

EDUCATION LABOUR RELATIONS COUNCIL
Established in terms of the S (37)(2) of the LRA of 1995 as amended



elrc

EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
No. 1 OF 2004**

28 MAY 2004

**VOTE WEIGHTS FOR THE
TRADE UNIONS
THAT ARE PARTIES TO COUNCIL**

[Handwritten signatures and initials]
B.P.

5. DISPUTE RESOLUTION

Any dispute arising from the provisions of this agreement shall be dealt with in terms of agreed upon dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION ON THIS THE 28 DAY OF MAY 2004.

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	<i>Baduyane</i> S. G. BADUYANE	<i>Baduyane</i>

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. HENDRICKS	<i>H. Hendricks</i>
SADTU	M. J. MAHILELE	<i>M. J. Mahilele</i>
SAOU	P. DELPORT	<i>P. Delport</i>
NATU	B P MPUNGOSE	<i>B. P. Mpungose</i>

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO. 1 OF 2004

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

1. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to establish the vote weights for the trade unions that are parties to the Council

2. SCOPE OF THE AGREEMENT

This agreement applies to and binds:

- a) The employer; and
- b) 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. PARTIES TO COUNCIL NOTE:

- (a) The statistics on union membership provided by the Employer;
- (b) The information obtained from the Persal system on membership figures of the Unions;
- (c) The determinations of the Vote Weights for the Union Parties to Council as confirmed by PriceWaterhouseCoopers Inc.

4. PARTIES TO COUNCIL THEREFORE AGREE:

4.1 That the figures expressed in the ANNEXURES A, C, C1 to C9, as presented by the General Secretary, are substantially correct.

4.2 ADOPTION AND DATE OF IMPLEMENTATION

- a) That the Vote Weights, as reflected in ANNEXURES C, C1 to C9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

[Handwritten signatures and initials]
BP.

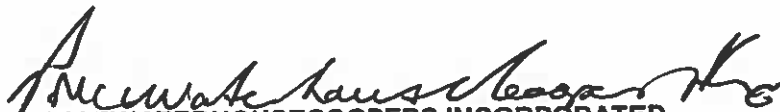
PricewaterhouseCoopers Inc
Reg. no. 1998/012055/21
32 Ida Street
Menlo Park
P O Box 35296
Menlo Park 0102
Telephone +27 (12) 429 0000
Facsimile +27 (12) 429 0100
Direct phone +27 12 429 0290
Direct fax +27 12 429 0100
www.pwcglobal.com/za

COMPILATION REPORT OF THE INDEPENDENT AUDITORS TO THE GENERAL SECRETARY OF THE EDUCATION LABOUR RELATIONS COUNCIL

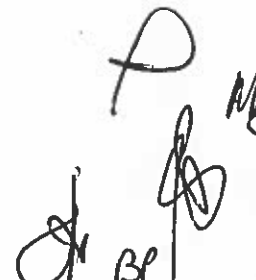
CALCULATION OF VOTING WEIGHTS AS AT 31 DECEMBER 2003

We have compiled the attached voting weight calculation set out in annexes A to A.1; B to B.10 and C to C.10 and gross member counts set out in annexes D.1 to D.2 from Persal data extracted by us and from information supplied to us, in accordance with the statements of standards applicable to compilation engagements as issued by The South African Institute of Chartered Accountants.

This voting weight calculation and the information supplied to compile it are the responsibility of the General Secretary. We have not conducted an audit or a review, in terms of the statements issued by The South African Institute of Chartered Accountants, on this voting weight calculation and accordingly express no opinion or assurance thereon. This voting weight calculation has been prepared for the specific purpose of assessing the voting weight member contributions and is not for general use.


PRICEWATERHOUSECOOPERS INCORPORATED
Chartered Accountants (SA)
Registered Accountants and Auditors

23 March 2004





The Education Labour Relations Council

CALCULATIONS FOR VOTE WEIGHT USING STATISTICS AS AT 31 DECEMBER 2003

CONSOLIDATED

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	76,869	1,820	77,250	22.26%
SADTU	214,166	0	214,166	61.70%
SAOU	27,120	28	27,092	7.81%
NATU	28,898	122	28,577	8.23%
GRAND TOTAL	373,053	170	373,000	100.00%

EASTERN CAPE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	15,715	744	14,971	21.48%
SADTU	50,029	0	50,029	71.79%
SAOU	4,081	1	4,080	5.87%
NATU	600	3	597	0.86%
GRAND TOTAL	70,425	748	69,677	100.00%

FREE STATE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	5,903	128	5,775	24.44%
SADTU	13,722	0	13,722	56.07%
SAOU	4,131	0	4,131	17.48%
NATU	1	0	1	0.00%
GRAND TOTAL	23,757	128	23,629	100.00%

GAUTENG

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	12,266	228	12,041	29.53%
SADTU	21,475	0	21,475	52.67%
SAOU	7,152	0	7,152	17.54%
NATU	104	0	104	0.26%
GRAND TOTAL	40,997	228	40,769	100.00%

NATIONAL DOE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	28	2	26	44.07%
SADTU	31	0	31	52.54%
SAOU	2	0	2	3.39%
NATU	0	0	0	0.00%
GRAND TOTAL	61	2	59	100.00%

NORTHERN CAPE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	1,493	50	1,443	22.65%
SADTU	3,748	0	3,748	58.82%
SAOU	1,182	1	1,181	18.53%
NATU	0	0	0	0.00%
GRAND TOTAL	6,423	51	6,372	100.00%

NORTH WEST

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	7,318	110	7,208	23.42%
SADTU	21,584	0	21,584	70.13%
SAOU	1,883	0	1,883	6.44%
NATU	2	0	2	0.01%
GRAND TOTAL	30,787	110	30,677	100.00%

WESTERN CAPE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	8,930	84	8,838	36.66%
SADTU	12,276	0	12,276	50.83%
SAOU	2,983	0	2,983	12.42%
NATU	0	0	0	0.00%
GRAND TOTAL	24,189	84	24,105	100.00%

KWAZULU-NATAL

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	9,780	82	9,888	13.00%
SADTU	35,073	0	35,073	47.06%
SAOU	2,848	26	2,822	3.79%
NATU	27,057	116	26,942	36.15%
GRAND TOTAL	74,758	224	74,534	100.00%

LIMPOPO PROVINCE

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	12,702	85	12,617	24.29%
SADTU	38,211	0	38,211	73.58%
SAOU	1,068	0	1,068	2.11%
NATU	0	0	0	0.02%
GRAND TOTAL	51,981	85	51,896	100.00%

MPUMALANGA

UNION	TOTAL	RESURVEILLE	NETT	WEIGHT
NAPTOSA	4,734	89	4,645	18.41%
SADTU	18,017	0	18,017	71.42%
SAOU	1,842	0	1,842	6.51%
NATU	925	3	922	3.65%
GRAND TOTAL	25,518	92	25,426	100.00%

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The Education Labour Relations Council

COMPARISON BETWEEN CALCULATIONS FOR VOTE WEIGHT FOR CURRENT AND PREVIOUS PERIODS USING STATISTICS AS AT 31 DECEMBER 2002, 30 SEPTEMBER 2003 AND 31 JUNE 2003

CONSOLIDATED

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

NATIONAL

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

EASTERN CAPE

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

FREE STATE

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

GAUTENG

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

KWAZULU-NATAL

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

LIMPOPO PROVINCE

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

MPUMALANGA

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

NORTHERN CAPE

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

NORTH WEST

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

WESTERN CAPE

Table with 11 columns: UNION, TOTAL (31/12/2002), TOTAL (30/09/2003), TOTAL (30/06/2003), MULTIPLE (31/12/2002), MULTIPLE (30/09/2003), MULTIPLE (30/06/2003), WEIGHT (31/12/2002), WEIGHT (30/09/2003), WEIGHT (30/06/2003). Rows include NAFTOMA, SADIU, SAGU, NATU, GRAND TOTAL, and Movement.

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: _____ CONSOLIDATED _____

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK			0	3	0	2	0	26	41	259	21	64	57	11
1.2 CATU	0		3	1	6	0	1	19	632	1,333	2	461	34	53
1.3 CTGA	3	3	3	0	96	1	0	21	83	818	34	4	0	45
1.4 ITUSA	0	1	0	0	4	0	19	0	36	193	0	1	0	15
1.5 NUE	2	6	96	4	6	6	74	69	87	883	384	13	28	30
1.6 OFSATA	0	0	1	0	6	0	0	17	54	443	21	103	1	39
1.7 PEU	0	1	0	18	74	0	28	28	147	1,658	8	2	38	45
1.8 SAUVSE	26	19	21	36	69	17	147	115	115	283	326	26	10	27
1.9 PSA	41	632	83	36	87	54	147	115	115	6,276	40	909	1,719	156
2. SADTU	259	1,333	818	193	883	443	1,658	283	6,276	0	230	3,438	3,291	638
3. SAOU	21	2	34	0	384	21	8	326	40	230	28	28	2	1
3.1 HOSPERSA	64	461	4	4	13	103	2	26	909	3,438	28	779	80	253
4. NATU	57	34	0	0	25	1	31	10	1,719	3,291	2	779	253	253
OTHER	11	53	45	15	30	39	45	27	156	638	1	80	253	253
GROSS	484	2,547	1,108	270	1,680	686	2,014	967	10,295	19,743	1,097	5,908	6,334	1,800

NETT

UNION	TOTAL	NETT	PERCENTAGE
"NAPTOSA"	78,869	1,820	22.26%
SADTU	214,166	0	61.70%
"SAOU"	27,120	28	7.81%
NATU	28,698	122	8.23%

UNION	TOTAL	NETT	PERCENTAGE
"NAPTOSA"	78,869	69,487	
SADTU	214,166	194,423	
"SAOU"	27,120	20,946	
NATU	28,698	22,365	

BP.

EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO. 1 OF 2004

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

1. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to establish the vote weights for the trade unions that are parties to the Council

2. SCOPE OF THE AGREEMENT

This agreement applies to and binds:

- a) The employer; and
- b) 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. PARTIES TO COUNCIL NOTE:

- (a) The statistics on union membership provided by the Employer;
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- (c) The determinations of the Vote Weights for the Union Parties to Council as confirmed by PriceWaterhouseCoopers Inc.

4. PARTIES TO COUNCIL THEREFORE AGREE:

4.1 That the figures expressed in the ANNEXURES A, C, C1 to C9, as presented by the General Secretary, are substantially correct.

4.2 ADOPTION AND DATE OF IMPLEMENTATION

- a) That the Vote Weights, as reflected in ANNEXURES C, C1 to C9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

[Handwritten signatures and initials]
BP

5. DISPUTE RESOLUTION

Any dispute arising from the provisions of this agreement shall be dealt with in terms of agreed upon dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION ON THIS THE 28 DAY OF MAY 2004.

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	<i>S. G. PADAYACHEE</i> S. G. PADAYACHEE	<i>S. G. Padayachee</i>

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. HENDRICKS	<i>H. Hendricks</i>
SADTU	M. J. MAHILEKE	<i>M. J. Mahileke</i>
SAOU	P. DELPORT	<i>P. Delport</i>
NATU	B P MPUNGOSE	<i>B. P. Mpungose</i>



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: EASTERN CAPE

	NAPTOSA										SADTU				SAOU				OTHER	
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	3	3.1	4	3	3.1	4	
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	3	4	0	4	0	0	19	599	1,169	2	456	34	49	5	0	0	0	0	0
1.3 CTPA	0	3	0	0	19	0	0	2	46	190	5	0	0	0	0	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	4	19	0	0	0	0	10	26	86	42	5	1	3	0	0	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	19	2	0	10	0	0	14	14	35	27	14	2	0	0	0	0	0	0	0
1.9 PSA	0	599	46	0	26	0	0	0	0	3,137	21	545	85	46	0	0	0	0	0	0
2. SADTU	0	1,169	190	0	86	0	0	35	3,137	3,137	10	2,014	141	0	0	0	0	0	0	0
3. SAOU	0	2	5	0	42	0	0	27	21	10	1	1	0	0	0	0	0	0	0	0
3.1 HOSPERSA	0	456	0	0	5	0	0	14	545	2,014	0	59	35	0	0	0	0	0	0	0
4. NATU	0	34	0	0	1	0	0	2	85	306	0	35	3	0	0	0	0	0	0	0
OTHER	0	49	5	0	3	0	0	0	46	141	0	35	3	0	0	0	0	0	0	0
GROSS	2,337	270	196	123	4,519	7,088	108	3,129	493	376										

GROSS

NETT

UNION	GROSS	NETT	PERCENTAGE
"NAPTOSA"	15,715	2,869	12.846
SADTU	50,029	7,088	42.941
"SAOU"	4,091	3,201	890
NATU	600	493	107

UNION	GROSS	NETT	PERCENTAGE
"NAPTOSA"	15,715	744	4.73%
SADTU	50,029	0	0%
"SAOU"	4,091	1	0.02%
NATU	600	3	0.5%

BR. [Signature]



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: FREE STATE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	0	2	0	0	0
1.3 CIPA	0	0	0	0	21	1	0	0	1	29	14	3	3
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	0	21	0	0	6	0	0	1	38	20	5	0
1.6 OFSATA	0	0	0	1	0	6	0	17	54	441	21	103	1
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	0	0	0	0	17	0	0	16	17	31	5	0
1.9 PSA	0	0	0	0	0	54	0	0	0	209	0	68	10
2. SADTU	0	2	29	0	0	38	441	0	17	209	74	231	42
3. SAOU	0	0	14	0	20	21	0	31	0	74	0	0	0
3.1 HOSPERSA	0	0	3	0	5	103	0	5	68	231	0	0	3
4. NATU	0	0	0	0	0	0	1	0	0	0	0	0	0
OTHER	0	0	3	0	0	39	0	0	10	42	0	3	0
	-	2	72	-	91	694	-	86	359	1,083	160	418	105

GROSS

UNION	TOTAL	WGT	WT%	NETT	WT%
"NAPTOSA"	5,903	900	5,003	5,775	24.44%
SADTU	13,722	1,083	12,639	13,722	56.07%
"SAOU"	4,131	575	3,556	4,131	17.48%
NATU	1	1	1	1	0.00%

NETT

TOTAL	WGT	WT%	NETT	WT%
5,903	128	5,775	5,775	24.44%
13,722	0	13,722	13,722	56.07%
4,131	0	4,131	4,131	17.48%
1	0	1	1	0.00%

BP. *[Handwritten signatures]*



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: GAUTENG

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	NATU	OTHER
	NAPTOSA													
	SADTU													
	SAOU													
	OTHER													
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	1	0	0	0	0	0	0	0
1.3 CTPA	0	0	0	0	18	0	0	0	0	2	12	0	0	0
1.4 ITUSA	0	0	0	0	0	0	1	0	0	0	0	0	0	0
1.5 NUE	0	0	18	0	0	0	52	44	38	474	158	0	3	16
1.6 OFSATA	0	0	0	0	0	0	0	0	0	1	0	0	0	0
1.7 PEU	0	1	0	0	52	0	13	15	15	459	0	0	7	11
1.8 SAUVSE	0	0	0	0	44	0	13	34	34	73	163	0	0	5
1.9 PSA	0	0	2	0	38	0	15	0	0	251	0	0	2	2
2. SADTU	0	0	12	1	474	1	459	73	251	46	0	0	58	38
3. SAOU	0	0	0	0	158	0	0	163	0	46	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	2	58	0	0	0	2
OTHER	0	0	0	0	16	0	11	5	2	38	0	0	2	2
	1	1	32	3	806	1	552	332	344	1,413	367	-	72	126

GROSS

UNION	TOTAL	MTU	RUE	NETT
"NAPTOSA"	12,266	1,599	10,668	
SADTU	21,475	1,413	20,062	
"SAOU"	7,152	367	6,785	
NATU	104	72	32	
GRAND TOTAL				

NETT

TOTAL	MTU	RUE	NETT	WEIGHT
12,266	226	12,041	29.53%	
21,475	0	21,475	52.67%	
7,152	0	7,152	17.54%	
104	0	104	0.26%	

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: KWAZULU NATAL

	NAPTOSA											OTHER		
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3		3.1	4
1.1 APEK			3	0	0	0	0	26	41	259	21	64	57	11
1.2 CATU	0			0	0	0	0	0	0	0	0	0	0	0
1.3 CIPA	3	0		0	0	0	0	0	0	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	0	0	0	39	0	2	18	2
1.5 NUE	2	0	0	0	0	0	0	0	0	1	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	3	0	0	3	2
1.7 PEU	0	0	0	0	0	0	0	0	20	50	5	7	8	9
1.8 SAUVSE	26	0	0	0	0	0	0	0	0	1,951	0	295	1,611	75
1.9 PSA	41	0	0	0	0	0	0	20	1,951	0	11	1,179	2,716	240
2. SADTU	259	0	0	0	39	1	3	50	0	0	0	26	2	0
3. SAOU	21	0	0	0	0	0	0	5	0	11	0	0	720	41
3.1 HOSPERSA	64	0	0	1	2	0	0	7	295	1,179	26	720	0	0
4. NATU	57	0	0	0	18	0	3	8	1,611	2,716	2	41	248	0
OTHER	11	0	0	0	2	0	2	9	75	240	0	0	0	0
484	3	1	63	8	125	3,993	6,449	65	2,335	5,499	731			

NETT

UNION	TOTAL	NETT	WEIGHT
"NAPTOSA"	9,780	9,688	13.00%
SADTU	35,073	35,073	47.06%
"SAOU"	2,848	2,822	3.79%
NATU	27,057	26,942	36.15%

GROSS

UNION	TOTAL	NETT
"NAPTOSA"	9,780	9,126
SADTU	35,073	28,624
"SAOU"	2,848	1,237
NATU	27,057	21,559

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: LIMPOPO PROVINCE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	NATU	OTHER
	NAPTOSA													
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.3 CTPA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	1	0	2	5	0	0	0	0
1.5 NUE	0	0	0	0	0	0	6	0	1	27	31	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	1	6	0	13	54	638	6	1	1	1	6
1.8 SAUVSE	0	0	0	0	0	0	13	5	25	15	0	0	0	0
1.9 PSA	0	0	0	2	1	0	54	5	134	0	0	0	0	3
2. SADTU	0	0	0	0	5	27	638	25	134	20	20	0	5	27
3. SAOU	0	0	0	0	0	31	6	15	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	1	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	1	0	0	5	0	0	0	0
OTHER	0	0	0	0	0	0	6	0	3	27	0	0	0	0
	-	-	-	8	67	-	727	58	189	881	72	1	6	55

