



2016/03/10

**SAOU (MPUMALANGA)  
NUUSBRIEF 20/2016**

**SAKE VOORSPRUITEND UIT SAOU (MPUMALANGA)  
UITVOERENDE RAADSVERGADERING GEHOU OP 9  
MAART 2016**

Die PUR het versoek dat die volgende sake onder lede se aandag gebring word:

**1. Inkrementele Implementering van Afrikatale (IAL): Loodsprojek**

- Bogenoemde projek, wat in 2014 in loodsskole in Mpumalanga geïmplementeer is in Grade 1 en 2 en in 2016 uitgebrei is na Graad 3 in die Grondslagfase, is deur die MDO getermineer met ingang van 1 April 2016 as gevolg van finansiële beperkinge.
- Die skrywe wat in hierdie verband van die MDO ontvang is, is aangeheg.

**2. Graad 12 eindeksamen nasieners**

- Die PUR doen 'n dringende beroep op opvoeders om hulself beskikbaar te stel as nasieners vir die 2016 Graad 12 eindeksamen.
- Daar bestaan veral 'n behoefte aan Graad 12 opvoeders wat in Afrikaans vraestelle kan nasien.
- Opleiding vind tans plaas in die onderskeie distrikte met betrekking tot die indiening van aansoeke op die elektroniese sisteem. Lede sal op hoogte gehou word in hierdie verband.

**3. Aansoek om kwytskelding van skoolfonds**

- Kwalifiserende skole word aangemoedig om by MDO aansoek te doen vir die subsidie wat ontvang kan word vir die kwytskelding van skoolfondse.

**SAOU (MPUMALANGA)  
NEWSLETTER 20/2016**

**MATTERS ARISING FROM THE SAOU  
(MPUMALANGA) EXECUTIVE COUNCIL MEETING  
HELD ON 9 MARCH 2016**

The PEC requested that the following matters be brought to the attention of members:

**1. Incremental Implementation of African Languages (IAL): Pilot Project**

- The MDE has indicated that the above-mentioned project that was implemented in 2014 as a pilot project in selected primary schools in Mpumalanga in Grades 1 and 2, and which project was extended to Grade 3 in 2016 in the Foundation Phase, has been terminated with effect from 1 April 2016 due to financial constraints.
- The letter received from the MDE in this regard is attached.

**2. Markers: Grade 12 final exams**

- The PEC urgently requests educators to apply as markers for the 2016 Grade 12 final exams.
- There is an urgent need especially for Grade 12 educators who can mark exam papers in Afrikaans.
- Training is currently taking place in the different districts with regard to the online application system. Members will be kept informed in this regard.

**3. Application for exemption of school fees**

- Qualifying schools are encouraged to apply for a subsidy from MDE for exemption of school fees.

- Fondse word jaarliks geallokeer deur MDO vir die betaling van hierdie subsidie.

#### 4. KENNISBOU III

- Skoolhoofde word herinner aan die datumreservering vir Kennisbou III wat vanaf 27 Junie tot 1 Julie 2016 by Waterkloof Hoërskool in Pretoria aangebied sal word.
- Hierdie is 'n inisiatief wat gesamentlik deur die vier noordelike provinsies aangebied sal word om die inskrywingsfooie bekostigbaar te maak.
- Die fokus van hierdie opleiding is die opskerpings van vakkennis van Intermediêre Fase Wiskunde Opvoeders, asook Senior Fase Natuurwetenskap Opvoeders.
- Verdere inligting met betrekking tot registrasie sal vroeg in die tweede kwartaal versprei word.

- The MDE annually allocates funds for the payment of this subsidy.

#### 4. KENNISBOU III

- Principals are requested to take note of the Kennisbou III initiative that will take place from 27 June to 1 July 2016 at Waterkloof High School, Pretoria.
- This is a combined initiative of the four northern provinces to ensure an affordable registration fee.
- The focus of the training is to improve the subject knowledge of Intermediate Phase Maths Educators, as well as Senior Phase Natural Science Educators.
- Further information with regard to registration will be distributed early in the second term.



