

Resolution

No 8

EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO. 8 OF 1996

INTERIM POST PROVISIONING SCALES FOR ESTABLISHMENTS IN EDUCATION INSTITUTIONS

The parties to the ELRC note that it is imperative 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

1.1 Paragraph 4(f) of Resolution 5 of 1995 is hereby amended with regard to the interim post provisioning scales to be implemented from 1~~st~~ July 1995 and 1 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 learner:educator ratios referred to in paragraph (d)"

1.2 References in agreements subsequent to Resolution 5 of 1995 to a 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

2. In this agreement a word or expression shall have the meaning so assigned 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;

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

- 2.2 "enrolment" or "enrolled learners" means the number of full-time equivalent learners based on the enrolment 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 enrolment on the 10th school day of 1997 ~~latest available information (19 August 1996 for ELSEN institutions) will be utilised and may be adjusted by later information, as the 10th school day of 1997~~ *latest available information (19 August 1996 for ELSEN institutions) will be utilised and may be adjusted by later information, as the 10th school day of 1997 survey.*
- 2.3 "implemented" with reference to the implementation of a phase of this resolution means 1 July 1996 for the first phase and 1 January 1997 for the second phase
- 2.4 "less favourably staffed schools/colleges" means schools or colleges staffed at a level where there are less educators than should be provided in order to attain the agreed upon interim post provisioning scale;
- 2.5 "more favourably staffed schools/colleges" means schools staffed at a level 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

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

ANNEXURE

PROVINCIAL EDUCATION DEPARTMENT

A	Eastern Cape
B	Free State
C	Gauteng
D	KwaZulu-Natal
E	Mpumalanga
F	Northern Cape
G	Northern Province
H	Northwest
I	Western Cape

4. These interim staff provisioning scales serve as a mechanism to provide 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:

* a revision of the agreed upon provisioning in the Annexures.

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5.1

The first Deputy Principal post will be provided in the case of ordinary 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 year 2000 and will be phased as agreed upon. This part of the agreement may necessitate*

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5.2

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.

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6.

In all cases the post provisioning figures in Tables 1 and 2 of Annexures A to I are rounded to the nearest integer, except in cases where a different indication is given in the Annexures.

7.

If, in Tables 1 and 2 of Annexure A to I, the ratio of a school/college falls 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.

8.

Schools and colleges may apply for posts according to their enrolment and 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.

9.

Interim post provisioning scales for education sectors, not included in the Annexures shall also be negotiated urgently for 1996 and 1997 in Council, applying the same procedure as was applied in the negotiations on the Annexures.

medium and parallel schools, farm/small school, technical comprehensive schools, school with technical and agricultural studies fields, are

GENERAL PROVISIONS

10.

This agreement will remain in force until 31 December 1997, unless expressly indicated otherwise in it and subject to the following conditions:

10.1

It may be necessary to augment the agreement when agreement is 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 investigation should include the matter of excluding the provision of posts of Principal and Deputy Principal from the learner-educator ratios.*

(d) and

10.2

The right-sizing of education is related to effecting equity in the 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 submit details of what should be included in the investigation within 30 days.*

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Provincial Department: Eastern Cape

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996				
1997	1:40	1:35	1:30	1:25 / 1:26
1998	1:40	1:35	1:30	1:26
1999	1:40	1:35	1:30	1:26
2000	1:40	1:35	1:30	1:26

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 staffed colleges	More favourably staffed colleges
1996		
1997	1:25 / 1:26	1:16
1998	1:23	1:17
1999	1:22	1:18
2000	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	
199	1	199	1	199	1	199	1	199	1
319	2	319	2	319	2	319	2	319	2
519	3	519	3	519	3	519	3	519	3
879	4	879	4	879	4	879	4	879	4
1199	5	1199	5	1199	5	1199	5	1199	5

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
159	1	179	1	199				199	1
260	2	290	2	319				319	2

