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No. 17333

**DEPARTMENT OF EDUCATION
DEPARTEMENT VAN ONDERWYS**

No. 1194

15 July 1996

EDUCATION LABOUR RELATIONS ACT, 1993

**INTENTION TO EXTEND THE AGREEMENT TO INCLUDE ALL EMPLOYERS AND
EMPLOYEES AS DEFINED IN THE ACT**

I, Sibusiso Mandlenkosi Emmanuel Bengu, Minister of Education, give notice, in terms of section 12 (6) (a) of the Education Labour Relations Act, 1993, of my intention to publish in the *Government Gazette* a notice extending the agreement in the Schedule hereto to all employers and employees as defined in the Act.

Any interested persons who have any objections to the publication of the proposed notice, or to the provisions thereof, are required to lodge such objections, with the Secretary of the Education Labour Relations Council, Mr A. Brandt, at Private Bag X895, Pretoria, 0001 Fax (012) 325-1405, within 30 days from the date of this notice.

S. M. E. BENGU
Minister of Education

No. 1194

15 Julie 1996

WET OP ARBEIDSVERHOUDINGE IN DIE ONDERWYS, 1993

**VOORNEME VAN UITBREIDING VAN DIE OOREENKOMS TER INSLUITING VAN ALLE WERKGEWERS EN
WERKNEMERS SOOS OMSKRYF IN DIE WET**

EK, Sibusiso Mandlenkosi Emmanuel Bengu, Minister van Onderwys, gee hierby ingevolge artikel 12 (6) (a) van die Wet op Arbeidsverhoudinge in die Onderwys, 1993, kennis van my voorneme om 'n kennisgewing in die *Staatskoerant* te laat publiseer waarby die ooreenkoms in die Bylae hiervan uitgebrei word na alle werkgewers en werknemers soos omskryf in die Wet.

Belanghebbendes wat enige beswaar het teen die voorgestelde kennisgewing of die voorgestelde bepalings daarvan, word versoek om sodanige besware in te lewer by die Sekretaris van die Raad vir Arbeidsverhoudinge in die Onderwys, mnr. A. Brandt, Privaatsak X895, Pretoria, 0001, Faks (012) 325-1405, binne 30 dae vanaf die datum van hierdie kennisgewing.

S. M. E. BENGU
Minister van Onderwys

EDUCATION LABOUR RELATIONS COUNCIL**RESOLUTION No. 9 OF 1996****TRANSFORMATION OF POSTS IN THE OCCUPATIONAL CLASS:
EDUCATION SYSTEMS OFFICER TO EDUCATOR POSTS****1. The parties to the Education Labour Relations Council note the following:**

- 1.1 The occupational class: Education Systems Officer was created in the Department of Education for purposes of appointing officials with an educational background to assist the Minister of Education with that part of his portfolio which is concerned with education matters at national level. Appointments to these posts are made in terms of the Public Service Act and the conditions of service are determined in terms of an applicable PAS. The present incumbents of these posts are mostly former CS educators, University and Technikon educators and former officials from NGO's.
- 1.2 Due to problems which occur frequently with respect to the conditions of service of these personnel in comparison with post level 7 educators (new post level 5) the Minister of Education, after obtaining the approval of the Department of Public Service and Administration, intends to transform these posts to educator posts.
- 1.3 Transformation of these posts to educator posts will imply that the salaries and other conditions of service of educators will become applicable to them.
- 1.4 Requests were received for educators in some cases not to be required to be in possession of a teacher qualification, for example in the Higher Education component of the Department of Education.

