COLLECTIVE AGREEMENT
NUMBER 5 OF 2005

31 MARCH 2005

INTEGRATED QUALITY MANAGEMENT SYSTEM FOR PUBLIC FET COLLEGE BASED EDUCATORS
EDUCATION LABOUR RELATIONS COUNCIL

COLLECTIVE AGREEMENT NO. 5 OF 2005

INTEGRATED QUALITY MANAGEMENT SYSTEM FOR PUBLIC FET COLLEGE BASED EDUCATORS

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to align the different Quality Management programmes and implement an Integrated Quality Management System for public FET college based educators, which includes Developmental Appraisal, Performance Measurement and Whole School Evaluation.

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

2.1 The employer, and

2.2 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:

3.1 Schedule 1 of the Employment of Educators Act, 1998 as amended.

3.2 Chapter C of the Personnel Administration Measures.

3.3 Education Labour Relations Council Collective Agreement No. 1 of 2003.

3.4 Education Labour Relations Council Collective Agreement No. 3 of 2003.

3.5 Education Labour Relations Council Collective Agreement No. 8 of 2003.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

4.1 That the Integrated Quality Management System, as attached in Annexure A, be adopted for public FET College based educators.

5. DATE OF IMPLEMENTATION

This agreement shall come into effect on the date it is signed in Council.
6. **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.

7. **DEFINITIONS**

6.1 "**constitution**" means the constitution of the Education Labour Relations Council.

6.2 “**Council**” means the Education Labour Relations Council.

6.3 “**employee**” means an education therapist or psychologist as defined in the Employment of Educators Act, 1994, as amended.

6.4 “**employer**” means the employer as defined in the Employment of Educators Act, 1994, as amended.

6.5 “**Labour Relations Act** “ means the Labour Relations Act No. 66 of 1996, as amended.

6.6 “**workplace**” means the registered scope of the Council.


**THUS DONE AND SIGNED AT CAPE TOWN ON THIS 31ST DAY OF MARCH 2005 BY:**

**ON BEHALF OF THE STATE AS EMPLOYER**

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**ON BEHALF OF THE EMPLOYEE PARTIES**

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