

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



**COLLECTIVE AGREEMENT
NO. 3 OF 2022**

23 November 2022

**UTILISATION OF THE FULL-TIME SHOP
STEWARDS (FTSS) FUNDS FOR THE
LABOUR-MANAGEMENT PARTNERSHIP
PROGRAMME**

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COLLECTIVE AGREEMENT NO. 3 OF 2022

UTILISATION OF THE FULL-TIME SHOP STEWARDS (FTSS) FUNDS FOR THE LABOUR-MANAGEMENT PARTNERSHIP PROGRAMME

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to utilise part of the Full-Time Shop Stewards (FTSS) funds for the Labour-Management Partnership Programme.

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 ELRC Collective Agreement 2 of 2007: "Shop Stewards in Education", clause 9 on "Funding":

"9.1 The Education Labour Relations Council shall fund the provisioning of the SSs as follows:

- (a) The amount budgeted for the SSs shall be divided by the total number of SSs (120) to determine the cost of one SS per annum."*

- 3.2 Correspondence received from the Director-General of Basic Education dated 11 December 2017 with regards to "HEDCOM Decisions on ELRC Presentation" amongst others approved the following:

- 3.2.1 *“The FTSS budget is utilised for intervention programmes for the education sector (Department of Basic Education and 9 Provincial Education Departments) and this effectively means that provinces will not need to claim the FTSS funds because this will be utilised for the aforementioned projects”*
- 3.3 Correspondence received from the Director-General of Basic Education on 26 July 2022 to place item: *“Labour-Management Partnership and School Level Educator Collaboration”* on the agenda of Council.
- 3.4 Council in its Special Bargaining meeting held on 16 August 2022 adopted the Labour-Management Partnership Programme.
- 3.5 The ELRC Report to Council on the lessons learned from the ABC West Coast Labour Management Institute in the United States, formed the basis of the framework to implement the same in the South African context, to establish and sustain sound rapport between teacher unions and school administration.

The Labour Management Partnership will be an ongoing programme for basic education in our country. As part of the implementation plan, the first phase will include:

- (i) A National Labour Management Workshop;
- (ii) A roll-out of the Programme in identified provinces in 2023; and
- (iii) The appointment of a Project Manager.

Labour-management partnerships serve as a catalyst for educator collaboration as it creates a positive climate and promotes better communication and information sharing. Collaborative partnerships also influence the quality of decisions within the schooling system, as it includes the educator’s voice; it has a positive impact on the number of solutions as more resources are devoted to the improvement and it impacts the quality of education, as a strong support structure is provided.

Research has also shown that there is a direct link between learner improvement/achievement and collaborative partnerships.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- 4.1 To utilise part of the FTSS budget to fund Labour-Management Partnership Programme.

4.2 The Executive Committee shall approve the projects and funding required for the Labour-Management Partnership Programme.

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.

6. DATE OF IMPLEMENTATION


This agreement is adopted and implemented on the date of signing in the Council.

THUS DONE AND SIGNED AT CENTURION THIS THE _____ DAY OF _____ 2022

ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE
DEPARTMENT OF BASIC EDUCATION	H.M. Mkhalele	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	MUGWENA NALULEKE	
CTU-ATU	Basel L. Manuel	