



24 Augustus / August 2017

NIB 24/ 2017

Korporatiewe Geskenke vir 2018	Corporate Gifts for 2018
<p>Ten einde die SAOU (Limpopo) in staat te stel om die regte korporatiewe geskenk by die regte lid te besorg met ingang van 2018, word skoolverteenwoordigers weereens versoek om 'n volledige en opgedateerde ledelys aan ons terug te besorg. Daar is reeds ook 'n nasionale nuusbrieff uit wat die korporatiewe geskenkkeuses uiteensit (<a href="#">nasionale nuusbrieff 32/2017</a>). <b>Let wel:</b> mense wat keuses uitoefen, maar wie se naam nie op die skool se ledelys verskyn nie, sal nie in aanmerking kom vir hierdie geskenk nie. Lede wat geen keuse uitoefen nie, sal die notaboek as geskenk ontvang.</p> <p>Die keuses het ietwat verander van vorige jare. Dit is belangrik om Nasionale Nuusbrieff 32 van 2017 te gebruik om hierdie keuse uit te oefen. Die nuutste keuse is:</p> <ol style="list-style-type: none"> <li>SAOU stylus pen</li> <li>SAOU tentkalender</li> <li>SAOU A5 notaboek (2 cm dik)</li> <li>SAOU lessenaarkalender (A2 grootte)</li> <li>SAOU dagboek (A5 grootte)</li> </ol> <p>Sien Nasionale Nuusbrieff 32 vir <a href="#">voorbeeld</a> van hierdie geskenke.</p> <p style="text-align: center;"><b><a href="#">Kliek hier en bestel aanlyn!</a></b></p> <p><b>Laaste datum om u bestelling te plaas:</b> Vrydag , 15 September 2017 @ 12:00.</p>	<p>In order to enable the SAOU (Limpopo) to provide the right corporate gift to the right member by 2018, school representatives are again requested to return a full and updated list of members at his/ her school to us. A <a href="#">national newsletter</a> (32 / 2017) was also sent out explaining the corporate gift choices. Note: People who submit choices, but whose name does not appear on the school list, will not be eligible for this gift. Members who do not submit any choice will receive the notebook by default.</p> <p>The choices have changed somewhat from previous years. It is important to use National Newsletter 32 of 2017 to make this choice. The choices for 2018 are:</p> <ol style="list-style-type: none"> <li>SAOU stylus pen</li> <li>SAOU tent calendar</li> <li>SAOU A5 notebook (2 cm thick)</li> <li>SAOU desktop calendar (A2 size)</li> <li>SAOU Diary (A5 size)</li> </ol> <p>See National Newsletter 32 for <a href="#">images</a> of these gifts.</p> <p style="text-align: center;"><b><a href="#">Click here to order online!</a></b></p> <p><b>Last date to submit your order:</b> Friday, 15 September 2017 @ 12:00</p>
<p style="text-align: center;"><b>SAOU evaluering</b></p> <p>Die jaarlikse geleentheid wat lede het om die diens wat die SAOU (Limpopo) lewer te evalueer, is oopgestel. Die "Gehalte van dienslewering"- vraelys is beskikbaar op die SAOU webblad of toepassing. Daar is 10 vrae wat lede moet beantwoord – dit neem maksimum 5 minute. Hierdie terugvoer is van kardinale belang en gee 'n aanduiding van probleem – so wel as prestasie areas. <b>ELKE LID MOET PERSOONLIK DIE EVALUERING DOEN</b></p> <p><b><a href="#">Kliek hier om ons te evalueer!</a></b> <span style="float: right;"><b><a href="#">Sluitingsdatum:</a></b></span></p> <p style="text-align: center;"> Vrydag, 29 September 2017</p>	<p style="text-align: center;"><b>SAOU evaluation</b></p> <p>The annual opportunity that members have to evaluate the service provided by the SAOU (Limpopo) has been released. The "Quality of Service" questionnaire is available on the SAOU website or application. There are 10 questions that members need to answer - it takes up to 5 minutes. This feedback is of crucial importance and indicates problem - as well as success areas. <b>EACH MEMBER MUST DO THE EVALUATION PERSONALLY.</b></p> <p><b><a href="#">Closing date:</a></b> <span style="float: right;"><b><a href="#">Click here to evaluate us!</a></b></span></p> <p style="text-align: center;">Friday, 29 September 2017 </p>

## Godsdienst-in-skole hofsaak

Die uitspraak in die hofsaak tussen Mnr Hans Pietersen van die OGOD (Organisasie vir Godsdienst Onderrig en Demokrasie) beweging en die Beheerliggaam organisasie FEDSAS is gelewer. Dit blyk egter dat mnr Pietersen dit nou sy missie maak om landswyd na verdere "skuldiges" te soek. In Limpopo het hulle nou hulle visier op Louis Trichardt Laerskool en Piet Potgieter Hoërskool.

