

EDUCATION LABOUR RELATIONS COUNCIL

Established in terms of the LRA of 1995 as amended

FETC BARGAINING UNIT



elrc

EDUCATION LABOUR
RELATIONS COUNCIL

**COLLECTIVE AGREEMENT
NUMBER NO 1 OF 2009**

30 OCTOBER 2009

**IMPLEMENTATION OF AN INTERIM
MEASURE FOR LECTURERS WHO
ARE EMPLOYED IN PUBLIC FURTHER
EDUCATION AND TRAINING
COLLEGES (FETC)**

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BARGAINING UNIT**

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**IMPLEMENTATION OF AN INTERIM MEASURE FOR LECTURERS WHO
ARE EMPLOYED IN PUBLIC FURTHER EDUCATION AND TRAINING
COLLEGES (FETC)**

1. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to provide a directive for the implementation of an interim measure for lecturers who are employed in Public Further Education and Training Colleges (FETC).

2. SCOPE OF THIS AGREEMENT

This agreement applies to and binds:

- 2.1 The FETCEO representing all the Colleges as the employer; and
- 2.2 All the employees appointed as lecturers who are employed in terms of the FETC Act, 2006, whether such employees are members of trade union parties to this agreement or not.

3. THE PARTIES TO COUNCIL NOTE AS FOLLOWS:

- 3.1 The transfer of lecturers who were previously employed by the State to College Councils in line with the FETC Act of 2006.
- 3.2 ELRC Collective Agreements No 4 & 5 of 2007 which managed the transfer of the lecturers who were previously employed by the State.
- 3.3 Lecturers now employed in the FETC Sector did not benefit from ELRC Collective Agreement No. 1 of 2008.
- 3.4 The backlog in salaries for all lecturers employed in the public FET Colleges.
- 3.5 Labour has expressed concern that personnel in these occupations have an expectation for their salaries to be adjusted.

4. THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:

- 4.1 To provide for an across-the-board once-off payment for all lecturers on their current annual salary notch as reflected on 1st July 2009.
- 4.2 This once-off across-the-board payment shall be compensation for the lack of any real salary adjustment for the period between 1st January 2008 to 31st March 2010.
- 4.3 All the lecturers shall receive the 4% as a once-off payment which shall be implemented on the date of signing.
- 4.4 Noting that qualifying college lecturers would have been entitled to salary or grade progression on 1st July 2008 and 2009. Those college lecturers who did not receive their salary or grade progression for 2008 and 2009 shall be considered before the application of the 4% as agreed in terms of paragraph 4.3 of the above.
- 4.5 All future salary progressions shall be replaced by the proposed OSD or new salary structure for all lecturers on which negotiations shall resume on 12 October 2009.
- 4.6 Parties to the FETC Bargaining Unit shall finalize the Career Pathing model (OSD) or new salary structure for all lecturers on 30 November 2009 for implementation on 1st April 2010.
- 4.7 The envisaged career-pathing model shall address and take into account the salary backlogs emanating from the previous collective agreements where these lecturers were excluded.

5. DATE OF IMPLEMENTATION

As per clause 9.7.5 of Collective Agreement 5 of 2008 "The Collective Agreement of the FETC Bargaining Unit may not be implemented until ratified by the General Bargaining unit of the Council as envisaged in Annexure A of the ELRC constitution as approved by the Registrar of Labour Relations and confirmed in this Council collective agreement number 6 of 2007"

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

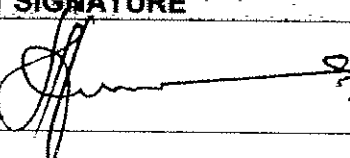
- 7.1 "Council" means the ELRC.
- 7.2 "OSD" means the Occupational Specific Dispensation
- 7.3 "lecturer" refers to employees as defined in terms of the FETC Act 16 of 2006 and that includes office based lecturers.
- 7.4 "FETC Bargaining Unit" refers to the institution where parties discuss issues of mutual interest.
- 7.5 "The employer" refers to the College Council

8. Thus done and signed at Centurion on
the 30 day of October 2009 by:

ON BEHALF OF THE FETCEO AS THE REPRESENTATIVE OF THE EMPLOYER

EMPLOYER	NAME	DESIGNATION	SIGNATURE
FETCEO	M. Masuluke	Chairperson	

ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	DESIGNATION	SIGNATURE
CTU- "ITU"	H. Hendricks	Correspondent Officer	
CTU- "SADTU"	M.J Maluleke	General Secretary	