



18 Oktober 2017

NIB 30 / 2017

In die pylvak / In the home stretch



2017 is in die laaste pylvak en tog is daar steeds baie aktiwiteite wat voorlê. Ons wens al ons lede sterkte en voorspoed vir die laaste kwartaal van 2017.

2017 is in the home stretch and yet there are still many activities ahead. Good luck to all our members and we wish all prosperity for the last quarter of 2017.

IQMS 2016/2017



SAOU (Limpopo) het via nasionale RAVO gekommunikeer met LDVo rakende die vergraving van die 2016/2017 progressie (IQMS). Ons het onmiddellike implimentering vereis, terugwerkend na 1 Julie 2017. Verskeie distrikte het reeds aangedui dat hulle besig is met die vaslegging van data en dat die moontlikheid bestaan dat opvoeders reeds voor hulle Oktober salarisse die progressie aanpassing (1%) sal kry.

SAOU (Limpopo) communicated with LDoE via the national ELRC regarding the delay in the 2016/2017 progression (IQMS). We demanded immediate implementation retroactively from 1 July 2017. Several districts have already indicated that they are capturing data and that there is the possibility that educators will get the progression adjustment (1%) before their October salaries.

LIMPOPO SEPTEMBER 2017 OOP VAKATURELYS / OPEN VACANCY LIST

**Skoolhoofde-, adjunkhoofde- en departmentshoofposte in skole /
Principals, deputy principals- and head of department posts in schools**



Die 2017 promosie vakaturelyste het verskyn, en die SAOU (Limpopo) wil alle lede wat vir enige van die geadverteerde poste kwalifiseer aanmoedig om aansoek te doen. Ons is oortuig daarvan dat daar genoegsame potensiaal onder ons lede bestaan om die provinsie en ons skole na nuwe hoogtes te lei en om 'n verskil te maak in die onderwys as geheel in die Limpopo provinsie asook in die lewens van die toekomstige leiers van ons land. Die vakaturelyste is wel met ander provinsies ook gedeel, wat standaard prosedure in ons organisasie is. **LET WEL:** die sluitingsdatum vir aansoeke is 20 Oktober 2017. Geen aansoek mag per epos of per faks gestuur word nie. (Sien [Nuus in die Branding 29](#) vir skakels na die vakaturelyste).

The 2017 promotional vacancy lists have appeared, and the SAOU (Limpopo) wishes to encourage all members who qualify for any of the advertised posts to apply. We are convinced that there is ample potential among our members to lead the province and our schools to new heights and to make a difference in education as a whole in the Limpopo province as well as in the lives of future leaders of our country. The vacancy lists are also shared with other provinces, which is the standard procedure in our organization. **NOTE:** The closing date for applications is 20 October 2017. No application may be sent by e-mail or by fax. (See [Nuus in die Branding 29](#) for links to the vacancy lists)

ADDEMDUM Skoolhoofposte / Principal's posts

Die Addendum wat die ontbrekende hoofposte bevat sal as 'n vakaturelys opsigself geadverteer word. Die rede is sodat die huidige vakaturelyste se bestuursplan nie in die slag bly nie. Die LDvO het gesê hulle poog om dit teen die einde van die maand reg te hê. Dit sal 'n aparte sluitingsdatum hê. Die aanstellingsdatum sal waarskynlik eers 1 Februarie 2018 wees. Daar sal eersdaags 'n aparte bestuursplan vir daardie vakaturelys uitgestuur word.

The Addendum containing the missing principal posts will be advertised as a vacancy list by itself. The reason for this is to ensure that the current vacancy list's management plan does not get lost in the process. The LDoE said they were trying to fix it by the end of the month. It will have a separate closing date. The appointment date will probably only be 1 February 2018. There will soon be a separate management plan for that vacancy list.

GESPREKSGELEENTHEID MET LUR EN SG / DISCUSSION OPPORTUNITY WITH MEC AND SG



Die Provinsiale Uitvoerende Raad se Dagbestuur het 'n versoek aan die LUR en die SG van die LDvO gerig en aangevra vir 'n dringende gespreksgeleentheid. Indien daar nie aan ons versoek voldoen word nie, sal die versoek ge-eskaleer word via die SAOU na die nasionale departement van onderwys. Die sake wat op die agenda verskyn is as volg:

1. Promosieposte by spesifieke skole (veral departements-hoofdeposte) wat nie vir die tweede jaar in 'n ry geadverteer is nie.
2. SAOU-navrae is nie afgehandel sedert 2010. (Vhembe-, Waterberg-, Lebowakgomo-, Tzaneen-distrik)
3. Doelbewuste ignoreer van ons oproepe, e-posse en boodskappe. (Riba Cross, Lebowakgomo)
4. Interpretasie en implementeringsverskille tussen verskillende distrikte in Limpopo ten opsigte van PAM en ander beleide en kollektiewe ooreenkomste.
5. Die stadige implementering van ad-hoc en plaasvervangende poste.
6. Die verspreiding van onvolledige dokumentbundels en instruksies deur LDoE.

