

# *The Provincial Chamber of the Education Labour Relations Council for KZ-N*

## *Resolution No 10 of 1997*

### **INTERIM STAFF PROVISIONING FOR TECHNICAL COLLEGES IN RESPECT OF STATE FUNDED EDUCATOR POSTS**

1. THE PARTIES TO THE CHAMBER ACKNOWLEDGE THAT THE FOLLOWING WILL HAVE REFERENCE:

- 1.1 Resolution 8/95 which stipulates the educator:learner ratio that is applicable to technical colleges.
- 1.2 Resolution 6/96 which stipulates the grading of institutions which is applicable to technical colleges
- 1.3 Resolutions 3/96, 8/96 and 12/96 which address the rationalisation process which applies to technical colleges.
- 1.4 Circulars HRM 14 and 17 of 1996 issued by the KZ-N Department of Education and Culture shall also apply.

2. THE PARTIES TO THE KZ-N CHAMBER OF THE ELRC AGREE AS FOLLOWS:

#### 2.1 Grading of Technical Colleges

- T3 - less than 300 FTE's
- T4 - 300 to 1519 FTE's
- T5 - 1520+ FTE's

#### 2.2 Staffing structure

PL	T5	T4	T3
5	Principal	-	-
4	Deputy Principal	Principal/Deputy Principal	-
3	HOD's	HOD's	Principal/HOD
2	Senior Lecturer	Senior Lecturer	Senior Lecturer
1	Lecturer	Lecturer	Lecturer

2.3 Promotion posts (including the Principal) allocated according to FTE's

FTE's	POST LEVEL 2	POST LEVEL 3	POST LEVEL 4	POST LEVEL 5
75	1	1		
150	2	1		
275	3	1		
300	3	1	1	
350	3	2	1	
400	4	2	1	
525	5	2	1	
600	5	3	1	
650	6	3	1	
775	7	3	1	
850	7	4	1	
900	8	4	2	
1 025	9	4	2	
1 100	9	5	2	
1 150	10	6	2	
1 350	11	6	2	
1 400	12	6	2	
1 520	13	6	3	1
1 600	13	7	3	1

2.4 Student:Lecturer Ratio's

The parties agreed that for 1997 the ratio should be 19:1. For 1998 the ratio is to be 20:1. Effectively this means that 19:1 will be applied as from 1 January 1998 and 20:1 as from 1 January 1999.

## 2.5 Workload

As contained in the enclosed document called "A Management Plan for Technical Colleges in KZ-N" (see enclosure: 1) the lecturing load shall be shared so that no educator teaches more than 24,6 hours per week.

In order to achieve the 19:1 or 20:1 ratio it is accepted that the average class size shall be 26.

Furthermore the parties agreed that certain specialist/workshop subjects shall have a class size not exceeding 16 students. The following specialist areas have been agreed to and is contained in the Management Plan for Technical Colleges in KZ-N:

Motor body repairs

Electrical-Auto, Light, Heavy, Radio and T.V.

Armature Winding

Motor Mechanics

Fitting and Turning

Refrigeration

Sheet Metal

Boiler making/Welding

Carpentry

Printing

Catering

Hair Care

Cosmetology

Art

## 3. LEGISLATION

This agreement shall be subject to the provisions of any applicable Act of Parliament or Secondary legislation promulgated in terms thereof.

**4. AMENDMENTS TO THIS AGREEMENT**

No amendment to this agreement shall be of any force or effect unless reduced to writing and signed by parties concerned in terms of the LRA,1995.

**5. PROVISIONS**

The provisions of Resolution 3/1997 shall apply *mutatis mutandis* to the Resolution. This Resolution is therefore referred to the ELRC.

**6. STRIKES OR LOCKOUTS**

No party may take part in a strike or lockout against the provisions of this collective agreement.

**7. DISPUTES**

If there is any dispute as to the interpretation or application of this agreement, including enforcement of any provision of this agreement, any party to the dispute may refer the dispute in writing to the Council.

The party who refers the dispute must satisfy the Council that a copy has been served on all other parties to the dispute.

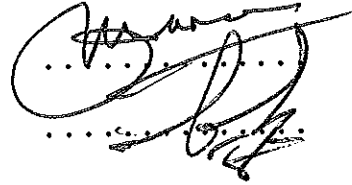
The Council must attempt to resolve the dispute through conciliation.

If the dispute remains unresolved after 30 days, any party to the dispute may request the Secretary of Council to refer the dispute to an independent arbitrator appointed by the Secretary of Council, in consultation with parties to the dispute, from an approved panel of arbitrators.

Signed at DURBAN..... on this 28 day of  
OCTOBER..... 1997.

**EMPLOYER PARTIES**

Department of Education and Culture  
PANNO



**EMPLOYEE PARTIES**

APEK

SAUVSE

NATU

SADTU

SAOU (KZN)

