Resolution No 8

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO &. OF 1996

INTERIM POST PROVISIONING SCALES FOR **ESTABLISHMENTS** ΙN **EDUCATION INSTITUTIONS**

The parties to the ELRC note that it is imporative to agree upon interim post provisioning scales for the establishments in education institutions in order to implement the learner:educator ratios agreed upon in Resolution 4 of 1995 and subsequent resolutions and to effect the redeployment of educators as agreed upon in Resolution 3 of 1996.

The parties note the contents of paragraph 5.1.3.7(e) of Resolution 3 of 1996 which refer# to an agreement to be reached within six months of the date of the said agreement on criteria and underlying principles for the determination of post establishments of education institutions.

The parties agree to the following:

INTERIM WITHDRAWAL OF PARAGRAPH 4(f) OF RESOLUTION 5 OF 1995

Paragraph 4(f) of Resolution 5 of 1995 is hereby amended with regard to the interim post provisioning scales to be implemented from 14 July 1995 and 14 January 1997, to read as follows:

"Interim post provisioning scales for each category of institution in a provincial education department shall be negotiated in the ELRC to be implemented from 1 July 1996 and 1 January 1997. These interim post provisioning scales shall be determined with a view to progress towards the agreed upon guideline for learnemeducator ratios referred to in paragraph. (d)"

References in agreements subsequent to Resolution 5 of 1995 to a 12 provincial chamber with regard to post provisioning scales should be read as a reference to Council as, for example, in paragraph 4 of Resolution 3 of 1996, with regard to the amendment in paragraph 1.1.

DEFINITIONS

- In this agreement a word or expression shall have the meaning so assigned 2. to it, unless the context otherwise indicates:
- 2.1 "educator:learner ratio" means the ratio between educators and enrolled learners as agreed to in Resolution 4 of 1995 and subsequent resolutions of the Council:

(fite -learners as utilised in the statistics provided to the Department of Education)

2.3

"enrolment" or "enrolled learners" means the number of full-time equivalent learners based on the chrolment on the second Tuesday in March for the interim post provisioning scales from 1 July 1996 and for the interim post provisioning scales for 1997 the number of full-time equivalent learners, based on the encolment on the 10th school day of 1997 Intere quarity latest and latest and latest and latest and latest and latest and for EASEN in state trans will be utilised and may be designated by later information, by the 10th "implemented" with reference to the implementation of a phase of this day of

resolution means 1 July 1996 for the first phase and 1 January 1997 for the second phase

- "less favourably staffed schools/colleges" means schools or colleges staffed 2.4 at a level where there are less educators than should be provided in order to attain the agreed upon interim post provisioning scale;
- "more favourably staffed schools/colleges" means schools staffed at a level 2.5 where there are more educators than should be provided in order to attain the agreed upon interim post provisioning scale for a particular year.

INTERIM POST PROVISIONING SCALES

New and uniform interim post provisioning scales shall be phased in from 1 3. July 1996 and from 1 January 1997 in each provincial education department as indicated in the following annexures:

ANNEXURE	PROVINCIAL EDUCATION DEPARTMENT
А	Eastern Cape
В	Free State
С	Gauteng'
D	KwaZulu-Natal
E	Mpumalanga
F	Northern Cape
G	Northern Province
Н	Northwest
1	Western Cape

These interim staff provisioning scales serve as an mechanism to provide 4. posts in the period of phasing in the educator:learner ratios. This does not entail that each and every type of education institution should be allocated exactly the number of posts that are indicated in the Tables in Annexures A to I. Circumstances may require that one institution be allocated more and another institution less posts. The provincial education department shall, however, strive to realise the above mentioned numbers of posts on average in the department.

5. The provision of promotion posts shall be as indicated, once the enrolment figures in Tables 3 to 10 of Annexures A to I have been exceeded. The number of posts are limited to those indicated against a specific enrolment. The Council has specifically considered the provision of Deputy Principal posts and agrees as follows:

day of 1927

SUPPLY.

* a tevision of the agreed upon provisioning in the Annexures. The first Deputy Principal post will be provided in the case (of fordinary schools once an enrolment of 519 in the case of primary and 454 in the case of secondary schools has been exceeded These are the targets for the the year and and will be phaseed as agreed upon. This part of the agreement may necessive This will result in Deputy Principals on post level 3 being provided at some institutions where the post of Principal is also on post level 3. Council confirms that this does not affect the managerial position and responsibilities of the Principal as well as the obligation of the Deputy Principal to \$ acknowledge this managerial position and responsibilities of the Principal. In all cases the post provisioning figures in Tables 1 and 2 of Annexures A to 6. I are rounded to the nearest integer, except in cases where a different indication is given in the Annexures. If, in Tables 1 and 2 of Annexure A to I, the ratio of a school/college falls 7. between the ratios indicated in the tables for the current and subsequent years, the school/college retains its staffing situation at that stage according to the lower of the two figures in the table until it reaches in numbers and or time, a ratio indicated in the tables. Schools and colleges may apply for posts according to their enrolment and 8. the tables in Annexures A to I and provincial education departments shall consider the provision of the posts subject to the contents of paragraph 4. In the case of the more favourably staffed schools the figures in the tables shall not be utilised to create more posts than those that are indicated for the specific year. and parallel schools, Farm (small school Interim post provisioning scales for education sectors not included in the Annexures shall also be negotiated urgently for 1996 and 1997 in Council, sendols, school applying the same procedure as was applied in the negotiations on the *ゅっ*せん イセニカカにべし Annexures. and eigerick Heef GENERAL PROVISIONS are 10. This agreement will remain in force until 31 December 1997, unless expressly indicated otherwise in it and subject to the following conditions: dd) arcd It may be necessary to augment the agreement when agreement is 10.1 reached on the matters referred to in paragraph 5.1.3.7(e) of Resolution 3 of 1996 to which reference is made in the second introductory paragraph of this agreement. The parties again emphasise the importance of the relevant investigation and commit themselves to finalise it within the specified time frame. This in was tractioned should include the matter of excluding the provision of posts of the matter of excluding the provision of posts of the include and beauty frame from the framework of educator nations. The right-sizing of education is related to effecting equity in the funding of provincial education deposits. funding of provincial education departments. It is not clear how this 🕬 process will proceed in the following financial years. Should this process not support this agreement, the relevant aspects of this agreement shall be re-negotiated. 10.3 The negotiations in terms of paragraph 5.1.3.7(c) and related items of Resolution 3 of 1996 may require that this agreement be adapted. and the parties will inducte details of what should be included in the investigation within 30 days.

	all employe.	rs and employee:	s as defined in the Act.	and building apon
	Signed at Much	on this	s 28th day of June	1996,
	ON BEHALF OF TI		ON BEHALF OF THE EMPLOYEE PARTIES	
	SIGNATURE	PARTY	SIGNATURE	PARTY
	Bunkrez	PE	CANTOL An	8 AD 7 4
	Comme	Weet		•••••
	alayunan	KZN DEC-	*****************	***************************************
	J'en with	Nices	***************************************	************
مسدع	100	E.A.S. TERVER,	rs)	
121	A	MACE		***************************************
Afulo	unels-	Mpumalonge	·	***************************************
	Bhreach	GDE	***************************************	***************************************
	Astrologica			
-	Jeples Fr	يعيقت لحيد في دماره	· ·	
		***********		***************************************
	***************************************	**********	***************************************	************
				4
	***************************************	**********		
		**********	***************************************	************
		************	Pr4	***********
		••••••	***************************************	***************************************

This resolution shall be subject to the provisions of applicable tegislation.

