COLLECTIVE AGREEMENT
NUMBER 2 OF 2010

23RD JUNE 2010

IMPLEMENTATION OF PARAGRAPH 3.2
(APPRAISAL AND EVALUATION) OF THE
TEACHER DEVELOPMENT SUMMIT
DECLARATION OF JULY 2009
EDUCATION LABOUR RELATIONS COUNCIL
COLLECTIVE AGREEMENT NO. 2 OF 2010
IMPLEMENTATION OF PARAGRAPH 3.2 (APPRaisal AND EVALuATION)
OF THE TEACHER DEVELOPMENT SUMMIT DECLARATION OF JULY 2009

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to give effect to paragraph 3.2 of the Teacher Development Declaration of July 2009.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

2.1 The employer, and

2.2 All the employees of the employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

3.1 ELRC Collective Agreement No 8 of 2003 which dealt with the establishment of the Integrated Quality Management System (IQMS);

3.2 ELRC Collective Agreement no 2 of 2009 which dealt with processes of Teacher Appraisal;

3.3 Paragraph 3.2 of the Teacher Development Summit Declaration of July 2009 which dealt with Appraisal and Evaluation;

3.4 Process matters emanating from the work of the Post Teacher-Development Summit working group number 2 on Teacher Appraisal and Evaluation.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the teacher appraisal for purposes of development will be delinked from appraisal for purposes of remuneration and salary progression.

4.2 That IQMS will be streamlined and rebranded. Mechanisms for identifying and responding to teacher development needs will be improved, particularly in relation to developing curriculum competence that will enhance the quality of teaching and learning in our schools. This should be done in a way that secures the trust and confidence of teachers, so
that they are able to discuss their own challenges in a non-punitive environment and are able to access relevant mentoring, support and training that targeted to their needs.

4.3 That ELRC Collective Agreement no. 8 of 2003 (IQMS) shall remain in force pending the finalization of processes referred to in paragraphs 4.1. and 4.2 above.

5. DATE OF IMPLEMENTATION

The provisions of this Collective Agreement shall take effect on the date of signing.

6. INTERPRETATION AND APPLICATION

6.1 In the event of any conflict between the provisions of this Agreement and any other Collective Agreement of the ELRC, the provisions of this Collective Agreement shall take precedence.

6.2 No amendments to this Collective Agreement shall be of force or effect unless reduced in writing and agreed upon by the parties to the ELRC as a Collective Agreement of the ELRC.

7. DISPUTE RESOLUTION

Any dispute about the interpretation or application of this collective agreement shall be resolved in terms of the dispute resolution procedure of the ELRC.

8. SIGNING OF THIS AGREEMENT

Thus done and signed at Centurion on this day of 23rd June 2010 by:

ON BEHALF OF THE STATE AS EMPLOYER

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<thead>
<tr>
<th>DEPARTMENT</th>
<th>NAME</th>
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<tbody>
<tr>
<td>EDUCATION</td>
<td>P. E. Soobrayan</td>
<td>[Signature]</td>
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ON BEHALF OF THE EMPLOYEE PARTIES

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<tr>
<th>TRADE UNION</th>
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<tr>
<td>CTU &quot;SADTU&quot;</td>
<td>Mugwema Maluleke</td>
<td>[Signature]</td>
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<tr>
<td>CTU &quot;ITU&quot;</td>
<td>Henry Hendricks</td>
<td>[Signature]</td>
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Collective Agreement Number 2 of 2010
Implementation of Paragraph 3.2 (Appraisal and Evaluation) of the Teacher Development Summit Declaration of July 2009