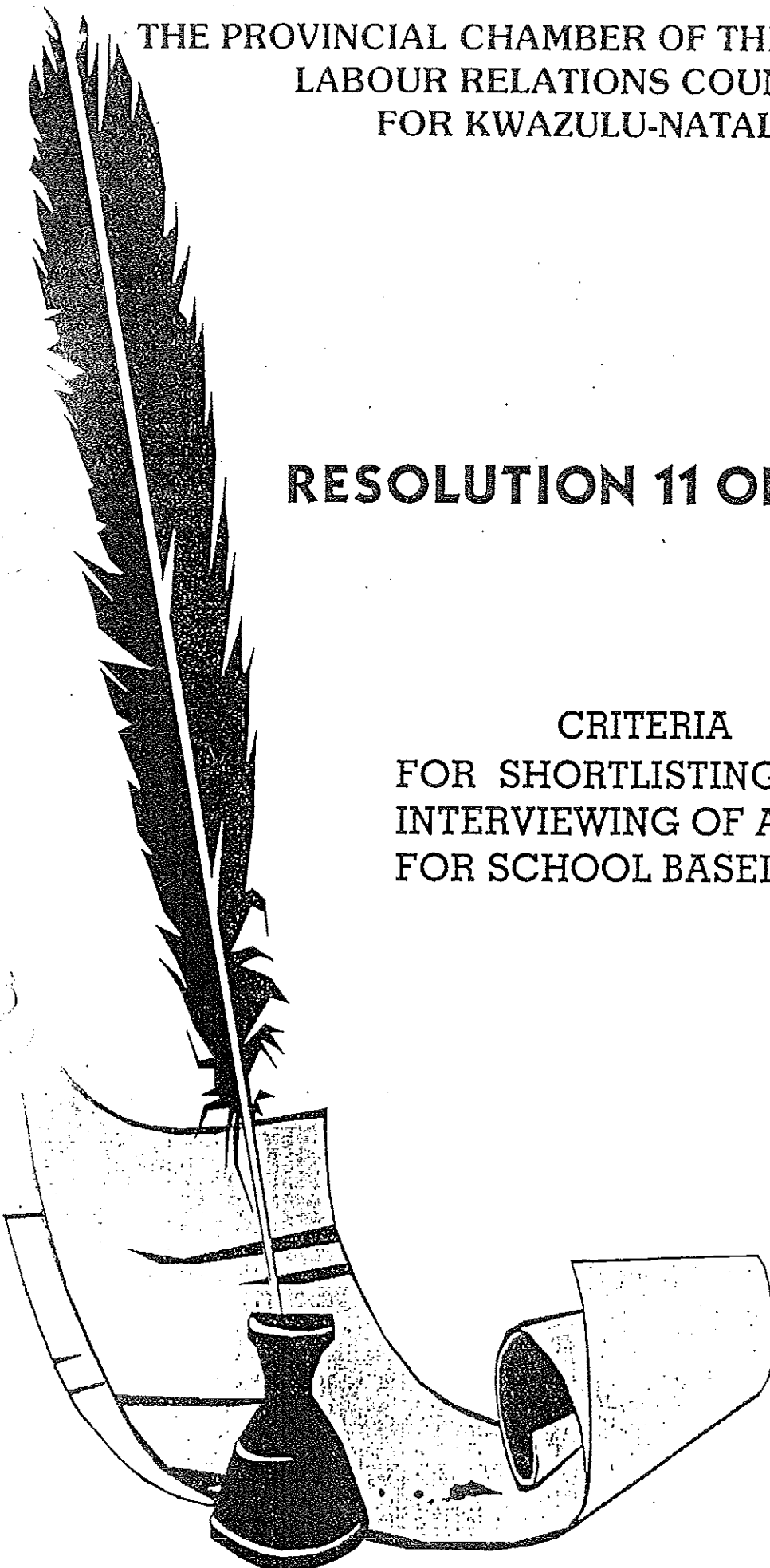


THE PROVINCIAL CHAMBER OF THE EDUCATION
LABOUR RELATIONS COUNCIL
FOR KWAZULU-NATAL

RESOLUTION 11 OF 1997

CRITERIA
FOR SHORTLISTING AND
INTERVIEWING OF APPLICANTS
FOR SCHOOL BASED POSTS



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

Resolution 11 of 1997

**CRITERIA FOR SHORTLISTING AND INTERVIEWING OF APPLICANTS FOR
SCHOOL BASED POSTS**

The Employer and Employee Parties note the following :

- That the main criteria for shortlisting and interviewing would be the same for all posts up to Post Level 4 but that the focus under each criterion may change to accommodate the special needs and designation of the different posts;
- That the assessment for shortlisting and interviewing will be based on a 7 point scale.

2. The parties therefore agree and resolve that the filling of posts up to Post Level 4 will comply with the following criteria :

2.1 SHORTLISTING

a)	Leadership : Administrative, Management and Related Experience	7 x 2
b)	Organisational Ability & Experience	7 x 1
c)	Professional Development, Educational Experience & Insight	7 x 2
d)	Leadership: Community Related	7 x 1
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2.2 INTERVIEWS

a)	Leadership : Administrative, Management and Related Experience	7 x 2
b)	Organisational Ability & Experience	7 x 1
c)	Professional Development, Educational Experience & Insight	7 x 2
d)	Leadership: Community Related	7 x 1
e)	Personality & Human Relations	7 x 1
		49

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

4. 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.

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

6. The Council must attempt to resolve the dispute through conciliation.

7. 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 the parties to the dispute, from an approved panel of arbitrators.

Signed at DURBAN on this 28 day of OCTOBER 1997.

A. EMPLOYER PARTIES

Party

Signature

DEPARTMENT OF EDUCATION AND CULTURE

PANNO

B. EMPLOYEE PARTIES

Party

Signature

APEK
NATU
SADTU
SAOU (KZN)
SAUVSE