

EDUCATION LABOUR RELATIONS COUNCIL

Established in terms of the S (37)(2) of the LRA of 1995 as amended



elrc

EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
No. 9 OF 2003**

02 DECEMBER 2003

**APPOINTMENT OF A PANEL OF CONCILIATORS
AND ARBITRATORS**

COLLECTIVE AGREEMENT NO 9 OF 2003

APPOINTMENT OF A PANEL OF CONCILIATORS AND ARBITRATORS

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to ensure the appointment of panellists to perform dispute resolution functions for Council.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- (1) The employer, and
- (2) All the employees of the employer as defined in the Employment of Educators Act, 1998, whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- (1) That the implementation of the new Case Management System (CMS), for the ELRC became operational since 1st June 2000.
- (2) That the ELRC must appoint its own panel of Conciliators and Arbitrators.
- (3) That the ELRC has a standard Fee Policy for the Panellists.
- (4) That the ELRC has a standard Contract of Work agreement for the appointment of Panellists.
- (5) That the ELRC is currently utilising the services of Panellists as per Resolution 2 of 2002.
- (6) That the Labour Relations Act, 1995 (as amended) and the Constitution of Council (ELRC) make provision for Council to appoint its own panel of Conciliators and Arbitrators and further, that such a panel must be accredited by the Commission for Conciliation, Mediation and Arbitration (CCMA).

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- (1) To appoint the Panel of Conciliators and Arbitrators, as reflected in SCHEDULE 1 of this collective agreement, as the Panellists of the ELRC, subject to the following provisos:
 - (a) that the said Panellists are willing to conclude the Contract of Work, as prescribed by Council,
 - (b) that the Panellists are willing to be bound by the Fee Policy for Conciliators and Arbitrators of Council,
 - (c) that the Panelists are willing to be bound by the Code of Conduct for Conciliators and Arbitrators of Council.
- (2) To allow the *General Secretary*, notwithstanding the schedules listed above, upon request of the parties to a national dispute, to appoint any conciliator and or arbitrator, duly accredited with CCMA, as agreed by the parties, to hear that dispute.

5. DISPUTE RESOLUTION

Any dispute arising from the application or interpretation of this collective agreement shall be referred to the Council for resolution in terms of its dispute resolution procedures.

6. DATE OF IMPLEMENTATION

This agreement is adopted and implemented on the date of signing in the Council.

7. SIGNING OF THIS COLLECTIVE AGREEMENT

Thus done and signed at CENTURION on this the 2nd day of DECEMBER 2003.



EDUCATION LABOUR RELATIONS COUNCIL

ON BEHALF OF THE STATE AS THE EMPLOYER:

DEPARTMENT	NAME	SIGNATURE
EDUCATION	S. G. PADAYACHEE	<i>S. G. Padayachee</i>

ON BEHALF OF THE EMPLOYEE PARTIES:

TRADE UNION	NAME	SIGNATURE
NAPTOSA	D. H. BAI	<i>[Signature]</i>
SAOU	J. R. PIETERSE	<i>[Signature]</i>
SADTU	T. W. NXESI	<i>[Signature]</i>
NATU	BONGANI P. MAUNGOSI	<i>[Signature]</i>

SCHEDULE I

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: EASTERN CAPE

NO.	SURNAME	FORENAMES
1.	Bono	Luvuyo
2.	Brand	Floris
3.	Crisp	Adv Oswald Herbert
4.	Du Plessis	Botha
5.	Fouche	Marion
6.	Maepe	Edwin Apolosi
7.	Magekeza	Wendy
8.	Midgley	Robert John
9.	Nabo	Lungelo Vusumzi
10.	Newton	Daryl Aquinas
11.	Ngxeba- Conjwa	Zoleka Gloria
12.	Nkukwana	Christopher Bonsile
13.	Robertson	John
14.	Sauls	Frederick
15.	Simoyi	Mncedisi
16.	Slater	Henry
17.	Swartbooi	Samson Joseph
18.	Taku	Simphiwe

