ADDENDUM TO COLLECTIVE AGREEMENT NUMBER 2 OF 2014:

QUALITY MANAGEMENT SYSTEM (QMS) FOR SCHOOL-BASED EDUCATORS

10 SEPTEMBER 2019
ADDENDUM TO COLLECTIVE AGREEMENT
NUMBER 2 OF 2014

QUALITY MANAGEMENT SYSTEM (QMS) FOR SCHOOL-BASED EDUCATORS

1. PURPOSE OF THIS ADDENDUM

The purpose of this addendum is to amend the implementation dates as contained in clauses 5.2 and 5.3 of Collective Agreement 2 of 2014.

2. THE PARTIES TO THE COUNCIL NOTE AS FOLLOWS:

2.1 Collective Agreement 2 of 2014 that was concluded by Council on 13 November 2014 but only signed by the Employer and CTU-ATU in 2015. The agreement therefore did not enjoy a trade union majority.

2.2 Clause 5.1 of Collective Agreement 2 of 2014: "This agreement shall come into effect on the date it enjoys majority support and shall remain in force unless terminated or amended by agreement."

2.3 Part 1 of Part 3, clause 3.4 of the ELRC constitution: "A draft Collective Agreement shall be put to the vote, and it shall be considered approved only when a vote of the employer on the one side and a majority vote of the Trade Unions on the other side is cast in favour of its adoption", read together with clause 3.7.3, "The date of the Collective Agreement of the Council shall be the first date on which the agreement has been signed by sufficient parties to comply with the majority provision of clause 3.4. The General Secretary shall insert such date as the date of the Collective Agreement at the end of the Agreement".

2.4 SADTU, the majority Trade Union signed the Collective Agreement 2 of 2014 on 3 September 2019.

2.5 Clause 5.2: "The training and capacity building of users of the QMS will be conducted from January 2015 until December 2015".

2.6 Clause 5.3: "The full implementation of the instrument will take place from January 2016".

Addendum to Collective Agreement Number 2 of 2014
Quality Management System (QMS) for School-Based Educators
3. **THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**

3.1 The dates for implementation shall be amended and thus the new clauses 5.2 and 5.3 of Collective Agreement 2 of 2014 shall read as follows:

5.2 The training and capacity building of users of the QMS will be conducted from January 2020 until December 2020.

5.3 The full implementation of the instrument will take place from January 2021.

4. **DATE OF IMPLEMENTATION**

The amendments shall take effect on the date of signing by the Council.

5. **SIGNING OF THIS ADDENDUM**

Thus, done and signed at **CENTURION** on the **10th** day of **SEPTEMBER 2019**

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**ON BEHALF OF THE STATE AS THE EMPLOYER:**

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<th>DEPARTMENT</th>
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<td>DEPARTMENT OF BASIC EDUCATION</td>
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**ON BEHALF OF EMPLOYEE PARTIES:**

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<td>SADTU</td>
<td>Mfywena Maluleke</td>
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<td>CTU-ATU</td>
<td>S·A·Thompson</td>
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