

REPLY

- (1) Whether, with reference to the placement of excess teachers in the Eastern Cape, any resolution has been reached in the negotiations involving her department, the provincial department of education and the unions, conducted within the provincial chamber of Education Labour Relations Council; if not, (a) why not and (b) what obstacles have been encountered; if so, what are the details of the resolution(s)?**

A Collective Agreement has been signed at the Eastern Cape Provincial ELRC on 31 January 2014 and ratified at the ELRC. The Collective Agreement 1 of 2014, paragraph 5, deals with the identification and transfer of educators in addition.

It indicates that the process of identification and transfer of additional educators will be dealt with:

- in terms of Collective Agreement 2 of 2003;
- that the transfer of educators due to operational requirements will take place in two phases, i.e. identification of educators in addition as phase one, where after the Provincial Task Team in phase two will consider the profiles of the affected educators with the view of possible placement of educators declared in addition; and
- where there is no dispute on who is additional, such cases shall be prioritized. However, for the duration of the process of identification and transfer of additional educators, ordinary transfers must be put in abeyance till determined otherwise by the Employer after consultation with the parties to the agreement.

The Collective Agreement 1 of 2014 is attached together with the management plan.

- (2) What are the details of the progress made with respect to the placement of excess teachers in the Eastern Cape, including the number of excess teachers (a) identified (i) per circuit and/or district, (ii) per subject and/or phase, (iii) per language of learning and teaching, (b) placed in schools requiring their services, according to the aforementioned categories and (c) still to be placed according to the aforementioned categories?**

According to the management plan:

- the identification of excess educators will start 17-21 February 2014 when school principals are to meet with staff to discuss the staff establishment;
- from 24 -28 February 2014, EDOs and school principals identify educators in excess;
- 7 March 2014, the District Task team meets to collate and verify data of additional educators;
- 14 March 2014, the Provincial Task Team meets to consider profiles of the additional educators with the view of possible placement;
- 21 March 2014, the issuing of placement letters to additional educators takes place and
- the 31 March 2014, the placement of such additional educators takes place.

- (3) Whether the process of appointment of teachers for (a) Mathematics, (b) Science and (c) Accounting is being managed separately from the management of the placement of excess teachers; if not, why not; if so, what are the relevant details?**

The process of appointing teachers for Mathematics, Science and Accounting is managed separately. The Funza Lushaka graduates for the Eastern Cape are considered for placement in such posts.

- (4) What are the details of the process being followed with respect to temporary teachers currently employed at Eastern Cape schools?**

According to the Collective Agreement 1 of 2014, paragraph 4, all professionally qualified temporary educators in the system and covered by PELRC Collective Agreement 1 of 2012 are protected for the purpose of being permanently appointed in vacant substantive posts.

Serving temporary educators on Post Level 1 in public schools, who meet the minimum requirements for permanent appointment, shall be appointed permanently in vacant substantive posts in terms of section 6B of the EEA.

- (5) (a) What are the details of the process being followed and the progress achieved with respect to the placement of Funza Lushaka graduates assigned to the Eastern Cape, including the (i) number assigned and (ii) number placed and (b) what are the reasons in instances where delays in placements have been experienced?**

(a) The process being followed is in accordance to the Collective Agreement 1 of 2014, paragraph 4.1.5. Educator posts that become vacant through natural attrition or promotion will be reserved for the placement/appointment of permanent educators who are in addition to the school establishment due to operational requirements and Funza Lushaka bursars.

(i) A total of **488** Funza Lushaka graduates who preferred to be placed in the Eastern Cape were identified and sent to the Eastern Cape for placement in accordance with the placement process as contemplated in the Collective Agreement 1 of 2014; and

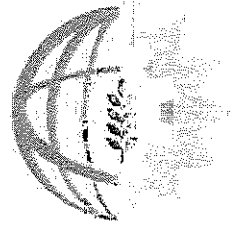
(ii) According to the Eastern Cape report, all **488** had been provisionally matched to posts in 5 Districts (Butterworth, Cradock, Graaff-Reinet, Ngcobo and Qumbu) pending the implementation of the Collective Agreement.

(b) Delays will be experienced since the Collective Agreement first considers temporary employees, then employees in addition and only then Funza Lushaka graduates.

