

NUUSBRIEF 57 NEWSLETTER		26/11/2015
JNA 2015	ANA 2015	
ADVIES AAN SAOU-LEDE IN REAKSIE OP DEPARTEMENT SE ONVERANTWOORDBARE OPDRAGTE	ADVICE TO ALL SAOU MEMBERS IN REACTION TO THE DEPARTMENT'S UNJUSTIFIED DIRECTIVES	
<p>Nota: Hierdie nuusbrief moet saam met Nuusbrief 56 van 2015 gelees word</p> <p>Dit is nou reeds algemene kennis dat die Departement van Basiese Onderwys (DBO) en die 9 provinsiale departemente van onderwys (PDOe) eensydig van die mediasieooreenkoms weggestap het en reeds briewe in verskeie provinsies aan skole voorsien het dat skole die JNA gedurende die periode 26 November tot 4 Desember moet skryf. Uiteraard het dit groot ontsteltenis in die geledere van die SAOU en die 4 ander onderwysvakbonde veroorsaak. Die gevolg was dat die vyf onderwysvakbonde onder geen omstandighede die negering van die onderhandelingsproses en die nie-honorering van die ooreenkoms wat bereik is, en wat die DBO bereid was om op Donderdag, 19 November te teken, bloot sienderoë net kan aanvaar nie – onder sekere geleedere word dit as direkte oorlogverklaring beskou.</p> <p>Die SAOU en die ander onderwysvakbonde het op Woensdag, 25 November 2015 vergader om 'n gepaste reaksie te oorweeg en op 'n gesamentlike optrede te besluit. Die resultaat van die vergadering is vervat in die gesamentlike mediaverklaring (klik hier) wat hierby ingesluit is. Daar sal gelet word dat die vakbonde almal saamstem dat die skryf van die JNA, soos tans deur DBO voorgeskryf, hoegenaamd nie enige onderwyskundige sin maak nie en dat dit eintlik net 'n blote misbruik van die departemente se mag as werkgewer is om dit op onderwyspersoneel af te dwing.</p> <p>Nav die talle navrae van lede en skoolgemeenskappe oor 'n gepaste benadering tot die vraag, "Moet die JNA nou geskryf word, of nie?", het die Dagbestuur van die SAOU op Woensdag 26 November 2015 dringend vergader om gepaste advies te oorweeg. In die lig van voormelde, adviseer die SAOU soos volg:</p> <ol style="list-style-type: none">1. Die SAOU is oortuig dat die JNA, soos nou deur DBO toegepas, hoegenaamd nie voldoen aan die beginsels van 'n sistemiese evalueringsinstrument nie, en verder dat om op hierdie tydstip van die skooljaar op die JNA aan te dring,	<p>Note: This newsletter must be read together with Newsletter 56 of 2015</p> <p>It is already general knowledge that the Department of Basic Education (DBE) and the 9 provincial departments of education (PDEs) unilaterally walked away from the mediation agreement and that in various provinces letters have already been sent instructing schools to write the ANA during the period 26 November to 4 December 2015. This naturally caused great unease amongst the members of the SAOU and the other 4 teacher unions. The result was that the five teacher unions could, under no circumstances, blindly accept the negation of the mediation process and the non-honouring of the agreement that had been reached and which the DBE was prepared to sign on 19 November 2015. For some members, this is seen as a direct declaration of war.</p> <p>The SAOU and the other teacher unions met on Wednesday, 25 November 2015 to consider an appropriate response and to decide on a unified reaction. The result of the meeting is contained in the attached, combined media statement (click here). It will be noted that the teacher unions all agree that the writing of the ANA makes no educational sense whatever, and that it is simply an abuse of the education department's powerbase as employer, to force the process on educators.</p> <p>In response to many enquiries from members and education communities regarding an appropriate approach to the question, "Must the ANA now be written or not?" the SAOU's Standing Committee held an urgent meeting on Wednesday, 26, November 2015, to consider proper advice. In light of the above, the SAOU advises as follows:</p> <ol style="list-style-type: none">1. The SAOU is convinced that the ANA does not fulfil the requirements of a systemic assessment instrument in any way whatever and further, that at this point in the school year, to insist on the ANA is neither educationally nor didactically responsible. Our opinion is based on the SAOU's own research. (Full information in this regard is available on www.saou.co.za should members wish to reference the	

<p>nie onderwyskundig en opvoedkundig verantwoordbaar is nie. Die beredenering van die SAOU is gebaseer op ons eie navorsing. Volledige inligting in die verband is beskikbaar op www.saou.co.za. In kort, die SAOU beskou die JNA in sy huidige formaat as ernstig gebrekkig. Daarom is die standpunt van die SAOU dat die skryf van die JNA nie moet plaasvind nie. Ons aandrang is dat die JNA <i>in toto</i> in volle samewerking met die georganiseerde onderwysprofessie hermodelleer moet word want die JNA in sy huidige formaat kan werklik nie ondersteun word nie.</p> <ol style="list-style-type: none"> 2. Daar moet verreken word dat die ontvouende situasie van provinsie tot provinsie verskil en daarom is eenvormige advies net nie moontlik nie, bv in sekere provinsies is die opdrag van die PDO dat dit op 'n spesifieke datum geskryf moet word, terwyl in 'n ander provinsie is skole nog nie eers in kennis gestel nie. Skoolhoofde en skoolgemeenskappe sal die provinsie-spesifieke omstandighede moet verreken ten tye van besluitneming. 3. Die SAOU se benadering is dat ons die ooreenkoms waarvan die DBO op kwaadwillige wyse weggestap het, steeds as die wettige ooreenkoms ag. Sodanige ooreenkoms was gebaseer op vrywillige deelname, al dan nie. Daarom, baseer die SAOU sy beroep op lede op dieselfde beginsel, nl. <i>vryheid van keuse</i>. 