

EDUCATION LABOUR RELATIONS COUNCIL

Established in terms of the LRA of 1995 as amended



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EDUCATION LABOUR
RELATIONS COUNCIL

RESOLUTION 1 OF 2001

6 JULY 2001

VOTE WEIGHTS FOR THE TRADE UNIONS
THAT ARE PARTIES TO COUNCIL

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EDUCATION LABOUR RELATIONS COUNCIL

RESOLUTION NO. 1 of 2001

VOTE WEIGHTS FOR THE TRADE UNIONS THAT ARE PARTIES TO COUNCIL

Parties to Council note:

- (a) The statistics on union membership provided by the Employer;
- (b) The information obtained from the Persal system on membership figures of the Unions;
- (c) The determinations of the Vote Weights for the Union Parties to Council as confirmed by the official auditors of Council, PriceWaterhouseCoopers Inc.

Parties to Council therefore agree:

1. That the figures expressed in the ANNEXURES C1 to C10, as presented by the General Secretary, are substantially correct;
2. **ADOPTION AND DATE OF IMPLEMENTATION**
 - 2.1 That the Vote Weights, as reflected in ANNEXURES C1 to C10, are adopted; and
 - 2.2 Shall be implemented on the date of signing of this resolution in Council.
3. **SCOPE OF THE AGREEMENT**

This agreement applies to and shall bind:

- 3.1 the Employer; and
- 3.2 all the Employees of the Employer as defined in the Employment of Educators Act, 1998 (as amended) whether such employees are members of the trade union parties to this agreement or not.

4. DISPUTE RESOLUTION

Any dispute arising from the provisioning of this agreement shall be referred to the Council for resolution.

Thus done and signed at Centurion on the 6th day of July 2001 by:

ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION	Kareem Ahmed D. Hendrie	Kareem Ahmed _____

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA	H. Hendricks	_____
SADTU	M. Pitya	_____
SAOU	P. Delyont	_____



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**REPORT OF THE INDEPENDENT AUDITORS TO THE
MEMBERS OF THE EDUCATION LABOUR RELATIONS COUNCIL ("ELRC")
ON FACTUAL FINDINGS**

Scope :

We have performed the procedures agreed with you and described below in respect of the determination of the representative voting weights as at 31 December 2000. Our engagement was undertaken in accordance with the statement of South African Audit Standards applicable to agreed-upon procedures engagements. The responsibility for determining the adequacy or otherwise of the procedures agreed to be performed is that of the ELRC. Our procedures were performed solely to assist you in the preparation of representative voting weights and should be used for this purpose only. The procedures are summarised as follows :

1. Calculate the number of multiple members duplicated within the coalition of admitted unions.
2. Eliminate the effect of the multiple members duplicated within the coalitions of admitted unions from the net paid up membership of the coalitions of admitted unions.
3. Calculate the representative voting weight per admitted union or coalition of admitted unions.
4. Calculate the number of representatives as per the calculated representative voting weight per admitted union or coalition of admitted unions.

Findings :

We report our findings below :

1. The results of this calculation are set out in the attached Annexure A to B.
2. The elimination of the effect of the multiple members duplicated within the coalitions of admitted unions has been taken into account for the calculation of the representative voting weights, which is set out in Annexure C.1 – C.10.
3. The results of the calculation are set out in Annexure C.1 – C.10.
4. The results of the calculation are set out in Annexure C.1 – C.10.

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5. The voting weights were determined from data extracted from PERSAL by our Global Risk Management Services department. Although the Government, as employer, has accepted responsibility for the information, it should be clearly understood that the data in the PERSAL system was not audited by us.
6. We did not verify the registration (if any) of the respective Unions in terms of the Labour Relations Act, 1995.

We have initialled the Annexures for identification purposes.

The above procedures do not constitute either an audit or review made in accordance with statements of South African Auditing Standards. Had we performed additional procedures or had we performed an audit or review, other matters might have come to our attention that would have been reported to you.


