

Resolution

No 4

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO 4 OF 1997

**CONDITIONS OF SERVICE ADJUSTMENT PACKAGE FOR EDUCATORS :
1 JULY 1997**

The Parties to the Council agree to

1. Remuneration adjustments

1.1 Adjustment of the salary ranges

- 1.1.1 The salary ranges/ notches on the salary key scale be adjusted as indicated in the document attached as Annexure "A", and that the Personnel Administration Measures (PAM) be amended accordingly to give effect to the salary adjustment of educators as at 1 July 1997. All personnel on salary notches on the salary key scale implemented with effect from 1 July 1996 will receive an adjustment of at least 8% except those educators on salary range 13, who will receive an adjustment of 5%.
- 1.1.2 Salary range 14 to be adjusted by 3% and salary ranges 15 and 16 to remain as at 1 July 1996.
- 1.1.3 Adjustment to the key salary scale for the Public Service as a whole is reflected in Annexure B.

2. Appraisal

2.1 Salary Progression

- 2.1.1 There will be no salary progression for the financial year 97/98. Paragraphs 5.1.2.10 and 5.1.3.7(b) of Resolution No 3 of 1996 has reference.
- 2.1.2 Parties to the ELRC commit themselves to developing a salary progression system for all educators for implementation during the financial year 1998/99, in terms of Resolution No 3 of 1996

Note:

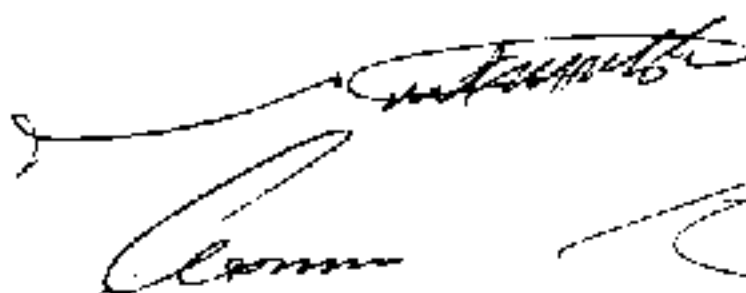
SADTU records that in the event of no agreement being reached, it will endeavour to ensure that serving educators receive an automatic salary increment.



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2.1.3 In view of the envisaged system for salary progression (as per (b) above), the merit award system be suspended for a period of four years after which the re-introduction of such a system will be considered Paragraphs 5.1.2.11 and 5.1.3.7(a) of Resolution No 3 of 1996 has reference

2.2 Appraisal For Developmental Purposes

Teacher appraisal for developmental purposes to be agreed upon within 6 months. Thereafter a plan will be jointly developed by parties to the ELRC in terms of implementation.

3 Recognition For Improvement In REQV

3.1 Educators with REQV 11 and 12.

3.1.1 If an educator with REQV 11 or 12, on post level 1 to 4, (refer Annexure C) improves his/her education qualifications, which has the effect that his/her REQV improves, such educator's salary will adjust to the lowest notch of the next applicable salary range.

3.2 Educators with REQV 13

3.2.1 If an educator with REQV 13 on post level 1 improves his/her education qualifications, which has the effect that his/her REQV improves, such an educator will receive a cash bonus; provided the educator is either on salary range 7 or 8

3.2.2 If an educator with REQV 13 on post level 1 improves his/her education qualifications, which has the effect that his/her REQV improves, such educator's salary will adjust to the lowest notch of salary range 7, if the educator is presently on salary range 6

3.3 Educators on post level 1 with REQV 14 or higher and educators on post levels 2 to 4 with REQV 13 or higher

3.3.1 If an educator on post level 1 with REQV 14 or higher or an educator on post levels 2 to 4 with REQV 13 or higher improves his/her education qualifications, which has the effect that his/her REQV improves, such educators will receive a cash bonus

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3.4 Educators on REQV 10

3.4.1 If an educator with REQV 10 improves his/her education qualifications, which has the effect that his/her REQV improves, such an educator's salary will adjust to the lowest notch of the applicable salary range.

3.5 The cash bonus referred to in paragraphs 3.2.1 and 3.3.1 above, shall be calculated in all cases as 10% of the minimum of salary range 7, as it was on the date that the qualification was obtained.

3.6 The above measures to be implemented with retrospective effect from 1 July 1996.

3.7 All references to salary ranges are in terms of the key salary scales as reflected in Annexure A.

3.8 The Personnel Administration Measures (PAM) be amended to give effect to the recognition for improvement in REQV as per above.

