



### Welkom terug

### Welcome back

Ons vertrou dat u 'n welverdiende vakansie gehad het en die geleentheid gehad het om u krag te herwin. Ons wens u alles van die beste toe vir die kwartaal wat voorlê. Ons vertrou dat dit 'n suksesvolle en vrugbare kwartaal sal wees.

We trust that you enjoyed a well-deserved holiday and had the opportunity to recharge your batteries. We wish you all the best for the term that lies ahead. We trust that it will be a successful and fruitful term.

## 2017 Skoolkalender / School calendar

Eastern Cape, Free State, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, North West, Northern Cape and Western Cape.  
All nine provinces have the same school calendar for 2017.

Term	Duration	No. of Weeks	No. of Days	No. of Pub. Hols	Actual School Days
1	(0-9) 11 Jan - 31 Mar	12	(56) 60	1+1	56 (58)
2	18 Apr - 30 Jun	11	54	3+1	50
3	24 Jul - 29 Sep	10	50	2	48
4	9 Oct - 6 (8) Dec	9	(43) 45	0	(43) 45
Total		43	(205) 209	6+2	197 (201)

### Public Holidays 2017

1 January 2017 - New Year's Day

20 March 2017 - School holiday

21 March 2017 - Human Rights Day

14 April 2017 - Good Friday

17 April 2017 - Family Day

27 April 2017 - Freedom Day

1 May 2017 - Workers' Day

2 May 2017 - School holiday

16 June 2017 - Youth Day

9 August 2017 - National Women's Day

24 September 2017 - Heritage Day

16 December 2017 - Day of Reconciliation

25 December 2017 - Christmas Day

26 December 2017 - Day of Goodwill

## Stemdag, 3 Augustus 2016

## Voters day, 3 August 2016

STAATSKOERANT, 8 JULIE 2016

No. 40125 19

### PROCLAMATION NO. 45 OF 2016

by the  
President of the Republic of South Africa

DECLARATION OF THE THIRD DAY OF AUGUST 2016 AS A PUBLIC HOLIDAY THROUGHOUT THE REPUBLIC OF SOUTH AFRICA IN TERMS OF SECTION 2A OF THE PUBLIC HOLIDAYS ACT, 1994 (Act No. 36 of 1994)

Under the powers vested in me by section 2A of the Public Holidays Act, 1994 (Act No. 36 of 1994), I hereby declare the Third day of August 2016 as a public holiday throughout the Republic of South Africa.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria.....  
on this 23 day of June..... Two Thousand and Sixteen.

  
President

By Order of the President-in-Cabinet:

  
Minister of the Cabinet

## BAANTJIES VIR BOETIES IN DIE WERKSPEK

## CRONYSIM IN THE WORKPLACE

Die term nepotisme se oorsprong is uit die Latynse woord "nepos", wat neef, broers- of susterskind beteken. Sedert die Middeleeue en tot laat gedurende die 17de eeu het sommige katolieke pouse en biskoppe wat as gevolg van kerklike voorskrifte nie eie kinders gehad het nie, hulle familie se kinders op voorkeurbasis in die kerk aangestel. Die aanstelling van familielede en vriende in die werkspek, of die toekenning van kontrakte of tenders aan familie of vriende, is nie onwettig of verbode nie. Dit is egter die persepsie van subjektiwiteit en onbillike voorkeur wat daardeur geskep word wat die gevaarligte laat flikker en verreikende gevolge kan hê.

Indien 'n persoon in 'n magsposisie of bestuurpos egter sy of haar posisie op 'n onbillike wyse misbruik om 'n familielid in 'n pos aan te stel of sy/haar invloed gebruik om voordele vir die familielid te bewerkstellig, sal dit geag word as nepotisme. Dieselfde is van toepassing indien vriende op 'n soortgelyke wyse onbillik bevoordeel word. In ons Afrikaanse spreektaal word die idioom 'baantjies vir boeties' gebruik om beide bogenoemde situasies te weerspieël.

Die vraag ontstaan watter optrede kan as onbillik geag word. Die antwoord hierop is nie eenvoudig nie. Enige arbitrêre optrede, ongeag of dit op 'n bepaalde feitestel gebaseer is al dan nie, die persepsie van subjektiwiteit en onregverdige bevoordeling skep, kan geag word as onbillik te wees.

Daar is dus nie 'n objektiewe maatstaf vir die bepaling van watter optredes as onbillik geag kan word nie. Handeling wat egter negatief beleef kan word is veral die aanstelling van 'n gade of naby familielid in 'n promosiepos of inkonsekwente optrede tydens die toepassing van dissipline in die werkspek, of ten tye van die toekenning van tenders of kontrakte.

Sodanige optrede en die gepaardgaande persepsies beïnvloed die moraal van die werknemers, die geloofwaardigheid van die leierskap asook produktiwiteit in die werkspek. Skoolbestuur, asook skoolbeheerliggaamslede, moet dus bedag daarop wees om sodanige situasies met groot omsigtigheid en sensitiwiteit te bestuur.

Die aanbeveling is dat wanneer so 'n konflik van belang bestaan, moet dit formeel verklaar word en moet die persoon hom/ haar rekuseer, dws die vertrek of vergadering verlaat en nie deelneem aan besluitneming nie – dit sluit natuurlik in dat die ander lede van die besluitnemingsproses nie beïnvloed moet word nie.

The term nepotism originates from the Latin word "nepos", which means cousin, nephew or niece. Since the Middle Ages, into the late 17<sup>th</sup> century, some Catholic popes and bishops, who were not allowed to have children due to the prescriptions of the church, gave their families' children preferential treatment when appointing staff. The appointment of family and friends in the workplace, or awarding them with contracts or tenders is not illegal or forbidden. Essentially it is the perceptions created through subjective and iniquitous preferences that raise red flags and result in far-reaching consequences.

