

EDUCATION LABOUR RELATIONS COUNCIL  
*Established in terms of the LRA of 1995 as amended*

**FETC BARGAINING UNIT**



**elrc**

EDUCATION LABOUR  
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT  
NO. 1 OF 2010**

17 AUGUST 2010

**ESTABLISHING PARITY OF SALARIES OF  
LECTURING STAFF AND OFFICE-BASED  
LECTURERS EMPLOYED IN THE PUBLIC  
FURTHER EDUCATION AND TRAINING  
COLLEGES WITH SALARIES OF EDUCATORS  
IN PUBLIC BASIC EDUCATION**

**FURTHER EDUCATION AND TRAINING BARGAINING UNIT  
COLLECTIVE AGREEMENT NO 1 OF 2010**

**FURTHER EDUCATION AND TRAINING BARGAINING UNIT  
COLLECTIVE AGREEMENT NO 1 OF 2010**

**ESTABLISHING PARITY OF SALARIES OF LECTURING STAFF  
AND OFFICE BASED LECTURERS EMPLOYED IN THE  
PUBLIC FURTHER EDUCATION AND TRAINING COLLEGES  
WITH THOSE OF EDUCATORS EMPLOYED IN PUBLIC BASIC  
EDUCATION**

**1. PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to establish parity between the salaries of lecturing staff and office-based lecturers employed at Public Further Education and Training Colleges (FETC) with those of educators employed in public basic education.

**2. SCOPE OF THIS AGREEMENT**

This agreement applies to and binds:

- 2.1 The FET Colleges represented by the FETCEO as the employer;
- 2.2 All the lecturing staff as defined in the Further Education and Training Act as amended in 2006, whether such employees are members of trade union parties to this agreement or not;
- 2.3 All lecturers previously employed in terms of the Employment of Educators Act and transferred to the employ of colleges on 1 January 2008 as "office-based lecturers" (lecturers with no contact time) whether such employees are members of trade union parties to this agreement or not;
- 2.4 All office-based lecturers (lecturers with no contact time), appointed and remunerated by colleges and utilized in the same way as transferred lecturers referred to in paragraph 2.3 above, whether such employees are members of trade union parties to this agreement or not.

**3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:**

- 3.1 Before the implementation of ELRC Collective Agreement 1 of 2008: *Framework for the establishment of an Occupation Specific Dispensation (OSD) for educators in public education,*

- all educators (including college-based lecturers) were on the same salary structure.
- 3.2 FET College lecturing staff/office-based lecturers were excluded from ELRC Collective Agreement 1 of 2008, which resulted in them not being on the same salaries as educators in public schools.
  - 3.3 Collective Agreement 4 of 2009: *Finalization of matters linked to the Occupational Specific Dispensation in Education*, also did not apply to FET College lecturing staff/office-based lecturers, thus further widening the gap in salaries between educators in public schools and FET College lecturing staff/office-based lecturers.
  - 3.4 The implementation of FETC Bargaining Unit Collective Agreement 1 of 2009: *Implementation of an interim measure for lecturers who are employed in public further education and training colleges (FETC)*, provided only for a once-off cash interim relief payment. This did not change the salary position of the lecturing staff/office-based lecturers and, therefore, did not address the salary disparities caused by their omission from ELRC Collective Agreements 1 of 2008 and 4 of 2009.
  - 3.5 FETC Bargaining Unit Collective Agreement 1 of 2009 reflected consensus that there is a need to address the disparities and establish new measures relating to the salary dispensation for FETC lecturing staff teaching/office-based lecturers in public colleges.
  - 3.6 The FETC Sector is viewed as the training ground for vocational skills, which is much needed for the Country.
  - 3.7 There are different categories of lecturing staff/office-based lecturers employed by colleges:
    - Former state-employed lecturing staff/office-based lecturers who transferred on 1 January 2008 to the employ of colleges and who are being remunerated via the Persal system;
    - Lecturing staff/office-based lecturers who, after 1 January 2008, were appointed by colleges and who are being remunerated via the Persal system;
    - Lecturing staff/office-based lecturers, who are being remunerated by colleges and who are not necessarily on the same salary notches as lecturing staff/office-based lecturers remunerated via the Persal system. These lecturing staff members/office-based lecturers are not eligible for the same benefits as lecturers who are being remunerated via the Persal system.

