

**Resolution**

**No 12**

EDUCATION LABOUR RELATIONS COUNCIL  
(ELRC)

RESOLUTION NO. 12 OF 1996

ADDITIONS TO RESOLUTION NO. 3 OF 1996 AND THE PROCEDURE  
MANUAL FOR THE IMPLEMENTATION OF MATTERS EMANATING FROM  
RESOLUTION NO. 3 OF 1996:

1. THE FILLING OF PROMOTION POSTS
2. THE ADVERTISING AND FILLING OF PROMOTION POSTS NOT  
ADVERTISED TIMEOUSLY PRIOR TO THE IMPLEMENTATION  
OF RESOLUTION NO. 3 OF 1996

1 The parties to the Council agree to the following additions to  
Resolution No. 3 of 1996 and the Procedure Manual:

1.1 Resolution No. 3 of 1996

The following new sub-paragraph and "note" are added to paragraph  
1.9(b).

"(viii) Promotion posts which are vacant and in existence and were  
not advertised prior to 1 July 1996 in accordance with <sup>a decision by or</sup> an  
agreement in a Province, and which will not be abolished after  
the implementation of the agreed new post provisioning scales  
for a specific year, will be advertised before 31 October 1996 in  
an open vacancy list and filled in terms of the provisions of  
Resolution No. 13 of 1995.

(ix) New promotion posts created and or vacancies arising on or  
after 1 July 1996 will be advertised in an open vacancy list and  
filled in terms of the provisions of the amended Procedure  
Manual

**NOTE:** Promotion posts refer to posts at post level 2 of higher at schools  
and technical colleges and post level 3 or higher at colleges of  
education. For the purposes of sub-paragraphs (viii) and (ix)  
posts of principal and rector are excluded."

1.2 Amended Procedure Manual

The following new sub-paragraph 8.2(A) is added:

"8.2(A) The provisions of paragraph 1.9(b)(ix) of Resolution No. 3 of  
1996 will be complied with in the following manner:

- Any educator may apply for the advertised posts. Educators who have volunteered for redeployment and educators who have been identified as in excess must indicate this on the top of their application forms in a way which makes it clearly visible.
- The provincial education department will make the applications available to the relevant school or college governance structure. The applications shall be arranged in order of priority:
  - Educators who volunteered for redeployment according to their present post level.
  - Educators who have been identified as in excess, according to their present post level and within a post level in the sequence determined by LIFO.
  - Other educators in order of seniority.

The governance structure will then fulfil its role according to Resolution No. 13 of 1995, bearing in mind the priority order in which applications were forwarded, and forward its recommendations or decisions, as the case may be, to the provincial education department.

2. Council requests the Minister to extend paragraph 1.1 to make it applicable to all employees and employer.

SIGNED AT PRETORIA ON THIS 26 DAY OF August 1995.

On behalf of the employer.

On behalf of the employee parties:

Signature

Signature

Party

*[Signature]* WCEB

*[Signature]*

SATU

*[Signature]* ASBOB/PANNO/CHAPTA/SATSO'S

SATA

*[Signature]* EAST CAPE DEC

VSAO  
SABW/BBO

*[Signature]* NNEP

DFSTA

*[Signature]* Dept Ed

*[Signature]*

DFSATR

Kutunelo Mpumalanga

Seamless

*[Signature]* SIF

AFT

*[Signature]* NCCD

TUCATA

NATU

CATU

2.

*[Signature]* SATU

On behalf of the employer:

On behalf of the employee parties:

Signature

Signature

Party

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

*[Handwritten Signature]*      *APEL*

.....

*[Handwritten Signature]*      *C.T.P.A.*

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....