PRICEWATERHOUSECOOPERS INC
Chartered Accountants (SA)
Registered Accountants and Auditors

12 March 2001





The Education Labour Relations Council

National voting weight per PERSAL

	Total Membership	Total intercoalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	5 144					
1.2 CATU	8 507					
1.3 CTPA	8 117					
1.4 ITUSA	3 412					
1.5 NATU	27 034					
1.6 NUE	12 836					
1.7 OFSATA	3 972					
1.8 PEU	17 322					
1.9 SAUVSE	5 031					
NAPTOSA	91 375	664	90 711	26,17%	6,54	7
SADTU	214 247	520	213 727	61,67%	15,42	15
3. SAOU	23 881					
3.1 HOSPERSA	5 497					
3.2 PSA	14 500					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (Ex TU)	0					
SAOU	43 878	1 745	42 133	12,16%	3,04	3
Grand TOTAL	349 500	2 929	346 571	100,00%	25,00	25



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The Education Labour Relations Council

Western Cape voting weight per PERSAL

	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	0					
1.2 CATU	556					
1.3 CTPA	5 040					
1.4 ITUSA	0					
1.5 NATU	0					
1.6 NUE	2 315					
1.7 OFSATA	0					
1.8 PEU	0					
1.9 SAUVSE	883					
NAPTOSA	8 794	41	8 753	35,55%	3,56	4
SADTU	12 418	0	12 418	50,44%	5,04	5
3. SAOU	3 153					
3.1 HOSPERSA	2					
3.2 PSA	300					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (EX TU)	0					
SAOU	3 455	5	3 450	14,01%	1,40	1
Grand TOTAL	24 667	46	24 621	100,00%	10,00	10



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The Education Labour Relations Council

Kwazulu-Natal voting weight per PERSAL

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	5 143					
1.2 CATU	1					
1.3 CTPA	10					
1.4 ITUSA	1					
1.5 NATU	26 868					
1.6 NUE	95					
1.7 OFSATA	3					
1.8 PEU	2					
1.9 SAUVSE	633					
NAPTOSA	32 756	257	32 499	45,58%	4,56	5
SADTU	31 347	228	31 119	43,64%	4,36	4
3. SAOU	862					
3.1 HOSPERSA	1 770					
3.2 PSA	5 657					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (Ex TU)	0					
SAOU	8 289	601	7 688	10,78%	1,08	1
Grand TOTAL	72 392	1 086	71 306	100,00%	10,00	10





The Education Labour Relations Council

North West voting weight per PERSAL

	Total Membership	Total Intercoalition Membership	Net Membership	Net Membership	Representation Membership %	Representation	Representatives
1.1 APEK	0						
1.2 CATU	552						
1.3 CTPA	22						
1.4 ITUSA	3 342						
1.5 NATU	0						
1.6 NUE	510						
1.7 OFSATA	5						
1.8 PEU	1 852						
1.9 SAUVSE	234						
NAPTOSA	6 517	18	6 499	20,89%	2,09	2	
SAOTU	22 008	3	22 005	70,72%	7,07	7	
3. SAOU	2 159						
3.1 HDSPERSA	2						
3.2 PSA	496						
3.3 OFSTU	0						
3.4 SATS (KZN)	0						
3.5 SAEU (Ex TU)	0						
SAOU	2 657	47	2 610	8,39%	0,84	1	
Grand TOTAL	31 182	68	31 114	100,00%	10,00	10	



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The Education Labour Relations Council

Free State voting weight per PERSAL

	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	0					
1.2 CATU	3					
1.3 CTPA	4					
1.4 ITUSA	0					
1.5 NATU	2					
1.6 NUI	189					
1.7 OFSATA	3 957					
1.8 FEU	1					
1.9 SAUVSE	442					
NAPTOISA	4 598	27	4 571	19,01%	1,90	2
SADTU	15 607	0	15 607	64,90%	6,49	6
3. SAOU	3 306					
3.1 HOSPERSA	103					
3.2 PSA	491					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (Ex TU)	0					
SAOU	3 900	32	3 868	16,09%	1,61	2
Grand TOTAL	24 105	59	24 046	100,00%	10,00	10





