

**EDUCATION LABOUR RELATIONS COUNCIL**  
*Established in terms of the LRA of 1995 as amended*



**COLLECTIVE AGREEMENT  
NO. 1 OF 2022**

**21 JULY 2022**

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

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**EDUCATION LABOUR RELATIONS COUNCIL**  
**COLLECTIVE AGREEMENT NO. 1 OF 2022**

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

**1. PURPOSE OF THIS AGREEMENT**

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

**2. SCOPE OF THIS AGREEMENT**

This agreement applies to and binds:

- 2.1 The employer, and
- 2.2 All the employees of the employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of trade union parties to this agreement or not.

**3. THE PARTIES TO COUNCIL NOTE:**

- 3.1 Clause 9 read together with clause 18 "*General Provisions*" of the constitution of the Council (Collective Agreement number 6 of 2016) regarding vote weights, its calculations and determinations;
- 3.2 The statistics on trade union membership provided by the Employer;
- 3.3 The information obtained from the National Treasury through the State Information Technology Agency (SITA) using the PERSAL system on membership figures of the Unions, as at 31<sup>st</sup> March 2022;
- 3.4 The determinations, by the General Secretary, of the Vote Weights for the Trade Union Parties to Council as confirmed by Ngubane & Co (Johannesburg) Inc., officially appointed by the Council/General Secretary for this purpose.

**4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**


- 4.1 That the figures expressed in the Annexures A and A1 to A9, as presented by the General Secretary, are substantially correct.
- 4.2 Adoption and Date of Implementation
- a) That the Vote Weights, as reflected in Annexures A and A1 to A9, are adopted; and
- b) Shall be implemented on the date of signing of this agreement in Council.

**5. DISPUTE RESOLUTION**



Any dispute arising from the application or interpretation of this collective agreement shall be referred to this Council for resolution in terms of its dispute resolution procedures.

**THUS DONE AND SIGNED AT CENTURION THIS THE 21<sup>ST</sup> DAY OF JULY 2022**

**ON BEHALF OF THE STATE AS THE EMPLOYER**

DEPARTMENT	NAME	SIGNATURE
DEPARTMENT OF BASIC EDUCATION	Hubert Mathanzima Mweli	

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
SADTU	Mugwena Malelele	
CTU-ATU	Basel L. Manuel	

## Annexure A

## CONSOLIDATED VOTING WEIGHTS AS AT 31 MARCH 2022

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	233 677				
1. SADTU	233 677	16 792	216 885	68%	17
2.1 HOSPERSA	723				
2.2 NAPTOSA	36 338				
2.3 NATU	28 953				
2.4 PEU	7 227				
2.5 PSA	5 333				
2.6 SAOU	26 549				
2. "CTU-ATU"	105 123	2 350	102 773	32%	8
Grand Total	338 800	2 681	319 658		25

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Collective Agreement 1 of 2022  
Vote Weights of the Trade Union Parties to Council

## Annexure A1

EASTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	36 311				
1. SADTU	36 311	2 624	33 687	74%	7
2.1 HOSPERSA	252				
2.2 NAPTOSA	7 091				
2.3 NATU	298				
2.4 PEU	111				
2.5 PSA	1 924				
2.6 SAOU	2 731				
2. "CTU-ATU"	12 407	390	12 017	26%	3
Grand Total	48 718	3 014	45 704		10

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## Annexure A2

FREE STATE VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	13 234				
1. SADTU	13 234	1 931	11 303	61%	6
2.1 HOSPERSA	133				
-2.2 NAPTOSA	2 212				
2.3 NATU	787				
2.4 PEU	42				
2.5 PSA	562				
2.6 SAOU	3 826				
2. "CTU-ATU"	7 562	363	7 199	39%	4
Grand Total	20 796	2 294	18 502		10

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## Annexure A3

GAUTENG VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	36 698				
1. SADTU	36 698	3 058	33 640	64%	6
2.1 HOSPERSA	13				
2.2 NAPTOA	9 874				
2.3 NATU	1 747				
2.4 PEU	1 690				
2.5 PSA	426				
2.6 SAOU	7 241				
2. "CTU-ATU"	20 991	531	20 460	36%	4
Grand Total	57 689	3 589	54 100		10

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## Annexure A4

KWAZULU NATAL VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoliation Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	51 268				
1. SADTU	51 268	5 815	45 453	59%	6
2.1 HOSPERSA	264				
2.2 NAPTOSA	4 236				
2.3 NATU	25 109				
2.4 PEU	74				
2.5 PSA	1 148				
2.6 SAOU	999				
2. "CTU-ATU"	31 830	585	31 245	41%	4
Grand Total	83 098	6 400	76 698		10

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## Annexure A5

LIMPOPO VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	40 324				
1. SADTU	40 324	767	39 557	89%	9
2.1 HOSPERSA	1				
2.2 NAPTOSA	337				
2.3 NATU	118				
2.4 PEU	3 621				
2.5 PSA	275				
2.6 SAOU	778				
2. "CTU-ATU"	5 130	58	5 072	11%	1
Grand Total	45 454	825	44 629		10



## Annexure A6

MPUMALANGA VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	23 011				
1. SADTU	23 011	991	22 020	77%	8
2.1 HOSPERSA	5				
2.2 NAPTOA	1 548				
2.3 NATU	2 003				
2.4 PEU	911				
2.5 PSA	289				
2.6 SAOU	2 097				
2. "CTU-ATU"	6 853	177	6 676	23%	2
Grand Total	29 864	1 168	28 696		10

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## Annexure A7

NORTH WEST VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	16 507				
1. SADTU	16 507	524	15 983	75%	7
2.1 HOSPERSA	5				
2.2 NAPTOSA	2 164				
2.3 NATU	201				
2.4 PEU	646				
2.5 PSA	227				
2.6 SAOU	2 313				
2. "CTU-ATU"	5 556	109	5 447	25%	3
Grand Total	22 063	633	21 430		10

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## Annexure A8

NORTHERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	4 963				
1. SADTU	4 963	430	4 533	64%	6
2.1 HOSPERSA	11				
2.2 NAPTOSA	604				
2.3 NATU	-				
2.4 PEU	103				
2.5 PSA	250				
2.6 SAOU	1 623				
2. "CTU-ATU"	2 591	92	2 499	36%	4
Grand Total	7 554	522	7 032		10




## Annexure A9

WESTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2022					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	11 317				
<b>1. SADTU</b>	<b>11 317</b>	<b>650</b>	<b>10 667</b>	<b>44%</b>	<b>4</b>
2.1 HOSPERSA	39				
2.2 NAPTOA	8 270				
2.3 NATU	40				
2.4 PEU	28				
2.5 PSA	230				
2.6 SAOU	4 938				
<b>2. "CTU-ATU"</b>	<b>13 545</b>	<b>45</b>	<b>13 500</b>	<b>56%</b>	<b>6</b>
<b>Grand Total</b>	<b>24 862</b>	<b>695</b>	<b>24 167</b>		<b>10</b>

*Eugene HM*  
*BW*

