



AAN/TO: SAOU WERKPLEKVERTEENWOORDIGERS / SAOU SHOP STEWARDS
AANDAG: ATTENTION: ALLE SAOU LEDE / ALL SAOU MEMBERS

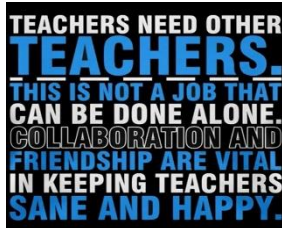
Opleidingsessie (6,7 en 8 Februarie):

TEMA: Die hantering van aggressiewe, uitdagende gedrag in skole, asook 'n alternatiewe benadering tot dissipline.

Hierdie inligting dien slegs as 'n "Reminder" van Echo 46/2017 en Echo 3/2018.

Baie lede het reeds aanlyn geregistreer, maar ons moedig meer lede en nie-lede aan om ook te registreer. Graag verskaf ons die besprekingspunte rakende die tema:

- Die beheer vs die bestuur van gedrag
- Bestraffende vs korrektiewe dissipline
- Helende dissipline as 'n alternatief
- Hoe pas die SIAS-beleid aan by bogemelde?



- Onderwysers is weerloos
- Effektiewe en oneffektiewe reaksies op uitdagende gedrag
- Is fisiese intervensie toelaatbaar?
- Word die beginsel van "time-out" toegelaat?
- Word tydelike skorsing/verwydering van 'n leerder uit 'n klas toegelaat?
- 'n Heel-skool benadering tot die hantering van uitdagende gedrag

Registrasie sluit **Donderdag, 1 Februarie 2018**.

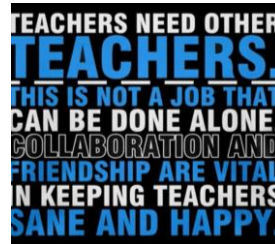
Training session (6,7 and 8 February):

THEME: Dealing with aggressive, challenging behaviour in schools, as well as an alternative approach to discipline

This information only serves as a "Reminder" of Echo 46/2017 and Echo 3/2018.

Many members have already registered online but we encourage more members and non-members to register too. We would like to provide you with the discussion regarding the theme:

- Controlling vs managing behavior
- Punitive vs Corrective Discipline
- Restorative discipline as an alternative



- How does the SIAS policy fit into the above?
- Teachers are vulnerable
- Effective and ineffective responses to challenging behavior
- Is physical intervention allowed?
- Is time out allowed?
- Is temporary removal / in-school suspension allowed?
- A Whole-school approach to dealing with challenging behavior.

Registration closes on **Thursday, 1 February 2018**

E.G. Jansen Redenaarskompetisie:

U het reeds al die korrespondensie rakende die E.G. Jansen redenaarskompetisie ontvang. Ons wil u vriendelik versoek om so spoedig moontlik u inskrywing aan die Kantoor deur te stuur aangesien die sluitingsdatum reeds **Vrydag, 2 Februarie 2018** is.

Vir Aandag: Mev. Christa Human - ChristaH@saou.co.za

E.G. Jansen Debate Competition:

You already have received all the correspondence regarding the E.G. Jansen Debate Competition. We kindly request that you submit your application to the Office as soon as possible as the closing date is already **Friday, February 2, 2018**.

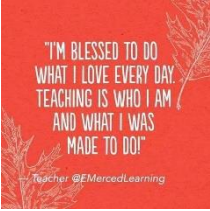
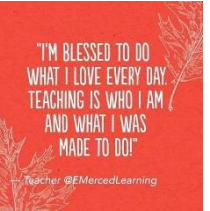
Attention: Mrs. Christa Human - ChristaH@saou.co.za

HRM Circular 3 van 2018:

Die Kantoor neem kennis van die bogenoemde HRM Omsendskrywe rakende die Aanstellings van Tydelike Opvoeders. Die SAOU spreek ons misnoë uit rakende die Omsendskrywe en is tans besig om dit op Provinsiale en Nasionale vlak aan te spreek. Ons gevoel is dat dit 'n sloer aksie van die DvO is om die aanstelling van opvoeders te vertraag wat dan 'n negatiewe uitwerking het op kwaliteit opvoeding van leerders. Ons sal u op hoogte hou van die vordering wat gemaak word.

HRM Circular 3 of 2018

The Office takes note of the above-mentioned HRM Circular regarding the Appointments of Temporary Educators. The SAOU expresses our dissatisfaction with the Circular and is currently addressing it at Provincial and National level. Our feeling is that it's delay tactics from the DoE to delay the appointment of educators, which then adversely affects quality education of learners. We will keep you posted on the progress made.

<p>Ons versoek ook dat, indien daar Tydelike/ "Conversion" opvoeders is wat nog nie salarisse ontvang het van die DvO nie, u ons asb. per e-pos sal in kennis sal stel. Nie-betaling van opvoeders word ook tans op Nasionale vlak bespreek aangesien dit 'n landwye probleem is.</p>	<p>We also request that if there are Temporary / "Conversion" educators who have not received any salaries from the DoE, please to contact us via e-mail. Non-payment of educators is also being discussed at National level as it is a country-wide problem.</p>
<p><u>Vakatures vir Beheerliggaamposte:</u></p>  <p>Ons ontvang baie navrae rakende Vakatures vir Beheerliggaamposte. Indien 'n skool wel 'n vakature het, moedig ons u aan om die Kantoor te skakel sodat ons die vakature ook per Echo Nuusflits kan uitstuur aan ons lede.</p>	<p><u>Vacancies for Governing Body Posts:</u></p>  <p>We receive many inquiries regarding Vacancies for Governing Body Posts. If a school have a vacancy, we encourage you to contact the Office so that we can also send the vacancy to our members via Echo Newsflash.</p>
<p><u>LEDEWERWING:</u></p> <p>Aan die begin van elke skooljaar is daar gewoonlik in meeste van ons skole nuwe opvoeders wat by ons aansluit. Kontak die kantoor indien u Aansoekvorms benodig.</p> <p>Die R200.00 werwingsfooi is steeds van toepassing!</p> <p>BELANGRIK: Indien u nie by 'n Vakbond aansluit nie, word tans 'n PSCBC agenskapsfooi van R90.80 outomaties van u salaris verhaal.</p> <p>Daar is dus net EEN Unie vir U: SAOU - Die verandering in Onderwys</p>	<p><u>MEMBERSHIP:</u></p> <p>At the beginning of each school year, there are usually new teachers in most of our schools joining us. Please contact the office if you require any Application forms.</p> <p>The R200.00 recruitment fee is still applicable!</p> <p>IMPORTANT: If you do not join a Union a PSCBC agency fee of R90.80 is currently deducted automatically from your salary.</p> <p>Therefore, there is only ONE Union for you: SAOU - The change in Education</p>





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