

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



**elrc**

EDUCATION LABOUR  
RELATIONS COUNCIL

# **COLLECTIVE AGREEMENT NUMBER 5 OF 2002**

***11 DECEMBER 2002***

## **RECOGNITION FOR IMPROVEMENT IN REQV**

Two handwritten signatures are present. One is a cursive signature that appears to be 'J. M. ...' and the other is a more stylized signature or set of initials.

**EDUCATION LABOUR RELATIONS COUNCIL**

**RESOLUTION NO 5 OF 2002**

**RECOGNITION FOR IMPROVEMENT IN REQV**

**1. PURPOSE OF THIS AGREEMENT**

The purpose of this agreement is to effect an amendment to PAM with regard to recognition for improvement in REQV.

**2. SCOPE OF THIS AGREEMENT**

This agreement applies to and binds:

- (1) The employer, and
- (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 AS FOLLOWS:**

- (1) Paragraph 4.4, Chapter B of the Personnel Administration Measures.
- (2) Late submission of proof of a higher qualification places an administrative burden on departments and can have the effect that a department must pay backdated salary that has not been budgeted for.

**4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**

An educator who improves his/her qualifications which has the effect that his/her REQV improves, will qualify for a financial benefit as set out in paragraphs 4.5 (a) to (e) of the chapter of PAM. An educator who qualifies for a salary adjustment, must submit proof of such a qualification to his/her employer within 12 months of obtaining it in order to receive the salary adjustment with effect from the date on which it was obtained. Should an educator fail to submit proof of the qualification within 12 months, he/she will only qualify for such salary adjustment with effect from the date on which it was submitted. It is agreed that the Minister be requested to amend paragraph 4,5 of PAM as set out in Annexure A.

**5. DATE OF IMPLEMENTATION**

This agreement shall, in respect of parties and non-parties, come into effect on the date it is signed in Council.

**6. DEFINITIONS**

- (1) "Educator" means educator as defined in the Employment of Educators Act, 1998 (EEA), as amended.
- (2) "Employer" means employer as defined in the Employment of Educators Act, 1998 (EEA), as amended.

**7. DISPUTE RESOLUTION**

Any dispute about the interpretation or application of this agreement shall be resolved in terms of the dispute resolution procedure of the Council.

Thus done and signed at KOPANONG, Benoni on the 11<sup>th</sup> day of December 2002.

**ON BEHALF OF THE STATE AS EMPLOYER**

DEPARTMENT	NAME	SIGNATURE
EDUCATION	S. G. PADAYACHEE	<i>S. G. Padayachee</i>

**ON BEHALF OF THE EMPLOYEE PARTIES**

TRADE UNION	NAME	SIGNATURE
NAPTOSA	D. H. BANT	<i>D. H. Bant</i>
SADTU	T. W. NKOBI	<i>T. W. Nkobi</i>
SAOU	P. DELPORT	<i>P. Delport</i>

Paragraph 4.5 of Chapter B of PAM is hereby amended by inserting the following paragraph before sub-paragraph (a):

**4.5 Recognition for improvement in REQV**

\* Note: An educator who improves his/her qualifications which has the effect that his/her REQV improves, will qualify for a financial benefit as set out below. An educator who qualifies for a salary adjustment, must submit proof of such a qualification to his/her employer within 12 months of obtaining it in order to receive the salary adjustment with effect from the date on which it was obtained. Should an educator fail to submit the qualification within 12 months, he/she will only qualify for such salary adjustment with effect from the date on which the qualification was submitted.

Handwritten signatures and initials in black ink. There are three distinct marks: a large stylized 'P' at the top right, a signature that appears to be 'Mh' at the bottom left, and another signature that appears to be 'B' at the bottom right.