4. SAOU-lede moet gebaseer op die heersende situasie by die onderskeie skole 'n besluit neem ten opsigte van die skryf van die JNA, al dan nie, met inagneming van die volgende: <ol style="list-style-type: none"> a. Die personeelsamestelling by die betrokke skool met verwysing na die verteenwoordiging van die verskillende onderwysunies en sodanige unies se oproepe aan hulle lede – neem in ag dat sommige unies botweg weier dat hulle lede deelneem aan die skryf van die JNA; b. Die teenwoordigheid/ afwesigheid van leerders – die verwagting is dat 'n beduidende persentasie leerders nie meer skool bywoon nie; c. Hoe die ouergemeenskap op die skool se hantering van die situasie gaan reageer; d. Word die skool as 'n Graad 12 nasiensentrum geag?; e. Wat die spesifieke opdragte van die betrokke PDO is? en f. Ander relevante faktore. 5. Skoolhoofde moet hulle enersyds nie onnodig blootstel aan moontlike dissiplinêre optrede nie, dws beweerde pligversuim of insubordinasie. Maar, andersyds, moet skoolhoofde ook die posisie van onderwyspersoneel verreken en hulle nie op onbillike wyse probeer intimideer of afdreig nie. 'n Sensitiewe benadering word bepleit. 6. Indien dit werklik moeilik of onmoontlik is om die JNA te skryf, moet 'n papierspoor na die PDO gevestig word en per formele skrywe gemotiveer word waarom die betrokke skool nie kan deelneem nie en wanneer daar beplan word om dit te skryf. 7. Lede word die onomwonde versekering gegee dat benewens die SAOU se Regsafdeling, ook elke personeellid en verkose leier, te alle tye beskikbaar is om raad, bystand en beskerming aan lede te bied. Nou is die tyd van solidariteit en onderlinge beskerming – geen tyd, energie en fondse sal ontsien word om SAOU-lede 	<p>detailed report.) In short, the SAOU regards the ANA in its present form, as seriously flawed. The SAOU's stance is, therefore, that the ANA must not be written. Our demand is that the ANA must be remodelled in totality and that this should take place in full cooperation with the organised education profession because in its present form, the ANA cannot be supported.</p> <ol style="list-style-type: none"> 2. It must be taken into account that the developing situation differs from province to province and that uniform advice can therefore, not be given. For example, in certain provinces the directive given by the PDE is that the ANA should be written on a specific date while in other provinces schools have not even been informed yet. Principals and school communities will have to take province-specific circumstances into account when making a decision. 3. The SAOU still regards the agreement from which the DBO walked away in such an ill-disposed manner, as a legal agreement. That agreement was based on the freedom to participate or not. For that reason, the SAOU bases its call to members on the same principle, namely, <i>freedom of choice</i>. 4. SAOU members must decide on whether or not to write the ANA, based on the situation that obtains in the various schools and taking the following into account: <ol style="list-style-type: none"> a. The composition of the staff at the specific school with reference to the various teacher unions represented and what instructions those unions have given their members - take note of the fact that some unions flatly refuse to have their members write the ANA; b. The presence/absence of learners – the expectation is that a significant number of learners will no longer be attending school; c. The possible reaction of the school's parent community; d. Is the school regarded as a Grade 12 marking centre? e. What are the specific directives issued by the PDE? and f. Other relevant factors. 5. On the one hand, principals must not expose themselves unnecessarily to alleged disciplinary action, e.g. dereliction of duty or insubordination but on the other hand, principals must also consider the position of the educators and not place them under unreasonable pressure or intimidation – be sensitive. 6. Should it really be difficult or indeed impossible to write the ANA, a paper trail must be created by sending a formal letter to the PDE motivating why the particular school cannot participate. 7. Members are given the absolute assurance that, apart from the SAOU's Legal Department, every staff member and elected leader will be available at all times, to offer advice, support and protection. Now is the time for solidarity and mutual support – no time, energy or funds will be spared to ensure that SAOU members are protected during this difficult and demanding period. 8. The SAOU regards this as a "Red-letter" time and every staff member, elected leader and office has been placed on high-alert and directed to operate as an advice and support centre.
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<p>gedurende hierdie moeilike en uitdagende tye te beskerm nie.</p> <p>8. Die SAOU beskou hierdie tyd as 'n "rooivlagtydperk" en daarom is elke personeellid en verkose leier op bystand geplaas - elke kantoor van die SAOU is opdrag gegee om as advies- en bystandsentrum te ageer.</p> <p>9. Die DBO het reeds toegegee dat leerders met matig intellektuele gestremdhede nie die JNA hoef te skryf nie.</p>	<p>9. Learners with moderate intellectual impairments do not have to write the ANA.</p>
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