



The Education Labour Relations Council (ELRC) is established in terms of Section 37 (2) of the Labour Relations Act of 1995 as amended, whose responsibilities include: •the maintenance and promotion of labour peace •the prevention and resolution of labour disputes and •the promotion of collective bargaining in the Public Education Sector. The ELRC invites skilled individuals to apply for appointment as independent contractors to function as intermediaries.

ELRC INVITATION FOR PART-TIME INTERMEDIARIES (INDEPENDENT CONTRACTORS) IN ALL NINE PROVINCES

N.B. Appointment is subject to the signing of a service level agreement (SLA) with Council/ No work will be guaranteed by the signing of the SLA) /Fees payable will be in terms of the SLA. Applicants must not be in full-time employment.

REQUIREMENTS

These must be persons or category or class of persons who are competent to be appointed as intermediaries: Section 170A (4) of the Criminal Procedure Act, 1977 as amended by Government Notice No. R. 663 of 14 July 2017 as follows:

- (i) Medical practitioners who are registered in terms of section 17 of the Health Professions Act, 1974 (Act No. 56 of 1974) and against whose names the speciality of-
 - (aa) paediatrics; or
 - (bb) psychiatry,are registered.

- (ii) Clinical, counselling or educational psychologists who are registered in terms of section 17 of the Health Professions Act, 1974 (Act No. 56 of 1974).
- (iii) Family Counsellors who are appointed under section 3(1) of the Mediation in Certain Divorce Matters Act, 1987 (Act No. 24 of 1987), and who are or were-
 - (aa) clinical, counselling or educational psychologists as determined in item (ii);
 - (bb) social workers as determined in item (iv);
 - (cc) educators as determined in item (v); or
 - (dd) child and youth care workers as determined in item (vi)
- (iv) Social workers who are registered in terms of section 17 of the Social Services Act, 1978 (Act No. 110 of 1978), and who have at least two years' experience in social work.

- (v) Educators as defined in section 1 of the South African Schools Act, 1996 (Act No. 84 of 1996), who-
 - (aa) have obtained a minimum post matriculation teacher's education qualification of three years at a recognized tertiary educational institution;
 - (bb) have at least three years' experience in teaching; and
 - (cc) are registered in terms of section 21 of the South African Council for Educators Act, 2000 (Act No. 31 of 2000), and include former or retired educators, who comply with paragraphs (aa) and (bb), and whose names have not been removed from the register in terms of section 23(1) of the South African Council for Educators Act, 2000.

- (vi) Child and youth care workers who have-
 - (aa) obtained a minimum post Matriculation education qualification of three years at a recognized tertiary educational institution in child and youth care; and
 - (bb) at least three years' experience in child or youth care.

Knowledge of legislation and regulations pertaining to public service and administration;

Knowledge of trauma and developmental stages of children;

Knowledge of legal terms, terminology and understanding of Human Rights, Domestic Violence Act, Criminal Procedure Act.

A driver's license (as the work will involve travelling to different provinces)

Previous experience as a Court Intermediary exposed to court procedure, court etiquette, legal terms and terminology and functions of courts will be an added advantage.

Applicants must please indicate their language proficiency level in English, Afrikaans and any other indigenous language (s). **Language proficiency testing will be conducted during the interviews.**

KEY PERFORMANCE AREAS

Provide intermediary services to learners during arbitration processes where a child is either a witness or victim in a professional and efficient manner

Provide specialized child language services

Assist the children to testify with the aid of anatomically-detailed dolls

Provide intermediary services to witnesses after testifying

SKILLS AND COMPETENCIES

Knowledge of child development

Communication and empathetic skills (with children and traumatized witnesses)

Knowledge of Trauma

Interpersonal relations skills;

Interpersonal relations skills;

Customer focus and responsiveness

Administrative skills

Computer literacy

DAILY RATE: R 1500, 00 per day

Closing date for applications: **Friday, 06 July 2018.**

Interested candidates can forward their applications including a covering letter and comprehensive CV, certified copies of qualifications, Basic/Advanced intermediary certificate of proof and identity document marked confidential for the attention of: The General Secretary: ELRC, Private Bag x126, Centurion, 0046 or hand-deliver them to ELRC Building, 261 West Avenue, Centurion, Pretoria, 0046 or email to intemediaries@elrc.org.za

No faxed applications will be accepted.

Enquiries for the above-mentioned applications must be directed to Matlose Moela, the Senior Manager: Dispute Management Services @ (012) 663 7446 or 060 560 2536.

NB: Induction Training will be provided to the successful intermediaries by the Council.