

**Nasionale Nuusbrieff / National Newsletter 40/2018**

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RAVO KOLLEKTIEWE OOREENKOMSTE**ELRC COLLECTIVE AGREEMENTS**

SAOU-lede moet kennis neem van die volgende kollektiewe ooreenkomste wat geteken is op 25 September 2018 in die Raad op Arbeidsverhouding in die Onderwys (RAVO).

Erkenning van vorige diens
Kollektiewe Ooreenkoms 2 van 2018 ([klik hier](#))

Die SAOU het nie 'n mandaat gehad om die ooreenkoms te onderteken nie omdat dit die huidige diensvoordele van opvoeders verskraal. Die SAOU sal nooit 'n party tot die verskraling van diensvoordele wees nie. Omdat die meerderheid vakbond in RAVO dit onderteken het, is dit egter 'n bindende ooreenkoms op alle opvoeders.

Hierdie ooreenkoms wysig par 8.5 van die PAM miv 25 September 2018 en het die volgende implikasies:

- Indien 'n opvoeder weer aangestel wil word in 'n departementele pos op dieselfde posvlak, na onderbreking van diens, hetsy by wyse van bedanking of aftrede, daardie opvoeder slegs aangestel sal word op die beginkersvlak van die posvlak waarin die opvoeder aangestel word. Indien die opvoeder wel oor meer as 6 jaar vorige departementele ondervinding beskik, sal die opvoeder kwalifiseer vir erkenning van vorige diens tot 'n maksimum van 6 kerwe. Bv. 'n opvoeder het diens verlaat as posvlak 1 opvoeder met 20 jaar diens (salariskerf 156). Indien hy/sy na 'n paar jaar aansoek doen vir 'n posvlak 1 pos, sal die persoon dan op kerf 91 aangestel word.
- Enige ervaring minder as 6 jaar sal nie erken word nie en sal die opvoeder op die beginkersvlak van posvlak 1 poste aangestel word.
- Indien 'n opvoeder die diens verlaat en terugkeer op 'n laer vlak en oor minder as 6 jaar ononderbroke diens beskik, sal die opvoeder

The attention of SAOU members are drawn to the following collective agreements that were signed on 25 September 2018 in the Education Labour Relations Council (ELRC).

Recognition of previous service
Collective Agreement 2 of 2018 ([click here](#))

The SAOU was not mandated to conclude this agreement as it was deemed to be a downward variation in the service benefits of educators. The SAOU will never be a party to any proposal that would have the effect of a downward variation. This agreement is now binding as a result of the majority union signing it.

This agreement amends para 8.5 of the PAM wef 25 September 2018 and has the following effect:

- Should an educator with more than 6 years uninterrupted service, resign or retire and return to service on the same post level, such an educator shall be awarded only 6 notches as recognition of previous service. Example: A post level 1 educator with 20 years uninterrupted service resigns (salary notch 156). In the event that he/she returns to education service, he/she will be appointed on salary notch 91.
- Any uninterrupted experience less than 6 years will not be recognised and the educator will be re-appointed on the minimum notch of the applicable post.
- Should an educator resign or retire and later returns on a lower level and has less than 6 years uninterrupted service, such an educator shall be appointed on the entry notch of the applicable post.
- An educator's actual experience will still be recognised for promotion purposes if the

aangestel word op die beginkerf van die betrokke pos.

- 'n Opvoeder se werklike ervaring sal egter steeds erken word indien daar om 'n bevorderingspos aansoek gedoen word na 'n diensonderbreking.

SAOU-lede word versoek om hierdie beduidende negatiewe implikasie by bedanking deeglik in ag te neem indien daar beoog word om later weer tot die onderwys toe te tree.

Soos gestel, die SAOU is op rekord in RAVO dat hierdie verskraling van huidige diensvoorwaardes deur DBO geensins ondersteun kon word nie. Ongelukkig het die meerderheidsvakbond nie ag geslaan op die pleidooie van die SAOU nie en die werkgewer ondersteun. U sal daarom opmerk dat CTU-ATU, waarvan die SAOU ook 'n lid is, nie die ooreenkoms onderteken het nie.

Ontneming van die reg op appèl Kollektiewe Ooreenkoms 3 van 2018 ([klik hier](#))

Volgens dié ooreenkoms moet die dissiplinêre proses van alle opvoeders wat aangekla word vir beweerde seksuele wangedrag tov leerders geskied ingevolge Art 188A van die Wet op Arbeidsverhoudinge en klausule 32 van die dispuutprosedures van RAVO.

Die dissiplinêre proses sal geskied as arbitrasieproses in plaas van 'n interne dissiplinêre proses. Die toekenning van die Arbitrer na die afloop van 'n arbitrasie, sal bindend wees. Gevolglik sal die opvoeder nie oor die gebruikelike reg op appèl beskik nie en sal hom/haar slegs kan wend tot die Arbeidshof, dws die hersiening van voormelde arbitrasieproses.

Die SAOU het hierdie ooreenkoms ook nie ondersteun nie, omdat die SAOU van mening is dat enige werknemer die reg tot appèl het. Hierdie ooreenkoms word ook geag 'n verskraling van huidige diensvoordele te wees.