3.9 Further possible improvements in this regard will be jointly considered by the parties to the ELRC within 6 months.

4. Allowances

4.1 Special Allowances

All special allowances, except the special allowance paid to post level 1 educators who are also performing the functions of principals at small/farm school, shall be terminated with effect from 1 July 1997. In order to accommodate those educators who are currently being paid a special allowance, such allowances shall be firstly consolidated with such educator's salary before adjusting to the new salary scale on 1 July 1997.

4.2 Acting Allowances

All acting allowances paid to educators shall terminate with effect from 1 January 1998. Acting appointments after 1 January 1998 will be without additional remuneration

NOTE: Parties to this agreement undertake to further investigate and research possible recognition for educators acting under special circumstances.

SADTU records:

1. It prefers allowances being paid to all educators appointed to act in a higher post level.

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2. That it is the obligation of the employer to advertise and fill vacancies speedily.

5. General Provisions

- 5.1 This resolution does not replace Resolution No 3 of 1996, but supplements it.
- 5.2 Paragraph F(7) of Annexure A of Resolution No. 6 of 1996 and paragraph 5.1.2.12 of Resolution No 3 of 1996 are withdrawn and replaced by the relevant provisions of this resolution.
- 5.3 In the event of a conflict between the provisions of this resolution and another, the provisions of this resolution shall prevail.
- 5.4 The provisions of resolution no 3 of 1997 are *mutatis mutandis* applicable and this resolution shall come into operation on the date that it is extended.
- 5.5 No party may take part in a strike or lock-out against the provisions of this collective agreement.

Signed on this 21st day of August 1997 at PRETORIA.

On behalf of the employer parties

On behalf of the employee parties

Signature

Party

Signature

Party

[Signature] DDE

[Signature] SADTU

[Signature] GBE

[Signature] E.C.

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IMPROVEMENT OF CONDITIONS OF SERVICE: 1997/98

Range	Key scale 1/7/96 (R)	Adjustment to key scale 1/7/97 (R)	Number of Educators	% increase
3	23520	25659	24973	9.1
	24615	26832	654	9
	25704	28020	3	9
	26793	29205	602	9
4	27882	30395	2523	9
	28005	31509	891	9
	29028	32825	4	9
	30951	33738	1827	9
	31974	34854	0	9
5	32998	35958	14335	9
	34296	37386	7	9
	35604	38814	1877	9
	38912	40236	7	9
	38220	41664	2258	9
	39528	43089	4	9
6	40836	44511	40153	9
	43344	47247	67196	9
	45852	49983	14680	9
	48360	52719	11	9
7	50868	55449	28486	9
	53487	58302	30286	9
	56106	61166	42063	9
	58725	63699	9028	8.6
	61344	66540	25848	8.5
8	63983	69381	4744	8.5
	67509	73248	18578	8.5
	71035	77094	9739	8.5
	74801	80943	6877	8.5
9	78141	84423	5343	8
	81045	87581	8189	8
	83949	90886	5500	8
	86853	93837	3196	8
	89757	96972	80	8
	82881	100110	1572	8
	85585	103248	1126	8
10	98463	106377	3830	8
	102707	110858	1661	8
	106941	115539	3092	8
	111180	120117	414	8
11	115413	124092	2065	8
	123468	133302	1014	8
	131523	142088	11	8
12	138578	150799	413	8
	147474	159273	1	8
	155370	167799	0	8
13	163260	171426	26	5
	170373	178883	0	5
	177486	185363	0	5
		TOTAL	328848	8.7

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ANNEXURE B

ADJUSTMENT TO THE KEY SCALE FOR THE PUBLIC SERVICE: 1997

SALARY RANGE	% ADJUSTMENT
1	11%
2	9%
3	9%
4	9%
5	9%
6	9%
7	9%
8	8.5%
9	8%
10	8%
11	8%
12	8%
13	5%
14	3%
15	0%
16	0%

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 J. Donald

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ANNEXURE C

The salary ranges are allocated to post and REQV levels as follows:

POST LEVELS AND REQV LEVELS	SALARY RANGE(S)
<u>POST LEVEL 1</u>	
REQV 10	3
REQV 11	3 to 5
REQV 12	4 to 6
REQV 13	6 to 8
REQV 14 and higher	7 to 8
<u>POST LEVEL 2</u>	
REQV 10	5
REQV 11	6
REQV 12	7
REQV 13 and higher	8 and 9
<u>POST LEVEL 3</u>	
REQV 10	6
REQV 11	7
REQV 12	8
REQV 13 and higher	9 and 10
<u>POST LEVEL 4</u>	
REQV 11	8
REQV 12	9
REQV 13 and higher	10 and 11
<u>POST LEVEL 5</u>	
REQV 13 and higher	12
<u>POST LEVEL 6</u>	
REQV 13 and higher	13

M. D. Sankar

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