

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



**SETTLEMENT AGREEMENT ON THE  
ANNUAL NATIONAL ASSESSMENT  
AND ISSUES RELATED TO  
CONDITIONS OF SERVICE OF  
EDUCATORS**

SETTLEMENT AGREEMENT ON THE ANNUAL NATIONAL ASSESSMENT AND  
ISSUES RELATED TO CONDITIONS OF SERVICE OF EDUCATORS

**IN THE EDUCATION LABOUR RELATIONS COUNCIL**

**IN THE DISPUTE BETWEEN**

**DEPARTMENT OF BASIC EDUCATION**

**EMPLOYER**

**AND**

**NAPTOSA**

**TEACHER UNIONS**

**NATU**

**PEU**

**SADTU**

**SAOU**

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**SETTLEMENT AGREEMENT ON THE ANNUAL NATIONAL ASSESSMENT AND  
ISSUES RELATED TO CONDITIONS OF SERVICE OF EDUCATORS**

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**1. PURPOSE OF THIS SETTLEMENT AGREEMENT**

This settlement agreement resolves the dispute on the writing Annual National Assessment (ANA) in 2015 and issues related to conditions of service of educators.

**2. SCOPE OF THIS SETTLEMENT AGREEMENT**

This settlement 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 THEREFORE AGREE AS FOLLOWS:**

- 3.1. The Annual National Assessment (for grades 1- 9) be administered and managed by each school voluntarily at a time convenient and in a manner appropriate to the school. The school marks the tests at a time convenient and in a manner appropriate to the school during the first school term. The results of the tests will be for the school's own internal diagnostic purpose.
- 3.2. The target date for completion of the remodelling of ANA and submission to the Minister will be 1 April 2016 and that the instruments, administration and reporting of this national assessment be dictated by the agreed purpose as articulated by the parties concerned. This includes the support for teacher development through the Teacher Union Collaboration.
- 3.3. The Minister will lead a delegation, including union representatives, in 2015 to meet the President to persuade him to urgently expedite the appointment of the Inter-Ministerial Task Team and set the earliest feasible date to submit its report on the following issues:
  - 3.3.1. 0.5% pay progression;
  - 3.3.2. The Quality Management System;
  - 3.3.3. The Draft Collective Agreement: Salary Structure and Career Pathing;
  - 3.3.4. The Draft Collective Agreement: Agreement on the Rewards, Incentives and Performance Bonus for Educators Employed in Terms of Employment of Educators Act 76 of 1998;
  - 3.3.5. The Draft Collective Agreement: Agreement on the Recognition for Improved Qualifications for Educators Employed in Terms of Employment of Educators Act 76 of 1998; and

3.3.6. The Draft Education Management System for Office Based Educators.

3.4. The Minister shall publish the Personnel Administrative Measures by 31 January 2016.

#### 4. IMPLEMENTATION DATE

4.1 This agreement shall come into effect on the date it is signed and shall remain in force unless terminated or amended by agreement.

#### 5. DISPUTE RESOLUTION

5.1 Any dispute about the interpretation or application of this settlement agreement shall be resolved in terms of the dispute resolution procedure of the ELRC.

#### 6. SIGNING OF THIS AGREEMENT

6.1 THUS DONE AND SIGNED AT CENTURION THIS THE ----- DAY OF NOVEMBER 2015

#### ON BEHALF OF THE STATE AS THE EMPLOYER

DEPARTMENT	NAME	SIGNATURE	DATE
BASIC EDUCATION			

#### ON BEHALF OF THE EMPLOYEE PARTIES

TRADE UNION	NAME	SIGNATURE	DATE
NAPTOSA			

<b>NATU</b>			
<b>PEU</b>			
<b>SADTU</b>			
<b>SAOU</b>			