

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO. 8 OF 2000.

UPGRADING OF QUALIFICATIONS AND DEVELOPMENT OF 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. Resolution No. 2 of 1999 of the Education Labour Relations Council. **(The application for the transfer and utilisation of the R140 million allocated to the education sector.)**
- 1.3. Resolution No. 4 of 1999 of the Education Labour Relations Council **(A study on career pathing and a salary system for educators).**
- 1.4. Resolution No. 5 of 1999 of the Education Labour Relations Council **(Appointment of full-time shop stewards in education).**

2. THE PARTIES AGREE AS FOLLOWS:

2.1. Upgrading of Educators Fund

An amount not exceeding **R95 million** (Ninety Five Million Rand) be set aside and utilised for the upgrading of the qualifications of "unqualified" and "under-qualified" educators.

2.2. Shop Stewards Fund

An amount not exceeding **R20 million** (Twenty Million Rand) be set aside and utilised for the funding of replacement (substitute) educators in terms of Resolution No. 5 of 1999 of the Education Labour Relations Council (ELRC).

ELRC

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2.3. Job Summit Fund

An amount not exceeding **R1000 574.40 (One Million five hundred and seventy four rand and forty cents)** be set aside and utilised for the funding of the Public Service Job Summit and the implementation of resolutions emanating from it.

2.4. Reskilling and Special Programmes Fund

2.4.1. Develop a campaign to promote sound values, ethics and professionalism in education and to address issues such as racism so as to increase public awareness of the consequences for and impact thereof on learners, educators, parents, officials, communities and society in general.

2.4.2. Develop materials and training programmes for the re-skilling of educators in the following prioritised areas, but not limited to:

- a) Legislation related to Education;
- b) Diversity in schools;
- c) Subject Content in Outcome Based Education (including HIV/AIDS awareness).
- d) Re-skilling of educators through the use of technology (computers) so as to become competent to teach.

2.4.3. An amount not exceeding **R24 million (Twenty Four Million Rand)** is set aside and allocated for this purpose.

2.5. Research and Development Fund.

An amount equal to the interest accrued as at the date of the signing of this agreement and any future interest, from the transformation account, shall be set aside as a research and development fund. The terms of reference for the Fund are appended as annexure A.

Mandate to Executive Committee

2.6. The total expenditure relating to paragraphs 2.1 to 2.4 shall not exceed the amount of R140 million (One Hundred and Forty Million Rand) and the Executive Committee shall determine the final amounts allocated to the funds outlined in clauses 2.1 to 2.5 above.

2.7. The Executive Committee of Council is mandated:

- (a) To determine the terms of reference of each fund, and
- (b) To manage such funds.

2.8. The Executive Committee shall, if necessary, appoint a project manager, whose task it will be, to develop and implement a business plan for the envisaged activities of the funds outlined in clauses 2.1 to 2.5 above.

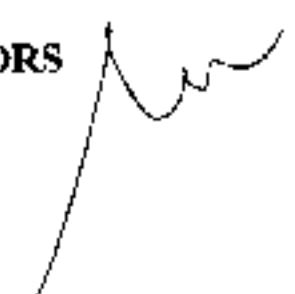
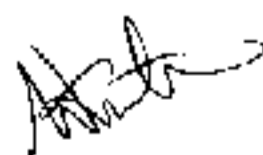
2.9. Involvement of Sace

Council shall allow SACE representation on any committee or task team that deals with programmes envisaged in clauses 2.1, 2.4.1 and 2.4.2.

3. SCOPE OF AGREEMENT

This agreement applies to and binds:

3.1 The employer.



3.2 All the employees of the employer as defined in the Employment of Educator's Act of 1998 whether such employees are members of trade union parties to this agreement or not.

4. DATE OF IMPLEMENTATION AND DURATION

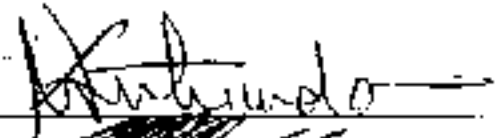
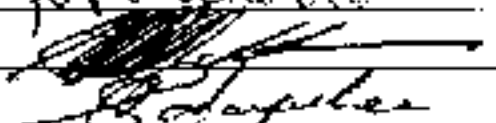
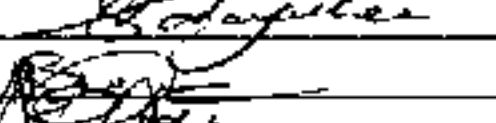
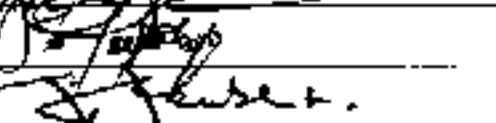
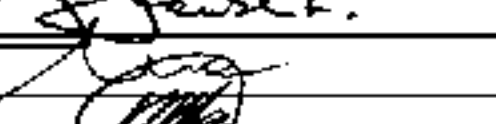