NETT

	NETT	NETT	NETT	NETT
12,702	85	12,617	24,29%	
38,211	0	38,211	73,58%	
1,096	0	1,096	2,11%	
9	0	9	0,02%	

GROSS

	NETT	NETT	NETT	NETT
12,702	840	11,862		
38,211	881	37,330		
1,096	73	1,023		
9	6	3		

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: MPUMALANGA

	NAPTOSA						SADTU				SAOU		OTHER	
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.2 CATU	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.3 CIPA	0	0	0	0	2	0	0	0	0	0	0	0	0	
1.4 ITUSA	0	0	0	0	0	0	0	0	0	5	0	0	1	
1.5 NUE	0	0	2	0	0	0	12	7	11	87	67	0	6	
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	
1.7 PEU	0	0	0	0	12	0	0	0	52	298	0	0	27	
1.8 SAUVSE	0	0	0	0	7	0	0	0	3	11	13	0	0	
1.9 PSA	0	0	0	0	11	0	52	3	266	266	0	0	21	
2. SADTU	0	0	0	5	87	0	298	11	266	11	11	1	206	
3. SAOU	0	0	0	0	67	0	0	13	0	11	0	0	0	
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	1	0	0	1	
4. NATU	0	0	0	0	6	0	27	0	21	206	0	0	0	
OTHER	0	0	0	1	0	0	3	0	4	13	0	1	0	
GROSS				2	194	-	392	34	357	898	91	2	263	35

GROSS

MEMBER	GROSS	NETT	PERCENTAGE
"NAPTOSA"	4,734	607	12.82%
SADTU	18,017	898	4.98%
"SAOU"	1,642	92	5.61%
NATU	925	263	28.54%
OTHER	0	0	0.00%

NETT

MEMBER	GROSS	NETT	PERCENTAGE
"NAPTOSA"	4,734	89	1.88%
SADTU	18,017	0	0.00%
"SAOU"	1,642	0	0.00%
NATU	925	3	0.32%
OTHER	0	0	0.00%

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: NORTHERN CAPE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	NATU	OTHER
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	13	41	0	0	0	0
1.3 CTPA	0	0	0	0	11	0	0	1	16	138	14	0	0	4
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	0	11	0	0	0	0	0	2	15	8	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	6	5	22	0	0	0
1.8 SAUVSE	0	0	1	0	0	0	0	0	6	64	17	1	0	1
1.9 PSA	0	13	16	0	2	0	0	0	5	64	22	2	0	11
2. SADTU	0	41	138	0	15	0	0	0	17	22	22	1	0	0
3. SAOU	0	0	14	0	8	0	0	0	22	2	1	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	11	0	0	0	0
OTHER	0	0	4	0	0	0	0	0	1	0	0	0	0	0
		54	184		37			34	120	298	84	4		18

GROSS

MUNICIPALITY	TOTAL	NETT	NETT%
"NAPTOSA"	1,493	297	1,196
SADTU	3,748	298	3,450
"SAOU"	1,182	87	1,085
NATU	0	0	0
GRAND TOTAL	6,423	682	5,741

NETT

MUNICIPALITY	TOTAL	NETT	NETT%
"NAPTOSA"	1,493	50	1,443
SADTU	3,748	0	3,748
"SAOU"	1,182	1	1,181
NATU	0	0	0
GRAND TOTAL	6,423	51	6,372

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: NORTH WEST

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	1	0	0	0	0	4	59	0	0	0	1
1.3 CTPA	0	0	0	0	1	0	0	0	2	5	0	0	0	0
1.4 ITUSA	0	1	0	0	4	0	17	0	34	182	0	0	0	14
1.5 NUJ	0	0	0	4	0	0	4	0	3	48	28	0	0	1
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	17	4	0	2	26	26	260	2	1	0	23
1.8 SAUVSE	0	0	0	0	0	0	2	12	12	26	21	0	0	1
1.9 PSA	0	4	2	34	3	0	26	12	160	160	0	0	0	7
2. SADTU	0	59	5	182	48	0	260	26	160	33	33	5	0	70
3. SAOU	0	0	0	0	28	0	2	21	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	1	0	0	5	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	1	0	14	1	0	23	1	7	70	0	0	0	0
GROSS	65	8	252	89	335	62	248	848	84	6	127	0	0	0

GROSS

INCA	SAOU	PEU	ITUSA	NUJ	OF-SATA	PEU	SAUVSE	PSA	SADTU	SAOU	HOSPERSA	NATU	OTHER
7,318	782	6,536											
21,584	848	20,736											
1,983	80	1,893											
2	0	2											

NETT

INCA	SAOU	PEU	ITUSA	NUJ	OF-SATA	PEU	SAUVSE	PSA	SADTU	SAOU	HOSPERSA	NATU	OTHER
7,318	110	7,208											
21,584	0	21,584											
1,983	0	1,983											
2	0	2											

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: WESTERN CAPE

	NAPTOSA										SAOU				NATU		OTHER
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	4			
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.2 CATU	0	0	0	0	2	0	0	0	16	62	0	0	5	0	3		
1.3 CTPA	0	0	0	0	24	0	0	18	16	444	1	1	0	0	33		
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.5 NUE	0	2	24	0	0	0	8	5	69	30	1	0	0	0	8		
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.7 PEU	0	0	0	0	0	0	0	0	0	41	29	0	0	0	12		
1.8 SALIVSE	0	0	18	0	8	0	0	5	102	2	0	0	0	0	8		
1.9 PSA	0	16	16	0	5	0	0	0	0	102	3	6	0	0	56		
2. SADTU	0	62	444	0	69	0	0	41	29	2	3	0	0	0	1		
3. SAOU	0	0	0	1	30	0	0	0	0	0	0	0	0	0	0		
3.1 HOSPERSA	0	5	1	0	1	0	0	0	0	6	0	0	0	0	0		
4. NATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
OTHER	0	3	33	0	8	0	0	12	8	56	1	0	0	0	0		
TOTAL	88	88	537	147	113	154	763	66	13	227	0	0	0	0	0		

GROSS

MEMBER	MEMBERS	AMOUNT	PERCENTAGE
"NAPTOSA"	833	8,930	36.66%
SADTU	783	12,276	50.93%
"SAOU"	78	2,993	12.42%
NATU	0	0	0.00%
GRAND TOTAL	1694	24,199	100.00%

NETT

MEMBER	MEMBERS	AMOUNT	PERCENTAGE
"NAPTOSA"	84	8,836	36.66%
SADTU	0	12,276	50.93%
"SAOU"	0	2,993	12.42%
NATU	0	0	0.00%
GRAND TOTAL	84	24,105	100.00%

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 B.P.



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: NATIONAL DOE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.3 CTGA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	0	0	0	0	0	0	0	0	2	0	0	0	0
1.9 PSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. SADTU	0	0	0	0	0	0	0	0	2	0	0	0	0	0
3. SAOU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0
										2				

GROSS

UNION	MEMBERS	PERCENTAGE
"NAPTOSA"	28	2
SADTU	31	2
"SAOU"	2	0
NATU	0	0
TOTAL	61	100%

NETT

UNION	MEMBERS	PERCENTAGE
28	2	44.07%
31	0	52.54%
2	0	3.39%
0	0	0.00%

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The Education Labour Relations Council

CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercollegiate Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	5,160					
1.2 CATU	8,561					
1.3 CTPA	6,653					
1.4 ITUSA	3,480					
1.5 NUE	14,801					
1.6 OFSATA	4,487					
1.7 PEU	19,634					
1.8 SAUSVE	5,252					
1.9 PSA	10,841	1,620	77,250	22.26%	5.56%	6
1. "NAPTOSA"	78,869		214,166	61.70%	15.43%	15
2. SADTU	214,166	-				
3.1 SAOU	5,573					
3.2 HOSPERSA	5,604					
3.3 OFSTU	3,298					
3.4 SATS	819					
3.5 SAEU	11,825					
3. "SAOU"	27,120	28	27,092	7.81%	1.95%	2
4. NATU	28,698	122	28,577	8.23%	2.06%	2
Grand TOTAL	348,853	1,769	347,084	100.00%	25.00%	25

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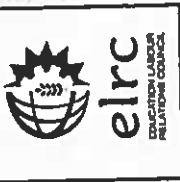


The Education Labour Relations Council

EASTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercollation Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	24					
1.2 CATU	7,115					
1.3 CTPA	1,579					
1.4 ITUSA	0					
1.5 NUE	2,456					
1.6 OFSATA	0					
1.7 PEU	3					
1.8 SAUSVE	471					
1.9 PSA	4,067					
1. "NAPTOSA"	15,715	744	14,971	21.48%	2.15%	2
2. SADTU	50,029	0	50,029	71.79%	7.18%	7
3.1 SAOU	1,461					
3.2 HOSPERSA	2,630					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	4,091	1	4,090	5.87%	0.59%	1
4. NATU	600	3	597	0.86%	0.09%	1
Grand TOTAL	70,435	748	69,687	100.00%	10.00%	11

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The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	1					
1.2 CATU	4					
1.3 CTPA	215					
1.4 ITUSA	0					
1.5 NUE	247					
1.6 OFSATA	4,477					
1.7 PEU	0					
1.8 SAUSVE	432					
1.9 PSA	527					
1. "NAPTOSA"	5,903	128	5,775	24.44%	2.44%	2
2. SADTU	13,722	0	13,722	58.07%	5.81%	6
3.1 SAOU	0					
3.2 HOSPERSA	831					
3.3 OFSTU	3,299					
3.4 SATS	0					
3.5 SAEU	1					
3. "SAOU"	4,131	0	4,131	17.48%	1.75%	2
4. NATU	1	0	1	0.00%	0.00%	-
Grand TOTAL	23,757	128	23,629	100.00%	10.00%	10

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The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Memberships	Total Institutional Memberships	Total Memberships	Representation Percentage	Representation Percentage
1.1 APEK	0				
1.2 CATU	1				
1.3 CTPA	36				
1.4 ITUSA	25				
1.5 NUE	6,856				
1.6 OFSATA	5				
1.7 PEU	2,879				
1.8 SAUSVE	1,880				
1.9 PSA	584				
1. "NAPTOSA"	12,266	226	12,041	29.53%	2.95%
2. SADTU	21,475	0	21,475	52.67%	5.27%
3.1 SAOU	3				
3.2 HOSPERSA	33				
3.3 OFSTU	0				
3.4 SATS	0				
3.5 SAEU	7,116				
3. "SAOU"	7,152	0	7,152	17.54%	1.75%
4. NATU	104	0	104	0.26%	0.03%
Grand TOTAL	40,997	226	40,772	100.00%	10.00%

