TEACHERS - GENERAL
1993
Sadtu STRIKE Jooms

Their way to a trial at the Civic Centre yesterday.

STRIKE: Teachers Union members march down Adderley Street.
If the state was not careful it would face the collective might of 500,000 workers.

"There is very little I can bring you in terms of progress." The state would have to "accept the consequences of their reluctance to act responsibly".

On the cutting of teaching posts Ms Carelse said the union could not prevent individuals from accepting retirement packages but could only appeal to them to stay in their classes.

About 370 teachers had left when the new term started and more were taking the package from today meaning that schools would have a further 273 fewer posts on Monday.

More teachers were due to leave at the start of September and October and, in January, 2,125 would retire and not be replaced, she said.

In an attempt to relieve increasing pressure on those teachers who were staying in their posts, an agreement has been thrashed out with the House of Representatives which could freeze early retirements until December.

SADTU and the Union of Teachers Associations of South Africa met authorities in Cape Town on Thursday in talks facilitated by the National Education and Training Forum.

The parties agreed that teachers who had opted to accept the package from today could defer their acceptance until December 31 with no loss of benefits.

Authorities would contact teachers who had opted to retire today immediately. They had to indicate in writing, no later than Monday, whether they wished to extend their service until December 31.

Such teachers had to report for duty as usual on Monday to ensure continuity of service.

Before yesterday's rally, teachers congregated at the Cape Town Magistrate's Court in support of two union members charged with obstructing traffic during a protest earlier this month.

They then joined members of the union's Nyanga branch in a protest at the Department of Education and Training's Foreshore offices.
Sadtu warned of ‘firm action’

GOVERNMENT has warned the SA Democratic Teachers’ Union (Sadtu) that it will take “firm action” if the union continues with its policy of disrupting schooling.

The threat came after two days of discussions between the Department of Education and Training (DET) and Sadtu last week.

DET spokesman Corrie Haddeneyer said that by engaging in strikes and disruptions, Sadtu had broken its agreement with the DET.

He said the department could not disclose disciplinary steps being considered as this would limit its options.

In a statement, DET deputy director-general Roelf du Preez said Sadtu’s “destructive actions” had destroyed educational opportunities of thousands of pupils this year.

He added the union’s leadership did not have the will to lead its members in a proper way or to discipline them.

“Sadtu is waging a declared political campaign while at the same time acting as an employees’ association,” he said.

“The political objective for which Sadtu is aiming is materialising. Therefore, its defiance campaign has become an anachronism.”

Aside from illegal strikes, Du Preez said the disruptive actions included driving out principals and teachers who did not go along with union actions, the use of intimidation to take over management of schools, and withholding pupil attendance registers and exam results.

He said the nature of future relationships between the department and Sadtu would be determined by the union’s ability to honour the agreement.

A week after black schools reopened, the DET reported erratic attendances throughout the country.

No clear pattern had emerged with attendance figures varying from school to school.

Schooling on the violence-wracked East Rand townships had come to a complete standstill.

Sadtu was not available for comment yesterday.
Teachers threaten national strike

By Isaac Moledi and Sapa

The South African Democratic Teachers Union has threatened to go on strike from August 16 if their demands are not met.

This was made by Sadtu president Mr Shepherd Mladihane yesterday during his address to thousands of teachers who marched to the offices of the education department of the House of Representatives in Johannesburg to protest against plans to retrench 3,200 teachers early next year.

The march, organised by Sadtu’s Southern Transvaal region, was also aimed at demanding an end to the unilateral restructuring and rationalisation in education.

High on their agenda was the teachers’ demand for the reimbursement of up to R500 deducted from their salaries by the Department of Education and Training.

In a memorandum handed to Mr John Francis, the HOR director of education in Johannesburg, the union vowed to embark on a national strike on August 16 if their demands were not met.

The Department of Education and Training yesterday accused Sadtu of ignoring its call to abandon the planned strike.

DET communications director Corrie Rademeyer said in a statement that Sadtu’s secretary-general Randall van den Heever failed to respond to a letter from the DET, calling on Sadtu to call off the strike.

The letter told Van den Heever that if the strike went ahead it would be illegal and the DET would apply the principle of “no work, no pay”.

The DET also said the interests of the community, in particular parents and pupils, would be damaged and disciplinary measures would have to be taken against strikers.

The statement added: “It is tragic that Sadtu appears to be wilfully planning to create a situation whereby teachers are made vulnerable to disciplinary action and pupils are made to pay the price.”

Sadtu accused the DET of deducting from teachers’ salaries with the aim of fuelling conflict in education.

Sadtu Southern Transvaal chairman Mr Mxolisi Nkosi said it was time for teachers to reject arbitrary actions taken on their behalf without consultation.

YESTERDAY Sowetan published a controversial picture of a neckless victim.

The phones did not stop ringing — many slamming us for using the picture and many congratulating us. We advised callers to write to the Editor to air their views on the use of such pictures and we will publish the best letters. If you have strong views on the use of pictures of violence, please write to The Editor, PO Box 6663, Johannesburg, 2000.

See also Perspective on page 15.
Take United Nations to Angloan Govt. Yours to...

Court Resists

expelled teacher

experienced teacher

Supreme Court Report...
Most schools in Reef ownsities were deserted yesterday as 2 000 teachers marched through central Johannesburg in protest against government's handing of education.

The protest by the SA Democratic Teachers' Union (Sadtu) southern Transvaal branch was aimed at the "no work, no pay" policy for teachers who participated in strikes, rationalisation in the House of Representatives' education department, and stalling of wage negotiations.

Sadtu regional co-ordinator Mkwane Maloka said teachers were frustrated at lack of progress in salary negotiations with government. The union has threatened a national strike for August 19.

However, earlier this week Sadtu secretary-general Randall van den Heever congratulated the new national education forum on resolving the rationalisation issue. The forum had secured the House of Representatives' assurance that no rationalisation would occur without consulting the forum, which includes Sadtu.

The Education and Training Department said the "no work, no pay" policy formed part of its agreement with the union.

"It is difficult to escape the impression that Sadtu finds it necessary to create crises in order to survive," it said.
South African Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana yesterday reaffirmed his organisation's commitment to a national salary strike, starting on August 16.

Mdladlana told about 1500 toyi-toying teachers at the Johannesburg Library Gardens yesterday that if salary negotiations remained deadlocked, the organisation's national congress decision to go on strike would be implemented. Sadtu is demanding a 25 percent across-the-board increase; the Government has offered 5 percent.

The teachers later marched to the regional offices of the House of Representatives and presented a list of demands to the Department of Education and Training, Department of National Education, and the coloured, white and Indian education departments.

Sadtu is demanding a moratorium on all pending trenchedments, the appointment of an independent arbitrator to resolve the dispute over merit awards in the Indian education department, and that the authorities should refund teachers whose salaries were cut because they took part in a strike earlier this year.

DET spokesman Corrie Rademeyer said yesterday he had informed Sadtu general-secretary Randall van den Heever in a letter that any strike action by the union would be illegal. He said the department would apply the principle of "no work, no pay".
80 000 teachers may strike over pay

The education forum is succeeding where the government and teacher organisations have failed. But the wage dispute, which falls outside the forum, may result in a nationwide strike, reports Philippa Garson.

A
fter months of behind-the-scenes lobbying, the National Education and Training Forum will hold its official launch tomorrow, marking the first day of optimism over the worsening education crisis.

Already the forum's critics complain that it has been up and running for a month, has accomplished a small victory in crisis-management, having succeeded in delaying the controversial "voluntary retirement packages" for teachers in the House of Representatives until the end of the year.

However, unless the issue of teachers' salaries is resolved within the next seven weeks between the government and South African Democratic Teachers' Union, at least 80 000 teachers nationwide could take to the streets to strike action on August 16.

The forum will not at this stage intervene in the teacher salaries dispute, which is an industrial dispute between government and the teachers union. But its mandate has been defined as helping to improve their offer. Unless they respond before August 16 our strike will probably resume," said Lebowana, the union's secretary general.

If the recent past is anything to go by, the future is most definitely in need of a new mould. A new way of doing things, and a new realisation of the unique problems that face the African continent.

The developed world is increasingly concerned with problems at home or at least close to home, and there is little benefit for Africa in waiting for assistance from afar. What is needed is for the continent to unleash its undoubted natural resources, wealth and employment opportunities to be created to fill the expectations of an ever-increasing population.

So, with this in mind, Gold Fields has embarked on ambitious projects to open new horizons for the group's activities. Our internationally recognised expertise is in demand well beyond our borders and throughout the developing world, and projects are being investigated that will enhance the lives of many.

This Afro-centric view, we have no doubt, will enable us to affect materially the shape of things to come, and will also strengthen our ability to enrich man through minerals.

GOLD FIELDS

On a final note, the forum's critic, Mr A. J. van der Toorn, of the National Education Forum, set up along with a restructuring committee to meet the government's demands while the forum was still consulting itself, accomplished more in two weeks than the government and teacher bodies have in years, said spokesman Alan Fields.

"There's a chance that the major crises issues like the exam fee issue and restructuring will be resolved over the next two to three months.

One of the biggest grievances against the government has been its attempts to 'unilaterally' reshape the various education departments into a single structure, without consultation or negotiation with other key players."

M. D. Nkabinde, the forum's director, acknowledged that the government had to continue with the management process, but added that it had undertaken not to embark on restructuring while bypassing the forum.

Due to the forum's intervention, most of the 3 000 Cape teachers quitting the House of Representatives' retirement package offer - some 1 000 were due to retire - have been persuaded to stay until the end of the year. The education administration has undertaken to ensure that no school in the province is under-reourced.

The 3 200 teacher posts which stood to be scrapped unless teachers opt for early retirement at the end of the year have not yet been saved, with temporary teachers the most vulnerable to retrenchment. However, with the impending completion of the existing 19 education departments into one by next year - a process to be overseen by the forum's restructuring committee, teachers stranded by the House of Representatives may well be accommodated in other departments.

All the players in the forum have been given mandates by their constituencies to endorse the forum's founding agreement, in which they will attach their signatures in a formal ceremony tomorrow. Along with the key participants, government, African National Congress-aligned National Education Conference and the business sector, the education departments of the WBDC and self-governing states have now come into the forum, despite initial opposition from Kwazulu-Natal.
Parents must be heard in education disputes.
‘No concessions’ on 2 key issues

JOHN VILJOEN, Education Reporter

ATTEMPTS to prevent the 74,000-strong South African Democratic Teachers Union (Sadtu) from going on strike from Monday have failed, it emerged today.

The union’s national executive decided during a meeting in Johannesburg at the weekend to uphold its members’ call for the strike, taken at last month’s annual congress.

Union president Shepherd Mdladlana declined to give details of the meeting, saying a full statement would be issued later today.

But the “bottom line” was that the national executive had upheld the decision to strike, Mr Mdladlana said.

There had been no concessions from the state on two key teacher grievances.

The government had refused to budge on its offer of a 6.7 percent wage increase and the House of Representatives was going ahead with rationalisation programmes, he said.

The union also condemned Education and Culture Minister Piet Marais and House of Assembly education authorities for compelling teachers to join the Teachers’ Federal Council (TFC).

House of Assembly authorities were not allowing freedom of association at a time when it was the norm in South Africa, Mr Mdladlana said.

This was a “worrying issue” for Sadtu, which believed House of Assembly teachers should be free to join the TFC or any organisation they wished.

News of Sadtu’s confirmation of its strike plans contrasts with the optimism surrounding the founding of the National Education and Training Forum this weekend.

The Democratic Party last week appealed to Sadtu to put its case at the forum rather than take to the streets. There were also appeals from the state aimed at avoiding a strike.

Authorities have warned that it is illegal for teachers to strike and that a policy of “no work, no pay” would apply.
Cosas in call for return to school

BY JUSTICE MALALA

Soweto branch of the Congress of South African Students (Cosas) has called on teachers and pupils to return to classes today, saying that no effective learning had taken place in the township since schooling resumed for the third term two weeks ago.

Media officer Bafana Twala said his organisation blamed pupils and teachers for "lack of commitment to ensuring that there was a culture of learning and teaching in schools". He said most schools closed before midday.

Twala said that the Department of Education and Training had also contributed to the "dismal" state of education by not responding adequately to teachers' demands.

The DET had failed to resolve teachers' problems, particularly the deduction of about R600 from the salaries of teachers who had participated in a strike in June.

National Education Co-ordinating Committee said township schools had lost an entire term this year.

Cosas also demanded the attendance of all teachers at schools today. It said this included white teachers at Jabulani Technical High who were allegedly "expelled" from the school by black teachers.

Twala warned that the DET had to resolve teachers' problems by yesterday or "it knows what type of action we are capable of taking."
Bid to avert teachers' strike

NATIONAL Education Minister Piet Marais began interdict proceedings against the SA Democratic Teachers' Union yesterday in a bid to avert next week's strike.

A range of organisations warned that education would be plunged even further into crisis if the strike went ahead, which it seemed set to do. \[10/18/93\]

Central to the union's decision to strike is its claim that government is continuing teacher cutbacks in the House of Representatives, despite its promise to refer further restructuring to the education forum.

Backing the union's claims, ANC education head Cheryl Carolus told a news conference government had broken its promise by continuing with rationalisation plans. The move was a "racist plot" to slip in education policy changes before a new government was installed.

However, black education was at such a critical point that it could not afford another setback and everything possible had to be done to avert the strike, she said.

Education forum spokesman Alan Tonkin said there had been a very clear agreement between the union and government on how the coloured teacher issue would be handled within the forum. The matter had been implemented in complete accordance with the terms of the agreement and the union had not informed the forum of any irregularities. \[321\]

The union also cited government's refusal to agree to its demand for a 20% salary increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike as government would not move beyond its 6.7% offer.

The forum and the ANC said they would not intervene in the wage talks as it would be inappropriate for a third party to intervene in legitimate labour issues. \[321\]

The DP condemned the strike decision, saying it would have disastrous results. Sapa reports that DP spokesman Dick van der Roon said it was inappropriate to plan for strike action while a solution to the education crisis was being sought. \[321\]

The NP said the planned strike was an example of how the union wanted to "gain its unreasonable claims by blackmail".

The PAC's student organisation also expressed its disappointment at the threat to strike, saying this would lead to serious consequences. It urged the union to allow time to devise actions which would have a less disruptive effect.
Teachers to down chalk

THE South African Democratic Teachers' Union said yesterday it would embark on an indefinite teachers strike starting on Monday.

More than 600 schools in the Western Cape will be affected. The 75,000-strong national union has more than 8,000 members in the Western Cape and will be striking because their demands in salary negotiations have not been met. They are also protesting against government re-crenchments and restructuring.

Sadtu Western Cape regional secretary Ms Ingrid Matolene, said teachers would go to school on Monday but would not teach.

At more than 600 Western Cape schools the majority of teachers were Sadtu members. Non-union teachers at those schools would continue to teach.

More than 2,000 Natal schools will be affected by the strike. Teachers will either stay away from schools or boycott classes.

A Sadtu spokesman said: "We have to abide by the decision taken by the national executive committee to engage in the strike... we are gearing our structures for the action and are having meetings with parents this week."

"The union will not be meeting the government in the near future. It is now left up to the government to avoid a protracted strike," the spokesman said.

The union action follows a breakdown in wage negotiations with the department of national education. The 100,000-member union demanded an increase of 20%, rejecting the government's five percent offer.

After re-opening negotiations in July the government increased its offer by 1.7%.

At a news conference in Johannesburg Sadtu general secretary Mr Randall van den Heever said the "government had negotiated in bad faith".

A national strike council formed by the union would meet on August 21 to decide whether to continue or suspend the strike.

The union said rationalisation in the HoR was another bone of contention leading to the strike, adding that 650 HoR posts had stood vacant since teachers resigned in July.

Department of education and training spokesman Mr Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should be borne in mind.

Mr Van den Heever said Sadtu hoped the strike would not be protracted so it could get on with the task of preparing pupils for examinations. There are less than 50 school days before final examinations. — Staff Reporter, Own Correspondent, Sapa
Further submissions to be heard on regions

Delegates debated extensively on whether Pretoria should be incorporated into the PWV area.

Traditional leaders criticised the recommendations for areas such as east Griqualand and Groblersdal.

At the conclusion of the debate, a draft resolution was tabled calling for further submissions from "people and organisations in sensitive areas identified in the debate".

Commission members would analyse the submissions, receive oral evidence and prepare a second draft of the report.

The issue of Walvis Bay was raised during the debate, with government recommending that it be included in the western Cape region. This sparked a proposal by the PAC that an "in principle" decision on Walvis Bay be taken.

The PAC proposal called for government to promulgate legislation to transfer Walvis Bay to Namibia "as a matter of urgency". The proposal, supported by the ANC, will be discussed again today.

Sadtu confirms strike plans

The strike was taken at a national executive committee meeting at the weekend.

Salary negotiations would continue, but teachers believed government was negotiating in bad faith as it refused to move on a 5.7% increase offer - 1.7 percentage points higher than its original offer.

Sadtu, on the other hand, had dropped its demand from 30% to 20%.

The union was also angered by staff cuts in the House of Representatives' education department. Despite the newly formed education forum's intervention, the state was continuing with retrenchments regardless.

However, forum representatives said at the weekend they had secured government's assurance that all further restructuring in education - including the coloured teacher cutbacks - would be referred to the new structure.

It was "regrettable" that the strike should come so close to year-end exams, and the union was sensitive to the fact that it would affect pupils. However, in the absence of any dispute resolution mechanisms the union had no alternative but to turn to mass action.

The Department of Education and Training (DET) charged that Sadtu's continued existence depended on its ability to attract attention by creating artificial crises - and pupils were made to pay the price.

"It is tragic that Sadtu appears to be willfully planning to create a situation where teachers are made vulnerable to disciplinary action and pupils are made to pay the price," a DET statement said.

Meanwhile, our Durban correspondent reports that Sadtu will hold further talks with a delegation from the KwaZulu education department today to discuss its demand for recognition in the territory.
School strike is on

By Bongani Mavuso

MEMBERS OF THE South African Democratic Teachers Union would go on strike on Monday, the union announced yesterday.

Sadtu secretary-general Mr Randall van den Heever said the union decided on the action after the Government had failed to meet its demands for an acceptable "living wage" for teachers and its failure to immediately halt all unilateral rationalisation and cutback measures.

The Congress of South African Students, Pan Africanist Students Organisation and the Transvaal United African Teachers Association condemned the impending strike.

Cosas spokesman Mr Bafana Twala said yesterday his organisation did not support the strike action because it was "badly timed" and would be detrimental to pupils.

However, Twala said, Sadtu's demands were "reasonable" and Cosas supported them. "Already, much school time has been lost this year. We are afraid the teachers' strike will badly affect year-end results, especially for matriculants who need to catch up," Twala said.

Struggles

Paso spokesman Mr Raselepe Machobane said his organisation was not opposed to the strike "in principle". Machobane said they understood the nature of the teachers' struggle against the Department of Education and Training.

"One thing that Sadtu should bear in mind is that maximum damage should be caused to the regime and minimum damage to pupils," Machobane said. He called on Paso members to assist pupils with their schoolwork.

Tuta president Mr LM Taunyane said the call by radical elements of the "organised teaching profession" for another strike at this time of the year showed that those teachers were irresponsible members of the profession.

"So much school time has already been lost this year as a result of teachers' strikes and boycotts. It is doubtful that there will be any improvement at all in the matric results," Taunyane said.

Reassessing strike

Teachers embarking on such actions were not interested in their profession, educating the children they taught, Taunyane said.

Van den Heever said Sadtu had formed a "national strike council" which would meet on August 21 in order to reassess the strike and decide whether it would continue or be called off.

He said Sadtu regretted that teachers were forced to embark on a strike at this time of the year. "If the Government meets our demands, then the strike will be suspended," he said.

He said the strike would be "short and effective" and various organisations, including community, political and labour, had been consulted.

He said Sadtu rejected the 6.7 percent salary increase for teachers, Sadtu demands a 20 percent increase.

"The question of the Government's minimal response to teachers' salary demands, and the disruptions caused to schools in the middle of the year by retrenchment of teachers, have caused serious dissatisfaction in the ranks of the Sadtu membership.

"The charge that the State demonstrates bad faith in respect of service conditions of teachers has been exacerbated by the Government's unsatisfactory response to these issues," Van den Heever said.
Teachers to start strike on Monday

By Michael Sparks

Black teachers will go ahead with a strike on Monday, the national executive committee of the SA Democratic Teachers' Union has confirmed.

Sadtu general secretary Randell van den Heever said yesterday that the teachers would strike over the government's failure to meet their demands for a 20 percent wage increase and an end to retrenchments.

Van den Heever said the 4.7 percent increase on top of the original 5 percent offered by the government was not enough and the government would have to raise its offer "substantially" to reach agreement with Sadtu.

He said he was sorry the strike had to happen now — less than two months before final exams are scheduled to begin — but added that if the government was prepared to meet Sadtu's demands before Monday, the strike would not go ahead.

Assistant general secretary Thabiso Xesi said teachers were torn between the obligation to teach and the need to fight for their rights.

He said the government had not negotiated in good faith but had delayed negotiations.

"We have no other option but to strike," he said.

The union was also protesting against the voluntary retrenchment package taken by 650 teachers from the House of Representatives, with none of them being replaced. This meant that many classes had no teachers until the end of the year.

Sapa reports that Department of Education and Training spokesman Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should not be forgotten.

He criticised the decision to strike, saying Sadtu could exist only through attention gained by "creating artificial crises".

Education commentator Dr Ken Hartshorne said it was regrettable that the union had proposed a strike so close to exams.
ANC, teachers to discuss strike

Political Staff

THE ANC is to arrange an urgent meeting with the South African Democratic Teachers’ Union (Sadtu) to try to find last-minute measures that could avert next week’s strike by teachers.

Sadtu would be asked to give the ANC “a different plan of action” when they met, ANC Western Cape secretary Mr Tony Yengeni, said yesterday.

He stressed that the ANC had decided at a meeting over the weekend to back the teachers’ demands, and fully supported their right to hold the strike, which is scheduled to start on Monday.

It seemed unlikely yesterday that the strike could be averted and National Education Minister Mr Piet Marais announced he had begun interdict proceedings against the strike action.

At the centre of Sadtu’s decision to strike is its claim that the government is continuing with teacher cutbacks in the House of Representatives despite its promise to refer all further restructuring to the newly formed Education Forum.

Meanwhile a wide range of organisations warned yesterday that education would be plunged even further into crisis by the strike.

However, Education Forum spokesman Mr Alan Tonkin said there was a clear agreement between Sadtu and the government on how the issue would be handled within the forum. The matter was being implemented in complete accordance with the terms of the agreement, he said.

Sadtu also cited the government’s refusal to agree to its demand for a 20% salary increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike, as the government would not move beyond its 6.7% offer.
Sadtu: Court order sought

PRETORIA. — Minister of Education and Training Mr Piet Marais has started interdict proceedings against the national executive of the South African Democratic Teachers Union to restrain it from striking on August 16, it was reported yesterday (32). Sadtu said yesterday an interdict was not appropriate for labour disputes. (Saba)

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● ANC teachers to discuss strike — Page 5
ANC in bid to avert strike

By Bongani Mavuso

THE African National Congress yesterday vowed to do everything in its power to avert the teachers' strike scheduled to begin on Monday.

ANC national executive member Ms Cheryl Carolus said black education was about to be plunged into another crisis which the country could not afford.

"We are determined to leave no stone unturned to avert this crisis," Carolus said.

The South African Democratic Teachers Union announced this week that its members would embark on the strike after salary negotiations between the union and the Government had deadlocked.

Carolus said the ANC was convinced the crisis could be resolved. "It (the crisis) centres on matters which had been resolved in principle. The only problem is the non-implementation of agreements on the part of the Government," she said.

The strike could be averted if the agreements entered into between the Government and Sadtu on May 21 were implemented, she said.

The ANC believed the situation could be defused if the proposed meeting between the Government and Sadtu scheduled for August 18 and 19, was brought forward to this week.
ANC in last-ditch attempt to avert strike

The Argus, Wednesday August 11 1988

ANC in last-ditch attempt to avert strike
ANC tries to avert strike by teachers

By Justice Malala

The ANC yesterday said it would "leave no stone unturned" to facilitate a meeting between teachers and the Government in an effort to avert the nationwide teachers' strike due to begin on Monday.

The 60 000-strong South African Democratic Teachers' Union (Sadtu) said on Monday that it would go ahead with the strike. It had resolved to strike at its biannual congress.

Sadtu is demanding a 20 percent across-the-board salary increase while the Government has offered 6.7 percent.

The union is also demanding a moratorium on the retrenchment of teachers, particularly by the House of Representatives. Although the issue seemed to have been resolved earlier, the ANC said yesterday that Sadtu members continued to receive letters ending their services as of the end of the year.

ANC NEC member in charge of education Cheryl Carolus said the country could "ill afford" another education crisis.

Azapo publicity secretary Gomolemo Mokae said although his organisation was "not insensitive" to the plight of teachers, Sadtu had to ask itself whether the strike would take "their cause, and especially that of the black child, forward".

A Department of Education and Training spokesman confirmed yesterday that the Government had applied for a court interdict restraining Sadtu members from striking.
Chalkdown faces court crunch today

By Bongani Mavuso and Sapa

An application to declare the proposed strike by members of South African Democratic Teachers' Union illegal will be heard in the Pretoria Supreme Court today.

National Education and Training Minister Sam de Beer is expected to ask the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike scheduled to start on Monday.

The interdict follows Sadtu's announcement that its members would go on strike after salary negotiations between the Government and the union deadlocked.

The dispute appears to stem from the implementation of some issues on the agreement signed by Sadtu and the Department of National Education and other education departments in Pretoria on May 21.

Announcing its strike this week, Sadtu accused the Government of negotiating in "bad faith".

The union demands a moratorium on retrenchments.

Sadtu also demands a 20 percent across-the-board salary increase while the Government offers 6.7 percent.

National Education Minister Mr Piet Marais said yesterday attempts to justify the strike had centred on allegations that the State had not honoured the May 21 agreement.

Marais said salary negotiations could take place only within the existing "appropriate structures". He said negotiations over salaries would continue on August 18 and 19.

Meanwhile the Congress of South African Students yesterday urged pupils to continue with studies on their own.

Cosas president Motes Maseko said they would meet Sadtu this week to decide on how to assist pupils while the strike was on.

Maseko said the strike came at a "very unfortunate time" when pupils were about to sit year-end examinations.

"We also recommend that, where possible, SRCs should contact tertiary students in their various locations to assist matriculants so that we do not have another year as disastrous as the previous ones," Maseko said.
Pupils appeal for strike to be delayed

KATHRYN STRACHAN

THE Congress of SA Students yesterday appealed to teachers to delay their national strike as it came at a time when pupils had to “confront the frightening monster of examinations”.

Cosas said it acknowledged the demands of the SA Democratic Teachers’ Union (Sadtu), but regretted the unfortunate timing of the protest action, planned to begin on Monday, with exams looming just over a month away.

Cosas urged government to consider all possible ways of meeting teachers’ demands and averting the strike.

However, in the event of a strike, Cosas would attempt to avoid another year of disastrous results. It would call on pupils to continue attending classes and studying on their own, and would ask university students to assist pupils.

Government’s application for an interdict to prevent the strike, which is over salary increases and coloured teacher cutbacks, is due to be heard in the Pretoria Supreme Court today.

Sapa reports that National Education and Training Minister Sam de Beer has asked the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike.

He has also asked for an order that each teacher comply with a regulation in the Government Notice 1069, which decrees that teachers give full attention to the duties and functions entrusted to them.

National Education Minister Piet Marais yesterday said Sadtu’s “latest threat” to strike should be seen against the state’s commitment to a process of negotiated education reform. He denied claims that government was disregarding the agreement reached by the forum has been contested by forum representatives. Sadtu said government has disregarded the agreement while forum sources said all was going according to plan.

However, National Education Crisis Committee southern Transvaal region branch spokesman Amon Masane further confused the issue by saying there had never been an agreement.

He also warned another disruption would plunge the country into “the worst multiracialization results we have ever seen”, and appealed to government to meet Sadtu before Monday to discuss the problems.
‘Teachers will defy any strike ban’

JOHN VILJOEN, Education Reporter
A COURT interdict will not deter teachers from going on strike from Monday, South African Democratic Teachers’ Union (Sadtu) president Shepherd Mdladlana said today.

Sam de Beer, minister of Education and Training, is applying for a court order against Sadtu in the Pretoria Supreme Court today.

The State seemed to think an interdict would deter teachers from going on strike, Mr Mdladlana said. “But I don’t think that is the case.”

The court application was not the issue, he said. The fact was that the Department of Education and Training (DET) had failed to keep an agreement to resume wage talks within four weeks of the talks held on May 21 which prevented a national strike.

These talks had been delayed until July 21 and then postponed until August 18 and 19. The teachers’ protest was a reaction to the government’s “delaying tactics”.

Mr Mdladlana said he was “not at all optimistic” that the strike could be averted at the last minute.

“We are dealing with an arrogant and intransigent government.”

Asked about the timing of the strike so close to final exams, Mr Mdladlana said it was the State which was disrupting education.

The May 21 agreement included an undertaking that no new rationalisation would take place. Yet 650 teachers had left House of Representatives schools.

He accepted the Congress of South African Students’ sentiment that the timing of the strike was unfortunate. But so was the removal of these teachers from the classroom.

“Whether they get the court interdict or not, the fact is that 650 teachers are gone.”

Pupils would be expected to come to school on Monday in spite of the strike. Contingency plans had been devised, Mr Mdladlana said.

At some schools teachers had handed out assignments for pupils to work on during the strike.

Student representative councils and class monitors had been fully briefed on alternative plans for pupils.

Teachers would still come to school. “It is not a stayaway. The schools are the site of the struggle.”

Apart from the contingency plans, teachers would attempt to make up lost time after the strike, he said.

He warned authorities against applying a “no work, no pay” policy and deducting “huge amounts” from teachers’ pay packets. “That’s going to be another problem.”

Mr De Beer has applied for an order interdicting Sadtu and its national executive and regional leaders from inciting, encouraging or persuading teachers to strike or promoting a strike.
Teachers' strike ruled unlawful

JOHANNESBURG — The SA Democratic Teachers' Union (Sadtu) strike, due to begin on Monday, was yesterday ruled unlawful by a Pretoria Supreme Court judge — but the union has vowed to go ahead.

Sadtu president Mr Shepherd Mdlalana last night said the ruling would have no bearing at all on the union's decision to strike.

"The court has only confirmed that under South African law teachers are not allowed to strike. It does not affect our decision to strike," he said.

Mr Justice M M Joffe ordered Sadtu to show by September 14 why the order should not be made permanent.

Meeting

Yesterday the Western Cape region of the National Education Co-ordinating Committee expressed its "unqualified" support for the strike.

The Cape Teachers' Professional Association and the African Teachers' Union of SA said yesterday they could not support the strike.

A Sadtu spokesman said late last night that the union had persuaded Education Minister Mr Piet Marais to meet them in Cape Town at 9am today to discuss issues including salary negotiations, while the National Education Training Forum would meet House of Representatives education officials at 10am today to discuss education rationalisation.

 OWN Correspondent, Staff Reporters, Sapa
Teachers' chalkdown on Monday

Last-minute talks and a court application have failed to avert a strike by 75,000 teachers starting on Monday.

JOHN VILJOEN
Education Reporter

THOUSANDS of teachers across the country will strike on Monday following the failure of last-ditch talks in Cape Town and despite a local Supreme Court order against the intended action.

The 75,000-member South African Democratic Teachers' Union (Sadtu) has opted for a chalkdown over demands for a 20 percent pay increase and an end to rationalisation.

Teacher bodies met the state in separate salary and rationalisation talks yesterday. But Sadtu described both meetings, facilitated by the National Education and Training Forum (NETF), as disappointment.

House of Representatives Education and Culture Minister Pieter Saaiman was quick to condemn the union.

The strike would affect the future of innocent pupils, especially as it came close to exams, he said.

The strike showed Sadtu's contempt for the negotiation process and should be called off in the interests of education, socio-economic development and stability, he said.

The State has said it will apply a no-work, no-pay principle during the strike.

Union secretary Randall van den Heever said court interdicts would have no effect on strike plans.

Court orders merely proved the obvious, that teachers were legally not permitted to strike.

Union negotiator Vivienne Carelse said teachers would exercise the universally accepted right of strike action.

Ms Carelse told a Press conference yesterday that Sadtu would "not be made to feel guilty and responsible" for the disruption to education caused by the strike.

It was the state which was disrupting schooling, she said.

Refering to rationalisation in House of Representatives schools, Ms Carelse said 650 posts had been frozen. She calculated this had left 3,250 classes unattended.

The union was taking this action — a "responsible and disciplined" strike — as a last resort.

"The state is fully empowered to avert the strike, but they are not negotiating on the same terms that we are."

The union's demands were reasonable and legitimate and aimed to address the education crisis.

Ms Carelse said only the union's national strike committee had the power to instruct members to resume teaching.

Further salary talks with the state on Wednesday and Thursday would have a "pivotal" effect on the strike.

"The strike is not indefinite. It is as definite as the state would like to make it," she said.

Although more than 70,000 Sadtu members are due to chalkdown from Monday, they will be the only teacher body on strike.

The Union of Teachers' Associations of South Africa (Utasa), which has about 25,000 members in House of Representatives schools, the 116,000-member National Professional Teachers' Organisation of South Africa (Naptosa) are among those not joining Sadtu.

Ms Carelse, part of a Sadtu delegation at yesterday's wage talks, said the meeting had failed to deliver.

The state had nothing to offer the four teacher associations — Sadtu, Utasa the Teachers' Federal Council, and Naptosa — which met yesterday.

There has been no advance on the pay offer of 6.7 percent for public servants.

The state turned yesterday's meeting into "a useless exercise" and had not shared the union's determination to find a solution. The public should hold the government responsible for what would happen on Monday, Ms Carelse said.

Union secretary Randall van den Heever, who was at talks with the House of Representatives over rationalisation, said Sadtu had been under severe pressure to avert the strike.

It had met authorities with this in mind, but had been disappointed by the approach of state officials.

Department staff arrived for the meeting under-prepared and it had become deadlocked. Sadtu, Utasa and the authorities would talk again next Friday.

See page 6.
Last-ditch bid avert teacher strike

Top-level meeting in the Cape today as Sadtu wages action

JOHN VIJJOEN, Education Reporter

A TOP-level emergency meeting is taking place in Cape Town today in a last-ditch bid to stop the strike by South African Democratic Teachers' Union members, due to start on Monday.

The deputy director of the Department of National Education, Clive Roos, was to meet representatives from several teacher organisations at an undisclosed venue.

Mr Roos is the state representative on the National Education and Training Forum. A spokesman for National Education Minister Piet Marais said the emergency talks were arranged yesterday.

Education department spokesmen said they were not permitted to disclose the venue.

Mr Marais said the meeting was as he was at the Natal congress of the National Party in Durban.

The teacher organisations meeting Mr Roos are the South African Democratic Teachers’ Union (Sadtu), the Union of Teachers’ Associations of South Africa (Utasa), the national Professional Teachers’ Organisation of South Africa and the Teachers’ Federal Council.

Retrenchment a key issue

At a separate venue the National Education and Training Forum’s crisis committee chairman, Allan Tomlin, is chairing talks between officials of the House of Representatives Department of Education and Culture, Sadtu and Utasa.

They will discuss the retrenchment of 3,000 teachers by the department — a key issue in the strike along with calls for a 20 percent wage increase.

The meeting is the latest attempt to limit disruption in department schools because of the rationalisation programme.

The meetings follow a Pretoria Supreme Court order granted to the Department of Education and Training yesterday interdicting Sadtu members at black schools from going on strike.

DET spokesman Corrie Ramden said the department would not deter teachers from striking.

Under South African law teachers were not permitted to strike and the court order had merely confirmed this, he said.

The union accuses the state of failing to re-open wage negotiations within four weeks of an agreement reached on May 21.

Earlier this week Mr Marais refused a call from Sadtu for wage talks set for next Wednesday and Thursday to be brought forward in an bid to prevent the strike.

Mr Marais said the date could not be changed.

The hasty arrangement of today's talks and the despatch of Mr Roos to Cape Town suggest a late change in that stance.

GREEN MACHINE: Here come the Boks for the second test against the Wallabies, as they led them. From the left are No 8 Tiaan Strauss, scrumhalf Robert du Preez, captain Francois Houwer and hooker Uli Schmidt.

Friday, the 13th hiccup as Bok coach McIntosh arrived late from yet another social commitment...and depending entirely on your point of view, a sense of foreboding may now settle over the camp.

Mcintosh arrived late from yet another social commitment... he had to deliver a luncheon speech — and although appointed for the day, might be personally responsible by so doing. If the Boks lose the second test against Australia at the Baa, more ground tomorrow.

Happily, no black cats have been spotted near or inside
The planned teachers' strike called by the South African Democratic Teachers' Union (Sadtu) was declared illegal yesterday by the Pretoria Supreme Court.

But minutes after the judgment was handed down, Sadtu assistant general secretary Thulani Nxesi said the strike would go on. Meanwhile Sadtu representatives are to meet government officials today in a bid to avert Monday's nationwide strike.

National Education Minister Piet Marais last night confirmed that officials from his department would meet Sadtu and "other teacher organisations" in Cape Town today.

**Expectations**

"The result of the discussions could have an effect on Sadtu's decision to strike," he said.

Earlier, Sadtu general secretary Randall van der Heever said of the meeting: "We are hoping that the Government will increase its 1,7 percent salary offer.

"If there is a reasonably satisfactory response to our demand, we will be calling a meeting this weekend to re-assess the strike on Monday."

The application to have the strike declared illegal was brought by Minister of Education and Training Sam de Beer; represented by Mac van Staden, SC. Sadtu opposed the application.

Afterwards Nxesi said: "Nothing will stop us from going ahead with the strike."

"This is the resolution we took at our national congress. But minutes after the judgment was handed down, Sadtu assistant general secretary Thulani Nxesi said the strike would go on. Meanwhile Sadtu representatives are to meet government officials today in a bid to avert Monday's nationwide strike.

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"This is the resolution we took at our national congress.

And pupils at a high school in Kagiso, near Krugersdorp, stoned the school windows on Wednesday in protest against the planned strike.

In Soweto, about 400 principals will return to their schools today in spite of the order banning them from the school premises.

"If anything happens to principals or their property, then Sadtu will be held responsible," the Soweto Principals Council warned.
Union is defiant over unlawful strike ruling

KATHRYN STRACHAN

THE SA Democratic Teachers' Union (Sadtu) strike, due to begin on Monday, was yesterday ruled unlawful by a Pretoria Supreme Court judge — but the union has vowed to go ahead.

Sadtu president Shepherd Mdlulianna last night said the ruling would have no bearing on the union's decision to strike.

"The court has only confirmed that under SA law teachers are not allowed to strike, that teachers have no status and no bargaining rights," he said.

Judge M M Joffe ordered Sadtu to show cause by September 14 why the order should not be made permanent.

Meanwhile, efforts to defuse the dispute around coloured teacher cutbacks will continue today when members of the new education forum, including Sadtu, meet the House of Representatives in Cape Town to discuss ways of ensuring that classes at coloured schools are not disrupted.

Meanwhile, a high school in Kagiso was badly damaged when pupils went on the rampage in protest over excessive discipline meted out by teachers.

A pupil at Mafaesa High School said two teachers kicked and punched a boy whom they claimed was late. When pupils demanded the teachers involved should not be allowed back to school, the rest of the staff threatened to strike in support of their colleagues.

In another development Education Co-ordination Service head Hew Davies said yesterday that work on the establishment of regional, nonracial education departments was well under way with the completion of phase one imminent, ADRIAN HADLAND reports.

The compilation of working documents, stating how the administrative change should take place, was in its final stages and marked the end of the first of four phases leading to the transition to unified education departments, he said in Pretoria.
Teachers to defy court orders

Staff Reporter

THE SA Democratic Teachers' Union will press ahead with their national strike despite a flurry of successful urgent court interdicts outlawing their checkdown.

Last night the Cape Town Supreme Court also ruled in favour of the government, declaring the strike action illegal and indicting each member of Sadtu "from taking part in the proposed strike".

The Department of Education and Training and the Ministers of Education and Culture in KwaZulu, the House of Representatives and the House of Delegates have all successfully applied to have the strike declared illegal.

Five hours of talks in the city between Sadtu, the Union of Teachers' Associations of SA (Utasa) and representatives of the House of Representatives ended in deadlock and the court interdicts failed to sway Sadtu.

"At this point we have a deadlock — the strike is on Monday," Sadtu general secretary Mr Randall van den Heever announced at a press conference.

National Education Minister, Mr Piet Marais told the Cape Times during the National Party's Amanzimtoti congress the indefinite strike by 75,000 teachers would be a "disaster for education" if it went ahead. He said the "no work no pay" rule would apply.

Mr Marais said the government was prepared to do "everything possible" to ward off the strike, including meet with a Sadtu delegation this weekend. However, he told delegates, the government was not going to deal with Sadtu with "kid gloves CT141893".

Supreme Court Judge Mr Justice F DJ Brand, in his city chambers last night, said the interdict was in the "interests of the hundreds of thousands of school children".

He said the reported intention of Sadtu not to obey the interdict was against the rule of law "fundamental in a civilised society".
Principals and union at odds over strike

CAPE TOWN — South African Democratic Teachers' Union members would strike on Monday, SADTU general-secretary Randall van den Heever said yesterday.

This came after five hours of talks in Cape Town between SADTU, the Union of Teachers' Associations of South Africa and representatives of the Department of Education and Culture in the House of Representatives, facilitated by National Education and Training Forum crisis committee chairman Allan Tonkin.

Van den Heever said delegates deadlocked after the department said statistics on its rationalisation programme were not available. Another meeting would be held in a week.

Van den Heever said the department insisted that discussions on rationalisation be based on new pupil-teacher ratios. "This was totally unacceptable to us."

Soweto school principals opposed a strike, the township's Principal Council chairman Se-Rame Lekgetho said yesterday.

SADTU had asked principals to stay away from their schools until a dispute over wage cuts had been resolved.

Lekgetho said principals would report to school on Monday. "We are not leaving the schools. If we are facing a problem in education, we should talk about it."

There were many avenues to resolve teachers' demands, Lekgetho said. Principals were not opposed to strikes as long as they were discussed and it was agreed that this was the only way to resolve a dispute.

Lekgetho charged that SADTU was implementing decisions without consulting principals. "We say 'no' to one section deciding what should happen. SADTU is sitting alone in a room and deciding what should happen."

There were regional principals' meetings in Soweto's Dobsonville, Orlando, Meadowlands, Diepkloof and Naledi sections on Thursday and again yesterday, Lekgetho said.

On Thursday about 400 headmasters had decided unanimously that principals would remain in school. Another meeting had been scheduled for Tuesday to reassess the situation. — Sapa.
Immoral teachers

DRC document slams

August

South 14/31 - 18/3843

THE MOST WANTED

By Patrick Armstrong

The document slams immoral teachers and calls for a probe into the Ministry of Education.

"We are concerned about the number of immoral teachers in the system," a teacher told the paper. "We suspect that some teachers are not only immoral, but also incompetent."

The document also highlights the lack of discipline in some schools, with teachers reported to be lax and ineffective.

The Ministry of Education has promised to investigate the matter and has called on teachers to adhere to ethical standards.
Sadtu caught between parents and teachers

By Rehana Rossouw

IN the next four days, the South African Democratic Teachers' Union (Sadtu) will have to keep a delicate balance between their members' anger and parents' concerns.