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500	3	510	3	549				519	3
680	4	750	4	879				879	4
999	5	1099	5	1199				1199	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174						174	1
279	2	279						279	2
554	3	554						554	3
769	4	769						769	4
1049	5	1049						1049	5
1189	6	1189						1189	6
1329	7	1329						1329	7
1469	8	1469						1469	8
1644	9	1644						1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
120	1	150		174	1			174	1
210	2	240		279	2			279	2
380	3	410		454	3			454	3
599	4	630		769	4			769	4
788	5	818		1049	5			1049	5
850	6	880		1189	6			1189	6
999	7	1029		1229	7			1229	7
1110	8	1240		1469	8			1469	8
1220	9	1400		1644	9			1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
519	1	519	1					519	1
1039	2	1039	2					1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
550 519	1	600	1	700	1	719	1	719 519	1
950	2	990	2	1000	2			1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
620 454	1	454	1					620 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
500 454	1	530 454	1	550	1	500	1	520 454	1
600 800	2	850	2	900	2			900	2

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ANNEXURE B

Provincial Department: Free State

Post provisioning expressed as educator:learner ratios

Table 1(a): Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1995	1:40	1:35	1:33	1:30
1997	1:40	1:35	1:35	1:32 1:31
1998	1:40	1:35	1:36	1:33
1999	1:40	1:35	1:37	1:34
2000	1:40	1:35	1:40	1:35

Table 1(b): Intermediate Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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	1:34	1:32
1999	1:40	1:35	1:36	1:34
2000	1:40	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
1998	1:22	1:18
1999	1:24	1:19
2000	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	
199	1	197	1		1		1	199	1
319	2	319	2		2		2	319	2
519	3	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199	5		5		5	1199	5


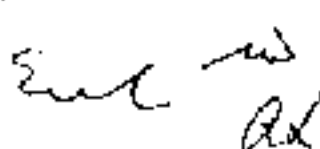









Table 4: More favourably staffed schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
160	1	199	1					199	1
320	2	317	2					317	2
480	3	517	3					517	3
740	4	877	4					877	4
999	5	1177	5					1177	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174	1					174	1
279	2	279	2					279	2
454	3	454	3					454	3
769	4	769	4					769	4
1049	5	1049	5					1049	5
1189	6	1189	6					1189	6
1329	7	1329	7					1329	7
1469	8	1469	8					1469	8
1644	9	1644	9					1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
160	1	174	1					174	1
250	2	279	2					279	2
400	3	454	3					454	3
680	4	769	4					769	4
900	5	1049	5					1049	5
1040	6	1189	6					1189	6
1160	7	1329	7					1329	7
1280	8	1469	8					1469	8
1400	9	1644	9					1644	9

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Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
719 517	1	517	1					719 517	1
1039	2	1039	2					1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
719 517	1	517	1					719 517	1
1039	2	1039	2					1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
629 454	1	454	1					629 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
629 454	1	454	1					629 454	1
909	2	909	2					909	2

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Provincial Department: Gauteng

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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
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	Less favourably staffed colleges	More favourably staffed colleges
1996	1:24,1	1:17
1997	1:20	1:17
1998	1:20	1:18
1999	1:20	1:18
2000	1:20	1:18

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	
199	1	199	1		1		1	199	1
319	2	319	2		2		2	319	2
519	3	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199	5		5		5	1199	5

Table 4: More favourably staffed Primary 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
159	1	199	1					199	1
279	2	319	2					319	2
479	3	519	3					519	3
839	4	879	4					879	4
1159	5	1199	5					1199	5

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Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174	1					174	1
277	2	279	2					279	2
454	3	454	3					454	3
769	4	769	4					769	4
1049	5	1049	5					1049	5
1189	6	1189	6					1189	6
1329	7	1329	7					1329	7
1469	8	1469	8					1469	8
1644	9	1644	9					1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
139	1	174	1					174	1
174	2	279	2					279	2
419	3	454	3					454	3
734	4	769	4					769	4
1014	5	1049	5					1049	5
1154	6	1189	6					1189	6
1294	7	1329	7					1329	7
1434	8	1469	8					1469	8
1609	9	1644	9					1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
519	1	778 519	1					778 519	1
1039	2	1039	2					1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
519	1	719 519	1					719 519	1
1039	2	1039	2					1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
454	1	628 454	1					628 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
454	1	628 454	1					628 454	1
909	2	909	2					909	2

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Provincial Department: KwaZulu-Natal

