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Enquiries: Call Centre

Strategic People Management Minute: 0002/2020

To: Deputy Directors-General, Chief Directors, Directors, Deputy Directors, Heads: Curriculum Support, Circuit Managers, Principals and Heads of educational institutions

Subject: Training and implementation of the Quality Management System (QMS) for school-based educators

1. An agreement on the QMS for school-based educators was finalised during 2019 as Collective Agreement Number 2 of 2014 at the Education Labour Relations Council (ELRC).
2. The purpose of the agreement, among others, is to enhance educator efficiency, effectiveness and professional accountability.
3. The QMS has streamlined and rebranded the Integrated Quality Management System (IQMS). It was collaboratively developed in the ELRC by the Department of Basic Education and teacher unions to measure the performance of educators in line with their respective roles and responsibilities.
4. An addendum to the collective agreement, signed on 10 September 2019, states that:
 - 4.1 Training and capacity building of all users of the QMS will be conducted from January 2020 until December 2020; and
 - 4.2 Full implementation of the QMS will commence January 2021.
5. During 2020, all schools are required to continue with the implementation of the current IQMS as informed by ELRC Collective Agreement Number 8 of 2003.
6. The Western Cape Education Department will nominate officials, with training expertise and facilitation skills, at Head Office and district level as well as circuit managers to serve as QMS facilitators in the national and provincial training teams.
7. A training schedule will be provided to all schools via their district offices and will be conducted between April and September 2020.

8. The QMS Collective Agreement and its Addendum are available on the ELRC website and can be downloaded using the links below:
 - 8.1 QMS Collective Agreement:
<https://www.elrc.org.za/sites/default/files/documents/CA%20of%202014-compressed.pdf>
 - 8.2 QMS Addendum:
<https://www.elrc.org.za/sites/default/files/documents/Addendum%20to%20CA%20of%202014.pdf>
9. Please note that the QMS Collective Agreement does not apply to school-based education therapists and psychologists. These officials will continue using ELRC Collective Agreement Number 4 of 2005 until further notice.
10. Kindly bring the content of this minute to the attention of all staff under your supervision.

SIGNED: LJ ELY

DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES

DATE: 2020-02-11