All signs are that the teachers' strike is going ahead on Monday, despite withering criticism from other organisations and legal action from education departments.

In the Western Cape, a Sadtu strike council meeting — where all branches were represented — voted unanimously to strike.

However, Sadtu regional chairperson Mr Glen Abrahams said there were indications the union would not get as much support for the strike as they did in May.

"We welcome interventions from other organisations to defuse the crisis, but the same was done last time and nothing was achieved, especially where salaries are concerned," Abrahams said.

"It is in the interests of our membership that we take action before they become disillusioned with their organisation." (32)

Abrahams said Sadtu was aware of parents' concerns that the strike would affect their children's exam results.

The strike would be reviewed after salary negotiations with the government on Tuesday and Wednesday.

"Parents should wake up to the reality that their children will suffer for even longer if teachers do not take action now against cutbacks in education," Abrahams said.

"We are not teaching their children at present anyway, we are busy with crowd control in the classrooms."

Cape Teachers' Professional Association (CTPA) president Mr Archie Vergezine said although teachers had "ample reason" to strike, the interests of the children had to come first.

"There is a measure of justification for radical action. Teachers are extremely frustrated by the government's attack on the standard of education," Vergezine said.

"But at this stage of the year — with final exams in two months — we know what the disastrous consequences of strike action could be."
Parents slam strike

ALTHOUGH it faces sanctions and criticism from teachers and organisations across the board, the South African Democratic Teachers' Union (Sadtu) has vowed to go on strike tomorrow, reports NORMAN WEST.

Three court orders have prohibited the strike, and Sadtu also faces the wrath of parents and organisations opposed to teacher strikes.

Among the bodies that have slammed Sadtu's strike call are the Principals Council of Soweto and the Azanian Students Movement (Asam).

The PAC's Benny Alexander and ANC Western Cape regional secretary Tony Yengeni did not question the right of teachers to strike.

"But we don't want to inherit a generation of illiterates," said Mr Yengeni.
Sadtu urges all teachers to strike

BY AYESHA ISMAIL

A CALL to "avoid chaos in schools" by all teachers is being put out by Sadtu members for the first day of a national strike, which Mr. van den Heever, the Sadtu's general-secretary, has been calling for all of South Africa's 3.5 million school teachers to go on strike in protest against the government's failure to heed the demands of the National Professional Teachers' Organization (Copea) and the National Association of South African Teachers (Natsa).

This would create problems for South African schools, as Sadtu members would not be taking classes while part of the staff is on strike. Mr. van den Heever said that the teachers' strike was "a call to action" and that it would be "a call to the community to stand up for their rights and their children's education." He added that the teachers had been "neglected and ignored" by the government and were "tired of being treated like second-class citizens."
Teachers will strike today

By Lulama Luti

ABOUT 76 000 teachers countrywide are expected to take part in a nationwide strike today called by the South African Democratic Teachers Union.

This follows the failure of last-ditch attempts by education authorities at the weekend to prevent the strike which will affect more than two million pupils.

Sadtu general secretary Mr Randall van den Heever said on Friday that teachers would report to schools today but would refuse to teach.

Van den Heever said the strike would continue until the State had responded positively to the teachers' "reasonable demands".

Top of the list is a 20 percent across-the-board salary increase, and a moratorium on retrenchments and rationalisation.

The Government is offering 6.7 percent. The decision by Sadtu to go ahead with the strike is in defiance of a Pretoria Supreme Court ruling on Friday in which the strike was declared illegal.

Sadtu remained adamant that the strike would go ahead despite the court decision.

Van den Heever said Sadtu would attend the next meeting of the Joint Bargaining Forum this coming Wednesday and Thursday (August 18 and 19) in Cape Town where the Government will respond to their demands.

While Sadtu's decision to go on strike has been slated by education authorities, some organisations, including the Congress of South African Trade Unions, supported the teachers' action.

And the Wits region of the Pan Africanist Students Organisation yesterday also came out in support of the strike.
Teachers’ strike expected

CHAOS is likely at more than 600 schools in the Western Cape today as members of the SA Democratic Teachers’ Union (Sadtu) begin an indefinite national strike.

The strike is going ahead despite an appeal by the Congress of SA Students (Cosas) to teachers to delay their action to a time that is less critical for pupils facing exams.

Sadtu, which has about 80,000 members, reaffirmed its decision after last-ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful, aims to make the government concede to demands for a 20% wage increase and a halt to coloured teacher cutbacks. Wage negotiations will continue this week.

The Union of Teachers’ Associations of South Africa and the National Professional Teachers’ Organisation of South Africa have decided not to take part in the strike. The Cape Teachers’ Professional Association, which represents 22,000 Cape teachers, yesterday slammed the strike.

More than 600 black and coloured schools in the Western Cape — where Sadtu has 8,000 members — will be affected. Sadtu’s chairwoman in the Western Cape, Ms Vivienne Carelse, yesterday brushed aside claims that there was any split in its ranks and blamed the government for the strike.

Dr Allan Boesak of the ANC yesterday said the teachers’ demands were reasonable and the ANC fully supported them.

At the Natal NP congress, National Education Minister Mr Piet Marais warned that the “no work, no pay” principle would be applied.

Azapo yesterday called on Sadtu to cancel the strike. — Staff Reporter, Own Correspondent
Teachers set to bring education to a halt

MORRIS than 80,000 teachers are set to begin their indefinite national strike today, leaving black schools in disarray less than two months before year-end exams.

The SA Democratic Teachers' Union (Sadtu) vowed to go ahead with its protest after last ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful by the Pretoria Supreme Court last week, aims to compel government to concede to teachers' demands for a 20% wage increase and a halt to coloured teacher cutbacks.

Government has offered an increase of 6.7%, 1.7 percentage points above its original offer, but wage negotiations will continue this week.

The strike is going ahead despite the Congress of SA Students' (Cosas) appeal to the township's principal chairman Serame Lekgetho said on Friday. He said that at a meeting with Sadtu last week, principals had been asked to leave their schools and not to report back until the issue of teachers' wage cuts was resolved.

Cosatu also entered the fray on Friday, attacking government's handling of the dispute. By failing to resolve the differences peacefully and opting for a court interdict against the strike, government had shown that it lacked the political will to resolve the education crisis, Cosatu said.

The Inkatha-aligned United Workers' Union of SA, for its part, charged that Sadtu wanted to disempower black pupils with its strike action.

"People should work under improved conditions of employment, but at the same time we should not support Sadtu's strategy to randomly call for a chalk-down which is counterproductive and destructive," the union said.
Higher pay offer to teachers, public servants

Bruce Cameron
Business Staff

The government, backed into a corner by the surge of boycotts and violence, has made a last minute offer to add an average two percent to public servants' and educators' wage bills in an effort to break the teachers' strike.

It appears the additional money will be spread in favour of teachers.

The offer was announced by the Commission for Administration last night.

The offer, which will take effect from November 1, will push civil servants salary increases up by seven percent over a full year.

At this stage it appears the offer will come at no additional expense to taxpayers.

The offer follows repeated warnings by the government that a higher wage bill could not be afforded because of the parlous state of the economy and the spiralling government deficit.

For this year the additional two percent on the salary bill will cost slightly less than R400 million but will add an additional R850 million to the budget over a full year.

Civil servants and educators were given an average of five percent in increases in the Budget earlier this year at a cost of R2.2 billion.

Director-General of State Expenditure Hannes Smit said that effectively the state would have to find an additional R400 million this year if the offer was accepted.

He was optimistic that the money could be found from government savings. Apart from additional spending on drought relief it appeared tough new measures to curtail government spending were on track and the deficit would not increase beyond the budgeted R25.3 billion.

But he would have a better idea of the position when full interim accounting was done next month.

Commission for Administration spokesman Corrie Smit said: "The salaries of the educators at the bottom end of the salary scale especially can be improved significantly".
Pupils sent home in Soweto

Teachers go ahead with strike

By Phil Molefe
and Justice Malala

Soweto schools ground to a virtual halt today as the teachers strike got under way.

Hundreds of Soweto pupils were sent home from most schools on the first day of the strike.

Most teachers, who are members of the South African Democratic Teachers Union (Sadtu), stayed at home while those who arrived at schools did not go to classes.

A meeting is to be held later today to discuss how long the strike will go on and what form it should take.

Thousands of pupils made their way to schools in Atteridgeville and Mamelodi today, but early indications were that schooling would not take place.

Despite two court interdicts and opposition from pupils and political organisations, the 70,000 teachers across the country plan to strike, but with the strike in support of wage demands.

Sadtu secretary-general Randall van den Heever yesterday said the strike by union members would definitely go ahead.

This is expected to affect about 2 million pupils.

The Congress of South African Students has called on pupils to try to learn on their own. Most of the pupils fall under the Department of Education and Training.

The rest are under the coloured and Indian departments of education.

Yesterday DET spokesman Kim McBillicy said the principle of “no work, no pay” could be used against teachers.

“They must also be aware that by not going to school they would be in contempt of court,” she said.

The department could also find the teachers guilty of contravening their contracts of employment.

At this stage she could not confirm whether these measures would be taken.

The union is striking over the controversial rationalisation of teachers in the House of Representatives (HoR) and over a salary dispute with Government.

The union is demanding a 20 percent across-the-board increase and the Government has offered 6.7 percent.

More than three months of schooling have already been lost this year due to strikes, boycotts and stayways.

The ANC has said the strike would exacerbate the education crisis, but that the teachers had legitimate grievances.

Cosatu said it believed there was a reasonable chance of averting the strike if the Government stuck to agreements reached in May, when Cosatu intervened to halt strike action.

Talks held between the Government, the HoR’s education department, the Union of Teachers Associations of South Africa and Sadtu ended in deadlock on Friday.
NO-GO AREA ... Pupils block motorists at the intersection of Adderley and Strand Streets yesterday at the sit-in protest organised by the non-aligned Western Cape Students’ Congress (Wesco). Thirteen protesters were later arrested.

Talks bid to halt strike

Own Correspondent

Johannesburg. — Striking teachers are to continue their wage talks with education officials tomorrow after yesterday's start to the crippling strike.

SA Democratic Teachers’ Union (Sadtu) general secretary Mr Randall van den Heever said teachers had gone ahead with their strike for wage increases and against staff cutbacks in spite of three court orders declaring it illegal.

The 80 000-strong union said the high level of support for the strike could force an early break-through in its push for a 20% wage hike. The state is offering 6.7%.

The chalkdown, which comes barely two months before two million pupils face their year-end exams, ignores an appeal by the Congress of SA Students to teachers to delay their protest until a less critical time.

The Department of National Education’s deputy director-general, Mr Clive Roos, attacked Sadtu for striking when all the issues it offered as reasons for striking were under negotiation.

But the ANC backed the union, saying that teachers had legitimate concerns.

Strikes 'paralyses' W Cape schools

— Page 4

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Rina Venter
'Paralysis' as teachers strike

JOHANNESBURG.—A strike by thousands of teachers demanding higher pay paralysed education in townships countrywide yesterday.

The Department of Education and Training reported widespread stayaways, more effective in townships than rural schools, with parts of the Western Cape and Soweto hardest hit.

Teachers demand a 20% pay hike and have rejected the state's improved offer of 6.7%.

The SA Democratic Teachers' Union (Sadtu), which is co-ordinating the indefinite strike, claims a membership of 80,000. A DET spokesman said this meant the strike had affected about three million pupils.

Several Peninsula headmasters declined interviews yesterday, but a source said at least 325 of 418 teachers in the Elsie's River area were on strike.

About 3,000 striking teachers rallied at the University of the Western Cape stadium yesterday to hear their leaders.

Sadtu national president Mr. Shepherd Mndiadiana told the rally that as teachers were now on strike, "this is war, therefore we need war talk. "If you have started war, are you going to be told by your enemy to stop?" he asked.

Cosatu speaker Mr. Sali Manie said 100,000 teachers countrywide had take-home pay of just R700 a month or less.

He asked strikers to do more "to get parents on your side".

Mr Tony Yengeni, regional ANC general secretary, said the ANC in the Western Cape was "squarely" behind the action.

But he said the concerns of many parents were genuine, adding that "we must make up time lost by the students".

In Soweto pupils roamed the streets as teachers brushed aside criticism and trampled court orders declaring the strike illegal.

Sadtu deputy general secretary Mr. Thula Nxesi said Sadtu considered the first day of the strike a success and was not considering halting the action.

Pupils in Mafikeng decided on an "each one, teach one" campaign to study old exam papers during the strike. — Sapa, Staff Reporter
No teaching, so pupils do it their own way... These pupils at the Ahlomt Secondary School in Maita, Soweto, preferred to have a pupil teaching them during a strike by the South African Democratic Teachers' Union which began yesterday.

"They must also be aware that by not going to school they would be in contempt of court."

In Soweto, teachers who reported to their schools had to leave early to attend a meeting called by the South African Democratic Teachers' Union at Wits University, where it was decided to march to the offices of the Department of Education and Training on Friday to present teachers' demands. SADU also agreed to organize various area meetings during the week, starting today, throughout the country to look at what strategies to adopt.

A spokesman for the National Education Coordinating Committee in Natal, Mr. Gama Tshigkina, said members of the Congress of South African Students began their strike at 1pm.

Minister of Education in the House of Delegates, Mr. David Gwede, appealed to parents to ensure their children went to school in spite of the strike. He said SADU had given the wrong impression that schools in his department were closed. "This is definitely not true."

SADU claimed an 85 percent stayaway among its 12,000 members at 2,000 schools in Natal in what it said was an "incident-free and peaceful" start to its wage strike.

SADU president, Mr. Shephard Mphahlene, said yesterday the strike was "a withdrawal of labour" and not a "stayaway."

Schools standstill

By Isaac Moleli, Josias Charlie and Sapa

Schools throughout the country ground to a standstill yesterday as thousands of teachers defied court interdicts and opposed from community organisations and went on an indefinite strike.

The wage strike by about 70,000 teachers has affected an estimated two million pupils throughout the country.

By: Isaac Moleli, Josias Charlie and Sapa

"They must also be aware that by not going to school they would be in contempt of court."

In Soweto, teachers who reported to their schools had to leave early to attend a meeting called by the South African Democratic Teachers' Union at Wits University, where it was decided to march to the offices of the Department of Education and Training on Friday to present teachers' demands. SADU also agreed to organise various area meetings during the week, starting today, throughout the country to look at what strategies to adopt.

A spokesman for the National Education Coordinating Committee in Natal, Mr. Gama Tshigkina, said members of the Congress of South African Students began their strike at 1pm.

Minister of Education in the House of Delegates, Mr. David Gwede, appealed to parents to ensure their children went to school in spite of the strike. He said SADU had given the wrong impression that schools in his department were closed. "This is definitely not true."

SADU claimed an 85 percent stayaway among its 12,000 members at 2,000 schools in Natal in what it said was an "incident-free and peaceful" start to its wage strike.

SADU president, Mr. Shephard Mphahlene, said yesterday the strike was "a withdrawal of labour" and not a "stayaway."
Should teachers strike? Phone us on 488 4584 before 9pm and give us your views.

Support for strike varies in Cape

Staff Reporters

WHILE black education is at a standstill under the weight of a nationwide strike, Western Cape authorities say the effect on coloured schools has been limited.

Thousands of South African Democratic Teachers' Union (Sadtu) members stayed away from school for a second day today.

Department of Education and Culture (House of Representatives) spokesman Claude Adriaanse said only between 20 and 30 percent of teachers, mostly in high schools, went on strike yesterday.

In some areas, such as Uppington, the strike seemed to have had no impact at all.

In Worcester "a few secondary schools" were affected, with teachers travelling to Bellville for a rally.

At George teachers at three high schools went on strike. The percentage stopping work varied between 30 and 90 percent, Mr Adriaanse said.

But early indications today were that the strike was spreading, especially in the Southern Cape, he added. A clearer picture would emerge later.

There are several court interdicts declaring the strike illegal and the 22 000-member Cape Teachers' Professional Association, whose members work in coloured schools, is not on strike.

In Cape Town today hundreds of striking teachers converged on the Khayelitsha stadium and then marched to the police station, where they presented a memorandum to DET regional director Johan Brand.

The marching strikers were joined by hundreds of residents, who chanted slogans. At the Khayelitsha police station Dr Brand, accompanied by liaison officer Mtumtuzeli Belewa, said the memorandum would be submitted to the Department of National Education as soon as possible.

"We want to say to the DNE that the apartheid tactics are a clear indication that the government has no intention of resolving the education crisis, which is disruptive and counter-productive in this period of transition towards a democratic government," the memorandum read.

Several police vehicles were in evidence but there were no incidents when the march began.

National Education deputy director-general Clive Roos has criticised the union, saying the issues over which it is striking are all under negotiation.

In Natal the union claimed an 85 percent stayaway.

In Port Elizabeth about 4 000 teachers joined the strike yesterday. Pupils who were left without teachers were seen leaving their classrooms on their way back home.
Skoll Eskinag was part of the movement to support school students across the nation. The government's "millenium re-education program," which is supposed to reform the direction of the education system, and the current situation at Excelsior School, where students have been arrested, shows a number of similarities. The situation is described as "complicated and tense." The students at the school are described as being "desperate and angry." The government's program is seen as a "step in the right direction," but it is also criticized as being "too slow and too rigid." The students have been arrested for "participating in a protest," and are now waiting for the court to decide on their fate. The government's "millenium re-education program" is seen as a "long-term project," and it is expected to take several years to implement. The students at the school are described as being "very angry," and "very worried." The government's program is seen as a "step in the right direction," but it is also criticized as being "too slow and too rigid." The students at the school are described as being "desperate and angry." The government's program is seen as a "long-term project," and it is expected to take several years to implement. The students at the school are described as being "very angry," and "very worried."
Black schools deserve as thousands of teachers begin illegal strike.

CHARLOTTE, N.C. - (AP) - Teachers across the state were...
Pupils teach pupils

Staff Reporter

PUPILS in township schools countrywide are teaching each other in "Each One Teach One" campaigns while their teachers are out on strike.

Teachers at many schools have prepared work schedules for their pupils to ensure that learning continues while they are on strike, according to the National Education Coordinating Committee (NECC).

At Fazeka High School in Guguletu pupils held their own alternative classes yesterday.

In Orlando, Soweto, reporters were surprised to see that a teacher standing in front of the blackboard explaining algebraic equations to a group of matric pupils at a high school turned out to be just another pupil taking his turn to instruct the class.

High school pupils in townships near Durban and Maritzburg were yesterday also substituting formal education with "Each One, Teach One" classes, an NECC official said.

On the Rand some pupils held sit-ins and other protests at education offices in support of the strike by the SA Democratic Teachers' Union, while others held alternative lessons.

The name of the "Each One Teach One" campaign originates from the 1980s, when it was used by the Congress of SA Students.

A Department of Education and Training spokesman yesterday confirmed that widespread alternative classes were being held, saying they were a reaction to "desperate times".

More teachers join Sadtu chalkdown — Page 5
Teachers, pupils stage protests

Staff Reporter

MORE than 2,000 teachers, pupils and parents from schools in Khayelitsha marched to a local police station yesterday to protest against the government's rationalization programme in education.

After handing a petition to the Department of Education and Training's Western Cape regional director, Dr Johan Brand, the protesters gathered for a rally at a local church.

In another SA Democratic Teachers' Union protest more than 200 teachers and pupils marched to Sokhulu, Sonwabo and Siviwe primary schools in Guguletu to ask the principals "not to be used by the state" to avert the strike.

A DET spokesman said there had been no intimidation of teachers in Peninsula's schools.

Tomorrow is D-Day for the exam hopes of two million pupils whose education is paralysed by the teacher strike. That is when the outcome of bargaining between the state and the Sadtu will be known. The talks begin in Cape Town today.

The union and the Department of National Education (DNE) will attend the two-day meeting of the Joint Bargaining Forum in Cape Town, with the DNE obliged to respond to Sadtu's demands at tomorrow's final session.
The government, teachers and education officials are to meet today in a bid to end the teachers' strike which started on Monday.

As the strike by members of the South African Teachers’ Union gained momentum throughout the country yesterday, the parties decided to meet in Cape Town to discuss grievances that led to the action by the teachers.

Another meeting is scheduled for tomorrow with officials of the Department of Education and Training.

Sadtu said yesterday the outcome of the meetings would determine whether or not the union would go ahead with the strike.

The strike has already brought most of the DET, coloured and Indian schools to a standstill.

A DET spokesman said yesterday that all factors which led to the strike would be discussed at the meetings. He said the DET was hopeful that the dispute would be resolved.

National Education deputy director-general Mr Clive Roos has condemned the strike and said Sadtu decided to go ahead with their strike in spite of the continuing negotiations to resolve their grievances.

In Lebowa, police arrested 34 striking teachers in the Sekgosone area when thousands of black teachers went on strike to back demands for higher salaries.

Schools throughout the country remained empty as teachers met at various centres to adopt a three-week programme of action to back up their demands.

About 300 Sadtu members yesterday occupied the Vanderbijlpark education inspector’s office to press for higher pay.

Police spokesman Major Piet van Deventer said police were monitoring the situation.

Sadtu has called out its 80 000 members to support demands for a 20 percent wage increase and an end to retrenchments. The Government which has accused the union of walking out while negotiations were in progress has offered 6,7 percent.

The strike comes two months before pupils are to write their end-of-year examinations.

Sadtu has claimed a 90 percent stayaway by teachers nationwide and between 85 and 95 percent at departments of education in Natal.
Night work a coincidence, officer tells Goniwe inquest

PAT CANDIDO
The Argus Bureau

PORT ELIZABETH. — A security policeman told the Goniwe inquest he disagreed with statements by two of his senior officers, emphasising it was mere coincidence that he was at work at 11.30 the night three policemen and an informer were killed in a car bomb blast.

Captain Gert Lotz, who was a warrant officer when the car exploded on the Motherwell-Addo Road on December 15 1980, said he could not understand why his commanding officer, a Colonel Roelofse, had his name on a duty roster for work in the townships that night.

He said he could not understand why Captain Deon Nieuwoudt, who had lent him a Jetta motor car for two hours that morning, would have said he was on duty from 7.30am to 1.30am.

Captain Lotz said he went off duty at 4pm and returned to his office about 8pm to complete paper work.

He said when the telephone rang in Colonel Roelofse’s office at 11.30pm it was mere coincidence that he answered it.

It happened to be Captain Nieuwoudt, who asked him to bring the Jetta he had used that morning for use by police
cmen Amos Paku, Mthalala Ngodu
da and Desmond Mapipa and informant Charles Jack.

The four, who were to keep watch on a suspected terrorist, had asked for a car that was not well known in the townships.

Soon after the men’s minibus was swopped for the Jetta, the car exploded, killing all four men.

In his statement to the inquest, Captain Lotz said he had asked Captain Nieuwoudt for a vehicle so that he could interview an informer.

He was told to take a white Jetta parked under trees in front of Louis le Grange Square.

The informer did not turn up and he did one or two errands before returning the car to its original spot.

He put the keys on Captain Nieuwoudt’s desk.

He said at 11.30pm Captain Nieuwoudt asked him to bring the Jetta to Motherwell and return the minibus to Louis le Grange Square.

He noticed the radio in the minibus was off only when he got to the police station.

As he switched the radio on, he heard Captain Nieuwoudt shouting about a bomb explosion. He went to the scene with Colonel Roelofse.

Under cross-examination by Mahomed Navasa, for the families, he said his statement had not given all the details. He had been told to ask a Captain Van Vuuren for a car. No mention was made of a Jetta by Captain Nieuwoudt.

He said he had returned to the office of his own free will and could not say why Captain Nieuwoudt would have said he was on duty from 7.30am to 1.30am. This statement was incorrect. He had not worked those hours.

Asked how Captain Nieuwoudt would have known to ask him to bring the Jetta if no mention of the car had been made earlier, he said he could not remember if Captain Nieuwoudt had said simply “bring the car you drove this morning”.

 Asked by Mr Navasa why he looked so nervous and impatient in the witness box, he replied he was not nervous.

The hearing continues.
Concern for pupils as strike escalates

BY PHIL MOLEFE
EDUCATION REPORTER

As the nationwide teachers' strike intensified yesterday, concern was mounting about the education of more than 2 million pupils hit hard by the action. Various organisations yesterday expressed concern at the deepening crisis in black education and urged the Government to move swiftly by addressing teachers' demands.

The Government and teachers' representatives are to meet in Cape Town today to discuss the teachers' grievances over pay, retrenchments and the restructuring of education.

Another meeting is due to take place tomorrow between teachers and Department of Education and Training (DET) officials.

The South African Democratic Teachers' Union (Sadtu) said yesterday that the outcome of the meetings would determine whether or not the strike continued.

The South African Council of Churches said the strike was yet another blow to the fragile education process for people already disadvantaged by apartheid.

The PAC said the strike would seriously damage any chances for success for black pupils.

In the Vaal, more than 300 Sadtu members occupied the regional offices of the DET.

The DET warned yesterday that action would be taken against striking teachers.

Teachers to hold street protest

JOHN VILJOEN
Education Reporter

STRIKING South African Democratic Teachers' Union (Sadtu) members were to protest outside the Cape Provincial Administration building in Wale Street where key salary talks with the state resumed today.

The talks, which the union has said could have a "pivotal" effect on the duration of the strike, are scheduled to last two days.

The Sadtu protest was to start at 1800.

The union, which has 75 000 of the country's 300 000 teachers as members, is seeking a 20 percent wage increase as one of its key demands. According to Sadtu, more than 100 000 teachers take home only R700 a month.

Union members, who have been striking since Monday, have accused the state of delaying tactics in resuming salary talks.

In terms of an agreement signed on May 21 negotiations were to resume within four weeks, but only re-opened two months later, Sadtu says.

Yesterday about 2000 members of the Khayelitsha branch of Sadtu marched to a police station in the township where they presented a memorandum to the DET's Western Cape director Johan Brand.

The union's demands are:

- An end to cutbacks and a restructuring of education.
- That the House of Representatives immediately stop offering retirement packages.
- That the 650 House of Representatives teaching posts which have been closed be re-open.
- A living wage for all.
5% and no more, FW tells teachers

By Josias Charle and Sapa

STATE PRESIDENT FW de Klerk last night dashed black teachers’ hopes of a further increase.

Addressing a Press conference at the Union Buildings in Pretoria yesterday, De Klerk said the Government was not prepared to consider increasing the initial five percent salary increase offered to all civil servants.

De Klerk said the Government had to adhere to its budget. Strong budgetary controls had to be observed, he said.

“It is impossible for the Government to consider more than a five percent increase for public servants including teachers. The Government has not received similar claims from other teachers’ bodies and in the best interest of our children we must maintain a sound economy for their future.

“We already use 20 percent of our national budget on education. This ranks as one of the highest in the world,” De Klerk said.

He reiterated that the country could not afford the types of claims being made by teachers. The Government was, however, willing to keep certain undertakings made to Sadtu. This included reconsidering salaries of teachers in the lower income bracket.

The South African Democratic Teachers Union, which embarked on an indefinite countrywide strike on Monday, is demanding 20 percent.

Meanwhile, crucial wage talks which started in Cape Town yesterday between Sadtu and Government officials resume today.

The two parties were still locked in the meeting late yesterday.

On the schools front, low attendances were reported from major centres around the country yesterday.

Most secondary and primary schools in Soweto remained “greatly affected”, a Johannesburg DET spokesman said.

There was no schooling in the troubled East Rand townships of Katlehong, Tokoza and Vosloorus.

The Northern Transvaal’s worst affected areas were Soshanguve, Warmbaths, Nylstroom and Moutse, near KwaNdebele. In Natal and KwaZulu, where about 12 000 teachers are on strike, most schools under the administrations of the House of Representatives and the House of Delegates closed because of complete stayaways.

Fewer than half the black DET schools in the province were operating.

At Mitchell’s Plain in the Western Cape most high school pupils were absent, a spokesman for the Department of Education and Culture said.

Attendance at the 145 DET schools in Port Elizabeth townships was “very low”.

At Galeshewe near Kimberley, police used tear smoke and rubber bullets to disperse about 150 stone-throwing youths during a march.
And anyone with about 300 Sadu members and sup-

The government was a negotiating party and

STAND OFF—Striking teachers who are expected to occupy the depart

STRIKE TODAY. May 18

City News May

Next month in

Teachers!

Pay claim

F.W. won't accept high
Police halt planned sit-in by teachers

Staff Reporter

SECURITY staff and police formed a human wall blocking off the Department of Education and Training offices yesterday as about 200 SA Democratic Teachers' Union members tried to stage a sit-in there in support of their strike.

Doors were locked and anyone without proof of appointment was refused entry. Similar action was taken at the Department of Education and Culture offices in Athlone.

After waiting for nearly an hour, the teachers left peacefully.

In Athlone, a group of about 200 pupils and members of the Western Cape Students' Congress (Wesco) stood outside the buildings of the DEC for more than two hours demanding to hand a memorandum to senior officials, but they were not let in.

Pupils from 12 high schools in the Bellville area handed a memorandum to the DEC's director-general, Mr Len Consul, asking him to support the teachers' strike and demands.

They also asked for his support in trying to change examination dates. These needed to be changed, pupils said, because at some schools there had not been teachers for five months owing to retrenchments under the government's rationalisation programme.

In Maritzburg, traffic in the city centre was disrupted yesterday when about 300 Sadtu members and supporters staged a protest march.

Placard-wielding teachers from Motherwell and Kwamagxaki near Port Elizabeth lined main routes into the city yesterday.

The "each one teach one" programme, which was suggested by pupils' organisations when the strike started, has gained support.

Pupils at Fezeka and Guguletu Comprehensive High Schools are making serious attempts to teach themselves. Besides going on with new work they exchange old exam papers to go through at home, and when they meet the following morning discuss the answers before starting a new lesson.

-- Staff Reporter, Sapa
De Kerck rules out pay increases demanded by striking teachers.
Teacher union dismayed at DeKlerk stance

Yesterday outside the venue of Key pay talks with the state

strike Breather. The Sadtu members take a break during a day of singing, dancing and chants.

President P W de Klerk
Teachers press for final offer

JOHN VILJOEN
Education Reporter

SOUTH African Democratic Teachers' Union (Sadtu) negotiators will push the state hard for a final wage offer when salary talks resume in Cape Town today.

The state met four teacher organisations and representatives of 11 public sector staff associations in all-day talks yesterday.

Sadtu negotiator and vice-president Duncan Hindle reported "very little success" afterwards.

State negotiators had indicated they had "a broader mandate" but were not prepared to disclose it, Mr Hindle said.

"We will push the state very hard for clarity on their offer."

While the teams were negotiating in Parliament Towers in Plein Street, a large crowd of striking teachers — at one stage more than 2 000 — protested outside.

The protest drew criticism from the state delegation, which at one stage withdrew to discuss it before deciding to continue with talks.

Official House of Representatives figures on the teachers' strike have been greeted with disbelief by the union.

On Monday only 27 percent of the 5 000 registered Sadtu members in its schools countrywide were on strike, a House of Representatives spokesman said.

The spokesman said yesterday's figures showed less than 20 percent of House of Representatives high school teachers were on strike. The level at primary schools was put at less than three percent.

Sadtu vice-president Vivienne Carelse rejected the figures.

Eighty-five percent of the union's members in the Western Cape were on strike and support for the strike in rural areas was good, she said.
"Home time' at the local shebeen

By Phil Molefe
Education Reporter

The time is 10 am and a popular Soweto shebeen resembles the staff room of a local high school.

The post house — a watering hole for professionals and socialites — has been turned into a rendezvous by local teachers.

Since the chalk-down began on Monday, teachers from nearby schools have assembled at the house every day for a drink and to talk about the strike.

The talking does not stop and the argument gets heated at times.

Sharpe

From what I observed, the patrons are "drinking buddies" but are divided over one issue — whether the strike is justified or not at this crucial time of the year.

"The only language that this Government understands is mass action, and in this case only a strike will force the department to meet our demands," says one teacher, a staunch member of the South African Democratic Teachers' Union (Sadtu).

No school... while classrooms stand empty in Soweto, teachers frequent a local shebeen.

The heated exchange of words was cooled down by the shebeen queen, who stepped in to take an order for the next round of drinks.

"Comrades," yelled the Sadtu member, "our children suffer every day because of overcrowding in our schools, textbook shortages and inadequate learning facilities, so why do we start making noise only when we fight for our rights?"

The heated exchange of words was cooled down by the shebeen queen, who stepped in to take an order for the next round of drinks.

"As we are talking now, your child is still in class in a multi-racial school in town and poor Aunty Paulina's children must suffer. Were there no other methods to use in your fight for your rights?"

"Phambili yane Sadtu (forward with Sadtu)," interjected another teacher, obviously in favour of the strike.

The non-aligned educator, who made it clear at the outset that he did not belong to any teachers' association, saved the situation from getting ugly.

He started reminiscing about the good old days.

Maturity

"We have had strikes before, like the mass resignation of teachers in 1977 to protest against Bantu Education. These actions were very well planned and there was a high level of political maturity in our ranks."

"What we achieved in those years, we can still achieve without ruining the education of our own children."

He went on and on but the mood started to ebb and I noticed that most teachers were leaving the place.

And the time? Exactly 2 pm, the usual "hometime" at school.
President de Klerk dashed hopes of a new Government offer on teachers' salaries when he said yesterday there was no possibility to consider the high demands of the South African Democratic Teachers' Union.

De Klerk said Sadtu demands fell "far outside" the limited amount set aside by the Government for civil servants.

"These claims would result in a marked tax increase and this is not possible. If we want a sound economy and the inflation rate to stay down, we must address here to our Budget and strong budgetary control," he said.

De Klerk said the best interests of the country's children demanded a sound economy. "What the children need today is the teachers."

Meanwhile, talks between the Government, education officials and teachers' representatives are expected to continue in Cape Town today in a bid to halt the three-day-old strike.

Sadtu said the meeting could have a pivotal effect on the duration of the strike.

Sadtu said the meeting could have a pivotal effect on the duration of the strike.

Black schools countrywide have ground to a virtual halt as the teachers' strike continues with no end in sight.

The 70,000-strong union is demanding a 20 percent across-the-board salary increase and the Government is offering 6.7 percent.

In Soweto, Sadtu's local branch arranged a series of sports matches at the Elrah stadium to keep the protesters busy.
THE schools crisis escalated yesterday when the government threatened to terminate its recognition of the South African Democratic Teachers' Union (Sadtu) for engaging in irresponsible and destructive actions, including its present strike.

The ANC and Cosatu warned the move would only lead to an "all-out confrontation" between teachers and the government.

The Department of Education and Training (DET) said Sadtu had until midday today to respond. Wage talks between the government and striking black teachers deadlocked yesterday, but both parties agreed to continue negotiations today.

However, Sadtu vice-president Mr Duncan Hindle said late yesterday there appeared to be a "small but significant" shift by the government who said they would be prepared to discuss this year's general salary increases.

Sadtu yesterday lowered its 20% wage hike demand to 15%.

Sadtu general secretary Mr Randall van der Heever said the national strike council would meet tomorrow to review the stoppage that has affected more than two million black pupils.

Meanwhile, about 1,000 striking Sadtu teachers marched from District Six to the DET on the Foreshore and then to Plain Street where talks were being held. They presented a memorandum at the DET offices condemning the state's refusal to grant a 20% salary increase. — Sapa, Own Correspondent, Staff Reporter
Sadtu, Govt fail to settle dispute

BY PHIL MOLEFE
EDUCATION REPORTER

The Government and the South African Democratic Teachers' Union (Sadtu) failed to reach an agreement on teachers' salaries last night after two days of talks.

It was not clear whether the talks had broken down or would continue.

A Government spokesman said the negotiations would continue today but Sadtu said progress in the talks had not been satisfactory.

Sadtu, which had originally demanded a 20 percent rise, yesterday reduced it to 15 percent to bring it in line with other teacher organisations.

Sadtu said the Government continued to obstruct talks by delaying its response to the demands.

"However, because of the mounting pressure by Sadtu, the Sadtu negotiators are cautiously optimistic that the State will make some positive response," the statement said.

But general secretary Randall van den Heever was less optimistic. He said the union's national strike council would meet tomorrow to review the clash-down that has affected more than 2 million pupils.

Meanwhile, the Department of Education and Training (DET) yesterday threatened to cancel its "memorandum of agreement" with Sadtu.

DET spokesman Corrie Rademeyer accused the union of contravening the agreement it signed with the department.

He said strike calls by Sadtu and the intimidation of educators who were not the union's members constituted a contravention of the agreement.
Sadtu lowers its wage demand

Teachers still defiant in face of govt threat

THE schools crisis escalated yesterday when government threatened to terminate its recognition of the SA Democratic Teachers’ Union (Sadtu) because it was engaging in irresponsible and destructive actions, including the current nationwide strike.

The ANC and Cosatu warned that this would lead to an “all-out confrontation” between teachers and government.

Department of Education and Training (DET) spokesman Corrie Radeemyer said the department had sent a letter informing the union of the department’s intentions to protest against the four-day-old strike that has crippled township schools. The union had been given until noon today to respond.

Sapa reports that the wage talks in Cape Town deadlocked yesterday after Sadtu lowered its 20% pay demand to 15%. The union accused government of attempting to obstruct negotiations by delaying its response to the lower demand.

A government spokesman said meetings would continue today. Sadtu general secretary Randall van den Heever said progress was disappointing.

Cosatu spokesman Neil Coleman said government had “thrown down the gauntlet” by threatening to terminate the recognition agreement and other public sector unions, which shared Sadtu’s grievances, would respond. By crushing the 75,000-strong teachers’ union, government had shown it was intent on intensifying the crisis rather than providing solutions.

ANC education spokesman Lindelwa Matanda said it was in the interests of pupils that government addressed teachers’ grievances and granted Sadtu full recognition. Government had broken its promise to the union by failing to set up dispute resolution mechanisms as agreed.

The move, coming a day after President F W de Klerk’s announcement that teachers’ demands could not be met, would only lead to further confrontations, he said.

The ANC criticised De Klerk’s “meddling” in the strike, saying it was a complex and highly emotive matter that should be resolved through negotiations between Sadtu and the DET.

It said it was criminal to pay professionals, who struggled under difficult conditions, less than R1,000 a month.

The DET said government’s threat to terminate the recognition agreement was in response to Sadtu’s illegal strike and its blatant intimidation of principals.

By embarking on continual protests and acting in defiance of the department, Sadtu had repeatedly acted in contravention of the recognition agreement.

Sadtu national organiser Mo Aliy said in Durban yesterday that the union would review the strike at an executive meeting in Johannesburg at the weekend. He said government negotiators had promised to present a “package” to the union today in an attempt to end the strike.

More than 10,000 teachers plan to march through Johannesburg today to deliver a memorandum to the DET’s Braamfontein offices. Demonstrations were held yesterday in Uitenhage, Port Elizabeth, and outside the Cape Town talks.
STRIKE MARCH: Sadtu members protest outside the offices of the Department of Education and Training before marching through Cape Town yesterday.

Strikers wait for state on wage demand

JOHN VILJOEN, Education Reporter

FIFTEEN public employee organisations — including the striking South African Democratic Teachers’ Union (Sadtu) — expect the state to respond today to a new demand for a 15 percent wage increase from December 1.

Talks also resume in Cape Town today on rationalisation in the House of Representatives, where the scrapping of 3200 posts is a key grievance in the four-day-old Sadtu strike.

The union's national strike council is expected to meet in Johannesburg tomorrow to discuss continuing or ending the work stoppage.

Meanwhile the Department of Education and Training (DET) has threatened to cancel its recognition agreement with Sadtu because of the strike and several other complaints against the union.

The DET accuses Sadtu, among other things, of "blatant intimidation" of principals and accuses its president, Shepherd Mdladlane, of "intimidating and provocative statements".

This week Mr Mdladlane warned principals to beware of being "informers" for authorities.

"We have ways of dealing with informers," he said at a rally at UWC.

The Sadtu delegation attending the wage negotiations in Cape Town yesterday reported some progress in their dealings with the state.

The state "appeared to be budging", said negotiator Duncan Hindle. There appeared to be "a small but significant shift" in the state’s position.

He told several hundred teachers protesting outside the talks venue in Plein Street that "we have no doubt that part of what caused that shift has been not from the negotiators inside, but from the negotiators outside".

The state was now prepared to talk about general salary increases this year.

The 15 organisations had agreed on 15 percent as a general demand, which reflects a drop from Sadtu’s original calls for a 30 and then a 20 percent increase.

But finality on the wage issue would not be gained at these talks, Mr Hindle said.

"There would be further meetings, but the state had indicated it would make a final decision within 21 days.

● Why we are on strike — page 13.
Unexpected opposition to strike

The national teachers' strike has drawn 
surprise criticism from students' organisations 
and the PAC, reports Ferial Hafiejee

The students' representative council 
called a mass meeting at which they 
presented three options to pupils: attend classes where 
teachers were available; go on a penn 
and refuse to be taught or boycott 
class times.

"We drew up ballots and 
students voted in the morning, and 
we compiled the results by Monday afternoon," says Lydia Caimrcro, 
the SRC president. The vote went 65 per cent in favour of attending 
classes, 35 per cent for boycott action and 10 percent for the penn-down 
as new form of mass student action.

In line with the vote, CGJ pupils 
attended classes this week, although 
changing classes when the bell 
went. But they held pickets every 
. afternoon to support their teachers.

They toyed around the school and 
used the placards from the last 
strike," says Colman Gwilo.

The last teachers strike, at the end of 
May, drew all the teachers into the 
protest action behind the South 
African Teachers' Union's 
demand for an improved pay offer 
and an end to retrenchments at 
coloured schools.

This time only 10 of the 169 
teachers are out on strike. "While 
the non-teacher support our demands, they feel they cannot 
support the strike because of the timing," says Sarel Khan, 
the chairman of the CGJ branch at the school. 
Principal exams begin on Wednesday at 2 at CGJ and that is just over two months away. "What time is the right time?" Khan asks. He adds, "This 
creates the impression that teachers teach 
that are not concerned. We don't want exams to be interrupted. We have 
furnished a firm commitment from South 
teachers that they will hold 
up class times.

This week, striking teachers at 
CGJ talked to pupils and other 
students asking: "I'm on strike, why 
aren't you?" and "I want more than 
what I have."
There's no veneer to strip off our 'Ms' SA

THE new Miss South Africa's double-run smile hardens at the suggestion that she 'whitened' herself in order to win the title. "I am black," she says, "and there's no masking it."

"Look at my skin. If I straighten my hair it's because I want to, because I feel good with straight hair. It's my personal choice to do it, not somebody else's idea of what a black woman should look like."

"I don't have to wear an African outfit to be black. I make my own decisions."

Jacqui Mofokeng is no Barbie doll paty. She is the first black Miss South Africa. She is the first Miss South Africa to hail from a township. And she must be the first Miss South Africa to declare herself openly — and proudly — a feminist.

"Women," she says, "do not have the right to express themselves in this society.

"In the business world, in the township world, in the university world, they are not given a chance to prove themselves.

"So we choose on the abortion issue, and is emphatic that one of her tasks in the coming year will be to fight the 'constant harassment and abuse that women face everyday.'

She has made contact with People Opposed to Woman Abuse (POWA), "to see how I can help there."

And, she says, the thing in her home cul - ture she questions most vigorously is the tradition of lobola. "In the old days, perhaps it was right that the men bought their women from another family or tribe. But times change. Life is dynamic. Lobola is about buy - ing a woman. A woman should not be treated like an object, like a piece of materia or something.,"

So here we have it. South Africa's prettiest beauty — a symbol of all that men are supposed to desire and all that women are supposed to be — using her crown to fight against the very system that appointed her. And

Don't try to test the adage that beauty is skin deep on Jacqui Mofokeng, write Mark Gevisser, who set out to do just that — and lost

She sees no contradiction.

