

Resolution

No 9

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 NCO'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

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Paragraph 2.2: 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 takes information on the needs of persons who have been awarded relaxation and the details of their posts in the*

2.2 The salaries of the staff involved be adjusted with effect from 1 July 1996, as indicated in Annexure A. *Eligible where possible and all things being equal, preference be given to persons with teachers qualifications for appointment in this type of posts.*

2.3 The Minister be requested to extend the agreement in terms of section 12(6) of Act 146 of 1993 and to make it applicable to and binding to all employers and employees as defined in the Act.

Signed on this 26th day of June 1996 at Pretoria *Madrasel.*

On behalf of the employer

Signed on this 26th day of June 1996 at

On behalf of the employee

Organisation Signature

Organisation Signature

W. K. ... (EASTERN CAPE)
... Mpumalanga Dept.
... (LIPDE)
... NWDE
... Free State Educ
... KZN DEC
... GDE

APEK, NATU, ASE,
APT OBSATA, OFSA,
NATU, SATA, CATU,
SDU
SADTU
APT Matsepe
SANTHO ...

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 Education Specialist (PL 3)	63474	78141	Levels 9 and 10 9	23.11
		65853	78141	9	18.66
		68232	78141	9	14.52
		70611	78141	9	10.66
		72990	81045	9	11.04
		Average increase			
Chief ESO	Deputy Chief Education Specialist (PL 4)	72990	98483	Levels 10 and 11 10	34.93
		76038	98483	10	29.62
		79086	98483	10	24.53
		82134	98483	10	19.91
		85182	98483	10	15.61
		88230	98483	10	11.62
		92266	102702	10	11.32
		96282	106941	10	11.07
		100308	111180	11	10.84
		104334	115413	11	10.62
Average increase				18	
Deputy Director: Education Policy	Chief Education Specialist (PL 5)	96282	139578	Level 12 12	44.87
		100308	139578	12	39.15
		104334	139578	12	33.79
		108360	139578	12	28.81
		112386	139578	12	24.2
		117159	139578	12	19.14
		121932	139578	12	14.47
		Average increase			

(ESO/EO)

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RESOLUTION NO ⁹... OF 1996

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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 CE educators, University and Technician educators and former officials from NGOs.

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 6) 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 46 of 1993) that:

2.1 Resolution 6 of 1996 be augmented by adding the following paragraph to the exceptions under

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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.

7.2 The salaries of the staff involved be adjusted with effect from 1 July 1996, as indicated in Annexure A.

7.3 The Minister be requested to extend the agreement in terms of section 12(6) of Act 76 of 1993 and to make it applicable to and binding to all employers and employees as defined in the Act.

Signed on this 25th day of June 1996 at Frateria Madrasel.

On behalf of the employer

On behalf of the employee

Organisation Signature

Organisation Signature

Frateria Madrasel. (EASTERN CAPE)
Frateria Madrasel. Mpumalanga Dept.
Frateria Madrasel. (LIMPOPO)
Frateria Madrasel. NWDE
Frateria Madrasel. Free State Educ
Frateria Madrasel. KZN DEC
Frateria Madrasel. GDE

APEK, NATU, ASE,
AFF OFSATA, OFSTA,
NATU, SATA, CATU,
SDU
SAUTBBO
SAUTBBO

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 Education Specialist (PL 3)	63474	70141	Levels 9 and 10 9	23.11	
		65853	70141	9	18.66	
		68232	76141	9	14.97	
		70611	78141	9	10.66	
		72990	81045	9	11.04	
		Average increase				15.5
		Chief ESO	Deputy Chief Education Specialist (PL 4)	72990	98483	Levels 10 and 11 10
76038	98483			10	29.52	
79086	98483			10	24.53	
82134	98483			10	19.91	
85182	98483			10	15.31	
88230	98483			10	11.62	
92256	102707			10	11.87	
96282	106941			10	11.07	
100308	111180			11	10.64	
104334	115413			11	12.62	
Average increase				18		
Deputy Director Education Policy	Chief Education Specialist (PL 5)	90262	139578	Level 12 12	44.97	
		100202	139578	12	39.15	
		104334	139578	12	33.79	
		108360	139578	12	28.81	
		112386	139578	12	24.2	
		117158	139578	12	19.14	
		121930	139578	12	14.27	
Average increase				29.29		

(See S/C)

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