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The Education Labour Relations Council

KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Organisation Membership	Nat Membership	Nat Membership %	Representation Percentage	Representation
1.1 APEK	5,131					
1.2 CATU	4					
1.3 CTPA	4					
1.4 ITUSA	1					
1.5 NUE	66					
1.6 OFSATA	2					
1.7 PEU	6					
1.8 SAUSVE	714					
1.9 PSA	3,852					
1. "NAPTOSA"	9,780	92	9,688	13.00%	1.30%	1
2. SADTU	35,073	0	35,073	47.06%	4.71%	5
3.1 SAOU	4					
3.2 HOSPERSA	2,025					
3.3 OFSTU	0					
3.4 SATS	819					
3.5 SAEU	0					
3. "SAOU"	2,848	26	2,822	3.79%	0.38%	1
4. NATU	27,057	116	26,942	36.15%	3.62%	4
Grand TOTAL	74,758	234	74,525	100.00%	10.00%	11

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The Education Labour Relations Council

LIMPOPO PROVINCE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Inter-organizational Membership	Net Membership	Representation Percentage	Representatives
1.1 APEK	1				
1.2 CATU	0				
1.3 CTPA	0				
1.4 ITUSA	70				
1.5 NUJ	179				
1.6 OFSATA	0				
1.7 PEU	11,795				
1.8 SAUSVE	204				
1.9 PSA	453				
1. "NAPTOSA"	12,702	85	12,617	24.29%	2
2. SADTU	38,211	0	38,211	73.58%	7
3.1 SAOU	0				
3.2 HOSPERSA	1				
3.3 OFSTU	0				
3.4 SATS	0				
3.5 SAEU	1,095		1,096	2.11%	1
3. "SAOU"	1,096	0	9	0.02%	-
4. NATU	9				
Grand TOTAL	52,018	85	51,933	100.00%	10

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The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercolleger Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	0					
1.3 CTPA	3					
1.4 ITUSA	46					
1.5 NUE	1,126					
1.6 OFSATA	0					
1.7 PEU	2,870					
1.8 SAUSVE	173					
1.9 PSA	516					
1. "NAPTOSA"	4,734	89	4,645	18.41%	1.84%	2
2. SADTU	18,017	0	18,017	71.42%	7.14%	7
3.1 SAOU	1					
3.2 HOSPERSA	2					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	1,639					
3. "SAOU"	1,642	0	1,642	6.51%	0.65%	1
4. NATU	925	3	922	3.65%	0.37%	1
Grand TOTAL	25,318	92	25,226	100.00%	10.00%	11

B.P.



The Education Labour Relations Council

NORTHERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total International Membership	Net Membership	Net Voting %	Representation Percentage	Representatives
1.1 APEK	0					
1.2 CATU	238					
1.3 CTPA	845					
1.4 ITUSA	0					
1.5 NUE	145					
1.6 OFSATA	0					
1.7 PEU	0					
1.8 SAUSVE	120					
1.9 PSA	145					
1. "NAPTOSA"	1,493	50	1,443	22.65%	2.26%	2
2. SADTU	3,748	0	3,748	58.82%	5.88%	6
3.1 SAOU	1,180					
3.2 HOSPERSA	2					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	1,182	1	1,181	18.53%	1.85%	2
4. NATU	0	0	0	0.00%	0.00%	-
Grand TOTAL	6,423	51	6,372	100.00%	10.00%	10

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The Education Labour Relations Council

NORTH WEST VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Representative Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	1					
1.2 CATU	591					
1.3 CTPA	18					
1.4 ITUSA	3,338					
1.5 NUE	604					
1.6 OFSATA	3					
1.7 PEU	2,079					
1.8 SAUSVE	248					
1.9 PSA	436					
1. "NAPTOSA"	7,318	110	7,208	23.42%	2.34%	2
2. SADTU	21,584	0	21,584	70.13%	7.01%	7
3.1 SAOU	5					
3.2 HOSPERSA	6					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	1,972					
3. "SAOU"	1,983	0	1,983	6.44%	0.64%	1
4. NATU	2	0	2	0.01%	0.00%	-
Grand TOTAL	30,887	110	30,777	100.00%	10.00%	10

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The Education Labour Relations Council

WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation Percentage	Representatives
1.1 APEK	1					
1.2 CATU	608					
1.3 CTPA	3,953					
1.4 ITUSA	0					
1.5 NUE	3,116					
1.6 OFSATA	0					
1.7 PEU	0					
1.8 SAUSVE	1,008					
1.9 PSA	244					
1. "NAPTOSA"	8,930	94	8,836	36.66%	3.67%	4
2. SADTU	12,276	0	12,276	50.93%	5.09%	5
3.1 SAOU	2,919					
3.2 HOSPERSA	74					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	2,993	0	2,993	12.42%	1.24%	1
4. NATU	0	0	0	0.00%	0.00%	-
Grand TOTAL	24,199	94	24,105	100.00%	10.00%	10

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B.P.



The Education Labour Relations Council

NATIONAL DOE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Total Intercollation Membership	Net Membership	Net Membership %
1.1 APEK	1			
1.2 CATU	0			
1.3 CTPA	0			
1.4 ITUSA	0			
1.5 NUJ	6			
1.6 OFSATA	0			
1.7 PEU	2			
1.8 SAUSVE	2			
1.9 PSA	17			
1. "NAPTOSA"	28	2	26	44.07%
2. SADTU	31	0	31	52.54%
3.1 SAOU	0			
3.2 HOSPERSA	0			
3.3 OFSTU	0			
3.4 SATS	0			
3.5 SAEU	2			
3. "SAOU"	2	0	2	3.39%
4. NATU	0	0	0	0.00%
Grand TOTAL	61	2	59	100.00%

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The Education Labour Relations Council
REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

GROSS MEMBER COUNT FOR OCTOBER 2003

	FS	KZN	NC	NP	NW	EC	MP	GP	WC	NAT	TOTAL
NAPTOSA	5,800	9,705	1,504	12,730	7,280	15,700	4,695	12,177	8,775	20	78,485
SADTU	13,752	35,063	3,761	30,301	21,455	49,768	17,965	21,433	12,255	30	213,893
SAOU	4,138	2,874	1,181	1,093	1,988	4,143	1,651	7,172	2,968	2	27,140
NATU	1	28,873	0	8	2	578	920	66	0	0	28,479
TOTAL	23,781	74,315	6,448	52,213	30,725	70,187	23,251	49,890	23,928	81	341,987
APEK	1	4,980		1	1	24				1	5,009
CATU	4	5	239		588	7,072		1	577		8,486
CTPA	210	4	853		18	1,585	3	33	3,954		6,663
HOSPERSA	845	2,080	2	1	6	2,579	2	33			5,648
ITUSA	1	1		66	3,338		48	28			3,478
NATU	1	28,873		8	2	578	920	66			28,479
NUF (FS)	212	7	112	150	577	2	1,042	8,749	3	6	9,558
NUF (North)	9			27	11	2,440	69	55	3,013	1	5,735
NUF (South)	27		34		3			6			4,487
OFSATA	4,477	2									3,782
OFSTU	3,292	5		11,840	2,968	3	2,847	2,853		2	19,516
PEU	13,752	35,063	3,761	39,381	21,455	49,768	17,965	21,433	12,255	30	213,893
SADTU	1	13,752		1,092	1,977	1,484	1,648	7,138	2,968	2	11,856
SAEU (Ea TU)	1	8	1,179		5		1	3			5,558
SAOU		786		204	240	473	170	1,877	881	2	6,172
SATS	423	680	122						2		
Democratic Nursing Organisation											
Institute of Public Servants											
Mun Edu State Health and Allied				11							11
National Education Health and All	20	8	4	6	29	61	12	28	9	15	208
National Public Service Workers		45									45
National Tertiary Education Staff					2			20	628		6
National Union of Public Services		290	2	8	129	51	3				1,131
Police & Prison Civil Rights Union	527	3,983	144	442	437	4,100	518	575	245	18	10,970
PSA	4	16	16	9	2	63		28	118		265
Public and Allied Workers Union		28									28
Public Servants Movement											
SA Ass. For Technical and Vocatio	23,881	78,244	8,851	58,549	32,871	68,030	28,986	47,413	28,830	104	396,868
SA Council for Educators											
South African Health & Public											
South African Municipal Workers	121	166		9	14	134	23	42	1	2	632
South African Public Servants Ass											
Suid-Afrikaanse Parastatale											
Teachers Federal Council											
United National Public Servants	47,807	153,327	13,319	160,827	63,572	139,557	52,274	88,499	53,628	182	719,954
GRAND TOTAL	47,807	153,327	13,319	160,827	63,572	139,557	52,274	88,499	53,628	182	719,954

