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LIMPOPO

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NUUS IN DIE BRANDING 7 / 2015

Provinsiale Sekretaris / <i>Provincial Secretary</i>	Voltydse Vakbondverteenvoerder / <i>FSS</i>
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VAKANSIE EN PAASGROETE HOLIDAY AND EASTER GREETINGS



Sowaar, dis die einde van kwartaal 1 van 2015! Die SAOU (Limpopo) bring hulde aan al ons lede vir hulle harde werk gedurende hierdie kwartaal. Daar was, en is nog steeds, baie uitdagings in Limpopo se onderwysstelsel. So ook was daar, en ongelukkig gaan daar nog steeds wees, frustrasies met die Departement van Onderwys: Limpopo rakende aanstellings, uitstaande betalings, diensvoordele ens. Daar was ook baie skommeling in die departement self, die afsterwe van die LUR in Januarie, die vertrek van die Administrateur, die onsekerheid oor die permanensie van die leierskorps in die departement, en so kan baie kwellinge nog genoem word.

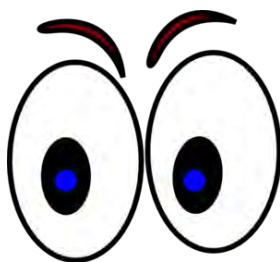
Maar kom ons staan vir 'n oomplik stil en verheug ons in dit wat ons oor 'n paar dae gaan vier: Paasfees. Dit is sekerlik een van die belangrikste feeste op elke Christen se kalender. Mag elke SAOU lid en sy/haar gesin die krag en verlossing van Jesus Christus ervaar in hierdie Paasfeesseisoen. As daar lede is wat op die pad gaan wees, bestuur asseblief versigtig en kom veilig tuis met jou gesin. Ons het elkeen van julle nodig om ons te help om die wa aan die anderkant van die drif te kry. Paasgroete!

Wow, it's the end of the first term for 2015! The SAOU (Limpopo) wants to pay tribute to all our members for their diligence and hard work in this term. There was, and still are, many challenges in Limpopo's educational system. There also were many frustrations with the Department of Education, and yet there will still be more concerning appointments, arrear payments, service benefits, etc. There were also a lot of upheaval in the department itself, the passing of the MEC in January, the exit of the Administrator, the uncertainty of the permanency of the leaders in the department, and so forth.

But, let us become still and think about what we are going to celebrate in a few days' time: Easter. Certainly one of the most important events on the annual calendar of every Christian. May each and every SAOU member and his/her family experience the power and salvation of Jesus Christ in this Easter season. If members will be travelling, please drive safely and arrive safely back home. We need each of you to help us pull this cart through the stream. Easter greetings!

TERUGBLIK OOR 1^{STE} KWARTAAL VAN 2015

REVIEW ON 1ST TERM OF 2015



SAOU INTERAKSIE MET DEPARTEMENT VAN ONDERWYS **SAOU INTERACT WITH DEPARTMENT OF EDUCATION**



Die SAOU Limpopo het vanaf Februarie 2015 'n staande, maandelikse afspraak met mev Broderick, die Senior Algemene Bestuurder: Korporatiewe Dienste van die Departement van Onderwys in Limpopo. Hierdie vergadering bied aan die SAOU (Limpopo) die geleentheid om sloersake op 'n hoë vlak onder die Departement se aandag te bring. Die volgende sake is reeds hanteer:

1. Posvoorsiening van 2014
2. Nie-betaling van nasieners en eksamen assistente
3. Koshuisdiensfooie vir 2015
4. Aanstelling van Afrikaanssprekende merkers in alle vakke vir Senior Sertifikaat eksamen
5. Handboekverspreiding in provinsie

The SAOU (Limpopo) has established monthly interaction with Ms Broderick, Senior General Manager: Corporate Services of the Department of Education: Limpopo from February 2015. These meetings provide a platform for the SAOU (Limpopo) to address the dragging matters with the Department on a high level. During the February meeting the following matters were placed on the table:

1. Post provisioning for 2014
2. Non-payment of markers and exam assistants (2014)
3. Hostel duty fees for 2015
4. Appointment of Afrikaans speaking markers for all subjects in the Senior Certificate exams
5. Textbook distribution in the province

JAARPROGRAM VIR 2015 **YEAR PLAN FOR 2015**



Lede se aandag word op die volgende belangrike datums vir die res van 2015 gevestig.

