

EDUCATION LABOUR RELATIONS COUNCIL

NORTHERN PROVINCE CHAMBER

RESOLUTION NO. 4 OF 1997

NORM TIMES AND RATES OF PAY FOR SENIOR CERTIFICATE MARKERS

The employer and employee parties to the Education Labour Relations Council, Northern Province Chamber, hereby resolve and agree in terms of Section 12 of the Education Labour Relations Act 1993 (Act No 146 of 1993), that the norm times and hourly rates of pay as set out in this document will be applied in the payment of all markers of this year's Senior Certificate Examination.

1. SCOPE OF APPLICATION

The norm times and hourly rates herein agreed to will be applicable to Chief Examiner, Deputy Chief-Examiners, Senior Sub-Examiners, Sub-Examiners and Examination Assistants in the payment of marking fees for the 1997 Senior Certificate Examination, including the March Supplementary Examination.

2. OBJECTIVES

- 2.1 to ensure that all grades of marking personnel are adequately rewarded for their services;
- 2.2 to affirm transparency in the process.

3. NORM TIMES AND RATES OF REMUNERATION

These are set out in Annexure A. The hourly rates for the various categories will be as follows:

HOURLY RATES

Sub-Examiner	R43,25
Senior Sub-Examiner	R46,85
Deputy-Chief Examiner	R50,45
Chief Examiner	R54,10
Internal Moderator	R54,10
Examination Assistant	R14,42

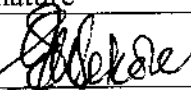
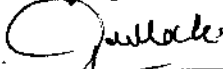
4. The Head of Department of the Employer Party shall ensure that accurate records of marking times are kept by the Chief Examiners during the marking of

the 1997 examination so that the norm times can be reviewed, and if necessary, adjusted in the coming year.

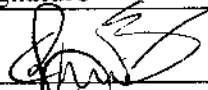




5. No party may take part in a strike or a lock-out against the provision of this agreement.

SIGNED AT PIETERSBURG ON THIS DAY 21
OF NOVEMBER 1997.

ON BEHALF OF
EMPLOYER PARTIES

Signature	Organisation
1. 	NPDE
2. 	FEDSAS

ON BEHALF OF
EMPLOYEE PARTIES

Signature	Organisation
1. 	APT
2. 	SADTU
3. 	SAOU
4. 	SAUVSE
5. 	TUATA

NORTHERN PROVINCE


ANNEXURE A

PROPOSED NORM TIMES FOR THE MARKING OF SENIOR CERTIFICATE ANSWER SCRIPTS

SUBJECT	GRADE	PAPER(S)	DURATION	N/TIME
ACCOUNTING	HG		3	24
ACCOUNTING	SG		3	22
ADDITIONAL MATHEMATICS	HG		3	12
ADVANCED MATHEMATICS	HG		2½	
AFRIKAANS 1ste TAAL	HG	P1	3	22
AFRIKAANS 1ste TAAL	HG	P2	3	20
AFRIKAANS 1ste TAAL	SG	P1	2½	18
AFRIKAANS 1ste TAAL	SG	P2	2½	16
AFRIKAANS 2de TAAL	HG	P1	2	22
AFRIKAANS 2de TAAL	HG	P2	2	21
AFRIKAANS 2de TAAL	SG	P1	2½	20
AFRIKAANS 2de TAAL	SG	P2	2	18
AGRICULTURAL SCIENCE	HG		3	23
AGRICULTURAL SCIENCE	SG		3	20
ANIMAL HUSBANDRY	HG		3	13
*ANIMAL HUSBANDRY	SG		3	12
ARABIC	HG	P1	2	
ARABIC	HG	P2	2½	
ARABIC	SG	P1	2	
ARABIC	SG	P2	2½	
*APPLIED AGRIC. SCIENCE	SG		3	
APPLIED AGRIC. SCIENCE	SG		3	20
ART	HG	P1	3	15
ART	HG	P2	6	7
ART	HG	P3	18	7
ART	HG	P4		7
ART	SG	P1	3	14
ART	SG	P2	6	7
ART	SG	P3	18	7
ART	SG	P4		7
BIBLICAL STUDIES	HG		3	23
BIBLICAL STUDIES	SG		3	22
BIOLOGY	HG		3	28
BIOLOGY	SG		3	25
BRICKLAYING & PLASTERING	SG		3	15
BUILDING CONSTRUCTION	SG			12
BUSINESS ECONOMICS	HG		3	22
BUSINESS ECONOMICS	SG		3	21
COMMERCIAL MATHEMATICS	SG		3	15
COMPUTER STUDIES	HG	P1		18
COMPUTER STUDIES	HG	P2		10

