

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO 10 OF 1995

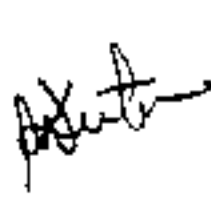
GRADING OF SCHOOLS AND COLLEGES

The parties to the Education Labour Relations Council agree and resolve in terms of section 12 of the Education Labour Relations Act, 1993 (Act 146 of 1993) as follows:

1. That the grading of CS Education institutions and the post levels of the heads of such institutions be implemented within the limits of the post level ratio norms as defined in the PAM.
2. That the implementation of the grading norms in paragraph 7 be negotiated at provincial level for phasing in over a maximum period of 5 years with effect from 1 April 1995.
3. That the post provisioning scales, to be negotiated at provincial level, provide for management posts other than that of the head of the institution. The grading of an institution should be reflected in the provision of posts with regard to the whole management team of that institution.
4. That for the purposes of the grading of institutions the principle of complex schools, as put forward by NAPTOA, be investigated with the view to reaching an agreement. That the Research Committee be tasked to investigate this principle and the application thereof and that the Research Committee report back to the Bargaining Committee of the ELRC by not later than 30 June 1996.
5. That the management needs of very large technical colleges and the possible introduction of a grade T8 technical college be investigated by the Research Committee with the view to reaching agreement and that the Research Committee report back to the Bargaining Committee of the ELRC by not later than 30 June 1996.
- 6.1 That the grading of institutions shall not impact negatively on the implementation of representivity with regard to the



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filling of promotion posts in such institutions taking into account the provisions of the Constitution of the RSA and the role of the governance structures in the filling of posts.

- 6.2 That the implementation of this agreement will take into consideration the ability of institutions to accommodate a limited number of pupils/students in accordance with its design, capacity and facilities.
- 6.3 That the position which currently exists regarding educators who are acting in promotion posts and who do not qualify to be appointed as a result of insufficient qualifications and/or experience, be investigated with the view to reaching agreement on the appropriate criteria for filling these posts.
7. That the grading of CS Education institutions be done according to the following table but subject to the provisions of this agreement:

TYPE OF EDUCATIONAL INSTITUTION	NUMBER OF FULL TIME EQUIVALENT LEARNERS	GRADING OF INSTI-TUTION	POST LEVEL OF HEAD OF INSTITUTION
Primary Ordinary Schools	Above required minimum but fewer than 80	P1	1 + applicable allowance as defined in the PAM
	80 - 159 (as well as schools with fewer than 80 learners but with more than one educator)	P2	2
	160 - 319	P3	3
	320 - 719	P4	4
	720 - 1 349	P5	5
	1 350 +	P6	6

Secondary Ordinary Schools and Combined Ordinary Schools	Above required minimum but fewer than 280	S3	3
	280 - 629	S4	4
	630 - 1 189	S5	5
	1190 +	S6	6
Comprehensive Schools (Secondary schools with a full complement of technical or agricultural subjects added).	Above required minimum but fewer than 200	S3	3
	200 - 500	S4	4
	500 - 799	S5	5
	800 +	S6	6
Art, Ballet, Drama and Music schools	Above required minimum but fewer than 100	S3	3
	100 - 399	S4	4
	400 +	S5	5
Technical Colleges	Above required minimum but fewer than 99	T3	3
	100 - 299	T4	4
	300 - 749	T5	5
	750 - 1519	T6	6
	1520 +	T7	7

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Schools for learners with specialised educational needs.	Above required minimum but fewer than 100	SS3	3
	100 - 349	SS4	4
	350 +	SS5	5
Secondary Special Schools	Above required minimum but fewer than 400	SS4	4
	400 +	SS5	5

That the Minister be requested to extend the agreement in terms of section 12(6) of Act 146 of 1993 and to make it applicable to and binding upon all employers and employees as defined in the Act.

Signed on this 22nd day of November 1995 at PRETORIA

On behalf of the employer parties:

On behalf of the employee parties:

Signature	Party	Signature	Party
<i>[Signature]</i>	Dept of Education Ex Dept	<i>[Signature]</i>	SADTU
<i>[Signature]</i>	SAFSA	<i>[Signature]</i>	AFEK
<i>[Signature]</i>	SADTU	<i>[Signature]</i>	CTPA
<i>[Signature]</i>	NPDE		
<i>[Signature]</i>	NCCD		
<i>[Signature]</i>	SAE		
<i>[Signature]</i>	Mpumalanga Dept. KZN-PSD		

- CCPA
- AVLAV
- AAE
- AAT
- OPPA
- OPPPA
- NSA
- NSA
- SAOV (KZN)

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On behalf of the
employer parties:

On behalf of the
employee parties:

Signature

Party

Signature

Party

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