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: FREE STATE

NO.	SURNAME	FORENAMES
19.	Breytenbach	Jacobus Petrus
20.	Lekale	Lepone Joshua
21.	Moloi	Mokete Sidwell
22.	Motaung	Maxwell Thabo
23.	Mthembu	Jerome
24.	Ntsele	Solomon Setumo
25.	Phatshoane	Violet
26.	Sesele	Lesane Meli Shadrack

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EDUCATION LABOUR RELATIONS COUNCIL

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27.	Tukani	Nceba Wilson
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ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: GAUTENG

NO.	SURNAMES	FORENAMES
28.	Albertyn	Sue
29.	Bracks	Raynold Paul
30.	Bezuidenhout	Juan Hilda
31.	Biggs	Charles Henry
32.	Cachalia	Ahmed
33.	Cawe	Nomagcisa
34.	Charoux	Louise
35.	Cohen	Phillip
36.	Currin	Brian
37.	De Villiers	David
38.	Dollie	Muhammed
39.	Dorkin	Justice James
40.	Driscoll	Kerry
41.	Ebersohn	Johan
42.	Els	Leendert
43.	Essack	Rehana - Rawat
44.	Fadal	Mahmood
45.	Gunase	Kaushilla
46.	Graham	Thomas Mthopi
47.	Haffeggee	Imran
48.	Havenga	Coenraad Adolf
49.	Hock	Deidre Claire
50.	Honnorat	Enrico
51.	Ishmail	Mohamed Iqbal
52.	Khoza	Leonora Sibongile
53.	Makume	Saki
54.	Mashiane	Mercy Selebano
55.	Mbekwa	Nompumelelo Pearl
56.	Mbileni	Nomsa Georgina Judy
57.	Mdladla	Ntombizodwa
58.	Mooi	Faizel
59.	Moletsane	Moeketsi Russel
60.	Moodley	Krishna Chantasagran Terry
61.	Murugan	Nad
62.	Mthombeni	Mzu
63.	Nagdee	Yusuf

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EDUCATION LABOUR RELATIONS COUNCIL

64.	Narian	Sunil
65.	Ngobeni	Hans Thabo
66.	Noorbhai	Mohamed
67.	Patelia	Ibrahim
68.	Patterson	Heather
69.	Pienaar	Dan
70.	Pio	Christoffel Paulus
71.	Ralefatane	Motlatjo Josephina
72.	Ralefeta	Moyahabo Willie
73.	Ramabulana	Lufuno Lawrence
74.	Ravuku	Tshivhidzo
75.	Seedat	Saleem
76.	Shaer	Marion
77.	Scheepers	Johann
78.	Singh	Ashina
79.	Tip	Karel
80.	Tohlang	Joyce Mamokheseng
81.	Tshiqi	Zukisa Laurah
82.	Twaise	Gloria
83.	Vally	Bashier
84.	Van der Merwe	Attie
85.	Van Staden	Piet Jacobus
86.	Van Wyk	Prof Marius
87.	Wadee	Yusuf
88.	Wakeford	Sharon
89.	Williams	Itumeleng George

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: KWA-ZULU NATAL

NO.	SURNAME	FORENAMES
90.	Balkaran	Sarojini
91.	Balton	Sharmaine
92.	Brunton	Chris
93.	Bobat	Shaida
94.	Chetty	Mahendra
95.	De Klerk	Marcia Glenis
96.	Deyzel	Almero
97.	Dorasamy	Anand
98.	Govindasamy	Poobalan
99.	Indare	Ishwarlal
100.	Jugath	Anandh

ELRC: Collective Agreement No. 9 of 2003
APPOINTMENT OF PANEL OF CONCILIATORS AND ARBITRATORS



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EDUCATION LABOUR RELATIONS COUNCIL

