



FOR PSA MEMBERS: **TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET)**

20-05-2026

Feedback: Special TVET Bargaining Chamber Meeting – 18 May 2026

Draft Public Colleges Administrative Measures (PCAM) document

Members will recall that the PCAM document was engaged through Technical Task Team (TTT) and subsequently adopted. Further, the TTT reminded parties that the PCAM document addresses the conditions of services of CET lecturers, former office-based staff, and TVET lecturers, which makes it a transverse matter hence the endorsement of the document at the ELRC might warrant a formal collective agreement at the PSCBC. It was noted that the *CET Act* refers to the *Public Service Act (PSA)*, in particular section 53 of the *PSA* gives power to the Minister of Public Service and Administration, hence the need to consult at PSCBC level. The matter was already discussed at the GPSSBC and ELRC owing to its transversality. The matter must be tabled at the PSCBC as it enjoys the legal standing. The employer undertook to engage outside the Council, including engaging the PSCBC in an endeavour to find a solution. However, labour raised concern that the matter pertaining to scope of TVET is still before court and thus cautioned the employer. Again, the employer reminded the meeting that the Minister of Higher Education and Training and ELRC has no authority or jurisdiction to determine the terms and conditions of lecturers.

Subsequently, the employer tabled the amended PCAM after making several additions and amendment of certain clauses attributed to its engagement with the Department of Public Service and Administration. Labour was unhappy that the employer is re-tabling the PCAM document that was consulted and adopted by the Council. Further, labour was not ready to engage on the proposed amendments and will subject these to the mandating process with principals. In the meantime, owing to the transversality of the matter, the employer will write a letter to the PSCBC to seek advice and clarity on how the matter can be processed further.

In the recent meeting, parties could not discuss the inputs by the employer owing to labour's unhappiness about the turn of events. The employer noted the stance of labour and reiterated that it would not act contrary to legislation and legal opinion, which dictates that the matter falls under the ambit of the PSCBC. Subsequently, the employer formally withdraws the PCAM from the agenda. Labour expressed disappointment with developments. Further, the interpretation of labour is that there is a deadlock, and

they are prepared to oppose the tabling of the same at the Council or even courts, if necessary. The matter was officially removed from the agenda and the PCAM document withdrawn.

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

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GENERAL MANAGER