- 3.8 Persons appointed to management posts created in terms of the Public Service Act are excluded from the provisions of this Agreement as they are employees of the State.
- 3.9 Support staff are excluded from the provisions of this Agreement as they will be dealt with in the central bargaining processes of the GPSSBC.

**4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**

- 4.1 No legitimately appointed lecturing staff member/office-based lecturer shall receive a basic salary that is less than what he/she received on 31 March 2010.

**4.2 Salary structure**

- 4.2.1 A salary structure, based broadly on the principles of ELRC Collective Agreement 1 of 2008, shall be implemented until such time that a new salary structure and conditions of service appropriate to public FETC lecturers have been developed.
- 4.2.2 The salary structure shall consist of a single salary scale with 221 notches, each 1% apart. The salary scale shall be the same as the OSD salary scale applicable to educators.
- 4.2.3 The following salary ranges shall be applicable to lecturing staff/office-based lecturers: (A salary range refers to the minimum and maximum notches applicable to a specific post.)

(Please note that, in terms of ELRC Collective Agreement 4 of 2003, job titles may differ from college to college.)

	Salary range	
	Min notch	Max notch
<b>Post level 1</b>		
Lecturer REQV 10, 11 and 12 (C/A 4/2003: salary levels 3 – 5)	4	55
Lecturer REQV 13 (C/A 4/2003: salary levels 6 – 9)	56	138
Lecturer REQV 14+ (C/A 4/2003: salary levels 7 – 9)	85	168
<b>Post level 2</b>		
Education Specialist (FETI) (C/A 4/2003: salary levels 8 and 9)	108	201

**Post level 3**

Head of Department/Senior Education Specialist (C/A 4/2003: salary levels 9 and 10)	126	209
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**Post level 4 and 5**

Deputy Chief Education Specialist/Campus Manager (C/A 4/2003: salary levels 10 – 11)	147	215
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- 4.2.4 The same salary measures applicable to educators with regard to promotion, recognition of previous experience, determination of salary after a break in service, acting allowance, recognition of improvement of qualifications etc. shall be applicable until a new salary structure has been developed.

**4.3 Implementation measures**

The relevant provisions of ELRC Collective Agreements 1 of 2008 and 4 of 2009 shall apply as follows to

- 4.3.1 **Category 1 lecturers** (*former state-employed lecturing staff/office-based lecturers who were transferred to the employ of colleges on 1 January 2008, as well as legitimately employed lecturing staff/office-based lecturers appointed after 1 January 2008 and who are remunerated via the PERSAL system*)

Step 1: Translation of salaries based on the principles contained in ELRC Collective Agreement 1 of 2008

- (a) Translate the lecturing staff member's/ office-based lecturer's July 2007 annual salary to the January 2008 OSD salary notch by using the same translation tables in terms of which educators' salaries were translated on 1 January 2008. Refer to Annexure A for the translation tables.

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- (b) Translate January 2008 OSD annual salary to July 2009 OSD annual salary (cost-of-living increases). The lecturing staff member/office-based lecturer remains on the same notch. Refer to Annexure A.

Step 2: Salary progression (ELRC Collective Agreement 4 of 2009):

- (a) Add 3 notches to the identified salary notch; provided that, on 31 March 2010, the lecturing staff member/office-based lecturer has been employed for at least 12 months (continuously) by the college (i.e. the lecturing staff member/office-based lecturer must have been employed by the college on or prior to 1 April 2009).

Step 3: Recognition of experience:

- (a) Only continuous (uninterrupted) service in the employ of the college or the state and the college, as on 31 March 2010, is taken into account.
- (b) One additional notch for every completed 36 months of service is added to the notch determined in Step 2 above.