The Minister of Education is requested, in terms of section 12(6)(a) of the Education Labour Relations Act, 1993 to make this resolution binding upon

11.

12.

SIGNATURE	PARTY	SIGNATURE	PARTY		
	• • • • • • • • • • • • • • • • • • • •	17.71.56-	SADT		
A soll	Nicery				
axayour	K2N DEC-				
Jegly	En St. L. C	<u> </u>			
	N_ 1	И!			
Munich 1	burg on De	<u> </u>			
13/Wessels	$GD\varepsilon$	***************************************			
			••••		
		***************************************	***************************************		

			••••••		

6.00000000

Provincial Department:

Eastern Cape

Post provisioning expressed as educator; learner ratios

Table 1: Ordinary Schools ()

	Less favourably	staffed schools	More favourably	staffed schools
Үеаг	Primary schools	Secondary schools	Primary schools	Secondary schools
1996				
1997	1:40	1:35	1:30	1:25 1:26
1998	-1;48	-1 :35	1:33	1:26
(1999	-1:4 0	ተ: 35	1:30	-1 :23
2000	1:40	-1 :35 -	-1 :49 -	4:35

As farm schools, small schools and small parallel medium schools may have particular problems, additional teachers may be considered for them. It is accepted that the ratios of 35:1. and 40:1 for less favourably staffed schools may not be fully implemented by 1997. However such schools must have their staff backlog reduced as soon as possible.

Table 2: Technical Colleges

Year	Less favourably s	staffed colleges	More favourably staffed colleges
1998			
1997		4 :25 1:20	1.16
1998		4 :23 -	1:17
[1999]		4:22	i 1:18
2000		1;2 0	-1:2 0

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBI	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997	1997		1998		1999					
199	1	199	1_1	199	1	459	1	1499	1 1			
319	2	319	} 2	(-218	2	349	2	,- 319	į 2			
51 9	3	519	3	519	3	519	3	7- 519	3			
879	4	879	j 4	873	4.	87 9	4	879	14			
1199	5	1199	5	1199	5	1:99	5	1199	5			

Table 4: More favourably staffed Primary schools:

SSMUN	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997		1998		1999		2000				
Enre!-	Posts	Enrol-	Posts	Enro1-	Posts	Enrol-	Posts	Enrol-	Posts			
ment		ment		ment		ment		ment				
159	1	179	- 1	199	<u> </u>			-499	1			
260	2	290	2	319				. 319	2			

The End

500	3	510	.3	5497		-519	3
680	4	750	4	-0 79	ļ	-879	4
999	} 5	1099	5	<u>1199</u>	<u> </u>	1199	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT FXCEEDS FIGURES INDICATED												
	K OF POS		CVIEDA	WHEN EN	<u>KÖ</u> ÜMEN.	T EXCEPT	<u>JS FIGUR</u>	<u>ES INDIC</u>	ATEO			
1996		1997		1998		1999		2000	<u></u>			
Enro!	Posts	Entols	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts			
ment	<u> </u>	ment		ment	_ .	ment		ment				
174	1	174	}			į		- 174	· 1			
279	2	279	İ			Ī	<u> </u>	279	2			
554	3	554						454	3			
769	4	749						- 789	4			
1049	5	1049					I	1049	5			
1189	6	489					T	-1 189	6			
1329	7	1329						1 329	7			
1469	8	1469			L			1489	8			
1644	9	1644						1644	9			

Table 6: More favourably staffed Secondary or Combined Schools

RUMBE	R OF POS	ITS ALLO	CATED V	VHEN EN	ROLMENT	FXCTE	S FIGUR	ES INDIO	ATEO
1996	1996 1997			1998		1999		2000	
Enrol-	Posts	Enrol-	Pos(s	Enrol-	Posts	Enro!-	Posts	Enfol-	Posts
ment	<u> </u>	men!		Crneat		ment	<u> </u>	ment	
120	1	د ۱۲		(∙ 174	1		l	171	1
210	2	240		.2 78 -	2]	273	2
380	3	410		454	3			- 451	3
599	4	630		769	4		i	760	4
788	5	8/8		1049	5			1 049 -	5
859	6	880		-1 189	[6		:	1 139 -	6
990	7	1029		1229	7		 -	1 329	: 7
1110	ខ	440	i :	1409	8			1469	: 8 i
1220	9	1400		1644-	9]		1644	9

Table 7: Less favourably staffed Primary schools

{	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
Į	1995 1997		1997	1998		998		1999				
	Enro!-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts		
	ment		ment		ment	<u> </u>	ment		ment			
	ZHU 5191	1	519	1	L				749 577	1		
	1039	2	1039	2-					1<u>0</u>39	2		

PG EN AND AGAIN

Table 8: More favourably staffed Primary Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
14010101010	46BB											
1996		1997	i 1998			1999		2000				
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts			
ment		i · · · ·			1		1 0313	E11101-	F0515			
1 · · · · · ·		ment		ment	<u> </u>	<u> men</u> t	1	ment				
55 85/9	1	-660	1	- 70 0	1	- 71 9	1 1	749 519 .	1			
950	1 1	990	<u> </u>	1000	1 3	 	· · · · · · · · · · · · · · · · · · ·		├-' ——'			
[500 [· *	110	<u> </u>	1 039	<u>_</u> ∠	<u> </u>		1 <u>83</u> 9	2			

Table 9: Less favourably staffed Secondary and Combined Schools

	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996 1997		1998			1999		2000			
Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	
820 454	1	454	i			<u> </u>		629459	1	
909	2	909	2		i			<u>90</u> 9	2	

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1998		1997		1998	1998 1999			2000			
Enrol-	Posts	Enrol-	Posts	Emol-	Posts	Enrol-	Posts	Encol-	Posts		
ment	<u>-</u>	ment		ment		ment		ment			
500 454	1	530 434	1	- 560	1	20 0	1	620 <u>454</u>	1		
800 800	2	850	2	-9 10 5	2		2	909	2		

PM ad mo of

Provincial Department: Free State

Post provisioning expressed as educator:learner ratios

Table 1(a): Ordinary Schools

	Eless favourably	staffed schools	More tayourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1995	1:40	1:35	1:33	1:30
1997	1:40	1:35	1:35	#### 1:31
-1 998	-1 :40	1 :35	- 1:36	4 :33
1999	-1 :40	1 :85	4:37	1 :34
-2 000	-1 :40	1 :3 5	.1 :40	1:35

