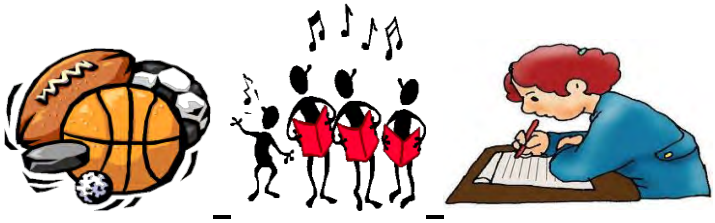
15 April 2015

NUUS IN DIE BRANDING 8 / 2015

Provinsiale Sekretaris / *Provincial Secretary*	**Voltydse Vakbondverteenwoordiger / *FSS***
Me Wilma Henn E-pos: wilmah@saou.co.za Tel: 086 072 6843 Sel: 083 407 5529 Faks: 086 670 3795	Mnr Antoon Coetzee E-pos: vvvlim@saou.co.za Sel: 083 301 4349 Faks: 086 556 4884

WELKOM TERUG
WELCOME BACK!



En so begin die tweede kwartaal van 2015! Baie van die SAOU (Limpopo) lede het die welverdiende kort vakansie breek opgeoffer om betrokke te wees by verskeie sport, akademiese en kultuur aangeleenthede wat hulle weggeneem het van hulle huise en families. Daarvoor het ons die grootste waardering! Ons dank die Vader dat almal, afrigters, onderwysers en leerders, veilig terug is by hulle skole.

Ons dink ook in diepe meegevoel terug aan die verliese wat skole, onderwysers, ouers en leerders gelei het deur geliefdes aan die dood af te staan in die eerste termyn van 2015! Mag die betrokkenes vertroosting en berusting vind.

Die tweede termyn gaan weer besig wees! Eindstryde van verskeie sportsoorte, eksamens, JNA's en selfs matriekafskeide gaan deel wees van menige SAOU lede se dagtake. Die SAOU (Limpopo) het volle vertroue in ons lede se vermoëns om al hierdie take met welslae te voltooi.

And so starts the second term of 2015! Many of the SAOU (Limpopo) members have sacrificed part of their well-earned holiday break in favour of accompanying learners on various sports, academic and cultural activities. Activities which took them away from their homes and families! We have the highest appreciation for those members. We also thank the Lord that everyone, coaches, teachers and learners have returned safely to their schools.

We also think back with deepest sympathy about the losses of loved-ones suffered by schools, teachers, learners and parents during the first term of 2015. May all of you find peace and comfort in this difficult time.

The second term is going to be a busy one! Finals of various sports, exams, ANA's and even matric farewells are on the plate for many SAOU members. The SAOU (Limpopo) has full confidence in our members' abilities to perform these tasks with distinction.

GEMS – NOMINASIE VAN FAMILIE PRAKTISYN
GEMS – NOMINATION OF FAMILY PRACTITIONER

SAOU lede word verwys na Nuusbrief 14 vanuit die Nasionale kantoor wat handel oor die nominering van jou familie praktisyn vir alle GEMS lede. Die sperdatum vir nominasies van 2 April 2015 is herroep en lede van GEMS kan dus nog sodanige nominasie deurstuur. Die SAOU (Limpopo) wil 'n beroep doen op lede om dit eerder vroeër as later te doen om sodoende te voorkom dat lede se mediese rekeninge nie vereffen word deur GEMS nie.

SAOU members are referred to Newsletter 14 from the National Office regarding the nomination of each member's family practitioner of all GEMS members. The due date for nominations was 2 April 2015, but it was repealed and members still have the opportunity to submit such nominations to GEMS. The SAOU (Limpopo) wants to appeal to such members to do the nominations if they haven't done it yet, rather sooner than later. This will minimise the possibility that members' medical accounts are not settled by GEMS.

