

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
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negotiation in the provincial chambers of the Education Labour Relations Council. In provinces where a provincial chamber of the Education Labour Relations Council has not yet been established, negotiations will be conducted in the Bargaining Committee of the Council which will be reconstituted in such a manner that it represents, the parties of the Council in the specific province.

- 3. That the guideline learner:educator ratios in paragraph 5 be phased in over a maximum period of 5 years effective from 1 April 1995, subject to annual renegotiations between the parties to the ELRC.
- 4. That every attempt be made to reach agreements on learner:educator ratios for the other categories of institution referred to in paragraph one as soon as possible.
- 5. Learner:educator ratios for ordinary schools:
 - Ordinary primary schools: 40:1
 - Ordinary secondary schools: 35:1
- 6. That the Minister be requested to extend the agreement in terms of section 12(6) of Act 146 of 1993 and to make it applicable to and binding upon all employers and employees as defined in the Act.

SIGNED AT PRETORIA on this 29 day of September 1995.

EMPLOYER PARTIES

EMPLOYEE PARTIES

PARTY SIGNATURE

Dept. of Education
including ECS, HOD, WOC, BAA & DET

PARTY SIGNATURE

TO/SABU
GACITENG
MOORDWES
MOORDELIKE PROWINSIE

Handwritten initials