**4.3.2 Category 2 lecturers** *(legitimately employed Lecturing staff/office-based lecturers remunerated by colleges and who are on the same salary notches as transferred lecturing staff/office-based lecturers or fall within the applicable salary ranges (i.e. colleges applied/apply the provisions of ELRC Collective Agreements 4 of 2003 and 5 of 2006).*

4.3.2.1 The same salary measures as stipulated in paragraph 4.3.1 shall apply.

**4.3.3 Category 3 lecturers** (lecturers are earning less than the minimum salary notch as determined by ELRC Collective Agreement 4 of 2003)

Step 1(a): Translate the lecturing staff member's/office-based lecturer's July 2007 annual salary to the minimum applicable salary notch as indicated in paragraph 4.2.3.

Step 1(b): Translate the above salary notch to the July 2009 annual salary (cost-of-living increases) applicable to educators. The lecturing staff member/ office-based lecturer remains on the same notch. Refer to Annexure A.

Step 2: Salary progression (ELRC Collective Agreement 4 of 2009):

- (a) Add 3 notches to the identified salary notch; provided that, on 31 March 2010, the lecturing staff member/office-based lecturer has been employed for at least 12 months (continuously) by the college (i.e. the lecturing staff member/office-based lecturer must have been employed by the college on or prior to 1 April 2009).

Step 3: Recognition of experience:

- (a) Only continuous (uninterrupted) service in the employ of the college or the state and the college, as on 31 March 2010, is taken into account.
- (b) One additional notch for every completed 36 months of service is added to the notch determined in Step 2 above.

4.3.4 The same principles applied in Steps 2 and 3 shall apply to a lecturing staff member/office-based lecturer legitimately appointed after 1 January 2008.

#### 4.4 Pay Progression

4.4.1 A 1% annual pay progression shall be paid with effect from the 1<sup>st</sup> of July 2010.

#### 5. DATE OF IMPLEMENTATION

5.1 This agreement shall be implemented on the day of ratification and shall be backdated to the 1<sup>st</sup> April 2010.

#### 6. INTERPRETATION AND APPLICATION

6.1. In the event of any conflict between the provisions of this Agreement and any other Agreement of the Council, the provisions of this Agreement shall take precedence.

6.2. No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of Council.

#### 7. DISPUTE RESOLUTION

7.1 Any dispute about the interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedure of the Council.

#### 8. DEFINITIONS

8.1 “**Council**” means the Education Labour Relations Council.

8.2 “**lecturing staff**” means staff employed to perform a teaching function.

8.3 “**employer**” means the employer as defined in the FETC Act, 2006, as amended.


8.4 “**legitimately employed**” means employment duly authorize by the Council or its delegate onto a post on the approved organizational structure of the College.

8.5 “**basic salary**” means annual salary (notch) excluding benefits of a monetary nature such as medical aid subsidy, service bonus and housing allowance or any other allowance.

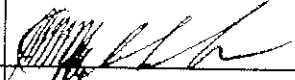



Thus done and signed at *Centurion* on this *17th* day of *August 2010*  
by:

**ON BEHALF OF THE STATE AND COLLEGES AS EMPLOYER**

EMPLOYERS	NAME	SIGNATURE
FETCEO	MASHUKE MIKE	

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	M.J. MALULEKE	
CTU "ITU"	A. HENDRICKS	

