



**Education Labour Relations
Council
KwaZulu Natal Chamber**

Collective Agreement No. 2 OF 2006

07 August 2006

Finalisation of the Post Establishment of Public Schools in KZN for 2006

S.A.
S.C.N.

1. Purpose

To stabilise the staffing of public schools under the control of the KZN Department of Education for the 2006 academic year.

2. Scope:

This agreement applies to and binds:

- 2.1 The KwaZulu-Natal Department of Education, representing the state as the employer;
- 2.2 All employees of the employer whether they are signatories to the agreement or not.
- 2.2 All employee parties that are members to the KZN Chamber of the Education Labour Relations Council.

3. Parties to Chamber note:

- 3.1 The uncertainty around the 2006 posts establishment of schools;
- 3.2 The need to ensure a conducive teaching and learning environment;
- 3.3 The contents of ELRC KZN Chamber Collective Agreement No.1 of 2006 which makes provision for the permanent placement of temporary educators who have served as educators for more than 12 months.

4. Parties to Chamber therefore agree that:

- 4.1 the 2006 10th day school enrolment data be used to determine the School Management Team(SMT) vacancies to be advertised;
- 4.2 those educators who have been declared additional but have not moved, shall be retained at their existing schools and, in the implementation of ELRC KZN Collective Agreement 1 of 2006, shall be regarded as being part of the approved establishment of such schools;
- 4.3 those educators who have been declared additional and have already moved shall be regarded as part of the post establishment of their new schools;

SA.
SCN

4.4 the contracts of temporary educators who are additional to the establishment in terms of the 10th day enrolment data but who currently have a full teaching load, shall be terminated at the end of 2006, provided that such educators do not qualify for permanent appointment in terms of KZN Collective Agreement No 1 of 2006.

4.5 The principle of 'no class without a teacher' be applied under specific circumstances, having due regard to the exigencies of the school.

5. Date of implementation

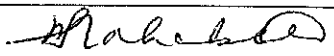
This agreement shall be effective from the date it is ratified by the ELRC, in accordance with clause 6.2.4 of annexure B of the constitution of the ELRC.

6. Dispute Resolution

Any dispute arising from this agreement shall be referred to the Education Labour Relations Council for resolution in terms of its constitution.


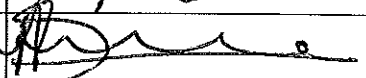
THUS DONE AND SIGNED AT THE KZN PROVINCIAL CHAMBER OF THE ELRC, 55 CHURCH RD, REDHILL, ON THE

7TH DAY OF AUGUST 2006, BY

DEPARTMENT	NAME	SIGNATURE
KZN EDUCATION	SUNIL MAHABEER	

ON BEHALF OF THE STATE AS EMPLOYER

AND

TRADE UNIONS	NAME	SIGNATURE
CTU 'SADTU'	SC NKOSI	
CTU 'SAOU'	SA THOMPSON	

ON BEHALF OF LABOUR