

Postevoorsiening 2016

1. Die Provinsiale Uitvoerende Raad van die SAOU (OK) het op Vrydag, 6 November 2015, die Posvoorsiening vir 2016 bespreek.
2. Die SAOU (OK) verwerp die 2016-postevoorsiening soos verklaar deur die LUR vir Onderwys, sowel as die verspreiding van die verklaarde poste deur die Oos-Kaapse Onderwysdepartement. Die SAOU (OK) het beswaar aangeteken tydens beide konsultasieprosesse, maar die besware is geïgnoreer. Die LUR het selfs die advies van die Oos-Kaapse Onderwysadviesraad van 7 Augustus 2015 in hierdie verband geïgnoreer.
3. Die redes vir hierdie drastiese stap is die volgende:
 - a. Die LUR het nie die wetlik aanbevole teikendatum van 30 September gehaal om skole individueel in te lig oor hul postevoorsiening nie.
 - b. Leerlinggetalle in die Oos-Kaap het gestyg en die begrotingstoewysing het gestyg, maar die LUR het die getal onderwysers met meer as 'n 1000 gesny.
 - c. Daar word afgewyk van die voorgeskrewe Morkelverspreidingsmodel. Ongeveer 4000 poste is nie deur die model versprei nie, maar word individueel versprei volgens behoefte. Dit skep die geleentheid vir onregverdige en onreëlmatige verspreiding van poste.
 - d. Dit wil voorkom asof skole in kwintiel 4 en 5 die meeste benadeel word deur die huidige verspreidingsplan.
 - e. Leerders gaan uiters negatief benadeel word, want hierdie besnoeiing van poste affekteer kurrikulumvoorsiening en – dekking.
 - f. Skole sal in die toekoms minder vakke kan aanbied.
 - g. Die arbeidsmark word gedestabiliseer, want hierdie aksies deur die LUR en die Oos-Kaapse Onderwysdepartement skep onsekerheid en demotiveer onderwysers wat moontlik deur herontplooiing geaffekteer word.
 - h. Die Departement onderpresteer jaarliks ten opsigte van die vul van toegekende poste.
 - i. Pasaangestelde onderwysers op alle

Post Provisioning 2016

1. The Provincial Executive Council of the SAOU (EC) met on Friday, 6 November 2015, to discuss the 2016 Post Provisioning.
2. The SAOU (EC) rejects the 2016 Post provisioning as declared by the MEC for Education as well as the distribution of the declared posts by the Eastern Cape Department of Education. The SAOU (EC) voiced its dissatisfaction of the process at the consultation meetings but these were ignored. The MEC also chose to ignore the advice of the Eastern Cape Education Advisory Council held on 7 August 2015 regarding this matter.
3. The reasons for this drastic step are as follows:
 - a. The MEC did not adhere to the lawfully recommended declaration date of 30 September to inform schools individually of their PPN.
 - b. Learner numbers as well the budget allocation for education for the Eastern Cape have increased but the MEC still chose to decrease posts by more than 1000.
 - c. We believe that there has been deviated from the Morkel Model. Approximately 4000 posts were not included in the model and will be individually distributed according to declared needs. This we believe creates the opportunity for unfair and irregular distribution of these posts.
 - d. It will appear as if Quintile 4 and 5 schools have been disadvantaged the most in this distribution plan.
 - e. Learners will be extremely negatively influenced because the decrease of posts will certainly affect curriculum delivery and coverage.
 - f. In future schools will have to offer fewer subjects.
 - g. The labour market will be destabilized because the actions of the MEC and the Eastern Cape Education Department will create insecurity and further de-motivate teachers who will be affected by redeployment.
 - h. As it is the Education Department struggles to fulfil its obligations of filling vacancies
 - i. Newly-appointed teachers on all post

<p>posvlakke word die meeste geaffekteer deur hierdie posbesnoeiings.</p> <p>4. Die pad vorentoe:</p> <ol style="list-style-type: none"> a. Die SAOU (OK) is besig om regsadvies in te win om hierdie onreëlmatige prosesse te stuit, indien moontlik selfs voor die finale postevoorsieningskale vrygestel word. b. Die SAOU (OK) wil lede die versekering gee dat hulle op hoogte van sake gehou sal word, asook geadviseer sal word ten opsigte van hul regte en verantwoordelikhede in hierdie verband. 	<p>levels will be affected the most by these post decreases.</p> <p>4. The way forward:</p> <ol style="list-style-type: none"> a. The SAOU (EC) is in the process of obtaining legal advice to halt these irregular processes. Hopefully this can be done before the issuing of final PPNs. b. The SAOU (EC) wishes to ensure its members that they will be kept abreast of all developments and will be advised of their rights and responsibilities in this regard.
<p><i>Die SAOU - Gee die pas aan</i></p>	<p><i>The SAOU - Setting the pace.</i></p>