EDUCATION LABOUR RELATIONS COUNCIL

Established in terms of the LRA of 1995 as amended

(EASTERN CAPE CHAMBER)



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EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
NO 1 OF 2014**

31 JANUARY 2014

**PERMANENT APPOINTMENT OF TEMPORARY
EDUCATORS IN VACANT SUBSTANTIVE POSTS
AND TRANSFER OF SERVING EDUCATORS IN
TERMS OF OPERATIONAL REQUIREMENTS**

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**EASTERN CAPE PROVINCIAL CHAMBER OF THE ELRC
COLLECTIVE AGREEMENT NO 1 OF 2014**

**PERMANENT APPOINTMENT OF TEMPORARY EDUCATORS IN VACANT
SUBSTANTIVE POSTS AND TRANSFER OF SERVING EDUCATORS IN
TERMS OF OPERATIONAL REQUIREMENTS**

1. PURPOSE OF THIS AGREEMENT

- 1.1 To provide a procedure for the permanent appointment of temporary educators in vacant substantive posts.
- 1.2 To provide procedures for the equitable distribution of educator posts and the transfer of educators affected by operational requirements.
- 1.3 To provide a procedure for addressing and correcting possible anomalies that may emanate from post declarations, commencing with the 2014 post declaration.
- 1.4 To assess the impact of the current (2014) post declaration and the subsequent ones on the workload of educators for effective teaching and learning and find solutions to same.
- 1.5 To assess the impact of inefficiencies in the system and find solutions to same.
- 1.6 To develop credible information base to assist the process of teacher provisioning.

2. SCOPE

This agreement applies to and binds:

- 2.1 The Employer,
- 2.2 All employees employed by the Eastern Cape Employer of Education as defined in the Employment of Educators Act no 76 of 1998 (the Act) whether such employees are members of Trade Union parties to this agreement or not.
- 2.3 The Employer and the employees who fall within the registered scope of the Education Labour Relations Council (ELRC).

3. THE PARTIES TO THE PROVINCIAL CHAMBER NOTE AS FOLLOWS:

- 3.1 Section 6B of the Act allows the Head of Department after consultation with the School Governing Body (SGB) of a public school

to convert the temporary appointment of an educator appointed to a post on the educator establishment of the public school into a permanent appointment in that post without the recommendation of the SGB.

- 3.2 Subject to the Regulations G.N. 1451 of 2002 published in Government Gazette No. 24077 dated 15 November 2002 on educator post provisioning for educational institutions, the Head of Department is required to notify all educational institutions of their educator post provisioning which may increase or decrease the number of posts at a particular institution.
- 3.3 The Employer shall annually declare and notify all public schools of their post establishments for the following academic year by the end of September following a meaningful consultation with the Parties.
- 3.4 The post establishments referred to above may have an impact on the job security of educators.
- 3.5 The Employer's commitment to the principle that no class will be without a teacher.
- 3.6 The need for a multi-year agreement for post provisioning.
- 3.7 The provisioning model and the current post declaration are not responsive to the curriculum challenges and needs.
- 3.8 PELRC Collective Agreement no 1 of 2012.
- 3.9 The Memorandum of Agreement (MoA) between the Provincial Government and Trade Unions signed in 2012.
- 3.10 PELRC Collective Agreement no 1 of 2008.
- 3.11 Collective Agreement no 2 of 2003.

4. THE PARTIES TO THE PROVINCIAL CHAMBER AGREE AS FOLLOWS:

4.1 Permanent Appointment of Temporary Educators in Public Schools

- 4.1.1 All professionally qualified temporary educators in the system and covered by PELRC Collective Agreement no 1 of 2012 are protected for the purpose of being permanently appointed in vacant substantive posts.
- 4.1.2 Serving temporary educators on Post Level 1 in public schools, who meet the minimum requirements for permanent appointment, shall be appointed permanently in vacant substantive posts in

terms of section 6B of the Act.

4.1.3 The minimum requirements for permanent appointment shall be as determined and amended by the Minister for Basic Education. The requirements for permanent appointment are as follows:

- (a) Professionally qualified with at least an REQV 13 qualification
- (b) Registration with the South African Council for Educators;
- (c) South African citizenship or permanent South African residency.

4.1.4 The process of identifying and translating temporary educators to permanent shall be done in terms of their schools' approved educator post establishments for the relevant academic year as distributed by the Employer.

4.1.5 Educator posts that become vacant through natural attrition (retirement, medical boarding (PILIR), resignation, death) or promotions will be reserved for the placement/appointment of:

- (a) permanent educators who are in addition due to operational requirements; and
- (b) Funza Lushaka bursars.

4.1.6 Where such placements are not possible, the Employer shall facilitate and encourage the possible employment of temporary educators from outside the system giving priority to educators who may have been covered by Collective Agreement no 1 of 2012.

