



- one half to The South African Democratic Teachers' Union

- one half to all other employee parties pro rata to their respective shares of the 60% of the vote weights of employee party votes that have been allocated to them in terms of the resolution in this regard dated 23 March 1994 as amended.

3. The amount retained in the employee fund in terms of 2.1 above shall be distributed to employee parties after final determination of paid up membership and vote weights for the following year. Provided that such distribution shall be made pro rata based on finally determined paid up membership and shall take into account all previous distributions in terms of 2.2 above. No employee party shall have any claim against the council or any other employee party with regard to distributions paid in terms of 2.2.

*Handwritten notes:*  
 4. Amounts paid to the employee parties from the employer fund as an interim measure in terms of this resolution until such time as the employer parties shall have ~~comprehensively~~ <sup>substantially</sup> implemented the deduction of levies in terms of resolution 3 of 1994 and the payment thereof to the council, shall be recoverable by the employer fund from the employee fund, free of interest and in installments to be agreed by the parties to the council, in the executive committee.

Signed at Pretoria on 13 July 1995.

Employer Parties

Employee Parties

Party	Signature	Party	Signature
<i>Dept of Education</i>	<i>Dept of Education member</i>	SATUA	<i>[Signature]</i>
<i>LD North West</i>	<i>North West</i>	APT	<i>[Signature]</i>
<i>LD Eastern Cape</i>	<i>Eastern Cape</i>	TEA	<i>[Signature]</i>
<i>LD Northern Transvaal</i>	<i>Northern Transvaal</i>	TA	<i>[Signature]</i>
<i>N.C.E.D.</i>	<i>N.C.E.D.</i>	NSMF	<i>[Signature]</i>
<i>ETUC: Edulgo</i>	<i>ETUC: Edulgo</i>	APEN	<i>[Signature]</i>
<i>N.C.E.D.</i>	<i>N.C.E.D.</i>	NATU	<i>[Signature]</i>
		OVCOV	<i>[Signature]</i>
		OPSA	<i>[Signature]</i>
		OPCPA	<i>[Signature]</i>
		CAFCU	<i>[Signature]</i>
		SOAFCU	<i>[Signature]</i>
		SHCOU	<i>[Signature]</i>
		SADU(KZN)	<i>[Signature]</i>



- RESOLUTION NO ~~6~~ OF 1995 : GRADING OF SCHOOLS AND TECHNICAL COLLEGES (ANNEXURE ~~D~~) *Thm* *MM/200*
- RESOLUTION NO ~~7~~ OF 1995 : FUNCTIONING OF THE PROVINCIAL CHAMBERS (ANNEXURE ~~E~~) *Thm* *MM/200*
- RESOLUTION NO ~~8~~ OF 1995 : REGULATIONS REGARDING THE TERMS AND CONDITIONS OF EMPLOYMENT OF EDUCATORS (ANNEXURE ~~F~~) *Thm* *MM/200*
- RESOLUTION NO ~~9~~ OF 1995 : PERSONNEL ADMINISTRATION MEASURES (ANNEXURE ~~G~~) *Thm* *MM/200*
- RESOLUTION NO ~~10~~ OF 1995 : TIME OFF AND SECONDMENTS (ANNEXURE ~~H~~) *Thm* *MM/200*

SIGNED AT PRETORIA on this 29 day  
of September 1995.

EMPLOYER PARTIES

EMPLOYEE PARTIES

PARTY	SIGNATURE	PARTY	SIGNATURE
<i>Minister (for Dept of Ed, including ES)</i>		<i>TO/SAOU</i>	<i>[Signature]</i>
<i>HGS, HOS, HMA &amp; DET</i>		<i>NORBERTI PROVINSE</i>	
		<i>MOEDWES</i>	
		<i>REPUTERING</i>	
		<i>GAARTENG</i>	
		<i>APEX</i>	<i>[Signature]</i>
		<i>CTPA</i>	
		<i>NATL</i>	
		<i>SADV (CAN)</i>	
		<i>OFIATA</i>	<i>[Signature]</i>
		<i>OFSTA</i>	
		<i>OVIOV</i>	
		<i>CATA</i>	
		<i>SABU</i>	
		<i>SATA</i>	
		<i>TUNTA</i>	
		<i>APT</i>	
		<i>JERVE</i>	
		<i>SOV</i>	

*al*  
*P*  
*Thm*

EDUCATION LABOUR RELATIONS COUNCIL

LETTER OF INTENT : RESOLUTIONS OF THE  
EDUCATION LABOUR RELATIONS COUNCIL  
TO BE CONCLUDED ON FRIDAY, 29 SEPTEMBER 1995

Whereas the parties to the Education Labour Relations Council (ELRC) acknowledge:

- \* sections 236, 237 and 238 of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993); ..
- \* the importance of concluding agreements on the rationalisation process in a responsible and structured manner;
- \* the protracted negotiating process leading up to the tabling of the various resolutions;
- \* that all parties to resolutions adopted by the ELRC have a responsibility in respect of the implementation and monitoring of such resolutions; and
- \* that certain resolutions are related, but are not dependent on each other and that agreement on one does not presuppose agreement on the other.

The parties therefore agree that the following resolutions will be accepted as resolutions of the Education Labour Relations Council :

RESOLUTION NO 3 OF 1995 : PARTICIPATION OF MARRIED WOMEN IN HOME OWNER ALLOWANCE SCHEME  
(ANNEXURE A)

RESOLUTION NO 4 OF 1995 : GUIDELINE ON LEARNER : EDUCATOR RATIOS (ANNEXURE B)

RESOLUTION NO 5 OF 1995 : RATIONALISATION OF EDUCATION : INTERIM MEASURES RELATING TO THE STAFFING OF RATIONALISED EDUCATION INSTITUTIONS (ANNEXURE C)

*[Handwritten signatures and initials]*  
T.b.-11.

(continued)

EMPLOYER PARTIES

EMPLOYEE PARTIES

PARTY

SIGNATURE

PARTY

SIGNATURE

~~SADTU~~

~~[Signature]~~

SADTU

[Signature]

ok [Signature]