Tydlike opvoeders – omskakeling na permanente status Kollektiewe Ooreenkoms 4 van 2018 ([klik hier](#))

Hierdie ooreenkoms het miv 25 September 2018 die implikasie dat alle tydelike opvoeders wat in substantiewe poste aangestel is by skole permanent aangestel word sodra hulle 3 aaneenlopende maande in 'n substantiewe pos aangestel was. Hierdie ooreenkoms lewer werklik 'n positiewe bydrae tot die onderwys en opvoeders se diensvoordele en is daarom deur die SAOU

educator applies for a promotion post after a break in service.

SAOU members are requested to consider said negative implications thoroughly when resignation is considered with the view to return to education service at later date.

As stated, the SAOU is on record in the ELRC, i.e. that any downward variation by the DBE will not be supported. Unfortunately the majority union did not heed the plea of the SAOU and supported the employer. Members will therefore note that the CTU-ATU, of which the SAOU is a member, did not sign the agreement.

Deprivation of right to appeal Collective Agreement 3 of 2018 ([click here](#))

In terms of this agreement the disciplinary process will be conducted in terms of Section 188A of the Labour Relations Act and clause 32 of the ELRC dispute resolution procedures in those cases when the employer takes disciplinary actions against an educator for alleged sexual misconduct committed towards any learner.

The disciplinary process will be conducted as an arbitration process instead of an internal disciplinary process. The award of the Arbitrator after conclusion, will be binding. Therefore the educator will not have recourse to the usual appeal process and will only be entitled to refer the matter for review to the Labour Court.

The SAOU also did not support this agreement as we are convinced that any employee should have the right to an appeal. This agreement is also deemed to be a downward variation.

Temporary educators – conversion to permanent status Collective Agreement 4 of 2018 ([click here](#))

This agreement is also enforceable wef 25 September 2018 and determines that all temporary educators appointed in substantive posts with more than 3 months uninterrupted service must be converted to permanent status. This agreement is deemed to be a positive development for education and educators and therefore the SAOU formally supported it as it will definitely ensure stability and employment security.

Members are requested to make a thorough study of these agreements. You are invited to contact the

<p>ondersteun. Dit sal gewis stabiliteit en werksekuriteit vir opvoeders meebring.</p> <p>Lede word versoek om 'n deeglike studie van hierdie ooreenkomste te maak. Kontak gerus u provinsiale SAOU-kantore met enige navrae in die verband.</p>	<p>respective provincial offices of the SAOU in the event of any uncertainty or queries.</p>
<p style="text-align: center;">EVALUEER ONS DIENS</p>	<p style="text-align: center;">EVALUATE OUR SERVICE</p>
<p>Die SAOU streef daarna om die beste onderwysvakbond in Suid-Afrika te wees. Ten einde ons dienslewingsmodel voortdurend te verbeter, is dit noodsaaklik om te kan bepaal wat die opinie van lede ten opsigte van verskillende aspekte is en aan die hand van die evaluering, waar nodig verbeteringe daadwerklik aan te spreek.</p> <p>Soos in vorige jare word lede versoek om die opname vraelys van 9 vrae te voltooi, nl “SAOU Evaluering Evaluation 2018” – dit behoort 'n maksimum van 5 minute te neem. Dit is vir die SAOU belangrik dat elke lid die opname vraelys voltooi.</p> <p>Neem kennis, om 'n groter getal deelname van lede te verseker is die evalueringsvorm tot 8 November 2018 beskikbaar.</p> <p>Voltooi die opname vraelys soos volg:</p> <ol style="list-style-type: none"> 1. Kliek hier vir die vraelys of kliek op “Evalueer ons” hieronder. 2. Die opname vraelys sal oopmaak – voltooi volledig al die velde. 3. Daar is 9 vrae. Kliek op die toepaslike evaluasie van u keuse. 4. Indien u ‘swak’ of ‘redelik’ as ‘n keuse uitoefen - merk asseblief een van die opsies as rede vir u keuse. 5. Na voltooiing van die 9 vrae, is daar 'n opsie vir kommentaar indien u dit nodig sou vind. 6. Na voltooiing van al die velde kliek op “Submit” om die voltooide opname vraelys te registreer. 	<p>The SAOU strives to be the best teachers’ union in South Africa. To enable us to continuously improve our service delivery model, it is imperative to determine how members experience various aspects of our service so that we can effectively address areas of need as expressed in their evaluation.</p> <p>As in previous years, members are requested to complete the survey questionnaire, i.e. “SAOU Evaluering Evaluation 2018” - a maximum of 5 minutes will be required. It is important to the SAOU that every member should complete the survey questionnaire.</p> <p>Note that, in order to ensure a greater member response to the evaluation survey, the questionnaire will remain open until 8 November 2018.</p> <p>How to complete the survey questionnaire:</p> <ol style="list-style-type: none"> 1. Click here for the questionnaire or click on “Evaluate us” below. 2. The survey questionnaire will open. Complete all the fields. 3. There are 9 questions. Click on the option that reflects your assessment. 4. If your evaluation is ‘poor’ or ‘reasonable’, please click on the option that most closely reflects the reason form your choice of assessment. 5. After completing the 9 questions, there is an option for comments, if you would like to bring something to our attention. 6. Click on “Submit” to register your response to the survey questionnaire.
<p style="text-align: center;"><u>Evalueer ons Evaluate us</u></p>	