

Changes to Annual Performance Plan 2021/22

Collective Bargaining Services: Provinces

Page	Target removed
27	<p>Gauteng</p> <p>Quality Learning and Teaching Campaign (QLTC) Monitor progress on compliance with education non-negotiables in relation to QLTC activities and a report is received by Chamber</p> <p><u>Annual Target amended:</u> Report (4) changed to Report (2)</p> <p>3rd and 4th quarter targets removed</p>

Page	Target amended/removed
29	<p>KwaZulu-Natal</p> <p>Incentives for Educators Monitoring reports on the implementation of incentives for educators are available and presented to Chamber</p> <p><u>Reporting period changed from:</u> Quarterly to Bi-Annually</p> <p><u>Annual Target changed from:</u> Reports (3) to Reports (2)</p> <p>3rd and 4th quarter targets removed</p>

Page	Target amended/removed
33	<p>Mpumalanga</p> <p>Post Provisioning A report on the consultation process for post provisioning is available.</p> <p><i>3rd quarter target amended</i> From: A consolidated report on the distribution of posts provisioning for 2022 received and analysed by Chamber</p> <p>To: The Employer submits a consolidated report on the distribution of posts provisioning for 2022 to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i> From: Reports on posts provisioning norms are received from the Employer and analysed by Chamber</p> <p>To: An implementation report on post provisioning is presented to Chamber by the Employer by 31st March 2022</p> <p>Employee Health and Wellness (EHW) Monitor the introduction and implementation of Employee Health and Wellness activities.</p> <p><i>3rd quarter target amended</i> From: Presentation on introduced and implemented Employee and Health and wellness programs in Chamber meeting</p>

Page	Target amended/removed
	<p>To: The Employer submits a progress report on the implementation of EHW activities in Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i></p> <p>From: Presentation on introduced and implemented activities on employee Health and wellness programs in Chamber meeting</p> <p>To: The Employer presents a consolidated progress report on introduced and implemented EHW activities in Chamber by 31st March 2022</p> <hr/> <p>Teacher Development Monitoring reports on provisioning of Teacher development programs and reports presented to Chamber</p> <p><u>Reporting period</u> changed from: Bi-Annually to Annually</p> <p><u>Annual Target</u> changed from: Reports (2) to Reports (1)</p> <p><i>4th quarter target removed</i></p>
34	<p>Incentives for Educators Monitor the implementation of incentives for educators</p> <p><i>3rd quarter target amended</i></p> <p>From: Report on schools that have appealed the process presented to Chamber</p> <p>To: The Employer presents a report on schools appealing the incentives for educators' process to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i></p> <p>From: Analytic report on incentives presented to Chamber</p> <p>To: The Employer presents an analytical educators' incentives report to Chamber by 31st March 2022</p> <hr/> <p>Dispute Prevention Monitoring the implementation of a strategy to minimise the level of Grievances, Misconduct, and disputes</p> <p><i>3rd quarter target amended</i></p> <p>From: Convene a Task Team meeting and report presented to Chamber</p> <p>To: The Employer submits a report to the Dispute Prevention Task Team for analysing and a report is presented to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i></p> <p>From: Convene a Task Team meeting and report presented to Chamber</p> <p>To: The Employer submits a consolidated report to the Dispute Prevention Task Team for analysing and a report is presented to Chamber by 31st March 2022</p> <hr/> <p>Collective Agreements To monitor the implementation of collective agreements and reports presented to Chamber</p> <p><i>3rd quarter target amended</i></p> <p>From: Progress Reports on the implementation of collective agreements received and analysed by Chamber</p> <p>To: Progress report on the implementation of collective agreement(s) is presented by the Employer and analysed by Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i></p> <p>From: Progress Reports on the implementation of collective agreements received and analysed by Chamber</p>

Page	Target amended/removed
	<p>To: The Employer presents a progress report on the implementation of collective agreement(s) to Chamber for analysing by 31st March 2022</p>
35	<p>Inclusive Education/Learners with Special Educational Needs To monitor the implementation of Inclusive Education Policy and reports presented to Chamber</p> <p><i>3rd quarter target amended</i> From: Reports on Inclusive Education received by Chamber</p> <p>To: The Employer presents a progress report on the implementation of the Inclusive Education to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i> From: Reports on Inclusive Education received by Chamber</p> <p>To: The Employer presents a progress report on the implementation of the Inclusive Education to Chamber by 31st March 2022</p> <hr/> <p>Early Childhood Development To monitor progress in the provisioning of Practitioners in ECD and progress on the training conducted on ECD in the Province, reports presented to Chamber</p> <p><i>3rd quarter target amended</i> From: Progress Report on the provisioning of training of practitioners ECD band received and analysed by Chamber</p> <p>To: The Employer presents an implementation progress report on the provisioning of ECD practitioners and training conducted to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i> From: Progress Report on the provisioning of training of practitioners ECD band received and analysed by Chamber</p> <p>To: The Employer submits a consolidated implementation progress report on the provisioning of ECD practitioners and training done to Chamber by 31st March 2022</p> <hr/> <p>Employment Equity To monitor the implementation of the employment equity plan and report presented to Chamber</p> <p><i>3rd quarter target amended</i> From: Progress reports on equity targets received and analysed by Chamber</p> <p>To: The Employer presents a progress report on the implementation of the employment equity plan to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i> From: Progress reports on equity targets received and analysed by Chamber</p> <p>To: Consolidated report on the implementation of the employment equity plan to Chamber by 31st March 2022</p>
36	<p>Curriculum and Examinations Monitoring implementation of the curriculum policy and the management of examinations, reports presented to Chamber</p> <p><u>Reporting period changed from:</u> Quarterly to Bi-Annually</p> <p><u>Annual Target changed from:</u> Reports (4) to Reports (2)</p> <p><i>3rd and 4th quarter targets removed</i></p>