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

GROSS MEMBER COUNT FOR DECEMBER 2003

	FB	KZN	NC	NP	MP	EC	MP	GP	WC	NAT	TOTAL
TOTAL	23,757	74,748	6,423	92,018	30,887	70,435	23,318	40,997	24,199	61	340,953
APEK	1	5,131		1	1	24			1	1	5,180
CATU	4	238		691	18	7,115	3	1	600		8,551
CTPA	215	845		18	3	1,879	3	36	3,053		6,053
HOSPERSA	631	2,025	2	6	2	2,630	2	33	74		5,604
ITUSA	1	1		70	46	26	26	26			3,490
NATU	1	27,057		9	2	600	625	104			28,688
NIUE (FS)	210	6		164	2	2	1,058	6,801	3	6	8,745
NIUE (North)	10	68		25	11	2,453	88	69	3,113	1	5,845
NIUE (South)	27	2		3				5			4,407
OFASATA	4,477										3,299
OPSTU	3,299										19,634
PEU	13,722	35,073	3,748	11,795	2,079	3	2,870	2,870	12,278	31	214,186
SADTU	13,722	35,073	3,748	39,211	21,594	60,029	18,017	21,475	2,910	2	11,523
SASU (Ex TU)	1	1,180		1,095	1,972	1,638	7,116	3			819
SADU						1,481	1				819
SATS	432	714	120	204	248	471	173	1,880	1,008	2	5,252
SAUSVE									2		2
Democratic Nursing Organisation											
Institute of Public Servants											
Itum Edu State Health and Allied											
National Education Health and All	20	7	4	10	20	82	13	27	9	16	216
National Public Service Workers		44							4		44
National Tertiary Education Staff		280	2	8	2	60	3	20	628		1,125
National Union of Public Service				1							2
Police & Prison Civil Rights Union		3,852	145	453	430	4,007	616	694	244	17	10,841
P&A	627	4	10	9	2	64		28	116		253
Public and Allied Workers Union											28
Public Servants Movement											
SA Ass. For Technical and Vocatio	24,017	79,449	6,817	58,162	32,872	60,313	27,106	48,178	28,161	100	372,902
SA Council for Educators											
South African Health & Public											
South African Municipal Workers	121	186		0	14	130	22	42	1	2	627
South African Public Servants Ass											
Suid-Afrikaanse Parastatale											
Teachers Federal Council											
United National Public Servants	47,818	154,174	13,283	104,248	63,632	140,065	62,482	89,293	54,138	184	723,999
GRAND TOTAL	47,818	154,174	13,283	104,248	63,632	140,065	62,482	89,293	54,138	184	723,999

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EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO. 1 OF 2004

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

1. PURPOSE OF THE AGREEMENT

The purpose of the agreement is to establish the vote weights for the trade unions that are parties to the Council

2. SCOPE OF THE AGREEMENT

This agreement applies to and binds:

- a) The employer; and
- b) 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. PARTIES TO COUNCIL NOTE:

- (a) The statistics on union membership provided by the Employer;
- (b) The information obtained from the Persal system on membership figures of the Unions;
- (c) The determinations of the Vote Weights for the Union Parties to Council as confirmed by PriceWaterhouseCoopers Inc.

4. PARTIES TO COUNCIL THEREFORE AGREE:

- 4.1 That the figures expressed in the ANNEXURES A, C, C1 to C9, as presented by the General Secretary, are substantially correct.

4.2 ADOPTION AND DATE OF IMPLEMENTATION

- a) That the Vote Weights, as reflected in ANNEXURES C, C1 to C9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

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5. DISPUTE RESOLUTION

Any dispute arising from the provisions of this agreement shall be dealt with in terms of agreed upon dispute resolution procedures.

THUS DONE AND SIGNED AT CENTURION ON THIS THE 28 DAY OF MAY 2004.

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	<i>Badayachee</i> S. G. PADAYACHEE	<i>Badayachee</i>

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. HENDRICKS	<i>H. Hendricks</i>
SADTU	M. J. MAHILELE	<i>M. J. Mahilele</i>
SAOU	P. DELPORT	<i>P. Delport</i>
NATU	B P MPUNGOSE	<i>B. P. Mpungose</i>

PricewaterhouseCoopers Inc
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COMPILATION REPORT OF THE INDEPENDENT AUDITORS TO THE GENERAL SECRETARY OF THE EDUCATION LABOUR RELATIONS COUNCIL

CALCULATION OF VOTING WEIGHTS AS AT 31 DECEMBER 2003

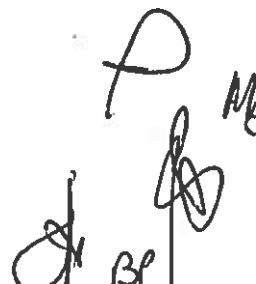
We have compiled the attached voting weight calculation set out in annexes A to A.1; B to B.10 and C to C.10 and gross member counts set out in annexes D.1 to D.2 from Persal data extracted by us and from information supplied to us, in accordance with the statements of standards applicable to compilation engagements as issued by The South African Institute of Chartered Accountants.

This voting weight calculation and the information supplied to compile it are the responsibility of the General Secretary. We have not conducted an audit or a review, in terms of the statements issued by The South African Institute of Chartered Accountants, on this voting weight calculation and accordingly express no opinion or assurance thereon. This voting weight calculation has been prepared for the specific purpose of assessing the voting weight member contributions and is not for general use.


PRICEWATERHOUSECOOPERS INCORPORATED

Chartered Accountants (SA)
Registered Accountants and Auditors

23 March 2004



The Education Labour Relations Council



CALCULATIONS FOR VOTE WEIGHT USING STATISTICS AS AT 31 DECEMBER 2003

CONSOLIDATED

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	78,869	1,620	127,788	22.26%
SADTU	214,166	0	214,166	61.70%
"SAOU"	21,120	28	591,360	7.81%
NATU	28,698	122	3,501,156	8.23%
GRAND TOTAL			5,434,470	

EASTERN CAPE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	15,715	744	11,691	21.48%
SADTU	50,029	0	50,029	71.79%
"SAOU"	4,091	1	4,090	5.87%
NATU	600	3	1,800	0.86%
GRAND TOTAL			63,610	

FREE STATE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	5,903	128	755	24.44%
SADTU	13,722	0	13,722	58.07%
"SAOU"	4,131	0	4,131	17.48%
NATU	1	0	1	0.00%
GRAND TOTAL			30,777	

GAUTENG

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	12,266	228	2,796	29.53%
SADTU	21,475	0	21,475	52.67%
"SAOU"	7,152	0	7,152	17.54%
NATU	104	0	104	0.26%
GRAND TOTAL			9,327	

NATIONAL DOE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	28	2	56	44.07%
SADTU	31	0	31	52.54%
"SAOU"	2	0	2	3.39%
NATU	0	0	0	0.00%
GRAND TOTAL			126	

NORTHERN CAPE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	1,493	50	74,650	22.65%
SADTU	3,748	0	3,748	58.82%
"SAOU"	1,182	1	1,181	18.53%
NATU	0	0	0	0.00%
GRAND TOTAL			80,579	

NORTH WEST

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	7,318	110	804,980	23.42%
SADTU	21,584	0	21,584	70.13%
"SAOU"	1,963	0	1,963	6.44%
NATU	2	0	2	0.01%
GRAND TOTAL			34,867	

WESTERN CAPE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	8,930	94	839,420	36.86%
SADTU	12,276	0	12,276	50.93%
"SAOU"	2,963	0	2,963	12.42%
NATU	0	0	0	0.00%
GRAND TOTAL			22,169	

KWAZULU-NATAL

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	9,780	92	899,760	13.00%
SADTU	35,073	0	35,073	47.06%
"SAOU"	2,848	26	74,048	3.79%
NATU	27,057	116	3,138,612	36.15%
GRAND TOTAL			6,657,493	

LIMPOPO PROVINCE

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	12,702	65	825,730	24.29%
SADTU	38,211	0	38,211	73.58%
"SAOU"	1,086	0	1,086	2.11%
NATU	8	0	8	0.02%
GRAND TOTAL			33,627	

MPUMALANGA

UNION	STATUTE	MULTIPLIER	NET VOTE	WEIGHT%
"NAPTOSA"	4,734	69	326,626	18.41%
SADTU	18,017	0	18,017	71.42%
"SAOU"	1,642	0	1,642	6.51%
NATU	925	3	2,775	3.65%
GRAND TOTAL			17,765	

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: CONSOLIDATED

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK	0	0	3	0	2	0	0	26	41	259	21	64	57	11
1.2 CATU	0	3	3	1	6	0	1	19	632	1,333	2	461	34	53
1.3 CTGA	3	0	0	0	96	1	0	21	83	818	34	4	0	45
1.4 ITUSA	0	1	0	0	4	6	19	0	36	193	384	13	28	30
1.5 NUE	2	6	96	4	0	0	74	69	87	443	21	103	1	39
1.6 OFSATA	0	0	1	0	6	0	0	17	54	1,658	8	2	38	45
1.7 PEU	0	1	0	18	74	0	28	1	115	283	326	26	10	27
1.8 SAUVSE	26	19	21	36	87	54	147	145	0	6,276	40	909	1,719	156
1.9 PSA	41	632	83	193	883	443	1,658	283	6,276	230	230	3,438	3,291	638
2. SADTU	259	1,333	818	34	0	8	8	326	40	230	28	28	779	80
3. SAOU	21	2	34	1	384	21	2	26	909	3,438	2	779	253	
3.1 HOSPERSA	64	461	4	0	13	103	31	10	1,719	638	1	-80		
4. NATU	57	34	0	0	25	39	45	27	156	1,097	1	5,908	6,334	1,800
OTHER	11	53	45	15	30	686	2,014	967	10,285	19,743	1,097	5,908	6,334	1,800
	484	2,547	1,108	270	1,990	686	2,014	967	10,285	19,743	1,097	5,908	6,334	1,800

GROSS

PROVINCE	TOTAL	VI	VIIE	NETT
TRANSVAAL	78,869	9,383	69,487	
NAPTOSA	214,166	19,743	194,423	
SADTU	27,120	6,174	20,946	
SAOU	28,698	6,334	22,365	
NATU				
GRAND TOTAL				

NETT

PROVINCE	TOTAL	NETT	%
TRANSVAAL	78,869	1,620	2.26%
NAPTOSA	214,166	0	0.00%
SADTU	27,120	28	0.10%
SAOU	28,698	122	0.43%
NATU			
GRAND TOTAL			