Table 1(b): Intermediate Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary Phase	Secondary Phase	Primary Phase	Secondary Phase
1996	1:40	1:35	1:28	1:28
1997	1:40	1:35	1:30	1:30
-1998	1:40	-1:35	-1:3 4	: - 1:32
1999	1:4 0	4:35	4: 38-	i -1:3 4
(2000	1 :4 9	1 :35 -	1:40-	1 :35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:26	1:16
1997	1:24	1:17
-1 998 -	1: 22	-1:18 ·
199 9	1:21	1:19-
- 2009-	<u>1:20</u>	4:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMB	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996			1997		1998		1999				
199	1	177	į 1		<u> </u>		! 1	190	1		
319	<u></u> 2.	3/9	12		2	<u> </u>	2	5 #9	2		
519	3	519	3		3		3	5 <u>19</u>	3		
879	4	877	4		4	;	4	87\$	4		
1199	5	1177	5		5	1	5	1199	5		

Eur ax Ext

Ment

Table 4: More favourably staffed schools

NUMB	ER OF PC	STS ALL	CATED	WHEN EN	IROLMEN	IT EXCLE	DS FIGUR	RES INDIC	DATED
1996		1997		1998		1999		} 2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment		ment		ment		ment	
160	[1	199	1	Ц			Ţ .	199	ĺ1
320	2	317	-		I	· _	:	349	2
480	3	517	! 3				į	হ্ম	3
740	4	877	٠,					870	4
999	5	1197		į	<u> </u>		<u> </u>	1 .19 9	5

Table 5: Less favourably staffed Secondary or Combined Schools

1996		1997		1998		1999		2000	
Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts
174	1	174	7					174	<u>{ 1</u>
279	2	279	2					279	12
454	3	454	3			T		454	; 3
769	4	769	4				<u> </u>	-7.6 9	4
1049	5	1049	٠,	Ţ		T		1640	: 5
1189	5	11.89	4			:	٦.	11189	İφ
1329	7	1329	1 7	Ì	1	:		4329	7.7
1469	8	1449	8			ī		1469	8
1644	0	1644	9					1654	i 9

Table 6: More favourably staffed Secondary or Combined Schools

			-				· · · · · · · · · · · · · · · · · · ·		
NUMBE	R OF PO	STS ALLO	CATEDA	<u>WHEN EN</u>	<u>ROLMEN</u>	T EXCEED	<u>DS FIGUR</u>	ES INDIC	ATED
1996		1997		[1998		1999		2000	
Enro!-	Posts	; Emol-	Posts	£nrel	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment	<u>:</u>	ment		ment		ment	
160	1	174					:	-174	1
250	2	279	2	: <u> </u>			:	279	[2]
400	3	454	3				;	4 <u>+</u> :4	3
680	4	769	4			<u> </u>		-#39	4
900	5	1049	5	1	<u> </u>		İ	4 8 49	5
1040	6	1187	. 6			Ţ	 - ·	-1 18 9	5
1160	7	1329	7	:	<u> </u>	j		13 29	7
1280	8	1469	8				 	1469	8
1400	_9	1644	9	:	<u>;</u>			1644	8

P 4 is at the

Table 7: Less favourably staffed Primary schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998				2000			
Enrol-	Posts	Enrol-	Posts	Enrot-	Posts	Enrol-	Posts	Enrol-	Pasts		
ment		ment		ment		ment		ment	l i		
749 577	<u> </u>	519	ı	<u> </u>	<u> </u>	J	<u> </u>	Z\$9 5+9	· 1		
1039	2	1037	<u> </u> 2	<u> </u>	<u> </u>	<u> </u>		1039	2		

Table 8: More favourably staffed Primary Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	<u></u>	
Enrol-	Posts	Enral-	Posts	Enrol-	Posts	Enrol-	Posts	Ertrol-	Posts	
<u> ment</u>		ment		ment	<u> </u>	ment		ment		
749 579	1	517	!					7119 5119	1	
1039	2	1037	2		<u></u>			103 9	2	

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCLUDS FIGURES INDICATED										
1996 1997		1998		1999		2000					
Enrol-	Posts	Enro!-	Posts	Enral-	Posts	Enro!-	Posts	Enroi-	Posts		
ment		ment		្រាខរា		ment		ment j			
829 454	1	454	I	l 		<u>:</u>		52 9.454	1		
909	2	709	2	: :	i			909	2		

Table 10: More favourably staffed Secondary and Combined Schools

Į	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1	1996		1997		1998		1999		2000			
ļ	Елге -	Posts	Enrol-	Posts	Enrol-	Posts	Eard)-	Posts	Estro!-	Posts		
ļ	men:		ment		ment	<u></u>	ment		ment			
	600 454	1	454	1			<u>.</u>		629454	1		
Į	809	2	709	2_				<u>.</u>	-909	2		

Xt

Phi wat of

1

ANNEXURE C

Provincial Department: Gauteng

Post provisioning expressed as educator:fearner ratios

Table 1: Ordinary Schools

	Less favourably	stafted schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:30	1:25
1997	1:40	1:35	1:35	1:30
1 99 5	1:46	1:3 5	- 1.40	- 1 :35
1 999	4:40	1:35	4 :40	4.35
2 000	1 :40	-:1 :35-	_1: 40 _	· 1:35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:24,1	1:17
1997	1:20	1:17
-1 998	· 1:20	- 1:1 8·
-1 999	1:2 0	1:19
2 000	1: 20	1:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997		1998		1999		2000	- · - -		
197	f	199	. 1		1		[1]	- 109	1		
319	2	319	j 2		2		2	-319	2		
519	3	519	3		3		3	519	3		
874	4	i 879	! 4		[4]		[4	.879	4		
[1199]	٤	i 1199	5		5		5	1498	15		

Table 4: More favourably staffed Primary schools.

