

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



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EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
NUMBER 1 OF 2007**

**PERMANENT
APPOINTMENT OF
TEMPORARY EDUCATORS
AT FURTHER EDUCATION
AND TRAINING COLLEGES**

12th OCTOBER 2007

K.G.M.

EDUCATION LABOUR RELATIONS COUNCIL

LIMPOPO CHAMBER

COLLECTIVE AGREEMENT NO 1 OF 2007

PERMANENT APPOINTMENT OF TEMPORARY EDUCATORS AT FURTHER EDUCATION AND TRAINING COLLEGES

1. PURPOSE OF AGREEMENT

To effect the permanent appointment of identified temporary educators at Further Education and Training Colleges, FETCs.

2. SCOPE OF AGREEMENT

This agreement applies to and binds:

- 2.1 The Employer; and
- 2.2 All the employees of the employer as defined in the Employment of Educators Act 76 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO CHAMBER NOTE:

- 3.1 The content of the Further Education and Training Colleges Act 16 of 2006;
- 3.2 The content of ELRC Collective Agreement No 4 of 2007 which identifies the process by which the employment contracts of educators currently appointed at FET institutions would be transferred from the State as employer to the council of the college;
- 3.3 The content of ELRC Collective Agreement No 5 of 2007 which further amplifies the process by which the employment contracts of educators currently appointed at FET institutions would be transferred from the State as employer to the council of the college; and



3.4 The content of the Limpopo Chamber of the ELRC Collective Agreement No 1 of 2006 which provides for the permanent appointment of temporary school based educators;

4 THE PARTIES TO CHAMBER THEREFORE AGREE AS FOLLOWS:

That temporary educators who shall have rendered two (2) years or more continuous service by 30 September 2007 will be eligible for permanent appointment.

5 DATE OF IMPLEMENTATION

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

6 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.

7 DEFINITIONS


7.1 "continuous service" means a period as contemplated in the PAM, i.e. where there is no break in service, including instances where annual fixed-term contracts were used, provided that the period of non-service from one contract to the next was 120 days or less.

7.2 "employee" means an educator as defined in the Employment of Educators Act 1998, as amended.

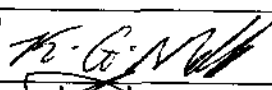
Thus done and signed at **POLOKWANE** on the 12th day of **October 2007**.



ON BEHALF OF LIMPOPO DEPARTMENT OF EDUCATION AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
L. Dep	MAMBALE S.M.	

ON BEHALF OF EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
CTU- SADTU	MUDUMELA K.G	
CTU- SAOU	LEJWABA M.O	