

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



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EDUCATION LABOUR
RELATION COUNCIL

Mpumalanga Chamber

MPUMALANGA CHAMBER
COLLECTIVE AGREEMENT

NUMBER 1 OF 2009

12 February 2009

ADVERTISING OF PRINCIPALS' POSTS IN THE PRINT MEDIA

*Education Labour Relations Council
Mpumalanga Chamber
17 Louis Trichardt
Nelspruit
1200*

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ADVERTISING OF PRINCIPALS' POSTS IN THE PRINT MEDIA

1. OBJECTIVES

To provide for speedy filling of principals posts through advertising in the print media.

2. SCOPE

This agreement binds the employer and employees:

- a. who are employed by the Mpumalanga Department of Education
- b. who fall within the registered scope of the ELRC

3. AGREEMENT

The parties to the Mpumalanga Provincial chamber of the Education Labour Relations Council agree as follows:

3.1 Principles

The advertisement of vacant principals' posts created in terms of the Employment of Educators Act ("the Act") must:

- a. Be advertised in a national print media
- b. Be self-explanatory and clear and must include:-
 - Minimum requirements,
 - Procedure to be followed for applications,
 - Names and telephone numbers of contact persons,
 - Preferable date of appointment and,
 - Closing date for the receipt of applications;
- c. Be accessible to all who may qualify and are interested in applying for such post(s)
- d. Be non discriminatory and in keeping with the provisions of the Constitution of the RSA; and
- e. Clearly stated that the State is an affirmative action employer.

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3.2 Procedure

- a. The Department will – if there is a need – on a monthly basis from January to November **on the last Sunday of every month** publish an advertisement for the filling of vacant principals' posts in schools in a Sunday Newspaper.
- b. Regional offices will on an ongoing basis submit requests for the advertising of principals' posts in the manner directed by the Department. All requests for the advertisement of vacant principal posts received by the 15th of every month will be considered for the month-end publication.
- c. In order for the management- and educator corps of the Department to be fully informed in respect of the revised process for the advertising of principal posts as outlined above, the Department will issue a provincial Circular in this regard at least 10 days prior to the publication of the first advertisement, also indicating the specific Sunday Newspaper publication that will be utilised.

4. DATE OF IMPLEMENTATION

This agreement comes into effect on the date of signing and remains in force until replaced.

5. RATIFICATION OF THIS AGREEMENT

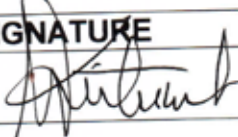
This agreement shall come into effect on the day the Education Labour Relations Council ratifies it.

6. DISPUTES RESOLUTION PROCEDURE

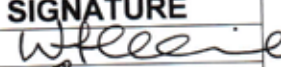
Any dispute about the interpretation or application of this agreement shall be dealt with according to the dispute resolution procedure of the ELRC.

This done and signed at NELSPRUIT on this 12 February 2009

On behalf of the Provincial Employer

MPUMALANGA DEPARTMENT OF EDUCATION	NAME	SIGNATURE
	A. N. Kutumela	

On behalf of Employee Parties

TRADE UNION PARTY	NAME	SIGNATURE
CTU SADTU	H. LAISE W.	
CTU INDEPENDENT UNIONS	E. Raubenheimer	