NUMBE	R OF PO	STS ALL	OCATED	WHEN LA	ROLMEN	IT EXCEE	DS FIGU	RES INDI	CATED
1998		1997		1998		1999		2000	
li Eniol-Li	Fosts	Enrol-	Posts	Elnroj-	Posts	Enrol-	Posts	/ Enrol-	Posts
ment		ment		ment		l ment	-	<u>: ment</u>	
159	- 1	199	1	1				4 9 9	1
279	2	319	2	<u>:</u>	Τ			}- 31 9	2
479	3	519	3			j		[-51 9	3
839	4	879	4			· i		-8 79	1 4
(1124	1	1199	5	<u> </u>		<u> </u>		1199	į 5

Phi wax - the

Mit

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCELDS FIGURES INDICATED											
1996		1997		1998	1998		1999					
Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts			
174	<u> </u>	174	1		Ţ			_1 7 4	1			
277	Z	279	2					- 279	1 2			
454	3	454	3		T		<u> </u>	454	3			
149	4	1769	4					769	4			
1049		1049	5	T				1.4949	5			
1187	4	1189	<u> </u>			<u> </u>		-1-189	6			
1329	7	1329	7			Τ		1329	7			
1467	S	1469	8					1469	8			
1644	<u> </u>	1644	[.9]	Τ.		ì	<u></u> `	1644	9			

Table 6: More favourably staffed Secondary or Combined Schools

NUMBE	R OF POS	STS ALLO	CATEDIV	WHEN EN	ROLMEN	TEXCEE	DS FIGUR	ES INDIC	ATED
1996		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Eutol	Posts	Enrol-	Posts	Enrol-	j Posts
ment		ment		¹ ment	<u>i</u>	ment	<u>.</u> i	ment	
139	j	174	1	1	<u></u>		1	· 474	. []
174	2	2/9	2	1				-279	2
419	3	454	3					454	[3
734	ن	769	4					769	4
1014	5	1049	5					1.1049	5
1154	ن	1189	6					_14 8 9	6
1294	7	1329	7					4829	7
1434	ä	1469	8					-1 -46 9	8
1609	7	1644	9]		1644	9

Table 7: Less favourably staffed Primary schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997		1998		1999	·	2000				
Enrol-	Posts	Enrol∙	Posts	Entol	: Pests	Enro:-	Posts	Enrel- 1 Posts				
m <u>e</u> at		ment	_	meat		ment	!	ment !				
519	j	7 4#5 19	1		!		Ī	710 5-19 1				
1039	2	1039	2		!	l	1	1039 2				

Phis at A

Table 8: More favourably staffed Primary Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCREDS FIGURES INDICATED											
1996		1997		1998		1999		2000				
Enrol-	Posts	Entol-	Posts	Enrol-	Posts	Елгоі-	Posts	Enrol-	Posts			
ment		ment		ment	<u> </u>	ment	! 	ment				
519	,	719 519	1	<u></u> .	<u> </u>	!		740 549	1			
1039	2	1039	2			i		-1 039 -	2			

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999		2000	<u></u> -		
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts		
mient		<u>me</u> nt		ment		ment		ment			
450	. #	£20 454	1		į			820444	1 .		
907	2	909	2					909	2.		

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999		2000		
Enro!-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	
ment		ment		ment		ment		ment		
454	í	52 9 454	1.		[328 .4-54	1	
909	[Z	939	2					- 869	2	

€ j i,

The state of the s

g/~

ax is continued

Provincial Department: KwaZulu-Nataf

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:46	1:40	1:35	1:29
1997	1:46	1:40	1:35	1:29
1998	∙ 1:40	- 1:3 5	r 1.37	- 1:31
1 9 99	1:40	1 35	1:40	4: 3 5
2000	1 :40	1:35	·1 ·40	+:35

Table 2: Technical Colleges

Year	Loss favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:18
1997	1:20	1:18
- 1998 -	· 1:20	1:49
(1993	-4 :20	1:20
2000	1:20	1:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBE	R OF PO	STS ALL	CATE	WHEN EN	IROLME	NT EXCEE	DS FIGU	JRES INDI	CATED	
1995		1997		1998		1999		2000		<u> </u>
149	1	149	1	! :19 9	1	- 199	1	, 199	1	į
500	2	319	2	318	2	319	2	- 219	12	\neg
1000	3	879	3	5 13	3	-5 9 9	3	519	3	1
		! 1199	4	4-1-99	4	272 -	4	8 79	4	
	<u> </u>		<u>L</u>		Ţ <u> </u>	- 1-199	5	1499	5	

Table 4: More tavourably staffed Primary schools

NUMBE	R OF PO	STS ALLC	CATED V	VHEN EN	 ROLMEN	T EXCEED	S FIGUR	ES INDIC	ATED
1996		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	<u>Po</u> sts	Enrol-	Posts	Enroi-	Posts
ment		ment		ment		ment		ment	
149	2.	149	1	-1 99	1	199	1	4 99	1
500	3	319	2	319	2	-3 19	2	34 9	2

En ax Sign

1000	. 4	519	3	-519	3	519	3	. 51 5	Тз ⁻─
<u> </u>	<u> </u>	879	4	_8 79	4	- 879	4	.879	[4
į . <u></u>	l . <u>.</u>		<u> </u>	_	.] .	1-1 9 9	5	11 99	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBE	R OF PO	STS ALLO	CATED	WHEN FN	ROLMEN	₹ EXCE <mark>E</mark>	OS FÍGUR	ES INDIC	ATEO
1998		1997		1998	_	1999		2000	
Enrol- ment	Posts	Encol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts
149	1	149	1	+1#	1	174	1	174	Ţ1 <u>-—</u>
200	2	200	2	-279	2	.279	2	.279	2
600	3	454	3	454	3	454	3	454·	3
1000	4	769	4	.769	4	769	4	769	4
		1049	5	1049	5	1049	5	1949	5
				1489	6	.11 8 9	В	1 188	6
]	1329	7	1329	7
								1468	8
;	T		T]			ţ	1544	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBE	R OF POS	STS ALLO	CATED V	VHEN EN	ROLMENT	EXCEE(DS FIGUR	ES INDIC	ATED
1996		1997		1998		1999	'	2000	
Enrol-	Posts	Enrol-	Posts	Eniol-	Posts	Enro}-	Posts	¡ Enrol-	Posts :
ment		ment		f ment	ļ	men!	<u> </u>	ment	<u> </u>
149	2	149	1	174	: 1	174	: 1	174	1
200	3	200	2	-2 79	{2	279	i 2	1.2 79	2
600	4	454	3	454	. 3	-454	3	454	3
1000	5	769	4	j 7 8 9	+ 4	769	. 4	7 89	4
		1049	5	1049	; 5	1049	. 5	1049	5
				1-1-69	6	11-89	្ន	118 9	6
	Ī		1	i	!	1329	7	4329	7
					;		!	1488	8
]	:		:	1644-	9

Table 7: Less favourably staffed Primary schools.