It is considered nepotism if a person of authority or one in a management position unfairly uses that position to appoint a family member or uses their position to benefit the family member. The same will apply if a friend is favoured in a similar, unfair manner. The idiom "to be given the inside lane" can be used to describe the above mentioned scenarios. The practice is also known as 'cronyism.'

The question that can now be asked is what can be seen as iniquitous? The answer is not a simple one. Any arbitrary action, regardless of whether or not it is based on facts, creates the perception of subjective and unfair favouring, and can thus be regarded as iniquitous.



Therefore, there is no objective criterion that can be used to determine what is truly iniquitous. Proceedings that are seen in an especially negative light are those where spouses or life partners are offered promotions, inconsistent actions taken during disciplinary proceedings in the workplace or when contracts and tenders are awarded.



Such actions and the attendant perceptions, influence the morale of employees as well as the integrity of the leadership and productivity in the work place. The school management team as well as school governing body members must be aware of the implications and manage such situations with great caution and sensitivity.

The recommendation is that when such a conflict of interest exists, it should be formally declared and the person involved should recuse him or herself from the venue or meeting and not participate in decision-making – this naturally includes that other members of the decision-making process will not in any way be influenced by the situation.

## Datums om te onthou

## Dates to remember

-  4 – 7 September 2016 – Hoofdesimposium
-  16 September 2016 – Bederfdag vir Admin Personeel (E-Nuus 15)

-  4 – 7 September 2016 – Principal Symposium
-  16 September 2016 – Pamper morning for Admin Staff (E-News 15)

## Kennisbou III

Die SAOU spreek professionaliteit en vakkundigheid van onderwysers daadwerklik aan. Dié vakbond se betrokkenheid by en bemagtiging van kwaliteit opvoeders wat kundiges is in spesialisvakke soos Wiskunde en Wetenskap, is deel van die uitnemende diens wat die SAOU lewer.

Kennisbou III is tydens die tydperk 11 – 15 Julie 2016 by Pearson HS in Port Elizabeth aangebied.

Terugvoer vanaf kursusgangers en aanbieders was oorweldigend positief. Die ingesteldheid deurgaans getuig van 'n gesindheid om waarde toe te voeg. Evaluering bevestig dat daar werklik interaksie was met beste praktyke wat gedeel is, kreatiwiteit wat gestimuleer is en opvoeders wat die waarde besef van 'n wyer vakinhoudperspektief as die graad wat onderrig word.

## Knowledge Builder III

The SAOU is committed to actively enhancing the professionalism and expertise of educators. The dedicated drive to empower quality teachers to improve their expertise in essential specialist subjects such as Mathematics and Science is part of the service rendered by the SAOU to teachers who wish to be on par with and stay at the cutting edge of international education developments and tendencies. To that end the SAOU created its Knowledge Builder Programme III to assist teachers in all nine provinces.

The Knowledge Builder III were held at Pearson HS, Port Elizabeth from 11 – 15 July 2016.

To date, feed-back has been overwhelmingly positive with both course participants and presenters focussed on giving and receiving value.



## Lidmaatskap

Daar is twee lidmaatskapopsies vir onderwysers:

- Onderwysers wat deur die Departement van Onderwys (PERSAL) betaal word.
- Onderwysers wat deur Beheerliggame betaal word.

**Beheerliggaamonderwysers wat aangestel word in departementele poste, moet asseblief hul lidmaatskapstatus by die SAOU verander deur die vorm in te dien wat vir departementele onderwysers bedoel is. Dit sal die huidige debietorder, asook die "Agency Fee"-aftrekking op u salaris kanselleer. Kontroleer asseblief u salaris om dubbele aftrekkings te voorkom.**

Die SAOU-lidmaatskappgeld is tans R89.20 per maand.

## Membership

There are two membership options for teachers:

- Teachers who are paid by the Department of Education (PERSAL).
- Teachers who are paid by Governing Bodies.

**SGB teachers who are appointed in departmental posts should update their membership status by completing a Departmental membership form. Receipt of this form will cancel the debit order for your membership fees and your fees will be deducted from your salary by the Department. Please check your payslip to prevent unnecessary "Agency Fee" deductions.**

SAOU membership fees are currently R89.20 per month.

### **Aansoekvorms beskikbaar / Membership forms available**

#### **Departementeel / Departmental**

**[Klik hier](#) vir aansoekvorm / [Click here](#) for application form**

#### **Beheerliggaam / School Governing Body**

**[Klik hier](#) vir aansoekvorm / [Click here](#) for application form**

#### **Belangrike notas**

- ✓ *Lede is persoonlik verantwoordelik om hul SAOU-lidmaatskap onder die Dept se aandag te bring vir die kansellering van die PSCBC-aftrekkings.*
- ✓ *Lede is persoonlik verantwoordelik om kansellasies by hul vorige unie in te dien. Die SAOU mag dit nie namens lede indien nie.*
- ✓ *Lede is persoonlik verantwoordelik om die SAOU in kennis te stel van enige veranderinge betreffende posaanstellings (Beheerliggaam / Departementeel), skool verwisseling, kontakbesonderhede, ens.*

#### **Important notes**

- ✓ *Members are personally responsible to notify the Dept about their SAOU membership, for the cancellation of the PSCBC deductions.*
- ✓ *Members are personally responsible to cancel their membership with their previous union. The SAOU is not allowed to cancel membership on behalf of a member.*
- ✓ *Members are personally responsible to notify SAOU of any changes regarding appointments (Governing body / Departmental), change of schools, contact details, etc.*