of critical posts, unmatched officials, and the migration of employees to *Persal* system. The envisaged meeting with Principals and CICs will be convened on 30 April 2026.

The PSA noted the report and urged the TWG to facilitate the sitting of CICs meetings across all colleges and monitor the handling of grievances and objections lodged. The PSA further urged the Department to finalise the job evaluation processes of posts identified for upgrading, such as the Store Clerks and House Parent posts. The PSA emphasised the importance of finalising the TVET PPN model, so that the Committee could start with the migration process for CET employees. Parties agreed to convene a follow-up TWG meeting on 2 April 2026 to refine and complete the implementation plan with specific target dates. The draft implementation plan will be shared with parties before the next meeting for inputs.

Members will be informed of developments.

The PSA is committed to ensuring that the interests and welfare of employees are prioritised in every Departmental engagement. Employees who wish to join the PSA can visit the PSA's website or contact the nearest PSA Provincial Office for assistance.

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GENERAL MANAGER