

**EDUCATIONAL LABOUR RELATION COUNCIL  
LIMPOPO CHAMBER**  
Established in terms of the LRA of 1995 as amended



**COLLECTIVE AGREEMENT  
NUMBER 1 OF 2005**

**SELECTION CRITERIA  
FOR THE APPOINTMENT  
OF GRADE 12  
EXAMINERS**

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## **EDUCATION LABOUR RELATION COUNCIL**

### **LIMPOPO PROVINCE CHAMBER**

#### **COLLECTIVE AGREEMENT NO 1 OF 2005**

### **SELECTION CRITERIA FOR THE APPOINTMENT OF GRADE 12 EXAMINERS**

#### **1. PURPOSE OF THIS AGREEMENT**

The purposes of this agreement is:

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

#### **2. SCOPE OF APPLICATION**

This agreement applies and binds

- 2.1 The Employer
- 2.2 All employees of the Employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

#### **3. THE PARTIES TO THE CHAMBER NOTE AS FOLLOWS**

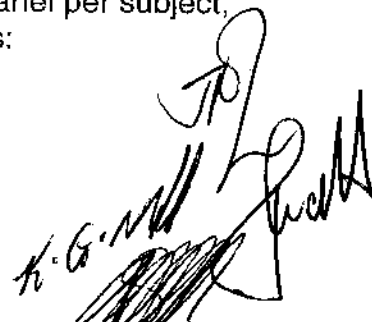
Limpopo ELRC Chamber Resolution Number 3 of 1997

#### **4. THE PARTIES TO THE CHAMBER THEREFORE AGREE AS FOLLOWS:**

The selection and appointment criteria contained herein will constitute firm guidelines and be applicable to the selection procedures for Deputy-Chief Examiners, Senior Sub-Examiners and Sub-Examiners.

#### **5. COMPOSITION OF A SELECTION PANEL.**

- The Limpopo Province Department of Education shall, for both the end of the year and supplementary examinations, establish a selection panel per subject, grade and per paper, which panel will be constituted as follows:



- 5.1 One (1) Chief Examiner / Internal Moderator
- 5.2 Three (3) departmental officials
- 5.3 One (1) observer representative per employee party to the Provincial Chamber

## 6. SELECTION CRITERIA

### 6.1 SUB - Examiner

A prospective sub-examiner should satisfy the following conditions:

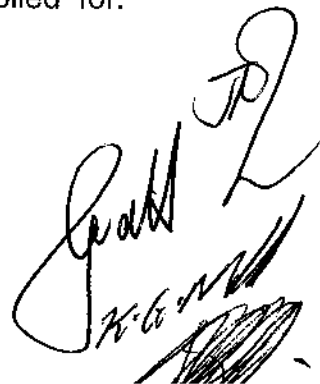
- 6.1.1 be an educator (in terms of the Educators' Employment Act No. 138 of 1994),
- 6.1.2 have a recognised academic qualification in the subject applied for,
- 6.1.3 have a recognised professional qualification,
- 6.1.4 have at least five (5) years recognised teaching experience,
- 6.1.5 have at least two (2) years teaching experience of the subject, grade (HG or SG) and/or paper in Grade 12 during the five (5) past years
- 6.1.6 be currently teaching the subject, grade (HG or SG) and/ or paper in Grade 12.

- NB:**
- (a) **Educators outside educational institutions who satisfy conditions 6.1.1, 6.1.2 and 6.1.3 listed above will be considered provided they are currently rendering educational auxiliary services in the subject applied for.**
  - (b) **For literature papers only educators currently teaching literature in the subject, grade and paper will be appointed.**
  - (c) **College lecturers who satisfy conditions 6.1.1, 6.1.2, 6.1.3 and 6.1.4 above will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for.**
  - (d) **University lecturers will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for. (the reason being that the two institutions are far apart in relation with the curricular).**

### 6.2 SENIOR SUB-EXAMINER

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

- 6.2.1 be an educator (in terms of the Educators' Employment Act No.138 of 1994)
- 6.2.2 have a recognised academic qualification in the subject applied for.
- 6.2.3 have a recognised professional qualification.
- 6.2.4 have at least five (5) years teaching experience,

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- 6.2.5 have at least two (2) years teaching experience in the subject, grade (HG or SG) and/or paper in grade 12.
- 6.2.6 have at least three (3) years experience as a **SUB - EXAMINER**.
- 6.2.7 be currently teaching the subject, grade (HG or SG) and/ or paper in grade 12

