



basic education

Department:
Basic Education
REPUBLIC OF SOUTH AFRICA

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Dear Mr Schreuder

TRAINING AND IMPLEMENTATION OF THE AMENDED COLLECTIVE AGREEMENT NUMBER 2 OF 2020 ON QUALITY MANAGEMENT SYSTEM FOR SCHOOL-BASED EDUCATORS

The Director-General's correspondence on the Quality Management System (QMS) for school-based educators of 04 December 2019 has reference.

It is acknowledged that training of school-based educators on the QMS could not proceed as planned for 2020 due to the COVID-19 pandemic.

In the interim, parties to the Education Labour Relations Council (ELRC) agreed that Collective Agreement No. 2 of 2014 be repealed and replaced with an amended Collective Agreement No. 2 of 2020 on the QMS for school-based educators.

The amended agreement adopts a phased-in approach to the implementation of QMS as follows:

- a. The agreement will be implemented for Principals from 01 January 2021 and for all other school-based educators from 01 January 2022; and
- b. Training and capacity building of users of the QMS must be conducted as follows:
 - i. Principals: October – December 2020; and
 - ii. All other school-based educators: January - December 2021.

The Integrated Quality Management System (IQMS) 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.

In view of the above, Provincial Education Departments are expected to:

- a. Review and re-align their management plans for training of school-based educators on the QMS in partnership with teacher unions;
- b. Inform provincial officials responsible for QMS training, including Circuit Managers and all schools of the amended QMS Collective Agreement and its time frames for training and phased-in implementation; and
- c. Ensure that principals sign a work plan agreement with their immediate supervisors or Circuit Managers at the beginning of each year commencing in January 2021.

In the light of the current COVID-19 environment and in order to contain costs, it is advisable that training and capacity building programmes on the QMS be undertaken through virtual platforms where possible.

A copy of QMS Collective Agreement Number 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

Further information on QMS operational matters will be communicated through your representative in the Heads of Education Departments Committee subcommittee for Quality Assurance and Skills Development.

Please note that the amended QMS 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.

It will be appreciated if this communication on the QMS is brought to the attention of all relevant officials in your province.

Yours sincerely



MR HM MWELI
DIRECTOR-GENERAL
DATE: 01 OCTOBER 2020