Page	Target amended/removed
	<p>Maths, Science and Technology Academy (MSTA) To monitor the implementation of MSTA programs and reports presented to Chamber</p> <p><i>3rd quarter target amended</i> From: Reports on the implementation of MSTA programs received and analysed by Chamber</p> <p>To: The Employer presents a report on the implementation of MSTA programs to Chamber by 31st December 2021. Reports on the implementation of MSTA programs received and analysed by Chamber</p> <p><i>4th quarter target amended</i> From: Reports on the implementation of MSTA programs received and analysed by Chamber</p> <p>To: The Employer presents a consolidated report on the implementation of MSTA programs to Chamber by 31st March 2022. Reports on the implementation of MSTA programs received and analysed by Chamber</p> <hr/> <p>Policy and Procedure on Incapacity and Ill Health Retirement (PILIR) To monitor the implementation of the Policy on PILIR and present reports to Chamber</p> <p><i>3rd quarter target amended</i> From: Progress reports on the finalisation of PILIR cases/applications received and analysed by Chamber</p> <p>To: The Employer presents a progress report on the implementation of the PILIR policy to Chamber by 31st December 2021. Progress reports on the finalisation of PILIR cases/applications received and analysed by Chamber</p> <p><i>4th quarter target amended</i> From: Progress reports on the finalisation of PILIR cases/applications received and analysed by Chamber</p> <p>To: A consolidated report on the implementation of the PILIR policy is presented to Chamber by the Employer by 31st March 2022. Progress reports on the finalisation of PILIR cases/applications received and analysed by Chamber</p>
37	<p>Quality Learning and Teaching Campaign (QLTC) The Employer to table a progress report on the monitoring of COVID-19 non-negotiables</p> <p><i>4th quarter target amended</i> From: Progress report on QLTC activities and COVID-19 non-negotiables received and analysed by Chamber</p> <p>To: A consolidated report on COVID-19 compliance activities is presented to Chamber by the Employer by 31st March 2022</p> <hr/> <p>Quality Management System (QMS) Monitoring reports on the implementation of capacity-building programmes on QMS activities available in Chamber</p> <p><i>3rd quarter target amended</i> From: The report on QMS activities presented and received by Chamber</p> <p>To: The Employer presents a report on the training and implementation of QMS to Chamber by 31st December 2021</p> <p><i>4th quarter target amended</i> From: Consolidated report on QMS activities presented and received by Chamber</p> <p>To: The Employer presents a consolidated report on the training and implementation of QMS to Chamber by 31st March 2022</p>

Page	Target amended/removed
39	<p>North West</p> <p>IQMS/PMDS/QMS Consolidated report on assessed and-paid employees is available and presented in Chamber</p> <p>Wording removed in programme performance indicator (<i>and paid</i>)</p> <p><u>Reporting period</u> changed from: Bi-Annually to Annually</p> <p><u>Annual Target</u> changed from: Reports (2) to Report (1)</p> <p><i>4th quarter target removed</i></p>
	<p>Incentives for Educators Monitoring reports on the implementation of Incentives for Educators are available and presented in Chamber</p> <p><u>Reporting period</u> changed from: Bi-Annually to Annually</p> <p><u>Annual Target</u> amended: Report (1) removed</p> <p><i>3^d quarter target removed</i></p>

Page	Target amended
43	<p>Western Cape</p> <p>Dispute Prevention Monitoring report on grievances, misconduct, disputes, and training conducted is available</p> <p>3rd and 4th quarter targets amended (<i>'s' removed</i>)</p> <p>Trends analysis report on grievances, misconducts & disputes is presented to the Dispute Prevention Task Team by the WCED for analysing and a report is presented to Chamber by 31st December 2021</p>
44	<p>Safety at schools/educational institutions Monitoring report on the implementation of the Nine-point Safe Schools planning process is available</p> <p>3rd quarter target amended (<i>'point' added</i>)</p> <p>A report on the implementation of the Nine-Point Safe Schools planning process is submitted to the Safety at Schools Task Team by the Employer and presented to Chamber by 31st December 2021</p> <p>4th quarter target amended (<i>'point' and 'trend' added</i>)</p> <p>A report on the implementation of the Nine-Point Safe Schools planning process as well as a trend analysis report is submitted to the Safety at Schools Task Team by the Employer and presented to Chamber by 31st March 2022</p>

Dispute Management Services

Page	Target amended
47	<p>75% of cases scheduled for arbitration within 45 days after receipt of referral</p> <p>3rd quarter target amended From: To schedule 60% of cases scheduled for arbitration within 45 days after receipt of dispute referral To: 60% of cases scheduled for arbitration within 45 days after receipt of dispute referral</p> <p>4th quarter target amended From: To schedule 80% of cases scheduled for arbitration within 45 days after receipt of dispute referral To: 80% of cases scheduled for arbitration within 45 days after receipt of dispute referral</p>
	<p>Facilitate two (2) training sessions for Dispute Resolution Practitioners</p> <p><u>Annual Target amended:</u> Facilitate two (2) training sessions for Dispute Resolution Practitioners and maintain attendance register (added)</p>
	<p>Facilitate two (2) training sessions for professional development of Panellists</p> <p>3rd and 4th quarter targets amended Facilitate one (1) training sessions for professional development of Panellists, maintain an attendance register</p>

Corporate Services

Page	Target amended
53	<p>Research & Media</p> <p><i>Wording of 3rd Quarter target amended:</i></p> <p>Advertising in diaries of unions (SADTU, SAOU, PEU, NAPTOSA, NATU)</p> <p>Specific unions removed as not all unions will be publishing diaries for 2022.</p>