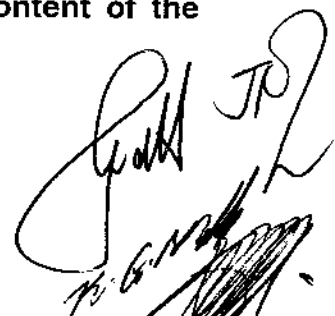
- NB:**
- (a) **Educators outside educational institutions who satisfy conditions 6.2.1, 6.2.2, 6.2.3 and 6.2.6 listed above will be considered provided they are currently rendering educational auxiliary services in the subject applied for.**
  - (b) **Only educators currently teaching Grade 12 will be considered for appointment in literature papers.**
  - (c) **College lecturers who satisfy conditions 6.2.1, 6.2.2, 6.2.3, 6.2.4, 6.2.6 above will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for.**
  - (d) **University lecturers will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for.**

### **6.3 DEPUTY – CHIEF EXAMINER.**

A prospective deputy chief examiner should satisfy the following conditions:

- 6.3.1 be an educator (in terms of the Educators' Employment Act No.138 of 1994)
- 6.3.2 have a recognised academic qualification in the subject applied for,
- 6.3.3 have a recognised professional qualification,
- 6.3.4 have at least ten (10) unbroken years teaching experience,
- 6.3.5 have at least four (4) years teaching experience in the subject, grade (HG or SG) and/or paper in grade 12,
- 6.3.6 have at least five (5) years experience as a **SENIOR SUB - EXAMINER**.

- NB:**
- (a) **Educators outside educational institutions who satisfy conditions 6.3.1, 6.3.2, 6.3.3 and 6.3.6 listed above will be considered provided they are currently rendering educational auxiliary services in the subject applied for.**
  - (b) **Only educators currently teaching Grade 12 will be considered for appointment in literature papers.**
  - (c) **College lecturers who satisfy conditions 6.3.1, 6.3.2, 6.3.3, 6.3.4 and 6.3.6 above will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for.**
  - (c) **University lecturers will be considered for appointment provided they are currently lecturing in the method and/or content of the subject applied for.**

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**7. ADDITIONAL GENERAL CRITERIA**

- 7.1 The selection panel may recommend a waiver of the criteria outlined under paragraph 4 above for purposes of accommodating subjects where qualified applicants are insufficient.
- 7.2 On the recommendation of the selection panel, the Head of Department may appoint an applicant who does not meet all of the above requirements but who is regarded as suitable. This will apply only in exceptional circumstances where insufficient qualified markers apply.
- 7.3 Applications for appointment as Sub-examiners, Senior Sub-examiners and Deputy- Chief examiners, shall be submitted on a prescribed form, which must be certified by the applicant's Head of institution and, where applicable, the Circuit Manager.
- 7.4 Application forms will undergo the process of screening to observe the listed above criteria before being considered for capturing.
- 7.5 The principle of representivity on the basis of race, gender and district (provided they met criteria listed above) should also be considered.

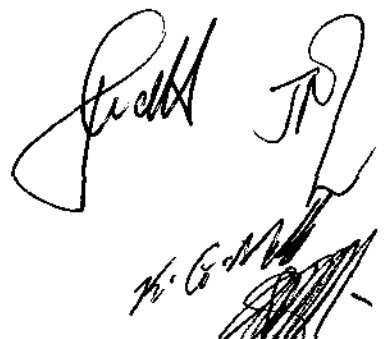
**8.** The Head of Department shall ensure that all records of the selection process are kept for a period of at least six (6) months after the date of the selection process.

**9. Date of implementation**

This agreement shall, in respect of parties and non- parties, come into effect on the date it signed in the ELRC Chamber and ratified in Council.


**10. Dispute Resolution**

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



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Thus done and signed at POLOKWANE on the ..... day of .....  
2005

**ON BEHALF OF LIMPOPO DEPARTMENT OF EDUCATION AS EMPLOYER**

DEPARTMENT	NAME	SIGNATURE
LIMPOPO DoE	MAMARE S.M.	

**ON BEHALF OF EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
NAPTOSA	J. MUNENGWANE	
SADTU	K.G. NDUJUNELA	
SAOU	JP V D HEEVER	