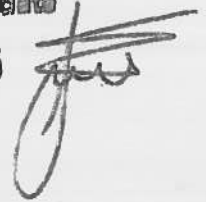


The CS hereby certifies that this
Collective Agreement was ratified
by Council on this date

2018 -09- 25



ADDENDUM

Annexure B

CRITERIA FOR THE TRANSFER OF EDUCATORS IDENTIFIED AS ADDITIONAL TO THE SCHOOLS ESTABLISHMENT DUE TO OPERATIONAL REASONS IN ACCORDANCE WITH SECTION 4 OF COLLECTIVE AGREEMENT 1 OF 2017 IN THE THREE YEAR CYCLE.

1. INTRODUCTION

- 1.1 The primary purpose of the Collective Agreement 1 of 2017 is to ensure stability in the staffing of schools over the three year cycle. It therefore envisages minimum movement of staff during the three year cycle on the one hand and on the other hand, the efficient and effective provision of quality education to the learners.
- 1.2 Notwithstanding the essence of the Collective Agreement 1 of 2017 which is, for schools to maintain a fixed establishment over a three year cycle, some schools could encounter a significant fluctuation in learner enrolment during the three year cycle, by reason of, *inter alia*, migration of learners, changes in dynamics, curriculum changes and mergers. Some schools may also permanently close. This would therefore necessitate the transfer of educators identified as additional to the post establishment, during the three year cycle.
- 1.3 With the above in mind, the parties to the Chamber identified criteria stipulated hereunder by which movement of educators shall take place during the base year and thereafter within the three year cycle

2. CRITERIA

2.1 General Criteria

- 2.1.1 The Principal must, in consultation with the educator staff of the school, determine the vacancies and those educators identified as being additional to the post establishment after considering the approved curricular needs of the school for the previous year.
- 2.1.2 The principal allocates the permanent educators/temporary educators* in substantive posts, in terms of their main subject or subjects/group of teaching subjects in the previous year into the relevant subject /s or phases
- 2.1.3 Should two or more educators compete for the same post after taking into account the curricular needs, the principle of LIFO must be applied.

* *Temporary educators refer to professionally qualified temporary educators that are occupying substantive vacant posts with 12 months or more but not yet confirmed as permanent in terms of Collective Agreement 1 of 2006.*

C. M. N. G. M. M. 21/9/2018

P. N. Caluza
21/09/2018

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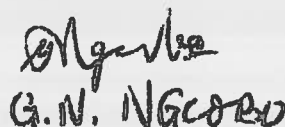
2.2 Specific Criteria

2.2.1 Base Year

- 2.2.1.1 All educators who have been identified as being additional to the school's establishment in any base year shall be immediately eligible to be transferred to suitable vacancies in accordance with the provisions of the Employment of Educators Act.
- 2.2.1.2 In line with clauses 4.9 and 4.10 of the Collective Agreement, all educators who have been identified as additional to the post establishment in the base year but who have not been placed, shall remain eligible for placement during the ensuing three year cycle until they are permanently placed and no longer regarded as being additional.
- 2.2.1.3 The process of matching and placing educators shall be dealt with administratively in the Circuit Management Task Team(CMTT) /District Task Team(DTT)/Provincial Task Team (PTT) as the case may be, having due regard to provisions of Annexure A of Collective Agreement 1 of 2017.

2.2.2 Three year Cycle

- 2.2.2.1 The post establishment of all schools under the control of the Department shall be determined each year. In instances where only two educators are identified as additional, no movement is contemplated.
- 2.2.2.2 Where there are three or more educators identified as additional the third educator onwards shall be eligible to be matched and placed in suitable posts in the CMTT/DTT/PTT as the case may be.
- 2.2.2.3 In line with clause 4.7 of the Collective Agreement, all educators declared as additional shall have the right to voluntarily apply for transfer to a suitable vacancy.
- 2.2.2.4 Such educators, shall upon request, be given a list of eligible vacancies that match their qualification to which they could apply to be transferred.
- 2.2.2.5 The placement process shall be dealt with administratively in the CMTT/DTT/PTT as the case may be, having regard to provisions of Annexure A of the Collective Agreement 1 of 2017.
- 2.2.2.6 The Department reserves the right to ensure that all educators are gainfully employed.
- 2.2.2.7 The Employer will, in consultation with Organised Labour, develop a Procedure Manual for the implementation of this Criteria. The Department will thereafter issue the aforesaid Procedure Manual in the form of a Circular.


G.N. NGCOBO

P.N Caluza
21/09/2018