Ntch	Jul/Dec '07	OSD Jan '08	Ntch	Jul/Dec '07	OSD Jan '08	Ntch	Jul/Dec '07	OSD Jan '08	Ntch	Jul/Dec '07	OSD Jan '08
<b>PL 1 REQV 13 and below</b>											
3.1	49,974	52,008	8.1	132,897	139,272	8.13	149,754	156,936	11.8	247,749	258,098
3.2	50,478	52,524	8.2	134,229	140,664	8.14	151,257	158,508	11.9	250,227	260,676
3.3	50,982	53,052	8.3	135,573	142,068	8.15	152,772	160,092	11.10	252,729	263,280
3.4	51,489	53,580	8.4	136,923	143,498	8.16	154,293	161,688	11.11	255,258	265,920
3.5	52,011	54,120	8.5	138,294	144,924	9.1	158,888	166,584	11.12	257,814	268,572
3.6	52,527	54,660	8.6	139,680	146,376	9.2	160,275	168,252	11.13	260,394	271,260
3.7	53,052	55,212	8.7	141,078	147,840	9.3	161,888	169,932	11.14	262,995	273,972
3.8	53,583	55,764	8.8	142,488	149,316	9.4	163,503	171,636	11.15	265,626	276,708
3.9	54,120	56,316	8.9	143,913	150,816	9.5	165,138	173,352	11.16	268,281	279,480
3.10	54,657	56,880	8.10	145,353	152,316	9.6	166,791	175,080			
3.11	55,209	57,444	8.11	146,805	153,840	9.7	168,465	176,832			
3.12	55,758	58,020	8.12	148,272	155,375	9.8	170,151	178,608			
3.13	56,319	58,608	8.13	149,754	156,936	9.9	171,852	180,385	12.1	278,127	296,676
3.14	56,883	59,184	8.14	151,257	158,508	9.10	173,574	182,196	12.2	280,911	296,676
3.15	57,450	59,784	8.15	152,772	160,092	9.11	175,305	184,020	12.3	283,716	296,676
3.16	58,032	60,384	8.16	154,293	161,688	9.12	177,057	185,856	12.4	286,554	299,640
4.1	58,653	61,596				9.13	178,830	187,716	12.5	289,422	302,640
4.2	59,241	62,208				9.14	180,615	189,588	12.6	292,314	305,664
4.3	59,832	62,832				9.15	182,424	191,484	12.7	295,233	308,724
4.4	60,429	63,456				9.16	184,248	193,404	12.8	298,191	311,808
4.5	61,041	64,092				9.17	185,874	193,404	12.9	301,170	314,928
4.6	61,644	64,740				9.18	191,697	201,252	12.10	304,179	318,072
4.7	62,262	65,376							12.11	307,224	321,252
4.8	62,892	66,036							12.12	310,298	324,468
4.9	63,516	66,696							12.13	313,401	327,708
4.10	64,149	67,368							12.14	316,533	330,984
4.11	64,794	68,040							12.15	319,701	334,296
4.12	65,442	68,712							12.16	322,902	337,644
4.13	66,096	69,408									
4.14	66,762	70,092									
4.15	67,422	70,800									
4.16	68,100	71,508									
5.1	69,390	72,216									
5.2	70,089	72,948									
5.3	70,785	73,688									
5.4	71,496	74,412									
5.5	72,210	75,156									
5.6	72,936	75,900									
5.7	73,665	76,668									
5.8	74,400	77,436									
5.9	75,147	78,204									
5.10	75,894	78,984									
5.11	76,659	79,776									
5.12	77,424	80,580									
5.13	78,198	81,384									
5.14	78,981	82,200									
5.15	79,770	83,016									
5.16	80,565	83,844									
5.17	81,363	84,684									
6.1	85,908	89,892									
6.2	86,766	90,792									
6.3	87,633	91,704									
6.4	88,506	92,616									
6.5	89,394	93,540									
6.6	90,288	94,476									
6.7	91,194	95,424									
6.8	92,109	96,384									
6.9	93,027	97,334									
6.10	93,954	98,316									
6.11	94,899	99,300									
6.12	95,847	100,296									
6.13	96,807	101,292									
6.14	97,776	102,312									
6.15	98,754	103,332									
6.16	99,741	104,364									
7.1	107,007	111,888									
7.2	108,078	113,016									
7.3	109,161	114,144									
7.4	110,253	115,284									
7.5	111,357	116,436									
7.6	112,470	117,600									
7.7	113,595	118,776									
7.8	114,735	119,964									
7.9	115,884	121,164									
7.10	117,042	122,376									

**OSD TRANSLATION  
TABLES 1 JANUARY  
2008**

**Collective Agreement 1 OF 2010  
ESTABLISHING PARITY OF SALARIES OF LECTURING STAFF AND OFFICE-BASED LECTURERS  
EMPLOYED IN THE PUBLIC FURTHER EDUCATION AND TRAINING COLLEGES WITH SALARIES OF  
EDUCATORS IN PUBLIC BASIC EDUCATION.**