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: EASTERN CAPE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	TOTAL
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	3	0	0	4	0	0	19	599	1,169	2	456	34	49
1.3 CTPA	0	3	0	0	19	0	0	2	46	180	5	0	0	5
1.4 ITUSA	0	0	0	0	0	0	0	10	26	85	42	5	1	3
1.5 NUE	0	4	19	0	0	0	0	0	0	0	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	19	2	2	10	0	0	14	14	35	27	14	2	46
1.9 PSA	0	599	46	0	26	0	0	35	3,137	3,137	10	2,014	306	141
2. SADTU	0	1,169	180	0	86	0	0	27	21	10	1	1	59	35
3. SAOU	0	2	5	0	42	0	0	14	545	2,014	0	59	0	3
3.1 HOSPERSA	0	456	0	0	5	0	0	2	85	306	0	35	3	3
4. NATU	0	34	0	0	1	0	0	0	46	141	0	0	0	0
OTHER	0	49	5	0	3	0	0	0	0	0	0	0	0	0
TOTAL	0	2,337	270	186	123	4,519	7,088	108	3,129	493	376			

GROSS

UNION	SA	TIME	NETT
"NAPTOSA"	15,715	2,869	12,846
SADTU	50,029	7,088	42,941
"SAOU"	4,091	3,201	890
NATU	600	493	107
TOTAL	70,435	13,651	56,784

NETT

UNION	SA	TIME	NETT
"NAPTOSA"	15,715	744	14,971
SADTU	50,029	0	50,029
"SAOU"	4,091	1	4,090
NATU	600	3	597
TOTAL	70,435	4	65,687

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: _____ FREE STATE _____

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK			0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0		0	0	0	0	0	0	0	2	0	0	0	0
1.3 CTPA	0	0	0	0	21	1	0	0	0	29	14	3	0	3
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	0	21	0	0	6	0	0	1	38	20	5	0	39
1.6 OFSATA	0	0	1	0	0	0	0	0	17	54	441	21	103	1
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	0	0	0	0	17	0	0	16	17	31	5	0	0
1.9 PSA	0	1	0	0	0	54	0	0	0	209	0	68	0	10
2. SADTU	0	2	29	0	38	441	0	17	209	74	231	0	42	0
3. SAOU	0	0	14	0	20	21	0	31	0	74	0	0	0	0
3.1 HOSPERSA	0	0	3	0	5	103	0	5	68	231	0	0	0	3
4. NATU	0	0	0	0	0	1	0	0	0	0	0	0	0	0
OTHER	0	0	3	0	0	39	0	0	10	42	0	3	0	0
TOTAL	0	2	72	-	91	-694	-	86	359	1,083	160	418	1	105

GROSS

UNION	TOTAL	NETT	PERCENT
"NAPTOSA"	5,903	900	5,003
SADTU	13,722	1,083	12,639
"SAOU"	4,131	575	3,556
NATU	1	1	0
TOTAL	23,757	2,559	21,198

NETT

UNION	TOTAL	NETT	PERCENT
"NAPTOSA"	5,903	128	5,775
SADTU	13,722	0	13,722
"SAOU"	4,131	0	4,131
NATU	1	0	1
TOTAL	23,757	128	23,629

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: GAUTENG

PROVINCE: _____

	GAUTENG										TOTAL	WEIGHT			
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2			3	3.1	4
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
1.3 CTPA	0	0	0	0	18	0	0	0	2	12	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	1	0	0	1	0	0	0	0	16
1.5 NUE	0	0	18	0	0	0	52	44	38	474	158	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	1	0	0	0	0	11
1.7 PEU	0	1	0	0	52	0	13	13	34	73	163	0	0	0	5
1.8 SAUVSE	0	0	0	0	38	0	34	34	251	0	0	0	0	0	2
1.9 PSA	0	0	2	0	474	1	459	73	251	46	0	0	0	0	38
2. SADTU	0	0	12	0	158	0	163	0	0	0	0	0	0	0	0
3. SAOU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	2	58	0	0	0	0	2
4. NATU	0	0	0	0	0	0	11	5	2	38	0	0	0	0	2
OTHER	0	0	0	0	16	0	0	0	0	0	0	0	0	0	0
	1	32	3	1	806	1	552	332	344	1,413	367	72	126		

NETT

TOTAL	NETT	WEIGHT
12,266	226	12,041 29.53%
21,475	0	21,475 52.67%
7,152	0	7,152 17.54%
104	0	104 0.26%
104	0	104 0.26%

GROSS

UNION	TOTAL	NETT	WEIGHT
"NAPTOSA"	12,266	1,599	10,668
SADTU	21,475	1,413	20,062
"SAOU"	7,152	367	6,785
NATU	104	72	32
OTHER	0	0	0

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: KWAZULU NATAL

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK								26	41	259	21	64	57	11
1.2 CATU								0	0	0	0	0	0	0
1.3 CIPA								0	0	0	0	0	0	0
1.4 ITUSA								0	0	39	0	2	18	2
1.5 NUE								0	0	1	0	0	0	0
1.6 OFSATA								0	0	3	0	0	3	2
1.7 PEU								0	0	50	5	7	8	9
1.8 SAUVSE	26						20		1,951	1,951	0	295	1,611	75
1.9 PSA	41						50		1,951		11	1,179	2,716	240
2. SADTU	259						3					26	2	0
3. SAOU	21						0		295	1,179	26	720	720	41
3.1 HOSPERSA	64						7		1,611	2,716	2	41	248	248
4. NATU	57						8		75	240	0	0	248	248
OTHER	11						9				0	0		
484	-	3	1	63	8	125	3,993	6,449	65	2,335	5,499	731		

NETT

UNION	NETT	WEIGHT
APEK	92	13.00%
CATU	0	47.06%
CIPA	26	3.78%
ITUSA	116	36.15%

GROSS

UNION	GROSS	NETT
APEK	9,780	9,126
CATU	35,073	28,624
CIPA	2,848	1,237
ITUSA	27,057	21,559

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: LIMPOPO PROVINCE

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
	NAPTOSA													
	SADTU													
	SAOU													
	NATU													
	OTHER													
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.3 GTPA	0	0	0	0	0	0	0	0	2	5	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	0	6	1	27	31	0	0	0
1.5 NUE	0	0	0	0	0	0	0	0	0	0	0	0	0	6
1.6 OFSATA	0	0	0	0	0	0	13	54	638	6	6	1	1	0
1.7 PEU	0	0	0	0	0	0	13	5	25	15	0	0	0	0
1.8 SAUVSE	0	0	0	0	0	0	54	5	134	0	0	0	0	3
1.9 PSA	0	0	0	0	0	0	638	25	134	20	20	0	0	27
2. SADTU	0	0	0	0	0	0	6	15	0	20	0	0	0	0
3. SAOU	0	0	0	0	0	0	1	0	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	1	0	0	5	0	0	0	0
4. NATU	0	0	0	0	0	0	6	0	3	27	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0
				8	67		727	58	199	881	72	1	6	55

NETT

UNION	NETT	WEIGHT
"NAPTOSA"	12,702	24.29%
SADTU	38,211	73.58%
"SAOU"	1,096	2.11%
NATU	9	0.02%
OTHER	0	0.00%

GROSS

UNION	GROSS	WEIGHT
"NAPTOSA"	12,702	11.862
SADTU	38,211	37.330
"SAOU"	1,096	1.023
NATU	9	0.003
OTHER	0	0.000

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: MPUMALANGA

	NAPTOSA						SADTU						SAOU		NATU		OTHER
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	3.1	4	4		
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.2 CATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
1.3 GTPA	0	0	0	0	2	0	0	0	0	5	0	0	0	0	1		
1.4 ITUSA	0	0	0	0	0	0	12	7	11	87	67	0	0	0	6		
1.5 NUE	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0		
1.6 OFSATA	0	0	0	0	0	0	0	0	52	298	0	0	0	27	3		
1.7 PEU	0	0	0	0	12	7	0	0	3	11	13	0	0	0	4		
1.8 SAUVSE	0	0	0	0	11	0	52	3	11	266	0	0	0	21	4		
1.9 PSA	0	0	0	0	87	0	298	11	266	11	11	1	1	206	13		
2. SADTU	0	0	0	0	5	0	0	0	0	0	0	0	0	0	0		
3. SAOU	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3.1 HOSPERSA	0	0	0	0	0	0	27	0	21	206	0	0	0	0	0		
4. NATU	0	0	0	0	0	6	3	0	4	13	0	0	1	0	0		
OTHER	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0		
				2	6	194		392	34	357	898	91	2	263	35		

GROSS

	NETT	NETT	NETT	NETT	NETT
NAPTOSA	4,734	607	4,127		
SADTU	18,017	898	17,119		
SAOU	1,642	92	1,550		
NATU	925	263	662		

NETT

	NETT	NETT	NETT	NETT	NETT
NAPTOSA	4,734	89	4,645	18.41%	
SADTU	18,017	0	18,017	71.42%	
SAOU	1,642	0	1,642	6.51%	
NATU	925	3	922	3.65%	

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: NORTHERN CAPE

	NATIONS										OTHER		
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2		3	3.1
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	0	0	0	0	13	41	0	0	0
1.3 GIPA	0	0	0	0	11	0	0	0	16	138	14	0	0
1.4 ITUSA	0	0	0	0	0	0	0	0	2	15	8	0	0
1.5 NUE	0	0	11	0	0	0	0	0	0	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	6	5	22	0	0
1.8 SAUVSE	0	0	1	0	0	0	0	0	64	64	17	1	0
1.9 PSA	0	13	16	0	2	0	0	0	64	22	22	2	0
2. SADTU	0	41	138	0	15	0	0	0	17	22	22	1	0
3. SAOU	0	0	0	0	8	0	0	0	1	2	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	1	11	0	0	0
OTHER	0	0	4	0	0	0	0	0	0	0	0	0	0
		54	184	37		34	120	298	84	4			18