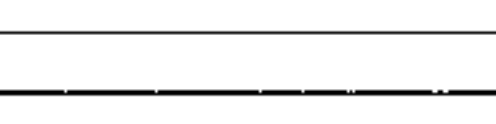
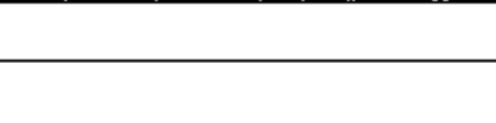
This agreement shall, in respect of parties and non-parties, come into effect on the date it is signed in Council and shall remain in force for a period of three years from the effective date.

5. DISPUTE RESOLUTION

Any dispute arising from the provisions of this agreement shall be referred to the Council for resolution.

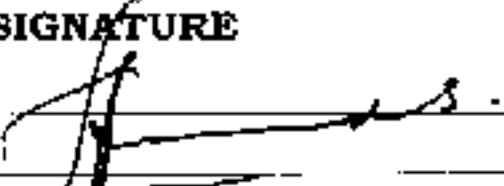
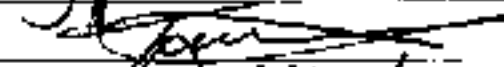

Thus done and signed at Centurion on this 6th Day of December, 2000.

On behalf of the STATE as EMPLOYER:

DEPARTMENT	NAME	SIGNATURE
Mpumalanga	AW kutumela	
MADE	S.M. MASHINANE	
NWDE	S.G. PADAYACHEE	
NCED	Sandile Beuzana	
KZNEO	MV. Gumede	
FSDE	J.P. JOUBERT	
DOE	P.W. Morkel	
ELED	M. SANJIV	



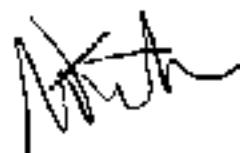
On behalf of the Employee Parties:

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. HONORICKS	
SADTU	P. W. NXESI	
SAOU	P. BELFORT	

ANNEXURE A

TERMS OF REFERENCE OF THE ELRC RESEARCH AND DEVELOPMENT FUND

1. R7.5 million to be available forthwith to parties for research and development purposes during the current year (2001).
2. The remainder of the funds allocated to the Research and Development Fund shall be invested, with a view to financing future research and development projects (from 2002) largely from the interest earned from the Research and Development Fund and other funds of the ELRC referred to in Resolution No. 8 of 2000 and from the general allocation of funds of Council.
3. Funding to be dispersed to the parties on the following basis: 50% to the Employer and the remaining 50% between the employee parties in proportion to voting weights.
4. Joint projects of the ELRC to be financed on a pro-rata basis by the parties according to the proportions set out above.
5. For the current year, parties are invited to submit proposals forthwith within the funding limits set by the above conditions.
6. For subsequent years, at the beginning of each year, the Executive Committee of the ELRC shall set a budget for the Research and Development Fund informed by the earnings of the Fund for the previous year, interest accrued from the other funds, allocations from the general funds of Council and by the needs of the organisation. The parties may then submit proposals within the limits set by the budget and the system of proportional disbursement outlined above.
7. Approval of projects shall be by a meeting of the Executive Committee of Council.
8. Criteria for approval of project proposals:
 - 8.1 Proposals must indicate how they will be of benefit to educators.
 - 8.2 Proposals must be concerned with research and/or development in the field of education.
 - 8.3 Development is understood broadly to include training, empowerment and capacity building for teachers, teacher



representatives, education administrators and other relevant groups identified by the Executive Committee.

- 8.4 Research is understood to include information and data gathering, review and analysis of data, policy, theories etc in the field of education, broadly defined.
- 8.5 Proposals to be accompanied by a budget.
- 8.6 Approved projects must submit a written report upon completion.
- 8.7 Research and documentation produced by projects financed by the Fund shall be the property of the ELRC and for use by parties to the ELRC.



A handwritten signature in cursive script, appearing to read "A. J. ...".



A handwritten signature in cursive script, appearing to read "M. ...".



A handwritten signature in cursive script, appearing to read "S. ...".



A handwritten signature in cursive script, appearing to read "D. ...".