SAOU VERGADERING MET DEPARTEMENT VAN ONDERWYS
SAOU MEETINGS WITH DEPARTMENT OF EDUCATION

Soos reeds genoem in Nuus in die Branding 7 van 2015, gaan die SAOU (Limpopo) poog om maandeliks met amptenare van die LDO te vergader om brandpunte aan te spreek. Op 26 Maart 2015 het sodanige vergadering plaasgevind en die volgende punte is bespreek:

1. Posvoorsiening 2015: Daar is genoem dat die 2015 posvoorsiening opgestel is en eersdaags aan die unies voorgelê sal word in die onderhandelingskamer. Ons het dit sterk beklemtoon dat ons verwag dat die 2015 leerdergetalle tersaaklik sal wees vir hierdie posvoorsiening, asook dat voorsiening gemaak sal word vir Administratiewe personeel en Algemene Assistente. Die LDO wou hulle nie hieroor uitlaat nie.

2. Koshuistoelae: Hieroor is daar groot verskille tussen die SAOU (Limpopo) en die LDO rakende die betaling van koshuistoelae. Volgens ons opnames vroeër die jaar is aangedui dat verskeie lede nog nie ten volle betaal is vir koshuisdiens vir verskeie periodes nie. Die LDO is "*stomgeslaan"* oor hierdie aantygings. Ons het die opnames aan hulle oorhandig en gevra dat hulle die teendeel bewys met konkrete uitdrukke.
3. Vakaturelyste: Ons het weereens gevra dat daar gereeld vakaturelyste moet verskyn, veral vir sleutelposte by skole, bv. skaarsvakke en bevorderingsposte. Die terugvoer van die departement is dat niks gedoen kan word voordat die sogenaamde "*R & R*" afgehandel is nie. Dit verwys na die plasing van botallige onderwysers wat nog steeds in die sisteem is. (Daar vind op 16 April 2015 'n vergadering plaas in die onderhandelingskamer rakende die aangeleentheid).
4. Uitstaande merkgeld: Beheerliggaamlede wat gemerk het en nog nie betaal is nie, sal hulle betalings in Meimaand kry. Volgens die departement sal geen betalings in April gemaak word wat nie salarisverband is nie. Dit het blykbaar te doen met die begroting wat eers *"loskom"* in April.
5. Opgehoopte verlof: Diegene wat bekommerd is oor hulle opgehoopte verlof soos aangedui op hulle salarisstrokies, moet persoonlik aanvra dat die LDO dit nagaan. Individue mag uitdrukke aanvra van mev Annet Fielding by die departement se kantore in Biccardstraat 33, Pietersburg.

Die volgende vergadering is geskeduleer vir 30 April 2015. Die agenda is nog nie beskikbaar nie, maar terugvoer van bogenoemde sake sal deel daarvan uitmaak.

As was mentioned in Nuus in die Branding 7 of 2015, the SAOU (Limpopo) endeavour to have monthly meetings with the LDE officials regarding matters of interest. On 26 March 2015 we had such a meeting and the following matters were discussed:

1. *Post provisioning 2015: It was mentioned that the 2015 post provisioning is drafted and will be tabled in the bargaining council. We laid heavy emphasis on the fact that we expect the 2015 learners numbers to be the guideline for this post provisioning and that we would expect the Admin staff as well as the General Assistants to be reflected on that post provisioning. The LDE didn't comment on this.*
2. *Hostel allowances: There was a great discrepancy between the SAOU (Limpopo) and the LDE. Our survey earlier this year reflected many unpaid allowances for specific periods. The reaction from the LDE was one of total disbelief. We, therefore, submitted our survey and challenged them to waylay these with concrete evidence.*
3. *Vacancy lists: We once again appealed to them for regular vacancy lists, especially for key posts at schools, i.e. scarce subjects and promotional posts. The feedback from the LDE was that nothing can be done before the finalisation of the "R & R". This relates to the matching of excess educators still in the system. (There will be a meeting in the bargaining council on 16 April 2015 in this regard.)*
4. *Arrears payments of markers: Governing body members who were markers, will only be paid in May 2015. According to the LDE, no payments will be made in April if it is not salary related. Apparently the budget for 2015 will only be "released" in April.*
5. *Capped leave: Members who are worried about their capped leave as reflected on their salary advice slips, must approach the LDE personally to ask for an audit. Printouts of capped leave may be requested from Mrs Annette Fielding at 33 Biccard Street in Polokwane.*