The Education Labour Relations Council

Northern Cape voting weight per PERSAL

	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	0					
1.2 CATU	283					
1.3 CTPA	1 048					
1.4 ITUSA	0					
1.5 NATU	0					
1.6 NUJ	51					
1.7 OFSATA	0					
1.8 PEU	0					
1.9 SAUVSE	131					
NAPTOSA	1 513	B	1 504	22,81%	2,26	2
SAUTU	3 740	B	3 732	56,08%	5,61	6
3. SAOU	1 244					
3.1 HOSPERSA	2					
3.2 PSA	195					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (EX TU)	0					
SAOU	1 441	24	1 417	21,30%	2,13	2
Grand TOTAL	6 694	41	6 653	100,00%	10,00	10

PRICEWATERHOUSECOOPERS
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The Education Labour Relations Council



Mpumalanga voting weight per PERSAL

	Total Membership	Total Inter-coalition Membership	Net Membership	Net Membership	Representation	Representation
1.1 APEX	0					
1.2 CATU	0					
1.3 CTPA	4					
1.4 ITUSA	31					
1.5 NATU	3					
1.6 NUE	953					
1.7 OFSATA	0					
1.8 PEU	2 379					
1.9 SAUVSE	202					
NAPTOSA	3 572	29	3 543	14,22%	1,42	1
SAOTU	18 875	6	18 869	75,74%	7,57	8
3. SAOU	1 991					
3.1 HOSPERSA	3					
3.2 PSA	515					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (Ex TU)	0					
SAOU	2 509	7	2 502	10,04%	1,00	1
Grand TOTAL	24 956	42	24 914	100,00%	10,00	10



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The Education Labour Relations Council

Northern Province voting weight per PERSAL

	Total Membership	Total Inter-Alliance Membership	Net Membership	Net Membership %	Representations	Representatives
1.1 APEX	0					
1.2 CATU	0					
1.3 CTPA	0					
1.4 ITUSA	27					
1.5 NATU	0					
1.6 NUE	155					
1.7 OFSATA	0					
1.8 PEU	10 114					
1.9 SAUVSE	162					
NAPTOSA	10 458	42	10 416	20,14%	2,01	2
SADTU	39 741	2	39 739	76,83%	7,68	7
3. SAOU	1 247					
3.1 HOSPERSA	1					
3.2 PSA	326					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (Ex TU)	0					
SAOU	1 574	6	1 568	3,03%	0,30	1
Grand TOTAL	51 773	50	51 723	100,00%	10,00	10



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The Education Labour Relations Council

Gauteng voting weight per PERSAL

	Total Membership	Total Inter-Alliance Membership	New Membership	Nat. Membership	Representation	Representatives
1.1 APEK	1					
1.2 CATU	1					
1.3 CIPA	53					
1.4 ITUSA	11					
1.5 NATU	0					
1.6 NUE	6 637					
1.7 OFSATA	7					
1.8 PEU	2 974					
1.9 SAUVSE	1 974					
NAPTOSA	11 658	157	11 501	27,95%	2,79	3
SADTU	20 885	21	20 864	50,70%	5,07	5
3. SAOU	8 250					
3.1 HOSPERSA	0					
3.2 PSA	566					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (EX TU)	0					
SAOU	8 816	26	8 790	21,36%	2,14	2
Grand TOTAL	41 359	204	41 155	100,00%	10,00	10





The Education Labour Relations Council

Eastern Cape voting weight per PERSAL

	Total Membership	Total intercoalition Membership	Net Membership	Net Membership %	Representation	Representatives
1.1 APEK	0					
1.2 CATU	7 111					
1.3 CTPA	1 936					
1.4 ITUSA	0					
1.5 NATU	161					
1.8 NUE	1 923					
1.7 OFSATA	0					
1.8 PEU	0					
1.9 SAUVSE	367					
NAPTOSA	11 498	84	11 414	16,08%	1,61	2
SADTU	49 615	251	49 364	69,53%	6,95	7
3. SAOU	1 666					
3.1 HOSPERSA	3 614					
3.2 PSA	5 931					
3.3 OFSTU	0					
3.4 SATS (KZN)	0					
3.5 SAEU (E* TU)	0					
SAOU	11 211	997	10 214	14,39%	1,44	1
Grand TOTAL	72 324	1 332	70 992	100,00%	10,00	10