"I wish they'd change the name of the Miss South Africa event," she says, "because it isn't beauty pageant.

"Beauty counts, it's true, but I'd say the competition is just a different way of choosing an empress for this country."

B eauty, she adds, is internal; it doesn't have to do with the way you look.

Yes, of course she has had to parade around in swimsuits, but most of the contestants really complained about that. She blames the media, "which is hungry for the story of the curious, unexplained beauty."

"So we had to appear in a swimming costume we'd fight about it, but we'd fight a losing battle — and end up in swimming costumes."

But she didn't see the whole process as demeaning. "It was challenging to me, rather than belittling."

And the greatest challenge — a challenge she seems to have relished — was being black in the white world of beauty. "Everywhere we went, we met white people. We had to deal with cocktail parties where everyone was white."

"I had to deal with white men looking me up and down, 'Eek hoe nie can die,'

"Her greatest public role model is Martin Luther King Jr., and out of this fighter for racial equality she also-fashions a lesson in assertiveness: 'He believed you could do anything, get anything out of life, and that you don't have to be aggressive to get it.'"

In 1986 she went to Woodmead, an oasis of racial tolerance, one of the first mixed-race schools in the country. About an incident when she was in a mixed group of Woodmead pupils which was turned away from a nightclub in Sandton, she says: "Of course I was angry, I was furious. But I didn't shout back at the guy at the door. I didn't sink to his level."

I decided that I didn't need any help, I was doing pretty well. I taught me never to let myself inferior about anything."

And the reason her father is she says she was going to: if black people think to themselves can do the right thing and a black, then that's something positive. By winning Miss South Africa I am showing that there are lot of black people out there who do it. That opens up a lot of pe minds.

"Very much within the Carnegie-style school of self-respect, she does not admit to difficulties or difficulties. Her confidence unshakable."

She speaks BBC-style Er and makes no apologies for admittance to neither guilt nor about having been at a boarding school at a time when primary school-children were the streets rather than in class."

"What do you do about it?" "No," she responds, "it wasn't easy."

"Does she feel caught between worlds? Absolutely not, I feel strongly. I was brought up in it, it's where my family and my life."

Voicing discrimination, after all, in her new job description. Opinions might also be on. She does with evident delight."

On gender roles, for example says that "most men are so about their lives because they have to be and have a straight face. Me to develop their sensitive, sides, just like women need to or their strong sides."

And she will have no true men who see her now as a that needs to be won. "To pen, that man all. I can't say sorry guys. They can date, stand on their heads and do as they want — I'm just not part in it." "If I smile sweetly and coyly, treated like a bimbo. They're just put there to look at it if I put myself out as me, if he looked at the person I am".

Rhema and it's pay-for-peace rally

Hludzi Harvey

MANY of those who attended the Rhema Church Ministries' peace rally this week were shocked when they were asked to fork out an entry fee of R12, irrespective of whether they were adults or children. The event, staged at the Wanderers Cricket grounds, was a nothing less than a money-making play at the expense of peace, they said. Rhema's media spokesman, Ron Steele, responded that the rally was not directed at raising funds or making a profit.

The rally was a statement of hope."

Explaining the need for an entry fee, Steele said: "The money paid was used to pay for the hire of the field — which costs R10 000 — travelling expenses, the hire of buses and the price for publicity costs."

"About 45 000 people attended the rally, and any extra money made will be donated to an organisation to be determined by Pastor Ray McCulley."

Steele conceded that the entry fee attendance of blacks, despite the fact that 100 buses had been hired to ferry people from Tembisa and Soweto.

Another reason could have been that the venue is associated with white sports, he added. Among the political leaders present were African National Congress president Nelson Mandela and information chief Thabo Mbeki, while Adrian Vlok attended on behalf of the National Party. Inkatha Freedom Party and Conservative Party leaders declined to attend because of other commitments.

STUDENT MEDIA AWARDS '93

This year the Weekly Mail & Guardian and SAPSU are running a student media competition. The deadline for entries is August 15.

The entry categories are:

Best student newspaper; Best designed student newspaper; Student journalist of the year; Student photographer of the year; Best student photographer of the year; Best student radio station; Best student broadcast of the year.

Entry forms are available from your SAPSU office on campus or the SRC office. Contact either of the following:

SAPSU head office at (011) 716-5039

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Steele conceded that the entry fee
Teachers are going to strike

By Rhomas Rosemious

School 2018 - 24/8/19

August 20 to August 21 1993
Teachers test state mettle

Talks "critical" as Monday noon deadline is set

PROLONGED wage talks with the state are at "a very critical stage" according to the striking South African Democratic Teachers' Union (Sadtu).

Cape Town negotiations — originally set for two days before the state and 13 public-sector employee groups, enter their fourth day today.

The staff associations, including Sadtu, have agreed on a 15 percent wage increase as a general demand, but so far the state has not budged on its offer of 6.7 percent.

Sadtu originally sought 20 percent.

When talks ended yesterday Sadtu negotiator Thulas Nxesi said they had reached "a very critical stage" and would resume at an undisclosed venue this morning.

Representatives of 500,000 public-sector workers and 250,000 teachers have been locked in salary talks with the state for three days. The teachers will decide today if they've heard enough to call off their week-old strike.

JOHN VILJOEN Education Reporter

It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the state was expected.

The union's national strike council is scheduled to meet in Johannesburg to decide whether to end or continue with the action which is believed to have affected about two million pupils.

But, a top union source said yesterday it seemed likely that the five-day-old strike would persist into next week.

Separate National Education and Training Forum-brokered talks yesterday with House of Representatives authorities on plans to cut 3,000 posts in the department failed to produce any major victories for the union.

Sadtu general secretary Randall van den Heever said "we have mapped-out a reasonable route" for solving the rationalisation problem.

"My personal view is that the matter is resolvable, but it has become emotional and politicised," he said.

When the strike council met today it would consider reportbacks from negotiators at the wage and rationalisation talks and also the effect the strike was having on the culture of learning. Mr van den Heever said.

For the third successive day, hundreds of teachers sang, danced and chanted outside the negotiation venue in Plein Street.

Meanwhile the relationship between Sadtu and the Department of Education and Culture, House of Representatives, worsened yesterday.

Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with Sadtu because of the illegal strike and the "blatant intimidation of principal teachers".

The department has given Sadtu until noon on Monday to respond.

The department yesterday attempted to obtain an order in the Cape Town Supreme Court to restrain Sadtu members from intimidating non-striking teachers.

The application was postponed for seven days.

Education and Culture Minister Pieter Saitman said yesterday he had been several reports of Sadtu members intimidating those not taking part in the strike.

Sadtu was using disruptive methods and violent tactics and was only interested in personal gain, Mr Saitman said.

The strike was enjoying only limited support and countrywide the overwhelming majority of schools was engaged in normal teaching and preparation for the final exams, he said.

Hovering Brown Haze industry and transport

LENORE OLIVER
Weekend Argus Reporter

INDUSTRY and transport have been identified as the main contributors to the pollution which leads to the ugly brown haze that has become a feature of the city's autumn and winter skies.

According to a comprehensive pilot Brown Haze study by the Energy Research Institute at the University of Cape Town, the main sources of air pollution around the city are vehicle emissions, the wood fires in low-income settlements and the burning of oil and coal by industry.

The study, initiated last year, was carried out at the Cape Showground and Bartleval Sportsfield by researchers Richard Dukiewicz and Mark de Villiers.

The haze, which usually occurs from April to August, is characterised by a white to brown mist that extends over most of the Peninsula and Cape Flats — a height of 400m or more.

The haze is most intense in the early morning and gradually disperses.

It consists of solid or liquid particles and gas molecules, which can be man-made or natural.

Activities of the pilot study included particulate sampling, gaseous pollutant measurement and the collection of meteorological data.

Brown Haze days were selectively sampled and, in addition, a few non-haze days were sampled for comparison.

In total seven haze days and three non-haze days were sampled in June, July and August last year.

On a hazy day industry contributed 68 percent of the particulate matter, while transport contributed 37.4 percent.

Domestic contributed nine percent and commerce six percent," said Professor Dukiewicz.

The total particulate composition on a hazy day was 297, compared to 35 on a non-haze day.

During June and July this year pollution levels sometimes rose to well above the guideline.

The study concluded that further research was necessary to categorise those factors causing the haze, which could be mitigated through regulation.
Education teeters on a knife-edge

Wits turmoil, teachers' strike still unresolved

STAFF REPORTER and CORRESPONDENTS

EDUCATION is resting on a knife-edge, as schools and universities await the outcome of crucial meetings to break deadlocks between teachers, students, administrators and the Government over a range of issues.

Turmoil erupted this week as striking teachers and protesting students shut down classes in schools and universities around the country.

The SASC0 demands:

- The strike by teachers of the South African Democratic Teachers' Union (SADTU) disrupted the classes of an estimated 2 million school children.
Tumori erupted this week as striking teachers and protesting students shut down classes in schools and universities around the country(32).

- The strike by teachers of the South African Democratic Teachers' Union (SADTU) disrupted the classes of an estimated 2 million school children nationwide.
- Students at Wits University and studies disrupted by student unrest seeking to change what they see as unrepresentative systems.
- A dispute between white and black students on the campus of the Vaal Triangle Technikon in Vanderbijlpark earlier this week over the outcome of a students' representative council election erupted in violence.
- The University of Botshwana announced it would re-open the campus after a three-month closure, but only if students agreed to certain conditions.
- The protests and boycotts that erupted on Wednesday at the University of the Witwatersrand could continue next week if the deadlock between Wits administrators and the South African Students' Congress is not resolved. Yesterday was the third day of the protests.

According to the Wits administration, disturbances began on Wednesday after SADTU held a mass meeting and issued a list of demands to the university. A document allegedly issued by SADCU called on students to take up arms and "knock sense into the white bosses on the 11th floor" (the administration offices).

SADCU leaders said yesterday the boycott of classes would continue until their demands (see colour panel) were met.

Some university workers belonging to the National Education, Health and Allied Workers' Union have also pledged to stop work in support of SADCU's demands.

But a rapprochement of sorts was reached last week between Wits administration and protesting students. Acting vice-chancellor Professor John Sinclair said students had agreed to send a delegation, made up of Wits SRC and SADCU members, to a meeting with senior university staff chaired by an independent mediator. Sinclair was hopeful that the meeting would be held this weekend.

Yesterday a crowd of about 400 students toyed with faculty after faculty, running up and down stairs, to make sure no classes continued. Students and lecturers in class were told to leave. The only policemen in evidence were in

'Assassin'

CAPE TOWN — The Africa Congress's security division was a "most serious assassination on the life of Western Cape member of Parliament, Dr. Obeid.

The incident occurred at a prison in the Somerset West Town

The guards apparently put in the line of fire between two armed police who shot him to safety through a side door.

The ANC security head for the Cape, who was recorded to have said the men appeared "very al, wore side-arms in shoulder and had body armour under the

"As we moved to obstruct the

Devastaion

LONDON — England's Test cricketer to bowl out the selectors are going to have or so before they can to win back the Ashes.

Ten-year-old Simon Pennington, a village cricket match

FROM PAGE 1.

three Casspirs parked in Yal Road outside the university. They did not intervene.

White students, in particular, have expressed their anger at being forced out of class. "They should have the right to protest, but I should be allowed to attend class," said law student David Cohen, who added that he hoped the issue would not develop into a black-white confrontation.

Black students, on the other hand, said they had their financial and academic problems were being ignored by the university. "We have to disrupt lectures to make the protest effective and to get the university to agree to our demands," said a SADCU member, who would not give his name.

Throughout the country, SADTU-affiliated teachers continued their chalk-down when they failed to reach agreement with education authorities over salary claims. By late yesterday another round of talks in Cape Town had failed to yield a settlement.

SADTU, which originally demanded a 20 percent wage increase, has agreed on a 15 percent raise as a general demand, but so far the government has not budged on its offer of 8.7 percent.

When talks ended yesterday, SADTU negotiator Thulas Nxesi said they had reached a "very critical stage" and would resume an undisclosed venue this morning. It was expected to be a "very short meeting", he said, suggesting that final word on a wage offer from the State was anticipated.

The union's national strike committee is scheduled to meet in Johannesburg to decide whether to end or continue the strike, which is believed to have affected about 2 million pupils.

But the top union source said yesterday it seemed likely that the five-day-old strike would linger into next week.

The relationship between SADTU and the Department of Education and Culture, House of Representatives, worsened yesterday. Late yesterday afternoon the department joined the Department of Education and Training in threatening to cancel its recognition agreement with SADTU because of the illegal strike and "blatant intimidation of principals". The department has given SADTU until noon on Monday to respond.

The department yesterday also attempted to obtain an order in the Cape Town Supreme Court to restrain SADTU members from intimidating non-striking teachers. The application was postponed for seven days.
Teachers' strike set to continue

DEFIANT teachers continued their challdown yesterday as educa
tion authorities and the SA Democratic Teachers' Union (Sadtu) failed to reach agreement.

Talks between education authori
ties and Sadtu failed yesterday to forge agreement despite the union lowering its demand for a 20% salary increase to 15%.

The government has refused to budge on its stated 0.7% hike for public servants.

Sadtu general-secretary Mr Randall van der Heever said yesterday the union's strike council would meet in Johannesburg today to decide whether to augment the strike by a pro
gramme of action.

He said there was "serious tension" as the department had tried to bring a second interdict against strikers.

Mr Van der Heever told union mem
bers that "a reasonable process was identified in terms of resolving prob
lems of rationalisation but that it was going to depend on the good faith of both parties".

Assistant general-secretary Mr Tho
las Nxes, who was at the meeting on
salary negotiations, reported that "talks were at a very critical stage".

Ms Vivienne Carelse, Western Cape chairwoman, said it was "more than likely" that the strike would continue next week.

House of Representatives (HoR) education minister Mr Pieter Sarsman yesterday accused Sadtu of negotiat
ing in bad faith.

He said his department was commit
ted to continuing the negotiations, de
spite claims that non-striking teachers were being intimidated.

The HoR could possibly make conces
sions, in addition to allowing teachers who wished to stay on until the end of the year to do so, he said.

About 2,500 teachers in Johannes
burg marched on education offices in Braamfontein and Parktown.

Reports from other centres indicate
that the strike is holding.

A Sadtu spokesman said there was no teaching in many parts of the Transvaal, while in the Eastern Cape and Natal, schooling was erratic.

In the Free State, schools were still at a standstill. — Sapa, Staff Reporter
Sadtu teachers vote to press on with strike

By AYESHA ISMAIL

THE nationwide strike by thousands of teachers is to continue at least until Wednesday — despite the South African Democratic Teachers Union's reaching an agreement with the government on a basic minimum living wage.

Speaking after a national strike council meeting yesterday, Sadtu general secretary Mr Randall van den Heever said delegates would report back to branches about the negotiations on salaries and rationalisation.

Sadtu would announce on Wednesday whether the strike would continue.

The government and teacher organisations had four days of talks in Cape Town this week.

Mr van den Heever said the strike council believed "there had been limited but important gains for teachers in the lower categories".

Increases

He said the state was offering a "basic living wage" of about R1 500.

Negotiations for increases across the board would continue this week, as would talks on rationalisation.

The union had given the Department of Education and Culture in the House of Representatives a list of schools around the country "where education has been adversely affected" by rationalisation, Mr van den Heever said.

He said a resolution of the education crisis would depend on the withdrawal of court interdicts and threats to terminate the union's recognition agreement with the education departments, as well as an agreement by the state not to implement the no-work, no-pay principle.

Minister of Education and Culture in the HoR Pieter Saalman said there had been several reports of Sadtu members intimidating teachers who were not taking part in the strike.

Meanwhile, in a statement yesterday, the Union of Teachers' Associations of South Africa, Sadtu, the Teachers' Federal Council and the National Professional Teachers' Organisation of South Africa expressed their dismay at the failure to arrive at a "satisfactory final agreement on general salary increases".

They voiced concern at the effect this might have on education. They are to seek an urgent interview with the Minister of National Education, Piet Marais.
In some places, a buzz of learning could be heard. Teachers' meetings and workshops were being held to improve the quality of education. The students were engaged in various activities to enhance their learning experience. The principal of the school was pleased with the progress made in the past few months. The students were confident and enthusiastic about their studies.

The teachers supported the students by providing extra help and guidance. They encouraged the children to ask questions and participate in class discussions. The school had introduced a new program that focused on developing critical thinking skills. The students were enjoying the new challenge and were excelling in their studies.

The school administration was happy with the progress made. They were committed to providing the best possible education to the students. The parents were also satisfied with the progress and were happy to see their children doing well. The school was well-equipped with modern facilities and resources.

Overall, the school was doing well and was making steady progress. The students, teachers, and administration were all working together to achieve the best possible outcomes for the students. The school was a model of excellence and was setting a positive example for other schools to follow.
Matric try to stand in

By STAN MHLONGO

THEY were the radicals in the '80s, slamming the apartheid education system and teachers who resisted the maxim “liberation now, education later”.

But times change fast in SA and '90s pupils would have us believe they are model scholars.

In the wake of this week's national teachers' strike, matric pupils have decided to try and carry out teachers' jobs - basically scabbing.

At issue, say the matrics - and many parents - is pupils' futures: education is the key and the SA Democratic Teachers' Union strike is denying black pupils an opportunity to escape their oppression.

Pupil organisations recently came out against the teachers' pay strike - even issuing thinly veiled threats against teachers.

Meanwhile, two million pupils were estimated to be without teachers this week.

Matric pupil Joyce Moremi of Wilberforce, Evaton, expressed a widespread sentiment: “Why should we all suffer?”

She said teachers were causing students irreparable harm.

“I think we matriculants must sacrifice and teach lower classes,” she said.

Matric pupil Joseph Mkhwanazi of Sekhokeng agreed, saying the strike was “ill-timed”.

Following a mass meeting at Orange Farm which was attended by staff from 17 Vaal schools last Sunday, the teachers staged a sit-in at the Vanderbijlpark DET offices on Tuesday.

The decision to sit-in was taken after a member of a school committee, J Mnisi, spoke out strongly at the Orange Farm meeting against the “platoon system” enforced at schools in the region.

The sit-in by teachers at the DET offices was also intended to highlight teachers’ objections to the lack of school furniture, reading material and the shocking pupil-teacher ratio in black schools.
Pupils plan to join teachers’ protest

for teachers in certain categories, and to replacing the six lowest categories with only three to bring about an improvement in pay at the bottom of the scale.

Agreement could not be reached on an across-the-board increase and the union would try to discuss this with National Education Minister Piet Marais in the next few days, the strike council said.

Other issues that would influence whether the strike continued were the withdrawal of all court interdicts and threats to terminate the recognition agreement.

Teachers

with the union and an undertaking not to implement the “no work, no pay” principle in regard to striking teachers.

Cosas representatives said they would protest in support of the strike. Pupils believed more coherent action could bring an early resolution.

In Soweto last week many pupils heeded the Cosas call to continue with lessons in the absence of teachers.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spokes-

man Mahlesela Kekana said the students’ protest would be aimed at farmers, white pupils and the JSE.

White pupils had been unaffected by the education crisis and should be forced by “all means at our disposal” to join black pupils in their struggle for better education, he said. Farmers would be targeted as they were responsible for electing President F W de Klerk. The form of “retali-

ation” against farmers and the JSE would be decided today.
Strikers warn of action at White schools

By Abby Makeo

Syracuse, Nov. 24, 1943

Strikers warned the White school...
Go to hell, parents tell Sadtu

OWN CORRESPONDENT and EDUCATION REPORTER

Furious parents in Soweto yesterday told the South African Democratic Teachers' Union (Sadtu) to "go to hell" with its strike, saying teachers were sacrificing the education of their children.

And the Congress of South African Students (Cosas), at a separate meeting, threatened to make the country ungovernable and extend protests to white classrooms unless the Government bowed to teachers' demands.

There was turmoil at Soweto's Regina Mundi Church when a six-man Sadtu delegation was almost assaulted by enraged parents.

Hundreds of parents said they were infuriated by Sadtu's unilateral decision to go on strike.

Fearing for their lives, members of the Sadtu delegation left the church, namely chanting "Viva Sadtu".

Some parents hurled abuse at them.

"Go to hell", "You are lazy" and "You thugs" were among some of the insults hurled.

The delegation then ran out of the churchyard, stood at the wire fence and hurled insults at the parents. Some of the angry parents followed them...
Pupils plan to join teachers' protest

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In Soweto last week many pupils headed the Cosas call to continue with lessons in the absence of teachers.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spoken-

man Mahlomola Kekana said the students' protest would be aimed at farmers, white pupils and the JSE. White pupils had been unaffected by the education crisis and should be forced by "all means at our disposal" to join black pupils in their struggle for better education, he said. Farmers would be targeted as they were responsible for electing President F W de Klerk. The form of "retaliation" against farmers and the JSE would be decided today.
Important salary gains won, says union

Teachers set to meet on strike

BY PHIL MOLEFE
EDUCATION REPORTER

The nationwide teachers' strike is set to continue at least until Wednesday when the South African Democratic Teachers' Union meets to decide whether to continue with the strike.

The Sadtu national strike council said yesterday that various regions of the union would meet today and tomorrow for a report-back on last week's negotiations with education authorities.

Sadtu national office-bearers would consider feedback from various regions on Wednesday, and then make an announcement whether the strike would continue.

The strike council said "limited but important" gains had been made in salary negotiations with the Government offering a minimum basic salary of R1 437.75 a month for the lowest-paid teachers.

Sadtu and the Government have still not reached agreement on an across-the-board salary increase for teachers.

"The State's present offer incorporated a significant victory for Sadtu's demand for a living wage," the strike council said.

The Government had also agreed to salary increases between 10 and 55 percent for teachers falling in the five lowest categories. These categories apply mostly to teachers without matric and with only two years of appropriate training.

However, an agreement could not be reached on a general across-the-board increase and Sadtu would try to discuss the matter with National Education Minister Piet Marais within a few days.

On the question of retrenchments in coloured schools under the Department of Education and Culture in the House of Representatives (HoR), the strike council said it would meet the relevant officials in the next few days with a view to resolving the matter.

Sadtu said other issues which would influence the decision whether to call off the strike were the withdrawal of all court interdicts, the withdrawal of the Government's threat to terminate the union's recognition agreement and an undertaking not to implement the "no work, no pay" principle for teachers involved in the strike.

Meanwhile, Education Minister in the HoR Peter Sashman gave Sadtu until noon today to respond to his department's proposed suspension of its recognition agreement with the union.
Pupils urged to join strike

JOHANNESBURG. — The Congress of SA Students (Cosas) yesterday appealed to pupils to join demonstrations aimed at pressuring the government to bow to teachers' demands.

This is a reversal of the organisation's stand last week when they urged teachers to delay their strike until a less critical time.

The resolution of the ongoing school crisis will depend upon the withdrawal of all court interdicts against teacher organisations embarking on the strike, the SA Democratic Teachers Union (Sadtu) said yesterday.

The teachers' strike enters its second week today.

Sadtu said the government must also withdraw its threat to terminate the "hard-won" recognition agreements and must also agree not to implement the "no-work-no-pay" principle for teachers on strike.

Despite an agreement reached with the government on a basic minimum living wage, Sadtu will continue its strike until at least

outstanding grievance of an across-the-board salary increase for all teachers.

The 80 000-member union is also seeking a meeting with the Department of Education and Culture in the House of Representatives over rationalisation.

Both Sadtu and the DEC would also attempt to resolve the problem of classes that are without teachers due to the department's retrenchment programme.

Cosas representatives yesterday said their support of the Sadtu strike could bring an early resolution of the strike.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spokesman Mr Mahlomola Kekana said the students' protest would be aimed at farmers, white pupils and the JSE.

White pupils had been unaffected by the education crisis and should be forced to join black pupils in their struggle for better education, he said. Farmers, on the other hand, were responsible for electing President F W de Klerk.— Own Correspondent, Staff Reporter
Cosas suspendidos oficial, que llamado por ocupación de white
THE Congress of SA Students (Cosas) yesterday appealed to teachers to end their national strike, distancing itself from its southern Transvaal office's call to occupy white schools.

It suspended regional publicity secretary Mahlomola Kekana, who called for the action on Sunday, and stopped the office from making public statements.

Cosas national co-ordinator Albert Mahluang said the call contradicted the organisation's principle of nonracialism and played "into the hands of unruly elements who are only interested in disrupting normal schooling." Cosas's official call for pupils to continue their lessons in the absence of teachers remained unchanged.

Kekana had urged black pupils to target farmers, the JSE and the "ignorant and privileged white racist students".

Sapa reports that the CP yesterday warned white parents to be prepared to protect their children and property with violence in the event of any occupation.

Mahluang said the SA Democratic Teachers' Union (Sadtu) strike had led to many confrontations between students, parents and teachers over the past week and a Cosas delegation would meet Sadtu today to ask it to review its strike.

"We are concerned about the tensions and the violent actions which have emerged in our own communities around the strike and we fear we will fall into the hands of government if we create confusion among ourselves," he said.

Our Umhatha correspondent reports that at a weekend rally PAC president Clarence Makwetu urged teachers, children and parents to get together to devise ways of ending the crisis.

Sadtu yesterday replied to the Department of Education and Training's threats to end its recognition agreement. The DET had extended its deadline from Friday to noon yesterday.

Meanwhile, National Education Co-ordinating Committee (NECC) southern Transvaal spokesman Amon Maane said demonstrations would be held in Johannesburg on Friday in support of the teachers unless their demands were met this week.

"We cannot allow this situation to continue beyond this week," he said.
Decision day for striking teachers

By Mzimasi Ngudle

Striking teachers would decide tomorrow whether to go back to classes, a senior official of the South African Democratic Teachers’ Union said yesterday.

PWV regional co-ordinator Mr Nkomo Maloka said Sadtu regions were holding meetings throughout the country yesterday to evaluate the progress made at negotiations between the union and the Government.

He said the regions would meet again tomorrow morning and report to the national executive meeting the same day.

Maloka said the NEC meeting would decide whether to call off the strike after evaluating reports.

Maloka said the State had shifted on salary increases to lower categories but had refused to move on other categories.

NECC regional secretary-general Mr Amnon Msane said the action would take place in Johannesburg on Friday if the Government refused to budge on its 6.5 percent salary hike to teachers.

According to the DET, only 5 205 teachers of the 69 573 educators employed by the department receive the minimum monthly salary of R867.75 plus a 13th cheque and service benefits.

These teachers fell under the A2 and A3 categories.

Category A2 is for teachers who passed Standard 6 or 7 with at least two years appropriate training. Category A3 is for those with less than a Standard 10 education and no teaching qualification.

“The low qualifications and the low levels of responsibility of these teachers are reflected in their low salaries,” the DET said in a statement.

More than 75 percent of DET teachers earn over R2 000 a month plus a 13th cheque and service benefits. This category comprises 35 094 teachers (50.4 percent) who earn between R2 000 and R3 000 a month and a further 14 432 (21 percent) who get between R3 000 and R5 000 a month.

Senior educators, mostly in categories E, F and G are paid between R4 000 and R5 000 and above. Teachers in these categories have matric and five to seven years of appropriate tertiary education.

The DET said: "People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as the service benefits provided by the department.

“Often, service benefits are overlooked as part of a teacher’s remuneration.”
Cars burnt in support of Sadtu

By RAMOTENA MAROTE

At least five vehicles — one carrying school books — were torched and others stoned when pupils in Guguletu, Nyanga and Crossroads took to the streets in support of the teachers' strike.

Part of this action took place shortly before a midday press conference by the Congress of South African Students (Cosas) which called on pupils to engage in their controversial campaigns of "Barcelona" and "Bujuba" in support of the strike.

These campaigns call for the burning of cars and for "reactionary elements" to be kept out of the townships.

A government vehicle carrying school books was torched on the corners of NY 1 and NY 50 in Guguletu. In Crossroads, pupils who had just attended a mass meeting at Oscar Mpelela High in Nyanga took control of Landsdowne Road, stoning vehicles and burning two others.

The area was cordoned off for more than 30 minutes by police.

Two more vehicles were seen alight along NY 1 later in the afternoon.

At the press conference, Cosas regional chairman Mr Mbulelu Mbonde said engaging in Barcelona and Bujuba campaigns was the only option left for pupils to exert pressure on the government.

"We wish to make it clear to the government that we are tired of sitting without teachers in our classes," he said.

Cosas said they would hold a meeting with the Junior Council of Cape Town today to discuss the question of occupation of unused, and underutilised white schools.

Asked to comment on today's incidents, Sadtu president Mr Shepherd Mdladlana said he had told the government that its failure to meet teachers' demands would lead to crises, especially in education.

ANC regional chairman Dr Allan Boesak said the position of the ANC, which supports the teachers' strike, was that pupils must do their best to make up for lost time.
Chalkdown
Sadtu defiant

JOHANNESBURG. — Teachers remained defiant yesterday despite a threat to have their union ‘de-recognised’ as their nationwide chalkdown entered its second week. (321)

Department of Education and Training spokesman Mr Geoff Makwakwa said the SA Democratic Teachers’ Union was maintaining its strike, with black schools in the metropolitan areas still the hardest hit.

Sadtu has said it will announce tomorrow whether the strike action will continue, but this will depend on government wage offers.

While the wage issue and teacher retrenchments in the House of Representatives have been separated at talks, the union has been making demands on both counts. — Sapa
End strike – Cosas

BY JUSTICE MALALA

The Congress of South African Students (Cosas) yesterday distanced itself from calls by its southern Transvaal publicity secretary to occupy white schools, and appealed to teachers to end their national strike.

The call to disrupt classes in white schools and target farmers and the Johannesburg Stock Exchange was made on Sunday by Cosas southern Transvaal spokesman Mahlofa Kelana.

But as the Conservative Party reacted with warnings to white parents to be prepared to protect their children and property with violence if schools were occupied, Cosas national co-ordinator Albert Mahlangu said Kelana’s statements did not comply with the body’s policy, aims and objectives.

Meanwhile, the National Education Co-ordinating Committee (NECC) plans to launch demonstrations in Johannesburg on Friday in support of striking teachers.

NECC’s southern Transvaal region said yesterday that if the salary dispute between the SA Democratic Teachers’ Union (Sadtu) and the Government was not resolved by tomorrow, it would embark on mass action.

Members would meet at Johannesburg’s Library Gardens on Friday.

Reacting to the call for mass action, Cheryl Carolus, ANC national executive committee member in charge of education, said the level of desperation and anger among parents and students was understandable due to the “intransigence” of the Government in negotiations.

At least eight vehicles were set alight yesterday in townships near Cape Town as pupils took to the streets in support of Sadtu members, police said. A motorist was reportedly assaulted by pupils in Khayelitsha.
The teachers' wage strike, now in its second week, has cast a dark cloud over a

...future imperfect

...some refuge of the teachers' claims.

Schooling year delayed, in April and teacher protests, will make up

I
The black community needs to take stock of itself if it is to solve its many problems, including the present unpatriotic teacher's strike, writes Mosibudi Mangena, chairman of the Black Consciousness Movement of Azania:

(One of the basic problems that has been existing in the black community in recent years is its desertion by the petit bourgeoisie which traditionally provided leadership.)

Heever, are tucked away in elite private schools. Probably the demand for more pay is meant, at least in part, to make their own privileged children in private schools even cozier.

There is no doubt that black education is attended by enormous problems such as overcrowding, lack of equipment and books, underqualified and poorly paid teachers. This ugly situation is the result of a careful design conceived and implemented by the racist Pretoria regime. It is meant to be part and parcel of our oppression.

But we do not fight for freedom by mutilating ourselves or committing suicide. The enemy is only too happy to watch us weaken ourselves and make our continued oppression even easier. The regime has nothing to lose by a Sadatu strike. Black children are being destroyed by fellow blacks while white children are quietly preparing, with the best facilities available in the country, for a future of bosseship.

In fact, the problem blacks face cover all spheres of life, such as politics, housing, health, land and so on. We would be foolish to try and solve such problems by sleeping in the open, allowing ourselves to die when sick and so forth.

The point of the matter is that with the repeal of the so-called apartheid laws, the black petit bourgeoisie finds the leach with which the white racist establishment controls blacks a bit lax and therefore a bit more comfortable. Avenues which were previously closed are now accessible.

With its education and skills, this class has been able to move into better jobs with higher salaries and other benefits. This is almost naturally followed by the general trek to better homes, schools and hospitals. It is a small black capitalist class and the black petty bourgeoisie who stand to benefit most from the reforms of President FW de Klerk and his fellow racists.

The repeal of these racist laws has removed the rigid structures that previously confined the black petty bourgeoisie to the townships where it provided valuable leadership. Now it is showing signs of assuming the classical vacillating nature of the petty bourgeoisie.

Presently, the black petty bourgeoisie is tentatively making common cause with its counterpart from the white establishment. The contradictions between the two have become fewer. That is why a pally-pally relationship exists between the likes of Roelf Meyer and some black delegates at the World Trade Centre in Kempton Park.

Issues of great concern to the black majority, such as land, are not even on the agenda. In contrast, the struggles of the working class, the urban poor and the peasants continue unabated.

Some have raised valid arguments for this state of affairs. They say Azania belongs to us and we can therefore stay where we want; that we should move away from the mistaken action that blackness is synonymous with the squadda of the townships and squatter camps; that there is nothing wrong with giving yourself and your family good education and health care if you can afford it; that some of them are driven from the townships by the appalling levels of violence and the unending school boycotts.

It is all true, except that the black community is losing some of its valuable sons and daughters at a critical period which is characterised by genocide and general social dislocation.

For a start, no one should be allowed to teach black children or participate in a strike if his or her own children are ensconced in an elite private school or another education department, free from the pain of the inadequacies of black education.
Cosas exec rejects Operation Barcelona

Staff Reporter

The national executive of the Congress of South African Students (Cosas) has condemned “Operation Barcelona” and has said it will take “serious measures” against any Cosas members involved in the burning of vehicles and school books.

But the Cosas regional branch in Cape Town confirmed yesterday that the campaign was going ahead.

Cosas national organiser Mr David Serekwane said in Johannesburg yesterday: “Cosas does not have an Operation Barcelona campaign. The burning of school books is completely contrary to our view.”

Cosas in the Natal Midlands yesterday threatened to take their struggle to white schools if teachers' demands were not met before Friday.

© Violence flares
— Page 2
Call for end to teachers’ strike

Violence and intimidation condemned by NECC, but Cosas remains defiant

JOHN VILJOEN and EDWARD MOCOANYANE
Staff Reporters

The National Education Co-ordinating Committee (NECC) has appealed for an end to the teachers’ strike and says it cannot condone violence or intimidation.

But the Western Cape region of the Congress of South African Students (Cosas) seems set to continue with its violent “Barcelona and Bujaba” strategy in defiance of the organisation’s national executive.

A Cosas spokesman in Johannesburg today distanced the organisation from the strategies which have brought violence to Western Cape townships.

“We have no national programme of Barcelona and Bujaba actions,” he said.

The matter would be discussed with Western Cape Cosas leaders, said a Western Cape Cosas spokesman. J J Thabane, said pupils would continue with Barcelona and Bujaba actions, although the regional executive would discuss the strategy today.

In Cape Town yesterday a Cosas speaker said pupils would fight “side by side” with teachers and make townships ungovernable through “operations Barcelona and Bujaba”.

The Cosas threat, from a representative of the Nyanga branch, came at the end of a march by more than 5 000 pupils, parents and striking teachers to the Forensic Office of the Department of Education and Training.

The marchers were led by ANC Western Cape secretary Tony Yengeni, who told teachers they should continue striking until demands were met.

South African Democratic Teachers’ Union (Sadtu) leaders are expected to announce today whether the strike will continue.

The DET said yesterday the situation in its schools was unchanged. The worst affected areas were urban centres in the PWV, Natal, and Eastern and Western Cape.

The NECC said yesterday that the issues which had caused the strike had to be resolved immediately in the interests of the future of teachers.

The NECC supported the demands of Sadtu and other teachers’ bodies for a pay increase and an end to reductions.

“But the strike is hurting our people, and therefore we would like the dispute between the government and the teachers to be settled immediately so that learning and teaching can continue.”

* The Pan Africanist Students’ Organisation (Paseo) said it would protect non-striking teachers threatened by Sadtu members involved in the strike.

A Peninsula African Teachers’ Union (Penata) rally at Khayelitsha Stadium yesterday heard that teachers’ not on strike were being labelled “re-actionaries” and were being threatened by strikers.

While speakers stressed that the teachers’ demands were justified, the strike was roundly condemned as playing into the hands of “the regime”, which wanted to see the “African child deprived of education”.

* Sporadic incidents of stone-throwing and torching of vehicles in Khayelitsha and on Landowie Road near Brown’s Farm continued yesterday.

 Armed and Ready: Rampaging youths have turned Khayelitsha into a dangerous area for some vehicles, like this bakkie which was stoned, turned on its side, and set alight. A policeman stands guard as onlookers watch.
Teachers may end strike today

**Star 25/8/83**

**BY JUSTICE MALALA**

More than 2 million black pupils will today find out whether they can return to classes when the national executive committee of the South African Democratic Teachers' Union meets in Johannesburg to decide whether to suspend its strike.

Sadtu will today consider reports from its branches and regions across the country on teachers' feelings on continuing the strike, which began on Monday last week in support of demands for a 15 percent salary increase and an end to retrenchments.

Sadtu president Stephen Mdledlana said yesterday that an announcement on the strike would be made this afternoon.

Yesterday Sadtu branches across the country met to discuss concessions made by the Government in negotiations with the teachers' union last week. The Government offered a minimum basic salary of R1 487,75 a month for the lowest-paid teachers.

The Government also agreed to salary increases between 10 and 28 percent for teachers falling in the five lowest categories.

Mdledlana said the union's four-member negotiating team had met Department of National Education (DNE) officials.

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**Teachers to end strike?**

**Star 25/8/83**

- From Page 1

Yesterday to iron out the outstanding issue of a 15 percent across-the-board salary increase. The Government has not budged on its offer of 6,7 percent.

He said the DNE would be responding to this demand this afternoon after the national executive committee meeting.

Department of Education and Training spokesman Jeffrey Makwakwa yesterday said the situation in schools across the country was unchanged with teachers on strike, apart from schools in rural areas and on the East Rand.

Sapa reports that police in the Cape Peninsula were investigating the possibility that members of the Congress of South African Students were responsible for the abduction of a Caguletu man at gunpoint and about 20 incidents of arson and of stone-throwing since Monday.
Teaching row 'solved'

JOHANNESBURG. — A dispute about teacher retrenchments in the House of Representatives (HoR) has been resolved, the crisis committee of the National Education and Training Forum (NETF) announced yesterday.

NETF chairman Mr Alan Tonkin said the HoR education department had informed all affected teachers they could extend their services until the end of the year. The department had also granted temporary replacements to schools needing them.

Mr Tonkin said the retrenchment issue was separate from the South African Democratic Teachers' Union (Sadtu) strike over teacher salaries.

A decision on the fate of the strike — now in its eighth day — is likely to be made today.

In Cape Town yesterday, ANC regional secretary Mr Tony Yengeni called on more than 1 000 teachers to continue striking until their demands were met. He said the ANC "fully supported" the strike.

A Cosas spokesman told the teachers that his organisation would fight side by side with them.

The DET said it abhorred any form of violence and that resorting to it was unacceptable.

The government has offered an extra R850 million to its R2 500 million salary bill in negotiations with public servants and educators, the Commission for Administration said yesterday.

A commission spokesman said the extra money would be available from November 1.

Sadtu welcomed yesterday the government's decision, but rejected an attempt to link it to Sadtu's 15% wage increase demand. — Sapa, Staff Reporter

ON THE MOVE ... ANC regional secretary Mr Tony Yengeni, with dark glasses, leads more than 1 000 marchers to DET offices yesterday afternoon. Pupils, parents and teachers marched in support of the Sadtu strike.

Picture: BENNY GOOL
Strike on Teachers' Day, Sauron 26/1948

By Mushaas Nkende and Sapa

Further comments from the Soon will be need.

It was not possible for Sama to understand.

The teachers' strike was due to the lack of communication from the government and the failure to address their concerns.

Declaring the teachers' strike, the union highlighted the need for better communication and a fairer distribution of resources. Further talks are scheduled to address these issues.
Govt spending cuts to fund teacher salaries

GRETA STEYN

GOVERNMENT would try to finance the extra R85bn spending for teachers by cutting existing expenditure, a State Expenditure Department spokesman said yesterday.

He said government hoped that savings and reallocation of existing spending priorities would avert a spending overrun this fiscal year as a result of the teachers' strike. Government did not expect to exceed its budgeted spending total of R114bn with more than the amounts announced for additional spending on drought relief (R469m) and job creation (R255m).

The R85bn spending on teachers' salaries will take effect from November, with five months of the fiscal year still to go.

Reserve Bank economics head Ernie van der Merwe said the Bank expected the announcement of additional spending to lead to a deficit overrun.

A significant discrepancy has arisen between Finance Minister Derek Keys and the Bank's calculation of the fiscal deficit. At the end of this fiscal year, the Bank and Keys would produce deficit totals that differed by more than R1bn, economists said.

This reflected the treatment of finance raised from the sale of state assets, which in the past was counted as a source of funds rather than revenue. Keys changed this practice in this year's Budget to include the finance in the revenue figure, arriving at a lower deficit than the Bank's. This approach would not be applied to extra spending announced after the Budget.

Van der Merwe said the Bank regarded funds raised through the sale of state assets as a one-off item which could not be counted as part of current revenue. Selling strategic assets was a financing activity and for economic analysis the deficit would have to include spending financed from this source. He said the extra spending would see the deficit rise above the original budgeted level.

According to the Bank's initial economic report, the budgeted deficit for the present fiscal year was R25,3bn, or about 7% of GDP. The Bank said these estimates differed slightly from those presented by the minister, because retrospective proceeds had been excluded from ordinary government revenue and are included in the financing of the deficit.

This difference is set to widen as further spending to be financed from the sale of state assets has been announced.

In his Budget, Keys included the finance raised from the sale of state assets in the revenue totals, yielding a deficit of R25,3bn — slightly less than 7%. The approach will also be applied to the extra spending on job creation and drought relief.

Keys' office said funds for drought aid and job creation would be financed without increasing the budgeted deficit before borrowing. "Apart from reallocation of budgeted funds, sales of strategic supplies will contribute to the financing of the additional expenditure." This was in line with the inclusion in the Budget speech that "special funding arrangements" would be made to finance additional projects.
Teachers decide to continue strike

THE SA Democratic Teachers' Union (Sadtu) announced yesterday it would continue its nationwide strike, despite pupils’ appeals to end the protest. Sadtu president Shepherd Mhlabana told a news conference in Johannesburg that the strike would continue until the union received a statement of intent from National Education Minister Piet Marais indicating government’s willingness to commit itself to further wage negotiations.

A framework for the terms of the negotiations, as well as a conclusion date, were needed to bring the strike to an end.

Mhlabana said the last round of talks, which ended on Tuesday, closed with government refusing to move on its 6.7% general salary increase offer—a figure which fell far below Sadtu’s bottom line of 15%.

The Department of Education and Training said last night it would meet a Sadtu delegation today. Officials from the Education and Culture Departments of the Houses of Representatives and Delegates would also attend the meeting.

The DET said Sadtu had indicated it wished to discuss the possible termination of the agreement between the departments and the union, the interdicts against it, the

Meanwhile, draft legislation proposing that teachers be allowed to strike was published yesterday. The lack of acceptable dispute resolution mechanisms has been a major demand of the teachers.

