

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO: 4 OF 1999

A STUDY ON CAREER PATHING AND A SALARY SYSTEM FOR EDUCATORS

1. THE PARTIES TO THE COUNCIL NOTE:

- 1.1 Resolution No. 7 of 1998 of the Public Service Co-ordinating Bargaining Council (PSCBC).
- 1.2 Clause 4.2.1 of the agreement mentioned at 1.1 provides for a sum of R140 million to be allocated to Education for the use of transformation measures, after concluding an agreement within the Education Labour Relations Council (ELRC) on how the funds are to be used.
- 1.3 Resolution No. 2 of 1999 dealing with the application for transfer and utilisation of the R140 million allocated to the education sector.

2. THE PARTIES AGREE AS FOLLOWS:

- 2.1 An amount of R3,5 million be allocated to fund a study on career pathing and a salary system for educators from the R140 million allocated to the education sector.
- 2.2 This project is in keeping with the requirements of Resolution No 7 of 1998 of the PSCBC.
- 2.3 The Remuneration Task Team of Council will manage the project and financial matters will be handled in terms of the financial policy of Council.

2.3 SCOPE OF AGREEMENT.

This agreement applies to and binds:

- 2.3.1 The employer, and
- 2.3.2 the trade union parties to Council.

2.4. DATE OF IMPLEMENTATION AND DECISIONS ALREADY TAKEN.

This agreement came into operation with retrospective effect on June 11, 1999 and all decisions taken since are deemed to be taken in terms of this agreement.



THUS DONE AND SIGNED AT CENTURION ON THIS THE
05 DAY OF November 1999.

ON BEHALF OF THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
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<u>Education</u>	<u>R. GOVENDER</u>	<u>Govender.</u>

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
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<u>NAPTOSA</u>	<u>A. HENDRICKS</u>	<u>[Signature]</u>
<u>STMA</u>	<u>J.C. KLOPPER</u>	<u>[Signature]</u>
<u>BAOTU</u>	<u>S.G. PADAYACHEE</u>	<u>[Signature]</u>