



Nasionale Nuusbrieff | National Newsletter

19/2019

23/05/2019

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

Die 4de Industriële Rewolusie en die Onderwys | The 4th Industrial Revolution and Education

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

Vir volledige inligting, [kliek hier](#) (bladsy 3 – 6).

[Kliek hier](#) om te registreer.

[Kliek hier](#) om die voorlopige program te besigtig.

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 (page 3 – 6).

[Click here](#) to register.

[Click here](#) to view the preliminary programme.

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

Huldeblyk tydens Hoofdesimposium

Tydens die Nasionale Skoolhoofdesimposium word daar hulde gebring aan skoolhoofde en adjunkhoofde wat ons ontval het.

Ons sal dit waardeer as u die name van SAOU-lede wat sedert September 2018 oorlede is, aan ons sal voorsien.

Ons benodig die volgende:

- Naam en Van
- Naam van Skool/Werkplek
- Datum van afsterwe
- Dui aan of persoon 'n Skool- of Adjunkhoof was.
- Foto (indien moontlik)

Help ons asseblief om op 'n gepaste wyse die afgestorwenes te vereer vir hulle onbaatsugtige bydrae tot die onderwys.

Tribute during Principals' Symposium

During the National Principals' Symposium, tribute will be paid to principals and deputy principals who passed away.

It will be appreciated if you could forward the names of those who passed away since September 2018.

We need the following:

- Name and Surname
- Name of School/Workplace
- Date of death
- Indicate whether this person was a Principal or Deputy Principal
- Photograph (if possible)

Please assist us to pay tribute to these educators for their selfless service to education.

<p>Stuur asseblief die inligting aan u provinsiale SAOU kantoor:</p> <ul style="list-style-type: none"> • Gauteng – saougau@saou.co.za • KwaZulu-Natal – saoukzn@saou.co.za • Limpopo – saoulim@saou.co.za • Mpumalanga – saoumpu@saou.co.za • Noord-Kaap – saouнк@saou.co.za • Noord-Wes – saounw@saou.co.za • Oos-Kaap – saouok@saou.co.za • Vrystaat – saouvrys@saou.co.za • Wes-Kaap – saouwk@saou.co.za 	<p>Please forward the information to your provincial SAOU office:</p> <ul style="list-style-type: none"> • Gauteng – saougau@saou.co.za • KwaZulu-Natal – saoukzn@saou.co.za • Limpopo – saoulim@saou.co.za • Mpumalanga – saoumpu@saou.co.za • Northern Cape – saouнк@saou.co.za • North West – saounw@saou.co.za • Eastern Cape – saouok@saou.co.za • Free State – saouvrys@saou.co.za • Western Cape – saouwk@saou.co.za
--	---

Opleiding gedurende skoolvakansies

Training during school holidays

In die **PAM** (*Personeel Administratiewe Maatreëls*) word daar duidelik in **Hoofstuk A** onder die Opskrif, “*Werkslading van Skoolgebaseerde Opvoeders*” RAVO Res. 7 van 1997, aangedui dat die Departement van Onderwys kan van alle Onderwysers van tyd tot tyd verwag om tydens skoolvakansies of buite die formele skooldag, sekere programme van aaneenlopende professionele ontwikkeling, by te woon wat tot ‘n maksimum van 80 uur per jaar mag wees.

Die werkgever (DvO) sal ten minste een kwartaal kennis aan die opvoeder moet gee, ten opsigte van die programme wat gedurende skoolvakansies aangebied gaan word.

The **PAM** (*Personnel Administrative Measures*) clearly states in **Chapter A** under the heading, “*Workload of School-based Educators*” ELRC Res. 7 of 1997, that the Department of Education may from time to time expect all Teachers to attend certain programmes for continuous professional development during school holidays or outside the formal school day, up to a maximum of 80 hours per year.

The employer (DoE) must give at least one term’s notice to the educator, regarding the programmes offered during school holidays.

PAM: A.4.2.6

“All educators may be required by the employer to attend programmes for ongoing professional development, up to a maximum of 80 hours per annum. These programmes must be conducted outside the formal school day or during the vacations. The employer shall give at least one term notice of programmes to be conducted during the school vacations.”

Die SAOU se standpunt t.o.v. dié bepaling is dat die Provinsiale DvO moet ten minste een kwartaal kennis gee van watter programme gedurende die volgende skoolvakansie aangebied sal word. Dit beteken dat die DvO minstens **EEN KWARTAAL** voor die geleentheid:

- die **tydsraamwerk** spesifiseer,
- watter **programme** in die betrokke vakansie aangebied sal word,
- **wie** die opleiding moet bywoon,
- watter **SARO (CPTD) punte** die opvoeder sou kon behaal na voltooiing van die opleiding.

The SAOU's view of this provision is that the Provincial DoE should give at least one term notice of which programmes will be offered during the next school holiday. The DoE should provide educators **ONE TERM** before the training:

- specify the **time frame**,
- which **programmes** will be presented during that specific holiday,
- **who** should attend the training,
- which **SACE (CPTD) points** the educator could be achieved after completion of the training.