The memorandum to the Education Labour Relations Bill—aimed at preventing labour disputes and regulating collective bargaining—proposes an education labour relations council. The council, representing employer and employee organisations, would be given the role of preventing and settling disputes, and investigating policy in the education sector.

Matters that cannot be settled within the council may be referred to the industrial court of arbitration.
Teachers to meet education departments

Education Reporter

OFFICIALS from three education departments meet the South African Democratic Teachers' Union (Sadtu) in Pretoria today in a bid to end the teachers' strike.

The 75 000-strong union decided yesterday to continue its strike until it had a firm commitment from the government on increased salaries.

The Department of Education and Training (DET) said it had agreed to a Sadtu request for the meeting.

Officials from the Departments of Education and Culture in the House of Representatives and the House of Delegates would also be present.

Sadtu yesterday demanded a decision on the salary issue, the withdrawal of four Supreme Court interdicts against striking teachers and an end to intimidation of its members.

The DET attacked Sadtu for striking during negotiations, saying the strike was a contravention of accepted international labour practice.

Allan Boesak, African National Congress Western Cape chairman, told pupils at a rally in Bonteheuwel yesterday they should help each other to prepare for exams while teachers were on strike and should not burn school books.

This was not a time for pupils to take to the streets, he said.

Pupils should use the time during the teachers' strike to discuss the education crisis.

See page 23
Teachers' salaries in the Department of Education and Training

JOHN VELDREN looks at the bottom line:

Teachers have been striking over what exactly do they earn Education Reporter

The Chalkboard changes
"Often, service benefits are overlooked as part of a teacher's remuneration."

All teachers get a bonus of a 13th cheque each year. 2184343

The department contributes R2.75 to the pension fund for every rand paid by a permanent teacher.

Medical aid schemes are also subsidised by the department.

A teacher who qualifies for a housing subsidy or loan can get up to R689 a month towards the bond repayment on his or her house.

The DET said that in addition to four school holidays, long leave could be accumulated at the rate of 12 days a year. This might be doubled if the teacher took it for study purposes.

In addition, a teacher could be granted two days leave for each examination and generous sick leave was available, the department said.

Sadtu negotiator and vice president Duncan Hindle gives his view on the DET's analysis.

"From a union perspective, even if one teacher earns less than a living wage, we will support that teacher with all the means at our disposal.

"To say that 'only' eight percent of teachers are in this category is very disturbing.

"Those 20 000 teachers (across all departments) are not just statistics — they are people who are struggling to support families in the face of state insensitivity.

"Remuneration is correctly dependant on the level of qualification, which has penalised black teachers who have historically been excluded from pre-service and in-service opportunities.

"To now blame these victims for their condition shows remarkable cruelty.

"Sadtu favours a system of remuneration which is primarily based upon the job being performed. All teachers do similar jobs, with equivalent responsibilities, and should be equitably rewarded.

"In many cases, the least qualified teachers perform their jobs under the most difficult circumstances — often in rural areas.

"While accepting limited recognition (and increases) for improved qualifications, there must be increased opportunities for disadvantaged teachers to upgrade their qualifications, and improve their effectiveness in the classroom.

"In regard to benefits, these remain severe penalties for women, who constitute the majority of teachers.

"Housing subsidies are not available for married women, maternity benefits are available only to married women."
By BARRY STREEK
Political Staff

A NEW council to prevent labour disputes and conflict in education has been proposed in a draft bill.

The Education Labour Relations Council (ELRC) would represent employers and employees and their organisations, but would not apply to private schools.

The aims of the draft bill are to "maintain and promote labour peace in education; prevent labour disputes in education; provide mechanisms for the resolution of disputes between employers and employees and employee organisations, and regulate collective bargaining".

Educators would be allowed to join unions of their choice, and lawful strikes or lock-outs would be allowed. Matters that could not be settled by the ELRC would be referred to the industrial court or arbitration.

The ELRC would have powers to reach legally binding agreements on minimum wages, registration of professional educators and pension and medical funds and other job-related issues.
'One judge, one bullet'
call in court

Staff Reporter

Supporters of 42 SA Democratic Teachers' Union (Sadtu) members accused of holding an illegal march yelled "One judge, one bullet" in the Cape Town courtroom yesterday.

The teachers appeared in the Magistrate's Courts in connection with an illegal march in the city on June 16. No charges were put to them.

Sadtu supporters crowded into the courtroom, where they sang and shouted slogans before proceedings began.

One accused, Ms Amanda Sanger, told them their political aims would not be furthered "in this court", and appealed for quiet.

Magistrate Mr D Marais postponed the matter to October 12 and extended their bail of R100 each.

Mr D van den Burgh prosecuted.
Mr Y Ibrahim appeared for the accused.
Teachers continue stayaway

Big blow to 2-m pupils

BY JUSTICE MALALA

The 70 000 members of the South African Democratic Teachers’ Union (Sadtu) have voted to continue their nationwide strike for increased salaries, dashed the hopes of more than 2 million pupils of resuming lessons this week.

With only 34 school days left before pupils are due to sit their final examinations, Sadtu president Shepherd Mdladla said although “victories had been achieved” in talks with the Government, “further commitments from the State” were needed.

The strike council would consider suspending the strike only if National Education Minister Piet Marais issued a “satisfactory” statement of intent on teachers’ salaries.

Sadtu members voted yesterday to carry on with the crippling nationwide strike for salary increases

Finalise

Agreement would also have to be reached on the withdrawal of all interdicts against the union, non-victimisation of teachers by the Government, and an agreement to finalise all negotiations on a general salary increase before the end of the third term.

The organisation’s national strike council met for four hours in Johannesburg yesterday, in deliberations on reports from across the country.

Mdladla said it was untrue Sadtu had chosen “difficult” times, especially the lead-up period to exams, to strike.

DET acting director-general Dirk Meiring said yesterday more than 38 000 candidates were due to write their exams this year — an increase of 35 000 from last year.

The first subject will be written on October 19 and the last on November 18.

Meiring said the DET was “acutely aware” of the problem facing pupils in certain areas. He advised pupils to form study groups after school and during weekends.

Draft legislation aimed at preventing labour disputes in education, and proposing an Education Labour Relations Council, was published yesterday.

The Education Labour Relations Bill, which aims to regulate collective bargaining in the sector, proposes that educators be allowed to establish and join the union of their choice and allows for strikes and lockouts.

In Cape Town yesterday, supporters of 42 Sadtu members accused of holding an illegal march yelled: “One judge, one bullet” in Cape Town Magistrate’s Court.
Plan to end schools crisis

The Pan-Africanist Students’ Organisation (Paso) launched a “positive action” campaign yesterday to resolve the education crisis.

The president of Paso, Mr Tsietsi Telite, said at a news conference the campaign would aim to encourage teachers and pupils to return to school while parents and the community staged sit-ins at Department of Education and Training (DET) offices and ask trade unions to “be on hold” for national stayaways.

It would also have teachers and pupils stage pickets and marches after school and pressure the government in talks at the World Trade Centre.

The campaign would “engage everyone in revolutionary programmes that will enhance the revolution. Here we will use any means possible”.

Township schools remained empty yesterday.

Also yesterday, the DET presented the South African Democratic Teachers’ Union (Sadtu) with a document on several issues raised by the union since its illegal strike began on August 16.

Gains

At a meeting at the DET offices in Pretoria, the department told Sadtu the main reason for the strike — salaries — “fell outside the sphere of authority of the employing departments”.

Sadtu said they hoped for more gains at their meeting with the Department of National Education in Pretoria last night. However, the president of Sadtu, Mr Shepherd Mladihlana, could not say whether the end of the strike was near.

Meanwhile, the Azanian Student Movement (Azasm) has called on black students to disrupt white schools. It said yesterday there was no chance of agreement being reached at the meeting between Sadtu and the DET.

The National Professional Teachers’ Organisation of South Africa (Naptosa) warned that a drawn-out exercise by the government in resolving the strike would fan the already “serious fires of discontent and frustration” — Staff Reporter, Sapa
Cought between government intransigence and public impatience, the 80 000-member SA Democratic Teachers Union (Sadtu) faced a critical choice this week on what to do next in its strike for higher pay.

In the absence of a face-saving compromise, two options seemed open: increased "mass action" with the support of other militant organisations, or a humiliating backdown and return to the classroom. A decision on what to do is due to be taken this week.

The strike began last week and centres on a demand for a 20% across-the-board salary increase. The figure was subsequently reduced to 15%. Government offered 6.7% and will not budge, according to President F W de Klerk, who considered the issue serious enough to call a press conference to personally make known the State's view.

Sadtu represents less than a third of SA's estimated 300 000 teachers. The majority of its members are in black and coloured schools.

One breakthrough achieved in talks with the Department of Education & Training was an agreement that the minimum salary for teachers be increased to R1 440. The union claimed earlier that 100 000 teachers earn less than R1 000 a month.

A significant feature of the strike is that it lacks strong support among black parents and pupils.

Comment at public meetings, on radio talk shows and in letters to newspapers has been overwhelmingly critical. In many schools pupils have taken the initiative to teach one another.

In a remarkable development this week, the Congress of SA-Students (Cosas) suspended its Transvaal regional publicity secretary, Mahlomola Kekana, who had earlier called for the occupation of white schools in support of the teachers' strike. Cosas said the call was contrary to the organisation's policy.

At a press conference to announce the suspension of Kekana, Cosas national co-ordinator Albert Mahlangu also raised what has become the crucial issue of the strike — division in the black community. He noted that Sadtu's action had caused confrontation between pupils, parents and teachers and said Cosas intended asking the union to call it off.

But in Cape Town, Cosas regional chairman Mbaleki Mbonde urged students to engage in militant action to force government to settle with Sadtu so that teachers could return to the classrooms. His call coincided with the stoning and burning of a number of vehicles in Cape townships. These included a government-owned truck carrying school textbooks.

The PAC and the Azapo-affiliated Azanian Students Convention have also publicly criticised the strike which they said has caused a "crisis" in the black community. The wisdom of strike action was also questioned by Sunday Nation editor Zwelakhe Sisulu in his regular column.

Sisulu, whose views are widely read and highly respected, said Sadtu's decision to strike raised the possibility that there was an urgent need to re-appraise the previous methods of struggle and the methods the new conditions demanded.

While stressing that "radical pedagogy" was the foundation on which SA's democratic culture would be founded, he said radicalism needed to be situated in the schools, not the streets.

"The boycott tactics as currently used arise out of a strategic lack of recognition of the historic moment we are in and are actually a consequence of the way in which teachers have undermined their own role and power in society."

But some organisations support the strike. Philip Dexter, head of the National Education, Health & Allied Workers Union, joined Winnie Mandela at a gathering of strikers in Johannesburg last week to pledge their backing.

And the southern Transvaal region of the National Education Co-ordinating Committee (NECC) says mass action — including the possible disruption of white schools — will occur in Johannesburg this Friday in support of Sadtu's demands.

However, the NECC on Tuesday toned down that message by calling for the resumption of negotiations "immediately in the interest of the future of millions of students and of restoring the culture of learning and teaching." Though Sadtu's demands were "legitimate and reasonable," the NECC said, the strike is "hurting our people and, therefore, we would like the dispute to be settled immediately.

"We believe that a solution can be reached, especially if one considers that negotiations entail a spirit of compromise." The NECC, added that "divisions in our own ranks will benefit no-one but the State" and registered its opposition to "threats and acts of violence and any form of action that will increase the racial divisions created by apartheid."

Similarly, over the "crisis" within the universities, the NECC calls for negotiations to resolve "demands for the transformation of tertiary institutions, as well as the funding of tertiary studies," which are seen as legitimate from the point of view of "democratisation and relevance."

But in response to threats against white schools, the CP called on supporters to be prepared for violent resistance to counter mass action that affected their children's education.

While the ANC head office in Johannesburg has been unusually muted in its reaction to the strike, the organisation's western Cape region supports it.

Nearly all coloured teachers in the western Cape are Sadtu members and virtually all of them are on strike. The teachers are a vital constituency for the ANC in the region where the NP claims majority support among coloured people. The ANC's backing of the action can, therefore, be viewed as political expediency.

**NEGOTIATIONS**

Negotiating council talks are expected to cross a threshold this week. If all goes according to plan, negotiators will finalise a quartet of draft Bills on the Transitional Executive Council (TEC) and its subcouncils on the Independent Elections Commission, Independent Media Commission and an Independent Broadcasting Authority.

The intention remains and things are on track to have these interim measures ready for enactment by parliament at its first short session on September 13, says a government spokesman — despite Inkatha's absence from the Kempton Park talks and its rejection of the arrangements. (cont...)

Another sitting in October will do likewise regarding passage of the interim constitu-
Teachers target black pupils in townships

Correspondent

Sowetan 2 July 1993

The school's administration and security staff are on alert, following several incidents of alleged violence against black pupils. The situation has escalated in recent weeks, with reports of physical assaults and threats.

In a statement, the school's principal said: "We have been receiving complaints from parents and students about incidents of racism and bullying.

"We are taking all necessary measures to ensure the safety of our pupils. We are also working closely with the local police to investigate these matters.

"We strongly condemn any form of violence and discrimination. We expect all pupils to respect each other and the rules of the school."
Concern grows as pay talks stall

THE absence of progress in negotiations on a 15 percent increase in teachers' salaries and the State's apparent lack of urgency were matters of grave concern, the National Professional Teachers' Organisation of South Africa said yesterday.

Naptosa president Mr Leepile Tshinyane warned that the State should realise that a long drawn-out exercise, particularly if followed by little material improvement to teachers, would fan the already serious fires of discontent and frustration.

He was referring to the outcome of the negotiations by the Joint Salary Negotiating Forum last week and the subsequent uncertainty regarding the date on which the negotiations should be finalised and improvements implemented.

And talks between the South African Democratic Teachers' Union and other teachers' organisation and the Department of Education and Training were still locked in a meeting late yesterday, to resolve the strike by 20,000 teachers.

Tshinyane said the State's apparent lack of urgency could lead to further escalation of an unsatisfactory state of affairs.

"Far greater sensitivity should be displayed by the employers regarding the belief that the State is unduly delaying its responses to the reasonable and justifiable demands of the employee organisations."

In spite of the obvious defects of the present negotiating procedures, Naptosa remained committed to a negotiated settlement of the issue, said Tshinyane. — Sapa.
Striking teachers await govt move

KATHRYN STRACHAN

THERE were no signs of the national teachers' strike being called off yesterday as the SA Democratic Teachers' Union (Sadtu) waited for a statement from government committing itself to further salary negotiations.

While salary negotiations had been suspended, the union's talks with the Department of Education and Training (DET) over the termination of its recognition agreement were still in progress last night.

The DET has threatened to end the agreement because of Sadtu's continual strikes, lack of co-operation of union members and alleged intimidation of principals and non-striking teachers.

The National Professional Teachers' Organisation said yesterday the absence of progress in negotiations on a 15% general salary increase and the state's apparent lack of urgency were of grave concern.

The Pan Africanist Students Organisation (Paso) said it was shocked by the teachers' decision to continue the strike despite the wishes of students and parents.

Assistant general secretary George Mpia said Paso was planning a campaign against striking teachers whose children attended schools in white suburbs and were unaffected by the disruptions.

Paso and the Azanian Students Movement both threatened to take up the Cosas call to occupy schools and administration offices in white areas.
Teachers to get own labour statute

A new labour Bill covering the education sector will be tabled in parliament, reports Ferial Haffajee

WHILE a teachers' strike continues to grip black schools around the country, a Bill which could solve many of the teachers' problems will be tabled in parliament next week.

The bulky Education Labour Relations Bill, if passed, will bring teachers into the ambit of labour legislation by granting them the right to strike, introducing a bargaining council where wages and working conditions can be negotiated and by providing for dispute settling mechanisms.

It is the third separate piece of labour legislation for a specific sector announced this month.

A fortnight ago, the Congress of South African Trade Unions and the South African Agricultural Union hammered out an agreement for the draft agricultural labour statute to cover farmers and farm workers, while the Public Servants Labour Relations Act came into effect on August 2.

Cosatu prefers only one labour statute with chapters for different sectors, but has agreed to the passage of the splintered legislation to push forward negotiations in the three sectors.

The proposed education labour Bill provides teachers with most of the rights contained in the general Labour Relations Act and defines the state as an employer.

This is a key gain for labour, as the state has raided against such a definition in the public sector.

The Bill also proposes a new structure, the Education Labour Relations Council, which will be a permanent bargaining forum. It is much like the National Manpower Commission and will make recommendations to the minister of education on labour policy and labour legislation in the sector.

The council will also mediate in disputes, continually survey and analyse labour relations while evaluating the application of labour legislation in the sector. The Bill makes provision for disputes that cannot be resolved in the council to be referred to an industrial court and the Labour Appeal Court.

It also establishes the right to freedom of association and to collective bargaining for teachers and establishes an unfair labour practice regime in the sector. Employers are also granted the right to join employer organisations, to bargain collectively and to be protected against unfair labour practices.

The attorney for the South African Democratic Teachers' Union, Barbara Adair, says: "The strike clauses in this Bill are in contravention of any strike clause of the International Labour Organisation."

They provide for dismissal after 30 days for a legal strike while teachers can be dismissed on one day's notice for going on an illegal strike. Adair says the fact that teaching is not classified as an essential service is good.

But, she says, "the functions of the bargaining council curtails the ambit of collective bargaining."

These functions are defined too rigidly. "They should be able to negotiate on all matters of mutual interest, full stop," says Adair.

The chapter on fundamental rights of teachers and their employers is also restrictive, says Adair.

These rights are set out in the Bill, but they are also "subject to the provisions of other Acts".
Strike is ‘the birth of democracy in education’

By Rehana Rossouw

South African teachers’ first national strike had exposed the lack of democracy in education, says South African Democratic Teachers Union (Sadtu) strike convener Mr Theo Combrinck.

“The strike is like a birth, there’s a lot of blood and pain, but we know that at the end we will see the newborn,” he said.

“But the baby will die if it is not looked after properly, and the challenge facing Sadtu right now is to deepen our structures and build democracy.”

Combrinck said the strike was conceived by Sadtu grassroots structures — its site (school) committees, branches and regional committees.

“Teachers on the ground provided the engine and the momentum for the strike. They sat in meetings until 2am, deliberating issues and building our structures,” he said.

“It has taken a lot of sweat to reach the point we are at today.”

Combrinck admitted that Sadtu’s leadership was “quite apprehensive” last Monday morning about the response to the strike call.

The same apprehension was felt on Saturday when regional members attended the national strike council meeting which was to determine whether the strike would continue this week.

“In retrospect, I am not sure why we were so apprehensive. We should have been more confident that because the decision to strike was taken at grassroots level, there would have been support for the call.”

Combrinck said the union was now faced with the task of responding to their members’ impatience. Most expected all their demands to be met by the government.

“Because we are a young union, many of our members do not realise that negotiations involve an opening bid, a fall-back position and a bottom line.”

“A strike is not a principle, it is a tactic and negotiations are inseparable from strike action,” said Combrinck.

Sadtu national president Mr Shepard Mdladlana said recently that the union was engaged in a “war” with the government, and no war was conducted without losses on either side.

“Our strategic objective is to end the strike with our losses outweighed by our gains,” Combrinck said.

He said the onslaught on education brought into sharp relief the lack of democracy in education.

“The government has to take responsibility for the fact that there is a divide between the community and education, that there are no structures allowing parents a say in education.”

Combrinck said he believed, though, that few unions or organisations could claim maximum consultation and support before they embarked on any action.

“If that was the case, why have we not won the housing battle by now, why are there not jobs for all, or hospitals for all?”

“We are still building our structures to operate at that level.”

However, the strike had been dynamic, allowing teachers an opportunity to examine their role and realise that they were not instrumental in forging education policy.
Teachers still under the axe

By Anthony Boswell

South 27/8 - 31/8 1993
The Education Bureau is reported to have drafted a revised education policy in Hong Kong that aims to address the rising pressure on students and parents. The bureau said the new policy would focus on reducing the intensity of academic pressure and promoting student well-being.

The revised policy includes measures such as reducing the number of hours students are required to attend school, limiting the amount of homework, and encouraging schools to focus on a broader range of educational goals.

The policy is expected to be finalized in the coming months, with new guidelines to be implemented in the academic year 2024-25.

The move comes amid growing concerns about the level of academic pressure in Hong Kong, with many students and parents reporting high levels of stress and burnout.

The Education Bureau said it was committed to creating a more balanced and fulfilling educational experience for all students, and believed that the new policy would help achieve this goal.
teachers' strike

Union calls off

Back to school
Police still investigating campaigns.

Teacher's Union strike.

The South African Democratic Teachers' Union strike. There are reports of police violence and intimidation at the strike headquarters. The union claims that the police have been using excessive force to break up the strike. The union has called for solidarity with their members.

The police have denied using any form of violence and have stated that they were acting in their capacity as protectors of the public. The strike has caused disruptions in several schools and the union is calling for a peaceful resolution.

The government has not yet responded to the union's demands, and the situation remains tense.
The department is anxious to see that education applies to the implementation of the strike, which has been called off.

Announcement

A strike, called off by teachers, lasted two weeks.

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The department is anxious to see that education applies to the implementation of the strike, which has been called off.
But while SADTU yesterday ordered its 80 000 teachers to return to the nation’s classrooms on Monday morning, there could still be trouble in schools next week. Reports indicate that many SADTU members feel they have gained nothing from the strike and that the union has been outmanoeuvred.

At a press conference yesterday afternoon, SADTU president Shepherd Mlidiana suspended the strike, claiming a “massive” victory for the organisation.

Announcement welcomed

Last night Department of Education and Training acting director Dr Dirk Meiring welcomed the suspension of the strike, which he said had contravened both the Act under which teachers were appointed and a Supreme Court order.

"The department is anxious to see that education is fully restored in all schools and will watch the situation closely next week," he said.

Mlidiana refused to concede that the threat issued this week by the DET — that SADTU was leading teachers towards “automatic dismissal” if they continued to be absent after 14 days — was in any way responsible for the union calling off the strike.

"Automatic dismissal did not influence our decision at all," he said, adding that it was "just another trick by the State to foment more trouble next Monday. Should some of our comrades attending to certain matters be absent, this will make them subject to dismissal."

He repeated SADTU’s warning that “any unwarranted victimisation of its members who participated in strike action would be viewed as ‘highly provocative’.

This would include deductions from salaries and legal action in the form of interdicts against the union.

At the beginning of the strike, SADTU demanded an across-the-board salary increase of 30 percent — which had been whittled down to 15 percent by last week.

Another major demand concerned the re-trenchment of teachers and a halt to the cutbacks in education spending.

Tough

Mlidiana conceded that the negotiations had been “very, very tough”. He added that reports from the SADTU regions that parents were beginning to assault striking teachers, as well as threats of violence against teachers by the Pan African Students Organisation, were important considerations in the suspension of the strike.

He insisted, however, that his union had won important victories. The State had initially pre-

Saturday Star August 28 1993

2

Lockout is outstriking. They’re tired of their teachers striking. Exams are coming and they’re not getting anywhere with their studies,” he said.

There are also clear indications that the strike, which affected millions of mostly black students, infuriated many parents.

Parental anger surfaced last weekend at a dramatic meeting of parents and teachers of the Catholic Schools Crisis Committee at Regina Mundi Church in Soweto. Teachers were told to “go to hell” with their strike.

After a tense confrontation with irate parents, who accused them of being “lazy” and “thugs”, SADTU delegates had to leave the church.

Soweto parents have grown increasingly bitter about the strike.

“I don’t see how our children can do well in the exams,” said John Mohlala of Pimville.

“The regime is just as much to blame. While white children are busy knocking down our children are running around the township getting into mischief.”
strike called off

big victory as teachers claim

John Wickason, reporter

after two weeks of major negotiations, the teachers and their union were able to reach an agreement that avoided a strike and won substantial improvements in their contract.
DP hits at teachers

THE Democratic Party has welcomed the end to the teacher's strike but condemned it as an unnecessary event which would never have occurred in a sane society.

"Striking is a last resort and teachers should hardly, if ever, use this tactic," the DP said in a statement last night.

"The present crisis could have been resolved by both parties accepting early on that the 36 pay levels for teachers need to be reduced to fewer than 10. Only then will teachers receive fair salaries."

The statement added that the Parliamentary Education Standing Committee would meet next week to discuss the Educators Labour Relations Bill.

"This will create structures for negotiation on salaries and conditions of service. "Teachers will gain the right to strike and employers to lock out," the statement explained."
Pressure put end to teachers’ strike

By EZRA MANTINI

PRESSURE from all fronts, including parent and student organisations, was behind the decision by the South African Democratic Teachers’ Union to return to school tomorrow.

A Sadtu spokesman said: “We have suspended the strike because we have made a lot of gains in terms of our demands and for teacher trade unionism. We were also concerned about the education of the children.”

Endorsing the move, the Congress of South African Students urged all pupils to return to school tomorrow “to catch up on lost time”.

Cosas national organiser David Serekwe said: “We are grateful for the decision to suspend the strike. We are still investigating the possibility of deferring the matric examinations, which start in October.

“We hope students and teachers can work out a programme to cover the lost time.”

In another development, the Pan African Students’ Organisation this week threatened to take action against black children at private schools whose parents were Sadtu officials.

Tuition

Paso spokesman George Mpya said: “We are ready to target striking teachers’ children attending schools in white suburbs.

“We feel that if the striking teacher abandons the black child, their own children in white schools, who are not affected by the strike, should also suffer. We are not against the teachers’ strike nor multiracial schools, but we are trying to force the teachers back to the classroom.

“Our second strategy, which will still apply if the teachers return to the strike and wage negotiations break down next month, would be to bar all those teachers who are privately receiving Vista tuition or doing part-time Unisa studies.”

Last Sunday, teachers were nearly assaulted and had to leave Regina Mundi Cathedral in Soweto when parents expressed their anger at the striking teachers. They accused teachers of being grossly irresponsible and neglecting children.

A Soweto parent, Mr Jacob Maboko said: “While we celebrate the suspension of the strike, we feel we need to redirect the teachers’ labour anger.

“As a teacher, you are expected to be different from a jam factory worker, who can decide to drop tools at any time.”

A statement from Dr Dirk Mettring, acting director-general of education and training said: “The department welcomes this move because the strike contravened both the Act under which teachers have been appointed as well as a Supreme Court order. We welcome the opportunity that the children can now continue to receive education.

“We are anxious to see that education is fully restored in all schools and will watch the situation closely next week.”
By RAVI MANDE

ULLI'S. Western Cape pupils took the week off to attack vehicles and cause general townships' panic. In support of the ANC's call to go back to school by the end of the month, the pupils who were upset by the education authorities' decision to go back to school.

Pupils wreak havoc

The Congress of South African Women (COSAW) called on the government to consider the proposals of the teachers' unions and the National Union of Teachers (NUTS) to stop the violence.

The COSAW said that the violence was taking place because the government was not taking the teachers' demands seriously.

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Pay increases a victory, says Sadtu

It’s back to school for teachers, pupils today

BY JUSTICE MALALA

Strike-hit schools across the country are expected to resume normal lessons today following the South African Democratic Teachers' Union suspension on Friday of its two-week-old salary strike.

Sadtu vice-president Duncan Hindle said yesterday the union expected a 100 percent student and teacher turnout at schools across the country except in a few areas in Natal where Sadtu members had been "intimidated".

Sadtu brought the schooling of more than 2 million pupils to a halt when members downed their tools and embarked on a go-slow to press for a minimum basic salary of R1 487 a month for the lowest-paid teachers as well as to salary increases between 13 and 38 percent for teachers falling in the five lowest categories.

The union said this offer "eradicated one of the major legacies of apartheid education" and that it had scored "a massive victory".

It added that although its demand for a 15 percent salary increase for all teachers had not been met, negotiations would resume on September 17 and it would pursue the issue.

Sadtu’s northern Transvaal region said on Saturday that the strike in Lebowa and Gazankulu was continuing. The decision to suspend it depended on the outcome of meetings to be held with the education departments of both homelands.
Tough times lie ahead for pupils

Soweto 30/8/93

Despite the suspension of the teachers’ strike, the education crisis still hangs like the sword of Damocles over about 2 million pupils who will sit for examinations this year.

With only about a month left in school days before matriculants write their examinations, the crisis will be further deepened when teachers decide to lift the suspension should September talks fail to yield to their demands.

Whatever impelled the South African Democratic Teachers Union to suspend the strike and jettison its imperviousness to criticism is still not clear.

It is clear, though, that the teachers’ union gave in to “popular” demands, staying for a while the resilient “workerist” approach it adhered to during the strike action.

No wonder, then, that those opposed to the strike and its timing welcomed the its suspension in muted tones.

Asked what had changed since Wednesday when the union announced its continuation of the strike, Sadtu’s president, Mr Shepherd Mdladlana, said the Government had given the assurance it would continue wage negotiations and that the recognition agreement with the union was not under threat, reports Sapa.

Welcoming the suspension, the Department of Education and Training on Friday said Sadtu owed an explanation for disrupting education at a crucial time. This followed Mdladlana’s announcement that the strike council had decided to end thechalks-down after assessing its gains.

These included Government’s agreeing to a minimum monthly salary of R1437.75 and continuing general salary negotiations on September 17, as well as establishment of the National Education and Training Forum to attend to restructuring in education and the appointment of substitute teachers in classes unattended because of rationalisation.
Pupils: ‘Teachers must now help us’

Own Correspondent
Johannesburg.—Pupil leaders at black schools have called on teachers to forgo their holidays and weekends to help pupils catch up on study time lost during the teachers’ strike.

Congress of SA Students president Mr Moses Maseka said yesterday matriculants were far from completing the prescribed syllabus, and teachers and students had to embark on a “catch-up” programme.

“The time has come for teachers to show their responsibility to the community,” he said.

However, yesterday it was still not certain that all the striking teachers would be returning to work today.

Soweto teachers were locked in debate on whether to heed the call by the SA Democratic Teachers’ Union (Sadtu) for a return to work.

On Friday Sadtu called on its 80,000 members to end the contentious two-week-old strike, but Sadtu general-secretary Mr Randall van den Heever confirmed yesterday that many union members throughout the country were not happy with the decision or the results of negotiations.

Sadtu hoped meetings between teachers and students today, as well as “damage assessments”, would convince teachers of the necessity to call off the strike.

Sadtu leader Mr Shepherd Madlala has encouraged teachers to commit themselves to programmes to make up for lost classroom time.

Cosas wants teaching to continue through the scheduled October vacation in preparation for examinations at the end of October.

It has also called on the government to postpone the exams and to provide students with study guides.

Sadtu has asked the authorities to extend the due dates for certain practical and oral marks that were to have been handed in during the past two weeks.

Sadtu’s Soweto spokesman Mr Matakane Matakanye said yesterday Soweto pupils had not yet made any representations to the union to find ways of catching up on school work, but a meeting would be arranged.

He felt confident it was not too late for pupils to get ready for examinations.

Mr Van den Heever said Sadtu would meet government on September 6 for further talks about the contentious issue of a general salary increase.
Soweto pupils flock to school

Pupils in Soweto flocked to school today after a day of uncertainty yesterday when many teachers ignored the South African Democratic Teachers' Union's (Sadtu) call to end the two-week-old strike.

At the time of going to press this morning, it was not clear whether teachers had resumed lessons.

Yesterday, about 200 toy-toy-ing teachers staged a picket along the Soweto highway in the morning "to highlight their demands and actively involve parents in teachers' conflict with the Government".

The situation in black schools around the country yesterday was described as "far from satisfactory" by the Department of Education and Training (DET). This is despite Sadtu's expectation yesterday of a 100 percent student and teacher turnout.

The union's interim strike council announced last Friday that negotiations with the Government had yielded major "victories", and teachers should go back to their classes.

The DET said that in many areas neither teachers nor pupils had reported to schools, with teachers instead attending Sadtu meetings.

This was confirmed by the union's assistant general secretary Thulas Nxesi.
Housing packages available in
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OWN YOUR OWN

By James M. Smith

311892
Salmon

Vietnam teachers

Sadu

Ignore
Teachers back, but a slow start

Staff Reporter

THOUSANDS of teachers returned to work in the city yesterday but interrupted lessons to attend South African Democratic Teachers' Union (Sadtu) report-back meetings and to plan catch-up programmes.

At least 90% of members returned to Western Cape schools, said Sadtu president Mr Shepherd Mdladlana.

The Congress of SA Students (Cosas) reported normal pupil attendance in city townships.

In Johannesburg teaching got off to a slow start when Sadtu members attended a rally in Soweto and report-back meetings. Twenty-three branch meetings were held in city schools.

Mr Mdladlana said the teachers attended meetings during school hours yesterday as they needed "clarification and confirmation" of national decisions.

Sadtu announced the suspension of its two-week strike on Friday, after the government agreed to a minimum monthly salary of over R1 400 and to re-open salary negotiations on September 17.

Principals in Athlone, Diep River, Elsies River and Mitchells Plain reported 100% teacher attendance yesterday.

Mr Mdladlana said the union was committed to finding ways to make up for lost time and this was an issue branches had discussed yesterday.

Teachers will be conducting after-hours classes on weekends and in school holidays to make up for time lost through the strike.
School attendance varies

SCHOOLING across the country was sporadic yesterday, despite the SA Democratic Teachers' Union's (Sadtu) announcement on Friday that its strike was over.

On the first day striking teachers were supposed to report back to work, the Department of Education and Training (DET) reported that attendance figures nationwide were "far from satisfactory," with many teachers staying away to attend union rallies.

Sadtu assistant general secretary Thulani Ncedo said the union was in the process of informing its branches of the decision to suspend the strike. He did not expect branch members to oppose the decision, which was taken at a regional level. As the report-back process was a lengthy procedure he did not believe it would be completed by tomorrow.

In Soweto, a DET area manager reported that schools in Meadowlands with a strong Sadtu following were at a standstill, while others were functioning normally. There was no teaching at Diepkloof's secondary schools. Classes were being held at only four of its 16 primary schools.

Our Port Elizabeth correspondent reports teachers and pupils returned to most schools yesterday. DET spokesman Noel Scheepers said normal attendance was expected today.

In Durban all House of Delegates and House of Representatives schools returned to normal yesterday. There were disruptions and placard demonstrations at some DET schools. Sadtu spokesman Nathi Mhembu said the protest was not in conflict with the suspension of the strike, but highlighted local education problems.

Cosatu yesterday called on government to urgently address Sadtu's remaining grievances.

The organization said that setting a minimum wage of R1 400 a month was an important victory, but the costly strike could have been avoided if government had implemented agreements.

Because government was incapable of dealing with the problems of the public sector as a whole, Cosatu would initiate talks with the transitional executive council to address public sector workers' most urgent concerns.
Many teachers still absent as strike ends

THERE have been mixed reports of teacher turnout on the first day after the end of a two-week South African Democratic Teachers' Union (Sadtu) strike.

Coloured schools had a "very normal" day yesterday, said a spokeswoman for the Department of Education and Culture, House of Representatives.

All teachers returned to work, she said.

The only reported disruption was in Mitchell's Plain where pupils took part in an illegal march.

But, the situation in black schools yesterday was "far from satisfactory", said a Department of Education and Training spokesman.

"In many areas, teachers did not report or return to schools. Many of them attended Sadtu report-back meetings," he said.

The absence of teachers had a bad effect on pupil attendance, he added.
Teachers plan ‘Operation Catch-up’

JOHN VIJJOEN
Education Reporter

THE Western Cape region of the South African Democratic Teachers' Union has announced plans for an intensive "Operation Catch-up" to recover time lost during the teachers' strike.

At the same time the union warned that it would respond to moves by education departments to deduct pay from teachers who took part in the two-week strike.

The union yesterday announced that the Sadtu Athlone Central branch had arranged a "spring school" for matrics to be held at Hewat College between September 24 and 28.

Spring schools have also been arranged by Sadtu branches in Bellville, Ravensmead, Mitchell's Plain and Nyanga.

In addition, most schools in Nyanga are not closing for the September vacation, according to Sadtu.

Sadtu branches in Mitchell's Plain, Bellville, Athlone, Langenberg, Atlantis and Ravensmead are co-ordinating afternoon and Saturday classes.

Regional strike co-ordinator Taeo Combrinck said Sadtu members had been told to ignore letters from education departments informing them of pay deductions.

Sadtu could not take responsibility if the state disrupted Operation Catch-Up, Mr Combrinck said at a Press conference yesterday.

ANC Western Cape education spokesman Ben Wright said his organisation supported the catch-up effort. He appealed to the government "not to aggravate the situation further".

Meanwhile, Sapa reports that attendances at Cape Department of Education and Training schools returned to normal yesterday with about 90 percent of pupils in classes.
The Argus, Wednesday September 1 1988

PORT ELIZABETH

The Argus/Bequest

Investigation ordered

Car bomb death: Fresh

Police investigation ordered by Gauteng premier, Mr Joaquim Erasmus, of the Afri

Port Elizabeth - The Argus

The Argus/Bequest

General deniers, death note, Ink

The Argus, Wednesday September 1 1988

PORT ELIZABETH

The Argus
Squatter clampdown at Atteridgeville

Schools slowly fill up countrywide

THE DEPARTMENT OF EDUCATION and Training yesterday announced a marked improvement in teacher and pupil attendance throughout the country.

DET communications officer Mr Jeff Makwakwa said all other areas affected by the teachers' strike had returned to normal with the exception of Soweto, where most schools had less than 80 percent attendance.

Makwakwa said eight schools in Mamelodi also had a very low attendance but were hopeful that figures would improve today.

Asked whether the DET would take disciplinary action against the teachers, Makwakwa said: "The DET insists on upholding the international labour practice of "no work, no pay"."

Meanwhile, Sdutu Soweto spokesman Mr Solly Maujane refuted allegations that the branch had defied the national decision to suspend the strike.

He said teachers did not go back to school on Monday as they were being briefed on progress in negotiations with the DET.

"We were also endorsing the national decision to suspend the strike," he said. He warned the DET not to adopt the "no work, no pay" policy as it would cause further disturbances.

He said teachers were suspicious of the DET's undertaking to resume negotiations on September 7 as the department had failed to honour meetings on previous occasions.

He urged parents to support the teachers in the meantime and carry "the struggle to DET offices".

Maujane said all teachers went back to work yesterday. However, reports show classes were not back to normal.
The Ministry of National Education

The report submitted for the year 1979-1980

To the President

There is a need for a Pupil's safety in teacher evaluation.

Capture Hendricks

In the learning culture, the learning that will not harm during disasters and eliminate or minimize the procedure that will not involve the procedure-setting procedure. They play a statutory role in the dispute-resolution procedure. Engaging parents and students can be accommodated in the dispute-resolution specialist. Dispute-resolution process between the educational authorities and teachers.

There is a need for a Pupil's get tied in teacher evaluation.
DET and Sadtu differ on Soweto school attendance

By Bongani Mavuso

SCHOOLING in most parts of the country, except Soweto, is gradually returning to normal.

Department of Education and Training spokesman Miss Kim McEvilly said yesterday there had been no effective learning and teaching in Soweto since the South African Democratic Teachers' Union suspended its strike on Monday.

McEvilly said teachers and pupils were blaming each other for the schools crisis in Soweto.

The Soweto branch of Sadtu claimed, however, that schooling was normal in the area.

It accused DET of trying to "scandalise Sadtu's name".

Meanwhile, the Soweto Education Co-ordinating Committee will hold a public meeting at Ipelegeng Community Centre in White City Jabavu at 2pm on Sunday to address problems in education.

The SECC has also appealed to teachers and pupils to work harder in preparation for the year-end examinations.

Teachers' salaries

"We would like to applaud teachers for the decision they have taken to return to classes and teach while negotiations on salaries continue."

It warned DET not to deduct from teachers' salaries "because this will further disrupt education."

McEvilly said DET would apply the "no work, no pay" policy for teachers who failed to report for duty during the two-week strike.
Wages: Teachers may strike again

Own Correspondent

JOHANNESBURG — The SA Democratic Teachers’ Union (Sadtu) may embark on another strike following its failure to reach agreement with the government on an improved pay offer, the union warned yesterday.

It said it would decide on strike action at the end of the month.

Sadtu and other public sector employee unions have been holding talks with the government to try to secure an improved offer above the government’s offer of between 5.6% and 7.5% for next year.

Sadtu assistant general secretary Mr Thulas Nxesi said yesterday that meetings with the government over the past two days had been unsatisfactory. He said an offer of up to 7.5% from July 4 had been rejected. Sadtu was demanding 12.5% for the current financial year.

Mr Nxesi said the union had rejected government’s attempts to negotiate agreements for the next financial year.

He said the union was preparing to take its demands to the Transitional Executive Council (TEC). Next year’s budget, as well as pay increases, could not be unilaterally decided by the government, he said.

Sadtu would also ask the TEC to establish the availability of funds in the current budget for immediate salary improvements.

Sadtu vice-president Mr Duncan Hindle said the government’s refusal to move could lead to a strike.

He said Sadtu members in Soweto had forced principals out of schools and warned them not to return until the government had met their demand to refund money deducted from their salaries during the strike earlier this year.
Sadtu slams strike coverage

Sadtu slams strike coverage

THE South African Democratic Teachers' Union (Sadtu) believes that its recent strike has been unfairly linked in newspaper reports to outbreaks of violence and, worse, to the repulsive murder of exchange student Ms Amy Biehl last month.

"We want to state categorically that the strike action and the demonstration that took place were well-disciplined and singularly free of intimidation. We consider that the Cape Times has been guilty of selective and sensational journalism by focusing on one specific slogan among dozens displayed at a demonstration and by a specific slogan of 'One judge one bullet' chanted at a court hearing. These slogans do not represent general Sadtu policy, though they do articulate crudely, but sharply, the causes at the root of the teachers' anger.

"Sadtu also questions the ambiguity of headlines like 'Pupils urged to join strike' which could imply that Sadtu had done the urging. Linked to this is the statement in an editorial on August 20, that Sadtu did not seem 'very concerned about the children'. If the Cape Times had been remotely interested in balanced coverage of the strike, it would have discovered on inquiry that Sadtu had committed itself to intensive post-strike catch-up programmes.

"Most seriously, Sadtu takes the strongest exception to the way in which the Cape Times appeared to link Sadtu to the violence in some townships and the murder of Ms Amy Biehl. Headlines like 'Cars burnt in support of Sadtu' and statements implying that Ms Biehl was murdered by students supporting striking teachers, implicated, and in some quarters incriminated. Sadtu by
No need to restrain Sadtu

An interdict application against the South African Democratic Teachers' Union (Sadtu) and 38 officials was withdrawn yesterday by the Minister of Education and Culture, House of Representatives.

Since Sadtu's announcement on August 27 that it was suspending its strike, the interdict application had become academic, Mr Norman Daniels, deputy director of the Department of Education and Culture, said.
Goniwe: MI chief's startling admission

By 621 wam 10-16/9/93

Shadley Nasal

LAWYERS in the Goniwe inquest this week steadily whittled away at the evidence of Military Intelligence chief Joffel van der Westhuizen.

They extracted a range of admissions indicating that the 1985 killing of Cradock activist Matthew Goniwe and his colleagues could have been the work of the security forces. But Van der Westhuizen remained adamant that he had not actually ordered their deaths.

During cross-examination by advocate Glen Goosen, counsel for Colonel Lourens du Plessis, Van der Westhuizen agreed that only the security forces, which included the police and railway police, had the capacity to carry out the murders in the manner in which Goniwe was killed.

Du Plessis drafted the controversial signal message calling for the "permanent removal from society" of Goniwe and others on Van der Westhuizen's orders.

