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## Nuusbrief / Newsletter

### NUUSBRIEF 53 NEWSLETTER

17/11/2015

#### JNAs

#### Jongste nuus voortspruitend uit mediasieproses

#### ANAs

#### Latest news emanating from mediation process

Soos lede bewus is, is die SAOU saam met ander onderwysvakbonde sedert 2 November 2015 betrokke by 'n mediasieproses na aanleiding van die grootskaalse dispuut wat ontstaan het deur en tussen die DBO (en 9 provinsiale onderwysdepartemente) na aanleiding van die eensydige besluit van die Komitee van Onderwysministers om die JNA af te neem op 1 tot 4 Desember 2015.

Die onderwysvakbonde en die DBO was weer op 16 November 2015 gewikkel in 'n mediasiesessie met die doel om 'n aanvaarbare skikking te bereik. Meegaande hieronder (sien gedeelte onder opskrif, *The Parties To Council Therefore Agree As Follows*) die voorgestelde skikkingsooreenkoms (**let wel dit is nog nie 'n formele ooreenkoms nie**).

Die SAOU se beredenering ten opsigte van die onderskeie paragrawe is soos volg:

1. Algemeen: Dit is duidelik dat die DBO besef dat die tyd vir 2015 uitgeloop het en dat dit nie meer moontlik is om die JNAs gedurende hierdie jaar te skryf nie. Die fokus sal wees op 2016.
2. Para 1: Die JNA sal nou deur elke skool volgens eie diskresie tydens die eerste kwartaal van 2016 gedoen kan word, bv dit kan deel van klasbesprekings wees, klastoetse, formele toets, ens. Daar is geen verpligting hoegenaamd om terugvoering aan die departement te lever nie buiten om te bevestig dat dit volgens eie professionele diskresie hanteer is en dat 'n diagnose van probleemareas gemaak is.
3. Para 2: Die verwagting is dat die verifiérings JNA ("Sample ANA") voor die algemene JNA soos omskryf in Para 1 sal moet plaasvind aangesien 'n skool wat die "sample" doen, nie die algemene JNA hoef te skryf nie. Die relevante inligting tot die verifiérings JNA is soos volg:
  - a. Die verifiérings JNA is eintlik die sistemiese toetsing om die algemene standaard op 'n provinsiale en nasionale vlak te bepaal. 'n Sterk fokus sal veral op grade 7 en 8 wees wat nog nie aan die JNA deelgeneem het nie. Die DBO wil graag hierdie data bekom om dit met ander jare te vergelyk.
  - b. Geen administrasie sal van onderwysers vereis word nie.
  - c. 2100 skole versprei oor SA
  - d. 125 skole per provinsie, maar vir grade 7 en 8 sal 'n addisionele 50 skole per provinsie geïdentifiseer word

As members are aware, the SAOU has been involved in a mediation process with other teacher unions since 2 November 2015 as a result of the dispute that originated from the unilateral decision by the Council for Education Ministers (CEM) to write the ANAs from 1 to 4 December 2015.

The dispute was mediated again on 16 November 2015 under the guidance of a senior mediator with the aim to conclude an amicable settlement. Here below the draft agreement under the heading "*The Parties To Council Therefore Agree As Follows*". **Please note that it cannot be regarded as the final agreement.**

The SAOU's deliberation of the respective paragraphs are as follows:

1. General: It is clear that the DBE realises that it will not be possible to write the ANA during 2015. The focus will now be on 2016.
2. Para 1: The ANA will be written by every school according to their own discretion during the first term of 2016. This may entail amongst other options, the following, eg. class tests, formal tests, etc. There is no obligation to provide any feedback to the department except to confirm that the test was dealt with according to the school's own professional discretion and that a diagnosis of problem areas was made.
3. Para 2: The expectation is that the verification ANA ("Sample ANA") will be conducted prior to the general ANA as described in Para 1 above as the school that will conduct the verification ANA will not be obliged to write the general ANA. The relevant information pertaining to the verification ANA is as follows:
  - a. The verification ANA is actually a systemic test to determine the general standard of education on a provincial and national basis. A strong focus will be on grades 7 and 8 as these grades have not been subjected to ANA before. The DBE requires this data for comparison with other years.
  - b. Teachers will not be required to administer the tests.
  - c. 2100 schools distributed through SA
  - d. 125 schools per province, but for grades 7 and 8 an additional 50 schools per province will be identified
  - e. 25 learners per grade per school
  - f. Schools will only be informed about a week prior to the test to ensure that no prepping will be done.
  - g. It is expected that these tests will also only be conducted during 2016.

