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Strategic People Management Minute: 0005/2023

To: Deputy Directors-General, Chief Directors, Directors, Deputy Directors, Circuit Managers, Heads: Management and Governance, Heads: District Curriculum Support, Heads: District Learner Support, Principals and school-based education therapists, counsellors and psychologists

Subject: Implementation of Collective Agreement No.2 of 2022: The Quality Management System (QMS) for school-based education therapists, counsellors and psychologists employed in terms of the Employment of Educators Act

1. On 23 November 2022, the new Collective Agreement No.2 of 2022 on the Quality Management System (QMS) for school-based education therapists, counsellors and psychologists employed in terms of the Employment of Educators Act, 1998 (Act 76 of 1998), was finalised at the Education Labour Relations Council.
2. The purpose of this agreement, among others, is to eradicate the previous performance management challenges experienced in the implementation of Collective Agreement No. 4 of 2005, dated 31 March 2005, and to enhance the efficiency, effectiveness and accountability of these school-based professionals.
3. The streamlined and rebranded QMS intends to provide mechanisms for evaluating and supporting therapists, counsellors and psychologists, considering the context within which they operate.
4. Collective Agreement No.2 of 2022 (Annexure A) is attached for dissemination to all school-based therapists, counsellors and psychologists.
5. Implementation of Collective Agreement No.2 of 2022 is with effect from 01 January 2023.
6. The Western Cape Education Department will communicate the training management plan and related implementation information to all affected stakeholders in due course.
7. Kindly bring the contents of this minute to the attention of all school-based therapists, counsellors and psychologists under your supervision.

SIGNED: LJ ELY
DEPUTY DIRECTOR-GENERAL: CORPORATE SERVICES
DATE: 2023-02-20

