COLLECTIVE AGREEMENT
NUMBER 5 OF 2002

11 DECEMBER 2002

RECOGNITION FOR IMPROVEMENT IN REQV
EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO 5 OF 2002

RECOGNITION FOR IMPROVEMENT IN REQV

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to effect an amendment to PAM with regard to recognition for improvement in REQV.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

(1) The employer, and

(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:

(1) Paragraph 4.4, Chapter B of the Personnel Administration Measures.

(2) Late submission of proof of a higher qualification places an administrative burden on departments and can have the effect that a department must pay backdated salary that has not been budgeted for.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

An educator who improves his/her qualifications which has the effect that his/her REQV improves, will qualify for a financial benefit as set out in paragraphs 4.5 (a) to (e) of the chapter of PAM. An educator who qualifies for a salary adjustment, must submit proof of such a qualification to his/her employer within 12 months of obtaining it in order to receive the salary adjustment with effect from the date on which it was obtained. Should an educator fail to submit proof of the qualification within 12 months, he/she will only qualify for such salary adjustment with effect from the date on which it was submitted. It is agreed that the Minister be requested to amend paragraph 4.5 of PAM as set out in Annexure A.

5. DATE OF IMPLEMENTATION

This agreement shall, in respect of parties and non-parties, come into effect on the date it is signed in Council.
6. **DEFINITIONS**

(1) "Educator" means educator as defined in the Employment of Educators Act, 1998 (EEA), as amended.

(2) "Employer" means employer as defined in the Employment of Educators Act, 1998 (EEA), as amended.

7. **DISPUTE RESOLUTION**

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

Thus done and signed at **KOPANONG, Benoni** on the 11th day of **December 2002**.

**ON BEHALF OF THE STATE AS EMPLOYER**

<table>
<thead>
<tr>
<th>DEPARTMENT</th>
<th>NAME</th>
<th>SIGNATURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>EDUCATION</td>
<td>S. G. Lapane</td>
<td>Badgryde</td>
</tr>
</tbody>
</table>

**ON BEHALF OF THE EMPLOYEE PARTIES**

<table>
<thead>
<tr>
<th>TRADE UNION</th>
<th>NAME</th>
<th>SIGNATURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAPTOSA</td>
<td>D. H. Sout</td>
<td></td>
</tr>
<tr>
<td>SADTU</td>
<td>L. W. Maesi</td>
<td></td>
</tr>
<tr>
<td>SAOU</td>
<td>P Delport</td>
<td></td>
</tr>
</tbody>
</table>
Paragraph 4.5 of Chapter B of PAM is hereby amended by inserting the following paragraph before sub-paragraph (a):

4.5 Recognition for improvement in REQV

* Note: An educator who improves his/her qualifications which has the effect that his/her REQV improves, will qualify for a financial benefit as set out below. An educator who qualifies for a salary adjustment, must submit proof of such a qualification to his/her employer within 12 months of obtaining it in order to receive the salary adjustment with effect from the date on which it was obtained. Should an educator fail to submit the qualification within 12 months, he/she will only qualify for such salary adjustment with effect from the date on which the qualification was submitted.