<p>Die opleiding sal as 'n Werkgewer-inisiatief beskou kan word. Sou die opvoeder die opleiding as 'n Tipe 3-opleidingsgeleentheid beskou, en die volle tydperk van 10 dae teen 8 ure per dag vir die opleiding gebruik word, sou die opvoeder tot 15 "CPTD" punte kan verwerf - volgens die voorskrifte wat vervat is binne SARO se "CPTD - PROFESSIONAL DEVELOPMENT POINTS SCHEDULE".</p> <p>Indien die DvO nie gehoor gee aan die bogenoemde vereistes nie, sal die uitnodiging slegs as vrywillig gesien kan word; dus sal geen onderwyser verplig kan word om die opleiding by te woon nie.</p> <p>Die SAOU se standpunt is duidelik dat professionele ontwikkeling van enige persoon nie as verpligtend gesien kan word nie, maar binne die etiese kode van opvoeders moet hulle die geleentheid gebied word om die onderstaande na te streef:</p>	<p>The training could be regarded as an Employer initiative. Should the educator consider the training as a Type 3-training opportunity with duration of 10 full days of 8 hours per day, the educator would qualify for up to 15 CPTD points - according to the regulations contained in SACE's "CPTD - PROFESSIONAL DEVELOPMENT POINTS SCHEDULE".</p> <p>If the DoE does not comply with the above requirements, the invitation will only be regarded as voluntary and no teacher is obliged to attend the training.</p> <p>The SAOU's position is clear that professional development of any person cannot be regarded as compulsory, but within the Code of Ethics of Educators, a teacher must be given the opportunity to strive to:</p>
<p><i>"Framework for the Development of School Policy on Educators."</i></p> <p><i>"The educator will achieve ongoing personal, academic, occupational and professional growth, through pursuing reflective study and research in their chosen field, in broader professional and educational matters and in other related fields."</i></p>	
<p>Maar, dit moet wel genoem word dat indiensopleiding een van die kernpligte van enige opvoeder is en word die stelling vervat binne die PAM, Hoofstuk A ten opsigte van die kerntake en verantwoordelikhede van opvoeders:</p>	<p>But it should be noted that in-service training is one of the core duties of any educator and is contained within the PAM, Chapter A regarding the core tasks and responsibilities of educators:</p>
<p>3.4 Interaction with stakeholders:</p> <p>3.4.3 <i>"To remain informed of current developments in educational thinking and curriculum development."</i></p>	
<p>Ten slotte: Indien die Werkgewer (DvO) genoegsame kennis gegee het en die kennisgewing bevat die volledige inligting van die opleidingsgeleentheid wat in die volgende vakansie sal plaasvind, sal dit onverantwoordelik van enige opvoeder wees om nie die opleiding by te woon nie, en sal die persoon homself / haarself skuldig maak aan versuiming van 'n wetlike en billike opdrag van die werkgewer.</p>	<p>Finally: If the Employer (DoE) has given sufficient notice and the notice contains complete information of the training event that will take place in the next school holiday, it will be irresponsible of any educator not to attend the training and will an educator be guilty of disregarding a legal and lawful instruction from the employer.</p>
<p>Diens gedurende skoolvakansies</p>	<p>Service during school holidays</p>
<p>Na aanleiding van die navrae wat die SAOU ontvang, vestig ons graag ons lede se aandag op die volgende bepaling soos vervat in die verlofmaatreëls vir onderwysers:</p>	<p>Following the queries received by the SAOU, we refer members to the following stipulation as contained in the leave measures for educators:</p>

PAM: H.4.2

Annual leave entitlement of institution-based educators:

"H.4.2.1 An institution-based educator will be regarded as being on annual leave during institution closure periods that are outside of scheduled working time, provided that the measures regarding the workload, duties and responsibilities of educators may require such an Educator to perform some of his/her normal duties, such as preparation for the new school term or the marking of internal examination scripts, during such periods. However, such an educator will not be required to report at any work place to perform any of these duties.

H.4.2.2 If, after sufficient notice, an institution-based educator is required by the employer to report for official duty during an institution closure period outside the scheduled working time, he/she will be remunerated additionally for the performance of such duties in terms of the applicable measures in Chapter C. Such remuneration will not apply in respect of the voluntary performance of duties by an educator during an institution closure period."

GEMS toep

GEMS (*Mediese Fonds vir Staatsdiensamptenare*) het nou 'n baie hulpvaardige toepassing geskep wat GRATIS afgelaai kan word. Die toepassing sal GEMS lede in staat stel om vinnige aanlyn aksies uit te voer soos:

Kenmerke van die GEMS toepassing:

- Persoonlike profiel – 360° lid oorsig
- Vind u diensverskaffer
- Verander u plan
- Bestel 'n nuwe Mediese Fonds kaart
- Inisieer en dien eise in
- Bekyk jou magtigings en vele meer

GEMS app

GEMS (*Government Employees Medical Scheme*) now has a very helpful application as a FREE download. The application will enable GEMS members to perform fast online actions like:

GEMS Application features:

- Personal profile - 360° member's view
- Find your service provider
- Change your plan
- Order a new Medical Aid card
- Initiate and submit claims
- View your permissions and many more