

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



**COLLECTIVE AGREEMENT
NO. 2 OF 2023**

25 JULY 2023

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

*H.M. my
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EDUCATION LABOUR RELATIONS COUNCIL**COLLECTIVE AGREEMENT NO. 2 OF 2023****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 31st March 2023;

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., the external auditors 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 25 DAY OF
JULY 2023

ON BEHALF OF THE STATE AS THE EMPLOYER

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

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	MUGWENA MALILEKE	
CTU-ATU	B.L. Manuel	

Annexure A

CONSOLIDATED VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	242 559				
1. SADTU	242 559		242 559	70%	17
2.1 HOSPERSA	639				
2.2 NAPTOSA	36 298				
2.3 NATU	31 275				
2.4 PEU	7 331				
2.5 PSA	5 356				
2.6 SAOU	26 773				
2. "CTU-ATU"	107 672	2 586	105 086	30%	8
Grand Total	350 231	2 586	347 645		25

Collective Agreement 2 of 2023
Vote Weights of the Trade Unions that are Parties to Council



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Annexure A1

EASTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	36 492				
1. SADTU	36 492		36 492	76%	8
2.1 HOSPERSA	218				
2.2 NAPTOSA	7 050				
2.3 NATU	310				
2.4 PEU	110				
2.5 PSA	1 758				
2.6 SAOU	2 728				
2. "CTU-ATU"	12 174	372	11 802	24%	2
Grand Total	48 666	372	48 294		10

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Vote Weights of the Trade Unions that are Parties to Council



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Annexure A2

FREE STATE VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	14 034				
1. SADTU	14 034		14 034	65%	7
2.1 HOSPERSA	122				
2.2 NAPTOSA	2 269				
2.3 NATU	931				
2.4 PEU	47				
2.5 PSA	581				
2.6 SAOU	3 859				
2. "CTU-ATU"	7 809	408	7 401	35%	3
Grand Total	21 843	408	21 435		10

Collective Agreement 2 of 2023
Vote Weights of the Trade Unions that are Parties to Council



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Annexure A3

GAUTENG VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	39 185				
1. SADTU	39 185		39 185	65%	7
2.1 HOSPERSA	13				
2.2 NAPTOSA	9 736				
2.3 NATU	2 027				
2.4 PEU	1 704				
2.5 PSA	475				
2.6 SAOU	7 316				
2. "CTU-ATU"	21 271	544	20 727	35%	3
Grand Total	60 456	544	59 912		10

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Vote Weights of the Trade Unions that are Parties to Council



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Annexure A4

KWAZULU NATAL VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	52 921				
1. SADTU	52 921		52 921	63%	6
2.1 HOSPERSA	226				
2.2 NAPTOSA	4 114				
2.3 NATU	25 031				
2.4 PEU	67				
2.5 PSA	1 116				
2.6 SAOU	990				
2. "CTU-ATU"	31 544	600	30 944	37%	4
Grand Total	84 465	600	83 865		10



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Annexure A5

LIMPOPO VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	41 806				
1. SADTU	41 806		41 806	89%	9
2.1 HOSPERSA	2				
2.2 NAPTOSA	361				
2.3 NATU	177				
2.4 PEU	3 625				
2.5 PSA	361				
2.6 SAOU	818				
2. "CTU-ATU"	5 344	60	5 284	11%	1
Grand Total	47 150	60	47 090		10

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Annexure A6

MPUMALANGA VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	23 379				
1. SADTU	23 379		23 379	77%	8
2.1 HOSPERSA	5				
2.2 NAPTOSA	1 525				
2.3 NATU	2 396				
2.4 PEU	1 009				
2.5 PSA	328				
2.6 SAOU	2 062				
2. "CTU-ATU"	7 325	177	7 148	23%	2
Grand Total	30 704	177	30 527		10

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Annexure A7

NORTH WEST VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	17 337				
1. SADTU	17 337		17 337	76%	8
2.1 HOSPERSA	6				
2.2 NAPTOSA	2 202				
2.3 NATU	223				
2.4 PEU	622				
2.5 PSA	223				
2.6 SAOU	2 270				
2. "CTU-ATU"	5 546	97	5 449	24%	2
Grand Total	22 883	97	22 786		10

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Annexure A8

NORTHERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	5 212				
1. SADTU	5 212		5 212	67%	7
2.1 HOSPERSA	10				
2.2 NAPTOSA	565				
2.3 NATU	125				
2.4 PEU	119				
2.5 PSA	240				
2.6 SAOU	1 622				
2. "CTU-ATU"	2 681	127	2 554	33%	3
Grand Total	7 893	127	7 766		10

Collective Agreement 2 of 2023
Vote Weights of the Trade Unions that are Parties to Council



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Annexure A9

WESTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2023					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	12 148				
1. SADTU	12 148		12 148	47%	5
2.1 HOSPERSA	37				
2.2 NAPTOSA	8 471				
2.3 NATU	55				
2.4 PEU	27				
2.5 PSA	272				
2.6 SAOU	5 104				
2. "CTU-ATU"	13 966	200	13 766	53%	5
Grand Total	26 114	200	25 914		10



Collective Agreement 2 of 2023
Vote Weights of the Trade Unions that are Parties to Council

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