7.11	118,209	123,600	8.8	139,680	148,376	11.1	231,075	240,732
7.12	119,391	124,836	8.7	141,078	147,840	11.2	233,388	243,132
7.13	120,585	126,084	8.6	142,488	149,316	11.3	235,719	245,568
7.14	121,791	127,344	8.5	143,913	150,816	11.4	238,077	248,028
7.15	123,015	128,616	8.10	145,353	152,316	11.5	240,459	250,500
7.16	124,242	129,900	8.11	146,805	153,840	11.6	242,865	253,008
7.17	125,655	131,196	8.12	148,272	155,376	11.7	245,295	255,540

3

**OSD SALARY ADJUSTMENTS 2008 - 2009**

Nth	2008 Jan	2008 Jul	2009 Jul	Nth	2008 Jan	2008 Jul	2009 Jul	Nth	2008 Jan	2008 Jul	2009 Jul	Nth	2008 Jan	2008 Jul	2009 Jul
1	49,980	55,236	62418	55	88,128	97,392	109080	115	155,378	171,696	190584	172	273,972	302,748	333024
2	50,484	55,788	63042	59	89,004	98,352	110157	116	156,936	173,424	192501	173	276,708	305,772	336351
3	50,988	56,352	63678	60	89,892	99,336	111258	117	158,508	175,152	194421	174	279,480	308,832	339717
4	51,492	56,904	64301	61	90,792	100,332	112374	118	160,092	176,904	195480	175	282,278	311,916	343110
5	52,008	57,480	64953	62	91,704	101,340	113502	119	161,688	178,668	197430	176	285,096	315,036	346542
6	52,524	58,044	65592	63	92,616	102,348	114630	120	163,308	180,456	199404	177	287,952	318,192	350013
7	53,052	58,632	66255	64	93,540	103,368	115773	121	164,940	182,268	201408	178	290,832	321,372	353511
8	53,580	59,208	66906	65	94,476	104,400	116928	122	166,584	184,080	203409	179	293,736	324,588	357048
9	54,120	59,808	67584	66	95,424	105,444	118098	123	168,252	185,928	205452	180	296,676	327,828	360612
10	54,660	60,408	68262	67	96,384	106,512	119295	124	169,932	187,776	207495	181	299,640	331,104	364215
11	55,212	61,020	68955	68	97,344	107,568	120477	125	171,636	189,660	209577	182	302,640	334,428	367872
12	55,764	61,620	69633	69	98,316	108,648	121686	126	173,352	191,556	211671	183	305,664	337,764	371541
13	56,316	62,232	70323	70	99,300	109,728	122898	127	175,080	193,464	213780	184	308,724	341,148	375264
14	56,880	62,856	71028	71	100,296	110,832	124134	128	176,832	195,408	215928	185	311,808	344,556	379014
15	57,444	63,480	71733	72	101,292	111,936	125370	129	178,608	197,364	218088	186	314,928	348,000	382800
16	58,020	64,116	72453	73	102,312	113,064	126633	130	180,396	199,344	220276	187	318,072	351,480	386628
17	58,608	64,764	73185	74	103,332	114,192	127896	131	182,196	201,336	222477	188	321,252	354,984	390483
18	59,184	65,400	73902	75	104,364	115,332	129174	132	184,020	203,352	224706	189	324,468	358,548	394404
19	59,784	66,072	74664	76	105,408	116,484	130454	133	185,856	205,380	226947	190	327,708	362,124	398337
20	60,384	66,732	75408	77	106,464	117,648	131766	134	187,716	207,432	229215	191	330,984	365,748	402324
21	60,984	67,392	76155	78	107,520	118,812	133183	135	189,588	209,496	231495	192	334,296	369,408	406350
22	61,596	68,064	76914	79	108,600	120,012	133215	136	191,484	211,596	233814	193	337,644	373,104	410415
23	62,208	68,748	77688	80	109,692	121,212	134547	137	193,404	213,720	236163	194	341,016	376,824	414507
24	62,832	69,432	78459	81	110,784	122,424	135891	138	195,336	215,856	238521	195	344,424	380,592	418653
25	63,456	70,128	79245	82	111,888	123,648	137250	139	197,292	218,016	240909	196	347,868	384,396	422838
26	64,092	70,824	80034	83	113,016	124,884	138624	140	199,260	220,188	243309	197	351,348	388,248	427074
27	64,740	71,544	80130	84	114,144	126,132	140007	141	201,252	222,384	245736	198	354,864	392,136	431352
28	65,376	72,252	80925	85	115,284	127,392	141408	142	203,268	224,616	248202	199	358,416	396,060	435666
29	66,036	72,972	81729	86	116,436	128,664	142818	143	205,296	226,860	250683	200	361,992	400,008	440010
30	66,696	73,704	82551	87	117,600	129,948	144243	144	207,348	229,128	253188	201	365,616	404,016	444420
31	67,368	74,448	83382	88	118,776	131,256	145695	145	209,424	231,420	255720	202	369,276	408,060	448866
32	68,040	75,192	84216	89	119,964	132,564	147147	146	211,524	233,736	258279	203	372,960	412,128	453342
33	68,712	75,936	85050	90	121,164	133,896	148626	147	213,636	236,076	260865	204	376,692	416,256	457884
34	69,408	76,704	85911	91	122,376	135,228	150105	148	215,772	238,440	263478	205	380,460	420,420	462462
35	70,092	77,460	86757	92	123,600	136,584	151611	149	217,932	240,816	266103	206	384,264	424,620	467082
36	70,800	78,240	87630	93	124,836	137,952	153129	150	220,104	243,216	268755	207	388,104	428,856	471744
37	71,508	79,020	88503	94	126,084	139,332	154659	151	222,312	245,664	271461	208	391,992	433,152	476469
38	72,216	79,800	89376	95	127,344	140,724	156204	152	224,532	248,112	274164	209	395,904	437,484	481233
39	72,948	80,616	90291	96	128,616	142,128	157764	153	226,776	250,596	276909	210	399,864	441,852	486039
40	73,688	81,408	91179	97	129,900	143,544	159336	154	229,044	253,104	279681	211	403,872	446,280	490908
41	74,412	82,236	92106	98	131,196	144,972	160920	155	231,336	255,636	281202	212	407,904	450,744	495819
42	75,156	83,052	93021	99	132,516	146,436	162546	156	233,652	258,192	284013	213	411,984	455,244	500769
43	75,900	83,880	93948	100	133,836	147,900	164169	157	235,992	260,772	286851	214	416,100	459,792	505773