4.2 The Process for the Permanent Appointment of Temporary Educators

4.2.1 Where the number of serving qualifying temporary educators is the same or less than the number of substantive vacant teacher posts available in terms of the approved post establishment, the Employer shall at Head Office level appoint eligible temporary educators permanently in terms of section 6B of the Act.

4.2.2 In instances where a temporarily employed educator who is professionally qualified is held against a promotion post, the Employer reserves the right to transfer such educator in a school where an appropriate post level exists in line with Collective Agreement no 2 of 2003.

4.2.3 Where the number of serving qualifying temporary educators exceeds the number of substantive vacant teacher posts; the

School Principal must follow the procedure set out in paragraph 5 below.

4.2.4 The Employer shall submit status reports to the Provincial Chamber on a quarterly basis.

4.2.5 The Employer to release quarterly bulletins to facilitate the permanent appointment of educators.

5. IDENTIFICATION AND TRANSFER OF EDUCATORS IN ADDITION

5.1 The process of identification and transfer of additional educators will be dealt with in terms of Collective Agreement no 2 of 2003.

5.2 The transfer of educators due to operational requirements will take place in two phases, ie identification of educators in addition as phase one; where after the PTT in phase two will consider the profiles of the affected educators with the view of possible placement of educators declared in addition.

5.3 Where there is no dispute on who is additional such cases shall be prioritised; however, for the duration of the process of identification and transfer of additional educators, ordinary transfers must be put in abeyance till determined otherwise by the Employer after consultation with the Parties to this Agreement.

6. EDUCATORS IN PROMOTION POSTS WHO ARE IN ADDITION WILL BE DEALT WITH AS FOLLOWS

6.1 Educators who are occupying promotion posts that no longer exist on the current school post establishments are deemed to be additional from the date the new post establishments become operative. Such educators shall be transferred, in line with Collective Agreement no 2 of 2003, to schools that have concomitant posts subject to the individual educator's personal profile.

6.2 However, each case shall be considered on its own merits, ie where the affected educator(s) offer critical school subjects and there is no other educator referred to in par. 4.1.5 above, such educator may be retained on conditions to be determined by the Employer; which is not in conflict with the provisions of this Agreement.

6.3 Anomalies shall be addressed through the PTT.

6.4 The School Principals must inform their respective staff members of the educator post provisioning and its effect, as well as the procedure for the identification of serving permanent and temporary

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educators affected by operational requirements as contained in Collective Agreement no 2 of 2003.


- 6.5 The profiles of all additional educators must be obtained and must be submitted to the PTT with the view to discuss the possible placement of such educators taking into account a range of issue including but not limited to the following:
- (a) The personal circumstances of the affected educators; and
 - (b) Relocation cost.
- 6.6 The processes of the permanent appointment of eligible temporary educators and the identification of additional educators will take place simultaneously.
- 6.7 The Parties will explore the possibility of incentivising posts of educators who may be declared in addition.
- 6.8 The identification and transfer of educators in addition will be overseen by the structures as outlined in paragraphs 7 and 8 below.

7. COMPOSITION AND ROLE OF THE PROVINCIAL TASK TEAM PERTAINING TO EDUCATORS IN ADDITION


- 7.1 A Provincial Task Team (PTT) must be established to coordinate District Task Teams (DTTs).
- 7.2 The PTT shall consist of:
- (a) The Chief Director HRM (as Chairperson of the PTT), the Director Labour Relations, the Director HRP, the Director HRA, the CES LR and the CES HRP.
 - (b) Proportional representatives collectively nominated from the employee parties, unless otherwise agreed to by parties at Provincial level.
 - (c) Representative(s) from the ELRC.
- 7.3 The Chief Director HRM must provide secretarial services to the PTT and its records must be lodged with the Provincial Chamber
- 7.4 The PTT must meet at least once a month but may meet more often as may be necessary.
- 7.5 The PTT must perform the following functions:

This done and signed at on this day of 2014

On behalf of the Employer

| | NAME | SIGNATURE |
|--|------------|--|
| EASTERN CAPE EMPLOYER OF EDUCATION | M.L NGONZO |  |

On behalf of Employee Parties

| | NAME | SIGNATURE |
|---------|-------------|--|
| CTU ATU | P. DUMINY | |
| SADTU | M. NDONGENI |  |

Enquiries: Mr. M.L. Moeli:

