

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

Resolution No 14 of 1997

## Criteria for shortlisting and interviewing of applicants for Technical College based posts

1. The employer and employee parties note the following:

- a) that the main criteria for shortlisting and interviewing will be the same for all posts up to post level 5, but that the focus under each criterion may change to accommodate the special needs and designation of the different posts;
- b) 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 5 will comply with the following criteria:

### 2.1 Shortlisting

- |  |       |
|--|-------|
| a) leadership: administrative, management and related experience | 7 x 2 |
| b) organisational ability and experience                         | 7 x 1 |
| c) professional development, educational experience and 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 and experience                         | 7 x 1 |
| c) professional development, educational experience and insight  | 7 x 2 |
| d) leadership: community related                                 | 7 x 1 |
| e) personality and human relations                               | 7 x 1 |

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


4. If there is a 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 PIETERMARITZBURG on this 28 day of  
NOVEMBER 1997.

A. EMPLOYER PARTIES

Party

 Signature

DEPARTMENT OF EDUCATION AND CULTURE

PANNO

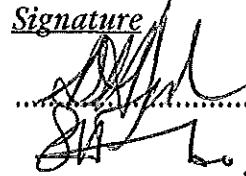


B. EMPLOYEE PARTIES

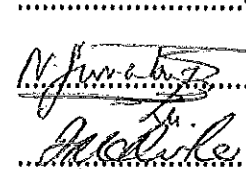
Party

Signature

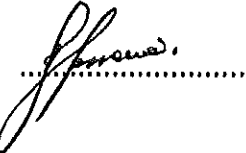
APEK



NATU



SADTU



SAOU (KZN)

SAUVSE