



<b>NUUSBRIEF 31/2016</b>	<b>NEWSLETTER 31/2016</b>
<b>BEVORDERINGSVAKATURELYS</b>	<b>PROMOTIONAL VACANCY LIST</b>
Die vakaturelys vir bevorderingsposte wat aan die einde van die tweede kwartaal versprei sou word, sal nou vroeg in die derde kwartaal aan skole versprei word.  Die SAOU (Mpumalanga) sal lede op hoogte hou.	The promotional vacancy list that would have been distributed at the end of the second term, will now be distributed to schools early in the third term.  The SAOU (Mpumalanga) will keep members informed.
<b>VERSOEK VAN ORGANISEERDERS VAN HOOFDESIMPOSIUM: INLIGTING VAN AFGESTORWENES</b>	<b>REQUEST FROM ORGANISERS OF PRINCIPALS' SYMPOSIUM INFORMATION REGARDING DECEASED MEMBERS</b>
Lede word versoek om besonderhede van SAOU Hoofde en Adjunkhoofde (in diens, sowel as afgetree) wat sedert die vorige hoofdesimposium oorlede is, voor of op 17 Augustus 2016 te stuur aan faksnommer 086 687 2034 of e-posadres <a href="mailto:AndroetteA@saou.co.za">AndroetteA@saou.co.za</a> :  <u>Besonderhede van afgestorwene:</u> <ul style="list-style-type: none"> <li>• Naam en van</li> <li>• Pos bekleer</li> <li>• Skool</li> <li>• Foto</li> </ul> U samewerking in hierdie verband sal hoog op prys gestel word.	Members are requested to forward information with regard to SAOU Principals and Deputy Principals (in service, as well as retired) who passed away since the previous Principals' Symposium before or on 17 August 2016 to fax number 086 687 2034 or e-mail address <a href="mailto:AndroetteA@saou.co.za">AndroetteA@saou.co.za</a>  <u>Information required of deceased:</u> <ul style="list-style-type: none"> <li>• Name and surname</li> <li>• Post occupied</li> <li>• School</li> <li>• Photo</li> </ul> Your assistance in this regard will be appreciated.
<b>NEPOTISME BAANTJIES VIR BOETIES IN DIE WERKSPEK</b>	<b>NEPOTISM CRONYSIM IN THE WORKPLACE</b>
Die term nepotisme se oorsprong is uit die Latynse woord "nepos", wat neef, broers- of susterskind beteken. Sedert die Middeleeue en tot laat gedurende die 17de eeu het sommige katolieke pouse en biskoppe wat as gevolg van kerklike voorskrifte nie eie kinders gehad het nie, hulle familie se kinders op voorkeurbasis in die kerk aangestel. Die aanstelling van familieledes en vriende in die werksplek, of die toekenning van kontrakte of tenders aan familie of vriende, is nie onwettig of verbode nie. Dit is egter die persepsie van subjektiwiteit en onbillike voorkeur wat daardeur geskep word wat die gevaarlike laat flikker en verreikende gevolge kan hê.  Indien 'n persoon in 'n magsposisie of bestuurpos egter sy of haar posisie op 'n onbillike wyse misbruik om 'n familielid in	The term nepotism originates from the Latin word "nepos", which means cousin, nephew or niece. Since the Middle Ages, into the late 17 <sup>th</sup> century, some Catholic popes and bishops, who were not allowed to have children due to the prescriptions of the church, gave their families' children preferential treatment when appointing staff. The appointment of family and friends in the workplace, or awarding them with contracts or tenders is not illegal or forbidden. Essentially it is the perceptions created through subjective and iniquitous preferences that raise red flags and result in far-reaching consequences.  It is considered nepotism if a person of authority or one

<p>'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.</p> <p>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 onregverdigte bevoordeling skep, kan geag word as onbillik te wees.</p> <p>Daar is dus nie 'n objektiewe maatstaf vir die bepaling van watter optredes as onbillik geag kan word nie. Handelinge 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.</p> <p>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.</p> <p>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.</p>	<p>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.’</p> <p>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.</p> <p>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.</p> <p>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.</p> <p>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.</p>
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