Tel: 043 735 1820

MANAGEMENT PLAN TOWARD THE IMPLEMENTATION OF COLLECTIVE AGREEMENT NO 1 OF 2014

PERMANENT APPOINTMENT OF TEMPORARY EDUCATORS IN VACANT SUBSTANTIVE POSTS AND THE TRANSFER OF SERVING EDUCATORS IN TERMS OF OPERATIONAL REQUIREMENTS

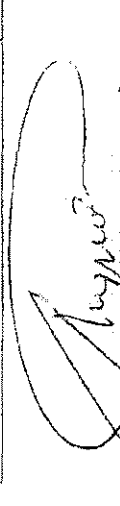
| NO | OBJECTIVES | ACTION TO BE DONE | TIME FRAME | RESPONSIBILITY |
|----|--|--|--|--|
| 1 | Implementation of PELRC Collective Agreement No 1 of 2014 | <ul style="list-style-type: none"> 1.1. Finalisation of Collective Agreement no 1 of 2014 1.2 Presentation of the proposed Collective Agreement to the PELRC for signing 1.3 Ratification of the signed Collective Agreement no 1 of 2014 by the ELRC 1.4 Induction programme by the ELRC 1.5 Establishment of DTTs and PTT | <ul style="list-style-type: none"> 24th January 2014 31 January 2014 4 February 2014 6 February 2014 6 February 2014 | <ul style="list-style-type: none"> Facilitator and Parties Parties to the PELRC Parties to the Agreement ELRC ELRC |
| 2 | PHASE ONE: PERMANENT APPOINTMENT OF QUALIFYING TEMPORARY EDUCATORS | <ul style="list-style-type: none"> 2.1 Permanent appointment of temporary educators as per Collective Agreement No 1 of 2014. 2.2 PTT meeting with Districts on verification of profiles of temporary educators 2.3 Convene a Chamber meeting to receive progress reports on permanent appointment of temporary educators and verification forms 2.4. The Department to provide progress reports to the Provincial | <ul style="list-style-type: none"> 14 February 2014 10 February 2014 17 February 2014 Quarterly | <ul style="list-style-type: none"> Chief Director HRM A/Dir HRA District Directors PTT Employer Chief Director HRM |

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| NO | OBJECTIVES | ACTION TO BE DONE | TIME FRAME | RESPONSIBILITY |
|----|---|---|---|---|
| | | Chamber. 2.5 The Department will endeavour to release quarterly bulletins to facilitate the permanent appointment of the temporary educators going forward. 2.6 Educator posts that became vacant through attrition, retirement, medical boarding (PILIR), resignation or promotions will be reserved for the placement/ appointment of persons as stipulated in par 4.1.5 of Collective Agreement No. 1 of 2014. | Quarterly 31 st March 2014 | A/Dir HRA Dir LR Chief Director HRM A/Dir HRA A/Dir HRA District Directors |
| 3 | PHASE TWO: IDENTIFICATION AND TRANSFER OF ADDITIONAL EDUCATORS | 3.1 The ELRC to facilitate the capturing of data as a result of the PPN Impact Assessment Forms 3.2 Follow-up facilitation meeting will be held to receive the outcome as referred to in par 3.1 3.3 The school Principals must inform their respective staff members of the educator post provisioning and its effect, as well as the procedure for the identification of serving permanent and temporary educators affected by operational requirements (as contained in the Collective Agreement No.2 of 2003). 3.4 Phase 1: Identification of educators in addition in terms of CA 2 of 2003 3.5 Meetings of DTT to collate and verify of data of additional educators 3.6 Phase 2, the PTT will consider the profiles of the identified educators with the view of possible placement of educators declared in addition. 3.7 Issuing of placement letters to additional educators | 7 February 2014 10 February 2014 17 - 21 February 2014 24 - 28 February 2014 7 March 2014 14 March 2014 21 March 2014 | ELRC ELRC School Principals EDOs School Principals DTT DTT PTT PTT HRM District Directors |
| 4 | PHASE THREE: MANAGEMENT OF HUMAN RESOURCE INEFFICIENCIES IN THE SYSTEM | 4.1 In dealing with inefficiencies in the system the Department of Education will speedily deal with PILIR cases, early retirement applications, and displaced employees by exploring various options such as medical boarding and re-skilling/re-training of employees. 4.1.1 Joint Workshop on PILIR and early retirement 4.1.2 Placement of displaced employees | 28 February 2014 31 March 2014 | Chief Director HRM District Directors EDOs School Principals DTT PTT |
| 5 | OTHER MATTERS | 5.1 The role- players must ensure that the time frames as indicated in | Ongoing | Parties to the |

