



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

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23-04-2026

## Feedback: Special TVET Bargaining Chamber Meeting – 21 April 2026

### **Draft Public Colleges Administrative Measures (PCAM) document**

Members will recall that the PCAM document was engaged through a 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 itself 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 legal standing. The employer undertook to engage outside the Council, including engaging the PSCBC in an endeavour to get 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 the ELRC do not have authority or jurisdiction to determine the terms and conditions of lecturers.

In the recent meeting, 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 was 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 the same to the mandating process with the 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 as to how the matter can be processed further.

### **Distribution of laptops to lecturers**

Members are aware that the distribution of laptops to lecturers in the TVET sector is an ongoing process where the employer is reporting during Chamber meetings. The employer previously reported the status of the laptop distribution to lectures, which showed that out of 11 938 lecturing staff, 11 220 were issued with laptops, 718 are still to be distributed. The employer repeatedly reported that the *status quo* remains to the irritation of labour as this has confirmed that the employer is not taking the provision of tools

serious. The employer is talking digitisation of processes when the lecturers are without laptops or using outdated laptops. The matter was subsequently deferred to the next meeting.

### **Draft Circular 10 of 2025**

Members will recall that upon issuance of the said Circular without consultation, labour demanded the withdrawal. Subsequently, the employer suspended the Circular and indicated that another circular will be issued on interim measures. Labour demanded that the draft should be shared and engaged upon before issued to employees.

In this meeting, the employer shared the draft circular which sought to introduce interim arrangements for labour's consideration and inputs. Labour raised concerns about the draft circular in particular on two key issues, one that purported that parties concluded on the matter and the intention to put the payment of recognition of improved qualification on hold. Labour views suspension of the payment of the benefit as an unfair labour practice. Labour called upon the employer to pay qualifying employees using the notches in the PAM whilst the matter is still being addressed. The employer responded in the negative as it is not prepared to act contrary to the legal opinion in its possession. Further, the employer reiterated that the DG does not have the power to suspend GPSSBC Resolution 5/2014 although labour is of the view that the said Resolution disadvantages lecturers. The employer will share the draft circular for labour's further inputs and mandating.

Members will be informed of developments.

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

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GENERAL MANAGER