



## POST PROVISIONING 2016

### ➤ Management Plan

During the meeting with the ELRC on 30 November 2015 the current Management Plan was discussed as part of the Departmental Memorandum dated, 21 November 2015. The SAOU voiced its dissatisfaction that no consultation took place with regards to the Management Plan. The challenge with the late distribution of the final Post Provisioning to schools, in relation to the unfair time frame set by the employer for the identification of excess educators, was questioned. The decision was taken during the meeting that the Management plan was only seen as a concept/preliminary Management Plan. It is therefore not compulsory for schools to submit the names of excess educator to the Department of Education before Friday, 4 December 2015!

Conciliation will take place on Monday, 7 December 2015 to determine the true status of the Management plan, and thereafter on the 8 December 2015 it will be confirmed at the ELRC. The SAOU will keep schools informed.

### ➤ Litigation

We appreciate all the schools that took part in the survey as this will assist the SAOU in taking steps that will benefit our members and our schools. All options are currently taken into consideration and follow-up discussions will take place shortly between the parties concerned to determine the most effective action – litigation is not excluded.

## POSTEVOORSIENING 2016

### ➤ Bestuursplan

Tydens die vergadering in die Provinsiale RAVO op 30 November 2015 is die huidige Bestuursplan as deel van die Departementele Memorandum gedateer, 21 November 2015, onder bespreking geneem. Die SAOU het beswaar aangeteken teen die feit dat daar nie oor die inhoud gekonsulteer is nie. Die uitdaging t.o.v. die laat uitreiking van die finale PPN aan skole teenoor die onbillike tydram deur die werkgewer gestel vir die identifisering van botallige opvoeders, is bevraagteken. Die besluit is geneem tydens die vergadering dat die Bestuursplan slegs beskou sal word as 'n konsep/voorlopige Bestuursplan. Skole is daarom nie verplig om voor Vrydag, 4 Desember 2015 die name van botallige opvoeders aan die werkgewer te voorsien nie!

Konsiliase vind op Maandag, 7 Desember 2015 plaas ten einde die werklike status van die Bestuursplan te bepaal waarna dit op 8 Desember 2015 in die RAVO bevestig sal word. Die SAOU sal skole ingelig hou.

### ➤ Litigasie

Ons dank aan skole wat deelgeneem het aan die opname proses ten einde ons te help om die beste pad vorentoe vas te stel vir ons lede en skole. Alle opsies word tans oorweeg en opvolg samesprekings vind eersdaags plaas tussen alle belanghebbende partye om die mees gepaste optrede te bespreek - litigasie is nie uitgesluit nie.