Daar het reeds kommunikasie plaasgevind tussen die HUB en regsafdeling van die SAOU en die skoolverteenwoordigers en hoofde van die bogenoemde 2 skole met betrekking tot advies rakende die optrede en regte van die hoofde en ander lede by daardie betrokke skole. Net sodat alle lede op hoogte is van die advies wat deurgegee is, die volgende:

- OGOD het nie 'n mandaat om as waghond, of sedebewaker, op te tree en om by skole se huishoudelike aangeleenthede in te meng nie.
- Indien 'n skool enige korrespondensie van OGOD ontvang, beveel ons aan dat die skoolhoof dit onmiddellik na die SBL verwys vir verdere hantering en aksie.
- Skoolhoofde word aangeraai om, in samewerking met die SBL, die skool se godsdienstbeleid in lyn te bring met die bepalings van Art 15.2 van die Grondwet van Suid-Afrika
- Ons doen ook 'n beroep op skoolhoofde om die ouers van die skool te versoek om klagtes, probleme en voorstelle rakende godsdienstbeoefening in die skool aan die SBL te rig. Laasgenoemde is die wettig verkose "voertuig" om sodanige probleme aan te spreek.
- Dis vir die SAOU uiters belangrik dat ons lede besef dat onderwysers ook bepaalde regte het met die beoefening van godsdienst in skole, ooreenkomstig die bepalings van die Grondwet van Suid Afrika se Artikel 15(1). Alhoewel ons hierdie reg ten alle koste wil beskerm, is dit baie belangrik dat, in die uitleef van 'n lid se geloof, die lid nie die skool en skoolgemeenskap as 'n sendingveld moet gebruik, of misbruik nie
- Elke SAOU-lid is daarop geregtig om vry en ongehinderd sy of haar godsdienstsoortuigings te kommunikeer, maar die advies is dat dit met wysheid en omsigtigheid gepaard moet gaan. Die onderliggende beginsel is dat die keerkant van alle regte ook die gepaardgaande verantwoordelikhede en respek vir ander se regte insluit.
- Gesprekke tussen opvoeders en leerders insake godsdienst moet met omsigtigheid geskied en die tye vir sodanige gesprekke moet altyd so wees dat dit nie inbreuk maak op die regte van andersdenkendes nie

## Religion-in-school court case

The verdict in the court case between Mr Hans Pietersen of the ORED (Organization for Religious Education and Democracy) and the Governing Body organization FEDSAS was delivered. However, it appears that Mr Pietersen is now making it his mission to seek further "culprits" throughout the country. In Limpopo they now have their sights set on Louis Trichardt Primary School and Piet Potgieter High School.

There has already been communication between the CEO and legal department of the SAOU and the school representatives and principals of the above 2 schools. Advice regarding the actions and rights of the heads and other members at those schools were communicated. Just so that all members are informed of the advice given, the following:

- ORED has no mandate to act as watchdog or custodian and interfere with schools' domestic affairs.
- If a school receives any correspondence from ORED, we advise that the principal immediately refer it to the SGB for further handling and action.
- Principals are advised to, in conjunction with the SGB, align the school's religious policy with the provisions of Art 15.2 of the Constitution of South Africa.
- We also appeal to school principals to request the parents of the school to address complaints, problems and suggestions regarding religious practice in the school to the SBL. The latter is the legally elected "vehicle" to address such problems.
- It is extremely important for the SAOU that our members realize that teachers also have certain rights in the practice of religion in schools, in accordance with the provisions of the Constitution of South Africa's Article 15 (1). Although we want to protect this right at all costs, it is very important that, in the practice of a member's belief, the member should not use or abuse the school and school community as a missionary.
- Every SAOU member is entitled to communicate freely and without restriction his or her religious opinion, but the advice is that it should be accompanied with wisdom and prudence. The underlying principle is that the right side of all rights also includes the associated responsibilities and respect for others' rights.
- Conversations between educators and learners regarding religion must be done with caution and the times for such conversations should always be such that they do not infringe on the rights of others not sharing the same belief.

