



InformUS



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

23-04-2026

What is happening at CET/TVET sector?

Implementation of 2026/27 salary increases (COLA)

Members will recall that previously CET lecturers would be paid the salary increase on a different date to that of the rest of public servants. There was always a delay in implementing the salary increase for CET lecturers. It has now been reported that the 4% increase would be paid on 24 April 2026 for CET lecturers.

Outstanding once-off R7 500 bonus for CET lecturers

It was previously reported that parties at the DBC resolved in September 2025 that the outstanding 2021/22-pay progression for CET lecturers would be paid in the form of a once-off R7 500 gratuity. Almost 80% of CET lecturers were paid. The PSA demanded that the remaining 20% be paid with immediate effect. The employer subsequently reported that remaining payments would be implemented gradually. The outstanding payments for KwaZulu-Natal and the Eastern Cape would be paid on 7 May 2026. The PSA will continue to put pressure on the employer to implement 100% payment of outstanding pay-progression payments.

Outstanding Relative Education Qualification Value (REQV) adjustments for academic staff

Members will recall that it was previously reported that the PSA invoked section 17 of the GPSSBC Governance Rules regarding the unfair implementation of REQV adjustments. The employer, at the time, issued a Corporate Services *Circular 1 of 2025*, which according to a particular legal opinion, the improved qualification for academic staff (lecturers) would be implemented in terms of GPSSBC Resolution 5/2014. The said Resolution only provided for a once-off bonus payment upon attainment of a specific qualification and excluded the notch adjustment. The PSA argued strongly against such decision and demanded the withdrawal of the said circular. Conditions of service for academic staff are different than those of support staff. The PSA demanded that all outstanding REQV adjustments must be paid retrospectively. Eventually, the employer withdrew the said circular with its directives.

The employer decided in response to the demands by the PSA to introduce a Corporate Services *Circular 1 of 2026* that would replace the previous directive of implementing GPSSBC Resolution 5/2024 for

academic staff. The new circular aims to put on hold the implementation of the previous circular and prioritise the notch adjustment of academic staff in terms of the Public College Administrative Measures (PCAM) document. The process to adopt and sign the PCAM document as a collective agreement was submitted for consideration to the PSCBC. The document covers academic staff who are both appointed in the GPSSBC and the ELRC. Once the agreement is signed, parties will endeavour to establish a mechanism to implement retrospective payments of all outstanding REQVs applications. Members are requested to submit clarity-seeking questions or inputs to the PSA Chief Negotiator at peter.mngomezulu@psa.co.za, so that the employer could be engaged further.

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

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