



## AVAILABLE POSTS – FREE STATE

The Free State Department of Education has released a Vacancy List. Please click [here](#) to view the Vacancy List. Applications Close 18 August 2016.

## VAKATURES - VRYSTAAT

Die Vrystaat Departement van Onderwys het 'n vakaturelys vrygestel. Klik [hier](#) vir toegang tot die vakaturelys. Die sluitingsdatum is 18 Augustus 2016.

## SCHOOL MANAGEMENT TEAM SEMINAR

Do not forget to register for the SMT Seminar. The final programme will be distributed in due course.

## SKOOLBESTUURSPANNE SEMINAAR

Onthou om te registreer vir die SBS Seminaar. Die finale program sal binnekort beskikbaar gestel word.

**VENUE:** Amanzimtoti High School  
**DATE:** Saturday 20 August 2016  
**TIME:** 8:00 – 15:00

**VENUE:** Amanzimtoti High School  
**DATUM:** Saterdag 20 Augustus 2016  
**TYD :** 8:00 – 15:00

### REGISTRATION FEE:

**Members:** R400  
**Non-members:** R500

2 tea times and lunch are included in the registration fee.

### REGISTRATION CLOSES

5 AUGUST 2016

[Click here to register](#)

### REGISTRASIEFOOI:

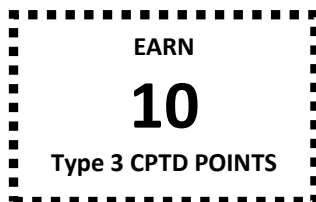
**Lede:** R400-00  
**Nie-lede:** R500-00

2 teetee en middagete is ingesluit in die registrasiefooi.

### REGISTRASIE SLUIT OP

5 AUGUSTUS 2016

[Klik hier om te registreer](#)



## NEPOTISM

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.

## NEPOTISME

Indien 'n persoon in 'n magposisie 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 feitstel gebaseer is al dan nie, die persepsie van subjektiwiteit en onregverdigde bevoordeling skep, kan geag word as onbillik te wees.

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.

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 werksplek, 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 werksplek. 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.

**In die kol**

**On target**

**“[Kids] don't remember what you try to teach them.  
They remember what you are.”  
– Jim Henson**