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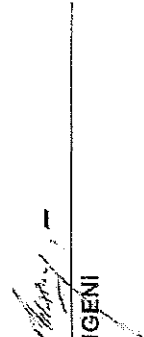
| NO | OBJECTIVES | ACTION TO BE DONE | TIME FRAME | RESPONSIBILITY |
|----|------------|---|----------------------------|--|
| | | the Departmental Management plan are strictly adhered to. | | PELRC |
| | | 5.2 The placement of Funza Lushaka bursars | 31 March 2014 | Chief Director HRM A/Dir HRA Dir HRD District Directors EDOs |
| | | 5.3 Commencement of the consultation processes for PPN 2015 | 4 th April 2014 | Chief Director HRM Dir HRP Dir LR |


 M. XGONZO
 SUPERINTENDENT GENERAL

DATE: _____

P DUMINY
 CTU-ATU

DATE: _____


 M NDONGENI
 SADTU

DATE: _____

DEPARTMENTAL ACTION PLAN TOWARDS THE IMPLEMENTATION OF COLLECTIVE AGREEMENT NO 1 OF 2014

| DATE | ACTIVITIES | RESPONSIBILITY | ACTION REQUIRED | COMMENTS | STATUS |
|-----------|---|--------------------|--|---|--------|
| 24-Jan-14 | Finalisation of Collective Agreement no 1 of 2014 | PARTIES | | | |
| 21-Jan-14 | Signing of Collective Agreement no 1 of 2014 | | Employer to table the proposal for signing | Agreement was adopted unanimously by the Parties | Done |
| 03-Feb-14 | ELRC meeting to ratify the Agreement | ELRC | The General Secretary of the ELRC to convene meeting | Dir LR to attend the ELRC meeting on behalf of the Department | Done |
| 04-Feb-14 | HR Commission | Chief Director HRM | To table the signed Agreement for action | HR Commission to support the implementation of the Agreement in full | |
| 05-Feb-14 | Press Conference | ELRC | To convene a joint press conference | To ensure smooth implementation of the Agreement. The MEC and SG to attend | |
| 06-Feb-14 | Induction programme by the ELRC | ELRC | Notice to be issued for employer representatives by HRM | The ELRC will convene a joint meeting of stakeholders and implementers re the implementation of the Agreement with the view to ensure common understanding among all the Parties. This is a very important step in the implementation process. Attendees from the Department are: Chamber representatives (70), District Directors (23), CES LR (23), CES MANGO (23), Dep Dir HR&AP (23). The ELRC will draft clear terms of reference for DTIs and PTF in addition to roles and responsibilities | |
| 06-Feb-14 | Establishment of DTIs and PTF | ELRC | Prepare package for attendees | Moratorium on ordinary transfers of educators and transfer of additional educators. See CA 2 of 2003. | |
| 07-Feb-14 | Final date for capturing of data re PPN Impact Assessment Forms | Dir HRP | Issuing HRM instruction on implementation of CA 1 of 2014 | Verification of profiles of temporary educators with Districts | |
| 07-Feb-14 | Explanatory HRM instruction to Districts | Dir HRP | Must convene the PTF | The Parties to the Chamber will receive the outcome of the capturing mentioned above | |
| 10-Feb-14 | Facilitation meeting by ELRC | ELRC | Induction of EDOs and School Principals | To explain the roles and functions of EDOs and School Principals | |
| 10-Feb-14 | Meetings with EDOs and School Principals | District Directors | Establishment of Support Teams from HRM to visit Districts | The Support Teams to assist with the implementation of the Agreement and to report challenges to the SG for intervention | |
| 10-Feb-14 | Support Teams from Head Office (HRM) | Chief Director HRM | | | |
| 12-Feb-14 | | | | | |
| 13-Feb-14 | | | | | |
| 14-Feb-14 | Final date for permanent appointment of temporary educators | District Directors | Consultation with SGBs | SGBs to be consulted in terms of section 6(1). No recommendation is required to convert temporary educators | |
| 14-Feb-14 | Final date for permanent appointment of temporary educators | District Directors | Capturing of data on Peral | Details of qualifying temporary educators to be captured on Peral | |
| 14-Feb-14 | Final date for permanent appointment of temporary educators | ADir HRM | Issuing appointment letters | Head Office to issue appointment letters. See par 4.2.1 of the Agreement | |
| 14-Feb-14 | Employer caucus meeting | Dir LR | To convene employer caucus | To prepare for Chamber meeting | |
| 17-Feb-14 | Chamber meeting | Dir LR | To issue notices to the PELRC | Parties to prescribe progress reports on permanent appointments and verification forms | |
| 17-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 18-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 18-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
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| 18-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 20-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 21-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 21-Feb-14 | School principals convening staff meetings | School principals | Convene formal staff meetings | To inform staff on the impact of the 2014 post establishments on the schools. See CA no 2 of 2003 | |
| 24-Feb-14 | EDOs and School Principals identifying educators in addition | EDOs | Convene meetings with School Principals | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 26-Feb-14 | EDOs and School Principals identifying educators in addition | EDOs | Convene meetings with School Principals | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 26-Feb-14 | EDOs and School Principals identifying educators in addition | EDOs | Convene meetings with School Principals | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 27-Feb-14 | EDOs and School Principals identifying educators in addition | EDOs | Convene meetings with School Principals | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 28-Feb-14 | EDOs and School Principals identifying educators in addition | EDOs | Convene meetings with School Principals | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 28-Feb-14 | Joint workshop on PILLR and early retirement | ADir HRM | Convene joint workshop | To identify educators in addition in terms of Collective Agreement no 2 of 2003 | |
| 28-Feb-14 | Joint workshop on PILLR and early retirement | Dir LR | Presentation on case law re TIL cases | Parties to the Chamber will attend the joint workshop and all relevant statistics must be made available | |
| 03-Mar-14 | | | | Implications of recent case law on Temporary Incapacity Leave (TIL) cases | |