The mutilated bodies of Goniwe, Fort Calata, Sparrow Mkhonto and Sicelo Mhlauli were found scattered around Blouwater Bay, outside Port Elizabeth, 20 days after the signal was sent to the secretariat for the State Security Council in June 1985.

Van der Westhuizen agreed that the circumstances around Goniwe's death fell within the definition of a "covert operation" and that the security forces as a question of "principle" did not exclude the option of "killing" insurgents or activists.

The court heard that in terms of an American dictionary of military terms two aspects of covert operations had to be considered: that there must be "concealment of identity of the sponsor" and that there must be a "plausible deniability" by way of a "plausible cover story".

Van der Westhuizen agreed that the conflict between the United Democratic Front and Apartheid at the time provided the necessary "cover" needed if anyone wanted to conduct a "covert operation" against one of the factions. — Ena
Eager Beavers: Crowded classroom conditions, normally a damper on learning, are simply not a factor for these children from the Maine Education Study Project.

Depair as Exams 10
BUILDING TOGETHER: Parent-child involvement is crucial for the success of any educational program. This concept was emphasized in the recent parent-teacher conference, where teachers highlighted the importance of collaborative efforts. Parents were encouraged to actively participate in their children's education, fostering a supportive environment that promotes learning.

During the conference, various strategies were discussed, including regular check-ins with teachers, homework support, and the role of parents in reinforcing classroom learning at home. The goal is to create a strong partnership between home and school, ensuring that children receive a well-rounded education.

One of the key takeaways from the conference was the importance of open communication. Teachers stressed the value of keeping lines of communication open between home and school, ensuring that both parties stay informed about the child's progress.

Parents were also reminded of the importance of setting a good example for their children, demonstrating values such as hard work, perseverance, and respect. These positive behaviors can significantly impact a child's academic performance and overall well-being.

In conclusion, the parent-teacher conference underscored the vital role that parents play in their children's education. By working together, parents and educators can create a supportive environment that promotes academic success and personal growth.
Sadtu reveals its true colours

BY KAIZER NYATSUMBA
POLITICAL CORRESPONDENT

The South African Democratic Teachers' Union (Sadtu), which has consistently denied its links with the ANC, has finally shown its true political colours: its 70-member national council has voted to seek membership of the ANC-led tripartite alliance.

In a statement issued yesterday, the Sadtu national council disclosed it had decided to apply for affiliation to the Congress of South African Trade Unions with immediate effect.

Cosatu, which was instrumental in the founding of the organisation, is an important member of the ANC-SACP-Cosatu alliance.

The teachers' union said the decision was taken at its two-day meeting in Johannesburg this week where it committed itself "to work for an ANC victory in the April elections".

Education

In a move likely to spark off controversy in political circles, Sadtu said it would launch voter education programmes "in schools and communities nationally".

The union said it would make its members available "for the ANC election lists at all levels", and revealed that five high-ranking officials — president Shepherd Mdladla, secretary general Randall van den Heever, Duncan Hindle, Ismail Vadi and Thami Mseleku — had been identified "for possible release to the ANC election lists".

However, Cosatu has already identified people it would like to see included in the ANC lists.

Sadtu said that within the next two weeks its 15 regional structures would consider the implications of releasing "some or all" of the five officials to the ANC. It said a Sadtu elections list committee would finalise the issue and then enter into discussions with the ANC "on the placement of the Sadtu candidates on the ANC's election lists".

Regional structures were also charged with the responsibility of identifying potential candidates for the ANC's regional election lists.
Budget cuts: 'Teachers will oppose State'

Education Reporter

THE organised teaching profession will refuse to co-operate with the state if it attempts to force through further rationalisation in education in the name of budget restraints, the Teachers' Federal Council said.

The TFC issued the warning after an executive committee meeting in Pretoria yesterday.

The council noted "increasing disquiet" in education circles after reports of possible rationalisation which could affect personnel supply scales and conditions of service.

TFC chairman Billy Nell said the council agreed with the National Education and Training Forum's stand that any future rationalisation should be broadly negotiated.

The council had informed National Education Minister Piet Marais of its concern about possible further rationalisation earlier this month.
Govt's latest offer rejected

Teachers may resume strike

BY PHIL MOLEFE
and JUSTICE MALALA

The uneasy truce between the Government and the South African Democratic Teachers' Union (Sadtu) ended yesterday as salary negotiations deadlocked and the union threatened to resume its strike.

Teachers struck for three weeks earlier this year over salaries and the Government's public service rationalisation programme.

Sadtu has now rejected the Government's latest salary increase offer and warned that the resumption of a national teachers' strike "cannot be ruled out".

Two days of negotiations between the Government and 15 public workers' organisations — representing more than 750,000 employees — ended in Pretoria yesterday without agreement on a 12.5 percent across-the-board salary increase.

After the meeting, the organisations said in a joint statement that negotiations would continue in "three or four weeks".

Sadtu said the Government offered an increase of R2.556 billion or 7.5 percent from July 1984 or 5.6 percent from April 1984.

The union said all negotiating parties rejected this offer. Sadtu would be reporting its membership at the end of this month and "appropriate forms of action" to put pressure on the Government would be considered.

"We did not call off the strike but suspended it.

"We are therefore not ruling out the possibility of a strike as a means to put pressure on the Government," said Sadtu assistant general secretary Thulani Nkosi.

A spokesman for the Commission for Administration, which was handling the negotiations, said no comment would be made on the issue at this stage.
Day Sadtu came to our school

THIS is a story of Muofhe Tsechu, a 14-year-old Standard 7 pupil at Motse Maria Girls High School outside Pietersburg, which is run by the Roman Catholic Church.

The area falls under the Lebowa government, which is locked in a fight with the South African Democratic Teachers Union (Sadtu). The strike started on August 11.

"In the morning of August 11 we didn't go to the classes because we were told that it was a free period. Between 8am and 9am, Sister Cecil called us together. (verbs)

"She told us that in other schools near our school pupils were not attending. She said that if we attended classes, the other pupils might come and hurt us. She told us that we must go home for our safety.

"She said that when we got home we should listen to the radio and watch TV for further information.

"September 1: We went back to school on Monday. On Wednesday, between 9am and 10am we were told that Sadtu people were coming to our school.

"We were told to keep calm when they arrived. So the boarders changed their clothes. At 10am we saw the Sadtu people arriving. Then some pupils started running away.

"Most of the kids were frightened, thinking that the Sadtu people might beat them because some of the Sadtu people were armed with sjamboks.

"The Sadtu people told us that they were not going to hurt us. They told us to pack our clothes and go home. Our dormitories were opened and we went to pack. While we were busy packing some of the Sadtu people went to our dining hall and grabbed some food.

"One of the sisters saw them and said 'You are thieves, you stole our children's food'. The Sadtu people just said: 'These things are from government, we paid for them'.

"The Sadtu people also told us that we must not listen to radios for further information because the radios were telling lies.

"The Sadtu people also told us that we must listen to Sadtu for further information." (32)

• SADTU'S Northern Transvaal regional secretary, Mr Benny Boshelo, responds:

"Our members went to Motse Maria, as they had done with all other Catholic schools, to speak to the principal to evict children of Lebowa ministers as their fathers were the ones refusing to accede to the demands of Sadtu.

"We also wanted to solicit support from the teachers and principal. Our members did not force children out of classes, the children did so when they saw our members arriving.

"It is not true that our members stole and ate food belonging to children. We cannot, however, discount the possibility of criminal elements having done a follow up after the disruption, to take the food.

"Our teachers did not eat the food."
Sadtu rejects new DET offer

By Bongani Mavuso and Sapa

THE South African democratic Teachers Union yesterday rejected the Government’s latest salary increase offer.

After a two-day meeting in Pretoria, Sadtu said the Government had offered a five percent across-the-board increase from July 1 next year but the union turned the offer down. The Government then increased its offer to 7.5 percent from next July or 5.6 percent from April next year.

These options were also rejected. Sadtu demands a 12.5 percent increase this year.

"Employee organisations were also unanimous in their rejection of the offers and argued they were inadequate to ensure labour stability during the forthcoming critical period,” Sadtu said in a statement.

Sadtu said it would review its position during its national council meeting at the end of the month.

Sadtu vice-president Mr Duncan Hindle said although the union did not rule out strikes to put pressure on the Government to meet teachers’ demands, it would rather opt for campaigns allowing pupils to continue their academic programmes and year-end examinations.

However, Sadtu could call a strike “not only to solve the crisis in education but also for the benefit of social stability,” he said.

“I don’t think the intended Sadtu protest action would have an impact on the country’s broader negotiations. We do not intend to hold the entire process to ransom,” said Hindle.

Sadtu assistant general secretary Mr Thulas Nxesi said the union would not allow the present Government to take a decision unilaterally on next year’s Budget. Sadtu would meet various politicians, including the Transitional Executive Council, to establish the availability of funds for immediate salary improvements.

Meanwhile, the steering committee of the Soweto Principals Forum met at Molapo Technical College yesterday.

The meeting followed the expulsion of some school principals from their schools by members of the Soweto branch of Sadtu on Wednesday.

The teachers said principals should demand from the Department of Education and Training money deducted from their salaries in terms of the "no work, no pay" principle adopted by the DET after the Sadtu strike.
Sadtu threatens to strike again

GAVIN DU VENAGE

THE SA Democratic Teachers' Union (Sadtu) yesterday warned that it was considering another strike after it failed to reach agreement with government on an improved pay offer.

The union's national council would decide on further action at the month-end.

Sadtu and 13 other public sector employee unions have been trying to get government to improve its offer of 5.8%–7.5% increases next year. The other unions also rejected government's offer.

Sadtu assistant general secretary Thulani Nkosi said the past two days of meetings with government had been unsatisfactory. An offer of up to 7.5% from next July had been rejected. Sadtu was demanding 12.5% for the current financial year.

The union rejected government's attempts to negotiate agreements around the next financial year, he said.

Nkosi said the union was preparing to take its demands to the transitional executive council (TEC). Next year's Budget, as well as pay increases, could not be unilaterally decided by government. The TEC would be asked to make funds available for immediate salary improvements.

Sadtu vice-president Duncan Hindle said a strike would have “serious implications for education, and social stability”.

Sapa reports that the National Education and Training Forum, which was established last month, would hold its first meeting in Cape Town this weekend.
Exam panic as Lebowa teachers remain on strike

By KHANGALE MAKHADO

A WEEK before the 10-day Sadtu national strike started in August, Sadtu's northern Transvaal members were already out on strike.

The strike, which enters its 8th week tomorrow, has brought teaching in troubled Lebowa to a halt.

With a month to go before finals, most matriculants in Lebowa are desperate.

The issues are localised: the striking teachers say schools will not be reopened until the government refunds them the money deducted from their salaries during strikes in 1991 and 1992.

Sadtu won a case in the Supreme Court last year when the court ordered the Ramotsele government to pay 374 teachers the money it deducted.

Sadtu chairman in the region Machike Thobejane said the Lebowa Department of Education was avoiding meeting with the teachers' union.

"Instead, the department continues to communicate with the union through the media."

The department, through its legal representative, accused Sadtu of continuing its campaign of terror and intimidation by harassing schools and colleges which did not take part in the strike.

Education Department attorney Piet Steylter told City Press yesterday that the Northern Transvaal Council of Churches, acting as mediators, had drawn up a deed of settlement. The document was drawn up together with Sadtu's attorney.

"It is now over five days since the department accepted the settlement and, although Sadtu informed us that they had accepted the settlement in principle, they continue with hair-splitting and minor legal wranglings to postpone the signing of the agreement for as long as possible," said Steylter.

According to the agreement all 374 teachers would have to be paid their money deducted during the 1991 strike action. Despite the fact that the court order was made in respect of only two teachers, the department has agreed to refund the other teachers who were involved in that strike.

Sadtu's Thobejane said that his organisation refused to sign the settlement because it only addressed deductions effected during 1991 and that issues around the 1992 strike had still to be negotiated by the lawyers.

"We will only go back to work if and when the 1991 and 1992 illegal and unlawful deductions have been fully refunded to each and every teacher," Thobejane said.

He denied that Sadtu intimidated and terrorised staff who were not on strike.
R36 000 boost for teacher training

Education Reporter

IT is seldom that Cape Town teachers from across all departments attend upgrading courses together — but that is one of the benefits of programmes run at the University of Cape Town’s Teaching and Learning Resources Centre.

The centre, housed in UCT’s School of Education, this year got a R36 000 boost from The Argus Teach Fund for its teacher support efforts.

Centre director Ruth Versfeld said about 400 teachers, mostly from primary schools, attended in-service training courses covering 20 aspects of teacher development this year.

The Argus Teach Fund assistance was helping the centre to improve its service to teachers, Ms Versfeld said.

“Thanks to the funding we can employ a courses co-ordinator. That’s going to give us more scope and make sure our resources centre is even better used.”

Some of the courses deal with teaching maths. Others cover such areas as the use of art activities in creative writing and “lifekills” — such as communication and stress management — for teachers.

Ms Versfeld said the enthusiasm of teachers enrolled in the courses had been “incredible”.

For example, students in the art activities into creative writing course were producing a book which would enable others to share the benefits they got from the programme, she said.

The centre gave UCT academics a link with the classroom, but also tackled the shortage of in-service training for teachers, Ms Versfeld said.

Its programmes were attempting to overcome the “loneliness” teachers experienced at being left in the classroom without any further support once their pre-service training was over, she said.
JOHANNESBURG. —
Soweto school principals are being locked out of their schools by members of the South African Democratic Teachers' Union, a principal said yesterday.

A spokesman for the Principals' Forum, a body of more than 200 school principals, who asked to remain anonymous for fear of further intimidation, said principals had been told to stay away from their schools until money deducted from teachers' pay while they were on strike was repaid to them. — Sapa
DET sets limit on negotiation

PRETORIA. — The DET is prepared to negotiate with Sadtu on a system of teacher evaluation, the position at the Jabulani Secondary School, several identified disciplinary cases in the Free State — and that's it.

The Department of Education and Training announced yesterday that it had written to the South African Democratic Teachers' Union declaring that negotiations in all other matters would cease.

They would only resume once the DET had received assurances that Sadtu would cease unfair labour practices, such as evicting school principals.

The DET's Mr Corrie Rademeyer said the department trusted that Sadtu's national executive would discuss this when it met today.

"The call has been made by the department because it finds it impossible to talk to Sadtu while its members deliberately conduct themselves unprofessionally and commit unfair labour practices daily.

"The department has pointed out that Sadtu professes concern for the interests of pupils, yet it disrupts their education continually."

As part of its defiance campaign, Mr Rademeyer said, Sadtu drove principals from their schools, prevented circuit inspectors and subject advisers from rendering professional assistance to teachers, conducted meetings during school hours and frequently embarked on go-slow actions.

The DET said it was also particularly concerned about Sadtu's intimidation of non-union teachers.

Mr Rademeyer expected Sadtu to report back to the department by September 30. — Sapa

Pupils make up lost lesson time

THE South African Teachers' Democratic Union's "Operation Catch-up" running in House of Representatives schools in the Western Cape, is using spring school programmes to help matric pupils recover time lost during the teachers' strike.

While extra classes are being held at most schools during the holidays, the Athlone branch of Sadtu has been running a spring school at Hewat Training College in Athlone.

Branch secretary Miss Angie Kleinmans said pupils were not "very far behind" and that pupils at the spring school were concentrating mainly on revision.

Pupils attending classes are confident about the approaching matric exams and said they had not suffered as a result of the strike.

Pupils Erien Chasen and Robert Barends of Eres High School, Athlone, said teachers had worked hard to finish the syllabuses before the strike and that it had in fact made them develop a more responsible attitude towards their studies.

Sadtu teachers on conduct charges

PRETORIA. — Charges of misconduct against 17 members of the South African Democratic Teachers' Union will come before an internal hearing here today.

The Department of Education and Training investigation is based on action taken during Sadtu's defiance campaign this year.

"They range from insubordination and willful disruption of departmental meetings to threats against inspectors and absence without leave to attend union meetings," the DET said. — Sapa
DET restricts Sadtu talks

PRETORIA — The Department of Education and Training is prepared to negotiate with Sadtu only on a system of teacher evaluation, the position at the Jabulani Secondary School and several identified disciplinary cases in the Free State.

The DET said yesterday it had written to the SA Democratic Teachers’ Union (Sadtu) declaring that negotiations in all other matters would cease. They would resume only once the DET had received assurances Sadtu would cease unfair labour practices, such as evicting school principals.

“The call has been made by the department because it finds it impossible to talk to Sadtu while its members deliberately conduct themselves unprofessionally and commit unfair labour practices daily,” DET spokesman Corrie Rademeyer said.

Mr Rademeyer expected Sadtu to report back to the department by Thursday.

Charges of misconduct against 17 Sadtu members, based on actions which formed part of Sadtu’s defiance campaign against the DET this year, will come before an internal hearing in Pretoria today.

“They range from insubordination and willful disruption of departmental meetings to threats against circuit inspectors and absence without leave to attend union meetings during school hours,” Rademeyer said.
Four Killed in Station Attack

Johnsen

Official: ANC leaders have confirmed the death toll of four in the attack on the station. The attack appears to have been targeted at ANC officials and supporters, with the prosecutor general's office investigating the incident.

ANC's Voting Campaign

Teachers' body to join.

POLICE IN PRE-DAWN SWEEP ON ANC OFFICE

Police in pre-dawn sweep on ANC office.

Police on strike in PE.

More than 200 police officers on strike.

OFFICIALS ON STRIKE IN PE.

Points on strike in Pretoria.

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Points on strike in Pretoria.
**News in brief**

**Sadtu to join Cosatu**

THE South African Democratic Teachers' Union is to apply for immediate affiliation with the Congress of South African Trade Unions and throw its weight behind the African National Congress election campaign.

The union made these announcements yesterday after a two-day national council meeting in Johannesburg. Sadtu also suggested five of its office-bearers be included in the ANC's election list. They are Mr Shepherd Mladadana, Mr Randall van den Heever, Mr Duncan Hindle, Mr Ismail Vadi and Mr Thami Mseleku.

**Alleged child killer in court**

A MAN accused of killing six children in the Randfontein area on the West Rand over the past two years yesterday appeared in the Randfontein Magistrate's Court.

Mr Moses Molefe Mokette (42) was arrested in Carletonville last month in connection with the discovery of the bodies of two children in the veld.
‘Sadtu gives ANC its vote’

JOHN VILJOEN
Education Reporter

THE SA Democratic Teachers Union has committed itself to working for an ANC victory in the April election.

The Sadtu national council also announced that five prominent union figures, including president Shepherd Mdladlana and general-secretary Randall van den Heever, could be available to stand as ANC candidates.

The 75,000-member union is to apply for affiliation to Cosatu with immediate effect.

In a statement yesterday the union said the ANC shared Sadtu’s objectives, including the establishment of a national, non-racial and democratic education system.

The council said it was also motivated by the ANC’s commitment to workers’ rights.

The union is to begin a voter education programme in schools and communities.

Sadtu’s 15 regions would within the next two weeks consider the implications of releasing the five from their union offices.
Teachers get pay shock

Even teachers who are dead have been sent letters.
Sadtu trial a case of justice with a smile

MORE than 40 SA Democratic Teachers' Union (Sadtu) teachers and the same number of supporters applauded a city magistrate when he entered his court yesterday.

The teachers, accused of holding an illegal march on June 16, and their singing supporters filled the Cape Town Magistrate's Court.

The magistrate, Mr W J Faught, took one look at the crowded courtroom, shook his head and gestured to the defence attorney before leaving.

When he re-entered the court, he was applauded. Normally a serious man, even he could not contain a hint of a smile.

The case was postponed to January 18.
Black and white towns must merge — Delport

TO ACHIEVE nonracial local government, neighbouring black and white towns would have to be amalgamated into single entities. Local Government and Housing Minister Tertius Delport told a gathering of conservative councillors on Friday.

Addressing the Transvaal Municipal Association's annual congress in Boksburg, Delport said it was not possible to end discrimination merely by altering legislation.

The association said earlier it wanted the present racially constituted towns to keep their status, with white areas assisting black areas on an agency basis.

However, Delport said black and white towns were interdependent, and to deal with non-racialism within existing boundaries would only be a half measure. Interdependence was illustrated by the number of effective consumer boycotts, he said.

The fact was most black towns developed separately without the normal characteristics of a town, such as a business district and a rates base.

Therefore government had undertaken policy decisions to end segregated local government. This would include rationalisation of local authority ordinances, removing all references to race, and a process to amalgamate towns.

Head office angers Sadtu branch

A RIPT has developed between the SA Democratic Teachers' Union (Sadtu) national office and its Soweto branch, with teachers claiming the head office has failed to back their demands.

Sadtu Soweto branch media officer Solly Moutjana said at the weekend teachers would not accept threatened head office intervention in their plans to expel Soweto principals from schools.

Sadtu vice-president Ismail Vadi told an Institute of Race Relations conference last week the union would intervene soon to end the "unacceptable" protest.

Soweto teachers have chased principals away from their schools in an attempt to force the Department of Education and Training (DET) to refund money deducted from salaries when teachers went on strike earlier this year. Although principals were not consulted on the decision, teachers say they have been targeted because they represent authority.

Vadi told delegates at the conference the national office recognised it should have intervened earlier.

The national executive committee could not be reached for further comment.
Seven teachers to be charged: Sadtu hits at "vengeful" action

SHARON SOROUR
Labour Reporter

TEACHERS' union Sadtu has slammed the "vengeful practices" of the Department of Education and Culture after the decision to go ahead with a civil court case against seven Western Cape teachers who went on strike.

Last month the Cape Supreme Court made final an order declaring the August teachers' strike illegal.

In terms of the court ruling any teacher who took part in the strike could be charged with contempt of court.

Four Worcester teachers and three Beaufort West teachers will appear in court on October 14, according to SA Democratic Teachers' Union spokesman Max Strauss.

At a press conference yesterday, the union said the charges came at a time when teachers were engaged in catch-up programmes.

The House of Representatives was clearly and deliberately stirring up "a hornet's nest in our schools at a very critical time of the year".

"The recent charges against our members come at a time when teachers have clearly proven their unwillingness to accept the criminalisation of their demands and programmes of action."

Supported by the ANC and Cosatu in the Western Cape, the union said Cosatu would write to the the department, asking it to drop all charges against its members.

The union expressed concern that only seven teachers of the thousands who took part in the strike nationwide had been charged — and they were in the rural areas.

"Our main concern is that they will use this as a test case, and then take action against more teachers," said a union spokesman.

Mr Strauss said the union had tried to "normalise the situation" on several occasions but the Principals' Forum had not attended any of the meetings.

The Worcester community had therefore decided to take action against the principal of a Doornkraal school by not allowing him into the school grounds.

ANC Western Cape spokesman Willie Hofmeyr said the interdict declaring the strike illegal had been overturned by events and it now appeared to be a deliberate tactic to victimise teachers.

"It seems the department is intent on provoking a crisis rather than solving problems. "Children are being used as pawns in a bigger political game and they are provoking teachers into some kind of action in the final school term," he said.

The ANC called for the "termination" of the court cases and said there should be no further attempts to victimise teachers who took part in the strike — even though it was illegal.

"The department's inaptitude in managing education has once again manifested itself in the form of invoking the law to legitimise its problematic track record," the union said.

A department spokesman said because the court had granted the department an interdict declaring the strike illegal any teacher who made himself guilty of striking made himself guilty of contempt of court.

He refused to comment on why the department had singled out only seven strikers.
Sadhu does not expect exodus!

By Lisa Condrick

VEN though there are

South 8/10 - 12/10/93

October 9 to October 12, 1993

SOUTH NEWS
PAC disputes teachers' support for ANC

The South African Democratic Teachers' Union (Sadtu) has defended its decision to back the African National Congress in the April 27 election, saying it was taken in a "fully democratic" manner.

The union was reacting to a call by the Pan Africanist Congress's education department, made yesterday, that it suspend the decision until a special national congress had been held to "restore democracy" within the organisation.

The PAC said the decision had caused it "serious concern" because many teachers belonging to Sadtu were active members of the PAC.

Sadtu general-secretary Randall van den Heever said yesterday that the decision had been taken at a special meeting where the union's regions and branches were represented. The decision had come after a careful review of the ANC's election strategy and its standing as a member of the Patriotic Front.

"Sadtu has not decided against the PAC in the election. The union has respect for those members who are in the PAC and they have a democratic right to vote for the party of their choice," Van den Heever said.

"The call that we convene a special congress presupposes that we do not have a mandate ... and we have that. Sadtu would only call a special congress if people started leaving the union as a result of the decision," he said.
Sadtu starts war of words with state

THE South African Democratic Teachers' Union (Sadtu) has lashed out at government education departments for trying to discredit the union and block its attempts at solving disputes.

Sadtu singles out the Department of Education and Training, (coloured) Department of Education and Culture in the House of Representatives, and Lebowa, kwaZulu and Ciskei education departments for smearing the union and victimising its members.

The DET, in particular, is accused of "blatantly violating the recognition agreement with Sadtu," by Sadtu secretary-general Randall van den Heever.

"Sadtu has maintained, since its inception in 1990, that labour peace can only be assured in education if disputes are resolved speedily and effectively at the lowest possible level of negotiations. In this regard Sadtu has developed grassroots structures at school, branch and regional level and the union has held labour education workshops to prepare its leaders at all levels to engage in conflict resolution," he said.

According to the union, the DET's top-down approach, rendering the department's local officials powerless to resolve disputes, unfairly exposes these officials—including principals—to the wrath of teachers. The union blames the failure of dispute resolution at national level on the DET's foot-dragging approach and deadlocking of meetings "when they cannot get their way".

The House of Representatives employs the same delaying tactics, charges the union, and has deliberately tried to destabilise the National Education and Training Forum's programme to address the crisis of retrenched teachers. Despite a supreme court order ruling that Lebowa teachers be reimbursed for 1991 and 1992 strikes, the education department has refused to do so, precipitating further teacher strikes.

Sadtu accuses the Ciskei government of "instituting a reign of terror" against its members for standing up for the principles of free political activity and democratic accountability.

There is speculation that the union's recent affiliation to the Congress of South African Trade Unions will boost its muscle power and put an end to "rough treatment" by employer bodies like the DET.

In the ensuing war of words, the DET has in turn called on Sadtu to "abandon its unfair labour practices and destructive tactics".

At the end of September, the DET suspended almost all its negotiations with Sadtu because of the union's "unfair labour practices" such as the eviction of school principals.

It further charges that Sadtu hinders the work of circuit inspectors and subject advisors in their duties, holds meetings during school hours and embarks on go-slow action. Such action includes a refusal to teach 50 lessons a week and instead teach only 32 lessons a week.

"Sadtu teachers cram large groups of children into classrooms and then claim that classrooms are overcrowded," the DET alleged.

One of the most contentious issues between the parties is salary deductions for teachers who went on strike.
Teachers' union defends decision

THE South African Democratic Teachers' Union has defended its decision to back the African National Congress in next year's April 27 elections, saying it was taken in a "fully democratic" manner.

The union was reacting to a call by the Pan Africanist Congress yesterday that it suspend the decision until a "special national congress" was held to "restore democracy" within the organisation.

The PAC said the decision to back the ANC had caused "serious concern with the PAC as this union has many teachers who are active members of the PAC".

Sadu general secretary Randall van den Heever said yesterday the decision was taken at a special meeting where both the union's regions and branches were represented and came after a careful review of the ANC's elections strategy and its standing as a member of the Patriotic Front.

"Sadu has not decided against the PAC in the elections. The union has respect for those members who are in the PAC and they have a democratic right to vote for the party of their choice," Van den Heever said.

"However, Sadu's first concern was that next year's elections be fought under the banner of the Patriotic Front. But after the PAC and Azapo withdrew from the front we reviewed the ANC's policies and decided, as a broad election strategy, that we should back it in the coming elections.

"The call that we convene a special congress presupposes that we do not have a mandate — and we have that. Sadu would only call a special congress if people started leaving the union as a result of the decision," Van den Heever said. — Sowetan Correspondent.
Bid to avoid exam crisis

Hopes that ANC can solve Soweto schools problem
Staff Reporter
CAPE TOWN school principals from all four education departments will hold a historic meeting later this month to form a new body to restructure education when a single department of education is formed next year.

The principals have not held formal meetings before because of their opposition to racially segregated education.

Mr Roger Cope of Atherton High said: "Heads from the House of Representatives and the Department of Training have been co-operating for some time and realised their colleagues from the white schools have been left out in the cold. Now they have decided the time has come for all principals to work together."

Mr Nat Bongo of Chumisa Primary School in Langa said principals should be represented at the National Education and Training Forum and they had an important contribution to make in restructuring education in the Western Cape.

Principals from all schools and education departments have been invited to attend the meeting to be held at the C R Louw Theatre of the Sanlam head office in Belville at 8am on October 23.
PAC criticises Sadtu move

JOHANNESBURG. — The PAC's education department has criticised the decision by the South African Democratic Union's national council to support the ANC in the April 27 elections.

"This decision causes serious concern as this union has many teachers who are active members of the PAC."

The organisation called for Sadtu to convene a "special national congress" to "restore democracy" and give individual teachers the right to decide.

It called on all PAC teachers within Sadtu to suspend their membership "to avoid being hijacked into voting against the PAC next year." — Sapa
Court asked to jail teachers

Supreme Court Reporter
THREE teachers who defied a court order by taking part in a SA Democratic Teachers' Union (Sadtu) strike in August should be jailed for contempt of court "as a deterrent" the Supreme Court was told yesterday.

This was said by counsel for the Department of Education and Culture in the House of Representatives, Mr Francois Klopp, in an application to declare three teachers — Mr Bernard Fortuin, Mr André Thomas and Ms Sandra Minnaar — in contempt of a court order.

The order of August 13 interdicted Sadtu members from taking part in a proposed strike.

A similar application for a Order not to strike was defied.

Fourth teacher, Mr Raymond Titus, was postponed sine die.

Mr Klopp said the application concerned the education of many thousands of children and was in the public interest.

In papers, DEC deputy director Mr Norman Daniels referred to the wide publicity the court order had enjoyed, and said the teachers could not have been unaware of its contents.

The department feared the strike would be continued soon with disastrous effects.

The teachers admitted striking but denied they had wilfully, intentionally, malafide or unlawfully been in contempt of the court order.

They had not understood or appreciated the effect and implications of non-compliance with the court order.

They had intended to displease the court and, had they known the consequences, they would have complied with the court order. They apologised to the court for their apparent disrespect.

Mr Justice R M Marais said he would deliver judgment at 9am on Monday.

Scores of Sadtu teachers blockaded the steps of the Supreme Court yesterday to protest against the charges.
Sadtu warned against strike

JOHANNESBURG. — The Azanian Students' Movement (Azasm) warned the South African Democratic Teachers' Union (Sadtu) yesterday it would act if the union continued to strike next year.

Azasm public relations secretary Mr Kgomoiso Modisele said here Sadtu had acted irresponsibly this year.

He claimed Sadtu had shown a "don't care" attitude towards the future of black pupils.

"Azasm will defend the future of the education of black pupils and act against the union," he said. — Sapa
Teachers guilty of contempt of court

SHARON SOROUR and DAVID YUTAR
Staff Reporters

POLICE cordoned off the Supreme Court today with razor wire barri- 
cades and used dogs to control mem-
bers of the SA Democratic Teachers' 
Union (Sadtu) who were attempting to 
demonstrate outside the Keerom 
Street entrance.

Teachers and supporters were also 
prevented from entering the court, 
where three De Doorns teachers were 
convicted of contempt of court.

Bernard Fortuin, Andre Thomas and 
Sandra Minnaar took part in a Sadtu 
strike in August after a successful 
court application by the Department 
of Education and Culture in the House 
of Representatives to have the strike 
declared illegal.

Finding the three guilty of contempt 
of court, Mr Justice Marais said he 
was "disinclined" to impose the 
six-month jail sentence asked for by the 
State.

The judge said the court would post-
pone any sentence for two years on 
condition the teachers were not again 
convicted of contempt of the court order and did 
not take part in any industrial action 
which they knew to be unlawful during 
the two-year period.

Sadtu members, angry at not being 
allowed inside the court building, 
taunted policemen at the cordon.

When journalists tried to pass, 
teachers objected but finally allowed an 
SABC camerawoman to pass 
through.

Ordering the teachers to pay costs, 
Mr Justice Marais said the court need-
ed "to bring home to them and to oth-
ers that such behaviour, whatever the 
(Continued on page 6)
Sadtu 'won't be silenced'

Staff Reporter

A SUPREME Court ruling that three teachers had been in contempt of court by disobeying an order prohibiting them from taking part in an unlawful strike would not silence the SA Democratic Teachers' Union, a spokeswoman said yesterday.

Ms Viviene Carelse, Western Cape chairwoman, said this during an address from the steps of the Supreme Court to about 300 teachers yesterday morning.
Strike: Delay in sentence

Supreme Court Reporter

THREE De Doorns Primary School teachers were found by the Supreme Court yesterday to have been in contempt of a court order that prohibited members of the SA Democratic Teachers' Union (Sadtu) from taking part in an unlawful strike.

Mr Justice Marais said the court was acutely aware of the strongly — and no doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country.

In the light of the mitigating factors, the judge said, the stigma of a prison sentence, albeit a conditionally suspended one, was not something he wanted to inflict on the teachers unless their future conduct compelled him to do so.

Provided the teachers abided by the conditions they need not appear before the court again on October 23, 1993, Mr Justice Marais said.

The judgment follows an application by the Department of Education and Culture, House of Representatives, for the impeachment of the teachers for six months, suspended for three years.

The teachers said they were aware of the order but had not considered the consequence of non-compliance.

Mr Justice Marais said the court was acutely aware of the strongly — and no doubt sincerely — held differences of opinion which existed on whether teachers in state schools should go on strike, and whether rationalisation was necessary or in the interest of the country.

These questions should be determined by a more broadly representative national education department, the judge said.

What the court had to decide was whether or not the teachers had broken the common law of the land by deliberately refusing to obey an order of the court. And, if so, whether and how, they should be punished.

"A civilised society depends for its social cohesion and its socioeconomic and political stability upon obedience being shown to the lawfully given decisions of the courts, no matter how unpalatable those decisions may be to the parties adversely affected by them.

"If those against whom court orders are made are free to ignore them with impunity, simply because they have been exhorted to ignore them, the abyss yawns before us all," he said.

Sadtu has secured an undertaking from the Department of Education and Culture (HoR) that it would hold "formal discussions" with union representatives this week to determine the status of the three teachers after their court appearance.

Sadtu spokesman Mr Daryl Howard said the union wanted to establish what bearing the sentence would have on the future service contracts of the three.

Several teachers and supporters damaged an iron gate outside the DET offices in Roseland Street while a union representative met DET officials yesterday.

No arrests were made despite a heavy police presence outside the DET offices.
Teachers demo is foiled

POLICE cordoned off the Supreme Court in Cape Town with barbed-wire barricades and used dogs to control members of the SA Democratic Teachers' Union trying to demonstrate outside the Koornhof Street entrance yesterday.

The teachers and supporters were also prevented from entering the court building.

Three De Doorns teachers were convicted of contempt of court.

A similar application for a fourth teacher, Mr Raymond Titus, was postponed indefinitely.

There was a strong police presence at the court, including members of the Internal Stability Unit.

On Friday, there was mayhem outside the court. (321)

This was when teachers demonstrated against the court appearance of the three.

Yesterday, police said they would only allow 70 people inside the cordon to attend the hearing. — Sowetan Correspondent.
DET will rethink pay deductions

Sadtu plan to sink exams called off

BY PHIL MOLEFE
EDUCATION REPORTER

A major crisis was averted yesterday when the Soweto branch of the South African Democratic Teachers' Union decided to call off its plan to suspend the year-end internal examinations of about 200 000 pupils.

The move comes after a breakthrough on Monday in an ANC-brokered meeting between the Department of Education and Training and Sadtu.

The DET agreed after five hours of talks in Pretoria to reconsider the case of teachers who had money deducted from their salaries after taking part in a strike in May.

The Sadtu branch had threatened to urge its members to boycott the supervision of internal examinations until the DET had refunded the teachers.

During a report-back meeting at Soweto's Jabulani Technical College yesterday, Sadtu members agreed to the go-ahead for exams, due to start within days.

The DET will meet Sadtu on Tuesday to discuss the deductions and the ANC will attend as observers.

Intervened

In another development, "exiled" Soweto principals will return to their schools today after weeks of intense negotiations between the ANC and Sadtu.

ANC PWV regional spokesman Obed Bapela said yesterday the ANC had intervened in the two-month-old feud between the principals and local Sadtu members in the best interest of the pupils.

The headmasters were forced into "exile" in August when radical teachers drove principals out of their schools.

Sadtu accused principals of complicity in the deductions, saying they had provided the DET with information about participants in the strike.

While the majority of principals defied the union's order and returned to their schools on October 6, some headmasters were still barred from school and pressure was mounting on the others to leave their offices.

The Soweto Principals' Forum welcomed the decision and said criminal intimidation charges against Sadtu members would be put on ice.
ANC acts to avert crisis

A MAJOR crisis was averted yesterday when the Soweto branch of the South African Democratic Teachers' Union decided to call off its plan to suspend the year-end internal examinations involving more than 200 000 pupils.

The move comes after a breakthrough was made in an ANC-brokered meeting between the Department of Education and Training and Sadtu on Monday (2/10/93).

The DET agreed after five hours of talks in Pretoria to reconsider the case of teachers who had money deducted from their salaries after participating in a strike in May.

The Sadtu branch had threatened to call on its members to boycott the supervision of internal examinations due to start within days until the DET had refunded all teachers who had money deducted from their salaries.

At a report-back meeting yesterday at the Soweto's Jabulani Technical College, Sadtu members agreed to continue with the exams.

The DET will meet Sadtu on Tuesday to discuss the deductions. The ANC will attend as observers.

In another important development, "exiled" Soweto principals will return to their schools today after weeks of intense behind-the-scenes negotiations involving the ANC and Sadtu.

ANC PWV regional spokesman Mr Obed Bapela said the ANC had intervened in the two-month old feud.

The headmasters were forced into "exile" in August when radical teachers drove principals out of their schools and warned them not to return until they had put pressure on the DET to meet teachers' demands.

Sadtu also accused principals of complicity in the deductions, saying the headmasters had provided the DET with information about teachers who participated in the strike.

While the majority of principals defied the union's order and returned to their schools on October 6, some headmasters were still barred from school and pressure was mounting on the rest to leave their offices.

The Soweto Principals' Forum welcomed the decision to allow principals back into their schools and said criminal charges against Sadtu members involved in the intimidation of headmasters would be "put on ice".

A spokesman for the forum, Mr Moss Msimanga, said: "We are putting charges on ice until we are told what the attitude of Sadtu will be. Whatever action we take will be in the interest of the child."

This week, a Soweto principal laid criminal charges against Sadtu members and the forum also intended to sue the union as a result of the continued intimidation and harassment of principals.
New law protects private teachers

By CARMEL RICKARD
NOW that farm and domestic workers have legal job protection, the most vulnerable employees in the country are the 23,000 teachers at private schools. Excluded from labour laws and other legal protection, they have had to rely on a sometimes illusory ethos of fair play. In reality a number of teachers have found themselves at the mercy of principals and governing boards, with no means to ensure their rights.

A new law, published a week ago, will end this anomaly, ensuring that private school teachers have no fewer rights than their colleagues in government schools.

Under the Education Labour Relations Act, a new council is to be set up, representing school employers and staff. It will try to resolve disputes between teachers and employers, but if it fails, the problem may go to the Industrial Court.

This is a major breakthrough for teachers, and follows growing militancy at some schools by staff who do not have a suitable forum for grievances.

However, it will not immediately apply to private schools. Under a special "moratorium" clause it will apply only when the state president says so.

Officials of organisations representing private schools said they strongly supported the right of teachers at these schools to have legal protection.

However, they had been brought into negotiations only at the last minute. While they were aware that some of their members needed to "get their house in order" by, for example, implementing proper grievance procedures, this "moratorium" was not likely to last beyond next March.

For many it will be too late. Retrenched or dismissed under circumstances they believe unfair, they will not be able to challenge the principal or the governing board because the new law is not retrospective.

For example, the law will not help Pat Kiernan, former senior teacher in the English department at the prestigious Durban Girls' College.

According to Mrs Kiernan, she was sacked after an annual year-end farewell dinner, attended by 12 matric pupils, three teachers and a matron. She said that when the principal found out that the girls had drunk a bottle of champagne and wine at the function (as they did every year), Mrs Kiernan was told to go.

She was unable to ask any independent body to review what she felt was an unfair decision. When she took the matter to the Industrial Court, the school had the press barred. The Industrial Court later ruled that it could not even consider her case because teachers were excluded from the Labour Relations Act.

Mrs Kiernan said that because the law had not provided protection for private school teachers, she was unable to clear her name or obtain a fair hearing.

Nor is she alone. The Sunday Times is aware of a number of teachers at private schools in a similar position. Many were senior English teachers; most were retrenched or dismissed soon after a new head took over their schools.

Lawyers acting for several of them said this week that if the new law had been in operation when their clients lost their jobs, the fairness of the dismissals or retrenchments could have been challenged.

Durban Girls' College headmistress Gwen Williams commented: "I am sure that all educators, including those in senior managerial positions, welcome the new legislation."
'Unemployed teachers to get jobs next year'

By AYESHA ISMAIL

HUNDREDS of newly-qualified teachers who are at present unemployed can expect to be working by April next year when a single education system comes into effect.

This was said this week by a spokesman in the Department of Education and Culture in the House of Representatives.

Mr Claude Adriaans said R35-million was being saved as a result of the rationalisation programme which has resulted in 3 200 teaching posts being made redundant.

With this money we are going to build more classrooms and create more posts. I can safely say that a huge number of newly qualified, unemployed teachers will be employed next year.

He said senior teachers and teachers who were nearing retirement had applied for the early retirement package, thus creating jobs for newly qualified teachers.

Co-ordinator of the Western Cape Principals Forum, Mr Eddie Snyders, said the only way to solve the high unemployment rate among teachers was the creation of a single education system.
It is a problem trying to establish why certain women teachers choose to join Sadtu while others, suffering the same disadvantages, still remain in professional organisations such as Tuesta.

My PhD study on women teachers in Lebowa’s urban and rural schools suggests that women teachers are divided from each other geographically, urban and rural, by qualifications, salary, position, experience, membership of teacher organisations, social and cultural background, marital status, subject matter and involvement in social and political issues.

But the most essential division among black teachers is gender. This obvious factor is being neglected and one might assume that the concerns of female teachers are equivalent to those of male teachers.

**Male language**

In order to look at the relationship of women and professionalisation, one needs to look at the language that teachers use in presenting their case to the DET.

One would discover this is a male language which does not provide any model for the needs and role of the female professional teacher. This reflects the domination of men in Sadtu.

Why do women teachers allow this situation to develop in the first place? Part of the answer is that Sadtu does in fact meet some women teachers’ needs.

In fighting for higher salaries for all teachers, Sadtu was forwarding the interests of female as well as male teachers. Women, to an extent, participated in professional politics, but did not seriously challenge the domination of men. This was partially because some of their needs were being met.

This, however, is not a sufficient answer, for it does not explain why more women are not involved in teachers’ organisations and why there is not a public discussion about women’s need for professional status. This I would argue, is because there is no vocabulary available which women could use to express their desire for social mobility and social status. However, this does not mean that women do not have these concerns.

Research suggests that women teachers in Britain became more active in occupational politics from the late 1890s to World War 1. They participated in existing teachers’ organisations to a greater extent than before where they fought for equal pay and the right to vote, and formed their own separate organisations. These teachers sought an alternative association which would “really concentrate on women... put us first and make us feel we mattered”.

