SAOU
DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

NASIONALE KANTOOR
NATIONAL OFFICE

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Nasionale Nuusbrief / National Newsletter

13/2019

17/04/2019

SAOU Hoofdesimposium / SAOU Principals' Symposium
1 – 4 September 2019
Nelson Mandela University, Port Elizabeth

Die SAOU nooi SAOU-lede uit na die Nasionale Hoofdesimposium 2019.

Vir volledige inligting, kliek hier (bl 3 – 6).
Kliek hier om te registreer.

Kontakpersoon: Charné Willemse
Tel: 041 365 2653 (09:00 – 13:00)
E-pos: charnew@saou.co.za

The SAOU would like to invite SAOU members to the National Principals' Symposium 2019.

Click here for further information (scroll to page 3 – 6).
Click here to register.

Contact person: Charné Willemse
Tel: 041 365 2653 (09:00 – 13:00)
Email: charnew@saou.co.za

VERVROEGDE PENSIOEN SONDER PENALISASIE

Die afgelope paar dae is die SAOU oorval met navrae wat handel oor die vervroegde pensioen sonder penalisasie. Staatsamptenare kan vanaf 1 April tot 30 September 2019 aansoek doen vir die vervroegde pensioen.

Die SAOU wil egter lede se aandag op belangrike inligting vestig wat vervroegde pensioen oorweeg.

Indien 'n persoon 55 jaar oud is en besluit om die vervroegde pensioen te neem, word die volgende oor die volgende 10 jaar verbeur:

EARLY RETIREMENT WITHOUT PENALISATION

The SAOU has been inundated with queries regarding early retirement without penalisation during the last few days. Public service employees are now entitled to apply for early retirement during the period 1 April to 30 September 2019.

The SAOU draws the attention of members who may consider this option to the following important information.

- 10 jaar se behuisingstoelaag ten bedrae van R1,336.22 pm
- 10 jaar se bonusse/13de tjek
- 10 jaar se salarisprogressie – 1.5% per jaar
- 10 jaar se salaris

Die volgende belangrike finansiële implikasies moet ook verreken word:

- Gedurende die tydperk 60 - 65 jaar:
  - verhoog die gratifikasie met ongeveer R100,000 vir elke addisionele jaar; en
  - sal die maandelikse pensioen ongeveer R8,000 – R9,000 per maand meer beloop met bereiking van 65 jaar.
  - ***Nota:*** *Dit moet verreken word dat bogemelde berekeninge van persoon tot persoon wysig aan die hand van verskillende salarisse en jare pensioengewende diens.*
- Geen addisionele pensioengewende diensjare word bygevoeg met uitoefening van die vervroegde pensioenopsie nie.
- As 'n persoon oor minder as 10 jaar pensioengewende diens beskik, sal die persoon slegs vir 'n enkelbedrag uitbetaling kwalifiseer.
- Lede moet ook kennis neem van RAVO Kollektiewe Ooreenkoms 2/2018 wat bepaal dat na 'n bedanking of aftrede sal 'n opvoeder met minder as 6 jaar ondervinding met herindiensneming aangestel word op 'n beginnerskaal. Dié met meer as 6 jaar ondervinding sal aangestel word op 'n beginnerskaal + 6 kerwe.

Die SAOU nooi u uit om ons te besoek by enige van ons kantore indien u bykomende inligting verlang.

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Should a person who is 55 years of age decide to exercise the early retirement option, this person will forfeit:

1. 10 years housing allowance to the amount of R1,336.22 pm
2. 10 years of bonuses/13th cheque
3. 10 years of salary progression – 1.5% per annum
4. 10 year's salary

The following important financial implications must also be considered:

- During the period between 60-65 years:
  - The gratuity increases by an estimated R100,000 per annum for every additional year of pensionable service; and
  - the monthly pension may be an additional R8,000 – R9,000 per month at attainment of 65 years.
  - ***Note:*** *Bear in mind that the above calculation will differ from person to person in light of different salaries and years of pensionable service.*
- No additional years of pensionable service will be added.
- If a person has less than 10 years of pensionable service he/she will only qualify for a lump sum.
- Members must also take note of ELRC Collective Agreement 2/2018 i.e. that determines that an educator who is appointed after a break in service (resignation / retirement) will be appointed on the entry salary notch if the educator had less than 6 years' experience. Educators with more than 6 years' experience will be appointed on the entry salary notch + 6 notches.

The SAOU invites members to visit any of our offices should they require further information in this regard.

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