SUBJECT	GRADE	PAPER(S)	DURATION	N/TIME
COMPUTER STUDIES	SG	P1		15
COMPUTER STUDIES	SG	P2		9
*ECONOMICS	HG			23
ECONOMICS	SG			20
ELECTRICIANS' WORK	HG		3	15
ELECTRICIANS' WORK	SG		3	15
ELECTRONICS	SG			11
*DANCE	HG			
DANCE	SG			
DANCE PERFORMANCE(2ND SUBJECT)	HG			
DANCE PERFORMANCE	SG			
DUTCH ADVANCED LEVEL	HG			
DUTCH ADVANCED LEVEL	SG			
ENGLISH 1st LANGUAGE	HG	P1	2½	22
ENGLISH 1st LANGUAGE	HG	P2		20
ENGLISH 1st LANGUAGE	HG	P3		21
*DESIGN	HG			
DESIGN	SG			21
ENGLISH 1st LANGUAGE	SG	P1	2½	21
ENGLISH 1st LANGUAGE	SG	P2	2	18
ENGLISH 1st LANGUAGE	SG	P3	2½	20
ENGLISH 2nd LANGUAGE	HG	P1	1½	15
ENGLISH 2nd LANGUAGE	HG	P2	1½	14
ENGLISH 2nd LANGUAGE	HG	P3	1½	14
ENGLISH 2nd LANGUAGE	SG	P1	1½	13
ENGLISH 2nd LANGUAGE	SG	P2	1½	11
ENGLISH 2nd LANGUAGE	SG	P3	1½	10
FARM MECHANICS	SG		3	10
FIELD HUSBANDRY	HG		3	11
FIELD HUSBANDRY	SG		3	10
FITTING AND TURNING	SG		3	16
FRENCH ADVANCED LEVEL	HG			
FRENCH ADVANCED LEVEL	SG			
FRENCH THIRD LANGUAGE	HG	P1	3	15
FRENCH THIRD LANGUAGE	HG	P2	2	13
FRENCH THIRD LANGUAGE	SG	P1	3	
FRENCH THIRD LANGUAGE	SG	P2	2	
FUNCTIONAL MATHEMATICS	SG	P1	3	16
FUNCTIONAL MATHEMATICS	SG	P2	3	
FUNCTIONAL PHYS. SCIENCE	SG			18
GEOGRAPHY	HG	P1	1½	10
GEOGRAPHY	HG	P2	3	20
GEOGRAPHY	SG	P1	1½	7
GEOGRAPHY	SG	P2	3	18
GRAPHIC ART	SG			
GERMAN 3rd LANGUAGE	HG	P1	3	17
GERMAN 3rd LANGUAGE	HG	P2	3	15
GERMAN 3rd LANGUAGE	SG	P1	3	
GERMAN 3rd LANGUAGE	SG	P2	3	
HISTORY	HG	P1		21
HISTORY	HG	P2		20
HISTORY	SG	P1		19

SUBJECT	GRADE	PAPER(S)	DURATION	N/TIME
HISTORY	SG	P2		18
HISTORY OF THEATRE, COSTUM & LITERATURE	SG			
HOME ECONOMICS	HG		3	20
HOME ECONOMICS	SG		3	19
HOTEL KEEPING AND CATERING	SG			9
HOUSECRAFT	HG		3	
HOUSECRAFT	SG		3	
INTRODUCTION TO CRIMINOLOGY	SG			15
INSTITUTIONAL MANAGEMENT	HG			
INSTITUTIONAL MANAGEMENT	SG			
ISINDEBELE 1st LANGUAGE	HG	P1		
ISINDEBELE 1st LANGUAGE	HG	P2		
ISINDEBELE 1st LANGUAGE	HG	P3		
LATIN	HG	P1	2	
LATIN	HG	P2	1½	
LAW OF CRIMINAL PROCEDURE AND EVIDENCE	SG		3	13
MATHEMATICS	HG	P1	3	20
MATHEMATICS	HG	P2	3	22
MATHEMATICS	SG	P1	3	18
MATHEMATICS	SG	P2	3	19
MERCANTILE LAW	HG		3	
MERCANTILE LAW	SG		3	15
MOTOR BODY REPAIRING	SG			-
MOTOR MECHANICS	SG		3	7
MOTOR VEHICLE CONSTRUCTION	SG			7
MUSIC	HG	P1	2½	10
MUSIC	HG	P2	1½	10
MUSIC	SG	P1	2½	10
MUSIC	SG	P2	1½	10
MUSIC COMPOSITION	HG			
MUSIC COMPOSITION	SG			
MUSIC PERFORMANCE	HG		3	
MUSIC PERFORMANCE	SG		3	
NEEDLEWORK & CLOTHING	SG		3	15
NORTH SOTHO 1st LANGUAGE	HG	P1	2½	23
NORTH SOTHO 1st LANGUAGE	HG	P2		20
NORTH SOTHO 1st LANGUAGE	HG	P3		21
NORTH SOTHO 3rd LANGUAGE	HG	P1	3	20
*NORTH SOTHO 3rd LANGUAGE	HG	P2	2½	19
PHYSICAL SCIENCE	HG	P1	2	19
PHYSICAL SCIENCE	HG	P2	2	18
PHYSICAL SCIENCE	SG	P1	1½	13
PHYSICAL SCIENCE	SG	P2	1½	12
PHYSIOLOGY	HG		3	12
PHYSIOLOGY	SG		3	11
PAINTING	SG			-
PAINTING & DECORATING	SG			
PLUMBING & SHEETMETAL WORK	HG		3	
PLUMBING & SHEETMETALWORK	SG		3	12
PRACTICAL AGRIC. SCIENCE	SG		3	