However, the context in which these women operated was extremely hostile. They demanded equal treatment with their male counterparts and also fought for their rights within the teaching profession. Yet the equal pay argument was so stormily debated that it led to men’s secession

Dr Shirley M Sebakwane of the department of education at the University of the Witwatersrand in Johannesburg looks at the biggest handicap South African women teachers have — their gender:

and the formation of the National Association of Schoolmasters (NAS), an anti-feminist union. In South Africa women have not yet fought for these rights.

They seem not only to have been burdened by the effects of the Black Education Act and the suppression of trade unionism, but also put off by a patriarchal culture from participating in predominantly male teacher unions and professional teacher associations.

There is a strong culture of collectivism which women could exploit. Black women teachers could re-appraise their position and black women’s associations and groups such as burial societies, megodishana and so on, could act as mobilising forces to obtain equal rights and opportunities. The Women’s National Coalition is already giving a process of “consciousness-raising” prominence.

But such consciousness-raising should not divert attention away from the need for men to engage in “conscientisation” as well. African men need to acknowledge that, even if oppressed, they also subordinate women. Men need to be emancipated from the predominant ideology and set or relations — patriarchal relations which they impose on women.

There is a need to re-educate male education policy-makers, education officials, inspectors and principals about women’s issues. The socialisation process that includes civic organisations, women’s organisations, the mass media and schooling could be used to change attitudes towards women teachers.

Women teachers could also, among other things, adopt feminist theories and methods to oppose the existing social order and begin to build a base for a new understanding and the transformation of South African society. Therefore schools can provide a site for feminist teachers to raise issues of sexism and gender oppression. Indeed MacRuffie and Garber in the UK have argued that the school can be a progressive force if it can serve as a site for feminist teachers to introduce the ideas of the women’s movement to girls and to open up a discussion on the structural limitations and oppression they face.

While feminist teaching focuses on gender oppression, we need to realise that, in the South African context, feminists in teaching and outside of it tend to be white and middle class. Therefore, although white women may share with black girls the common oppression of being female in a patriarchal and sexist society, they are divided from them by class and by race, ethnicity, culture, religion and so on.

We need to be very clear about the specific meanings of class, “race”, and gender for people in differing relationships of control and power in a society dominated by men, racism and capitalism.

We therefore need to understand this complex of relationships webs and then act to encourage resistance and opposition, not only in the form of various kinds of opposition to oppressive beliefs and practices, but also to include more critical and politicalised work in the form of organised and conscious collective oppositional actions. This kind of opposition has been called “counter-hegemony” by the American feminist writer, Kathleen Weiler.

**Future challenge**

The challenge that Sadtu faces in the future is how to bring all teachers with different cultural views, socio-political aims, trained and untrained, qualified and unqualified, male and female together to pursue a common goal. Sadtu has to devise tactics “accountability” organisational strategies if it is not to be weakened in its wider relations with the State in education (as well as the black communities). The divisions such as geography, age, position, subject specialisation found in the study conducted in Lebowa need to be looked at very critically, for they prevent the build-up of permanent groupings of organised labour which might challenge government policy and promote better education within the region.

I therefore argue that there is need for an “ideological construct” — a vocabulary which women could use to express their desire for mobility and social status. Women teachers need to mobilise on issues relating to equality of opportunity in the teaching profession in terms of security of tenure, maternity leave with pay and representation in teacher unions.

Furthermore, it is worth noting that despite the claim by the DET that it had implemented a policy to eradicate wage disparities between men and women between teachers in different racial classifications, such inequalities still exist in the profession because most women teachers are underqualified (particularly rural ones).

Pressure groups of women need to be formed to demand union support for women’s suffrage, to challenge the gender-differentiated curricula, sexual harassment prevalent in schools, and to encourage more women to join unions and hold office.
Cosas against ‘mass action’

By Bongani Mavuso

THE Congress of SA Students and the National Education Co-ordinating Committee say they are opposed to the planned “mass action” by the Soweto branch of the SA Democratic Teachers’ Union.

The protest action is scheduled to start today.

Cosas spokesman Mr Albert Mahlangu said the action might lead to clashes between pupils and teachers.

“Most pupils are concentrating on their exams. Although we agree with the teachers’ demands, Sadtu should decide whether it wishes to abandon the pupils during this crucial time.

“We agreed with Sadtu to place a moratorium on mass action during exami-

nations,” Mahlangu said.

The NECC’s Mr Desmond Thompson said the teachers’ action was “out of line”.

“There must be other means to address problems at this crucial time. We plead with Sadtu to suspend the action until the exams are over,” Thompson said.

Sadtu Soweto branch chairman Mr Matakanye Matakanye declined to reveal the form of action teachers would embark on.

He said the action would not disrupt the examinations.

The Soweto Education Crisis Committee said it would hold a mass meeting at Soweto’s Eyethu Cinema at 10am today to inform the community about the planned action.

Alleged ATM swap

SHOES

Jeppe and Bree St.

Johannesburg

2011
Study questions teachers’ poverty

AN OVERHAUL of SA’s teacher salary structure was needed as the existing system would damage education and compromise development of the country as a whole, research findings released yesterday concluded.

The study by the Urban Foundation found that teachers’ salaries made up almost 80% of education expenditure, 22% of the national Budget and 7.7% of GNP.

Continuation of this trend would drive these figures to unsustainable levels, at the cost of development needs such as health and housing. SA already spent a far higher proportion of its GNP on education than countries of similar development.

Presenting the study, senior policy analyst Jane Hofmeyr said the existing structure was based on outdated salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

She said the assumption that SA teachers were badly paid and that their increases lagged behind those of other occupations needed to be tested.

Average teacher salaries had risen 30% in real terms between 1988 and 1992 compared with real growth of 3% in the average manufacturing sector wage, 4% in the rest of the public service, and a decline in GNP, she said.

However, it was necessary to improve urgently the position of poorly paid and underqualified teachers without raising average salaries to unsustainable levels.

The answer was to upgrade qualifications and increase the salaries paid at the lowest level of the scale, while phasing out categories and controlling increases at the top end of the scale.

The system of offering teachers the incentive of being promoted to a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving the standard of teaching. A new approach based on competence in the classroom, instead of qualifications, would be a far more appropriate assessment, she said.

Hofmeyr said the issue of teachers’ salaries needed to be considered within a new broad approach to utilisation and development of teachers that took into account a national strategy for reconstruction and development of the country as a whole.

It was important to include all key stakeholders in the process of formulating a new approach and she proposed that the National Education and Training Forum establish a committee on teacher policy to initiate the process.
Principals to launch body

By Lisa Combrinck

TWO HUNDRED school principals have agreed to form a single principals' association in the Western Cape which will be launched on December 4.

The body will be "non-racial, non-aligned and fully representative".

The new principals' association will be a professional body that will deal with professional matters.

"One of the main tasks will be to make principals more efficient managers and improve their expertise so as to prepare them to enter the new society," said Mr Eddie Snyders, principal of Garlandale High School in Athlone and a member of the steering committee of the new association.

Prior to the setting up of the new body, some Western Cape principals were organised in the Principals' Forum.

Said Snyders: "The Principals' Forum was effective, but you could not bind principals to an agreement.

"In the new association the principal cannot step out of line," he said.

Welcome the formation of the association, Snyders said: "The principals' association could not have come into existence at a better time.

"The politicians are moving at tremendous speed while the educators are standing back.

"We must also be organised so that we can ensure that education policies and structures are correct from the start," he said.

Mr Nat Bongo, principal of Chumisa Primary School in Langa, felt the Western Cape initiative should be part of a national principals' association.

"In this way the voice of education leaders at the chalkboard would be heard at a national level," Bongo said.

The Principals' Association does not see any conflict between itself and Sadtu (South African Democratic Teachers Union).

"We're not entering their field. There must be a sound relationship between the Principals' Association and teachers' organisations," said Snyders.

Mr Theo Combrinck of Sadtu said: "Sadtu helped to bring the Principals' Forum into existence. Now Sadtu cannot stop the principals from forming an association."

He warned, however, that the principals would have to be careful about self-interest, especially in light of the education department's rationalisation whereby teacher numbers at certain schools are reduced and teachers are encouraged to take up positions at other schools.

"At the end of the day, the principals will have to execute the rationalisation programme at schools," he said.
Sadtu plans total onslaught
Sadtu may withhold results

The Argus Bureau
PORT ELIZABETH.—The end-of-year results of thousands of black pupils— including matriculants— may be withheld because of a dispute between the South African Democratic Teachers' Union (Sadtu) and education authorities.

The dispute is a result of the authorities' docking the pay packets of teachers who went on strike in August.

The union has threatened that its members will withhold marking schedules and reports and refuse to mark the matric external examination papers.

Thousands of Sadtu members went on the strike over a dispute with the government about salary increases and rationalisation.

Sadtu claims that many of its members whose salaries will be docked did not take part in the strike.
Teachers' threat slammed

BY MONTSHIWA MOROKE

Pupils would suffer most if Soweto teachers went ahead with their threat to withhold promotion reports from officials, the Department of Education and Training warned yesterday.

DET communications director Corrie Rade-meyer was reacting to a statement on Tuesday by the Soweto branch of the SA Democratic Teachers' Union that it would refuse to submit the reports for moderation.

"It would be highly unprofessional and pupils are the ones who would suffer if teachers were to carry out their threats. They have a duty towards the pupils and their parents."

Sadtu Soweto branch spokesman Solly Mapi-jane said the promotions reports, which reflect pupils' progress for the year, should instead be submitted to the Sadtu office at Funda Centre in Diepkloof.

Most Soweto schools are now virtually deserted except for principals, and Standard 10 pupils who are writing their final examinations and their invigilators."
Teachers from both Sadtu and Napcosa differ with the Urban Foundation’s findings that they are well paid compared with their counterparts in other Third World countries, writes Bongani Mavuso.

The existing qualification and post levels favour white teachers and the salary scale is sexist in terms of the benefits offered to women educators, black and white.

The report suggests that a sustainable teacher salary structure could be developed by:

✧ Redefining teacher competence in terms of effective teaching and learning in the classroom;
✧ Setting "realistic" minimum qualification levels for different teaching positions in terms of level of education and training required to perform the job;
✧ Restructuring teacher salaries on the basis of payment for the level of responsibility of the position;
✧ Developing a new teacher appraisal system which recognises teaching experience and rewards good performance; and
✧ Creating a career path to keep excellent teachers at their teaching posts rather than forcing them into administration.

Since the salaries, the report suggests, could be reduced if the position of poorly paid and underqualified teachers was urgently improved without raising average salary levels to "unsustainable levels".

This, the report says, can be achieved by compressing the existing scale from the top and the bottom.

To achieve this, measures that could be taken include combining the categories at the bottom end of the scale and increasing the salaries paid at this level; the appropriate upgrading of priority categories of under-qualified teachers; phasing out the categories at the top end and adjusting the scales and controlling increases in salaries at the top end of the scale, according to the report.

"We believe that the National Education and Training Forum should establish a committee on teacher policy to initiate the process," the report adds.

Pyper added: "Napcosa regards the whole issue as a complex matter which can only be seen in perspective once all the relevant factors and variables are taken into account."

Napcosa’s report has placed, before the key stakeholders, a valuable set of policy options for change in the short, medium and long term.

"The teacher salary structure is complex and cumbersome with wide disparities between those at the top and lower ends of the salary scales. The existing qualifications and post levels for white teachers and the salary scale is sexist in terms of the benefits offered to women educators, black and white," Vadi added.
Confrontation looms

Plan for ‘total onslaught’ by teachers

BY MONTSHIWA MOROKOE

Relations between the Department of Education and Training (DET) and the South African Democratic Teachers’ Union (Sadtu), especially the Soweto branch, continue to deteriorate.

On Friday, Sadtu’s Soweto media officer, Solly Mautjana, told a press conference that because of the DET’s “intransigence”, the union had resolved to “intensify the total onslaught campaign” against the department. He did not elaborate.

DET acting director-general Dirk Meiring said his department had held “constructive” discussions with Sadtu’s national executive at which the “no work, no pay” principle was explained.

“Nowhere in the world can any education department be expected to pay their teachers not to teach the children. This would be an abuse of public funds.”

“In August, Sadtu ignored appeals to discontinue its planned strike from August 16. In addition, on August 12 the department was successful in obtaining an interim interdict against Sadtu in the Supreme Court in Pretoria,” said Meiring.

He said the judge had made particular note that the court order was made in the interests of the children.

Mautjana said Sadtu disagreed with that principle and wanted to know how anyone could be expected to work when they had not been paid.

Schools in the townships officially close on Friday.

Sadtu also says that all progress reports should be held back by individual teachers until further notice.

On Thursday, a Sadtu Soweto branch official, Meshack Tshabalala, was arrested and taken to Hillbrow Police Station in handcuffs during a picket outside the DET Johannesburg regional offices in Braamfontein.

Other Sadtu members then marched to Hillbrow, where they toyi-toyiied outside the police station and demanded his release.

Tshabalala was later warned and released after being charged with obstructing traffic. He is to appear in court on February 11.
Viability of Mozambique elections threatened

Funds, landmines hold up return of refugees

STAR AFRICA SERVICE

Maputo — Africa's biggest refugee operation — the return of the one-and-half million people who fled to neighbouring countries to escape the Mozambican war — is being hampered by lack of funds and landmines.

These factors have also delayed the return home of a further 4.5 million people who were displaced by the fighting to wander as refugees within their own country.

Accord

Unless all these millions are returned home before the election in October the viability of the election may be called into question.

When the accord ending the war was signed in Rome in October 1992 the United Nations High Commission for Refugees (UNHCR) drew up a three-year plan, costing $1470 million, for the return of the Mozambicans who had fled into Malawi, Zimbabwe, Zambia, Swaziland and South Africa.

But while most are anxious to return home only a few thousand have so far managed to do so. Latest estimates are that only about half will have come home by May — only five months before the election.

A report released last week reveals that only $113.5 million of the $147 million required for the first year of the UNHCR plan has been committed by donor governments.

This operation is also being held up by the delay in the demobilisation of the two armed forces that fought the war. Many refugees refuse to return home while the soldiers are still under arms and capable of going back to war.

In many cases it has proved impossible to send the refugees home because the roads leading to their villages have not yet been cleared of mines. Even if they are able to get home they cannot always cultivate their fields because these, too, are still infested with mines.

Only about 1.5 million of the 4.5 million displaced persons have returned home, and the pace will have to be speeded up considerably if the remainder are to be able to register and vote in the election.

We might withhold exam agendas

BY JUSTICE MALALA

The SA Democratic Teachers' Union yesterday urged a meeting with the Department of Education and Training (DE&T) to defuse the looming confrontation over salary deductions.

SADTU general secretary Rambulwane van den Heever said while the union was waiting for a response from the DE&T, its branches would consider action to get the department to stop the deductions.

A meeting would be held next week to decide on the various proposals, he added.

The DE&T has deducted money from salaries of SADTU teachers who claimed sick leave in May and August and from others who were district councils who took part in the August strike.

Van den Heever said some of the actions being considered were the withholding of year-end bonuses from the DE&T.

A national strike next year could "not be ruled out if the issue is not resolved", he added.

The union also reiterated its rejection of the Department of National Education's offer of 13.25 percent salary increase offer, saying it fell "far below" its 23 percent demand.

The DE&T could not be reached for comment.
Sadtu may strike again

THE SA Democratic Teachers' Union could go on strike again early next year following its rejection of a 5.6 percent salary increase offered by the Department of Education and Training.

In rejecting the increase, which is to come into effect next April, Sadtu said it was an attempt by DET to "pass the buck" to the newly-elected government to be elected next year.

"The Government is trying to put the union on a collision course with a newly-elected government. We deny them that chance and will not sign their document of agreement," Sadtu vice president Mr Squire Kumalo said yesterday.

Meanwhile, a row is brewing between DET and the Soweto branch of Sadtu following a call by the union that its members submit Sub A to Standard 9 schedules to its offices at Funda Centre.

Spokesman Mr Soily Maujana said the action was part of the union's "total onslaught" to force DET to refund teachers whose salaries were deducted during the teachers' strike in May. He also called on teachers to withhold progress reports.

The DET's Johannesburg office said the department would "take action against individuals who fail to submit the schedules as required by the rules".
I am writing to inform you that a number of recent developments have led me to believe that the current approach to the education system in the country is no longer sustainable. While I recognize the significant strides that have been made in recent years, there are several areas that require urgent attention.

Firstly, the funding for education has remained consistently low, which has resulted in a lack of resources for schools and educators. This has had a direct impact on the quality of education that students receive. It is essential that we increase our investment in education to ensure that our children are equipped with the skills and knowledge they need to succeed in the future.

Secondly, there is a pressing need to address the issue of teacher retention. Despite the important work that educators do, many are choosing to leave the profession due to low salaries and a lack of support. We must take steps to create a more attractive career path for those in the teaching profession.

Finally, the digital divide remains a significant challenge. Many students lack access to the technology and resources needed to succeed in the modern world. This is particularly evident in rural areas where the availability of internet and computing facilities is limited.

In conclusion, I urge you to consider these issues in your upcoming budget discussions. The future of our nation depends on our ability to provide every child with the opportunity to learn and grow. Thank you for your attention to these matters.
Education officials and teachers meet on bonds

Education Reporter

DEPARTMENT of Education and Training officials and representatives of the South African Democratic Teachers' Union (Sadtu) have held talks in Pretoria.

The discussions yesterday concerned the resumption of the relationship between the DET and Sadtu as an employee's representative organisation, department spokesman Corrie Rademeyer said.

The DET suspended its relationship with the union on September 24 because of "a range of unlawful actions by Sadtu and its members", Mr Rademeyer said.

It had been impossible for the DET to maintain a constructive relationship with Sadtu because of strikes, pickets, sit-ins, intimidation of non-members and expulsion of principals and teachers, he said.

The union's prolonged defiance campaign of boycotting DET officials, refusing class visits, ignoring work attendance registers and refusing to submit leave forms was also a major obstacle to a normal relationship.

At yesterday's meeting Sadtu undertook to submit a written report on its position regarding unacceptable labour practices two days before next Wednesday when another meeting is to take place.

"The department remains deeply concerned about the effects of Sadtu's conduct on pupils and the community at large," he said.
Teachers' campaign 'a problem'

Business Day Reporter

THE Department of Education and Training (DET) said yesterday it could not maintain a constructive relationship with the SA Democratic Teachers' Union (Sadtu) because of the union's prolonged defiance campaign.

After talks with Sadtu in Pretoria yesterday on the relationship between the DET and Sadtu, DET communications manager Corrie Rademeyer said the relationship had been affected by strikes, picketing, intimidation of non-members and expulsion of principals and teachers.

However, a provisional date of December 15 had been set for a formal meeting between the two parties on condition Sadtu came up with a formal response on its position prior to the meeting.

Sadtu secretary-general Randall van den Heever said the purpose of both yesterday's meeting and that later this month was to resolve the application of the principle of "no work, no pay".

If the issue was not resolved, Sadtu would be hard pressed to stop its membership from taking action when schools opened early next year.

The formal relationship between the DET and Sadtu was suspended by the DET on September 24 because of union actions the DET described as unlawful.
Sadtu's campaign to go on

BY JUSTICE MALALA

The Soweto branch of the South African Democratic Teachers' Union says it will continue with its campaign against the Department of Education and Training even during the school holidays.

Sadtu started its campaign to force the DET to refund teachers who had money deducted from their salaries after they went on strike.

Sadtu branch chairman Matakanye Matakanye said yesterday the last results of internal school examinations would be collected and stockpiled at the branch's office at the Funda Centre this week.

The union vowed the results would not reach the DET until members had been refunded.

Matakanye said the branch executive would meet on Wednesday to review the campaign's progress and would then consider what further action to take.

The DET warned last week that action would be taken against those who withheld results, saying withholding of results constituted a strike.
DET puts pressure on union

By Justice Malala

Strained relations between the SA Democratic Teachers' Union (Sadtu) and the Department of Education and Training worsened yesterday when the DET said it would take action against the union for withholding internal examination results.

DET deputy director-general Roelf du Preez said the union's action constituted a strike in terms of the new Education Labour Relations Act.

He said the DET had written to the union asking it to "unequivocally declare within 24 hours its standpoint" on its retention of the exam results.

The union is demanding that the DET refund money deducted from salaries while teachers took part in strikes in May and August.
No Sadtu pledge of normal schooling

KATHRYN STRACHAN

THERE were no signs that 1994 would see fewer disruptions in black schooling, SA Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana said yesterday.

"We are committed to a disruption-free year but it is impossible to guarantee that in the face of DET provocation," he said.

Before schools had even opened in the new year, the Department of Education and Training (DET) and the union were already clashing over the "no work, no pay" issue.

Mdladlana said the year had got off to a bad start, with the department deciding to go ahead with its plan of making deductions from the December salaries of teachers who took part in the August strike.

While the DET said its recognition agreement with the union included the principle of "no work, no pay", Mdladlana said the union had never accepted this clause.

He accused the DET of penalising only certain teachers in an attempt to divide the union. He said the DET could not make the deductions because teachers, while on strike, had still reported for work in the mornings. "It is not up to the department to decide what a working day is," he said.

Sadtu would decide at its national conference late next month whether to sign a new recognition agreement with the DET, said Mdladlana, but initial indications from regions were that the agreement would not be signed. As the DET had a remaining life of only a few months, a new agreement was not considered necessary.

Mdladlana rejected the DET's allegation that Sadtu had repeatedly broken the original agreement by failing to act in terms of the Labour Relations Act and by not using proper channels of communication.
Sadtu delays response to DET proposal

Sowetan 23/12/93

By Bongani Mavuso

THE SA Democratic Teachers Union yesterday postponed to January next year its response to an agreement proposed by the Department of Education and Training during negotiations between the two parties on Tuesday.

In a statement, DET acting director-general Mr Dirk Scholtz said the DET suspended its "relations" with the union because of Sadtu's "unfair labour practices (221)."

Scholtz alleged that at Sadtu's request, a mediator from the Independent Mediation Services of South Africa facilitated the current negotiations between Sadtu and the DET.

At the negotiations, Scholtz said, the DET submitted a "final offer" by proposing for an agreement covering labour action and the application of the principle of "no work, no pay".

"Among others, the proposed agreement contained an offer by the DET to spread out deductions for leave without pay following the teachers' strike in August," he said.

In terms of the DET's offer, the deductions will be spread out over a period ending in March next year. Where deductions had been made, a pro rata part of the amount was to be refunded to teachers in order to spread the deductions over the remainder of the "deduction period", Scholtz added.
DET holds on to scripts

By Sowetan Correspondent

The marking of Western Cape matric exam papers came to a standstill yesterday when authorities denied teachers access to scripts.

Markers arrived at the Bellville College of Education to find that exam scripts had been locked away.

Late yesterday teachers decided to suspend a marking go-slow called in protest over deductions from some salaries because of the August strike.

Department of Education and Training area director Mr Johan Brand said his department head office would decide when teachers would be able to continue marking.

Spokesman for the markers Mr Zola Pahlane said teachers were "puzzled and confused" at being refused to be able to mark the papers.

This decision seemed to contradict the DET’s objectives of having all papers marked by December 20.

Markers believe that the DET’s move is illegal and they had contacted attorneys, Pahlane said.

Teachers had a written agreement with the DET in which they committed themselves to marking.

Pahlane said the markers’ protest, now suspended, had aimed to highlight the plight of hundreds of DET teachers and their families who were facing a dreary Christmas because of arbitrary pay deductions.

Some teachers had left with pay packets of as little as 88 cents for November.

Teachers also wanted to remind the DET that the struggle over salary deductions would be pursued into the new year.
Underqualified teachers a problem

THOUSANDS of teachers' qualifications must be improved and more staff have to be trained to cope with compulsory schooling from next year.

This is according to the latest profile of South African teachers which also discloses that fewer than 40 percent of black school staff have the state's minimum qualifications.

Education Foundation researchers Monica Bot and Angela Arnott say these needs have big implications for education spending.

Salaries account for about 80 percent of the education budget which is unlikely to be increased. "Innovative solutions" are needed, they conclude.

According to Ms Bot and Ms Arnott teacher to pupil ratios in black schools vary dramatically.

In QwaQwa high schools teachers have classes of 33 pupils, while in KwaZulu classes average 42. But in some rural areas classes exceed 100.

Officially, teachers are expected to have a matric and three years' training.

Nearly all Indian and white teachers meet these requirements, but only 37 percent of black teachers and 59 percent of coloured teachers met them in 1990.

More than a fifth of black teachers do not have matric.

The shortage of properly trained maths and science teachers is a crucial reason for the lack of interest and bad performance of black pupils in these subjects, they say.

Last year most maths and science teachers in the Department of Education and Training had less than five years' experience in these subjects and two thirds were unqualified to teach them.

Of all South African teachers, more than 45 percent are underqualified and half are younger than 35 with less than 10 years' experience.
DET will not spare the rod

PRETORIA. — Teachers who fail to submit results of internal examinations to the Department of Education and Training will face disciplinary action, the department warned in a statement yesterday. Withholding results was unlawful, and the department was conducting a survey to establish which teachers were guilty of it, the statement said.

The DET said it had been informed by the South African Democratic Teachers' Union that it had not instructed its members to withhold results. — Sapa
DET challenges teachers' union

Johannesburg—The withholding of internal examination results by the South African Democratic Teachers' Union (Sadtu) constituted a strike in terms of the new Education Labour Relations Act, the Department of Education and Training said yesterday.

The act cleared the way for authorities to defend education against unbridled labour action, the DET said.

It challenged Sadtu to make its position on the withholding of examination results known within 24 hours. — Sapa
Johannesburg — In a Sapa report published in the Cape Times yesterday, a Department of Education and Training spokesman was quoted as saying a go-slow affecting the marking of matriculation examination scripts in the Western Cape would continue until the DET had refunded deductions made from salaries of teachers who took part in a strike earlier this year. The spokesman was, in fact, from the SA Democratic Teachers' Union. The error, according to Sapa, arose during Sapa's monitoring of an SABC radio news broadcast.— Sapa
Teachers meet to debate pay cuts row

Deal to refund union members overruled

JOHN VILJOEN
Education Reporter

THE storm over deductions from the pay of teachers who went on strike in August is set to intensify after officials in Pretoria overruled an agreement to refund union members.

Members of the Khayelitsha branch of the South African Democratic Teachers' Union (Sadtu) meet today to discuss their response to the pay cuts.

Sadtu national secretary Randall van den Heever said yesterday the move was "sure to spark off a fresh confrontation between the union and the Department of Education and Training".

Last week the department's Cape Town office agreed to refund teachers from the union's Khayelitsha branch who could prove they were at school during the two-week strike.

Union sources said refund cheques were made out but held back at the last minute on orders from Pretoria.

Mr Van den Heever slammed the department's "top-down intervention" in the negotiated agreement with Western Cape area director Johan Brand.

The interference broke agreements reached between the union and the state to resolve conflicts as quickly and at the lowest level possible, Mr Van den Heever said.

Union Khayelitsha branch chairman Zondile Hewu said about 350 teachers were affected by deductions, including a primary school staffer whose November pay was reduced to R2,87.

Deductions varied, Mr Hewu said. The largest he was aware of was R1 800.

"We are angry, more than we were before receiving pay slips," he said.

"We are going to do everything in our power to make sure teachers are paid before we close."

Khayelitsha teachers could take various forms of action to have the deductions reversed.

These would be discussed at today's meeting, he said.

The union's national executive has called for renewed talks with the department over the deductions issue.
TEACHERS - GENERAL

1994

JAN. - DEC.
40 teachers in court for demo

MORE than 40 South African Democratic Teachers' Association (Sadtu) members appeared in the Cape Town Magistrate's Court yesterday in connection with attending an illegal gathering on June 6 in Adderley Street.

Two also appeared in connection with obstructing traffic.

The case was postponed to February 21.
Sadtu seeks order to stop deductions

THE SA Democratic Teachers' Union (Sadtu) is to seek an urgent interdict to stop the House of Representatives deducting money from the salaries of teachers who took part in an illegal strike last year.

Sadtu general-secretary Mr Randall van den Heever said yesterday that while Sadtu accepted the principle of no work no pay, teachers were "looking forward to receiving a full salary at this time of the year".

Mr Van den Heever claimed the Department of Education and Culture was using the deductions to disrupt education early in the year.

Sadtu branches nationwide were meeting to discuss action, he said.

Mr Linda Qada, principal of Guguletu Comprehensive School, said he feared that should there be turmoil in House of Representatives schools, it would spread to other schools.

A teacher at Elsie's River High School, who declined to be named, said if teachers took strike action they should be prepared for the consequences.

"The culture of learning should be promoted this year," he added.

Democratic Party education spokesman Mr Roger Burrows said the dispute over deductions should be submitted immediately to the National Education and Training Forum.

Staff Reporters and Sapa.
Sadtu calls on TEC to help solve disputes

Disagreement over deductions

JOHN VILJOEN, Education Reporter

The Transitional Executive Council should intervene urgently to resolve education disputes, says the Western Cape branch of the South African Democratic Teachers' Union.

In a statement yesterday Sadtu demanded that all salary deductions made from teachers' pay because of the strike in August be refunded immediately and that no further money be taken off until the matter had been negotiated.

Sadtu called for education authorities to honour the terms of the National Education and Training Forum's founding agreement, which committed the forum to creating a culture of learning and teaching.

Education departments should honour recognition agreements which accepted Sadtu's collective bargaining status and stop isolating individuals.

The TEC should intervene in the present crisis since it could destabilise the political situation.

The union's Western Cape region said it was not contesting the international principle of no work, no pay.

But the application of this law by education departments was riddled with inconsistencies.

Meanwhile, Sadtu's Athlone East branch is to co-operate with the Department of Education and Culture to try to solve at least some of the problems facing schools.

Teachers had read in the Press that the department described schools as running smoothly and the situation as normal, branch chairman Selvin Daniels said.

"Our analysis is different and we are experiencing problems."

He described the department's response during a meeting at its regional office in Athlone yesterday as "very favourable."

The department and the union had agreed to work together to try to solve problems of overcrowding and the freezing of key posts at schools.

Some primary school teachers were having to deal with classes of 40 to 50 pupils, he said.

But there were no commitments from the department on the issues of salary deductions or the appointment of temporary teachers.
DET salary cuts deferred

The Department of Education and Training announced yesterday it would defer further salary deductions resulting from the South African Democratic Union's "unlawful" strike in August last year.

The DET said it had informed Sadtu of the deferment.

The DET said several concerns were raised with Sadtu yesterday, including "the fact that the department has done everything that it could in its endeavours to eliminate conflict and thus promote learning in schools". — Sapa
Sadatu wants year of learning

By THEMBA KHUMALO
Political Reporter

THE South African Teachers’ Democratic Trade Union could not guarantee that its members would not disrupt black education this year – although they are committed to peaceful learning.

This was the view of Sadtu assistant general secretary Thulas Nxesi, who was speaking at an Institute for Multi-Party Democracy debate titled “Black Matriculation results – a disaster”.

Explaining the Sadtu position, Nxesi said the poor working conditions which caused the 1993 strike still exist.

“Although we are committed to a disruption-free teaching and learning year, we are concerned about the appalling material conditions under which teachers are expected to do their job.

“Three weeks after the re-opening of schools the Department of Education and Training hasn’t delivered the required textbooks and stationery,” he said.

He said the teacher/pupil ratio remained high, in some cases, 99 pupils a teacher.

Also some teachers have not been paid their three-month salaries since November after education authorities made heavy deductions from those who came out on strike.

Nxesi said it was a “dangerous illusion to think that in the next five years education problems will be solved”.

“We would like a government that will work together with the labour movement and the students.”
Blacks protect white teachers

Staff Reporter

A GUGULETU principal, schoolteachers, parents and pupils united this week to protect white teachers allegedly under threat by Azanian Students' Movement (Azasm) pupils who have vowed to oust them.

The Azasm pupils allegedly claim the white teachers are filling posts that should go to black teachers.

Guguletu Comprehensive High School principal Mr Linda Qaba said yesterday Azasm pupils at the school had decided to assault and stone white teachers on Tuesday to chase them away. However, the alleged attack plan was thwarted when 60 parents arrived at the school to protect the teachers.

Attack plan thwarted by parents

Mr Qaba said parents and teachers had met on Sunday to plan to protect the white teachers, who make up 20 of the school's 48 teaching staff.

No intimidation or threats had materialised at the school on Tuesday, he said. But he noted that Azasm supporters had said they would continue with the campaign, which could be reactivated at any moment.

Mr Qaba said Azasm pupils constituted a "tiny minority" of the school's 1400 pupils. The vast majority of pupils were supporting teachers' and parents' efforts to counter the threats.

"Any pupil who attacks, stones or threatens my teachers will be expelled," Mr Qaba said.

"I am totally against the Azasm campaign, which is against my principles of non-racism. The white teachers are happy and secure at the school."

Mr Qaba said he had received the support of the SA Democratic Teachers' Union (Sadtu) and the ANC.

A compromise between Sadtu and the administration of the House of Representatives (HoR) over the dispute about the deduction of pay after the teachers' strike last year is on the cards, it emerged yesterday.

Staff Reporter, Political Staff
Sadtu warns minister over pay dispute

Education Reporter

THE South African Democratic Teachers' Union (Sadtu) is "outraged" at National Education Minister Piet Marais's refusal to meet it to discuss the "no work, no pay" dispute.

Sadtu has threatened to take the dispute to the Industrial Court if Mr Marais refuses to talk to the union.

The union's national council said in a statement it had picked up many discrepancies in the way deductions were made from teachers' pay after the August strike.

In many cases, money had been deducted from non-strikers — as much as R1 800 in January, the council said yesterday.

There had been no meaningful negotiations between Sadtu and education authorities on the "no work, no pay" issue.

This lack of communication contravened the Education Labour Relations Act, the council said.
Sadtu hints at school disruption

By Bongani Mavuso

THE South African Democratic Teachers’ Union yesterday hinted at further disruptions to schooling over “the no work, no pay” principle.

This follows what Sadtu said was the refusal by the National Education Minister, Mr Piet Marais, to meet the union over the “no work, no pay” policy.

In a statement, the union’s national council said it was “outraged” by Marais’ refusal to meet the union to resolve the pay dispute arising from last year’s national teachers’ strike. “Sadtu has picked up numerous discrepancies in the manner and procedure by which teachers’ salary deductions have been made against striking teachers,” Sadtu said.

The union alleged that non-striking teachers had also had salary deductions of up to R1 800 in January 1994 in various education departments.

Marais said yesterday he was not “involved in the dispute between Sadtu and certain ministers of education”.

“This is a matter to be discussed between Sadtu and the ministers employing the teachers. I am not responsible for education departments and obviously have no jurisdiction over them.” He had referred the matter to the relevant departments.

According to Sadtu, there have been no meaningful negotiations between itself and education authorities on the issue of the “no work, no pay” policy.

This, the union said, contravenes the relevant provisions of the Education Labour Relations Act of 1993.

Sadtu said it planned to take the dispute to the Industrial Court if Marais continued to refuse to meet it. “A failure to resolve this dispute speedily is likely to result in further disruption to schooling countrywide,” Sadtu added.
Teacher hits back at ‘my racial dismissal’

□ ‘Sacked’ by parents of Worcester pupils

PATRICK FARRELL
Supreme Court Reporter

A WORCESTER English teacher has asked the Supreme Court to review and set aside parents’ decision to dismiss her from her post at a coloured school because she is white.

Helen Bean brought the application against the Minister of Education in the House of Representatives and the principal of the Esseken Park senior secondary school.

She said in papers she had been teaching at the school since June 1988 and was the de facto head of department.

She said she had been told by the then headmaster, Mr Tobias, in 1992 that she could apply for the head of the English department. She did this but was turned down as she was not part of the permanent staff.

She said she discussed the matter with Mr Tobias and it was decided she should wait until last year when she would apply for a permanent position.

She said she had a “legitimate expectation” a permanent post would be advertised and that she would be able to apply for it.

Mrs Bean said Mr Tobias retired last year and a new headmaster, Mr Van Aarde, was appointed. Mrs Bean said she had to apply to renew her position at the end of last year and was told in January that her employment had been terminated.

She said the decision to terminate her position was taken at a parents’ meeting which she was not allowed to attend.

She said the decision was based solely upon the fact that she was not coloured and it was “grossly unreasonable”.

She said the decision to replace her appeared to be based on racial grounds and there was nothing in the regulations which established the appointment of teachers on racial grounds.

She said her employment was terminated without her having the chance of stating her case and she was now without income.

The hearing was postponed to March 28 to allow replying papers to be filed.
Demand to halt pay cuts

Sadtu denies De Beer claim

THE Government says the South African Democratic Teachers' Union has recognised the principle that teachers do not get paid if they do not work.

Minister of Education and Training Mr Sahn de Beer made this statement after talks with Sadtu yesterday.

De Beer said a report would be made to Sadtu next week on the application of the "no work, no pay" principle for teachers who took part in a strike in August last year.

Misinterpretation

Sadtu yesterday denied accepting the "no work, no pay" principle and accused De Beer of deliberately misinterpreting the outcome of a meeting held on Tuesday.

The union said De Beer had agreed to respond to a union proposal which avoided salary deductions.

"In addition, the minister agreed to extend the moratorium on deductions," the union said.

De Beer, who is expected to respond within the next week, said Sadtu have been discussing wage deductions since the teachers' strike last August. — Sapa.
Students declare white teachers removed

PRETORIA. — The Azanian Students' Movement yesterday claimed to have removed 25 white teachers from black schools here since its campaign started at the beginning of March.

Azasm deputy president Mr Kgomoiso Modiselle said the organisation had forced 15 teachers to resign from the Central State School and 10 from Bokgoni Technical Secondary. A Department of Education and Training spokesman said 15 white teachers had not been employed at Central State in the past two years. — Sapa
'We’ve removed 25 white teachers'

The Azanian Students’ Movement claimed yesterday to have removed 25 white teachers from black schools in the Pretoria area since its campaign started at the beginning of March.

Azasm deputy president Kgotso Modiselle told a press conference in Pretoria that the organisation had forced 15 white teachers to resign from Soshanguve’s Central State School and 10 from Bokgani Technical Secondary in Atteridgeville.

However, a Department of Education and Training spokesman said 15 white teachers had not been employed at any one time in the past two years at Central State.

"For the past two years we had only four white teachers there and they were transferred to Kgotso Secondary School in the same township. This was due to restructuring and had nothing to do with Azasm’s campaign," he said.

At Bokgani Technical, the DET spokesman said, Azasm was climbing on the bandwagon because this week’s class disruption and stoning of a minibus transporting white teachers was a result of internal problems.

The spokesman said a youth organisation had been refused permission to hold a meeting during school hours, which led to the stoning.

A joint statement by Azasm and its parent, the Azanian People’s Organisation, said white teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers roamed the streets with diplomas and degrees.

Modiselle said Azasm and Azapo called on black pupils to return to school under protest while Azasm continued its campaign to remove white teachers.

Azasm would submit to the DET a list of qualified but unemployed black teachers in the Pretoria area. — Sapa.
Minister, education bodies discuss 'no work, no pay'

Education Reporter

THE "no work, no pay" dispute between teachers and authorities was among issues raised in the first meeting between National Education Minister Sibusiso Bengu and four major education organisations.

Professor Bengu yesterday met representatives of the National Education Co-ordinating Committee, the South African Democratic Teachers' Union, the South African Students' Congress, and the Congress of South African Students.

The organisations said in a joint statement after the meeting they had discussed labour disputes arising out of education rationalisation with the minister.

The parties discussed the establishment of a forum for the resolution of labour disputes.

There was a suggestion that teachers forfeit accumulated leave instead of losing pay for the August strike last year.

The organisations discussed with the minister the higher education funding crisis affecting students and tertiary institutions. There was a call for an urgent national conference on tertiary funding.

The schools crisis and the breakdown of a culture of learning and teaching was discussed. It was suggested there be a joint campaign to re-establish the culture of learning and teaching.
New education minister runs into early union row

□ ‘Immoral for teachers to strike’: Sadtu calls for Olickers sacking

JOHN VILJOEN
Education Reporter

REGIONAL education minister Martha Olickers should be “immediately removed” from office, the Western Cape branch of the South African Democratic Teachers’ Union has said.

Sadtu reacted at its regional founding meeting to remarks Mrs Olickers made in an interview with The Argus last month.

The union said it noted “with great concern and anger” Mrs Olickers’s statement that it was immoral for teachers to strike.

The union said Mrs Olickers had implied that Sadtu did not cherish the interests of all children.

Sadtu described her as “singularly ill-equipped, ill-prepared and unsuitable for the high office she has been assigned to”.

Mrs Olickers had deliberately and irresponsibly acted contrary to the spirit of peace and reconciliation in which the new South Africa was born, Sadtu said.

She had effectively “closed the door” on Sadtu.

Her remarks had set the stage for open confrontation even before she had made any attempt to consult and find common ground with the union.

Mrs Olickers was making rash value judgments about a union which had courageously fought for better working conditions for teachers, and to improve the quality of education for children.

Mrs Olickers’s statements on strike action showed that she saw herself above the law, because the new Education Labour Relations Act clearly made provision for strikes.

“She is being opportunistic in trying to discredit a specific teachers’ union on the whim of her own distorted notion of what is and what is not acceptable labour practice, and she arrogantly seeks to deny teachers a right which governments throughout the world accept as legitimate,” Sadtu said.

Mrs Olickers was in a regional cabinet meeting today and not available for comment.

The new Western Cape branch of Sadtu is a merger of the former Southern and Western Cape regions.

Regional Education Minister Martha Olickers
Union calls for MEC's resignation

NEHAWU yesterday called for the resignation of the MEC for Education and Cultural Affairs in the Western Cape, Mrs Martha Ockers, over her alleged statement that it was immoral for teachers to strike.

The SA Democratic Teachers' Union has also called for the resignation of Mrs Ockers, who has called a meeting of leading educators on June 17 to discuss the issue.

Mr Shepherd Mdladlana, former president of Sadtu, who led the union during their strike last year, last night lashed out at the regional minister, describing her comments as "unfortunate" and "possibly treasonable". — Sapa
Teachers defend right to strike

SCHOOLLING for thousands of pupils came to a halt for two weeks in August last year when teachers played their ultimate trump card in a labour dispute with the state.

In an interview last month, newly appointed Western Cape Education Minister Martha Olckers said her door was open to hear grievances.

But, she warned, she would "not look kindly" on strikers. It was "immoral" for teachers to withhold their labour.

Mrs Olckers' remarks touched a nerve and drew an angry response from the South African Democratic Teachers' Union (Sadtu) who called for her head this week.

She has refused to continue the debate over striking in the media, but others have spoken out on the issue.

Shepherd Millidiana, now an African National Congress MP, led Sadtu in their strike action last year. He called her remarks in the interview "unfortunate".

In terms of legislation passed in October last year, teachers now are able to strike legally.

Emotions run high whenever teachers talk of striking. Western Cape Education Minister Martha Olckers has said downing chalk is immoral as it hurts children rather than the state. Education Reporter JOHN VILJOEN investigates.

But, this action could be taken only if all other avenues had been exhausted, said an education department spokeswoman.

Naomi Peagam, past head of the Cape Province Parents and Schools Association, questions whether the state-teacher relationship will justify teachers going on strike.

"There are so many channels that perhaps we never have to reach that stage," she said.

She agrees that the teachers' responsibilities compare to those of health workers.

"I would have thought children could be equated with patients," she said.

