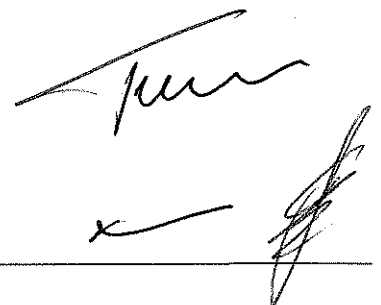


ANNEXURE F

OCCUPATIONAL SPECIFIC DISPENSATION (OSD)

GUIDELINE FOR FURTHER ENGAGEMENTS AS CONTEMPLATED IN PARAGRAPH 4

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1. Time frames for implementation of OSD measures

1.1 Specialist educator stream:

1.1.1 Commencement date;

1.1.2 The notification date to schools regarding the initial number of post level 1 posts that qualify for upgrading to specialist posts;

1.1.3 The respite time for educators in the specialist stream to qualify as full specialists in their relevant teaching phase, subject or learning area in terms of the particular REQV.

1.2 Education Management Services:

1.2.1 Time frame for formal implementation;

1.2.2 Date for finalisation of Performance Agreements;

1.2.3 Date of implementation of salary and accelerated salary progression.

1.3 OSD for Office based educators

1.3.1 Time frame for implementation of salary and accelerated progression;

1.3.2 Date for finalisation of Performance Agreements;

1.4 Salary Progression and Accelerated Progression

1.4.1 The possible amendment of the collective agreements dealing with IQMS/ PMDS to provide for the amendments required as a result of the implementation of OSD.

1.4.2 The 1st two-yearly pay assessment cycle;

1.4.3 Date of implementation for salary and accelerated progression;

1.4.4 The 1st two-yearly pay progression cycle for employees who are members of the Education Management Service (EMS) office-based and school-based;

2. Matters referred to further processes for negotiation:

2.1 Specialist educator stream

2.1.1 The processes for filling such posts in the following manner, i.e.

2.1.1.1 From a school's own staff, i.e. upgrading; and

2.1.1.2 Advertising the post;

2.1.2 Experience and qualification requirements for appointment;

2.1.3 Granting of study leave;

2.1.4 The provision of bursaries;

2.1.5 Methodology for maintaining Senior Teachers and Master Teachers;

2.2 EMS (School Based)

2.2.1 Content of Performance Agreement;

2.2.2 Experience and qualification requirements for appointment;

2.2.3 Report by Task Team within 30 days of signature date regarding issues which affect EMS;

2.2.4 Nature of flexible remuneration package, including maximum employer medical aid subsidy in the light of the fact that in terms of PSCBC Resolution 1 of 2007 the maximum subsidy is R24,240 pa (R2,020 pm) and in the light of the most recent tax amendments;

2.2.5 Nature and brief of Annual Conference;

2.3 EMS (Office Based)

2.3.1 Content of Performance Contract;

2.3.2 Report by Task Team within 30 days of signature date regarding issues which affect EMS;

2.3.3 Nature of flexible remuneration package, including maximum employer medical aid subsidy in the light of the fact that in terms of PSCBC Resolution 1 of 2007 the maximum subsidy is R24,240 pa (R2,020 pm) and in the light of the most recent tax amendments;

2.3.4 Nature and brief of Annual Conference;

2.4 Salary Progression and Accelerated Progression

2.4.1 The possible amendment of the collective agreements dealing with IQMS/ PMDS and any other collective agreement of the council to provide for the amendments required as a result of the implementation of OSD, including the extent to which learner performance may be an integral part of a range of determinants, with due regard being had to the socio-economic environment of the institutions;

2.4.2 The provision of salary progression and accelerated progression for educators who do not consistently perform as "satisfactory", "good" and/or "exceptional".

2.5 Salary Structure and Translations:

2.5.1 The further refinement of the salary structure in the light of the findings of the envisaged urgent study tour(s).

2.5.2 The identification and correction of anomalies emanating from the proposed translation table regarding school based as well as office based educators.

2.6 Up-skilling of Employees/ Improvement of Qualifications

2.6.1 Position and status of M+2 or below educators;

2.6.2 Position of M+3 educators;

2.6.3 Respite period allowed to educators to upgrade their qualifications to M+4;

2.6.4 Principles pertaining to Recognition of Prior Learning (RPL) to achieve M+4;

2.6.5 Employer initiatives for the up skilling of the categories of educators stated here above and provision of a detailed plan to reflect the following:

2.6.5.1 Preference to be given to M+1 and M+2 teachers;

- 2.6.5.2 Followed by M+3 teachers;
- 2.6.5.3 Followed by teachers in the Specialist Stream;
- 2.6.5.4 Finalisation by 31 December 2012

2.6.6 Establishment of a Task Team to deal with the following:

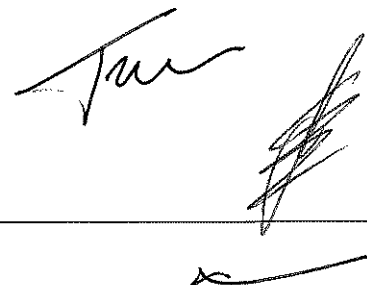
- 2.6.6.1 The upgrading of qualifications of educators to M+4;
- 2.6.6.2 The RPL of educators to M+4 and/or M+3 for both pay and/or qualification purposes;
- 2.6.6.3 The prioritisation of the funding of educators for the proposed qualification improvement to M+4. The principle of preference for educators in poorer schools shall apply starting from quintile 1 and giving preference to M+1 and M+2 teachers, followed by M+3 teachers, followed by teachers in the Specialist Stream.

2.6.7 Appointment, Promotion and Competency Requirements:

- 2.6.7.1 The amendment of the PAM regarding:
 - a) The appointment and promotion requirements for each category as required by the employer and SACE;
 - b) The competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and accelerated progression;

2.6.8 Recognition of experience from outside the public education system

- 2.6.8.1 The amendment of the PAM regarding the recognition of experience and other service rendering from outside the public education sector.

The block contains several handwritten signatures in black ink. One signature is a cursive 'J' followed by a flourish. Another is a more complex, scribbled signature. A third signature is a simple horizontal line with a small hook at the end.

2.7. Issues emanating from the application of this collective agreement

2.7.1 In circumstances where the application of this collective agreement reduces the financial benefit of educators; the impact of such must be investigated by the parties to the ELRC, via the establishment of a task team; to remedy the defect as per clause 4.1.1.3 of this agreement.

2.8 Definitions

2.8.1 The processes contemplated in paragraph 4 of this agreement will address the definitions of terminology used in this agreement that could result in different interpretation.

2.8.2 Amongst others, but not limited to, the following terms have been identified to form part of such envisaged comprehensive list of definitions, e.g.: job level, level, salary band, post level, upgrading of post, promotion, progression, etc.

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