

## RESOLUTION

### EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO 4 OF 1995

#### GUIDELINE ON LEARNER:EDUCATOR RATIOS

The parties to the Education Labour Relations Council agree and resolve in terms of section 12 of the Education Labour Relations Act, 1993 (Act No 146 of 1993) as follows:

1. That for purposes of this agreement -

"Learner:educator ratio" means, for a specific category of institution, the total number of pupils or students at all these institutions within a provincial education department, divided by the total number of full time equivalent educators employed in educator posts at these institutions. These educators include educators employed in management positions at these institutions, such as principals and deputy principals, but exclude educators employed outside institutions at head and other offices;

"Category of institution" means any one of the existing categories of educational institutions which include pre primary schools, primary ordinary schools, secondary ordinary schools, schools for specialised education, technical colleges, colleges of education or any other type of educational institution;

"Post provisioning scale" means the negotiated standardised guideline for the provisioning of posts (within the framework of an agreed upon learner:educator ratio) in a specific type of institution.

2. That the learner:educator ratios in paragraph 5 serve as guidelines in each provincial department for purposes of determining post provisioning scales for institutions in the respective categories of institution, through

*M.P. 200*  
*Edm*



