

**EDUCATION LABOUR RELATIONS COUNCIL**  
*Established in terms of the LRA of 1995 as amended*



# **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.
- 6.7 "Public FET College" means Public Further Education and Training Institution as defined in the Further Education and Training Act 98 of 1998.

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

### ON BEHALF OF THE STATE AS EMPLOYER

DEPARTMENT	NAME	SIGNATURE
EDUCATION		

### ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE
NAPTOSA		
NATU		
SADTU		
SAOU		