



**AAN / TO: SAOU WERKPLEKVERTEENWOORDIGERS / SAOU SHOP STEWARDS**

**AANDAG: ATTENTION: ALLE SAOU LEDE / ALL SAOU MEMBERS**

**Nuusbrief 28 van 2018 / Newsletter 28 of 2018**

## **DIE MICHAEL PASHUT SAGE, FORENSIESE ONDERSOEK EN SMEERVELD TOEG TEEN DIE SAOU:**

Alhoewel die oorgrote meerderheid van ons lede in die Vrystaat glad nie geraak word nie, blyk dit dat weinig (indien enige) van ons Vrystaters hulle hoegenaamd steur aan die vermakerigheid deur mnr. Pashut wat ongevraagd e-posse na sommige lede versprei.

Dan is daar ook 'n groep wat bekend staan as die Forum vir Bekommerde SAOU-lede, die FBSAOU wat ook op die spreekwoordelike Pashut-wa gespring het. Daar is gevind dat die FORUM spog met "lede van die SAOU" wat nie tans SAOU lidmaatskap het nie, of wie se inligting onregmatig gebruik word.

Beide mnr. Pashut en die FBSAOU is weer besig met ge-orkestreerde en laakbare pogings om veral die SAOU se Hoof Uitvoerende beampte en President te diskrediteer. Die SAOU Vrystaat vind dit nodig om ons skoolhoofde vroegtydig te waarsku en te vra dat u wakker moet wees en nie onwetend in 'n spinnerak beland nie.

Dit blyk vanuit 'n verskeidenheid ander provinsies dat mnr. Pashut nou ook skoolhoofde wat provinsiale voorsitters is, teiken deur hulle verdag te maak by hulle onderskeie SBL'e en ook by die provinsiale onderwysdepartemente. Onvermydelik raak sodanige pogings elke lid en kan dit ook bydra tot onsekerheid onder lede van die SAOU.

Die SAOU Vrystaat wil 'n ernstige beroep op u doen om die berigte, gerugte en bewerings te

## **THE MICHAEL PASHUT SAGA, FORENSIC INVESTIGATION AND SMEAR CAMPAIGN AGAINST THE SAOU:**

We are well aware that the vast majority of our members in the Free State are totally oblivious to the current smear campaign of Mr Pashut and a group known as "Forum vir Bekommerde SAOU-lede", who also jumped on the Pashut bandwagon.

It was discovered that the FORUM is boasting with "members of SAOU" who are not on the current SAOU's member list or that information of existing members' are used without their consent or knowledge.

It is a well-known fact that Mr Pashut and the "Forum" are busy to discredit the SAOU leaders, more specifically the CEO and the President.

The SAOU Free State however, would like to warn members, and specifically the principals to be very cautious and vigilant. We are aware that Mr. Pashut has now also directed his attention to principals in a number of provinces where he tried to discredit them with not only the schools' SGB's but also with the provincial department of education.

By now most of you are aware of this well-orchestrated effort to discredit (amongst others) the CEO and President of the SAOU. Sadly, the efforts have also been expanded to include various provincial chairpersons. Inevitably, such efforts will have an impact on our members and create uncertainty to a certain extent.

trakseer van wie dit kom en presies vir wat dit is, nl. ***kwaadwillige en valse gerugte en bewerings***. Ons is van mening dat dit baie gevaarlik en onverantwoordelik sal wees om aannames te maak en uitsprake te lewer sonder dat u die korrekte feite van die SAOU self het.

**4.1** Die SAOU se Nasionale Uitvoerende Raad (NUR) het 'n onafhanklike ondersoeker in die persoon van Regter Hartzenberg, aangestel om elke bewering van mnr. Pashut, sowel as die Forum vir Bekommerde SAOU-lede (FBSAOU), te ondersoek. Regter Hartzenberg het 'n forensiese ouditeur van sy eie keuse aangestel om hom daarmee by te staan.

**4.2** Die SAOU se NUR het verder ook die SAOU se ouditeure voorsien van elke bewering van mnr. Pashut en die FBSAOU en hulle gevra om hulle spesifiek daarop toe te spits (alhoewel die audit nie daartoe beperk is nie).

**4.3** Die ouditeure se auditverslag vir die finansiële boekjaar Maart 2017 tot Februarie 2018, was skoon en ongekwalifiseerd vir al die SAOU-entiteite en kon geen bewys van enige van die aantuigings gevind word nie.

**4.4** Die regter se ondersoek is so te sê voltooi en is hy besig met sy finale verslag wat teen die middel van Augustus 2018 verwag word.

**4.5** Die ondersoek en bevindinge van die ondersoek sal aan die lede van die SAOU beskikbaar gestel word.

The SAOU Free State would seriously like to recommend our members to be cautious to participate in discussions based on ***unfounded and dangerous allegations***. Please consider the ***reports, rumours and allegations*** precisely for what they are and from whom it came from.