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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	1:35	1:37	1:31
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	1:18
1997	1:20	1:18
1998	1:20	1:18
1999	1:20	1:20
2000	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	
149	1	149	1	149	1	149	1	149	1
500	2	319	2	319	2	319	2	319	2
1000	3	879	3	879	3	879	3	879	3
		1199	4	1199	4	1199	4	879	4
						1199	5	1199	5

Table 4: More favourably staffed Primary 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
149	2	149	1	149	1	149	1	149	1
500	3	319	2	319	2	319	2	319	2

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1000	4	519	3	519	3	519	3	519	3
		879	4	879	4	879	4	879	4
						1189	5	1189	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
149	1	149	1	174	1	174	1	174	1
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	1049	5
				1489	6	1489	6	1489	6
						1329	7	1329	7
								1469	8
								1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
149	2	149	1	174	1	174	1	174	1
200	3	200	2	279	2	279	2	279	2
600	4	454	3	454	3	454	3	454	3
1000	5	769	4	769	4	769	4	769	4
		1049	5	1049	5	1049	5	1049	5
				1489	6	1489	6	1489	6
						1329	7	1329	7
								1469	8
								1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
718 519	1	519	1					718 519	1
1039	2	1039	2					1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
719 519	1	519	1					719 519	1
1039	2	1039	2					1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
629 454	1	454	1					629 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
629 454	1	454	1					629 454	1
909	2	909	2					909	2

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Provincial Department: Mpumalanga

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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	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 ALLOCATED 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	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199	5		5		5	1199	5

Table 4: More favourably staffed schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
169	1	179	1	169	1	199	1	199	1
289	2	299	2	289	2	319	2	319	2

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370	3	446	3	500	3	519	3	519	3
600	4	853	4	708	4	878	4	879	4
919	5	919	5	919	5	919	5	919	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
185	1	180	1	178	1	178	1	174	1
365	2	336	2	308	2	279	2	279	2
547	3	509	3	482	3	454	3	454	3
810	4	788	4	766	4	744	4	769	4
1133	5	1017	5	988	5	1049	5	1049	5
1336	6	1285	6	1235	6	1189	6	1189	6
1378	7	1362	7	1345	7	1329	7	1329	7
1570	8	1538	8	1238	8	1469	8	1469	8
1644	9	1644	9	1644	9	1644	9	1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
149	1	149	1		1	174	1	174	1
200	2	200	2		2	279	2	279	2
314	3	314	3		3	454	3	454	3
594	4	594	4		4	769	4	769	4
849	5	849	5		5	1049	5	1049	5
999	6	999	6		6	1189	6	1189	6
1120	7	1120	7		7	1329	7	1329	7
1200	8	1200	8		8	1469	8	1469	8
1440	9	1440	9		9	1644	9	1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
319 519	1	519	1		1		1	319 519	1
1039	2	1039	2		2		2	1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
680 519	1	680 519	1	700	1	718	1	718 519	2 1
1039	2	1039	2		2		2	1039	4 2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
820 454	1	454	1					820 454	1
909	2	909						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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
620 454	1	454	1					620 454	1
909	2	909	1					909	2

The parties agree that LSEN schools are dealt with in terms of this agreement and subject to resolution of 1995 which implies that each pupil will be given a weighting according to his/her specific disability.

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Provincial Department: Northern Cape

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
199	1	197	1		1		1	199	1
319	2	319	2		2		2	319	2
519	3	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199						1199	5

Table 4: More favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
179	1	186	1	190	1	195	1	199	1
288	2	296	2	304	2	312	2	319	2
480	3	470	3	480	3	410	3	519	3

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804	4	824	4	843	4	862	4	879	4
1108	5	1132	5	1155	5	1177	5	1199	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174	1					174	1
279	2	279	2					279	2
454	3	454	3					454	3
769	4	769	4					769	4
1049	5	1049	5					1049	5
1189	6	1189	6					1189	6
1329	7	1329	7					1329	7
1469	8	1469	8					1469	8
1644	9	1644	9					1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
150	1	160	1	165	1	170	1	174	1
202	2	223	2	239	2	255	2	279	2
319	3	349	3	379	3	409	3	454	3
593	4	631	4	669	4	707	4	769	4
837	5	883	5	949	5	975	5	1049	5
941	6	995	6	1049	6	1103	6	1189	6
937	7	1053	7	1140	7	1210	7	1329	7
1117	8	1203	8	1219	8	1375	8	1469	8
1221	9	1315	9	1409	9	1503	9	1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
710 519	1	519	1					710 519	1
1039	2	1039	2					1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
658 519	1	519	1	718	1			718 519	1
1039	2	1039	2					1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
829 454	1	454	1					829 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
500 454	1	500 454	1	550	1	600	1	500 454	1
909	2	909	2		2		2	909	2