Inligtingsvergaderings:

Die SAOU (Limpopo) beplan inligtingsvergaderings vir 2015. Hierdie vergaderings moet veral bygewoon word deur skoolverteenwoordigers, maar alle SAOU lede is welkom. Die agendas en tydskedules sal nader aan die datums deurgegee word

- 6 Mei 2015 – Nylstroom (Modimolle)
- 10 Junie 2015 – Pietersburg (Polokwane)
- 6 Augustus – Tzaneen (Mopani)

Bemagtiging:

- 17 Junie 2015 – Beginneronderwysers – Potgietersrus (Mokopane)
- September 2015 – Admin personeel – (Datum en plek sal nog deurgegee word)

Members are required to familiarize themselves with the following important dates on the SAOU (Limpopo) calendar for 2015:

Information sharing:

The SAOU (Limpopo) is planning information sharing opportunities with members in 2015. School representatives are especially required to attend, but all members are welcome. The agendas and timeframes will be forwarded timeously.

6 May 2015 – Nylstroom (Modimolle)

10 June 2015 – Pietersburg (Polokwane)

6 August 2015 – Tzaneen (Mopani)

Empowerment:

17 June 2015 – Beginner teachers – Potgietersrus (Mokopane)

September 2015 – Admin staff – (Date and venue will be forwarded later)

SENTRALE AANMELDINGSREGISTER **CENTRAL REPORTING REGISTER**



Daar is besluit om 'n sentrale register te hou van al die onafgehandelde ledesake wat tans by die verskillende distrikte of hoofkantoor van die departement lê. Ter wille van eenstemmigheid word die prosedure van aanmelding van kwessies rakende diensvoordele en salarisse kortliks verduidelik:

Stap 1:

SAOU lede wat enige veranderinge of onduidelikhede op hulle salarisstrokie opmerk, moet dit onder die aandag van die SAOU skoolvertegenwoordiger by daardie betrokke skool bring. Indien daardie persoon nie beskikbaar is nie, moet dit onder die aandag van die skoolhoof gebring word. Veranderinge by lede se salarisse, aanstellingsdatums, opgehoopde en/of enige ander verlof, mediese subsidie of behuisingstoelaag of enige snaakse aftrekkings, moet op 'n amptelike verwysingvorm na die betrokke kring en/of distrik geneem word. Dit is belangrik dat bewyse van inhandiging, m.a.w. datums, wie het dit ontvang, by watter afdeling is dit ingegee, bewaar moet word. Enige telefoniese en/of persoonlike gesprekke met betrokke departementele amptenare moet ook gerekordeer word, veral die persone se name en titels wat daarby betrokke is. Hierdie papierspoor is belangrik indien verdere aksies vereis word.

Stap 2:

Indien daar geen duidelike vordering aangaande die saak gemaak is na drie (3) maande nie, moet die provinsiale kantoor van die SAOU (Limpopo) gekontak word, m.a.w. Antoon Coetsee of Wilma Henn (Sien kontaknommers bo-aan nuusbrieff). Die lid rapporteer die geval d.m.v. die

amptelike aanmeldingsvorm (Sien SAOU Webblad vir aangewese vorm) via faks of epos. Die papierspoor bewyse moet dit vergesel. Die SAOU (Limpopo) sal dan namens die lid alle onderhandelinge met die departement oorneem. Sodra die unie namens die lid begin optree, word daar nie meer van die lid, verteenwoordiger of hoof verwag om ook navrae aan die departement te rig nie. Die lid se saak word op die sentrale aanmeldingsregister geplaas en indien daar steeds nie gewenste vordering is nie, word dit by bogenoemde vergadering ter tafel gelê (Sien SAOU interaksie met Departement). Terugvoer na lede rakende individuele gevalle sal via epos of telefoongesprek plaasvind.

Dit is ook belangrik om in gedagte te hou dat die amptenare van die SAOU nie daaglik met dieselfde sake besig is nie. Opvolgbesoeke na distrikte word maandeliks vooruit beplan. Daar word 'n beroep op lede gedoen wie se name op die register verskyn om die amptenare van die SAOU (Limpopo) in kennis te stel indien regstellings en/of betalings ontvang word sodat daardie name van die register verwyder kan word.

A decision was taken to keep a central reporting register of unresolved issues of SAOU members. In order to ensure conformity, the procedure of reporting issues concerning service benefits and salaries are briefly outlined:

Step 1:

SAOU members noticing any changes or strangeness on their salary advice slips must inform their SAOU School Representative immediately. If the school rep is not available, it must be brought to the attention of the principal. Changes to salaries, appointment dates, capped and/or other leave, medical subsidies, housing allowances or any strange deductions, must be submitted to the nearest circuit or district office on an official reporting form. It is important that proof of submission, i.e. date, who received it (signature), which unit, etc. is kept. Any phone and/or personal conversations with the department must also be recorded, especially the names and positions of officials that were involved. This paper trail is important when further action is needed.