NUMBE!	R OF POS	TS ALLO	CATED W	HEN ENP	ROLMENT	EXCEED	S FIGURE	S INDICA	TED
1993		1997		1998		1999		2000	
Enral-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enro!-	Posts
ment	i.	ment		ment	l <u>.</u>	ment		ment	
748519	1	519	<i>l</i>					学録でも	1
1039	2	1039	2.					1038	2

Fine ax is

Table 8: More favourably staffed Primary Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED								
1996		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment		ment		ment	l [ment	
749 519	1	519	<u>i</u>					749.549	1
1039	2	1537	2					1 039-	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED								
1996		1997		1998		1999		2000	_
Eutol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enro!-	Posts
ment	<u> </u>	ment		ការខរា		ment		ment	
828454	1	454	1)			629 444	1
909	2	709	2.		[[909-	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED								
1996		1997		1998		1999		2000	
Enrol-	Posts	Enro!	Posts	Enrol-	Posts	[Carol Till	Posts	Enrol	Posts
ment	L!	ment	<u> </u>	ment	<u> </u>	iment	<u> </u>	ment	1
828454	1 ;	454	, ,	ĺ	<u> </u>	4		629 454	1
909	2	907	2			<u> </u>		<u>-१५७</u>	ļ 2

DELLE

ax in

Provincial Department: Mpumalanga

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:37	1:32
1997	1;40	1:35	1:38	1 33
1998	1:40	1:35	1:39	1:34
1999	1:40	1:35	1:40	1:35
2000	1:40	1:35	1:40	1:35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:16
1997 1998	1:20	1;17
1998	1:20	1:18
1999	1:20	1;19
2000	1:20	1.20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBE	NUMBER OF POSTS ALL OCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999		2000			
199	1	199	1		1		1	199	1		
319	2	319	2		2		2	319	2		
519	3	517	3		3 .		3	519	3		
879	۲ļ	879	4		4		4	879	4		
1199	5	1199	5		5		5	1199	5		

Table 4: More favourably staffed schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCLEDS FIGURES INDICATED										
1995		1997		1998		1999		2000			
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol	Posts	Enrol-	Posts		
ment		ment		ment		ment		ment			
169	1	179	1	1469] 1	- 199	<u> </u>	.4 99	1		
289	2	299	2	368	2	319	2	348	T [*] 2		

Fina ax is the

370	3	448	3	-500	3	519	3	-519	3
600	4	853	4	.708	4		4	879	-
919	5	919	5	_949	5	91 9	5	919-	5

Table 5: Less favourably staffed Secondary or Combined Schools

1996		1997		1998	•	1999	_	RES INDIC	
Enrol- ment	Posts	Enrol- ment	Posts	Enrol- ment	Posts	Ensol- ment	Posts	Enrol-	Posts
185	1	180	1	.478	1	.176	1 _	174	ļ <u>1</u>
365	2	336	2	308	2 .	279	2	.279	2
547	3	509	3	482	3	454	3	454	3
810	4	788	4	,7 86 1	4	.744	4	769	4
1133	5	1017	5	.986	5	1049	5	1049	5
1336	6	1285	6	1235	6	,11 89] 6	.1489	6
1378	7	1362	7	1345	7	1329	į 7	1329	7
1570	8	1538	8	1238	8	1469	8	1489	8
1644	9	1644	9	.1644	9	1644	9	1844	9

Table 6: More favourably staffed Secondary or Combined Schools

LNUMBE	R OF POS	ITS ALLO	CÁTED W	MEN ENI	ROLMENT	EXCEED	S FIGUR	ES INDIC	ATED
1996		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Erirol-	Posts	Enrol-	Posts	j Enrol-	Posts
in:ent		ment		ment		ment		ment	
149	1	149	1	,	1	174	1	-1 74	[;
200	2	200	2		2	279	2	279	2
314	3	3,4	3		3	454	3	-4 5 4	3
594	4	594	4		4	-7 6 9	4	- 76 9	4
849	5	849	5		5	-1 040	j 5	1049	[5]
999	8	999	G		6	1189	6	1189	6
1120	7	1/20	7		7	1329	[<u>7</u>	13 29	7
1200	8	/2 co	8		8	1469	8	·1 4 69	8
1440	9	1440	æ		9	-1 544	9	1644	9

Table 7: Less favourably staffed Primary schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED 1996 1997 1998 1999 2000										
1996		1997		1998	1998			2000			
Enrol-	Posts	Enrol-	Posts	Enrol	Posts	Enrol-	Posts	Enrol-	Posts		
ment		ment		ment		ment		_ment			
Z#8 5 19	1	519	1		1		1	£18 5+9	Ž (
1039	2	1039	2		2		2	10 39	# ≥		

End ax

Hit

AL

Table 8: More favourably staffed Primary Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999	<u> </u>	2000			
Enro:	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts		
ment		ment		_ment		ment		ment			
630 5 19	1	1680 517	1	700	1	<u>7</u> #\$	1	740.517	Q 1		
1039	2	1039	2		2		2	1 039 -	4 2		

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
į 1998		1997		1998		1999		2000	· -	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	
ment		ment	<u> </u>	ment		ment		ment		
#20 45 4	1	454		Į	I		Ţ-· -	828 444	1	
909	2	909	Ĺ	l	Ι΄	<u> </u>	!	-90 9-	2 i	

Table 10: More favourably staffed Secondary and Combined Schools

NUMBE:	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
<u>1995</u>		1997		1998		1999		2000			
Enro!-	Posts	Eurol-	Posts	Enro!-	Posts	Enrol-	Posts	Enrof-	Posts		
ment		ment	į .	ment		ment		! ment	j		
62 0 454	1	454	! /	<u> </u>			L	629.454	1		
909	2	907	: [; !				- 8∂9 -	2		

The parties agree that ISEN schools are chast with in terms of their agreement and subject to history of first which implies that each paper will be given a weighting according to his/her specific disability.

ax (S)

Northern Cape

Provincial Department:

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:33	1:28
1997	1:40	1:35	1:36	1:30
1998	1:40	1:35	1:38	1:33
1999	1:40	1:35	1:40	1:35
2000	1:40	1:35	1:40	1:35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:14
1997	1:20	1:18
1998	1:20	1:20
1999	1:20	1:20
2000	1:20	1:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

											
NUMBS	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		I 1997		1998	1999		2000	2000			
199	1	: 197	. 1	1		1	i -1 -99 -	1			
319	2	i 3/9	2	2		2	⁷ 3 1 9	2			
519	3	517	3	13	<u> </u>	3	<u> 549 </u>	3 ;			
879	4	577	4	3.4		4	87 9	4			
1999	5	1199	(' '	:			İ 1 199	5 !			

