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Enquiries: Call Centre

Strategic People Management Minute: 0007/2020

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 amended Collective Agreement No. 2 of 2020 on the Quality Management System for school-based educators

1. Strategic People Management Minute 0002/2020 dated 11 February 2020 which dealt with the "Training and implementation of the Quality Management System (QMS) for school-based educators", refers.
2. Due to the Covid-19 pandemic and social interaction restrictions placed during the various alert levels, the training of school-based educators in the QMS could not proceed as planned for 2020.
3. In the interim, parties to the Education Labour Relations Council (ELRC) agreed that Collective Agreement No. 2 of 2014 be repealed and replaced on 17 September 2020 with an amended Collective Agreement No. 2 of 2020 on the QMS for school-based educators.
4. The amended agreement adopts a phased-in approach to the implementation of the QMS as follows:
 - 4.1 The agreement will be implemented for principals from 01 January 2021 and for all other school-based educators from 01 January 2022.
 - 4.2 Training and capacity building of users of the QMS must be conducted as follows:
 - a) Principals: October–December 2020; and
 - b) All other school-based educators: January–December 2021.
5. The Integrated Quality Management System will still be applicable for educators on post levels 1–3 during 2021 as the full implementation of the QMS for all educators will take place from January 2022.

6. All school-based educators and circuit managers must note amended QMS Collective Agreement No. 2 of 2020 and its time frames for training and phased-in implementation.
7. Principals must sign a work plan agreement with their circuit managers at the beginning of each year, commencing January 2021.
8. In the light of the current Covid-19 environment and to contain costs, the Western Cape Education Department will primarily conduct online training and capacity building on the QMS, where possible.
9. A copy of the QMS Collective Agreement No. 2 of 2020 is available on the ELRC website and can be downloaded through the link below:
https://www.elrc.org.za/sites/default/files/documents/QMS%20for%20School%20Based%20Educators_compressed.pdf
10. Please note that the amended QMS agreement does not apply to school-based education therapists and psychologists. These officials will continue to use ELRC Collective Agreement No. 4 of 2005, until further notice.
11. The letter from the Department of Basic Education, dated 01 October 2020, in this regard, is attached for ease of reference.
12. It will be appreciated if this communication on the QMS is brought to the attention of all relevant officials.

SIGNED: LJ ELY

DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES

DATE: 2020-10-16