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| <ul style="list-style-type: none"> <li>e. 25 leerders per graad per skool</li> <li>f. Die skole sal eers ongeveer 'n week voor die afneem van die JNA verwittig word ten einde te verseker dat skole nie die JNA inoefen nie.</li> <li>g. Die verwagting is dat hierdie toetsing vroeg gedurende die eerste kwartaal van 2016 sal plaasvind.</li> </ul> <p>4. <b>Para 3:</b> Hierdie gedeelte is uiterst belangrik vir die vakbonde aangesien dit noodsaaklik is om 'n nuwe sistemiese evalueringsmodel te vestig. Die huidige JNA het ontaard in 'n algemene toets van elke leerder by elke skool wat in geheel teen die aard van 'n sistemiese model is. Die datum van 1 April 2016 is belangrik aangesien dit die partye in staat sal kan stel om tydig maatreëls te tref vir die afneem van die nuwe sistemiese evaluering gedurende 2016.</p> <p>5. <b>Para 4:</b> Die groot fokus is op die vasmaak van die addisionele 0.5% salarisprogressie, dws die vergroting van die verskil tussen onderwyspersoneel se salariskerwe van die huidige 1% na 1.5% om vergelykbaar te wees met die res van die staatsdiens. Die koste verbonde aan die 0.5% sal 'n addisionele ± R500 miljoen p.j. beloop.</p> <p>6. <b>Para 5:</b> Daar word reeds 8 jaar gespoek om die PAM (die bundel waarin al die diensvoorraarde van onderwyspersoneel vervat is) te finaliseer. Hiervolgens sal hierdie proses afgehandel wees teen 31 Januarie 2016.</p> <p>Die mediasieproses word hervat op Donderdag 19 November 2015 in Pretoria. Dit is belangrik om aan lede te rapporteer dat die 5 onderwysvakbonde (SAOU, SADOU, NAPTOZA, NATU en PEU) solidariteit aan mekaar beloof het en onderneem het om nie die ooreenkoms te onderteken indien al 5 nie met die inhoud gemaklik is nie. Die sluit van die ooreenkoms op 19 November 2015 is dus afhanklik van die instemming van al 5.</p> | <ul style="list-style-type: none"> <li>4. <b>Para 3:</b> This paragraph is important as it is vital to establish a new systemic testing model. The current ANA has evolved into a general test for every school and every learner which is not what a systemic testing model should be. The date of 1 April 2016 is important as it will enable the parties to make timeous arrangements to conduct the new systemic model during 2016.</li> <li>5. <b>Para 4:</b> The main focus is to ensure the additional 0.5% salary progression, i.e. that the difference between educators' salary notches will also be 1.5% as it applies to the rest of the public service. The cost of the additional 0.5% will amount to ±R500 million p.a.</li> <li>6. <b>Para 5:</b> The unions have been attempting for 8 years to finalise the PAM (the document that contains all the conditions of service of educators). This process will now be completed by 31 January 2016.</li> </ul> <p>The mediation process will resume on Thursday 19 November 2015 in Pretoria. It is important that members are aware that the 5 teachers' unions (SAOU, SADOU, NAPTOZA, NATU en PEU) have agreed that no agreement will be concluded unless all 5 unions are comfortable with the contents. This undertaking was done right from the advent of the current dispute in a spirit of solidarity. The formal conclusion of the agreement on 19 November 2015 is therefore not a formality.</p> |
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#### **THE PARTIES TO COUNCIL THEREFORE AGREE AS FOLLOWS:**

1. *The Annual National Assessment (for grades 1- 9) be administered and managed by each school at a time convenient and in a manner appropriate to the school. The school marks the tests at a time convenient and in a manner appropriate to the school during the first school term. The results of the tests will be for the school's own internal diagnostic purpose.*
2. *The Sampled ANA will be administered by an Independent Agent in the 2100 schools across the country. The Agent will be responsible for the administration and collection of the tests, marking of the tests and the final resulting and reporting. Teachers will not be involved in this process. In the selected schools the writing of the ANA as described in paragraph 1 above, will be optional for learners who are not part of the sample. **The Department is reluctant to release the names of the schools until the test is written to minimise the risk of the sample being compromised by prepping.***
3. *The target date for completion of the remodelling of ANA will be 1 April 2016 and that the instruments, administration and reporting of this national assessment be dictated by the agreed purpose as articulated by the parties concerned. This includes the support for teacher development through the Teacher Union Collaboration.*
4. *The Minister will lead a delegation, including union representatives, in 2015 to meet the President to persuade him to urgently expedite the appointment of the Inter-Ministerial Task Team and set the earliest feasible date to submit its report on the following issues:*
  - 4.1. *0.5% pay progression;*
  - 4.2. *The Quality Management System;*
  - 4.3. *The Draft Collective Agreement: Salary Structure and Career Pathing;*
  - 4.4. *The Draft Collective Agreement: Agreement on the Rewards, Incentives and Performance Bonus for Educators Employed in Terms of Employment of Educators Act 76 of 1998;*
  - 4.5. *The Draft Collective Agreement: Agreement on the Recognition for Improved Qualifications for Educators Employed in Terms of Employment of Educators Act 76 of 1998; and*
  - 4.6. *The Draft Education Management System for Office Based Educators.*
5. *The Minister shall publish the Personnel Administrative Measures by 31 January 2016.*