DEPARTMENTAL ACTION PLAN TOWARDS THE IMPLEMENTATION OF COLLECTIVE AGREEMENT NO 1 OF 2014

| DATE | ACTIVITIES | RESPONSIBILITY | ACTION REQUIRED | COMMENTS | STATUS |
|-----------|--|--------------------|---|---|--------|
| 04-Mar-14 | | | | | |
| 05-Mar-14 | | | | | |
| 06-Mar-14 | DTT meetings | District Directors | Convene DTT meetings | To collate and verify data of additional educators as reviewed from EDO's | |
| 10-Mar-14 | | | | | |
| 11-Mar-14 | | | | | |
| 12-Mar-14 | | | | | |
| 13-Mar-14 | | | | | |
| 14-Mar-14 | PTT MEETINGS | Chief Director HRM | Convene PTT meeting | To consider profiles of the additional educators with the view of possible placement | |
| 17-Mar-14 | | | | | |
| 18-Mar-14 | | | | | |
| 19-Mar-14 | | | | | |
| 20-Mar-14 | STANCO meeting | Dir LR | Ensure that reports are available | Scheduled STANCO meeting to receive reports for presentation to Chamber meeting | |
| 21-Mar-14 | Issuing of placement letters to additional educators | District Directors | Issuing placement letters | Start with district transfer followed by transfers within Districts Inter-District transfers of additional educators as last step | |
| 21-Mar-14 | Issuing of placement letters to additional educators | SG | Availability of Budget for relocation cost | The payment of relocation cost where applicable in terms of Departmental policy (radius) | |
| 24-Mar-14 | | | | | |
| 25-Mar-14 | | | | | |
| 26-Mar-14 | Employer caucus meeting | Dir LR | To convene employer caucus | To prepare for Chamber meeting | |
| 27-Mar-14 | Chamber meeting | Dir LR | To issue notices to the PEIRC | Scheduled Chamber meeting to receive reports on these processes | |
| 28-Mar-14 | | | | | |
| 31-Mar-14 | Placement of additional educators | District Directors | Issuing placement letters | Permanent placement of successful cases in schools and/or offices | |
| 31-Mar-14 | Placement of Funza Lushaka bursars | Dir HRD | Update of database on Funza bursars | See par 4.5 of the Agreement | |
| 31-Mar-14 | Placement of Funza Lushaka bursars | ADir HRA | Issuing placement letters | See par 4.2.5 of the Agreement | |
| 31-Mar-14 | Quarterly bulletin for educators | ADir HRA | Preparing and issuing of Bulletin | See par 4.2.5 of the Agreement | |
| 31-Mar-14 | Quarterly bulletin for educators | District Directors | Collate relevant information for the Bulletin | | |
| 04-Apr-14 | Commencement of consultation Processes for 2015 | Dir HRP | Preparations for consultation processes | | |
| | represent the key milestones to be achieved | | | | |