"As a parent, I would find it difficult to accept that an adult was doing that (withholding a service) to a minor." It is hard for parents to consider the issue impassively, she conceded.

"The parents to whom I speak have very high ideals for their children, and parents cannot achieve these by themselves.

Some of them did not have an education themselves and would never want to have their children in that situation." Songezo Mjongile, president of the Congress of South African Students, was another to criticise Mrs Olckers' remarks.

Last year's strike had the backing of thousands of pupils who identified with the teachers' grievances.

Mr Mjongile said: "I think her (Mrs Olckers') remarks were irresponsible. A statement like that belongs to the past."

Sadtu's Basil Snyer said he found it "interesting" to hear Mrs Olckers, a National Party appointee, speak of morality - "something conspicuously absent from NP governance for more than 40 years."

"The whole debate is wrongly placed. Morality looks at the inherent goodness or evil of an action. But, what is good for some might not be good for others."

To consider whether a teachers' strike was moral or not implied a measure of irresponsibility and rashness on the part of strikers.

A teachers' strike should rather be tested for legitimacy. "Labour disputes always have been placed in a legal and not a moral framework."

"Governments throughout the world recognise this and make provision for negotiation, mediation and arbitration."

"Fortunately, South Africa is now moving closer to more acceptable labour relations legislation, but even the apartheid regime used to view a teachers' strike in legal terms, and not whether it was the right or wrong thing to do."

"Sadtu did not call on its members to strike in an irresponsible, impulsive way, as has been implied, but went through a very long, often laborious process of negotiation, bargaining, consultation and deliberation."

"Of course, we are not unaware of the high risk of casualties in this sort of action. The context of Sadtu's strike placed a huge responsibility on the union to consult broadly in order to seek the support of parents and students."
JOHANNESBURG. — About 50 unemployed teachers stormed the Eastern Transvaal department of education offices on Friday, demanding jobs.

The teachers, who graduated last year from the province's two teacher training colleges — said they had been turned away by authorities because there were no vacancies. — Sapa
Getting to grips with education

Mondli waka Makanyana in Cape Town

MARTHA OCKERS simply shrugs her shoulders when she doesn't know something. An interviewer's nightmare, the Western Cape minister of education and cultural affairs does not hesitate to give a candid "I don't know" when a question is beyond her.

Which would be fine were it not for the fact that this is how she responds to most basic questions. Some of her provincial legislature colleagues say she is sometimes quite content to sit in on education debates without opening her mouth because she "hasn't thought about the issues".

Critics say this ex-schoolteacher is a trifling at large when it comes to broad educational issues. She is said to be frantically reading up on the subject.

"She's quite an unknown quantity," says an educationalist. "We were hoping for someone who would be able to handle the tough public relations task this job requires, whichever party the person came from."

Hardly a month in office, Ockers has threatened to give "biksemas" who boycott classes a "good smack". She infuriated trade unions by declaring teachers' strikes "immoral". Crowning this was a statement describing President Nelson Mandela's Imbongi's display in parliament as a "culture shock" which derogated from the dignity of the institution. This prompted a flurry of letters to the local press.

Ockers is believed to have the ear of Premier Hernus Kriel who, like her, stands on the more conservative wing of the NP. Kriel, however, has retreated to his pre-election obscurity.

"I'm a positive type person, so I look on the positive side of things," she said this week. "I'm a realistic person and I just want to get the result of the job."

Formerly from the Eastern Cape, her CV describes her as "the first Afrikaans-speaking female mayor in Grahamstown" — Ockers has steadily climbed the greasy pole of establishment politics. She served in the President's Council, and was MEC for the Cape province, "being the first woman ever to hold such a post in South Africa".

Describing herself as an active supporter of women's rights and the equality and empowerment of women, Ockers lists her other interests as law and order, tourism, environment and defence.

Although she has had a bumpy ride into the new South Africa, the only sign that this bothers her has been an attempt to lower her public profile. After the furore over her tilt at school-boycotters and immoral strikers, she avoids any media discussion on the matter.

A substantive educational issue on which she has a clear public view is her dream of "ensuring that by the time of the next election, everyone who qualifies to vote will be able to read and write."

Her other passion is to get politics out of the classroom. "I don't want to see the education of our children politicised. It has suffered enough already from politics. Once education is politicised it divides people," she argues.

Before her lies the prospect of sustained conflict with the South African Democratic Teachers' Union, which has its militant epicentre in the Western Cape. Her remarks about strikes sparked the first round of sparring — Sadtu is pressing for labour legislation to cover the education sector.

"She still needs to school herself on educational issues, so I suspect she'll come very short on labour legislation," commented Sadtu general secretary Vivian Carelse this week.
Preliminary policy required

Reform promise from Schoeman

Teacher support and education
23 000 teachers a year needed in SA

JOHN VILJOEN
Education Reporter

A FINAL year “internship” and shorter degree and diploma courses may help South Africa find the 23 000 new teachers a year it needs until 2002, a teachers’ conference has heard.

Urban foundation senior policy analyst Jane Hofmeyr made these suggestions in her address to the Cape Teachers’ Professional Association conference in Oudtshoorn yesterday.

Between 1992 and 2002 South Africa had to train and employ 230,000 new teachers — 135,000 in primary and 95,000 in secondary schools, she said.

Teacher training colleges would have to expand by more than five percent a year for 10 years and education faculties by nine percent for 10 years.

Reducing the length of certain training courses from four to three years was one way of increasing the supply of teachers, Dr Hofmeyr suggested.

Another was an “internship” for final year students which saw them giving classes and honing their skills in a similar way to a medical students’ housemanship. A further suggestion was to increase the number of teachers who studied by correspondence.

But different parts of the country had varying needs when it came to teachers, she warned. Urban areas tended to have too many while rural areas had dire shortages.

Trimming the wage bill for teachers would ease the threat of the education system collapsing. Elsewhere in Africa teachers’ pay had swallowed up as much as 90 percent of the education budget, leaving little money for anything else.

In South Africa the figure was already 80 percent and the danger signs were clear.

Teachers’ pay had increased by 20 percent compared with three percent for management sector workers and four percent for the public sector over the same period.

Teachers might have to subordinate their own interests in favour of national concerns for reconstructions and development.

There was “good news” regarding the growth in pupil numbers, Dr Hofmeyr said.

Over the past 25 years the number of primary school pupils had increased by five percent a year and at secondary level by 11 percent, but this was beginning to slow down.

African fertility rates had dropped because of urbanisation and the vast majority of pupils of school-going age were already in classes.

South African spending on education, at 23 percent of the budget, was second only to Argentina in world rankings, and economists were convinced this share could not be increased.
DET to refund teachers

By Bongani Mavuso

The South African Democratic Teachers' Union members whose salaries were deducted following a teachers' strike last August will be refunded.

Acting Minister of Education Steve Tilwete announced this in a joint statement with Sadtu yesterday.

The money would be paid before the end of August. According to the agreement, the "no work, no pay" principle applied by the Department of Education and Training regarding the August strike would fall away.

"This is an exceptional arrangement arising out of specific circumstances and will not apply to any other past or present disputes," the statement said.

When the Department applied the "no work, no pay" principle against striking teachers last year, black education faced collapse as teachers took to the streets in protest. Sadtu embarked on several campaigns in an attempt to force the department to repay and halt the deductions from teachers' salaries.

The department applied the principle when the union's national leadership called off a national strike. However, some teachers in Soweto and some parts of the Western Cape continued with strike action.
Strike: Pay for teachers

TEACHERS will be paid for the period they went on strike in August last year, acting Minister of Education Mr Steve Tshwete said yesterday.

He said this had been agreed at a meeting in the city yesterday with Sadtu.

Teachers who had deductions from their salaries for failing to work during the strike would be refunded no later than August.

He said it was "everybody's hope the basis has now been created for a new relationship between teachers and the authorities". — Sapa
Teachers win pay packet for two-week strike

JOHN VILJOEN
Weekend Argus Reporter

THOUSANDS of teachers who struck last August have heard the news they were hoping for — the state will not apply the "no work, no pay" principle.

Acting-education minister Steve Tshwete and the South African Democratic Teachers Union have agreed that money deducted for the two-week strike will be refunded.

The signed agreement noted that this was an "exceptional arrangement arising out of specific circumstances" and would not apply to other past or present disputes.

Deductions from teachers' pay after the August strike would be refunded as soon as possible — before the end of August.

Mr Tshwete said it was everybody's hope that the basis of a relationship between teachers and the authorities had been created to facilitate a culture of learning and teaching.

The agreement was signed "in a spirit of reconciliation and co-operation and shared commitment to the reconstruction and development of education".

News that full pay would be restored will come as a major relief to teachers who stood to lose large amounts of money.

The average deduction from striking teachers in the House of Representatives was R1 500.

Some Cape Town teachers employed by the Department of Education and Training reported that their November pay was reduced to a few rand after deductions for striking.

One was left with R2.

The agreement will also be welcomed by 5 000 teachers employed by the House of Delegates and by teachers in the various homeland education departments who joined the strike.

"We are elated," said Western Cape Sadtu spokesman Basil Snyer.

The agreement ended more than six months' acrimony with education authorities, he noted.

Teachers had recognised the principle of no work, no pay, but had objected to the manner in which it was implemented and the deductions just before Christmas, he said.

The way the ruling was applied "smacked of the arrogance of the old order".

The agreement meant teachers had succeeded in persuading the government to pursue the options of mediation and arbitration when faced with a strike or industrial dispute.

The spirit of the agreement was such that neither the state nor teachers would act unilaterally during future disputes, he said.

Sadtu called on its 70 000 members to strike in August in support of a 15 percent wage increase demand and an end to unilateral restructuring by House of Representatives authorities.

The strike, which led to the postponement of some matric examinations and the release of results, was called off after the state increased the minimum wage for teachers to R1 450 a month and agreed to further wage negotiations.

However, the threat of further strikes loomed because of the dispute over no work, no pay.
Sadtu pledges peaceful year

Johannesburg. The South African Democratic Teachers' Union (Sadtu) pledged yesterday to work for a disruption-free school year and the vigorous enforcement of codes of conduct to inculcate a culture of learning.

Sadtu spokesman Mr Thabiso Matha said here teachers were committed to ensure learning in accordance with the Reconstruction and Development Programme.

The conditions at schools, including the working conditions for teachers, would have to be improved, Sadtu officials said. — Sapa
Give us your views about the new SA Mathematics syllabus.

Opinions vary on whether the new syllabus is an improvement or not. Some argue that it is too broad and that it fails to prepare students for further study. Others believe that it is more practical and better suited to the needs of today's students. The new syllabus covers a wide range of topics, including algebra, geometry, trigonometry, and calculus. It is designed to be more flexible and to allow for greater emphasis on real-world applications.

What do you think about the new SA Mathematics syllabus? Have you heard any complaints or praise about it?

John Vrogen

More maths apply than can be accommodated.

Teacher Training Applicants

Please to reduce number of places.

Cape Internationale

Schools must report signs of child abuse.

Education Department
The need for teachers in the face of economic crisis has led to increased scrutiny of the education sector. The teacher shortage is a significant problem, and the Department of Education is looking to the community for solutions. The department has developed a new teacher education program that includes a series of workshops and training sessions. It is hoped that this will address the current shortage and improve the quality of education in the area.

The training program includes workshops on classroom management, curriculum development, and professional development. Teachers are encouraged to take part in the program, which is designed to help them improve their skills and stay up-to-date with the latest educational trends.

The program is open to all teachers, and there are no prerequisites required. It is hoped that this will attract a diverse range of individuals to the field of teaching. The department is committed to providing the necessary support to help teachers succeed in their role.

In conclusion, the teacher shortage is a significant issue, and the Department of Education is taking steps to address it. With the new teacher education program, it is hoped that we can attract and train the teachers needed to meet the demands of the community.
Rural teachers in fight for travel allowances

JOHN VILJOEN
Education Reporter

A STRONG protest has been predicted from rural teachers following a decision to scrap their travel allowances.

A group of Knysna teachers has threatened a stayaway if the department does not act before the end of next month to its call for the allowances to be reinstated.

John Ruiters, principal at Goudveld Primary outside Knysna, said about 60 teachers at 14 schools in the area drove an average of 130km a day each — he himself covered 74km to and from school on poor roads.

Teachers allocated transport allowances had been paid 35.6c for each kilometre, but this had been reduced to 49.4c for the first quarter of this year.

Teachers wanted a "drastic" increase in the allowance and the speedy payment of transport claims for the second quarter, Mr Ruiters said.

Education and Culture Services ex-House of Representatives spokesperson Theresa Hanekom said the transport allowances had been scrapped completely.

A circular went out to schools and colleges in December informing them that transport allowances for all state departments had been withdrawn.

As an interim measure, the department had paid an allowance to specific teachers.

These were only valid for the previous financial year, and stopped when the House of Representatives administration ceased to exist on April 1, Mrs Hanekom said.

Her department could not carry on paying allowances to a group of teachers if this was not state policy.

Mr Ruiters reacted angrily to the news that transport allowances had been completely scrapped.

"This can't happen. We are pleading for the re-introduction of allowances," he said.

Schooling would be disrupted if teachers did not get travel assistance, he said.
Schoolteachers' call to Mandela

JOHN VILJOEN
Education Reporter and Saps

TEACHER organisations have called on President Mandela to clarify reports that the government plans a single Labour Relations Act.

In a letter to Mr. Mandela three organisations accused the Labour Ministry of "unilateral action" which could threaten harmony in the profession.

The organisations, the National Professional Teachers' Organisation of South Africa, the Teachers' Federal Council, and the Union of Teachers' Associations of South Africa, represent more than half of all teachers.

In the letter the organisations refer Mr. Mandela to "highly questionable moves" apparently aimed at replacing all existing labour legislation with a single Labour Relations Act.

The teachers' main concern was the intention of usurping the Education Labour Relations Act extended by proclamation by President Mandela this month, the letter said.

"We are of the considered opinion that it is imperative that the government of national unity should now give an indication of its intentions with regard to threatened unilateral structuring of education labour legislation and you are now respectfully called upon to do so," the organisations wrote.
Bhengu reassures teachers

EDUCATION Minister Professor S'buxiso Bhengu told teachers at the weekend that the restructuring of the education system, and any formulation of a labour relations policy, would be characterised by consultation and transparency.

Bhengu was reacting to reports that the organised teaching profession was threatening possible strike and legal action should Labour Minister Mr Tito Mboweni attempt to scrap the Education Labour Relations Act.

This follows last week's joint statement by Mboweni and the Congress of South African Trade Unions that a single Labour Relations Act be drafted to replace all existing labour legislation.

The Teachers' Federal Council, the National Professional Teachers' Organisation of South Africa and the Union of Teachers' Associations of South Africa, representing more than 200,000 members, on Thursday appealed to President Nelson Mandela to intervene and clearly state the policies of the Government on education.

The teaching profession spent more than three years negotiating the Education Labour Relations Act with the former National Party government and it was approved by the ANC before it was enacted.

Bhengu said although he had not received any correspondence from teacher organisations about the scrapping of the Act, he would give the matter the necessary attention.

He invited the organisations to discuss the issue with him and reaffirmed his commitment to maximum participation by all in policy formulation.
Sadtu to fight ‘cuts’

By Bongani Mavuso

THOUSANDS OF Soweto teachers yesterday vowed that they would not be retrenched or transferred against their will.

Addressing a mass meeting at Vista’s Soweto campus yesterday, South African Democratic Teachers’ Union secretary Ms Palesa Popi said Sadtu was aware that the Department of Education and Training had proposed to the PWV education ministry that teachers’ posts in the region be reduced.

“This reduction or cutback of posts means that more than 1 000 teachers in our region will be retrenched. Sadtu has always called for the employment of more teachers in our schools.

Redeployed

“We must make it clear that none of our members will be retrenched and none will be redeployed to another region against their wishes,” Popi said.

DET regional director Mr David Maboi yesterday denied that the department intended retrenching teachers. He said Soweto was “overstaffed” by 317 teachers.

“The PWV education ministry had proposed to the union that these teachers be redeployed at Orange Farm, in the Vaal, where there is an acute shortage of teachers.

“I believe negotiations on the proposal are continuing. The department has made no indication or proposal that teachers will be retrenched or redeployed against their wishes.

“The question of retrenchment of teachers in our region is an unfounded rumour,” Maboi said.
Teachers who went on strike to get full pay

CHRIS WHITFIELD
POLITICAL CORRESPONDENT

CAPE TOWN — Teachers who went on strike in August last year are to be paid in full for the period away from work — at a cost of at least R15.8 million.

Education Minister Sibusiso Bengu revealed yesterday that an agreement had been reached with the South African Teachers Union in terms of which the "no work, no pay" principle would not be applied to the strikers.

"This is an exceptional arrangement arising from specific circumstances and will not apply to any other past or present disputes," said Bengu in a written response to questions tabled by DP MP Mike Ellis.

Where deductions had been made from teachers' salaries, the money would be refunded. This process would be completed before the end of this month.

The Minister said the cost would be R15.8 million "which does not include the former TBVC states and self-governing territories". Information for these territories was not available. He did not elaborate on the reasons behind the decision.

Ellis also asked why Sports and Recreation Minister Steve Tshwete and not Deputy Education Minister Renier Schoeman had stood in for Bengu when he was ill recently. Bengu responded that the step had been taken "on grounds of a decision by the president in terms of the constitution".
Sadtu calls halt to promotions

By Bongani Mavuso

The South African Democratic Teachers Union's PWV regional branch yesterday called for a moratorium to be placed on promotional posts, saying evaluations should continue until consultation with teachers had been completed.

Sadtu executive member Mr Chippa Maloka said this process should include a review of promotions from January last year.

"Favouritism, dishonesty and nepotism was applied in the appointment of teachers in the various education departments. This must be urgently addressed by the educational authorities," Maloka said.

He said the union would embark on various campaigns to highlight problems faced by teachers. Maloka added that parent-teacher-student associations and parent-teacher associations should be established before the end of next month as the only structures of governance in schools. Referring to overcrowding in township schools, Maloka said all school buildings in the PWV region should be "effectively" utilised to accommodate pupils.

"The new Government appears to be lax about the serious problems facing education in the country. We had thought that education would receive first priority on the Government's agenda. We are disappointed by the apparent lack of progress in this field," Maloka said.

He added that "unilateral" redistribution and transfer of teachers should be stopped and demanded that teachers' salary negotiations be reopened without delay. Maloka called on students and teachers to observe August 26 as a day for discussing the implementation of the Reconstruction and Development Programme and affirmative action in education.
Teachers to protest subsidy cut

Staff Reporter

A PUBLIC campaign to protest against the discontinuance of transport allowances for rural teachers is to be launched soon by the Cape Teachers' Professional Association (CTPA).

CTPA president Mr Archie Vergotine said at the weekend that his organisation was informed last month that the subsidies had been discontinued "with effect from April 1, 1994".

He said the organised teaching profession had not been properly consulted on this sensitive issue, even though the CTPA and the Union of Teachers Associations of South Africa had made repeated submissions to the department on transport allowances.

The CTPA wanted the plight of poorly-paid teachers who travelled long distances daily to teach at remote farm schools to be urgently addressed.

The organisation called on all teachers affected by the discontinuance to submit written protests.

70% affected

Mr John Ruiters, principal of Goudveld Primary outside Rynxna, said that until recently, all teachers living further than 5km from their work, where there was no public transport and no accommodation closer to the school, received transport allowances.

Last year, the government had said it could no longer afford the allowances and they were cut from 55.6c/km to 49.4, despite the rising petrol price.

Mr Ruiters estimated that as many as 70% of all teachers used to receive the allowances.

"We are not calling for a strike. We had a meeting here on Friday and I have asked for a meeting with regional Education Minister Mrs Martha Ockers."

Mrs Theresa Hanekom, a spokeswoman for what used to be the House of Representatives' administration, said that the department could not continue paying allowances to teachers when this was not state policy.
PWV plan to ease teacher shortage

MORE than 1 200 new teachers were needed in the PWV at the start of next year if educational needs were to be met, PWV education minister Mary Metcalfe said yesterday.

Some schools had classes of up to 200 pupils. A government-built school at Orange Farm squatter camp had no teachers at all. Many schools depended on volunteer teachers who were not paid for their time.

While many township schools were desperately short of teachers, there were also scores of unemployed teachers throughout the PWV — and more teaching posts had to be created immediately, Metcalfe said.

The major task facing her department was to bring central government for additional funding to create extra posts.

However, the problem was not confined to the PWV. All areas reported that they did not have enough teachers to carry out the reconstruction and development programme, Metcalfe said.

In an attempt to assist the many people who had managed to reach matric but had not passed — their numbers were estimated at 4 500 in the PWV — the education department had embarked on a "second-chance programme".

The plan would give those who had failed in previous years another chance to qualify through correspondence courses. People would also be able to upgrade their matric qualifications through the programme.

This would also mean that the considerable state resources used to get pupils as far as matric would not be wasted.

Metcalfe appealed to business and churches to take the lead in the campaign to get education back on track, as economic development could not be achieved unless quality education was provided.

She said vast amounts of government education spending had been wasted in the past. Not only had irrelevant, inaccurate and ideologically biased curriculums been taught, but a false division in education and training had been created, leaving pupils with limited options when they left school.

Creating a single education system would not be done by simply amalgamating existing structures, she said.

A totally new structure had to be created with a new management style and which was accountable and responsive to the needs of the community.

Meanwhile, national Education Minister Sibusiso Bengu said the Council of Education Ministers had earlier this week appointed a task group to help guide the delegation of powers to provincial education ministers.

Provincial education ministers have complained that they are unable to effect changes because their legal authority is limited.

Bengu said the team would advise him as soon as possible on powers that should be delegated to the provinces in the interim phase leading to the formal assignment of powers.

Formal assignment would be carried out once the necessary legislative and administrative processes had run their course.

Mandela calls for more jails

CAPE TOWN — It was imperative to build more prisons in SA to relieve overcrowding, President Nelson Mandela said after a tour of Pollsmoor Prison yesterday.

At a news conference after his visit, Mandela said Pollsmoor, which had a capacity of 4 000, now accommodated more than 6 000 prisoners. Cells designed to hold a single inmate now held three.

Pollsmoor was the only prison in the region and had to serve 23 courts, he said.

"It looks ironic that a government which is supposed to protect the lives of our people should think of building more prisons," Mandela said. "But we have to take steps to relieve the present situation.

Therefore it is imperative that we find more room for the prisoners."

He said government would embark on a "crash programme" to ease prison overcrowding while at the same time plans were afoot to reduce SA's crime rate, which was the second highest in the world.

"It is so high and the criminals organised so well, they are no longer afraid of the police. It is reaching a stage where they are running the areas, and criminals have taken over the task of regulating how the community should behave," he said. Unless the crime rate was lowered, it would be difficult to accommodate all the prisoners.

Sapa reports that Mandela, who was an inmate at Pollsmoor from 1963 to 1988, was accompanied by Correctional Services Minister Sipho Mzimela, Health Minister Nkosazana Zuma and Commissioner of Prisons Henk Brayn.

Visiting prisoners in the maximum security section, he said conditions had improved since his time there.

KATHRYN STRACHAN

OWN CORRESPONDENT

The circumstances
Education showdown looms over promotions

The Argus Correspondent

PRETORIA. — A showdown is looming between organised teachers and the Department of Education and Training (DET) over accusations that the department was defying the authority of the PWV education ministry.

Teaching at all of the 55 schools in Mamelodi could grind to a halt if the dispute is not resolved.

The SA Democratic Teachers Union (Sadtu) has accused the DET of breaking an agreement with the union and the provincial ministry that there be a moratorium on all promotions.

The PWV government says it is uncomfortable with unilateral appointments and has warned that such placements made during the period of the moratorium could be reviewed.

At a meeting in Pretoria last week, the three parties pledged to uphold the moratorium until the racially based education system was restructured.

But yesterday DET officials allegedly brought a new principal to Bohlabatsi primary school in Mamelodi in spite of teachers and parents rejecting his appointment earlier this month.

The inspector introduced him to the children — but not to the teachers — as their new headmaster, sparking a sit-in by the pupils, according to union spokesman Nomalizo Malefo.

Sadtu Pretoria chairman Slo Ramokhoase said shop stewards met yesterday and would consult their members today to plan possible protest action.

A teachers' delegation, which met representatives of the DET yesterday, was given an undertaking that the appointment would be withdrawn.

However, Mr Ramokhoase said Sadtu was sceptical and believed the DET was simply trying to defuse the teachers' anger and would renege on its promise.

This issue had the potential of disrupting education, he said.

The teachers' action would depend on the response of the DET.

Ms Malefo warned that the sit-in at Bohlabatsi Primary would spread to the rest of Mamelodi.

It is possible that schools in Atteridgeville, Laudium and Soshanguve could come out in support of Mamelodi teachers.
Transport allowance: Teachers hold demo

By CHRIS BATEMAN

SCORES of placard-bearing Boland teachers picketed the CPA building in Wale Street yesterday to demand the reinstatement of a racially-based transport allowance.

A delegation met education minister Mrs Martha Ockers in a "neutral" conference room following last week’s sit-in by union members at Premier Hermus Kriel’s office.

Mrs Ockers said the transport allowances to coloured teachers were a "racial anomaly".

No other race groups received the transport allowance, she told the teachers, who came from Worcester, Robertson and Hawston.

The former House of Representatives reinstated the allowances for people teaching at farm schools — originally withdrawn by the Commission for Administration in 1962.

However with the demise of "Own Affairs" in April this year, the allowance was again withdrawn.

Mrs Ockers expressed sympathy for those who lost the benefit but said its reinstatement was "out of the question".
Freeze on promotional posts for teachers

Education Reporter
NATIONAL Education Minister Sibusiso Bengu has called for a freeze on the filling of promotion posts for teachers pending the outcome of talks with the four major teacher bodies.

The 14 pre-election education departments, which had differing procedures for filling posts, would continue to exist until January 1, Professor Bengu said yesterday.

Tension could develop if promotion posts, such as department heads or principalships, were filled in the next few months before the provincialisation process was completed.

The Department of Education had to negotiate an acceptable uniform procedure for advertising promotion posts, selections and appointments.

Professor Bengu said talks would be held with the four recognised teacher bodies.
Appeal against court ruling on substitute teachers

Education Reporter

AUTHORITIES are proceeding with an appeal against a Supreme Court judgment which declared invalid a circular announcing that substitute teachers would not be appointed in House of Representatives schools.

South Peninsula High, represented by its principal and two parents, took the department to court in February last year to challenge the decision over substitutes.

The court ruled against the department, which indicated it would appeal to have the ruling reversed.

South Peninsula parent-teacher-student association head James Dreyer said the new government was defending old education policy by pursuing the appeal.

The heralding of a democratic South Africa should have resulted in the immediate withdrawal of the appeal.

But in spite of appeals to the regional and national education ministers, the minister of justice and President Mandela, this had not happened, Mr Dreyer said.

“We have no option but to go public. Our fight for the right to have substitute teachers has been a just one.”

The Education and Culture Service of the former House of Representatives said it was proceeding with the appeal after investigating the matter.

The judgment had legal implications for all departments and needed to be tested so that a precedent could be set.

The state was trying to have guidelines laid down for the future.
Teachers’ pay consuming education funds — report

KATHRYN STRACHAN

SPENDING on teacher salaries in SA has grown faster than overall education spending, with the result that some departments’ salaries constitute more than 80% of total budgets, according to a new report by the World Bank and the ANC-linked Centre for Education Policy Development.

Researchers Peter Buckland and John Fielden said this meant there were very few resources left for capital development, educational materials and support.

Personnel costs constituted almost 75% of recurrent expenditure, and this proportion had been growing steadily over the past seven years.

The Urban Foundation also called for an overhaul of local teachers’ salaries as the existing system threatened to damage education and compromise development of the country as a whole. Urban Foundation senior policy analyst Jane Hofmeyr said teachers’ salaries made up 22% of the national budget and 7.7% of GDP.

Continuation of this trend would drive these figures to unsustainable levels, at the cost of development needs such as health and housing.

She said the existing structure was based on outmoded salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

The assumption that local teachers were badly paid and their increases lagged behind other occupations needed to be tested, she said. However, it was necessary to improve the position of poorly paid and underqualified teachers without raising average salaries to unsustainable levels.

The answer was to upgrade qualifications and increase the salaries paid at the lowest level of the scale, while controlling increases at the top end.

The system of offering teachers a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving teaching.

A new approach based on competence in the classroom, instead of qualifications, would be a far more appropriate assessment, she said.

JOHANNES NCOBO reports about 60 unemployed Northern Transvaal teachers demanding jobs vandalised the computer system of provincial education minister Aaron Motsoaledi last week.

Ministry spokesman Naleda Thembe said at the weekend the unemployed teachers stormed Motsoaledi’s office on Wednesday and threw papers around before damaging the computer system.

They demanded the provincial government abandon the school feeding scheme in favour of creating jobs for teachers.

“It is with consternation and dismay that we hear unemployed teachers from the Northern Transvaal province demanding that creation of posts be seen as a first priority, and not the feeding scheme,” said Thembe.

The unemployed teachers warned of “unprecedented mass action” if Motsoaledi failed to create more jobs by the end of the year.

Teachers also accused the minister of failing to remain in touch with his grassroots constituency.

Motsoaledi said it should be borne in mind that there was still no unified national education department.

“This department will only be formed at the beginning of 1998. We are currently administering education from the seven former apartheid structures that are to be collapsed and transformed into a new department,” said Motsoaledi.

He said his department had set up strategic management teams to look into how best his ministry could run the provincial education department.

He said to achieve the recommendation placed before his ministry by the management team, the province would be required to build 22 549 classrooms costing R1.78bn.
The teachers plead for help

Call to abandon feeding scheme in Northern Transvaal to rescue jobs

FRUSTRATED

By Aumatic Malema

40 years of neglect
Three teaching bodies to amalgamate

Staff Reporter

THREE national teaching bodies — the Federal Teachers Council (FTC), the National Professional Teachers Organisation of South Africa (NAPTOSA) and the Union of Teachers Organisations of South Africa (UTAGA) — are to form one body.

A Cape Teachers' Professional Association statement said, like the government of national unity, the three professional organisations were committed to a system of orderly negotiations, peace and a culture of teaching.

The statement did not specify when the unification would take place.

The organisation believed existing disparities and unfair discrimination in the service conditions of teachers in the former independent states and self-governing areas should be a high priority and should be corrected in the 1994/95 budget.

The statement also said the organised teaching profession would not insist on further general salary increases in the 1994/95 financial year although they reserved the right to do so. There would be a request that the individual tax scales be lowered.

The rationalisation of teaching staff in the combination of former state administrations should be done according to the general labour practices within the existing structures.

The same principle should be applied in the process of the establishment of the provincial education departments in the nine provinces of South Africa.
The South African Democratic Teachers Union which represents a key constituency in education is among those looking closely at the draft White Paper on education. **Tyrone August**, Features Writer, reports:

Sadtu singles out the development of the community in this process as well. "We need to begin a process of systematically skilling our people," said Nkosisi.

"For instance, in the rural areas, people need to be empowered around primary health care. Our people should have elementary information around areas like sanitation.

"And we don't just need a commitment from Government. We need to see a real programme and see ourselves playing a central role."

Sadtu offered to assist on a voluntary basis.

The union further argues that education and training need to be integrated to help this process of human resource development. "We need to bridge the imaginary gap between them," said Nkosisi.

"Ordinary people on the factory floor have to relate to the broad curriculum framework, be it a formal or non-formal schooling curriculum.

"There is an effort to attend to this in the draft but we need to go into that programme in a very real way."

Sadtu strongly feels that the national qualifications framework — which the draft White Paper addresses — should take into account the prior learning experience of people.

"We need to have a way of accrediting those people in order to ensure that they move upward," Nkosisi said.

Nkosisi emphasised the link between education and the economy: "There is no hope of economic success if you don't restructure fundamentally your education to cater for the majority."

Education should ensure that people are skilled. Otherwise, he said, the result is matriculated students who still cannot find employment because they do not have skills.

Curriculum restructuring is also of concern to Sadtu. "We need to remove all those elements which are objectionable and irrelevant and which indicate racial or gender bias," Nkosisi said.

Teachers are, once again, central to this process. "They are the people who implement the curriculum. So if you don't include teachers, there are bound to be serious problems," Nkosisi said.

Sadtu's education officer, Mr Aubrey Matilele, adds: "In the past, some technocrats or curriculum technicians sat somewhere far from the learning milieu and structured the curriculum.

"They then left it to teachers to unpack without any skill to do so. It was very, very unfair to the teachers and the education system. We want to see the curriculum being teacher-led."

Matilele said this was linked to teacher development. Unfortunately, however, the draft White Paper was vague about teacher development and training.

"If you don't come up with a very clear programme on teacher development all you are doing is an exercise in futility," said Nkosisi.

"There should be an overhaul of teacher training. We need a clear policy around upgrading and in-service training which the paper is very weak on."

An additional problem around teacher training was that most teachers were trained at college (a provincial competency), while some were trained at universities (a national competency).

"If you create a line of divide and say some teachers fall under a provincial competency and some under a national framework, there are serious problems," Nkosisi said.

This would affect the mobility of teachers between regions. And if each region designed its own curriculum, it would also hinder the mobility of students.

"Sadtu will campaign that teacher education becomes a national competency," said Nkosisi. "We cannot leave education to the whims of provincial legislators."

And in the absence of national standards, Sadtu was concerned some regions would use this to preserve apartheid laws. Sadtu would resist this, Nkosisi warned.

"We cannot allow people to cling to privileges inherited from apartheid," he said. "This is a political debate that deals with the fundamental transformation of our country."

Sadtu also called for the provision of education support services because schools have been severely affected by crime and other anti-social behaviour.

"Unfortunately, traumatised kids have been dealing with all these problems with helplessness teachers," said Nkosisi. He suggested support from social workers, psychologists and medical doctors.

He also called for administrative support: "Management of schools has been hampered and has affected the normal running of schools."

The White Paper addresses this but not as a priority. However, Sadtu praises the draft White Paper for its attitude on affirmative action, especially around gender equity.

"We want those women who have the talent and skills to be accorded access to positions (of authority)," said Nkosisi, adding that most local teachers were women.

In general, Sadtu is positive about the draft White Paper. To quote Nkosisi: "It marks the elevation of education from the scrapheap to an item that is foremost on the agenda."

If you create a line of divide and say some teachers fall under a provincial competency and some under a national framework, there are serious problems
Paarl teachers in strike

Staff Reporter

TEACHERS at Desmond Tutu High School in Paarl are refusing to teach, demanding the Department of Education and Training secure the school after the principal was threatened by a pupil with a firearm.

Principal Mr N Nduzo said the pupil was expelled earlier this year for threatening two teachers with a gun.

Last week, Mr Nduzo was handing out exam questionnaires to pupils, but refused to give one to the pupil.

"He threatened me with a gun in a classroom filled with pupils. I told him to calm down, some of the pupils were terrified," Mr Nduzo said.

Mr Nduzo laid a charge of pointing of a firearm against the pupil.

A DET spokesman said yesterday a meeting had been set up with parents, teachers and pupils.
Teacher strike
in North-West

Johannesburg

Teaching came to a halt at schools falling under the Jericho circuit of education near Brits in the North-West yesterday when more than 1,500 teachers went on strike.

South African Democratic Teachers' Union spokesman Mr Rapula Thage said the decision to strike was taken at a meeting on Thursday.

He said education authorities were dragging their feet over salary parity. — Sapa
Teachers reject pay offer

PRETORIA. — Teachers’ associations and unions rejected yesterday a government offer of a six percent salary increase for the lowest paid educators.

Mr Corrie Rademeyer, spokesman for the Department of Education, said the offer was rejected during negotiations in the bargaining unit of the Education Labour Relations Council.

"The offer was an increase of six percent for the lowest paid, scaling down to no increase at a salary of about R47 000," he said. Mr Rademeyer said the teachers’ representatives wanted an increase of about 18.4% of the total annual salary after parity was achieved.

This should be calculated from September 1 this year to March 31, 1968. Mr Rademeyer said this meant the state would have to raise an extra R3.8 billion. — Sapa
Teachers reject offer

By Claire Keeton

TEACHERS’ associations and trade unions yesterday rejected a Government offer of a six percent salary increase for staff at the lowest-paid levels.

The four major teachers’ organisations, representing nearly 200 000 teachers, asked that their rejection be conveyed to the State by its delegation.

The two parties, engaged in wage talks in the Education Labour Relations Council, will set a date later to resume negotiations. 21/11/94

The Department of Education communications director, Corrie Rademeyer, said in a statement that the State’s offer was made to address the minimum wage issue.

The package was tailored for educators consisting of an increase of six percent at the lowest-paid level, scaling down to no increase at a salary level of about R47 000. (32)

Rademeyer said the teachers’ representatives wanted an increase of about 18.4 percent of the total annual salary expenditure after parity was achieved.

This would be calculated from September 1 this year to March 31 1996, requiring the State to raise an additional R5.8 billion. Rademeyer said the State saw the formation of a Task Team to develop a plan for a long-term integrated, uniform and coherent strategy on conditions of service.

The Education Labour Relations Council can establish such a team.

The State’s offer took into account the aims of the RDP, the need for the transformation of the broad Public Service and the teachers’ substantiation of their wage demands.

Attempts yesterday to reach the teachers’ organisations — the Teachers Federal Council, the National Professional Teachers Association, the Union of Teachers Associations of South Africa and the South African Democratic Teachers Union — were unsuccessful.

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Teachers dismayed at pay offer

JOHANNESBURG. — South Africa’s largest teacher organisation expressed dismay on Saturday at a government salary increase offer that fell 17% short of its own demands, but stopped short of announcing any intention to call a strike. The SA Democratic Teachers’ Union (Sadtu) decided the government’s 1.4% offer fell far short of meeting teachers’ basic needs.

Sadtu general secretary Mr Thulas Nxesi said teachers had wanted 18.4% and were disgusted with the government’s offer.

Sadtu members — about one-third of South Africa’s teachers — would discuss the matter further before deciding on a course of action, Mr Nxesi said.

“This is going to demoralise teachers and add to the frustrations they already have. It has come at a very unfortunate time.”

Sadtu claims a membership of 110 000 of South Africa’s estimated 380 000 teachers, mostly at black schools.

Sadtu president Mr Biggies Mabandla said education authorities ought to recognise that Sadtu represented the majority of teachers engaged in educating most school pupils.

Sadtu officials expressed regret and anger at the slow pace of change in various education departments.

The present bureaucracy remained mainly white Afrikaner men schooled in the old apartheid system. — Sapa
Teachers to form new federation

A new era in the history of the organised teaching profession is to be ushered in on Friday when 60 percent of organised teachers unite under the umbrella of a single federal teachers' organisation.

The federation, which will operate at national level, will bring together the 17 teacher organisations loosely organised under the National Professional Teachers' Organisation (Naptosa), the Teachers' Federal Council and the Union of Teachers' Associations of South Africa.

The formation of the new federation will reduce the number of teachers' organisations recognised by the new Department of Education to only two. (321)

Previously, the three organisations as well as the South African Democratic Teachers Union were recognised. The new federation will adopt the name Naptosa. — Staff Reporter.
Teachers to form new federation

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Previously, the three organisations as well as the South African Democratic Teachers' Union were recognised. The new federation will adopt the name Naptosa. — Staff Reporter.
Govt pay offer spells trouble, warns Sadtu

THE SA Democratic Teachers' Union's unequivocal rejection of government's 1.4% pay offer could have serious implications for the 1995 academic year, union general secretary Thulas Nxesi said yesterday.

"Schools might close on a bad note and reopen on a chaotic note," he warned.

Nxesi said Sadtu - which represents about 110 000 teachers - had given government two weeks in which to revise its current 1.4% offer tabled in response to the unions' 16.4% demand. Nxesi said teachers in the lowest pay category had been offered a 6.8% increase.

This was unacceptable as fewer than 30% of all teachers fell into the two lowest paid categories and those earning more than R42 000 a year would receive negligible pay increases.

"This is effectively a wage freeze," Nxesi said, adding that teachers had received below-inflation increases for several years and government's desire to perpetuate this practice was of concern.

The union believed government's budgetary process was not transparent as claimed, as Sadtu had not been given an opportunity to state its case when the budget for salary increments was drawn up.

Nxesi stressed Sadtu had not called for any industrial action during exams or marking, and no firm plans were in place for disruptions next year. But some action could not be ruled out unless a significantly better offer was tabled.

However, talks were being conducted to discuss the current state of play.

Although no date had been set for further salary negotiations under the auspices of the Education Labour Relations Council, Sadtu would not close its door to discussions. A bilateral meeting with Education Minister Sibusiso Beza could not be ruled out, Nxesi said.

Sadtu also rejected the practice of filling teaching vacancies along ethnic lines and called on government to advertise posts nationally and break an apparent stanglehold by education department bureaucrats on appraising candidates for posts.
Teachers issue ultimatum

‘Improve pay increase or face action’

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The South African Democratic Teachers’ Union (Sadtu) has rejected the Government’s 1.4 percent pay increase offer and given it a two-week ultimatum to improve its offer or face action from the organisation’s 110,000 members.

Sadtu general secretary Thulas Nxesi warned in Johannesburg yesterday that teachers were an extremely unhappy lot. He said there was a perception on the ground that wage negotiations were not delivering.

He said the union would start holding branch and regional meetings to discuss the plan of action and lobby community organisations for support. The union expects feedback in January.

CATALYST

The union also seeks a meeting with Education Minister Sibusiso Bengu in order to avoid a chaotic start to schooling next year.

Sadtu assured that no action was planned to disrupt the end-of-year exams.

Nxesi argued that the State’s offer disregarded the general well-being of teachers who had had to endure low single-digit increases during the apartheid years.

“The increase by the State is reminiscent of those years of struggle, with little or no scope of alleviating their plight. The offer is not commensurate with the current rate of inflation.”

“Sadtu, which has tabled a demand for an 18.4 percent salary increase, said it was unhappy with the progress made in the Education Labour Relations Council and the process to transform the entire education system.

The union, however, remained committed to negotiations but warned that the Government should improve on its offer as Sadtu would not negotiate for nothing.”

“All posts, regardless of which department they belong to, should be advertised in a single bulletin to give people confidence that we have a single education system. What we’re seeing now is the perpetuation of the old system in the new order,” Nxesi said.

Sadtu also announced that its national council — the organisation’s highest decision-making body — had taken a policy decision to campaign for the abolition of Model C schools.
Teachers’ demand for 18.4% hike repeated

THE National Professional Teachers’ Organisation of SA (Naptosa) yesterday reiterated its demand for a salary increase of 18.4% at its founding meeting in Pretoria.

Naptosa was relaunched yesterday when the 18 member organisations of three national teachers' federations, representing 98% of the organised teaching profession in South Africa, formed a single teachers' federation. Absorbed into Naptosa were the Teachers' Federal Council and the Union of Teachers' Associations of SA.
Cape teachers unite ranks

Staff Reporter

A UNITED teachers' body, the Cape Council of Teachers' Organisations (CCTO) was last night launched at a banquet in Newlands, ending years of apartheid-style division in the ranks of teachers.

The CCTO is comprised of five teachers' organisations, the Cape African Teachers' Union (CATU), the Cape Teachers' Professional Association (CTPA), the SA Association for Technical and Vocational Education (SAATVE), the Suid-Afrikaanse Onderwysers (SAOU) and the South African Teachers' Association (SATA).

CCTO secretary Mr Michael Reeler described the organisation as "federal", saying the five teachers' bodies of which it was comprised would retain their autonomy initially but their objective was to merge into a single organisation with a trade union function.

