



Salarisprogressie (GKBS 2015)
Salary progression (IQMS 2015)

Opvoeders wat kwalifiseer vir salarisprogressie behoort reeds die 1 % aanpassing in Julie van elke jaar te ontvang. Die SAOU het navrae aan die Superintendent Generaal gerig, en terugvoering is vervat in haar skrywe "From the Accounting Officer's Desk" gedateer 27 Oktober 2016. Hierin word bevestig dat die voorleggings vir die implementering van salarisprogressie goedgekeur is en dat betaling reeds op 24 Oktober 2016 geskied het. Dis met teleurstelling dat ons verneem het dat slegs drie distrikte se betalings geprosesseer is. Die SAOU gee tans dringend aandag aan die uitstaande GKBS kwessie en sal u op hoogte van die uitkoms van ons ondersoek hou.

All qualifying educators must receive salary progression of 1% in July of a year. The SAOU lodged an enquiry to the office of the Superintendent General. In response, a letter From the Account Officer's Desk was issued on 27 October 2016, ensuring all parties that the implementation and payment submissions have been approved and that salary progression pay backs have been finalised on 24 October 2016. We are disappointed to have been informed that educators of only three districts have been finalised. The SAOU are urgently investigating the delay in payment and will keep our members posted.

2016
NSC Nasienerslys
NSC Markers

Die vertraging in die uitreiking van die Nasienerslys is a.g.v. onvolledige aansoeke deur die eksamenafdeling ontvang, asook 'n tekort van nasieners vir sekere vakke. Die eksamenafdeling het ons verseker dat die finale lys nou saamgestel en goedgekeur is, en dat die lys teen die einde van volgende week by die distrikskantore beskikbaar vir besigtiging sal wees. Die SAOU sal poog om soos in die verlede ons lede behulpsaam te wees met bevestiging van aanstellings uit die merkerslys. Lede is welkom om voorlopig hulle name, ID of PERSAL-nommers asook die vak en vraestel, aan ons kantoor deur te faks by 041 – 364 0510.

The Department confirmed the delay in the issuing of the markers list to be as a result of incomplete applications received, as well as a shortage of markers for some subjects. The SAOU has been informed that the markers list has now been finalised and approved and that printing and distribution to the district office will follow in the next week. Like in the past, the SAOU will attempt to assist our members to check if their names appear on the list, and we therefore kindly request members to fax us their names, ID or PERSAL numbers as well as the subject and relevant paper, to 041 – 364 0510.

Botallige onderwysers en die herontplooiingsproses ***Educators in excess and the Redeployment process***

Die SAOU besef die onsekerheid wat tans by skole heers oor die vermindering van akademiese poste op die 2017-diensstaat. Dit het 'n direkte invloed op die operasionele behoeftes van skole. Skoolhoofde word versoek om die prosesse vir identifisering van botallige opvoeders soos vervat in ELRC Kollektiewe Ooreenkoms 4 van 2016 te volg. Dit is nodig dat opvoeders verstaan dat die ondertekening van hierdie "Ooreenkoms", onder geen omstandighede 'n bevestiging of aanvaarding van enige provinsies se Postevoorsieningverklaring is nie, maar dat dit wel die vasstelling van 'n "billike en deursigte proses" is wat gevolg moet word tydens herontplooiing.

Dit is ongetwyfeld 'n sensitiewe onderwerp maar 'n onafwendbare realiteit. Die SAOU is deurlopend by prosesse wat tans by die distrikskantore plaasvind betrokke. Die SAOU wil ons lede wat deur die prosesse geraak, verseker dat die SAOU lede sal bly adviseer en bystaan.

An atmosphere of uncertainty is currently experienced by schools concerning the decrease of academic posts on the 2017 Post Establishment, which directly influences the operational requirements at schools. Principals are requested to please follow the process to identify teachers in excess in accordance to the ELRC Collective Agreement 4 of 2016. It needs to be noted that this agreement does not confirm "acceptance" of the current Post Provisioning of any province, but must rather be seen as a fair and transparent guideline to steer the process of redeployment.

There is no doubt that the identification of excess teachers, as well as the idea of redeployment, is contributing to strain in the workplace, but the process of redeployment is inevitable. The SAOU is in continuous participation with the district offices during these processes and wants to assure our members of our assistance and advice at all times.

Vir verdere inligting sien die volgende / For more information see the following:

** Circular 10 of 2016*

<http://www.saou.co.za/wp-content/uploads/2016/05/Circular-10-of-2016-PPN-2017.pdf>

** Collective Agreement 4 of 2016*

<https://us13.admin.mailchimp.com/campaigns/show?id=443293>

** FAQ*

<http://www.saou.co.za/wp-content/uploads/2016/05/FAQ-SIGNED-10-11-2016.pdf>