The next meeting is scheduled for 30 April 2015. No agenda is available yet, but feedback of previous matters will be listed on the agenda.

SUKSESVERHALE!
SUCCESS STORIES!

Dit is vir ons aangenaam om te kan noem dat die SAOU (Limpopo) net in die 1ste termyn van 2015 ten minste R613 720,00 van die LDO kon verhaal vir lede wat op die verkeerde salarisskale betaal is. Dit sluit in verkeerde assessering van kwalifikasies (REQV) en langdienserkenning. Lede by wie daar nog uitstaande sake is, kan verseker wees dat ons ook vir hulle dieselfde geveg sal opsit om sodoende ook te sorg dat hulle kry wat hulle toekom.

It is with great pleasure that we can confirm that the SAOU (Limpopo) has managed to retrieve at least R613 720,00 from the LDE for members who are paid on the wrong salary scale. This included the incorrect assessment of qualifications (REQV) and long service recognition. Members who still have unsolved cases, can be assured that we will also put up the fight for them until they are also compensated and paid what is rightfully theirs.

GELUK, MOKHUDU MACHABA!
CONGRATULATIONS, MOKHUDU MACHABA!

Me Mokhudu Machaba, 'n onderwyseres by Ngwanamago Primary School, en 'n toegewyde SAOU lid, is gekies as een van vyftien (15) onderwysers in Suid-Afrika, slegs vier (4) in Limpopo, wat deur Microsoft erken word as 'n **Microsoft Innovative Educator for 2015!** Slegs 800 onderwysers wêreldwyd verkry jaarliks hierdie erkenning. Me Machaba is nou 'n uitgesoekte lid van 'n Wêreldwye Gemeenskap wat groot sukses behaal het met onderrig in Microsoft produkte. Baie geluk Mokhudu, ons is ook baie trots op jou!!

Ms Mokhudu Machaba, a teacher at Ngwanamago Primary School, and a dedicated SAOU member, was chosen as one of fifteen (15) teachers in South Africa, only four (4) in Limpopo, recognised by Microsoft as a ***Microsoft Innovative Educator for 2015!*** *Only about 800 teachers worldwide earn this recognition annually. Ms Machaba is now a selected member of a Global Community who achieved great success in her classroom using Microsoft products. Congratulations Mokhudu, we are very proud of you as well!!*

28 – 30 APRIL 2015

Ons het verskeie navrae gehad oor gerugte wat die rondte doen dat die skole gesluit gaan wees vanaf 28 – 30 April 2015. Geen amptelike skrywes is van die Nasionale Onderwys Departement ontvang om hierdie gerugte te staaf nie. Lede word dus versoek om nie lukraak te luister na sulke gerugte nie. Die SAOU (Limpopo) raai lede dus aan om aan te meld vir diens by hulle onderskeie skole op genoemde dae. Indien daar enige skrywe ontvang word van die DvBO wat die teendeel bevestig, sal lede vroegtydig ingelig word.

We have received many enquiries regarding the dates 28 – 30 April 2015. Rumours are circulating that those days will be school holidays. No official instructions/memorandum has been received from the National Department of Education to support these rumours. Members are, therefore, requested not to adhere to these rumours. The SAOU (Limpopo) are appealing to members to report for normal duties at their respective schools on these days. Should we receive any communication from the DBE to confirm the contrary, we will inform members timeously.