



FOR PSA MEMBERS: **EDUCATION LABOUR RELATIONS COUNCIL (ELRC)**

27-07-2023

Feedback: Bargaining Council meeting – 25 July 2023

Determination of vote weights

The Administrator of the Council, as per the provision of the ELRC Constitutional clause 16.1 of Resolution 6/2016, tabled the determination of vote weights for unions as follows:

Union	Membership	Vote weight
Sadtu	242 559	70%
CTU-ATU	105 086	30%

The CTU-ATU consists of the following unions working together in the Council: *Naptosa, PSA, Hospersa, Natu, Peu, and SAOU.*

Implementation: Constitution and collective agreement on increase of threshold

It was previously reported that a draft collective agreement on the increase of the threshold for parties to be admitted to the Council was tabled. Parties held a view that the increase of the threshold by 10 000 would have serious ramifications for the negotiation platform. Parties requested that the draft document be withdrawn temporarily and allow the principals of the recognised unions to engage on the matter. Feedback will be provided in the next Council meeting.

Social cohesion and equity in education system

The employer indicated that it intends to introduce social cohesion and equity principles in schools to eradicate sexual violence and abuse in the education system. It indicated that it was still consulting broadly with other external stakeholders relevant to the subject matter. A consolidated report will be submitted at the next Council meeting.

Conditions of service: Grade-R Educators

The task team meeting was not convened. The employer reported that it engaged the provinces to establish the budget allocated for the project. A report will be shared at the task team meeting.

Quality Management System (QMS) training for school-based education Therapists and Psychologists

The task team meeting was scheduled for 8 August 2023.

Scope of CET

The matter was still at the PSCBC and there was no movement. The Council will enquire about the delay of the matter at the PSCBC.

Teachers' wellbeing and safety in Schools

All the provinces, except North West, submitted monthly reports regarding the well-being and safety of teachers' programs implemented.

Development: Appraisal tool for officials seconded to recognised unions in ELRC

The inputs received from labour were incorporated into the draft appraisal tool. The tool was adopted by all parties. Seconded officials to unions and full-time shop stewards will be assessed with the previous appraisal tool so that they receive pay progressions for the 2022/23-performance cycle.

Vetting of educators

Labour raised a concern that the provinces continued to implement the vetting process differently. They urged the employer to establish a uniform system that will be consistent and fair to all educators. The employer noted the concern and reported that engagements with the SA Police Service and the Department of Justice were ongoing. A report, which includes the number of affected educators, and a list of challenges will be submitted at the next Council meeting.

Draft Collective agreement: Teachers' incentives

The employer reported that the inputs from labour were received. The matter was deferred to task team level for consolidation of inputs. The document will be refined and tabled at the next Council meeting for adoption.

QMS Colloquium

The task team meeting was scheduled for 7 August 2023.

Equal treatment: *Funza-Lushaka* bursary holders and all other first-time appointees

Labour raised a concern that the posts of entry-level educators are currently advertised, and candidates will be disadvantaged if the employer does not resolve the inconsistencies that occurred. The employer committed to fast-track engagement with the provincial department to consider other candidates outside the *Funza-Lushaka* bursary scheme during recruitment and selection processes.

Conversion of temporary educators to permanent positions (Collective agreement 4/2018)

All the provincial departments reported that the process was implemented accordingly, except for Mpumalanga. The employer will convene a meeting with Mpumalanga management on 28 July 2023 to resolve the matter. Labour requested a monthly report from each province.

Provisional Administrative Measures (PAM) document

The matter was previously referred to the task team to deal with issues related to examination and marking. Labour raised a concern that the examinations and marking processes will start soon and urged the task team to fast-track the process before matric examination sessions start.

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