Table 4: More favourably staffed Primary schools

NUMB	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		19 97		1998		1999		2000				
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts			
ment		ment		ment		ment		ment				
179	1	186	1	190	<u> </u>	-195	1	199	1			
288	2	296	<u> 2</u>	.304	1 Z	312	2	319	2			
460	3	470	3	490	13	410	3	5191	3			

En ax

(-1)

Moto-

gf 1

1	804	4	824	4	-843	4	-8 02 1	T4	.8 79 -	T-4 -
ŀ	1103	5	1132	5	1+55	5	1 -1-77	- 5	1109-	5

Table 5: Less favourably staffed Secondary or Combined Schools

				:	 :	: ··			
NOMBE	R OF POS	STS ALLO	CATED V	VHEN EN	ROLMENT	EXCEED	<u>IS FIGUR</u>	ES INDIC	ATED
1996		1997		1998		1999		2000	· ;
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enro!-	Posts	Enrol-	Posts
ment		ment	L ₋ .	ment		ment		ment	
174	1	174	1		<u>l</u>			474	1 i
279	2	279	2		1		Ţ	.279	2
454	3	454	3					454	3
769	4	769	4			-		769	4
1049	5	1047	5		<u> </u>			1049	5
1189	6	11.89	L					1189	6
1329	7	1329	7		<u> </u>			₁1 329	7
1469	8	1469	S					1469	8
1644	9	1544	7		<u></u>	[1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBE	RIOF PO	STS ALLC	CATED V	MHEN ENI	ROLMENT	TEXCEFT	OS FIGUE	RES INDIO	ATED
1998		1997		1998		1999		2000	
Enrol-	Posts	Enros-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
me <u>nt</u>		ment		ment		ment		ment	· !
. 150	1	160	1	- 105	1	17 0	1	1-1-7-4	[1]
202	2	223	2	2 39	2	255	2	279	2
319	3	349	3	- 279 -	3	.409	3	454	<u>; 3</u>
593	4	631	4	- 869	4	.7 0 7-	4	-7 89	4
837	5	883	5	.949	5	975	5	1049	j 5
941	6	995	6	1-0-4 9	6	1403	6	1489	6
937	7	1053	7	1140	7	1210	7	+3 2 9	7
1117	3	1203	8	1219	8	1375	8	14 89	8
1221	9	1315	. 3	.14 09 -	9	1503	9	1 644	9 :

Table 7: Less favourably staffed Primary schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1995		1997		1998		1999		2000			
Enro1	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts		
! ment		ment		ment		ment		ment			
750 519	1	519	1 .		Ī		İ	#105H9	1		
1039	2	/o39	7_		<u> </u>			1 939	2		

File ax

Mit

9f-J

Table 8: More favourably staffed Primary Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996 1997				1998		1999 2000					
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts -		
ment		ment		ment	<u> </u>	ment		ment	1		
658 519	1	412	I	74 0	1		j.,	749.544	1		
1039	2	1637	2					10 39	2 !		

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER	R OF POS	TS ALLO	CAȚED W	HEN EN	ROLMENT	EXCEED	S FIGUR	ES INDICA	TED
1998		1997		1998	8 1999			2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol- (Posts
ment	_	ment		ment		ment		ment)	<u> </u>
£29454	1	454						\$23454	1
909	2	909	2					900	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997	1998		1999		2000				
Enrol-	Posts	Emol- Po	sts Enrol-	Posts	Enrol-	Posts	Enrol-	Posts			
ment	; <u> </u>	ment	ment		ment		ment				
500 454	i 1	- 588 454 1	-550	1	- 68⊈	1	2 20 459	1			
909	12	909 2		2		2	200	2			

ax ()

Provincial Department: Northern Province

Post provisioning expressed as educator:learner ratios.

Table 1: Ordinary Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1998	1:45	1:40	1:33	1:28
1997	1:43	1:38	1:37 1:36	1:33 /: 32
1998	1:40	1:35	1:40	1:35
1999	1:40	1;35	1:40	1:35
2000	1:40	1:35	1:40	1,35

Table 2: Technical Colleges

Year	Loss favourably staffed colleges	More favourably staffed colleges
1996	1:25	1:15
1997	1:23	4: 18 1: / 7
1998	1:20	1:20
1999	1:20	1:20
2000	1:20	1:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUM.B	ER OF P	OSTS ALL	DOATED	WHEN EN	ROLME	NT EXCEE	DS FIG	URES INDIC	CATEC
1996		1997	1997		1998		1999		
199	1	199	1	<u> </u>	1	· i · · · · ·	1	,∴ 19 9	1
319	2	317	2		2	Į	. 2	;_34 9	2
519	3	519	3		3	İ	3	5+9	3
879	4	\$79	4		4		4	~8 79	4
1199	5	1199	į S		5		- 5	14 19 9	ļ 5

Table 4: More favourably staffed primary schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997		1998		1999		2000				
Enrol-	Posts	Enrol-	Pasts	Enrol-	Posts	! Ental-	Posts	Enrol-	Posts			
ment		ment		ment		ment		ment				
179	1	179	/	199	1	J		.199	1			
288	2	288	<u> </u>	319	2]	Τ	349	2			
460	3	460	3	540	3			510	3			

8 M av

Miti

Mari

804	4	854	4	·879´	4		-879"	4
1108	5	11 08	5	1499	5		1499-	.5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBE	R OF PO	STS ALLO	CATED V	VHEN EN	ROLMENT	FÉXCEE	S FIGUR	ES INDIO	ATED
1996		1997		1998		1999		2000	
Enrol-	Pasts	Enrot-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol	Posts
ment		ment		ment		ment	<u> </u>	ment	1
174	1	174	1					-174	1
279	2	279	2				İ	2 79 -	2
454	3	454	3					.454	3
769	4	769	4					7691	4
1049	5	1049	5					1049	5
1189	6	1189	L					1469	ñ
1329	7	1324	7					1-3-29	7
1469	8	1469	8					4 489	8
1644	9	1644	7					1644	8

Table 6: More favourably staffed Secondary or Combined Schools

NUMBE.	R OF POS	STS ALLO	CATEDI	WHEN EN	<u>ROLMEN</u>	T EXCEE	<u>a</u> s Figur	<u>.ES INDIC</u>	ATED (
1996		<u>! 1997</u>		1998		1999		, 2000	
Larol-	Posts	Enro!-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
ment	!	ment		ment	1	ment	<u> </u>	ment	
129	1	129	T	1-1-7-4	<u> </u>		Ī	174	1 '
207	2	2.0.7	Z	279	2		Ι	.279-	2
319	3	319	3	524	3			454-	3
593	4	593	4	.664	4			.769	4
837	5	8 3 7	<u> </u>	804	5		Τ	.1049	5
941	6	947	1 4	944	6	ì		1489	6
987	7	787	7	1329	7		<u> </u>	1329	7
	8	1087	8	1584	8		1	: 14 69	8
1221	9	1221	- آ آ	1644	9			1644	B

Table 7: Less favourably staffed Primary schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1995		T1997	-	1998		1999		2000			
Enro:- Î	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts		
ment	4	ment		ment	}	ment	'	ment			
749519	1	579	· · · /		1		<u> </u>	714 517	1		
1039	2	1039	7	<u> </u>				1039	2		

Pil was

fatiti.

gen .

