

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



**COLLECTIVE AGREEMENT
NO. 1 OF 2024**

11 JUNE 2024

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

H.M. 

EDUCATION LABOUR RELATIONS COUNCIL
COLLECTIVE AGREEMENT NO. 1 OF 2024

**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 as amended 25 July 2023) 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 2024;
- 3.4 The determinations, by the General Secretary, of the Vote Weights for the Trade Union Parties to Council as confirmed by RSM South Africa, the external auditors officially appointed by the Council/General Secretary for this purpose.

H.M. 

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 11
DAY OF JUNE 2024**

ON BEHALF OF THE STATE AS THE EMPLOYER

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

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
SADTU	Mugwena Mameke	
CTU-ATU	Phe Saeck	



Annexure A


CONSOLIDATED VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	246 582		246 582		
1. SADTU	246 582		246 582	70%	17
2.1 HOSPERSA	578				
2.2 NAPTOSA	36 945				
2.3 NATU	31 994				
2.4 PEU	7 122				
2.5 PSA	5 418				
2.6 SAOU	26 927				
2. "CTU-ATU"	108 984	2 641	106 343	30%	8
Grand Total	355 566	2 641	352 925		25

H.M. 



Annexure A1

EASTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	36 479				
1. SADTU	36 479	-	36 479	76%	8
2.1 HOSPERSA	191				
2.2 NAPTOSA	7 107				
2.3 NATU	353				
2.4 PEU	105				
2.5 PSA	1 668				
2.6 SAOU	2 585				
2. "CTU-ATU"	12 009	382	11 627	24%	2
Grand Total	48 488	382	48 106		10

H.M.




Annexure A2

FREE STATE VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	14 138				
1. SADTU	14 138	-	14 138	65%	7
2.1 HOSPERSA	113				
2.2 NAPTOSA	2 269				
2.3 NATU	1 071				
2.4 PEU	53				
2.5 PSA	589				
2.6 SAOU	3 916				
2. "CTU-ATU"	8 011	435	7 576	35%	3
Grand Total	22 149	435	21 714		10

H.M. 



Collective Agreement 1 of 2024
Vote Weights of the Trade Union Parties to Council

Annexure A3

GAUTENG VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	40 585				
1. SADTU	40 585	-	40 585	66%	7
2.1 HOSPERSA	12				
2.2 NAPTOSA	9 907				
2.3 NATU	2 299				
2.4 PEU	1 669				
2.5 PSA	576				
2.6 SAOU	7 303				
2. "CTU-ATU"	21 766	556	21 210	34%	3
Grand Total	62 351	556	61 795		10

H.M.




Annexure A4

KWAZULU NATAL VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	53 864				
1. SADTU	53 864	-	53 864	64%	6
2.1 HOSPERSA	202				
2.2 NAPTOSA	4 110				
2.3 NATU	24 760				
2.4 PEU	65				
2.5 PSA	1 077				
2.6 SAOU	946				
2. "CTU-ATU"	31 160	556	30 604	36%	4
Grand Total	85 024	556	84 468		10

H.M. 



Collective Agreement 1 of 2024
Vote Weights of the Trade Union Parties to Council

Annexure A5

LIMPOPO VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	42 685				
1. SADTU	42 685	-	42 685	89%	9
2.1 HOSPERSA	3				
2.2 NAPTOSA	374				
2.3 NATU	186				
2.4 PEU	3 516				
2.5 PSA	402				
2.6 SAOU	833				
2. "CTU-ATU"	5 314	77	5 237	11%	1
Grand Total	47 999	77	47 922		10

H.M.

Collective Agreement 1 of 2024
Vote Weights of the Trade Union Parties to Council



Annexure A6

MPUMALANGA VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	23 477				
1. SADTU	23 477	-	23 477	76%	8
2.1 HOSPERSA	4				
2.2 NAPTOSA	1 433				
2.3 NATU	2 659				
2.4 PEU	992				
2.5 PSA	318				
2.6 SAOU	2 041				
2. "CTU-ATU"	7 447	182	7 265	24%	2
Grand Total	30 924	182	30 742		10

H.M. 

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Vote Weights of the Trade Union Parties to Council



Annexure A7

NORTH WEST VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	17 483				
1. SADTU	17 483	-	17 483	76%	8
2.1 HOSPERSA	7				
2.2 NAPTOSA	2 218				
2.3 NATU	338				
2.4 PEU	571				
2.5 PSA	223				
2.6 SAOU	2 152				
2. "CTU-ATU"	5 509	90	5 419	24%	2
Grand Total	22 992	90	22 902		10

H.M. 



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Annexure A8

NORTHERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	5 525				
1. SADTU	5 525	-	5 525	67%	7
2.1 HOSPERSA	13				
2.2 NAPTOSA	583				
2.3 NATU	218				
2.4 PEU	122				
2.5 PSA	244				
2.6 SAOU	1 675				
2. "CTU-ATU"	2 855	157	2 698	33%	3
Grand Total	8 380	157	8 223		10

H.M.



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Vote Weights of the Trade Union Parties to Council

Annexure A9

WESTERN CAPE VOTING WEIGHTS AS AT 31 MARCH 2024					
	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representative
1.1 SADTU	12 301				
1. SADTU	12 301	-	12 301	46%	5
2.1 HOSPERSA	33				
2.2 NAPTOSA	8 939				
2.3 NATU	110				
2.4 PEU	28				
2.5 PSA	317				
2.6 SAOU	5 475				
2. "CTU-ATU"	14 902	201	14 701	54%	5
Grand Total	27 203	201	27 002		10

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