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Provincial Department: Northern Province

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:45	1:40	1:33	1:28
1997	1:43	1:38	1:32 1:36	1:33 1:32
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	Less favourably staffed colleges	More favourably staffed colleges
1996	1:25	1:15
1997	1:23	1:18 1:17
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

NUMBER OF POSTS ALLOCATED 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	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199	5		5		5	1199	5

Table 4: More favourably staffed primary 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
179	1	179	1	199	1			199	1
288	2	288	2	319	2			319	2
460	3	460	3	519	3			519	3

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804	4	804	4	879	4			879	4
1108	5	1108	5	1499	5			1499	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174	1					174	1
279	2	279	2					279	2
454	3	454	3					454	3
769	4	769	4					769	4
1049	5	1049	5					1049	5
1189	6	1189	6					1189	6
1329	7	1329	7					1329	7
1469	8	1469	8					1469	8
1644	9	1644	9					1644	9


Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
129	1	129	1	174	1			174	1
207	2	207	2	279	2			279	2
319	3	319	3	524	3			454	3
593	4	593	4	664	4			769	4
837	5	837	5	804	5			1049	5
941	6	941	6	944	6			1189	6
987	7	987	7	1329	7			1329	7
1087	8	1087	8	1504	8			1469	8
1221	9	1221	9	1644	9			1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
719 519	1	519	1					719 519	1
1039	2	1039	2					1039	2



 Enrolment

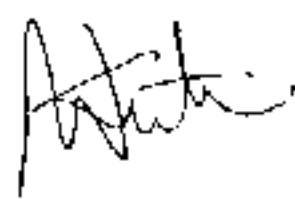




Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
658 579	1	680 519	1	700	1	719	1	748 519	1
923	2	940	2	960	2	999	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
629 454	1	454	1					629 454	1
809	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
538 454	1	538 454	1	500	1	600	1	620 454	1
909	2	909	2		2		2	809	2

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Provincial Department: North West

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	Primary schools	Secondary schools	Primary schools	Secondary schools
1996	1:40	1:35	1:30	1:28
1997	1:40	1:35	1:37 1:34	1:29 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	1:17
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 ALLOCATED 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	519	3		3		3	519	3
879	4	879	4		4		4	879	4
1199	5	1199	5		5		5	1199	5

Table 4: More favourably staffed 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
179	1	184	1	189	1	194	1	199	1
288	2	296	2	303	2	310	2	319	2
460	3	476	3					519	3

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 B. G.
 E. G.
 C. G.
 M. G.
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754	4	787	4					879	4
1008	5	1053	5					1190	5

Table 5: Less favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
174	1	174	1					174	1
279	2	279	2					279	2
454	3	454	3					454	3
759	4	769	4					769	4
1049	5	1047	5					1049	5
1189	6	1187	6					1189	6
1329	7	1329	7					1329	7
1469	8	1467	8					1469	8
1644	9	1644	9					1644	9

Table 6: More favourably staffed Secondary or Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
129	1	142	1	155	1	168	1	174	1
207	2	222	2	237	2	252	2	279	2
319	3	354	3					454	3
593	4	633	4					769	4
737	5	807	5					1049	5
941	6	1011	6					1189	6
937	7	1072	7					1329	7
1077	8	1167	8					1469	8
1221	9	1321	9					1644	9

Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
749 519	1	519	1					749 519	1
1039	2	1039	2					1039	2

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Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
658 519	1	880 519	1	700	1	718	1	719 517	1
883	2	947	2	981	2	1015	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
628 454	1	454	1					628 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
500 454	1	500 454	1	500	1	600	1	628 454	1
603	2	671	2	739	2	867	2	909	2