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EDUCATORS IN PUBLIC BASIC EDUCATION.**

44	76,668	84,720	94887	101	135,180	149,376	165,810	158	236,344	263,376	289716	215	420,264	464,400	510840
45	77,436	85,572	95841	102	136,524	150,864	167,460	159	240,732	266,016	292620	216	424,464	469,044	515944
46	78,204	86,424	96795	103	137,892	152,376	169,140	160	243,132	268,668	295536	217	428,712	473,736	521112
47	78,984	87,288	97764	104	139,272	153,900	170,829	161	245,568	271,356	298494	218	432,996	478,464	526312
48	79,776	88,164	98745	105	140,664	155,436	172536	162	248,028	274,080	301488	219	437,328	483,252	531576
49	80,580	89,052	99741	106	142,068	156,996	174267	163	250,500	276,804	304485	220	441,708	488,088	536896
50	81,394	89,940	100734	107	143,496	158,568	176013	164	253,008	279,576	307536	221	446,124	492,972	542271
51	82,200	90,840	101742	108	144,924	160,152	177771	165	255,540	282,372	310611				
52	83,016	91,740	102750	109	146,376	161,748	179541	166	258,096	285,204	313725				
53	83,844	92,652	103773	110	147,840	163,368	181341	167	260,676	288,048	316854				
54	84,684	93,576	104808	111	149,316	165,000	183150	168	263,280	290,928	320022				
55	85,536	94,524	105867	112	150,816	166,656	184989	169	265,920	293,844	323229				
56	86,388	95,460	106917	113	152,316	168,312	186828	170	268,572	296,784	326463				
57	87,252	96,420	107991	114	153,840	170,004	188706	171	271,260	299,748	329724				

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