NETT

UNION	NETT	WEIGHT
1.493	50	22.65%
3.748	0	58.82%
1.182	1	18.53%
0	0	0.00%

GROSS

UNION	GROSS	WEIGHT
1.493	297	1.196
3.748	298	3.450
1.182	87	1.065
NATU	0	0

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The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: NORTH WEST

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	1	0	0	0	0	4	59	0	0	0	1
1.3 CTPA	0	0	0	0	1	0	0	0	2	5	0	0	0	14
1.4 ITUSA	0	1	0	0	4	0	17	0	34	182	0	0	0	1
1.5 NUE	0	0	1	4	0	0	4	0	3	48	28	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	17	4	0	2	26	26	260	2	1	0	23
1.8 SAUVSE	0	0	0	0	0	0	0	12	12	160	0	0	0	7
1.9 PSA	0	4	2	34	3	0	26	26	160	33	33	5	0	70
2. SADTU	0	59	5	182	48	0	260	26	160	33	0	0	0	0
3. SAOU	0	0	0	0	0	0	2	21	0	5	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	1	1	14	1	1	23	1	7	70	0	0	0	0
	65	8	252	89	335	62	248	848	84	6	127			

GROSS

UNION	MEMBERS	PERCENTAGE
"NAPTOSA"	7,318	6.536%
SADTU	21,584	20.736%
"SAOU"	1,983	1.893%
NATU	2	0.002%
OTHER	0	0%

NETT

UNION	MEMBERS	PERCENTAGE
"NAPTOSA"	7,318	7.208%
SADTU	21,584	70.13%
"SAOU"	1,983	6.44%
NATU	2	0.01%
OTHER	0	0%

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B.P.



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: WESTERN CAPE

	WESTERN CAPE											OTHER	
	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3		3.1
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 CATU	0	0	0	0	2	0	0	0	16	62	0	0	3
1.3 CTPA	0	0	0	0	24	0	0	18	16	444	1	1	33
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	2	24	0	0	0	0	8	5	69	30	1	8
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	5	41	29	0	12
1.8 SAUVSE	0	0	0	0	0	0	0	0	102	102	2	0	8
1.9 PSA	0	16	16	0	5	0	0	41	102	3	3	6	56
2. SADTU	0	62	444	0	69	0	0	29	2	3	0	0	1
3. SAOU	0	0	1	0	30	0	0	0	0	6	0	0	0
3.1 HOSPERSA	0	5	1	0	1	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	56	1	0	0
OTHER	0	3	33	0	0	8	0	12	8	0	0	0	0
									113	154	783	66	13
						147							
		88	537										227

GROSS

UNION	GROSS	NETT
"NAPTOSA"	8,930	8,097
SADTU	12,276	783
"SAOU"	2,993	78
NATU	0	0
GRAND TOTAL	24,200	8,958

NETT

UNION	GROSS	NETT	% NETT
8,930	8,097	36.66%	
12,276	12,276	50.93%	
2,993	2,993	12.42%	
0	0	0.00%	
24,200	8,958		



The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003

REPORT AS AT 31 DECEMBER 2003

PROVINCE: _____ NATIONAL DOE _____

	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	1.9	2	3	3.1	4	OTHER
1.1 APEK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.2 GATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.3 CTPA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.4 ITUSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.5 NUE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.6 OFSATA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.7 PEU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.8 SAUVSE	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1.9 PSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2. SADTU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3. SAOU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
3.1 HOSPERSA	0	0	0	0	0	0	0	0	0	0	0	0	0	0
4. NATU	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OTHER	0	0	0	0	0	0	0	0	0	0	0	0	0	0
										2	2			

GROSS

	28	2	26
"NAPTOSA"	28	2	26
SADTU	31	2	29
"SAOU"	2	0	2
NATU	0	0	0

NETT

	2	26	44.07%
	2	26	44.07%
	0	31	52.54%
	0	2	3.39%
	0	0	0.00%

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The Education Labour Relations Council

CONSOLIDATED VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Members	Members	Members	Members	Members	Members
1.1 APEK	5,160					
1.2 CATU	8,561					
1.3 CTPA	6,653					
1.4 ITUSA	3,480					
1.5 NUE	14,801					
1.6 OFSATA	4,487					
1.7 PEU	19,634					
1.8 SAUSVE	5,252					
1.9 PSA	10,841	1,620	77,250	22.26%	5.56%	6
1. "NAPTOSA"	78,869	-	214,166	61.70%	15.43%	15
2. SADTU	214,166					
3.1 SAOU	5,573					
3.2 HOSPERSA	5,604					
3.3 OFSTU	3,299					
3.4 SATS	819					
3.5 SAEU	11,825	28	27,092	7.81%	1.95%	2
3. "SAOU"	27,120	122	28,577	8.23%	2.06%	2
4. NATU	28,698	1,769	347,084	100.00%	25.00%	25
Grand TOTAL	348,853					

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The Education Labour Relations Council

EASTERN CAPE VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2003

	Total Membership	Total Representation Membership	Nat Membership Nat Membership %	Representation Percentage	Representatives
1.1 APEK	24				
1.2 CATU	7,115				
1.3 GTPA	1,579				
1.4 ITUSA	0				
1.5 NUE	2,456				
1.6 OFSATA	0				
1.7 PEU	3				
1.8 SAUSVE	471				
1.9 PSA	4,067	744	14,971	21.48%	2
1. "NAPTOSA"	15,715	0	50,029	71.79%	7
2. SADTU	50,029				
3.1 SAOU	1,461				
3.2 HOSPERSA	2,630				
3.3 OFSTU	0				
3.4 SATS	0				
3.5 SAEU	0				
3. "SAOU"	4,091	1	4,090	5.87%	1
4. NATU	600	3	597	0.86%	1
Grand TOTAL	70,435	748	69,687	100.00%	11

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The Education Labour Relations Council

FREE STATE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Membership	Staff/Retiree Membership	Non-Membership	Net Membership	Net Membership %	Representative Percentage	Representatives
1.1 APEK	1						
1.2 CATU	4						
1.3 CTPA	215						
1.4 ITUSA	0						
1.5 NIUE	247						
1.6 OFSATA	4,477						
1.7 PEU	0						
1.8 SAUSVE	432						
1.9 PSA	527		128	5,775	24.44%	2.44%	2
1. "NAPTOSA"	5,903		0	13,722	58.07%	5.81%	6
2. SADTU	13,722						
3.1 SAOU	0						
3.2 HOSPERSA	831						
3.3 OFSTU	3,299						
3.4 SATS	0						
3.5 SAEU	1			4,131	17.48%	1.75%	2
3. "SAOU"	4,131		0	1	0.00%	0.00%	-
4. NATU	1		0	1	0.00%	10.00%	10
Grand TOTAL	23,757	128	23,629	100.00%			

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The Education Labour Relations Council

GAUTENG VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2003

	Members	Representation	Members	Representation	Members	Representation	Members	Representation
1.1 APEK	0							
1.2 CATU	1							
1.3 CIPA	36							
1.4 ITUSA	25							
1.5 NUE	6,856							
1.6 OFSATA	5							
1.7 PEU	2,879							
1.8 SAUSVE	1,880							
1.9 PSA	584	226	12,041	29.53%			2.95%	3
1. "NAPTOSA"	12,266	0	21,475	52.67%			5.27%	5
2. SADTU	21,475							
3.1 SAOU	3							
3.2 HOSPERSA	33							
3.3 OFSTU	0							
3.4 SATS	0							
3.5 SAEU	7,116	0	7,152	17.54%			1.75%	2
3. "SAOU"	7,152	0	104	0.26%			0.03%	-
4. NATU	104	0					10.00%	10
Grand TOTAL	40,997	226	40,772	100.00%				

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The Education Labour Relations Council

KWAZULU NATAL VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

Code	Number of Members	Number of Members	Number of Members	Number of Members	Percentage of Total	Percentage of Total
1.1 APEK	5,131					
1.2 CATU	4					
1.3 CTPA	4					
1.4 ITUSA	1					
1.5 NUE	66					
1.6 OFSATA	2					
1.7 PEU	6					
1.8 SAUSVE	714					
1.9 PSA	3,852	92	9,688	13.00%	1.30%	1
1. "NAPTOSA"	9,780	0	35,073	47.06%	4.71%	5
2. SADTU	35,073					
3.1 SAOU	4					
3.2 HOSPERSA	2,025					
3.3 OFSTU	0					
3.4 SATS	819					
3.5 SAEU	0					
3. "SAOU"	2,848	26	2,822	3.79%	0.38%	1
4. NATU	27,057	116	26,942	36.15%	3.62%	4
Grand TOTAL	74,758	234	74,525	100.00%	10.00%	11

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The Education Labour Relations Council

LIMPOPO PROVINCE VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2003

Category	Members	Weight	Percentage	Members	Weight	Percentage
1.1 APEK	1					
1.2 CATU	0					
1.3 CTPA	0					
1.4 ITUSA	70					
1.5 NUJE	179					
1.6 OFSATA	0					
1.7 PEU	11,795					
1.8 SAUSVE	204					
1.9 PSA	453					
1. "NAPTOSA"	12,702	85	24.29%	12,617	85	24.29%
2. SADTU	38,211	0	73.58%	38,211	0	73.58%
3.1 SAOU	0					
3.2 HOSPERSA	1					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	1,095	0	2.11%	1,096	0	2.11%
3. "SAOU"	1,096	0	0.02%	9	0	0.02%
4. NATU	9					
Grand TOTAL	52,018	85	100.00%	51,933	85	100.00%

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The Education Labour Relations Council

MPUMALANGA VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Memberships	Total Memberships Memberships	Non-Representative Memberships	Representative Memberships	Percentage Representative	Percentage Non-Representative	Representatives
1.1 APEK	0						
1.2 CATU	0						
1.3 CTPA	3						
1.4 ITUSA	46						
1.5 NUE	1,126						
1.6 OFSATA	0						
1.7 PEU	2,870						
1.8 SAUSVE	173						
1.9 PSA	516						
1. "NAPTOSA"	4,734	89	4,645	18.41%	1.84%	2	
2. SADTU	18,017	0	18,017	71.42%	7.14%	7	
3.1 SAOU	1						
3.2 HOSPERSA	2						
3.3 OFSTU	0						
3.4 SATS	0						
3.5 SAEU	1,639	0	1,642	6.51%	0.65%	1	
3. "SAOU"	1,642	3	922	3.65%	0.37%	1	
4. NATU	925						
Grand TOTAL	25,318	92	25,226	100.00%	10.00%	11	

B.P.