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ANNEXURE 1

Provincial Department: Western Cape

Post provisioning expressed as educator:learner ratios

Table 1: Ordinary Schools

Year	Less favourably staffed schools		More favourably staffed schools	
	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
1996	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 ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
199	1	199	1	1	1	1	1	199	1
319	2	319	2	2	2	2	2	319	2
519	3	519	3	3	3	3	3	519	3
879	4	879	4	4	4	4	4	879	4
1199	5	1199	5	5	5	5	5	1199	5

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Table 4: More favourably staffed primary 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
179	1	184	1	189	1	194-197	1	199	1
237	2	295	2	303	2	311-314	2	319	2
487-647	3	488-665	3	493	3	506-519	3	519	3
791	4	813	4	835	4	857-879	4	879	4
1079	5	1109	5	1139	5	1159	5	1199	5

Table 5: Less favourably staffed Secondary or 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
174	1	174	1					174	1
279	2	279	2					279	2
454-667	3	454-571	3					454	3
769	4	769	4					769	4
1049	5	1049	5					1049	5
1189	6	1189	6					1189	6
1329	7	1329	7					1329	7
1489	8	1489	8					1489	8
1644	9	1644	9					1644	9

Table 6: More favourably staffed Secondary or 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
129	1	199-144	1	149	1	159	1	174	1
207	2	225-231	2	239	2	255	2	279	2
323-357	3	352-376	3	389	3	415	3	494	3
483-571	4	615-637	4	659	4	703	4	789	4
579-779	5	838-867	5	899	5	959	5	1049	5
901-893	6	981-985	6	1049	6	1097	6	1189	6
987-987	7	1069-1101	7	1139	7	1245	7	1329	7
1137-1071	8	1175-1217	8	1259	8	1343	8	1489	8
1221	9	1345-1362	9	1489	9	1503	9	1644	9

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Allocation of promotion posts: Deputy Principal

Table 7: Less favourably staffed Primary schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
719	1	517	1					719 517	1
1039	2	1039	2					1039	2

Table 8: More favourably staffed Primary Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
647 467	1	655 480	1	683	1	701	1	719 517	1
935	2	961	2	987	2	1013	2	1039	2

Table 9: Less favourably staffed Secondary and Combined Schools

NUMBER OF POSTS ALLOCATED WHEN ENROLMENT EXCEEDS FIGURES INDICATED									
1996		1997		1998		1999		2000	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
628	1	454	1					628 454	1
909	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	
Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts	Enrolment	Posts
497 337	1	374 508 524	1	538	1	575	1	628 454	1
675	2	727 753	2	749	2	831	2	909	2

TRANSITIONAL MEASURES

1. All 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 learners 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. Incumbents 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.

3. Small Schools

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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 school does not qualify for a Head of Department according to the relevant scales, and at least 3 standard levels are ~~to be~~ taught in such ~~a~~ school, one additional post level 1 will be created over and above the normal establishment.

4. Technical Schools and Schools with a Technical field of study

Such schools will be allocated one Head of Department additional to the standard scales. In addition, for every 26 learners ^{in 1976 (and progressively thereafter)} 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 ^{upon in EDC agreement of 19 June 1972} to for Ordinary Schools, pending an ~~agreement on a definition of comprehensive schools.~~ ^{on residual issues.}

5. 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 quota in terms of the special dispensation of educator:learner ratios for small schools, technical schools or pre-primary 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.

6. The recommendations of the Technical Committee for Music in primary and secondary schools, ~~appended as Addendum 1,~~ are accepted with the following amendments/additions:

- (a) that the proposed MUSAT test be replaced by the Seashore's "Measures of Musical 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;
- (b) that class music at primary school level be retained and promoted as in 1.4 to:
 - * ensure that all pupils are given the opportunity to engage in musical activities
 - * to enable educators to identify talented pupils at an early age
- (c) that high school class music should not be compulsory, but offered if a suitable staff member is available to teach class music;
- (d) that a maximum of 3 staff members should be provided for in the junior secondary phase and 2 staff members in the senior secondary phase.
- (e) that subject advisers and the organised teaching profession develop a blue-print for music education in primary, secondary and tertiary education so as to ensure that available funds will be spent optimally.

7. **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 scale for 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 learners 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.

