

Feedback: ELRC meeting – 19 October 2022

Agreement on increase of threshold to ELRC

The draft document to discuss the possibility of increasing the threshold still under discussion. The document with the proposed new threshold will be circulated to all parties before the next Council meeting.

Conditions of service: Grade-R Educators

The Early Childhood Development division has officially moved from the Department of Social Development to the Department of Basic Education. The task team that was created to investigate conditions of service for Grade-R Educators can thus commence with its investigation and will report upon completion. The task team was urged to prioritise this matter and to report in the next meeting.

QMS for school-based education: Therapists and Psychologists

The employer presented the *attached* draft agreement on QMS for school-based Education Therapists, Counselors, and Psychologists employed in terms of the *Employment of Educators Act*. The agreement aims to provide a standardised framework for their performance. Members are urged to provide their inputs to their respective PSA Provincial Offices or Provincial ELRC Chairpersons on or before 4 November 2022.

CET scope

Parties agreed that the matter must be escalated to the PSCBC to assist in determining to which Bargaining Council the CET must belong, however, no response was received from the PSCBC owing to continued salary negotiation.

Educators vetting

Members have been informed that educators working with vulnerable people will be vetted to ensure that the employer is complying with the *Criminal Law (Sexual Offences and related matters) Amendment Act*. The way the vetting process will unfold is still under discussion and feedback will be provided to members after the next Council meeting.

Proposed amendments: Chapter D of PAM

Members were previously informed of proposed changes to the PAM document, specifically Chapter D. The proposed amendments are aimed at achieving the following:

- Creation of new categories of persons appointed to perform examination-related work
- Criteria for the appointment of markers, senior markers, deputy chief markers, chief markers, and internal moderators
- Requirements for the appointment of the different categories of markers

After much deliberation, parties agreed that the presentation will be split and that matters relating to the conditions of employment be placed in a task team for further consultation and that parties must ultimately sign a collective agreement on these matters. Policy matters will only be consulted on, and the employer will amend the changes. The matter is therefore deferred to a task team for further negotiation. Feedback is to be provided in the next Council meeting.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website (www.psa.co.za), send an email to ask@psa.co.za, or contact PSA Provincial Offices.

GENERAL MANAGER