## Beskikbaarheid van SAOU personeel vir gedeeltes van volgende 2 weke

Vanaf 24 – 30 Augustus 2017 sal daar onderbrekings wees in die beskikbaarheid van die Limpopo personeel om oproepe te beantwoord. Alle personeel het egter deurgaans toegang tot eposse en WhatsApp en sal poog om dit so spoedig moontlik te beantwoord.

Personeellid	Datums NIE telefonies beskikbaar NIE
Wilma Henn	24 – 30 Augustus 2017
Susan Lourens	24 & 25 Augustus 2017

LET WEL: Trudie van den Berg sal wel beskikbaar wees vir die periode vanaf 24 tot 30 Augustus om boodskappe te neem en sy sal alle dringende boodskappe aanstuur vir hantering deur betrokke personeellid.

## Availability of SAOU staff for parts of the next 2 weeks

From 24 to 30 August 2017 there will be interruptions in the availability of Limpopo staff to answer calls. However, staff always have access to e-mail and WhatsApp and will try to respond to it as soon as possible.

Staff member	Dates NOT available to take calls
Wilma Henn	24 - 30 August 2017
Susan Lourens	24 & 25th August 2017

PLEASE NOTE: Trudie van den Berg will be available for the period from 24th to 30th of August to take messages and she will send all urgent messages for handling to the relevant staff member.

## Promosie vakaturelyste vir Limpopo

Die nuutste terugvoer van die LDvO is dat ALLE poste by skole (uitsluitend posvlak 1) geadverteer gaan word. Dit sluit alle bevorderingsposte, sowel as admin en ondersteuningsposte in. Hierdie verrassende mededeling het gepaard gegaan met die gewone naskrif: **onderhewig aan die goedkeuring van Tesourie**. Terugvoer van Tesourie (wat die "beursie" vashou) is dat hierdie projek die huidige begroting vër gaan oorskry en dat verdere berekeninge nodig is.

Dit bring uiteraard mee dat die hele bestuursplan vir die advertering van vakante poste nogsteeds nie deur die vakbonde in RAVO gesien of afgeteken is nie. Wat wel vasstaan is dat die aanstellingsdatum vir die vul van hierdie poste eers 1 Januarie 2018 sal wees. Huidiglik is die terugvoer dat die vakaturelyste in September gaan verskyn, terwyl vakbonde dit eens is dat dit waarskynlik eers later sal wees.

## Promotion Vacancy Lists for Limpopo

The latest feedback from the LDoE is that ALL posts will be advertised at schools (excluding post level 1). It includes all promotional posts, as well as admin and support posts. This surprising announcement has been accompanied by the usual post script: subject to the approval of Treasury. Feedback from Treasury (which holds the "wallet") is that this project exceeds the current budget and requires further calculations.

Obviously, the entire management plan for the advertising of vacant posts has not yet been seen or signed off by the unions in the ELRC. It is true that the appointment date for filling these posts will only be 1 January 2018. Currently, the feedback is that the list of vacancies will appear in September, while trade unions agree that it will probably only be later.

## IQMS vir die 2016/ 2017 periode

Na aanleiding van 'n gesprek met die hoof van die afdeling by LDvO belas met die invoer en magtiging van opvoeders se IQMS punte, kan ons die volgende inligting deurgee aan lede:

1. Alle IQMS punte wat ontvang is, is ingevoer en die totale koste voorlegging is aan die hoof van die departement (SG) gemaak.
2. Die SG (Superintendent Generaal) sal dit afteken en voorlê aan Tesourie.
3. Daarna moet elke distrikkantoor hulle magtigingsdokumentasie gaan afhaal by hoofkantoor.
4. Betalings word deur die distrik gedoen vir die opvoeders wat binne die grense van hulle distrik val.

Alle betalings is terugwerkend na 1 Julie 2017. Ons doen 'n beroep op skolevertegenwoordigers om die Limpopo kantoor via WhatsApp in te lig sodra hulle hierdie betalings ontvang sodat ons die betalings kan monitor.

## IQMS for the 2016/2017 period

Following a discussion with the head of the department at LDoE responsible for the import and authorization of educators' IQMS scores, we can share the following information with members:

1. All IQMS scores that were submitted have been entered and the total cost submission has been made to the head of the department (SG).
2. The SG (Superintendent General) will sign it off and submit it to Treasury.
3. Then each district office must retrieve their authorization documentation at headquarters.
4. Payments are made by the district office for the educators who fall within the boundaries of their district.

All payments are back dated to July 1, 2017. We call on school representatives to inform the Limpopo office through WhatsApp once they receive these payments so we can monitor the payments.