The Education Labour Relations Council

NORTHERN CAPE VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2003

	TOTAL Members	TOTAL Organisation Members	Net Members	Net Membership %	Representative %	Representations
1.1 APEK	0					
1.2 CATU	238					
1.3 CTPA	845					
1.4 ITUSA	0					
1.5 NUE	145					
1.6 OFSATA	0					
1.7 PEU	0					
1.8 SAUSVE	120					
1.9 PSA	145					
1. "NAPTOSA"	1,493	50	1,443	22.65%	2.26%	2
2. SADTU	3,748	0	3,748	58.82%	5.88%	6
3.1 SAOU	1,180					
3.2 HOSPERSA	2					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	1,182	1	1,181	18.53%	1.85%	2
4. NATU	0	0	0	0.00%	0.00%	-
Grand TOTAL	6,423	51	6,372	100.00%	10.00%	10

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The Education Labour Relations Council

NORTH WEST VOTING WEIGHT PER PERSON AS AT 31 DECEMBER 2003

	Total No. Employees	Total No. Members	No. Members/No. Employees %	Ratio	Percentage
1.1 APEK	1				
1.2 CATU	591				
1.3 CTPA	18				
1.4 ITUSA	3,338				
1.5 NUE	604				
1.6 OFSATA	3				
1.7 PEU	2,079				
1.8 SAUSVE	248				
1.9 PSA	436			2.34%	2
1. "NAPTOSA"	7,318	110	23.42%	7.01%	7
2. SADTU	21,584	0	70.13%		
3.1 SAOU	5				
3.2 HOSPERSA	6				
3.3 OFSTU	0				
3.4 SATS	0				
3.5 SAEU	1,972	0	6.44%	0.64%	1
3. "SAOU"	1,983	0	0.01%	0.00%	-
4. NATU	2	2	100.00%	10.00%	10
Grand TOTAL	30,887	110			

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The Education Labour Relations Council

WESTERN CAPE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Total Members	Total Intercoalition Members	Net Membership Members	Membership %	Representation % of Members	Representation % of Votes
1.1 APEK	1					
1.2 CATU	608					
1.3 CTPA	3,953					
1.4 ITUSA	0					
1.5 NUE	3,116					
1.6 OFSATA	0					
1.7 PEU	0					
1.8 SAUSVE	1,008					
1.9 PSA	244					
1. "NAPTOSA"	8,930	94	8,836	36.66%	3.67%	4
2. SADTU	12,276	0	12,276	50.93%	5.09%	5
3.1 SAOU	2,919					
3.2 HOSPERSA	74					
3.3 OFSTU	0					
3.4 SATS	0					
3.5 SAEU	0					
3. "SAOU"	2,993	0	2,993	12.42%	1.24%	1
4. NATU	0	0	0	0.00%	0.00%	-
Grand TOTAL	24,199	94	24,105	100.00%	10.00%	10

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The Education Labour Relations Council

NATIONAL DOE VOTING WEIGHT PER PERSAL AS AT 31 DECEMBER 2003

	Ukha-Makaputi	Ukha-Itatsoalifon	Ukha-Makaputi	Ukha-Makaputi %
1.1 APEK	1			
1.2 CATU	0			
1.3 CTPA	0			
1.4 ITUSA	0			
1.5 NUJE	6			
1.6 OFSATA	0			
1.7 PEU	2			
1.8 SAUSVE	2			
1.9 PSA	17		26	44.07%
1. "NAPTOSA"	28	0	31	52.54%
2. SADTU	31			
3.1 SAOU	0			
3.2 HOSPERSA	0			
3.3 OFSTU	0			
3.4 SATS	2		2	3.39%
3.5 SAEU	2	0	0	0.00%
3. "SAOU"	0	0	0	0.00%
4. NATU	0	2	59	100.00%
Grand TOTAL	61	2	59	

BR.

The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003



GROSS MEMBER COUNT FOR OCTOBER 2003

	FS	KZN	NC	MP	MW	EC	MP	GP	WC	NAT	TOTAL
TOTAL	23,781	74,515	6,448	62,213	30,725	79,187	23,231	40,880	23,928	61	347,967
APEK	1	4,980		1	688	7,072		1	577	1	5,008
CATU	4	6	238	18	1,685	3,064	3	36	12,255	29	8,486
CATU	210	4	663	5	2,670	2	2	33	21,433	30	213,883
CTPA	845	2,080	2	1	3,338	48	48	28	7,172	2	27,140
HOSPERSA	1	1		9	2	876	920	98	0	0	28,478
ITUSA	1	20,873		2							213
NATU	212	7	112	150	577	2	1,042	6,740	3	5	8,656
NUE (FS)	9	68	34	27	11	2,440	89	55	3,013	1	5,735
NUE (North)	27							6			4,187
NUE (South)	4,477	2									3,282
OFSATA	3,282	5		11,840	2,066	3	2,847	2,853	12,255	2	19,616
OFSTU	13,762	36,063	3,701	38,381	21,955	49,788	1,848	21,433	7,138	30	213,883
PEU	1			1,082	1,877	1,484	1	3	2,668	2	11,858
SADTU	1	8	1,179	204	240	473	170	1,877	881	2	6,172
SAEU (E.T.U.)											
SAOU	423	660	122								
SATS											
SAUSVE											
Democratic Nursing Organisation											
Institute of Public Servants											
Mun Edu State Health and Allied	20	6	4	6	26	81	12	28	9	18	208
National Education Health and All		45									48
National Public Services Workers											6
National Tertiary Education Staff		290	2	8	129	81	3	20	628	4	1,131
National Union of Public Service				1							1
Police & Prison Civil Rights Union	627	3,983	144	442	437	4,100	518	675	248	18	10,970
PSA	4	16		9	2	63		28	118		255
Public and Allied Workers Union											28
Public Servants Movement											
SA As. For Technical and Vocals	23,881	78,244	8,861	58,549	32,871	68,050	20,993	47,413	28,530	104	309,858
SA Council for Educators											
South African Health & Public											
South African Municipal Workers	121	186		8	14	134	23	42	1	2	632
South African Public Servants Ass											
Suid-Afrikaanse Parastatale											
Teachers Federal Council											
United National Public Servants				32							
GRAND TOTAL	47,287	153,337	13,318	188,837	63,573	138,587	62,274	88,449	53,828	182	719,204

The Education Labour Relations Council

REPORT OF MULTIPLE MEMBERS AS AT 31 DECEMBER 2003



GROSS MEMBER COUNT FOR DECEMBER 2003

	FS	KZN	NC	MP	NW	EC	MP	GP	WC	NAT	TOTAL
TOTAL	23,787	74,738	6,423	32,018	30,887	70,435	25,318	40,997	24,199	61	346,853
APEK	1	5,131		1	1	24	1	1	1	1	5,160
CATU	4	238		601	18	7,115	3	36	608		8,561
CTPA	216	645		1,578	2	3,953	3	33	74		6,853
HOSPERSA	631	2,025		2,630	2	2,630	2	25			5,604
ITUSA	1	27,067		3,336	2	600	625	104			28,698
NUE (FS)	210	111		164	663	2	1,056	6	3,113	6	8,745
NUE (North)	10	34		25	11	2,053	68	5		1	4,487
NUE (South)	27	66		3	3						3,289
OFSATA	4,277			2,079	3	2,870	2,870	2		2	19,634
OFSTU	3,299			11,705	3	18,017	21,475	31	12,278	31	214,186
PEU	13,722	36,073		38,211	21,584	60,029	7,116	2		2	11,825
SADTU	1	1,180		1,095	1,972	1,481	1	3	2,910		5,573
SAGU (Ex TU)				5					1,008	2	819
SAGU	810	120		204	249	471	173	1,890	2		6,262
SATS	714										
SAUSVE	432										
Democratic Nursing Organisation											
Institute of Public Servants											
Ugum Edu State Health and Allied	20	7		4	10	29	11	27	9	15	11
National Education Health and AS		44				82	13			44	44
National Public Service Workers											
National Tertiary Education Staff	280			8	126	60	3	20	620	2	1,125
National Union of Public Service	1			1							
Police & Prison Civil Rights Union	527	3,852		463	436	4,067	616	284	244	17	10,841
PBA	4	14		9	2	84		28	118		263
Public and Allied Workers Union											
Public Servants Movement											
SA Ass. For Technical and Vocable	24,017	79,446		66,162	32,672	69,313	27,106	48,178	28,191	108	372,902
SA Council for Educators											
South African Health & Public											
South African Municipal Workers	121			9	14	130	22	42	1	2	627
South African Public Servants Ass											
Sudd-Arkansas Parastatals											
Teachers Federal Council											
United National Public Servants											
GRAND TOTAL	47,810	184,774	13,263	148,248	63,433	144,866	82,482	89,233	64,138	184	723,999

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