Step 2:

When there is no noticeable progress with the issue after three (3) months, members must contact the provincial office of SAOU (Limpopo), i.e. Antoon Coetzee or Wilma Henn (See contact details in header of newsletter). Members report the matter on the official reporting form (See SAOU webpage for applicable form) via fax or email. Include all proof and paper trails. The SAOU (Limpopo) will then take over the matter on behalf of the member and liaise with the department for resolution thereof. As soon as the matter is taken on by the SAOU (Limpopo), all interaction between the member, school rep and/or principal must cease. The member's issue is recorded in the central reporting register and if there is still no joy regarding the matter, it will be placed on the agenda of the meeting as mentioned above (See SAOU interact with Department). Feedback regarding individual matters will be given via emails or telephonically to affected members.

It is very important to keep in mind that the SAOU officials are not occupied with the same cases daily. Visits to districts are planned in advance (monthly). We request from members whose names are in the register, to inform the officials of the SAOU (Limpopo) of any payments and/or corrections made by the Department so that those cases can be removed from the register.

PENSIOEN SAKE
PENSIOEN MATTERS



Koebai, ek waai!!!!

CHEERS, DEARS!!!

Die afgelope drie maande is daar in meer as een geval oproepe ontvang van lede wat op 'n sekere datum wil aftree, net om etlike maande daarna te hoor daardie spesifieke datum word nie deur die departement aanvaar nie. Dit kom veral voor by lede wat voortydig wil aftree of bedank. Die wet (PAM) bepaal dat indien 'n werknemer die diens van die werkgewer wil verlaat, m.a.w. wil bedank of voortydig aftree, moet die werkgewer 3 maande vooraf kennis gegee word. Die Departement van Onderwys: Limpopo verwag egter van werknemers om ten minste vyf (5) maande voor die beplande datum van diensverlating, die departement in kennis te stel van die voorneme om uit diens te tree. Daar moet glo redes aangevoer word oor hoekom die betrokke werknemer die diens wil verlaat op daardie bepaalde datum. Dit berus dan by die hoof van die Departement van Onderwys: Limpopo om toestemming te gee of daardie persoon op daardie datum mag aftree of bedank nadat hy/sy die impak daarvan op die betrokke skool ondersoek het. Dit is die teorie, en al is dit strydig met die PAM, word lede aangeraai om hiervan kennis, en in oorweging, te neem. Die versekering is van die betrokke amptenaar verkry dat bankstempels nie sal verval en sodoende die proses vertraag nie. Lede wat uit diens wil tree, word aangeraai om hulself gedurig op hoogte te hou met waar hulle dokumente is. Indien lede meer wil weet oor die proses, is hulle welkom om kontak te maak met mnr Gerard de Beer by Generaal Piet Joubert Skool in Polokwane by 015–295 9265, hy is goed vertrouwd daarmee.

Lede wat moet aftree op 65 jaar, word egter die vergunning gegee om die betrokke dokumentasie drie (3) maande voor die aftreedatum by hulle kring of distrikskantoor in te handig. Diesulkes kan ook met mnr Gerard de Beer kontak vir inligting rakende die proses.

In the recent three (3) months, the SAOU (Limpopo) had more than one call concerning members who wanted to retire on a certain date, only to receive a letter from the department months later informing them that the department does not give them permission to retire or resign at that specific date, but rather on a later date. This occurred in instances where members wanted to take early retirement or wanted to resign. The law (PAM) specifically states that an employee of the state must give the employer three (3) months' notice when he/she wants to retire prematurely or wants to resign. The Department of Education: Limpopo, however, expects employees to give at least five (5) months' notice in the event of early retirement or resignation. Such an employee must apparently motivate the decision to retire or resign on a specific date. The head of the Department of Education: Limpopo then has to give permission for that employee to exit the department after an impact study was done at the school where this employee is stationed. That is the theory, and although it is in contrast with the PAM, we want members to take note of and consider the above. The SAOU (Limpopo) was given the assurance by a departmental official that the bank stamp will not expire after

three months and stall the process. Members who plan to retire or resign are reminded that they must keep abreast of the progress of their documents at all times after submission to the department. Members who are interested in knowing more about this process, are welcome to make contact with Mr Gerard de Beer at General Piet Joubert School in Polokwane at 015-295 9265. He is well acquainted with the process.

Members who must retire at 65, are given permission to submit their documents three (3) months in advance at their respective circuits or district offices. Such members are also welcome to contact Mr Gerard de Beer for information regarding the process.