Table 8: More favourably staffed Primary Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999	· · · ·	2000			
Enrol-	Posts	Enro!-	Posts	Enrol-	Posts	Enrol-	Posts	Errol-	Posts		
ment		men!		ment		ment		ment			
€56 579	1	880 -519	1	-700	1	√18	1	<i>7</i> 4 8 <i>5</i> 19	1		
923	2	940	2	-960	2	-9 9 91	2	1 039	2		

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER	R OF POS	TS ALLC	CATED W	/HEN EN	ROI MEN	T EXCEED	S FIGURE	ES INDICA	ATED
1996		1997		1998	· · · · · · · · · · · · · · · ·	1999		2000	
Emol-	Posts	Fnral-	Posts	Enrot-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment	1.	ment	j	ment		ment	
-629454	1	454	1 /	1]			829414	1
808	2	909	Z.	1	<u>!</u>			·9 09	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997		1998		1999		2000			
Entol-	Posts	Enrol-	Posts	Emol-	Posts	Enrol-	Posts	Enro'-	Posts		
ment		ment		ment		ment		ment			
£## 454	1	531. 454	1	599	1	**	1	220 454	1		
909	2	909	2		2		2	. 003 .	2		

P. G.

White

ax S

A

ANNEXURE H

Provincial Department:

North West

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

					
	Less favourably	staffed schools	More favourably	staffed schools	
Year	Primary schools	Secondary schools	Primary schools	Secondary schools	
1996	1:40	1:35	1:30	7:28	
1997	1;40	1:35	1:34	<u>1≟29</u> 1:30	
1998	1:40	1:35	1:38	1:33	
1999	1:40	1:35	1:39	1:35	
2000	1:40	1:35	1:40	1:35	

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1996	1:20	1:16
1997	1:20	1:57
1938	1 20	1:18
1999	1:23	1:19
2003	1:20	1:29

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

≟ NÜMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED											
1996		1997		1998		1999		2000				
199	1	199	Γ1	1	1		1 !	-1 99	1			
319	2	3/9	2		2 <u> </u>		2	-349	2			
519	3	519	. 3	! ?	3		3	549	. 3			
879	4	879	4	1.4	4		4	879	4			
1190	5	1179	5	<u> </u>	5			.4499	<u> </u>			

Table 4: More favourably staffed schools

NUMS	FR OF PO	STS ALLO	DOATED \	WHEN EN	ROLMEN	T EXCEE	DS FIGUE	RES INDIG	CATED
1998		1997		1998		į 1999		2000	
Enrol-	Posts	Enrol-	Posts	Entol-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment		ment		ment		ment	
179	T1	184	1	189	T 7	170	1	199	1
288	2	276	<u> </u>	30-3	2	315	2	-348	2
460	3	476	3				<u> </u>	_519	3

File at is City

754 4	784	···· 4	į	·	-879	4
1008 5	1053	3 .			 11 9 9	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER	R OF POS	STS ALLO	<u>CATED V</u>	VHEN EN	ROLMENT	EXCEED	S FIGUR	ES INDIC	ATLD I
1996		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment	<u> </u>	ment	_1	ment		ment	
174	1	17.9	į I		ļ			174	1
279	2	2/9	7	<u> </u>				,279	2
454	3	454	3					454	3
759	4	769	4					.7 69 *	4
1049	5	1047	5					1049	5
1189	6	1187	4					1189	6
1329	7	1329	7					.1329	7
1469	8	7467	8				<u> </u>	1469	8
1644	9	1644	9				[1844	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBE	R OF POS	STS ALLO	CATED V	VHEN EN	ROLMENT	EXCEED)S FIGURI	ES INDIC	ES INDICATED	
1998		1997		1998		1999		2000		
Enrol-	Posts	Enrol-	Posts	Enro:	Posts	Enrol	Posts	Enrol-	! Posts	
ment	i	ment		ment		ment	· :	ment	:	
129	! 1	142	i	+ 5-5-		168	1 1	.474	1	
207	1.2	7,22	2.	2-37	2	252	i 4	.279	. 2	
319	3	354	3				i	454	(3	
593	4	633	4				'	.769	: 4	
737	. 5	807	5]		1.049	; 5	
941	6	1011	<u>.</u>					1489	6	
987	7	1072	<u>. 5</u>		<u> </u>	l		1329	7	
1077	ε · -··-	1167	ı <u>S</u>	i I	<u> </u>	<u> </u>	İ	-1459	8	
1221	9	1321	7	Ī	<u></u>		.İ .	1544	9	

Table 7: Less favourably staffed Primary schools

	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
- [1995		1997		1998		1999		2000		<u>-</u>
	Linrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enre!-	Posts	
¦	ment		ment	L	ment		ment	!	i ment		
	749 519	1	519	1	<u> </u>				348 TH	1	
	1039	2	1037	2					.1039	2	

Table 8: More favourably staffed Primary Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996 1997			1998			1 9 99		2000		
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Fmol-	Posts	
ment	Ϊ .	ment		ment		ment		ment		
650 S19	į 1	# 39 517	1 .	700	٠-	1 19	1	749517	1	
883	2	947	2	- 98 1	2	4 0+ 5	2	-103 9	2	

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000		
Enrol-	Posts	Eniol-	Posts	Enrol-	Posts	Enral-	Posts	Enro!-	Posts	
ment		ment		ment		ment		ment		
628 454	1	454	<i>f</i>					629 +34	1	
909	2	709	2		[· 80 9-	2	

Table 10: More favourably staffed Secondary and Combined Schools

NUMBE	NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1996		1997	1998			1999	1999 20		2000		
Enrol-	Posts	Enrol-	[βosts]	Enro!-	Posts	Enrol-	Posts	Enrol-	Posts		
ment		ment	! _!	ment	· 	ment	L	ment			
500454	<u> </u>	550 454	1	£60	1	:- 683	[ī'	629.444	1		
603	2	671	2	739	2	!- 86 ₹	[2]	- 009	2		

File is

Hit

ax (J)

X

ANNEXURE I

Provincial Department:

Western Cape

Post provisioning expressed as educator:learner ratios

Tabel 1: Ordinary Schools

	Less favourably	staffed schools	More favourably	staffed schools
Year	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:36	1:26
1997	1;40	1:35	1:37	1:28
1998	1:40	1:35	1:38	1:30
1999	1:40	1:35	1:39	1:32
2000	1:40	1:35	1:40	1:35

Table 2: Technical Colleges

Year	Less favourably staffed colleges	More favourably staffed colleges
1998	1 20	1:16
1997	1:20	1:17
1998	1 20	1;18
1999	1:20	1:19
2000	1:20	1:20

Allocation of Promotion Posts: Head of Department

Table 3: Less favourably staffed Primary Schools

NUMBER OF	POSTS ALLO	OCATED WHEN ENROLMENT EXCEPTS FIGURES INDIC						
1998	1997		1998		1999		2000	·
199	177	1		1		1	- 199	1
319 2	3/7	2	·	2		2	-91 91	i
519 3	519	3	į	3		3	54 9	3
879 4	879	4		4		4	879	4
1190 5	1177	5		5		5	1199	5

