

EDUCATION LABOUR RELATIONS COUNCIL

NORTHERN PROVINCE CHAMBER

RESOLUTION NO 1 OF 1998

SELECTION CRITERIA FOR THE APPOINTMENT OF COLLEGE EXAMINERS

1. SCOPE OF APPLICATION

The employer and employee parties to the Education Labour Relations Council: Northern Province Chamber hereby resolve and agree in terms of Section 28(a) of the Labour Relations Act 1995 (Act No 66 of 1995), that the selection criteria for the appointment of college Examiners contained herein will constitute firm guidelines to be followed in the selection and appointment of Chief-Examiners, Deputy-Chief Examiners, Senior Sub-Examiners and Sub-Examiners for final year college examinations.

2. OBJECTIVES

The objectives of these selection criteria for the appointment of examiners are:

- 2.1. to ensure that candidates receive fair, just and equitable treatment;
- 2.2. to affirm both transparency and democratisation of the selection process of examiners.

3. COMPOSITION OF A SELECTION PANEL

The Northern Province Department of Education shall, for both Final Year and the Supplementary Examinations, establish a selection panel per subject and per question paper annually, which panel will be constituted as follows:

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- 3.1. one (1) Chief Examiner
- 3.2. two (2) departmental officials;
- 3.3. one (1) observer representative per employee party to the Provincial Chamber.

4. SELECTION CRITERIA

Prospective markers will be appointed from the ranks of Educators currently lecturing at colleges of education in the Northern Province.

4.1. SUB-EXAMINERS

To be considered for appointment as a Sub-Examiner the applicant should satisfy the following conditions:

- 4.1.1. be an educator in terms of the Educator's Employment Act of 1994 (Act No.138 of 1994).
- 4.1.2. have a recognised academic qualification in the subject applied for;
- 4.1.3. have a recognised professional qualification;
- 4.1.4. have at least three(3) years recognised teaching experience;
- 4.1.5. be a college lecturer, lecturing in the same subject at third year level.
- 4.1.6. for literature papers, the applicant must be currently lecturing literature in the subject at third year level.

4.2. SENIOR SUB-EXAMINERS

To be considered for appointment as a Senior Sub-Examiner the applicant should satisfy the following conditions:

- 4.2.1. be an educator in terms of the Educator's Employment Act of 1994 (Act No.138 of 1994).
- 4.2.2. have recognised academic qualification in the subject applied for.
- 4.2.3. have a recognised professional qualification;
- 4.2.4. have at least four (4) years teaching experience;
- 4.2.5. be a college lecturer, lecturing in the same subject at third year level.
- 4.2.6. for literature papers, the applicant must be currently lecturing literature in the subject at third year level.

K Stone *ADW* *J* 

4.2.7. have at least 1 year experience as a sub-examiner.

4.3. Deputy Chief -Examiners

A prospective Deputy Chief examiner should satisfy the following conditions:

- 4.3.1. be an educator in terms of the Educators' Employment Act of 1994 (Act 138 of 1994).
- 4.3.2. have a recognised academic qualification in the subject applied for;
- 4.3.3. have a recognised professional qualification;
- 4.3.4. have at least five (5) years teaching experience.
- 4.3.5. be a college lecturer, lecturing in the same subject at third year level.
- 4.3.6. for literature papers, the applicant must be currently lecturing literature in the subject at third year level.
- 4.3.7. have at least three (3) years experience as a Senior Sub-Examiner.

4.4. CHIEF EXAMINERS

The following criteria in respect of Chief Examiners will be applicable with effect from 1999 final examination.

- 4.4.1. be an educator in terms of the Educators' Employment Act of 1994 (Act 138 of 1994).
- 4.4.2. have a recognised post-graduate degree or equivalent qualification in the relevant subject.
- 4.4.3. have a recognised professional qualification .
- 4.4.4. have at least seven (7) years teaching experience at third year level in the relevant subject at a college of education.
- 4.4.5. have at least five (5) years marking experience at third year level of external examinations.

5. ADDITIONAL GENERAL CRITERIA

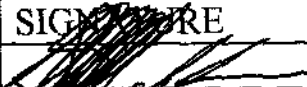
- 5.1. The selection panel may recommend a waiver of the criteria outlined under paragraph 4 above for purposes of accommodating instructional offerings where applicants are insufficient.

H. Stone *[Signature]* *[Signature]* *[Signature]*

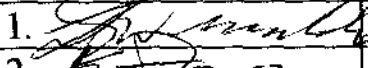
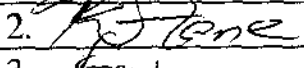
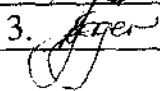
- 5.2. On the recommendation of the selection panel, the Head of Department may appoint an applicant who does not meet at most one (1) of the above requirements but who is regarded as suitable. This will apply only in exceptional circumstances where insufficient qualified markers apply.
- 5.3. Applications for appointment as Sub-Examiners, Senior Sub-Examiners and Deputy Chief-Examiners, shall be submitted on a prescribed form (NPE 22/98), obtainable from Head Office and Colleges of Education which must be certified by the applicants' Head of institution.
6. The Head of Department shall ensure that all records of the selection process are kept for at least 6 (six) months.

SIGNED AT PIETERSBURG ON THIS DAY 05th
OF OCTOBER 1998.

ON BEHALF OF EMPLOYER PARTIES

SIGNATURE	ORGANISATION
	1. NPDE

ON BEHALF OF EMPLOYEE PARTIES

SIGNATURE	ORGANISATION
1. 	NAPTOSA
2. 	SADTU
3. 	SAOU