

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

2020 -08- 95



**EDUCATION LABOUR RELATIONS COUNCIL**

**LIMPOPO PROVINCIAL CHAMBER**

**COLLECTIVE AGREEMENT No.1 of 2020**

**Amendment of Limpopo's Collective Agreement No. 1 of 2009 on the selection  
criteria for the appointment of Grade 12 NSC Markers**

**1. Purpose of This Agreement**

The purpose of this agreement is to ensure:

- 1.1 That the process of selection of markers takes as its point of departure serving the best interest of the learners.
- 1.2 That prospective Grade 12 markers receive a fair, just and equitable treatment during the processes of selection and appointment.
- 1.3 Transparency and democratisation of the process of selecting Grade 12 markers.
- 1.4 The prevention of irregularities by selecting and subsequently appointing suitable, appropriately qualified and competent markers at all levels of marking.

**2. Scope of Application**

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 No. 76 of 1998 whether such employees are members of trade union parties to this agreement or not.

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**3. The Parties to the Chamber note as follows:**

- 3.1 The Limpopo ELRC Chamber resolution Number 3 of 1997
- 3.2 The Limpopo Collective Agreement Number 1 of 2005
- 3.3 The Limpopo Collective Agreement Number 1 of 2009

**4. The Parties to the Chamber therefore agree as follows:**

The selection and appointment criteria contained herein will constitute minimum guidelines and be applicable to the selection procedures for Deputy Chief Markers, Senior Markers and Markers.

**5. Composition of a Panel**

The Limpopo Department of Education shall, for both the end of year and Supplementary Examinations, establish a selection panel per subject and per paper, which panel will be constituted as follows:

- 5.1 One (1) Chief Marker (Internal Moderator in case the Chief Marker is unavailable).
- 5.2 Three (3) Departmental Officials.
- 5.3 One (1) Observer per Employee Party to the Provincial Chamber.

**6. Selection Criteria**

**6.1 Markers**

A prospective marker should satisfy the following requirements:

- 6.1.1 Be employed as an educator in terms of the Employment of Educators Act No. 76 of 1998;
- 6.1.2 Have a recognized academic and/or professional qualification in the subject applied for (at second or third year level);
- 6.1.3 Have at least two (2) years teaching experience in the subject and paper and
- 6.1.4 Must currently be teaching the Subject and Paper in Grade 12. If evidence of rotational teaching in the subject exists, and the applicant has taught the subject in at most 2 preceding years, the applicant may be considered provided he/she is currently teaching the subject in Grade 10 and/or 11.

**Provisos:**

- (a) Curriculum Advisors within the FET band will be considered for selection provided they are currently rendering educational support services in the subject applied for.
- (b) Only educators currently teaching Grade 12 literature will be considered for appointment in a Literature paper.

## 6.2 Senior Markers

A prospective Senior Marker should satisfy the following requirements:

- 6.2.1 Be employed as an educator in terms of the Employment of Educators Act No. 76 of 1998;
- 6.2.2 Have a recognized academic and/or professional qualification in the subject applied for;
- 6.2.3 Have at least five (5) years teaching experience in the subject and paper;
- 6.2.4 Have at least three (3) years' experience as a marker (in the subject and paper) and
- 6.2.5 Must currently be teaching the Subject and Paper in Grade 12. If evidence of rotational teaching in the subject exists, and the applicant has taught the subject in at most 2 preceding years, the applicant may be considered provided he/she is currently teaching the subject in grade 10 and/or 11.

### Provisos:

- (a) Curriculum Advisors within the FET band will be considered for selection provided they are currently rendering educational support services in the subject applied for.
- (b) Only educators currently teaching Grade 12 literature will be considered for appointment in a Literature paper.