The Provincial Executive Council's Executive Committee has requested an urgent meeting with the MEC and the SG of the LDoE. If our request is not met, the request will be escalated via the SAOU to the National Department of Basic Education. The issues that appear on the agenda are as follows:

1. Promotional posts at particular schools (in particular head of department posts) that have not been advertised for the second year in a row.
2. SAOU queries not finalised since 2010. (Vhembe -, Waterberg -, Lebowakgomo -, Tzaneen district)
3. Deliberate ignoring of our phone calls, emails and messages. (Riba Cross -, Lebowakgomo)
4. Interpretation and implementation discrepancies among different districts in Limpopo regarding PAM and other policies and Collective Agreements.
5. The slow implementation of ad-hoc and substitute posts.
6. The distribution of incomplete document bundles and instructions by LDoE.

DIENSLEWERINGSTATISTIEKE / SERVICE DELIVERY STATISTICS



| Die SAOU (Limpopo) het 2017 afgeskop met 89 individuele navrae wat nog onopgelos was. Dit was as volg ingedeel per distrik: / The SAOU (Limpopo) kicked off 2017 with 89 individual queries that were still unresolved. It was divided as follows by district: | | Nadat heelwat van die navrae suksesvol afgehandel is en ander weer bygekom het lyk die prentjie tans as volg: / After many of the queries have been completed successfully and others have come in, the picture is currently as follows: | |
|--|---|--|---|
| Distrik / District | Navrae uitstaande / Outstanding enquiries | Distrik / District | Navrae uitstaande / Outstanding enquiries |
| Capricorn | 11 | Capricorn | 4 |
| Mopani | 11 | Mopani | 11 |
| Giyani | 7 | Giyani | 5 |
| Vhembe | 7 | Vhembe | 3 |
| Sekhukhune | 18 | Sekhukhune | 16 |
| Riba Cross | 3 | Riba Cross | 6 |
| Waterberg | 28 | Waterberg | 17 |
| Mogalakwena | 4 | Mogalakwena | 5 |

Daar is dus tans 67 sake uitstaande. 37 van hierdie sake (die agterstallige koshuistoelae en die moratorium op die her-aanstelling van opvoeders wat bedank het) is tans onder litigasie en word in die arbeidshof hanteer, die res is individuele lede se sake en behels bykans deur die bank die regstelling van verkeerde salariskerwe. In 2017 is daar reeds 5 dispute tov salarisregstellings deur RAVO verklaar, al 5 reeds afgehandel en die lede se salariskerwe is reggemaak en die agterstallige gelde is oorbetal aan die lede. Die bedrag wat op hierdie manier namens lede teruggekry is beloop ± R 1,6 miljoen.

There are currently 67 issues outstanding. 37 of these cases (the arrear hostel allowance and the moratorium on the reappointment of educators who resigned) are currently under litigation and are being dealt with in the labour court, the rest being individual member's matters and involve almost exclusively the correction of wrong salary notches. In 2017 there have already been 5 disputes declared through the ELRC.

All 5 have already been completed and the members' salaries have been corrected and the arrear fees have been paid to members. The amount recovered on behalf of members in this way amounts to ± R 1,6 million.

2017 NASIONALE SENIOR SERTIFIKAAT EKSAMEN / NATIONAL SENIOR CERTIFICATE EXAM



Nasieners vir die 2017 matriek eindeksamen vraestelle / Markers for the 2017 final matric papers

Die toepaslike departementele amptenaar van LDvO gemoeid met nasieners en eksamens, sal 'n lêer kry met kopieë van alle SAOU lede wat aansoek gedoen het om as nasiener (s) aangestel te word. Indien daar dus tekorte by vakke is wat Afrikaans as onderrigtaal het, sal die LDvO (eksamenafdeling) die lêer kan raadpleeg om verdere aanstellings te maak ten opsigte van nasieners. Dankie vir lede skole wat gereageer het en kopieë van nasieners se aansoeke ingestuur het.

The relevant departmental official at LDoE involved with markers and examinations, will receive a file containing copies of all SAOU members who have applied to be appointed as marker (s). Therefore, if there are shortages in subjects that have Afrikaans as the language of instruction, the LDoE (Examination Department) can consult the file to make further appointments of markers. Thank you for member schools that responded and submitted copies of markers' applications.

Datum vir merksentrum inligtingsvergadering / Date for marking centre information meeting

Tans is geen datum nog beskikbaar nie, maar nadat gesprek gevoer is met die LDvO se eksamenafdeling kan verwag word dat hierdie inligtingsvergadering moontlik voor einde Oktober sal plaasvind.

There is currently no date available, but after consultation with the LDoE exam section, it is expected that this information meeting may take place by the end of October.

Opleiding van personeel vir toesighouding tydens eksamen / Training of personnel for invigilation during examination

Hoofde moet kennis neem dat alle personeel wat op een of ander wyse betrokke gaan wees met toesighouding tydens 'n eksamensessie, vooraf behoorlik opgelei moet word deur die betrokke kringbestuurder. Indien die kringbestuurder dit nie kan doen nie, moet die hoof of aangewese verteenwoordiger van die hoof die toesighoudende-opleiding vir alle personeel aanbied. Bewys van bywoning van hierdie opleiding moet deurlopend beskikbaar wees vir ingeval die LDvO die skool sou kom monitor tydens die eksamen periode.

Principals should note that all staff involved in the invigilation during the exam session in one way or another must be properly trained by the relevant circuit manager. If the circuit manager cannot provide the training, the principal or a designated representative of the principal must provide the training on invigilation for all staff. Proof of attendance of this training session must be readily available in case the LDoE comes to monitor the school during the examination period.