Noordwes
North West

SAOU SA ONDERWYSERSUNIE SA TEACHERS' UNION
Nuusbrief | Newsletter
Tel: 086 072 6843 | Faks/Fax: 086 673 2834
e-pos/email: saounw@saou.co.za

NUUS IN DIE BRANDING 3 VAN 2016

2016/01/12

1% IQMS	**1% IQMS**
NIB 42 is op 2 Desember 2015 aan lede versprei. Vir u gerief word dit weer hierby aangeheg. Neem kennis van die antwoordbrief met betrekking tot die nie-betaling van IQMS in 2015. Lede wat nie IQMS betaling in 2015 ontvang het nie, moet die aangehegte brief noukeurig bestudeer en indien van toepassing, die aangehegte antwoordvorm voltooi. Dit moet teruggestuur word aan Riëtte Schoeman by vvvnw@saou.co.za of faks 086 616 8058 nie later as Vrydag 29 Januarie 2016 nie.	NIB 42 was sent to members on 2 December 2015. For your convenience it is again attached to this email. Note the reply slip with regard to the non-payment of IQMS in 2015. Members who have not received the IQMS payment in 2015, must read the attached newsletter carefully and, if applicable, complete the attached reply slip. It must be returned to Riëtte Schoeman at vvvnw@saou.co.za or fax 086 616 8058 no later than 29 January 2016.

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NUUS IN DIE BRANDING 42 VAN 2015

2015/12/02

1% IQMS

Die SAOU het navrae ontvang vanaf lede wat nie die terugbetaling van die 1% IQMS op 30 November 2015 ontvang het nie.

1. Opvoeders sal **NIE** vir die 1% IQMS kwalifiseer nie op grond van die onderstaande:

- Indien 'n opvoeder **nuut aangestel** is na 1 Januarie 2013 (onthou dat nuwe toetreders eers vir 24 maande in diens moet wees en geëvalueer moet wees voordat hulle kwalifiseer: PSCBC Res 1/2012).
- Indien 'n opvoeder **bevorder** is tussen 1 Julie 2014 en 30 Junie 2015. (Kollektiewe Ooreenkoms 5 van 2006 dui aan dat 'n persoon op dieselfde salarisposisie/kerf vir die betrokke tydperk moet wees om te kwalifiseer).
- Indien 'n opvoeder vir 'n lang tydperk **afwesig** was as gevolg van siekteverlof (bv PILIR) en gevolglik nie geëvalueer kon word nie.

2. **LET WEL**: Indien u gekwalifiseer het en nie die 1% IQMS ontvang het nie, kan dit wees as gevolg van die volgende:

- Maak asb seker dat daar nie 'n onderbreking van diens was nie.
- Indien 'n opvoeder vanaf 'n ander provinsie na Noordwes oorgeplaas is gedurende die tydperk 1 Januarie 2014 tot 30 Junie 2015. Maak seker dat u IQMS evaluering en punte wel oorgeplaas is na Noordwes.
- Indien 'n opvoeder op 'n kontrakaanstelling was, die kontrak verstryk het, maar die opvoeder die volgende dag heraangestel is. (Op PERSAL kan daar moontlik 'n "beëindiging van diens" aangedui word omdat die kontrak verstryk het).

Bogemelde inligting moet onder die aandag van die SAOU gebring word, waar van toepassing. [Sien antwoordvorm (2)]

3. **NEEM KENNIS**

Indien u die IQMS aanpassing reeds ontvang het, is u salarisposisie alreeds met 'n kerf aangepas (1%). Die nuwe kerf sal op die salarisadviesstrokie van Desember

1% IQMS

The SAOU received enquiries from members who did not receive the 1% IQMS backpay on 30 November 2015.

1. Educators will **NOT** qualify for the 1% IQMS in the following cases:

- If an educator was **newly appointed** after 1 January 2013 (remember that new entrants can only qualify after 24 months in service and after having been evaluated: PSCBC Res 1/2012).
- If an educator was **promoted** between 1 July 2014 and 30 June 2015. (Collective Agreement 5 of 2006 clearly indicates that a person had to be on the same salary position/notch during the period to qualify).
- If an educator was **absent** from work for a long period (for example PILIR) and subsequently could not be evaluated.

2. **NOTE**: If you qualified, but did not receive the 1% IQMS, it could be due to the following:

- Please ensure that there was no break in service.
- If you were transferred from another province to North West during the period 1 January 2014 to 30 June 2015. Please ensure that your IQMS evaluation and scores were also transferred to North West.
- If you were on contract and your contract expired, but you were re-appointed the next day (there could possibly be a "termination of service" reflecting on PERSAL because your contract expired).

The info above must be brought to the attention of the SAOU, if applicable. [See reply slip (2)]

3. **TAKE NOTE**

If you received the IQMS adjustment, your salary position has already been adjusted by 1 notch (1%). This new notch will reflect on your December 2015 salary advice. The backpay you received is the difference between the 2 notches, for the period July – November, minus tax.

If you have studied the above carefully, and you are still certain that you qualified for the payment of IQMS, but did not receive it, you are requested to complete the attached form and return it to **Riette Schoeman** at vvvnw@saou.co.za or 086 616 8058.

2015 reflekteer. Die terugbetaling wat u gekry het is vir die verskil tussen die 2 kerwe ter sprake, vanaf Julie – November, minus belasting. Indien u bogemelde sorgvuldig bestudeer het en steeds seker is dat u vir IQMS gekwalifiseer het maar dit nie ontvang het nie, word u versoek om aangehegte vorm te voltooi en terug te stuur aan **Riette Schoeman** by vvvnw@saou.co.za of 086 616 8058. **Onthou ook dat u egter die lynfunksie moet volg en dat die nie-betaling van u IQMS ook deur u hoof by die Areakantoor aangemeld moet word.**	**Please remember that the line function must be followed and that the principal must also report the non-payment of your IQMS to the APO office.**

SAOU

SAOU NOORDWES

IQMS ANTWOORDVORM / REPLY SLIP

OPVOEDERS WAT NIE DIE IQMS TERUGBETALING OP 30 NOVEMBER 2015 ONTVANG HET NIE
EDUCATORS WHO DID NOT RECEIVE THE IQMS BACKPAY ON 30 NOVEMBER 2015

Van en Voorletters:
Surname & Initials: ____

Persalnommer:
Persal number: ____

Identiteitsnommer:
Identity number: ____

Aanstellingsdatum (aaneenlopende diens):
Appointment date (continuous service): ____

Tydelik of Permanent:
Temporary or Permanent: ____

Skool en Distrik:
School and District: ____

E-posadres:
E-mail address: ____

(2) Enige relevante inligting wat u onder die aandag van die SAOU wil bring.
(2) Any relevant information that you want to bring to the attention of the SAOU.

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STUUR ASB TERUG AAN RIETTE SCHOEMAN BY vvvnw@saou.co.za of 086 616 8058
PLEASE RETURN TO RIETTE SCHOEMAN AT vvvnw@saou.co.za or 086 616 8058