## 6.3 Deputy Chief Marker

A prospective Deputy Chief Marker should satisfy the following requirements:

- 6.3.1 Be employed as an educator in terms of the Employment of Educators Act No. 76 of 1998;
- 6.3.2 Have a recognized academic and/or professional qualification in the subject applied for;
- 6.3.3 Have at least ten (10) years teaching experience in the subject and paper;
- 6.3.4 Have at least five (5) years' experience as a Senior Marker in the subject and paper and
- 6.3.5 Must currently be teaching the Subject and Paper in Grade 12. If evidence of rotational teaching in the subject exists, and the applicant has taught the subject in at most 2 preceding years, the applicant may be considered provided he/she is currently teaching the subject in grade 10 and/or 11.

### Provisos:

- (a) Curriculum Advisors within the FET band will be considered for selection provided they are currently rendering educational support services in the subject applied for.
- (b) Only educators currently teaching Grade 12 literature will be considered for appointment in a Literature paper.

## 7. Additional General Criteria

- 7.1 The selection criteria covered in this agreement provide for minimum requirements to be appointed at any of the three levels of marking.
- 7.2 The selection panel may recommend a waiver of the criteria outlined under paragraph 6 above for purposes of accommodating subjects where qualified applicants are insufficient.
- 7.3 On the recommendation of the selection panel, the Head of Department may appoint an applicant who does not meet all of the above requirements but is regarded as suitable. This will apply only in exceptional circumstances where insufficient qualified markers apply.
- 7.4 Applications for appointment as Markers, Senior Markers and Deputy Chief Markers shall be submitted on a prescribed form, which must be certified by the applicant's Head of the Institution and, where applicable, the Circuit Manager.
- 7.4.1 A Union Official for Employee Parties admitted to the Provincial Chamber of the ELRC must countersign the form to confirm that the applicant:
- (a) Has appropriate qualifications as listed in paragraph 6 above;
  - (b) Currently teaches the subject at Grade 12 and if evidence of rotational teaching in the subject exists, and the applicant has taught the subject in at most 2 preceding years, the applicant may be considered provided he/she is currently teaching the subject in grade 10 and/ or 11.
  - (c) Currently teaches literature in Grade 12 (in case of a language at First Additional Language or Home Language).
- NB**
- (i) Curriculum Advisors within the FET band will be considered for selection provided they are currently rendering educational support services in the subject applied for.
  - (ii) Only educators currently teaching Grade 12 literature will be considered for appointment in a Literature paper.
- 7.4.2 A Curriculum Advisor supporting the subject should countersign the form to confirm that the applicant teaches the subject at the appropriate level.
- 7.4.3 Principals of schools are not eligible to apply to serve as markers at all levels except those that are teaching a particular subject in Grade 12 and satisfy all requirements for selection.
- 7.4.4 Markers must have appropriate language competency required to mark a subject and paper.
- 7.5 Application forms will undergo the process of screening to verify compliance with the above listed criteria before being considered for capturing.
- 7.6 The principle of representativity on the basis of race, gender and demographics (provided the applicant meets the criteria listed above) should also be considered.

8. The Head of Department shall ensure that all records of the selection process are kept for a period of at least six (6) months after the date of the selection.

9. Selection Criteria for Amended Senior Certificate Markers.

This Collective Agreement for the selection of Grade 12 National Senior Certificate Examinations shall apply in the Amended Senior Certificate.

**10. Dispute Resolution**

Any dispute about interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedures of the Council.

**11. Date of Implementation**

This agreement shall come into effect on the date it is ratified by Council.

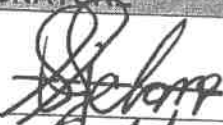

**12. Signing of this agreement**

Thus done and signed at Polokwane on this..... (Day) of ..... (Month) in 2020

**ON BEHALF OF THE LIMPOPO DEPARTMENT OF EDUCATION AS EMPLOYER**

DEPARTMENT	NAME	SIGNATURE	DATE
LIMPOPO DoE	KO Dederen		10/06/2020

**ON BEHALF OF EMPLOYEE PARTIES**

Trade Union	NAME	SIGNATURE	DATE
SADTU	S.S. Tjebane		10/06/2020
CTU - ATU	Setati Sylvester		10/06/2020

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