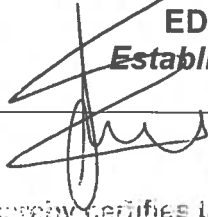


EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the LRA of 1995 as amended



The CC hereby certifies that this
Collective Agreement was ratified
by Council on this date

2019 -08- 28



FREE STATE CHAMBER

**ADDENDUM TO COLLECTIVE
AGREEMENT NO. 1 OF 2019:**

***GUIDELINES FOR ADVERTISING AND
FILLING OF EDUCATOR POSTS AT
INSTITUTIONS***

23 AUGUST 2019




ADDENDUM TO COLLECTIVE AGREEMENT NO. 1 OF 2019:

GUIDELINES FOR ADVERTISING AND FILLING OF EDUCATOR POSTS AT INSTITUTIONS

1. THE PARTIES TO THE CHAMBER NOTE AS FOLLOWS:

- 1.1 The errors and omissions were detected in the Free State Chamber Collective Agreement 1 of 2019 that was ratified by the Council on the 28 February 2019.
- 1.2 The addendum to the Free State Chamber Collective Agreement 1 of 2019 seeks to rectify and insert below clauses that were erroneously captured and/or omitted in the ratified FSCA 1 of 2019.
 - 1.2.1 section 4.7.2, should insert "of the PAM" next to paragraph B.5. (page 8)
 - 1.2.2 section 4.7.3, should insert "of the PAM" next to paragraph B.3.2.1.(page 8)
 - 1.2.3 section 4.13, should insert "of the PAM" next to paragraph B.5.4.(page 9)
 - 1.2.4 section 4.15.6, paragraph 4.6.5 be amended to read 4.15.5.(page 9)
 - 1.2.5 section 5.8, paragraph 4.4.1 should be amended to read, paragraph 4 of this resolution. (page 10)
 - 1.2.6 Annexure B: scoresheet should indicate Post Level 1. (page 12)
 - 1.2.7 Shortlisting Promotional Posts, Weighting for Informal Qualification should be corrected to 10 and Appropriate Experience to 20. (page14)
 - 1.2.8 Explanatory notes, paragraph 1.3 Relevant and Appropriate Informal Qualification should be corrected to read Experience. (page 14)
 - 1.2.9 Scoring for Promotional posts should be corrected to insert targets for Gender and Disability. (page 15)



2. THE PARTIES TO CHAMBER THEREFORE AGREE AS FOLLOWS:

2.1 Parties agree that there are recruitment processes which were conducted in terms of the clauses being amended, therefore the following transitional arrangements shall apply to such processes.

2.1.1 The recruitment processes that were conducted prior to the amendments will be considered to have been conducted in terms of this addendum.

2.1.2 Where there is a dispute arising from the conflict due to the processes referred to in paragraph 2.1 above, such disputes shall be handled in terms of the amended clauses in accordance with this addendum, read with Clause 6 of the agreement (Free State Chamber Collective Agreement 1 of 2019).


3. DATE OF IMPLEMENTATION

The amendments shall be effective from the date of ratification by the Council.


4. SIGNING OF THE ADDENDUM TO FSCA 1 OF 2019

Thus, done and signed at **BLOEMFONTEIN** on the 26 day of **AUGUST 2019**

ON BEHALF OF THE STATE AS THE EMPLOYER:

DEPARTMENT	NAME	SIGNATURE
FREE STATE DEPARTMENT OF EDUCATION	GODFREY MATHATSI	

ON BEHALF OF EMPLOYEE PARTIES:

TRADE UNION	NAME	SIGNATURE
SADTU	Makholane Moko	
CTU-ATU	Reniell S. Lodgewijk	