Ena wid

Table 4: More tayourably staffed primary schools

NUMBE	R OF POS	STS ALLO	CATEDIV	VHEN EN	ROLMEN	TEXCFE	S FIGUR	ES INDIC	ATED
1995		1997		1998		1999		2000	
Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
ment		ment		ment		ment		ment	
179	†	184	1	.4 89	1	1944	1	- 199	1
287	2	295	2	- 30 3	2	出ま	2	-3 19-	2
467 647	3	-48 0 €67 ,	3	498	3	500 537	3	- 519-	3
791	4	813	4	835	4	837.479	4	-87 9 7	4
1079	5	1109	5	1 139	5	: <u>1</u> 150	5	1 199	5

Table 5: Less favourably staffed Secondary or Combined Schools

ol- Posts !
ol- Posts !
nt
- 1
2
: 3
4
e 5
9 6
19 7
9 8
4 9
2

Table 6: More favourably staffed Secondary or Combined Schools

	NUMBER	R OF POS	ITS ALLOC	CATED W	MEN TUL	COLMENT	EXCEED	<u>S FIGUR</u>	ES INDICA	(IED
	1996		1997		1998		1999		2000	
	Enrol-	Posts	Emol-	Posts	Enrol-	Fosts	Enro?-	Hosts	(Enrol-	Posts
	ment		ment		ment	L	, ment		ment	
	129	1	109/44	i	,1 49	1	-459	i	_174	. 1]
	207		228 237	2	2391	: 2	.2 5 51	2	.278	2
4.47	##8 #	3 521	23 2 3 3 4	3	; 38 9 1	: 3	.415	3	454	. 3 j
	463 571	4	645 637		6 5 9	14	.703	4	-7 89	4
	549 779		839 869	5	8 99	5	.9 5 9	5	1949	. 5
	20 4 893		554 985,		1049	6	1037	; 6	1129	ô
	937 987		1063 //01	7	1439	7	1245	7	1329	7
	1457 (0)	1	1175 mit	8	1259	8	1343	8	14 89	8
	1221	i S	1345 /342		1409	9	1508	9	1544	9
			<u></u> -	· · · · · · · · · · · · · · · · · · ·	<u> </u>		-			

End al

Math

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED								
1998	1997	1998	1999	2000				
Enrol- Posts	Enrol- Posts	Enrol Posts	Enrol- Posts	Enrol- Posts				
ment !	ment	ment	ment	ment i				
719 11	517 ! /	l		7#8-5+9 1				
1039 2	1037 2			40 39 2				

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED										
1998	3		1997		1998	1999			2000	
Enro)}-	Posts	Enrol-	Posts	Enrol	Posts	Enrol-	Posts	Enrol-	Posts
men	t		ment		ment		ment		ment	
847	467	T1	555480	1	∙ 08 3	1	- 701	1	349519	1
935		2	961	2	- 987	2	10 13	2	1 -039 -	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF FOSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996 1997			1998	: 1999			2000		
Enrol-	Posts	Euro!-	Posts	Enrol-	Posts	Enrol-	Posts	Enrol-	Posts
mert		ment		ment		ment	<u>:</u>	ment	
629	1	454	j _			i		6 2 9.454	1
909	2	909	Z					, 909-	2

Table 10: More favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
: 1998		1997		1998		1999		2000	
Earo!-	: Posts	Encol-	Posts	Emo!-	Posts	Enrol-	Posts	Enrol-	Posts
ment	:	ment		meat	<u> </u>	meat	<u> </u>	ment	
407 33 7	1 376	- 50 8 5 ≠4	1	- 530	; 1	. 575	1	62945 4	1
675	2	727753	2	749	j 2	831	2	999 	2

TRANSITIONAL MEASURES

- At less favourably staffed schools in the Western Cape move immediately to the nationally agreed ratio in the first step.
- 2. Less favourably staffed schools which have a Std 10 class will be allocated one above-quota teacher for every 300 fearners in the secondary school (Std 6-10). Such teachers will be allocated at enrolments of 300, 600, 900, etc., and with effect from 1 April 1996. Incombents will be appointed in a temporary capacity and the continued existence of the posts will be re-negotiated annually. The creation of these posts is conditional upon the number of such posts not exceeding 150.

Small Schools

alis

#

Such schools as come into or remain in existence are to be staffed at the relevant post. levels according to the relevant staffing and post provisioning scales. Where a schooldoes not qualify for a Head of Department according to the relevant schales, and at least i 3 standard levels are 域域-taught in such 🦸 school, one additional post level 1 will be created over and above the normal establishment.

Technical Schools and Schools with a Technical field of study.

Description (and progressingly the second Such schools will be altocated one Head of Department additional to the standard schates. In addition, for every 26 learners per standard subject group in the technical field, there will be an additional allocation of 0,1125 teachers.

The grading of Technical Schools will be as agreed to for Ordinary Schools, pending an DIE TESTIFICAL ISSUES. accesment on a definition of comprehensive shoots.

Dual and Parallel Medium schools

Declared dual medium schools in which the minority language grouping constitutes at least 5% of the total enrolment, shall be entitled to one additional post at post level one. provided that they have not benefited from the quosity in terms of the special dispensation of educator:fearner ratios for small schools, technical schools or preprimary schools.

Declared parallel medium schools shall be entitled to 0,66 of one additional post per standard for each standard in which the minority language group exceeds 35 learners (secondary schools) or 0,4 of one additional post per standard for each standard for which the minority language group exceeds 40 learners (primary schools).

Posts will be allocated to schools only in whole numbers, calculation being rounded off to the nearest whole integer in the final total.

The recommendations of the Technical Committee for Music in primary and secondary appended as Addendum 11, are accepted with the following amendments/additions::

- that the proposed MUSAT test be replaced by the Seashord's "Measures of (a) Muscial Talent Test" as an interim arrangement and that research be done to develop a test specific to the needs of South Africa's community/people;
- that class music at primary school level be retained and promoted as in 1.1 to: (0)
 - ensure that all pupils are given the opportunity to engage in musical activities
 - to enable educators to identify tolerated pupils at an early ago.
- that high school class music should not be compulsory, but offered if a suitable (C) staff member is available to teach class music;
- that a maximum of 3 staff members should be provided for in the junior (ti) secondary phase and 2 staff members in the senior secondary phase.
- that subject advisers and the organised teaching profession develop a blue-print (e) for music education in primary, secondary and tertiary education so as to ensure that available funds will be spent optimally.

New Schools

Schools which were founded in 1995 or 1996 and which have not yet reached their full complement of standards, though they are moving towards such full complement with the authority of the Department, will be allocated teachers on the schools with a more favourable staffing allocation up to but not including the year in which they reach their full complement of standards.

Example:

A school which was founded in 1995, with a view to eventually accommodating learners in all five secondary standards, consists at present of stds 6, 7 and 8, and will move progressively with Departmental approval to include std 9 in 1997 and std 10 in 1998; such school may be allocated staff on the scales for more generously staffed schools in 1996 and 1997. A school which was founded in 1995 and immediately enrolled tearners in all seven primary standards, on the other hand, will NOT qualify for special dispensation.

8. Duration of Interim Measures

These measures shall be revised and be negotiated about annually.

Phila China China