



NAPTOSA Eastern Cape

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NEWS FLASH

TO THE NAPTOSA EASTERN CAPE UNION REPRESENTATIVE

Please make this communication available to ALL NAPTOSA members at your school/college/office.

OCCUPATION SPECIFIC DISPENSATION [OSD]

The ELRC Collective Agreement 1 of 2008 introduces a new salary and career dispensation for the education profession. The agreement outlines the broad principles of OSD and the annexures provide the full detail necessary for the full implementation of the system. This article provides an overview of the contents of the documentation. The agreement together with the annexures is in excess of 260 pages in length. Members are urged to read the full documentation. This can be obtained from our web site the address is on the news flash letterhead.

ELRC COLLECTIVE AGREEMENT 1 OF 2008: OSD

The agreement was signed on 3 April 2008 and encompasses all educators in the education profession. Whilst it is an agreement it has a flavour of its own in that some aspects of the agreement are for immediate implementation yet for the other aspects it allows for further negotiations and or deliberations for refinement.

OSD may be divided into two parts viz:

1. (i) A New Salary:

On translation to the OSD scales, the agreement allows for *all educators* to receive a salary increase of *at least 4%*. However this percentage is not the same for all educators as the majority of educators will receive an increase of between 4,6% and 5%.

(ii) Career Dispensation:

This dispensation includes both school-based and office-based educator.

For school based educator, there are three streams identified and approved. These being :

- (a) The General Classroom Educator.
- (b) The Specialist Educator- Teaching and Learning Specialist and the Senior Teaching and Learning Specialist; and
- (c) The School based Management including Education Management Services (EMS).

NB: EMS applies to deputy principals and principals and does not apply to heads of departments and principals who receive an allowance for performing the duties of a principal.

For the office-based educator, two streams are available:

- (a) The Specialist stream- Education Specialist; Senior Education Specialist; Deputy Chief Education Specialist and Chief Education Specialist.
- (b) The Management stream- Education Institution Manager-EIM (Circuit Manager) and Head of District (not dealt with in this Agreement). The two above-mentioned streams will form part of the EMS (Office-based).

2. Items for Further Negotiation:

The agreement allows for further refinement and or negotiations on other aspects of OSD. These will be referred to Council and hopefully be completed by June of 2008. Among others the following aspects form an integral part of discussions:

Recognition of Experience; Performance evaluation; EMS performance contract; Implementation dates for salary progression; Appointment requirements for each category of educator; Promotion requirements; Salary ranges; Job descriptions for school- and office-based educators; etc

So, OSD is not just about salaries!!!

Translation Tables 2-7 will be posted to members as it is too bulky for faxing!

ELECTIONS 2008: PLEASE NOTE THE AGM DATE VENUE AND TIME FOR YOUR BRANCH AND AVAIL YOURSELF!!

A note on how elections will be conducted is included in the post

P C DUMINY
PROVINCIAL CHIEF EXECUTIVE OFFICER