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The Principal  
CC The Circuit Manager  
IAL Pilot School

Dear Sir / Madam

**APPOINTMENT OF THE IAL EDUCATOR AT YOUR SCHOOL.**

1. The above mentioned has reference.
2. The IAL Pilot Project will not continue due to ongoing financial constraints and will therefore be terminated on 31 March 2016.
3. You are advised to manage the process for the educator that has assumed duties at your school for the 2016 academic year as follows:
  - 3.1. All employment documents shall be submitted to the relevant District HR Office for processing and payment for services rendered from the actual date of assumption of duty in 2016 up to 31 March 2016.
  - 3.2. A termination letter shall be issued by the school to the IAL educator rendering services at your school. The service termination date shall be 31 March 2016.
  - 3.3. Please note that the remuneration shall be based on the curriculum delivery for Second Additional Language (SAL) as follows:
    - 3.3.1. The remuneration of part-time IAL teachers shall be based on the OSD salary notches for educators as applicable to the relevant REQV, and the pro-rata remuneration shall be determined in terms of paragraph 4.1 (a) of the ELRC Resolution 7 of 2003 dated 27 August 2003. The formula is as follows: *"the number of hours per week for which the educator is appointed, divided by the number of hours per week that would have applied to a full-time appointment (i.e. 35 hours), multiplied by the salary that would have applied to the educator concerned had he/she been appointed in a full-time capacity"*.
    - 3.3.2. All IAL teachers appointed on a pro rata basis, shall be paid a pro rata monthly basic salary, as indicated above, plus a cash allowance equal to 37 % of the educator's basic salary in lieu of service benefits, as contemplated in terms of paragraph 11.4 of Collective Agreement No 1 of 2007 of the Public Service Coordinating Bargaining Council;
    - 3.3.3. The remuneration of the IAL teachers is calculated as stipulated in the table below and indicated in the Employment Contract, paragraph 6.
    - 3.3.4. **Teaching Time**" – It is expected from the employee to teach a minimum of one hour per week per class (all grades) – implying where an identified school has more than one grade 1 class said teacher's hours will be increased per week depending on the number of classes i.e. if the school has **three (3) Grade 1 Class classes** and one teacher is appointed, said teacher will then be expected to **teach 3 hours per week (12 hours per month)**. This principle shall apply for the additional Grade 2 and grade 3 classes. Where the school has 2 (two) Grade 1 classes and 3 (three) Grade 2 classes and 2 (two) Grade 3 classes - a total of 7 classes - the Teacher will be

required to teach 2 hours per week for Grade 1, 3 hours per week for Grade 2, and 2 hours per week for the Grade 3 classes a total of 7 teaching hours per week.

- 3.3.5. **“Additional Time”** – In addition to teaching time, the employee will be granted two additional hours per week (a total of 8 hours per month) for additional duties which will include administrative duties, preparation and assessment. This implies that where a school has 1 Grade 1 class, it will be expected from the employee to teach for 4 hours per month (1 hour per week) plus 8 hours for additional duties, and the employee will therefore be remunerated for a total of 12 hours per month. However, if a school has three (3) Grade 1 classes, it will be expected from the educator to teach for 12 hours per month (3 hours per week) plus 8 hours for additional duties, and the employee will therefore be remunerated for a total of 20 hours per month. This principle shall also apply for the additional Grade 2 and 3 classes. Where the school has 2 (two) Grade 1 classes and 3 (three) Grade 2 classes and 2 (two) Grade 3 classes – a total of 7 classes - the teacher will be required to teach 2 hours per week for Grade 1, 3 hours per week for Grade 2 and 2 per week for grade 3, a total of 28 hours per month (7 teaching hours per week) plus 8 hours for additional duties, and the employee will therefore be remunerated for a total of 36 hours per month.
- 3.3.6. The educator will be required to teach a total of 1 hour per week per class (irrespective whether Grade 1, 2 or 3), while provision is also made for an additional **two hours** per week to be utilised as “Additional Time” for preparation and administrative duties as prescribed in the definitions in the employment contract.

Number of Classes (Grade 1, 2 and 3 combined)	Teaching Time (hours per week)	Additional Time (hours per week)	Total Work Hours per Week	Total Work Hours per Month
1	1	2	3	12
2	2	2	4	16
3	3	2	5	20
4	4	2	6	24
5	5	2	7	28
6	6	2	8	32
7	7	2	9	36
8	8	2	10	40
9	9	2	11	44
10	10	2	12	48
11	11	2	13	52
12	12	2	14	56
13	13	2	15	60
14	14	2	16	64
15	15	2	17	68
16	16	2	18	72
17	17	2	19	76
18	18	2	20	80
19	19	2	21	84
20	20	2	22	88

3.4. The following documents shall be submitted by 18 March 2016:

- EDU 1 – Application for an Educators Post;
- Z56 – Application to deposit Salary into Banking Account;
- EDU 4 – Assumption of Duty (Actual date of assumption of duty must be indicated);
- IIAL Employment Contract for 2016;

- Bank Statement (not older than 3 months);
- Copy of Termination Letter and proof that the educator has received such letter; and
- Recently Certified Copies (not older than 3 months) of:
  - ID Documents;
  - SACE Certificate; and
  - All Qualifications.

4. The Department wishes to apologize for the inconvenience caused.



for HEAD OF DEPARTMENT

2016/03/01  
DATE