

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

**COLLECTIVE AGREEMENT  
NUMBER 1 OF 2009**



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

**21 APRIL 2009**

*Handwritten signature*  
H.G.M.  
*Handwritten initials*

# **EDUCATION LABOUR RELATION COUNCIL**

## **LIMPOPO PROVINCIAL CHAMBER**

### **COLLECTIVE AGREEMENT NUMBER 1 OF 2009**

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

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

The purpose of this agreement is to ensure:

- 1.1 that candidates receive fair, just and equitable treatment during the process of selecting and appointing Grade 12 markers.
- 1.2 transparency and democratisation of the process of selecting Grade 12 markers.

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

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 No. 76 of 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

#### **3. THE PARTIES TO THE CHAMBER NOTE:**

- 3.1 The Limpopo ELRC Chamber Resolution Number 3 of 1997 and
- 3.2 The Limpopo Collective Agreement Number 1 of 2005.

#### **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 markers, senior markers and markers.

*J. R. Hatfield*  
N.G.M.  


## 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 and per paper, which panel will be constituted as follows:

- 5.1 One (1) chief marker/ internal moderator,
- 5.2 Three (3) departmental officials,
- 5.3 One (1) observer per employee party to the Provincial Chamber.

## 6. SELECTION CRITERIA

### 6.1 MARKERS

A prospective marker should satisfy the following requirements:

- 6.1.1 be employed as an educator (in terms of the Employment of Educators Act No. 76 of 1998 as amended);
- 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 two (2) years recognised teaching experience; and
- 6.1.5 must have taught the subject and paper the previous year in Grade 12 and/or currently be teaching the same subject within the FET band.

**NB:** (a) **Curriculum Advisors who satisfy the requirements as stated in 6.1.1, 6.1.2 and 6.1.3 above will be considered provided they are currently rendering educational auxiliary services within the FET band in the subject applied for.**

(b) **Only educators currently teaching Grade 12 literature will be considered for appointment in literature papers.**

### 6.2 SENIOR MARKERS

To be considered for appointment as a senior marker the applicant should satisfy the following requirements:

- 6.2.1 be employed as an educator (in terms of the Employment of Educators Act No. 76 of 1998 as amended);
- 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 two(2) years teaching experience;
- 6.2.5 have at least three (3) years experience as a marker; and
- 6.2.6 have taught the subject and paper in the previous year in Grade 12 and/or currently be teaching the same subject within the FET band.

*J. P. M. M.*  
*H. G. M.*

- NB:** (a) Curriculum Advisors who satisfy the requirements as stated in 6.2.1, 6.2.2, 6.2.3 and 6.2.6 above will be considered provided they are currently rendering educational auxiliary services within the FET band in the subject applied for.
- (b) Only educators currently teaching Grade 12 literature will be considered for appointment in literature papers.

### **6.3 DEPUTY CHIEF MARKER**

A prospective deputy chief marker should satisfy the following requirements:

- 6.3.1 be employed as an educator (in terms of the Employment of Educators Act No. 76 of 1998 as amended);
- 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) years teaching experience; and
- 6.3.5 have at least five (5) years experience as a senior marker.

- NB:** (a) Curriculum Advisors who satisfy the requirements as stated in 6.3.1, 6.3.2, 6.3.3 and 6.3.5 above will be considered provided they are currently rendering educational auxiliary services within the FET band in the subject applied for.
- (b) Only educators currently teaching Grade 12 literature will be considered for appointment in literature papers.

### **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 markers, senior markers, deputy- chief markers 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 above listed criteria before being considered for capturing.

- 7.5 The principle of representivity on the basis of race, gender and district (provided the applicant meets the 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. The task team on examinations shall oversee the whole process regarding examinations.
- 10. **SELECTION CRITERIA FOR REPORT 550 MARKERS**

The Collective Agreement No.1 of 2005 shall be retained for the sole purpose of laying out the selection criteria for the Report 550 markers.

**11. DATE OF IMPLEMENTATION**

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

**12. 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.

Thus done and signed at POLOKWANE on the 21<sup>st</sup> day of April 2009

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

DEPARTMENT	NAME	SIGNATURE
LIMPOPO DoE	MANSARE S.M.	

**ON BEHALF OF EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
CTU-SADTU	MUDUNDELA T.G	
CTU-SAOU	SATHEKGE P.M	