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SUBJECT	GRADE	PAPER(S)	DURATION	N/TIME
PRACTICAL BALLET	HG			
PRACTICAL BALLET	SG			
S.A. CRIMINAL LAW	SG		3	15
*SOUTH SOTHO 1st LANGUAGE	HG	P1	2½	18
SOUTH SOTHO 1st LANGUAGE	HG	P2	3	16
SOUTH SOTHO 1st LANGUAGE	HG	P3	3	17
SOUTH SOTHO 3rd LANGUAGE	HG	P1		20
SOUTH SOTHO 3rd LANGUAGE	HG	P2		19
SCULPTURE	SG			7
SNELSKRIF	SG			7
SHORTHAND	SG			
SPEECH & DRAMA	HG		3	9
SPEECH & DRAMA	SG		3	9
STATUTE LAW	SG		3	15
SWAZI 1st LANGUAGE	HG	P1	2½	19
SWAZI 1st LANGUAGE	HG	P2	3	16
SWAZI 1st LANGUAGE	HG	P3	3	18
SWAZI 3rd LANGUAGE	HG	P1	2½	17
SWAZI 3rd LANGUAGE	HG	P2		17
TECHNICAL DRAWING	HG	P1	3	19
TECHNICAL DRAWING	HG	P2	3	18
TECHNICAL DRAWING	SG	P1	3	18
TECHNICAL DRAWING	SG	P2	3	17
TECHNIKA: CIVIL	HG		3	18
TECHNIKA: CIVIL	SG		3	17
TECHNIKA: ELECTRICAL	HG		3	19
TECHNIKA: ELECTRICAL	SG		3	18
TECHNIKA: ELECTRONICS	HG		3	18
TECHNIKA: ELECTRONICS	SG		3	17
TECHNIKA: MECHANICAL	HG		3	15
TECHNIKA: MECHANICAL	SG		3	15
TSONGA 1st LANGUAGE	HG	P1	2½	23
TSONGA 1st LANGUAGE	HG	P2		20
TSONGA 1st LANGUAGE	HG	P3	3	21
TSONGA 3rd LANGUAGE	HG	P1		17
TSONGA 3rd LANGUAGE	HG	P2	3	17
TSWANA 1st LANGUAGE	HG	P1	2½	17
TSWANA 1st LANGUAGE	HG	P2	3	17
TSWANA 1st LANGUAGE	HG	P3	3	18
TYPING	SG	P1	3	18
TYPING	SG	P2	3	17
VENDA 1st LANGUAGE	HG	P1	3	23
VENDA 1st LANGUAGE	HG	P2	3	20
VENDA 1st LANGUAGE	HG	P3	3	21
VENDA 3rd LANGUAGE	HG	P1		17
VENDA 3rd LANGUAGE	HG	P2		17
WELDING & METALWORKING	SG		3	9
WOODWORK	SG	P1	3	9
WOODWORK	SG	P2	3	9
WOODWORKING	SG		3	9
XHOSA 1st LANGUAGE	HG	P1	2½	23
XHOSA 1st LANGUAGE	HG	P2	3	20
XHOSA 1st LANGUAGE	HG	P3	3	21

SUBJECT	GRADE	PAPER(S)	DURATION	N/TIME
XHOSA 3rd LANGUAGE	HG	P1	2½	17
XHOSA 3rd LANGUAGE	HG	P2	3	17
ZULU 1st LANGUAGE	HG	P1	2½	23
ZULU 1st LANGUAGE	HG	P2	3	20
ZULU 1st LANGUAGE	HG	P3	3	21
ZULU 3rd LANGUAGE	HG	P1	2½	17
ZULU 3rd LANGUAGE	HG	P2	3	17