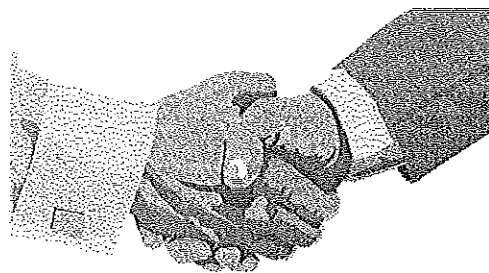


**THE KWAZULU - NATAL
CHAMBER OF THE EDUCATION
LABOUR RELATIONS COUNCIL**

RESOLUTION 15/1997



**INTERIM STAFF PROVISIONING FOR COLLEGES OF EDUCATION
IN RESPECT OF STATE FUNDED EDUCATOR POSTS**

THE PROVINCIAL CHAMBER OF THE EDUCATION LABOUR RELATIONS
COUNCIL FOR KZN

Resolution 15 of 1997

INTERIM STAFF PROVISIONING FOR COLLEGES OF EDUCATION IN
RESPECT OF STATE FUNDED EDUCATOR POSTS

1. The parties to the Chamber acknowledge that the following will have reference :

- 1.1 Resolution 9/95 : Learner : Educator ratios applicable to Colleges of Education
- 1.2 Resolutions 10/95 : Grading of schools and colleges & 6/95
- 1.3 Resolution 13/95 : Criteria for advertising and filling of educator posts
- 1.4 Resolutions 3/96 : Rationalisation process which , 8/96 & 12/96 applies to Colleges of Education
- 1.5 Resolution 3/97 : Extension of Agreement
- 1.6 Circulars HRM 14 & 17 of 1997 issued by the KZN Department of Education and Culture shall also apply.

2. The parties to the KZN Chamber of the ELRC agree to the following :

- 2.1 The grading of colleges shall be in accordance with the National agreement in the ELRC, with effect from 1/1/97.
- 2.2 The Post level of the Rector shall be in accordance with the agreement on grading of Colleges of Education.
- 2.3 The staff provisioning shall be applied as follows :
 - 2.3.1 Full Time (Pre-service)
 - a) Subject to (b) below, 1:18 shall be applicable to all Colleges of Education and further, that this be based on the projected enrollments.
 - b) that these full-time courses and the projected enrollments be approved by Directorate for Teacher Education for KZN Dept. of Education and Culture.

2.3.2 Part-time

- a) subject to (b) below, all Colleges of Education that offer approved part-time courses, where students attend lectures after hours the FTE student to lecturer ratio of 18:1, should be multiplied by 2 ie. every 36 FTE will generate 1 lecturer.
- b) The following conditions shall apply to (a) above :
- (i) that the students entire curriculum is wholly part-time
 - (ii) that such part-time courses and enrollments be approved by the Director for Teacher Education in KZN DEC.

2.3.3 Distance Education (INSET)

- (a) Subject to (b) below all Colleges of Education offering distance learning courses shall have their FTE student ratios of 1:18 multiplied by 3, ie. every 54 FTE will generate 1 lecturer.
- (b) that such distance learning courses and enrollments be approved by the Director for Teacher Education in KZN DEC

2.4 The Distribution of the various levels of staff shall be as follows :

GRADING OF COLLEGES			
	C4 -1100 fte's	C5 1100-1699 fte's	C6 1700 + fte's
Post level			
2	60 %	60 %	60 %
3	31 %	31 %	31 %
4	9 %	8 %	7 %
5	-	1 %	1 %
6	-	-	1 %

- 2.5
- (a) Subject to (b) below, the lecturing load shall be shared to ensure that no educator lectures for more than 23 hours.
 - (b) that in each post level there must be an equitable distribution of workload amongst educators and in keeping with fair labour practice.
- 2.6 Post's may only be advertised with the permission of the Director of Teacher Education, after due consideration has been given to the rationalisation process.
- 2.7 The Employer shall submit to the KZN Chamber of the ELRC a proposal on the "PROCESS OF RATIONALISATION OF THE COLLEGE SECTOR" at the second Chamber Meeting of 1998.
- 2.8 It is acknowledged that the Colleges have an obligation to its current students and as such, the Employer undertakes, following a motivation by the college, to make suitable arrangements to ensure that these obligations can be met and to inform the ELRC accordingly.
- 2.9 This resolution will be subject to any agreements reached at the Education Labour relations Council (ELRC).

3. LEGISLATION

This agreement shall be subject to the provisions of any applicable Act of Parliament or Secondary legislation promulgated in terms thereof.

4. AMENDMENTS TO THIS AGREEMENT

No amendments to this agreement shall be of any force or effect unless reduced to writing and signed by parties concerned in terms of the LRA, 1995.

5. EXTENSION OF THIS AGREEMENT

The Provisions of Resolution 3/1997 shall apply "mutatis mutandis" to the Resolution. This resolution is therefore referred to the ELRC.

6. STRIKES AND LOCKOUTS

No party may take part in strike or lockout against provisions of this collective agreement.

7. DISPUTES

- 7.1 If there is any dispute as to the interpretation or application of this agreement, including enforcement of any provision of this agreement, any party to dispute may refer the dispute in writing to the Council.
- 7.2 The party who refers the dispute must satisfy the Council that a copy has been served on all other parties to the dispute.
- 7.3 The Council must attempt to resolve the dispute through conciliation.
- 7.4 If the dispute remains unresolved after 30 days, any party to the dispute may request the Secretary of Council to refer the dispute to an arbitrator appointed by the Secretary of Council, in consultation with the parties to the dispute, from an approved panel of arbitrators.

Signed at PIETERMARITZBURG on this 28 NOVEMBER day at _____ 1997.

EMPLOYER [Signature]
PANNO

EMPLOYEE

----- APEK

----- [Signature] NATU

----- [Signature] SADTU

----- SAOU (KZN)

----- [Signature] SAUVSE