101.	Kadwa	Arseyah
102.	Kalideen	Jane
103.	Khumalo	Bheki
104.	Lyster	Richard
105.	Madondo	Mjabuliseni Isaac
106.	Mbambo	Lawrence
107.	Mc Cann	Rob
108.	Mc Gladdery	Sean
109.	Mdledle	Solomzi Ashwell
110.	Moodley	Kresen Allagan
111.	Naidoo	Rajah
112.	Ndlovu	Thamsanqa
113.	Ntuli	Thamsanqa Godfrey
114.	Nzimande	Mpumelelo
115.	Oakes	Anthony Charles
116.	Parmanand	Suryia Kumar
117.	Pather	Sivukumaran
118.	Pillay	Anashrin
119.	Ramdaw	Anadroy
120.	Reddy	Jayapragasen Govindaraju
121.	Reynolds	Alletha
122.	Shangase	Philani
123.	Sishi	Themba Albert
124.	Sithole	Dumisani
125.	Van Zyl	Phillipus Edmond
126.	Vedan	Jerald Danasekera
127.	Williams	Nora Lisa
128.	Winifred	Noel
129.	Witcher	Benita

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: LIMPOPO

NO.	SURNAME	FORENAMES
130.	Cachalia	Fatima
131.	Carrim	Abdul
132.	Kganyago	Francis M
133.	Lebea	Mohale Calvin
134.	Le Roux	Johan
135.	Mahwasane	Mbangiseni L
136.	Mashego	Michael Lati
137.	Mphahlele	Stanley
138.	Mulima	Denga J

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EDUCATION LABOUR RELATIONS COUNCIL

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139.	Nephalela	Enoch
140.	Nyathela	Tshifhiwa Irene
141.	Rachidi	Selaelo Frans
142.	Verveen	Louis George

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: MPUMALANGA

NO.	SURNAMES	FORENAMES
142.	De Villiers	Pierre Hofmeyer
143.	Mabaso	Charles
144.	Mokgomogane	Lucas
145.	Ngobe	Sinky
146.	Shongwe	Isaiah

ELRC LIST OF CONCILIATORS AND ARBITRATORS

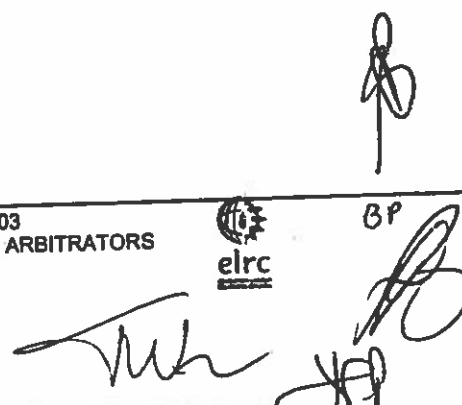
PROVINCE: NORTHERN CAPE

NO.	SURNAMES	FORENAMES
147.	Botha	Christiaan Herodemus
148.	Cloete	Neville
149.	Osler	Antony
150.	Wessels	Christiaan Johannes

ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: NORTH WEST

NO.	SURNAMES	FORENAMES
151.	Botha	Ingrid
152.	Louw	Eric Hendrik
153.	Mbovane	Boniswa
154.	McGregor	Robert Ian
155.	Mogatusi	T ebogo Agnes
156.	Monyemore	Gagoiwe John



ELRC LIST OF CONCILIATORS AND ARBITRATORS

PROVINCE: WESTERN CAPE

NO.	SURNAMES	FORENAMES
157.	Bhana	Stephen B
158.	Bikwani	Mbulelo
159.	Bosch	Dawie
160.	Bulbring	Ursula
161.	Chennels	Jeremy
162.	Christie	Sarah
163.	Everett	Winnie
164.	Golden	Tanya
165.	Hamman	Johan
166.	Hartford	Miles Julia
167.	Huber	Mitchell
168.	Keerfoot	William
169.	Ker	Kamala Madherika
170.	Leholo	Thabo Solomon
171.	Martin	Leslie Owen
172.	Martin	Lorraine
173.	McGahey	John Wesley
174.	Mias	David Fred
175.	Mofsowitz	Hilary
176.	Mohamed	Riyaad
177.	Ntsimango	Lennox
178.	Prins	Wendy
179.	Riekert	Wikus
180.	Sandla	Zolani
181.	Singh	Artie
182.	Taboshe	Fundile Felix
183.	Tariq	Jamodien
184.	Woolfrey	David

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