2. The parties therefore agree in terms of section 12 of the Educators' Employment Act, 1993 (Act No. 146 of 1993) that:

- 2.1 Resolution 6 of 1996 be augmented by adding the following paragraph to the exceptions under Paragraph F.2: Minimum Requirements for Appointment: Academic qualifications:
Educator posts outside education institutions:

The Minister may determine that the above-mentioned qualifications do not include teacher training in cases where teacher training is not a prerequisite to perform the duties attached to the specific educator post. The Minister shall approve this relaxation of entry requirements in respect of each individual and the number of relaxations may, in total not exceed 100 educators without negotiating further relaxations in the Council: Provided that when the Minister makes use of this discretion he tables information on the number or persons who have been awarded relaxation and the details of their posts in the ELRC. Where possible and all things being equal, preference should be given to persons with teacher qualifications for appointment in this type of posts.

- 2.2 The salaries of the staff involved be adjusted with effect from 1 July 1996, as indicated in Annexure A.
- 2.3 The Minister be requested to extend the agreement in terms of section 12 (6) of Act No. 146 of 1993 and to make it applicable to and binding to all employers and employees as defined in the Act.

Signed on this 28th day of June 1996 at Midrand.

ANNEXURE A**TRANSFORMATION OF POSTS IN THE OCCUPATIONAL CLASS: EDUCATION SYSTEMS OFFICER (ESO) TO
CS EDUCATOR POSTS**

| Existing post designation | Proposed post level and designation | Existing salary notches (1/7/1995) | Proposed salary positions (1/7/1996) | Proposed salary levels (1/7/1996) | % increase |
|---------------------------|-------------------------------------|------------------------------------|--------------------------------------|-----------------------------------|------------|
| First ESO | First | | | Levels 9 and 10 | |
| | Education | 63 474 | 78 141 | 9 | 23,11 |
| | Specialist | 65 853 | 78 141 | 9 | 18,66 |
| | (PL 3) | 68 232 | 78 141 | 9 | 14,52 |
| | | 70 611 | 78 141 | 9 | 10,66 |
| | | 72 990 | 81 045 | 9 | 11,04 |
| | | | Average increase | | 15,6 |

| Existing post designation | Proposed post level and designation | Existing salary notches (1/7/1995) | Proposed salary positions (1/7/1996) | Proposed salary levels (1/7/1996) | % increase |
|--------------------------------------|-------------------------------------|------------------------------------|--------------------------------------|-----------------------------------|------------|
| Chief ESO | Deputy Chief | | | Levels 10 and 11 | |
| | Education | 72 990 | 98 483 | 10 | 34,93 |
| | Specialist | 76 038 | 98 483 | 10 | 29,52 |
| | (PL 4) | 79 086 | 98 483 | 10 | 24,53 |
| | | 82 134 | 98 483 | 10 | 19,91 |
| | | 85 182 | 98 483 | 10 | 15,61 |
| | | 88 230 | 98 483 | 10 | 11,62 |
| | | 92 256 | 102 702 | 10 | 11,32 |
| | | 96 282 | 106 941 | 10 | 11,07 |
| | | 100 308 | 111 180 | p | 10,84 |
| | | 104 334 | 115 413 | 11 | 10,62 |
| | | | Average increase | | 18 |
| Deputy Director: Education Policy | Chief | | | Level 12 | |
| | Education | 96 282 | 139 578 | 12 | 44,97 |
| | Specialist | 100 308 | 139 578 | 12 | 39,15 |
| | (PL 5) | 104 334 | 139 578 | 12 | 33,78 |
| | | 108 360 | 139 578 | 12 | 28,81 |
| | | 112 386 | 139 578 | 12 | 24,2 |
| | | 117 159 | 139 578 | 12 | 19,14 |
| | | 121 932 | 139 578 | 12 | 14,47 |
| | | | Average increase | | 29,22 |

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GOEWERMENSKENNISGEWING

Onderwys, Departement van

Goewermentskennisgewing

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| 1194 | Education Labour Relations Act, 1993: Intention to extend the agreement to include all employers and employees as defined in the Act | 1 | 17333 | 1194 | Wet op Arbeidsverhoudinge in die Onderwys, 1993: Voorneme van uitbreiding van die ooreenkoms ter insluiting van alle werkgewers en werknemers soos omskryf in die Wet..... | 1 | 17333 |
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