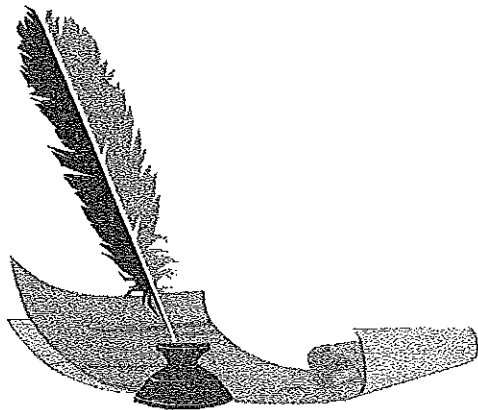


**THE PROVINCIAL CHAMBER OF THE EDUCATION  
LABOUR RELATIONS COUNCIL  
FOR KWAZULU- NATAL**



**RESOLUTION 3/1997**

**EDUCATION LABOUR RELATIONS COUNCIL  
RAAD VIR ARBEIDSVERHOUDINGE IN DIE ONDERWYS**

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**CHAMBER FOR KWAZULU-NATAL  
KWAZULU-NATALSE-KAMER**

TEL/FAX  
(031) 253932

**3.0 RESOLUTION 3 (RESOLUTION 3/1997)**

**SCHOOL-BASED PROMOTIONS**

The Employer and Employee parties to the Dispute Resolutions Committee agreed as follows:

- 3.1 Every effort will be made to expedite the Promotions process to finalise and announce the bulk of the Promotions simultaneously on 3 June 1997. In this regard all documents that have the potential to be finalised will be submitted to the Interim Selection Committees by 20 March 1997.
- 3.2 The Interim Selection Committees will be required to return documents with their recommendations by 30 April 1997.
- 3.3 The following procedure will be followed in respect of returns from the Interim Selection committees:
  - 3.3.1 In respect of positive recommendations the processing will take place.
  - 3.3.2 Where ISC's are unhappy with the candidates and indicate that they do not support any on the approved list, such posts may be re-advertised provided the current enrolment justifies the post.
  - 3.3.3 Where ISC's do not have the capacity or the desire, they could request the Department to effect the promotion administratively. This process will be effected in terms of an agreement detailed below.
  - 3.3.4 Where no returns are received by 30 April 1997 such posts will be investigated with a view to determining which to re-advertise or fill administratively.
- 3.4 The Promotions Co-ordination Committee will continue to be involved in the placement exercise with the teacher organisation participation as prescribed in paragraph 6.6.1 of Addendum dated 1 September 1995. The life of the present P.C.C. will not extend beyond June 1997.

**EDUCATION LABOUR RELATIONS COUNCIL  
RAAD VIR ARBEIDSVERHOUDINGE IN DIE ONDERWYS**

**CHAMBER FOR KWAZULU-NATAL  
KWAZULU-NATALE-KAMER**

TEL/FAX  
(031) 253932

RESOLUTION NO: 3/1997

RESOLUTION REGARDING:

SCHOOL-BASED PROMOTIONS

SIGNED AT DURBAN ON THIS 3rd DAY OF March 19 97

**EMPLOYER PARTIES**

**PARTY SIGNATURE**

DEPARTMENT OF  
EDUCATION AND CULTURE (KZ-N)

PANNO

**EMPLOYEE PARTIES**

**PARTY SIGNATURE**

APEK

ASAE

NATU

u  
SAAVSE

SADTU

SAOU (KZN)

*[Handwritten signatures for Employee Parties]*