



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

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27-03-2026

## Important TVET developments: What members need to know

### **Draft collective agreement: Selection criteria for appointment of TVET markers**

Members will recall that the employer previously confirmed its readiness to engage on the matter, which led to the establishment of the Task Team that met on 20 August 2025. In a twist of events, the employer reported that its inputs were yet to be finalised for submission. In the previous meeting, the employer reported that Task Team could not meet and thus there was no report. At the recent Chamber, the employer reported that it was ready to engage on the matter, however, labour expressed disappointment with the employer for not prioritising the matter. Subsequently, labour insisted that date of the Task Team meeting be provided. The employer undertook to confirm a tentative date before the end of the week.

### **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. However, the TTT reminded parties that the PCAM document addresses conditions of service 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 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 was still before court and thus cautioned the employer. In this meeting, the employer reported that a bilateral meeting was held with parties and reiterated that the Minister of Higher Education and Training and the ELRC have no authority or jurisdiction to determine the terms and conditions of lecturers. Further, the employer undertook to share effected changes on the PCAM document and was not ready to report as discussions are still underway. The employer further indicated that failure to conclude this matter caused prejudice to lecturers who seemed to be downgraded from the benefits that they were transferred with. The employer will share the report through the secretariat in due course.

### 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 had repeatedly reported that the *status quo* remains to the irritation of labour as this confirmed that the employer is not taking the provision of tools of trade seriously. The employer is talking about digitisation of processes when lecturers are without laptops or using outdated laptops. The matter was subsequently deferred to the next meeting.

### Pay progression

The employer previously reported that pay progression would be paid by the end of November 2025 although it would endeavour to pay by the end of September. Labour expressed unhappiness and called the employer to order for failing to provide a fixed date as this was a statutory matter. In this meeting, the employer reported that payment had been effected. Labour, however, enquired what caused the delay and non-compliance with PSCBC Resolution 1/2025, which provided that employees must be paid in July. The employer indicated that the expert dealing with the matter was not available to provide a report concerning delays and challenges experienced. Further, the employer undertook to provide a detailed report and avail the expert in the next meeting to deal with the matter.

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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