**4.1** The National Executive Council of the SAOU (NEC) appointed an independent investigator in the person of Judge Hartzenberg to investigate all the allegations made by Mr. Pashut, as well as the “Forum vir Bekommerde SAOU-lede (FBSAOU)”. The Judge has appointed an independent forensic auditor of his choice to assist him in his investigation.

**4.2** The NEC has furthermore instructed the SAOU’s auditors to focus on each and every allegation from Mr. Pashut and the FBSAOU – although the audit was not only restricted to the allegations.

**4.3** The SAOU’s auditors have issued an unqualified and clean audit for each of the entities of the SAOU for the financial year 2017/2018. By doing so, they could not find any discrepancies by any of the entities.

**4.4** Judge Hartzenberg’s investigation is almost complete and he is busy with his final report. It is expected by middle August 2018.

**4.5** The investigation and the findings thereof will be made available to all the members of the SAOU.

## VRYWILLIGE SKEIDINGSPAKETTE:

Ons kantoor het verskeie navrae oor vrywillige skeidingspakette ontvang. Na afloop van navrae aan ons nasionale kantoor, sowel as die DBO, kon geen bevestiging bekom word nie.

Let asseblief daarop dat vrywillige skeidingspakette nie eensydig deur die DBO ingestel kan word nie en moet via 'n onderhandelde kollektiewe ooreenkoms op die vlak van RAVO en/of die PSCBC, waar die SAOU op beide vlakke nasionaal verteenwoordig word, plaasvind.

## VOLUNTARY SEVERANCE PACKAGES:

Our office has received a number of enquiries about Voluntary Severance Packages. Enquiries at our national office and DBE could not confirm any of this.

Please note that the DBE cannot take a unilateral decision regarding Voluntary Severance Packages as it would require a Collective Agreement at either ELRC or PSCBC level. The SAOU has a seat at national level in both of these bodies and would therefore be informed of such.



## SAOU PROGRAM

### DERDE KWARTAAL 2018:

Ons herrinner al ons lede aan die wonderlike opleidings- asook ontwikkelingsgeleenthede wat deur SAOU tydens die **derde kwartaal van 2018**, aangebied gaan word.

Neem kennis dat ons alles in ons vermoë doen om die SAOU opleidingsgeleenthede so koste-effektief as moontlik te reël, terwyl ons steeds hoë professionele standaarde handhaaf.

**Registreeer vroegtydig om teleurstelling te voorkom.**

## SAOU PROGRAM










### THIRD TERM 2018:

We remind all our members of the wonderful training and developmental opportunities offered by the SAOU during the **third term of 2018**.

Take note that we are doing our best to provide cost-effective SAOU training opportunities, whilst still maintaining high professional standards.

**Register early to avoid disappointment.**

## SAOU TRAINING PROGRAM - **THIRD TERM 2018:**

				Tema / Theme:	
POD: OLSOB Opleiding PDS: ELSEN Training    	13 Aug. 2018	Bloemfontein Martie du Plessis Skool	14:00 – 17:00	"Die oorgang van leerders met gestremdhede." "The transition of learners with disabilities."	 Marietjie le Roux Adel Jacobs  
	14 Aug. 2018	Welkom Riebeeckstad HS	14:00 – 17:00	<b>Word ook oopgestel vir Hoofstroomskole!</b> 1. Fokus op die implementering van SIAS.  2. Die adressering van die leerprobleme en die verskillende wyses van differensiasie in die klaskamer met praktiese voorbeelde.	
	15 Aug. 2018	Bethlehem Maluti Hoogland	14:00 – 17:00		
	16 Aug. 2018	Sasolburg Vaalpark PS	14:00 – 17:00		
				Tema / Theme:	
	03 Sept. 2018	Bloemfontein	14:00 - 17:00	"My vriend Internet en sy monster broer, Sosiale Media!" "My friend Internet and his monster brother, Social Media!"	 Rose-Anne Lyon Adel Jacobs  
	04 Sept. 2018	Welkom	14:00 - 17:00	1. Veilige gebruik van die Internet / <i>Safe use of the Internet</i> 2. Internet beleid van skole / <i>Internet policies of schools</i> 3. Gebruik van Sosiale Media (FB, WhatsApp, Twitter) Moets-en- moenies!  / <i>Use of Social Media (FB, Whatsapp, Twitter) Do's and don'ts</i>	
	05 Sept. 2018	Bethlehem	14:00 - 17:00		
	06 Sept. 2018	Sasolburg	14:00 - 17:00		

**Puik geleenthede vir een en almal!**

**Great opportunities for each and everyone!**