

**Education Labour Relations Council
KwaZulu-Natal Chamber**

Collective Agreement No: 1 of 2007

20 April 2007

**DISTRIBUTION OF EARLY CHILDHOOD
DEVELOPMENT (ECD) POSTS FOR 2007**



elrc

EDUCATION LABOUR
RELATIONS COUNCIL

KWAZULU NATAL

**PROVINCIAL
EDUCATION LABOUR
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Thompson
[Signature]
S.C.N.

COLLECTIVE AGREEMENT FOR THE DISTRIBUTION OF ECD POSTS

1. PURPOSE

To establish criteria for the distribution of 455 posts which were allocated to Grade R by the Head of the KwaZulu-Natal Department of Education for 2007

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The KwaZulu-Natal Department of Education representing the State as Employer;
- 2.2 All employees of the employer whether they are signatories to the agreement or not;
- 2.3 All employee parties that are members of the KZN Chamber of the Education Labour Relations Council.

3. Parties to the Chamber note that:

- 3.1 following upon consultations between the Head of Department Teacher Organisations and School Governing Bodies on the 2007 post establishment, 455 additional posts were distributed to Grade R;
- 3.2 to ensure the timeous advertisement and filling of these posts, there is need to determine:-
 - o criteria for determining benefiting schools
 - o the allocation per district
 - o structures for allocation
 - o mechanisms for monitoring utilization
 - o time frames

4. Parties to Chamber therefore agree to the following

4.1 CRITERIA FOR DETERMINING BENEFITING SCHOOLS

The following criteria will be utilized to determine schools that will benefit:

- Schools in quintile 1; 2 and 3.
- Rural previously disadvantaged schools.
- Schools offering grade R without state-subsidized educators.
- Availability of classroom space.

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S. P. M.

4.2 ALLOCATION PER DISTRICT

The posts will be distributed proportionally taking into consideration the number of posts allocated to the primary schools in each district.

4.3 STRUCTURES FOR ALLOCATION

District Task Teams (DTT's) will be responsible for determining schools to be allocated these posts taking into consideration criteria as set out in paragraph 2. The composition of these DTTs shall be as follows:

- 4.3.1 District Manager (Chairperson)
- 4.3.2 CES: Employee Relations
- 4.3.3 DCES: HR
- 4.3.4 All Service Delivery Cluster Managers
- 4.3.5 A representative from ECD
- 4.3.6 One representative from each of the Teacher Organisations that are parties to the ELRC. (1 CTU ' SAOU' AND 1 CTU ' SADTU')

4.5 MECHANISM FOR MONITORING UTILIZATION

To ensure that posts are utilized for this purpose, the following monitoring mechanism is determined:


- 4.5.1 Posts are ring fenced for Grade "R". A sub-component must be established for this purpose.
- 4.5.2 Schools to provide the department with profiles of appointed educators.
- 4.5.3 Subject advisers / ECD Co-ordinators must visit schools at least twice a year to check if posts are utilized accordingly and to provide ongoing support.
- 4.5.4 District to provide quarterly reports on the utilization of these posts.
- 4.5.5 Reports must be presented to chamber on utilization.

5. Date of Implementation

This agreement shall be effective from the date it is ratified by the ELRC, in accordance with the provisions of the Constitution of the ELRC.

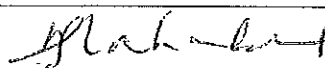
6. Dispute Resolution

Any dispute arising from this agreement shall be referred to the Education Labour Relations Council for resolution in terms of its constitution.



Thompson

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THUS DONE AND SIGNED AT THE KZN PROVINCIAL CHAMBER OF THE ELRC,
55 CHURCH ROAD, REDHILL, DURBAN ON THE


20th DAY OF APRIL 2007 BY:

DEPARTMENT	NAME	SIGNATURE
KZN EDUCATION	SUNIL MAHABEER	

ON BEHALF OF THE STATE AS EMPLOYER

TRADE UNION	NAME	SIGNATURE
CTU "SADTU"	S. C. NKOSI	
CTU "SAOU"	Allen Thompson	 NATED/NATDOSA/SAOU

ON BEHALF OF LABOUR

Thompson

S.C.A.

MANAGEMENT PLAN

The following Management Plan is adopted to ensure the filling of these posts:

NO	DATE	ACTIVITY	RESPONSIBILITY
1	12.02.07	Proposal for distribution and filling of posts presented to Top Management	HRS ECD
2.	14.02.07	Proposal for distribution and filling of posts presented ELRC Staffing Committee	HRS
3.	16.02.07	The above-mentioned proposal presented to Chamber	CONVENOR OF ELRC STAFFING COMMITTEE
4.	23.02.07	Release of Circular giving directions on the distribution and filling of Grade "R" Posts	HRS
5.	25 .04.07	Final date for allocation of posts to qualifying schools	DTTs
6	27.04.07	Final date for submitting schedules of vacancies to HR Service Centres	HR CO-ORDINATORS
7.	02.05.07	Final date for submission of vacancies to the Directorate: HRS	HR SUPPORT MANAGERS
8	04.05.07	Release of vacancy Bulletin	HRS

Whilst the process of filling these posts is unfolding, temporary educators will be appointed against these posts.