He said the CCTO was not formed to oppose more radical teachers' bodies such as the South Africa Democratic Teachers' Association (Sadtu), but to re-unify teachers who were "split up as a result of the apartheid split in the national education department along racial lines".

"None of the organisations had racial division in their constitutions but in practical terms they were racially divided. They want to end all that and stand together from now on," said Mr Reeler.

Guest speaker Mr Leepile Tshunya, principal of the strife-torn Katlehong High School near Johannesburg since 1976 and president of the National Professional Teachers' Organisation of SA, said he was "very pleased" that teachers of different races had been able to set up the organisation.

"It means they have overcome the hurdles and terrible difficulties of the divided education department," he said.

Mr Chris Jaftha, principal of the Portauve Primary School in Athlone and deputy president of the CTPA, was elected chairman of the CCTO.
Teachers' positions spark a big row

By AYESHA ISMAIL

A SHOWDOWN is looming between South Africa's two largest teacher organisations over the filling of promotion posts.

The South African Democratic Teachers' Union (Sadtu) has called on national education minister Dr Sibusiso Bengu to freeze the filling of these posts until "acceptable procedures and criteria have been negotiated".

But the Cape Teachers' Professional Association (CTPA) has demanded that all posts advertised during 1994 be filled and teachers appointed be allowed to assume their duties on January 1, 1995.

President of the CTPA, Mr Archie Vertgoine, this week expressed concern over the delay in appointing teachers to promotion posts.

Unfair

"Teachers have been requested to act in senior positions without remuneration since June 1993.

"It is unfair labour practice and immoral to expect teachers to perform duties not commensurate with their posts and not to be remunerated for the extra duties and responsibilities."

Teachers in the Education and Culture Service (ex-House of Representatives) have complained to the Sunday Times that, while promotions posts in their department are frozen, their counterparts in the former House of Delegates (Indians) and House of Assembly (Whites) who applied for these posts have already been promoted.

Promotions in the former black Department of Education and Training have also been frozen.

Sadtu education officer Aubrey Motole demanded that the position of teachers who had been promoted must be reviewed as "apartheid is being perpetuated".

[321]
Thousands could be retrenched

By ANTHONY JOHNSON
Political Correspondent

BETWEEN 3,000 and 4,000 teachers in former House of Representatives schools in the Western Cape could be given three-months' notice next year, the Democratic Party said yesterday.

DP education spokesman in the Western Cape and former UWC principal Professor Richard van der Ross described as "disconcerting" the announcement by the provisional head of education in the Western Cape, Dr F Knetze, that large-scale retrenchments of teachers were likely next year.

But Prof Van der Ross, a member of the provincial legislature, said the DP's information was that the cutbacks would not, as in the past, take place by teachers accepting early retirement packages. Instead, they would be given three months' notice, ending their service by the end of June 1995.

Prof Van der Ross said: "The DP strongly urges that the division of funds to the different provincial portfolios be reconsidered, so as to give priority to education and avoid the retrenchments."

It was unacceptable for the central government to declare compulsory education for nine years, and at the same time drastically reduce the money available to education.
NEW LABOUR COUNCIL TO TACKLE TEACHER PROBLEMS

By WALTER VAN BEEUWEN

The new Labour government, which is expected to be installed by the end of the year, has announced a series of sweeping reforms aimed at improving the quality of education in South Africa. The government has already introduced a new education policy which will be implemented over the next few years.

The new Labour government has promised to provide more funding for education, as well as to increase the number of qualified teachers in the country. The government has also pledged to provide more support for schools, including additional resources and better training for teachers.

The new Labour government is also committed to addressing the issue of teacher shortages, which has been a major problem in South Africa. The government has already announced plans to increase the number of teacher training programs, as well as to provide incentives for teachers to work in underprivileged areas.

The new Labour government has also promised to improve the standard of education in South Africa, by focusing on areas such as curriculum development, teacher training, and student assessments.

The government has also announced plans to introduce new legislation aimed at protecting the rights of students, as well as to improve the accountability of schools.

The new Labour government is determined to ensure that all South African children have access to a quality education, and that the country's educational system is able to meet the needs of the future.
Education boss' comments slammed

By CHRIS BATeman

THE South African Democratic Teachers' Union (Sadtu) yesterday described comments by acting head of Western Cape education, Dr F.L. Knoetze — that 3,000-4,000 teachers could be axed next year — as "grossly irresponsible and insensitive".

Dr Knoetze told Western Cape principals the limited education budget would mean retrenchments were "unavoidable," later quantifying this as being between 3,000 and 4,000 teachers in the former House of Representatives.

He said the teachers could be given notice in June next year.

Sadtu said Dr Knoetze had "sensationalised" the issue and instilled "fear and uncertainty into the thousands of temporary teachers who traumatised through this kind of crisis every year".

Dr Knoetze also predicted severe cuts for former white and coloured education departments in the coming single education department merger, which was "unlikely" to be complete before the end of March next year.
HURT AND ANGRY: adultery and terrorism who claimed -

\[ Image of a man being punched by a woman. \]

BY GENE FEASTER

No, Kathirs, in this store please.

December 2 to December 6, 1994

SOUTHEASTERN 13

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Bengu assures
teacher union

PRETORIA. — Progress was being made in dealing with disparities in service conditions, including gender disparities, Education Minister Professor Sibusiso Bengu assured a teachers' delegation here.

Prof Bengu met representatives of the National Association of Professional Teachers' Organisations (Naptosa) on Friday for an "urgent interview" sought by Naptosa.

The issue of service conditions would be finalised "soon" with the Education Labour Relations Council, a ministry statement said. — Sapa
Poll to test support among teachers

By Claire Keeton

A NATIONAL referendum among teachers would accurately assess support for the competing teacher bodies, according to the South African Democratic Teachers Union.

Sadtu has challenged the National Professional Teachers Organisation of South Africa to a referendum, and claimed Naptosa’s support base would be shown to be 20 percent and not 60 percent.

Naptosa said support was reflected by subscription-paying members. It said it could provide accurate evidence of its support.

It said Sadtu was unable to provide adequate evidence of such support in the Education Labour Relations Council. Naptosa said: “Naptosa fails to understand what Sadtu’s problem is ... a national referendum will not cure Sadtu’s inability to establish who their members are.”

Sadtu claimed teachers were obliged to join certain Naptosa affiliates to obtain or keep their jobs.

Attacking its rival, Sadtu said: “Naptosa has no support base among members, regularly fails to consult even its limited membership, and by practice retains lawyers to represent teachers’ interests.”

Sadtu said the newly reconstituted Naptosa was still based on ethnic associations, which was why the international teaching community was unwilling to accept its membership.

Sadtu is at present the only teachers’ organisation recognised by Education International, which represents 20 million teachers.
Teachers threaten to take Bengu to court

By AYESHA ISMAIL

THE Union of Teacher Associations of South Africa (Utasa) yesterday threatened to take the national education minister to court to force him to allow all vacant teaching posts to be filled by January 1.

The row revolves around posts advertised earlier this year, which were subsequently frozen on the minister's instructions.

The teachers' anger boiled over after a circular was sent to schools administered by the Department of Education and Culture earlier this week informing them that only the most junior and heads of department posts could be filled.

The filling of other more senior vacancies "must be referred to the relevant provincial ministers of education," the circular said.

Utasa president Archie Vergofine said the possibility of taking legal action against Education minister Dr Sibusiso Bengu would be urgently discussed by the National Association of Professional Teachers of South Africa (Naptosa).

He said it would be impossible to fill the junior posts "if there is no upward movement".

"Almost all our former House of Representatives schools are without their top structure, as most senior staff accepted the early retirement package last year," he said.

Dr Bengu is also heading for a showdown with members of the South African Democratic Teachers' Association (Sadtu), the largest teachers' union.

Earlier this year Sadtu called on its members not to apply for posts which were advertised, until "acceptable procedures and criteria had been negotiated".

"While Sadtu called for a moratorium, we were quite mindful of the fact that it was not only being dishonoured by Sadtu members, but also by the national minister himself who had succumbed to pressure by the Naptosa contingent," Sadtu regional spokesman Basil Snayer said.
Sadtu opposes intervention

JOHANNESBURG. —
The SA Democratic Teachers' Union opposes any political intervention that undermines collective bargaining.

It said this in responding yesterday to Wednesday's talks between Sadtu, the National Professional Teachers' Organisation and deputy presidents Thabo Mbeki and F W de Klerk.

Any salary offers should be handled by the Education Labour Relations Council. —
Sapa (21)
A NEW body was formed last week to find ways to prevent the retrenchment of thousands of teachers next June.

The joint advisory committee was formed by the Cape Council of Teachers' Organisations (CCTO) and the South African Democratic Teachers' Union (Sadtu) to work with the education department to find alternatives to retrenchment.

But CCTO chairperson, Mr Chris Japhta, said “rationalisation was a reality”.

“For those ending their studies this year there will certainly be no posts,” he said. “What purpose is there in training people purely for retrenchment?”

Dr Terence Fredericks, rector of the Bellville College of Education, said he expected 260 third-year and 140 fourth-year students to graduate this year.

“The situation is grim for these teachers. Communication from education authorities via the press is that the province faces a great many problems. But not much detail is given,” Dr Fredericks said.

He said the department of education believes too many teachers are being trained by the former House of Representatives and that there are not enough schools to accommodate them all.

“There are posts in the former Department of Education and Training, but these teachers don’t have enough classrooms to use,” Dr Fredericks said.

“And even if more classrooms were provided, many white or coloured teachers would still be unable to teach in those schools because of the language barrier.”

He said many third-year students prefer to enrol for an extra year rather than “try futilely” to get posts.

“While 50 percent of the graduates are not from urban areas, few go back to their home towns because there are not enough incentives for them,” Dr Fredericks said.

“This means that the few posts available in the cities are more in demand.

“Not enough teachers are retiring to make room for new teachers. If the retirement age was lowered from 65 to perhaps 60 or 55, posts might be more available.”
Positive note in teachers' salary talks

By Claire Keeton

WAGE negotiations between teachers' organisations and the Government have taken their first step forward after months of deadlock.

President of the National Professional Teachers Organisation in South Africa Mr Leepile Tanyane said he now hoped the negotiations would produce positive results in the short and medium term.

He announced this after teacher bodies met earlier this week with Deputy Presidents Mr Thabo Mbeki and Mr FW de Klerk and Education Minister Mr Sibusiso Bengu.

"Increasing dissatisfaction regarding general salary adjustments for educators and the fact that the negotiation process has not progressed satisfactorily gave rise to the discussions."

Tanyane said they agreed that collective bargaining would take place in the Education Labour Relations Council on a three-year plan, regarding the extent of the education budget and salary improvements for educators.

"As an interim measure, the Cabinet will give further attention to a contingency plan regarding possible salary improvements for all educators in the 1995-96 financial year," Tanyane said.

In addition, assurances were given that the tax levy imposed on everybody earning more than R50 000 after the April general election will not be continued after June 1995.

The teaching bodies met the politicians separately from other public service employee organisations, allowing Naptosa to clearly convey the particular circumstances and needs of educators.
Sadtu branch says no to salary offer

The South African Democratic Teachers Union in the Eastern Cape has rejected the Government's 1.4 percent salary increase offer.

Sadtu general secretary Mr Mxolisi Dimaza said yesterday the organisation was dismayed at the offer and rejected it.

"It falls far short of meeting the demands and needs of teachers taking into account the current rate of inflation. Teachers in previous years have accepted salary increases far below the inflation rate.

"We have serious concerns at the haphazard and inconsistent manner in which representatives of the state have conducted the issue of negotiations including parity," Dimaza said.

He said Sadtu had responded to the offer by deciding to set up a task team to formulate proposals on salary increases to encompass a three-year plan.

Dimaza said the organisation would have to consult its membership on the implications of such proposals and obtain a suitable mandate.

He said Sadtu was concerned that the lack of visible progress in restructuring education would result in a major crisis.

— Ecnu.
Cabinet to look for extra funds

No solutions in talks on teachers' salaries

BY JUSTICE MALALA

Teachers will spend an uncertain festive season after negotiations on salary increases and the future of their jobs failed.

Last week's talks were postponed to next month after Deputy Presidents Thabo Mbeki and F W de Klerk's suggestions to end the impasse were rejected.

The Cabinet will first review the matter and see if it cannot provide emergency funds for the teaching sector.

Discussions on rationalisation and the transfer of teachers from the different departments into the single Department of Education ended on Tuesday without a solution being reached.

The SA Democratic Teachers' Union (Sadtu) said yesterday it would take some form of action if the Government did not resolve the salary impasse, restructure the teaching profession and implement affirmative action.

Sadtu secretary-general Thusi Nxesi said morale among teachers was low due to the uncertainty about salaries.

The unions have rejected salary increase offers from the Government in the past four months of negotiations.

Last week the Government told the teachers' unions it was impossible to increase salaries on the current Budget.

It proposed the formation of a task team to investigate salary-related matters and come up with recommendations to be implemented over a three-year period.

Nxesi said the restructuring of the different education departments was "urgent".

He added that the changes had to be implemented with firm affirmative action policies.

The National Professional Teachers' Organisation has however expressed optimism that an amicable conclusion to the salary negotiations may be reached.

Sapa reports that apartheid-era bureaucrats dominate bodies set up to restructure education and are frustrating change and imposing their own secret agenda, according to Sadtu.

'It has come to Sadtu's attention these bodies are dominated by bureaucrats of the former education departments who show scant regard for the urgency of restructuring education," the union said.
TEACHERS - GENERAL

1995

JANUARY - MAY
Teachers urge govt to improve education

JOHANNESBURG. — Last year's matric results are viewed in a "very serious light" and the government should improve education, the South African Democratic Teachers' Union (Sadtu) said here yesterday.

Sadtu said "it prevailed on the ANC-led government to translate its pronouncement that education is a top priority into reality".

The union warned it would not be lulled into a sense of inactivity by "the release of high-handed policy statements that are devoid of any action".

The matric results were released last week and reflected a national pass rate of 58.1%.

Sadtu attributed the "poor" pass rate to apartheid and its legacy of ethnic diversity, disparity in the funding of education and the continued administration of education by "the old bureaucracy".

The union said teachers' salaries and working conditions had to be improved to boost their morale. — Sapa
Teachers face hard
More than 11,000 recently qualified teachers in the Northern Transvaal are without work, MEC for education in the province Dr Aaron Motsoaledi revealed this week.

And while some of the teachers would be employed after the introduction of the new budget in April and as the department strives to eradicate overcrowding in classrooms, the majority could still be roaming the streets after April.

Motsoaledi said his department would be implementing a programme which would strive to achieve a teacher pupil ratio of 1:40. It is known that in some parts of the country the ratio is 1:100.

He said if the programme — costing millions of rands in teachers’ salaries — was fully implemented, about 8,000 extra teachers would be employed. This would, however, still leave more than 3,000 teachers without jobs.

Motsoaledi’s department could not say yesterday exactly how many teachers would be employed, but departmental sources said the majority of teachers might not get posts as there were a multitude of claims for a share of the new budget.

He said the issue of employment was aggravated by the fact that while mathematics and science teachers were in demand throughout the province, only 880 of the total figure of the 11,000 could teach these subjects.

Explaining the lack of resources, Motsoaledi said the province needed 35,000 classrooms, which could cost a R1 billion.

Realising the classrooms could not be built in the short-term, Motsoaledi is spearheading a campaign to educate the community on the legacy of the apartheid education.

The campaign seeks to identify under-utilised buildings such as churches and halls which could be used as classrooms.

He said the South African National Defence Force had also been approached to erect tents to be used as classrooms.

And the Northern Transvaal is not the only province with a high number of unemployed graduate teachers.

South African Democratic Teachers Union education officer Mr Aubrey Matole said yesterday: “Gauteng has a high rate but conditions in other regions are even worse. There are many reasons for the unemployment and we don’t have the resources to redirect teachers to where they are most needed.”

He singled out Northern Transvaal as one of the worst regions for unemployment, but said he was unable to give statistics.

Sadtu, he added, would this year launch a campaign to tackle the problem.

Gauteng education MEC Mrs Mary Metcalfe said yesterday budgetary problems had limited the province’s ability to employ enough teachers. She estimated the teaching post backlog at 2,000.
Teachers walk out of pay meeting with govt

JOHANNESBURG. — The South African Democratic Teachers’ Union (Sadtu) walked out of pay talks with the government yesterday because they were making no progress, secretary-general Mr Thulas Nxesi said.

He said here Sadtu was also suspending talks on other issues.

“Our members have expressed frustration about the pace of negotiations,” he said. If “pushed into a corner” the union would strike, although it was not looming at present.

Mr Nxesi said the union rejected the state’s “dismissive” offer of a 1.4% pay rise, against Sadtu’s demand for 18.4%.

Sadtu was also unhappy about the slow integration of teachers in former homelands and the setting up of a single education department.

“While we are committed to a culture of learning and teaching, we need to create conditions conducive to teaching rather than further demoralising this crucial work-force,” he said.

Department of Education spokesman Mr Corrie Radebe Meyer said he regretted Sadtu’s walk-out.

— Sapa
Strike threat as teachers walk out of wage talks

The Argus Correspondent

JOHANNESBURG. — Representatives of nearly 400 000 teachers have walked out of salary negotiations with the government.

Representatives of the National Professional Teachers Organisation of South Africa (Naptosa) and the South African Democratic Teachers Union (Sadtu) abandoned negotiations yesterday after being told no proper salary offers would be presented until after a cabinet meeting on Wednesday.

Sadtu secretary-general Thulasi Nxesi said if the cabinet did not review the state's current offer the organisation would consider what action to take.

“There are various options open to us. What must be clear is that we have, as workers, the right to strike and we will take that option as and when necessary,” he said.
Walkout

Teachers in Pay

Siovo's final destination
Teachers threaten to strike over pay

AS SCHOOLS got down to work yesterday, the SA Democratic Teachers' Union (Sadtu) threatened industrial action if members' demands for an 16.4% wage increase were not met.

Sadtu general secretary Thulas Nxesi said: "If we are pushed into a corner we will not waver from our democratic right to strike." Sadtu negotiators walked out of wage talks with the Educational Labour Relations Council yesterday because of the council's inability to deliver on critical issues, he said.

Sapa reports the state was offering a pay rise of 1.4%. Education Department spokesman Corrie Rademeyer said he regretted Sadtu's walk-out.

KATHRYN STRACHAN reports that while many of the problems of registering pupils were being resolved, there were still problems of pupils who could not find places.

The Soweto Education Co-ordinating Committee (SECC) said more than 100 pupils queued outside its office for help. SECC spokesman Jolly Matongo said many children had been turned away from schools because they could not pay fees.

The SECC was telling schools that children could not be refused admission on this basis.

Matongo said many school buildings were in a state of disrepair.

Gauteng education spokesman Robinson Ramaite said plans for building and repairing classrooms would be released with the Budget.

A reconstruction and development programme (RDP) allocation of R11m had been made to a project to revive the culture of learning and teaching.

Education ministry spokesman Lincoln Mali said provincial structures had coped well in solving problems, indicating that the ministry's primary task — devolving powers and functions to provinces — had been a success.

Education minister Mary Metcalfe, who visited Gauteng schools with premier Tokyo Sexwane yesterday, said areas of rapid urbanisation were problematic. The education ministry would start identifying schools with the most urgent needs.

Where buildings and morale were in danger of collapse, communities had to become involved, she said.

Sexwane said pupils had a better chance to fulfill their aspirations than ever before.

"In the past you could not go high because of a ceiling put there by apartheid. We have smashed this ceiling. The sky is now the limit. Do not think of becoming a taxi driver, think of becoming a pilot."

Gauteng Freedom Front education spokesman Christo Landman said the Afrikaner had no moral grounds for keeping other races out of his schools, considering the shortage of funds and facilities for education. However, it appeared "as if the new policy in Gauteng shows little respect for the right to self-determination of autonomous management bodies of semi-state schools."
Teachers' posts will be cut, Oickers warns

Staff Reporter

SEVERE cuts in the education budget will mean some teachers' posts will be scrapped this year, Western Cape Education Minister Mrs Martha Oickers said yesterday.

If schools want to keep the teachers who have been axed, parents will have to pay their salaries, she said.

"Because of severe cuts in the education budget for 1995/96, it is inevitable that teaching posts will be abolished during the year, and not only those in Model C schools," Mrs Oickers said yesterday.

She said the number of teaching posts allocated to a specific school will be in accordance with new staffing tables which were being considered.

"Any school wishing to appoint extra teachers may do so on condition parents pay their salaries," she said.

She said the fate of Model C schools is still unknown as the central education ministry had not yet completed its investigation.

Some schools with a poor pupil-teacher ratio had been identified.

They would receive extra staff after the enrolment for 1995 had been checked.
Delays in placing new qualifiers

STAFF REPORTER

There are too few vacant teaching posts in Gauteng schools to absorb all unemployed teachers, the provincial ministry of education has cautioned.

Ministry official Robinson Ramaite yesterday announced a two-week delay in the advertising of existing vacancies.

"The posts at entry level into the teaching profession (level one) were scheduled to be released on January 16," he explained. "However, due to delays in receiving information from schools about actual enrolment, it is only possible to advertise the posts at the end of January."

He added that the provincial government would only be in a position to tackle the teacher shortage after the 1995/6 budget had been passed.

The advertising of promotion posts for teachers would probably take place in mid-February.
Not all will get jobs

MANY unemployed teachers in Gauteng could still be jobless after teaching posts are advertised on January 31.

Gauteng education spokesman Mr Robinson Ramaitse said teaching posts would only be clarified with the 1995-96 budget.

"We must caution schools and unemployed teachers that the number of posts to be advertised are by no means adequate to ensure that every teacher is employed," he said. Vacant teaching posts for Level One will be advertised at the end of the month — instead of this week — because schools have delayed sending information about enrolments to the department.
No teachers as classrooms unlocked

By Zingisa Mkhuma

Doors to all classrooms at Lechela Primary were unlocked yesterday and its 500 pupils allowed in for the first time since schools reopened last week.

When The Star visited the school later in the morning, there was not a teacher to be found.

Volunteers were taking care of the pupils.

However, after talks with teachers and the community, the Gauteng Education Department promised that the problem of staffing would be resolved by the end of the week.

Lawrence Jacobs, an adviser to Education MEC Mary Metcalfe, said teachers would be seconded from overstaffed schools.

The department had enlisted the help of principals, teachers and the Soweto community to find these teachers.

He added that a group of unemployed teachers had been waiting outside the school, and that 15 of them had been employed and deployed to other schools.

Negotiations between the government and the rest of this group were continuing.

Jacobs warned, however, that the new teachers could be employed only on a temporary basis, as the present budget did not cater for new posts.

"The school will be staffed by the end of the week. On Sunday we are holding a meeting with the community regarding new teachers."
Teachers plan protest

By Dan Fupe

TODAY’S planned protest march on the offices of the Department of Education and Training in Benoni by members of the South African Democratic Teach-

ers Union’s Daveyton branch will be the climax of many unsolved problems, union officials said yesterday.

The march, scheduled to start at noon from the Rivoni High School, will be preceded by a short meeting at the school.

According to Sadtu branch chairman Mr David Hlabane at least 1 000 protestors are expected to take part in the march.

Sadtu said their grievances with the area management office, headed by Mr Abia Mahlase, were many and based on “management’s lack of trust and confidence in the union’s contributions to sensitive educational matters”.

Accusations levelled against management include:

- Lack of proper consultation;
- Haphazard transfer of teachers to remote areas;
- Management’s unilateral creation of junior primary schools at the expense of existing senior primaries;
- That rationalisation at schools does not redress past shortfalls;
- The provision to accommodate Standard 6-pupils at secondary schools if terms of manpower was not thoroughly researched by the department; and
- Management’s claim that the Tswanana language at Lotsha primary schools was dwindling was false.

Mahlase said his office was in possession of a note calling for the union’s meeting but was not aware of the march to his offices.

He said allegations by Sadtu would only be attended to after the union had tabled them in a memorandum.
Teachers, pupils in protest

Staff Reporter

ABOUT 200 teachers and pupils yesterday staged a sit-in protest at the Bellville offices of the Department of Education and Training to demand more teachers for their school in Strand.

A DET source who did not wish to be named said seven teaching posts were recently made available for the Umnqoppiso School in Strand, but the “two bus-loads” of teachers and pupils felt more teachers were needed and staged the sit-in demonstration to highlight their plight.

The sit-in took place from about 10am till shortly after 1pm. cp 21III85
Teachers reject politics in class

A NEW teacher association was launched at the weekend with the aim of taking the focus away from politics and back into the classroom.

The Association of Professional Teachers represents about 10,000 teachers. It is an amalgamation of the former Transvaal Teachers' Association, the Transvaal Association of Teachers and other bodies.

President Anthony Swartz said while the new association would fight for improved teacher salaries and service conditions, members believed schooling should not be disrupted by teacher politics and striking would be a last resort.

He said many teachers were fed up with the politicisation of education and wanted a body which enhanced their profession, upgraded their skills and made the education of the child paramount.

Members came from all races, he said, and the association would focus on building a nonracial education fraternity.

One of the first projects was to launch a national teacher education programme which would supplement distance learning with seminars held at the workplace. At present most in-service training is done by correspondence.

Edward West reports that the Western Cape education department and the National Education Co-ordinating Committee yesterday agreed to form joint sub-committees to oversee the occupation by pupils of four underutilised schools, education department head Johan Knoetze said yesterday. This follows the occupation of two schools in the Western Cape since schools opened earlier this month.

Space reports Deputy Education Minister Renier Schoeman said yesterday that community perceptions should be strengthened so that the new education system was accepted as legitimate and fair.

Schoeman said four steps were required to ensure that the transition in education proceeded smoothly.

These included the restoration of the human rights balance and acknowledgement of the right of communities to associate freely and to determine the ethos of the schools which served them.

The other steps were to spell out the inability of the state to fund compulsory education while acknowledging the concept of state-aided education as a legitimate and cost-effective way of providing education at all levels; and the phasing in of affordable teacher-pupil ratios over a period of time.
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New corps to retrain troops

GAVIN STAFFORD

THE SERVICE Corps of the SA National Defence Force, which will provide training for more than 30,000 demobilised military personnel during the rationalisation of the force, was launched by Defence Minister Joe Modise at Dunmore military base on the East Rand yesterday.

He said the Service Corps would give SANDF members the skills to enable them to be employed in development and maintenance projects.

Modise announced that Taiwan had given R14m towards establishing a vocational training centre at Marienwa military base, adjacent to Dunmore.

Modise said that if the intake of the Service Corps would be 400 and up to 6000 would be taken on in 1996.

Roads jams... those flee
Unpaid teachers stage Jo’burg sit-in

EDUCATION REPORTER

Disgruntled teachers occupied the Johannesburg regional offices of the former House of Representatives (HoR) yesterday for the second time this week to demand their December and January salaries.

About 40 teachers from Klipspruit West Secondary School occupied the offices yesterday and about 61 teachers of Missouri High School in Eldorado Park sat in peacefully on Wednesday.

A Klipspruit West teacher, who did not want to be named, said her colleagues had embarked on the chalking down because 15 temporary teachers had not received their salaries for December and January.

She said several inquiries to the HoR had met with very little response.

"They always tell us that there is nothing they can do because they must receive instructions from Cape Town. But our principal cannot get through to Cape Town even though he has tried repeatedly.

"Now we are battling to make ends meet and still we are not being paid. Our situations are desperate. We have had enough and will not teach until they pay us," she said.

HoR spokesman Theresa Hanekom said yesterday the problem had been noted and the names of the temporary teachers who had not been paid had been forwarded to Cape Town.

Their salaries were expected to be processed immediately, she said.

Hanekom added that she did not know the reason for the delay, but the matter of late payment were being sorted out.

"Although a single education department came into existence at the beginning of this year, the old education departments, under the old government are still operational in the different provinces to oversee the transition. They will hand over the reins to a single education department on April 1."
NEWS  Cops’ racist language comes to

Sadtu in new move

By Claire Keeton

NEGOTIATIONS over teachers’ salaries should be concluded speedily in order to avoid unrest in the profession, the South African Democratic Teachers’ Union said yesterday. (521)

This was one of the key resolutions taken by Sadtu’s national executive committee at their first meeting this year which was held in Johannesburg from February 3 to 5.

Sadtu spokesperson Miss Kate Skinner said the union had observed the lack of progress around salary negotiations, while expectations of salary improvements had been created among teachers.

“It noted that the issue has serious political implications and that there is an urgent need to deliver in the broad area of service benefits to avoid labour unrest,” Skinner said.

She said Sadtu planned to campaign for the immediate implementation of parity in service conditions among teachers and the union was calling for the restructuring of salary scales.

A review of the policy development and processes around the curriculum was seen as necessary by Sadtu, which expressed dissatisfaction that “apartheid officials had unduly influenced the first phase of the curriculum revision process”.

Teachers quit talks on budget

Staff Reporter

EDUCATION budget cuts that could cost thousands of teachers their jobs have led the Cape Council of Teachers' Organisations (CCTO) to suspend its participation in the Interim Consultative Committee on Staffing.

The CCTO said its delegation had walked out of a meeting with the consultative committee on Monday when it became clear that thousands of teachers were going to lose their jobs.

The CCTO incorporates the Cape African Teachers' Professional Union, the Cape Teachers Professional Associations, the SA Association for Technical and Vocational Education, the Suid Afrikaanse Onderwyssersnie and the South African Teachers' Association.

The organisation said its representatives were provided with information and possible models for the Western Cape Education Department to accommodate the proposed budget, at a meeting on January 31. After examining these it concluded the extent of the budget would be disastrous to individual schools. "This will lead to a high degree of destabilisation for the education system in the Western Cape. It will also have a ripple effect in the community."

The CCTO said it agreed that an affordable pupil-teacher ratio must be introduced but it must be phased in without detriment to the academic progress of pupils and teachers. It said it would suspend participation until it had been able to address the major issues with the provincial and national political leaders.
Job losses have ripple effect on society

ESANN DE KOCK
Education Reporter

THE Cape Council of Teachers’ Organisations has suspended talks with the Cape Education Department in protest against the proposed education budget for the region, which could cost about 6,000 jobs.

Organisation chairman Chris Jaftha said job losses would lead to the destabilisation of the education system in the Cape and would have a ripple effect on the community as a whole.

The organisation believed education had to be based on sound principles and that the transition to a provincial system had to take into account the interest of both students and teachers.

"The present budget allocation for education is based on a political and/or economic decision with complete disregard for the educational principles the CCTO stands for," said Mr Jaftha.

He warned of the effect that retrenching teachers in the middle of the year would have on matric pupils.

"The organisation agrees affordable pupil/teacher ratios must be introduced and supports the provision of teaching posts to schools with an historical backlog, even if this means taking posts from that section of the system that has been advantaged in the past."

But Mr Jaftha said to abolish posts in order to accommodate a drastically cut budget was totally unacceptable.

An urgent meeting is being sought to discuss the budget with Western Cape education MEC Martha Ockers.
Teacher salaries unresolved

By Claire Keeton

NO PROGRESS has been made in negotiations between teacher bodies and the state after the last round of talks was aborted a month ago.

The South African Democratic Teachers Union and the National Professional Teachers Organisation of South Africa abandoned the previous negotiations, protesting that their demands were not being taken seriously.

Naptosa spokesman Mr Renier van Vuuren said yesterday: "We walked out of the last meeting since the salary matter was not resolved."

Departmental spokesman Mr Corrie Radermeyer confirmed no negotiations have been scheduled and the meeting still has to be arranged.

Meanwhile, Deputy Minister of Education Mr Renier Schoeman called on teachers to dismiss rumours that 6,000 teachers older than 50, or who have completed more than 30 years service would be offered early retirement packages.
Jobs threat: Teachers want to see minister

Education Reporter

THE Cape Council of Teachers' Organisation is seeking an urgent meeting with provincial Education Minister Martha Olckers to discuss the threat of thousands of teachers in the region losing their jobs.

President of the Cape Teachers' Professional Association Archie Vergotine said money had to be found if the teachers, mostly from the former House of Representatives, wanted to retain their jobs.

"The possibility that the money will come from the government fund is nil. I am even very pessimistic about the meeting with Mrs Olckers."

CTPA vice-president George Kroneberg said temporary teachers would be the first to go, but permanent teachers would also be affected.

He referred to a high school in Belhar where seven permanent teachers did not have classes.

"One of the ways to save the posts would be to rationalise the hierarchy of the department, said Mr Vergotine.

"We can perhaps do without inspectors and subject advisers for a couple of years."

ARLY 13, 12 1945
Kriel in deal over teachers

By CHRIS BATEMAN

WESTERN CAPE Premier Mr Hermus Kriel yesterday intervened to try and keep the Cape Council of Teachers' Organisations (CCTO) on Education Minister Mrs Martha Ockers's strategic management team.

He promised her during nearly three hours of negotiations that he would appeal to the central government for more education funds.

Mrs Ockers said he had promised to see her national counterpart, Professor Sibuniso Bengu, to try for a larger provincial share of the budget, to retain as many teaching jobs as possible.

The CCTO walked out of last week's local consultative meeting about teacher staff cuts, saying they would not be party to the wholesale loss of their own members' jobs.

Mrs Ockers said she had "applied no pressure" on the CCTO.
Sadtu threaten to leave council
Secret plan to axe 6 000 teachers

By AYESHA ISMAIL

A SECRET plan drafted by a top educationist has proposed the retrenchment of almost 6 000 teachers employed by the Western Cape Department of Education.

Although a final decision on the proposal has not yet been made, regional Education Minister Martha Oelkers has warned that cutbacks will have to be implemented unless additional funding is found for education.

She is expected to announce details of the number of posts to be cut during her budget speech tomorrow.

Drafted by former (white) Cape Education Department director Brian Gilbert, the document claims the retrenchment of 5 667 teachers would lead to a saving of R380-million on the department's budget shortfall of R469-million.

He has recommended that 1 634 white teachers, 3 971 coloured teachers and 62 Indian teachers be retrenched. Mr Gilbert has based his model on 1994 enrolment figures.

The money saved could be used to create 1 860 new posts in former (black) DEBT schools, Mr Gilbert claims.

The proposals, which were this week presented to the acting head of the Western Cape Education Department, Dr Francois Knoetter, were rejected by the South African Democratic Teachers Union and the Cape Council of Teachers' Organisations, who are part of the Interim Consultative Committee looking at staffing. Mr Gilbert is the convener of the committee.

The Western Cape could not afford to lose thousands of teachers as this would lead to "disastrous consequences", said Mr Archie Vergotine, president of the Cape Teachers' Professional Association (CTPA).

He said Mrs Oelkers and Premier Hernus Kriel had warned that the retrenchment of teachers would be "unavoidable" if funds could not be found for education in the province.

Spokesman for the Western Cape Education Department, Dr Orlandi Firmani, said the abolition of posts was not final.

"What was leaked to you is one of many models being discussed by the committee."

But he added that schools which had "favourable" pupil-teacher ratios would have to lose teachers in favour of schools that had high pupil-teacher ratios.

Dr Firmani said his department was confident that pupils who have not been placed at schools yet, would be placed by March 1 following renewed negotiations with the National Education Co-ordinating Committee.

Mr Vergotine said retrenchment would lead to a further drop in education standards in schools administered by the former (coloured) House of Representatives, as most of the retrenched teachers would come from this department.

South African Democratic Teachers' Union spokesman Basil Snyayer said his organisation could not endorse Mr Gilbert's plan as there were "missing variables and conflicting signals being received from national and regional departments."

"We are told by Minister Benga's office that the shortfall for our region is R137-million, while at the same time we are told by Mrs Oelkers that the shortfall is R469-million," Mr Snyayer said.

Sadatu said the threat to retrench coloured teachers would be used to "further increase racial intolerance among the coloured and African communities."

Sadatu said Mrs Oelkers had set up a Strategic Management Task Team with the express purpose of addressing the integration of the four racially-based education departments into one.

"Many months of hard work in preparing to deal with crises such as the one we are experiencing, were ignored," he said.

"Her repeated claim that the budget cut for 1995/96 is the reason for the problems experienced in education must be seen in the context of her attempts to blame the government of national unity for all the problems she is facing."

Mrs Oelkers was ultimately responsible for the delivery of education in the province, Sadatu said.

Township school pupils are expected to march on Premier Hernus Kriel's offices in Cape Town tomorrow to demand stationery and furniture, that the provincial government address overcrowding and the shortage of teachers, and that Mrs Oelkers resign, Sapa reported yesterday.
No sacked teachers — Mandela

By Ismaïl Lagardien
Political Correspondent

President Nelson Mandela has assured the country's teachers there would be no arbitrary retrenchments — not even in the National Party-controlled Western Cape.

Speaking from the steps of Tuynhuys in Cape Town immediately after a meeting with Western Cape premier Mr Hernus Kriel, Mandela said for as long as he was President of South Africa no teacher would lose his or her job.

He was reacting to remarks made by Western Cape MEC for education Mrs Martha Olickers that 3 000 teachers were about to lose their jobs.

Mandela met Kriel yesterday to discuss the ongoing crisis in education in the province.

Clashed with rightwingers

The crisis was sparked three weeks ago when black pupils were bussed to Ruyterwacht and clashed with rightwingers who tried to prevent the pupils using a school that had been standing empty for about 10 years.

Mandela said yesterday the crisis was made worse by the fact that the migration of black pupils from Transkei had been underestimated.

The ongoing crisis was also not helped by the lack of resources and infrastructure. Many schools were ill-equipped to deal with the large numbers of new pupils.

Mandela confirmed that he had asked Kriel to meet the National Education Crisis Committee and community leaders to resolve the problems.
Mandela’s jobs vow to teachers

WESTERN CAPE teachers have been assured by President Nelson Mandela that none will be retrenched. This followed a crisis meeting between the President, Finance Minister Mr Chris Liebenberg and teacher unions. By CHRIS BATEMAN

President Nelson Mandela yesterday stamped his authority on the Western Cape education crisis, assuring teachers that “not a single one of them” would be retrenched and warning pupils that he would not tolerate criminal behaviour during protest marches.

His pledge initially baffled top local education officials resigned to having to retrench between 1 500 and 3 000 teachers as they undergo a “damage control” exercise with Pretoria over whether their education budget cut will come to R4.70 billion or R3.17 billion.

However, it emerged that Mr Mandela’s comment came after he had held a crisis meeting with Finance Minister Mr Chris Liebenberg and top teacher and education union at Tuynhuys on Tuesday.

Mr Liebenberg was quoted yesterday as saying all parties emerged “equally unhappy” — an indication that salary hikes could be frozen in return for the President’s assurance.

“Confident”

Mr Mandela said Mr Kriel had agreed to sit down and thrash out problems with the same teacher groups that he (Mr Mandela) and Mr Liebenberg had met.

He was “confident” the premier would address their concerns.

RUYSERWAAD VISIT: Apprehensive Ruyterwacht residents watched from behind police cordons yesterday as President Nelson Mandela and a large entourage of bodyguards and press arrived at the controversial school on a fact-finding mission. ABOVE: Mr Mandela, who spent some time addressing pupils at the school, waves to onlookers.
no retrenchment" promise. Mr Liebenberg was travelling late yester-
day and was unavailable for comment.

Western Cape Education Min-
ister Mrs Martha Olckers, faced
with walkouts from her Strategic
Management Team, protests by
the National Professional Teachers'
Organisation of SA and street
protests by the SA Democratic
Teachers' Union, said she was
"overjoyed".
She took the President's remarks as a sign that money
would be provided to meet his
undertaking.

Mr Mandela said there were
unused and under-utilised schools
(in Cape Town), adding: "and I
want every space in there to be
used — they must operate at full
capacity."

Mr Kriel said he agreed with the
President's "no retrenchments"
approach. "Mr Mandela's com-
ments obviously mean the whole
financial situation regarding edu-
cation will have to be reviewed."

Mr Kriel said if central govern-
ment wanted to decide on norms
and standards they "should be able
to fund them, otherwise they'll be
impossible to implement".
Gunmen brandishing AK-47s the last straw for white teachers:

East Rand schools purged

White teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers faced the streets with diplomas and degrees.

When the campaign began, AZASM and its purged constituent teachers were in action. They were determined to make sure that the teachers who were purged from the schools were replaced by other teachers. They had been in the schools for a long time and had developed strong bonds with the pupils. They were determined to make sure that their replacements were not just any teachers, but teachers who were dedicated and committed to the education of the pupils. They had been in the schools for a long time and had developed strong bonds with the pupils. They were determined to make sure that their replacements were not just any teachers, but teachers who were dedicated and committed to the education of the pupils.

White teachers enjoyed the double advantage of being employed in white schools and in black schools, while black teachers faced the streets with diplomas and degrees.

Asked whether any replacements had been made, she said: "No. In the first place, those people were not even employed in the Department of Education, with all their benefits, and even if they were employed, we would not accept them."

Some of the pupils at the school said they were aware of what had happened to their teachers and hoped they would return.

They said they were "very comfortable with them and related cordially."

Repeated attempts to get comment from AZASM, ZAPU and the Gauteng education ministry this week were unsuccessful.
Teachers say they will act to improve pay

Criticising the first budget of the government of national unity, Mr Taunyane said the new tax rates were particularly punitive for the majority middle-income group.

"For the fourth successive year, the salary increase announced is far below the rate of inflation. The overall financial position of teachers is worsening at an alarming rate."

In addition, announcements of salary increases in the private sector of up to 11 percent were very demoralising for educators. It undoubtedly left them with a feeling that the budget had resulted in selective discrimination in the employee sector.

The state, said Mr Taunyane, should realise that Naptosa would intensify its efforts to improve the salaries of teachers and could do so without damaging the reconstruction programme.
Metcalf condemns purge campaign

Movement, was campaigning to purge whites from East Rand schools. Metcalfe said all mass organisations should condemn the campaign.

Anapo denied the student movement was involved in the killing, but said it was unfair that white teachers who could get jobs in town worked in the townships.

Meanwhile, DP senator William Mnisi criticised the Teachers Union for "constructing those trying to handle school problems". He said teachers who wanted to transfer said they had to get the union's permission.

Union spokesman Thula Nkosi denied this. He said transfers should be negotiated with teachers and headmasters.

Unions urged to develop worker decision-making

A shift in position by both the union movement and management needed to occur regarding involvement in strategic and task decision-making, Avril Joffe of the sociology of work unit (Swop) at Wits University told the workshop.

Numsa's Gavin Hartford said to change attitudes on the shop floor, a different process of workunit (Swop) at Wits University told the workshop.

Swop director Eddie Webster said the creation of workplace forums would provide the "solution to the stalemate on the shop floor".

Head of the team drafting the negotiating Nkosi said there was always an initial element of compulsion in collective bargaining. The best way to establish participation in the workplace was by co-operation. However, that process was too slow, he said.

Mark Swilling of Wits Business School said that from his experience of community forums, they operated effectively only when formed around stakeholders who had the capacity to deliver.

Black business launches tourist initiative

The initiative's coordinating members included NBBC member Peter Mboeka, Southern African Business Assessment Consultants (Sabac) executive director Maneli Nlungo, Thebe Investment Subsidiary Morb0 Investments MD Moses Bokwa, Third Bosman from the SA National Civic Organisation (Sanco), Eastern Transvaal traditional chief's representative Ephraim Motapa and Nk_INC Travel Tours.

She said there was a need for direct black involvement in tourism.
Restructuring: Teachers meet

POLITICAL STAFF

INTERNAL fighting between teacher organisations yesterday nearly derailed the first meeting of the newly-formed task group set up on President Nelson Mandela's instructions to solve the restructuring crisis in Western Cape schools.

Four sub-committees were formed to deal with short-term crises, identified as placing thousands of surplus pupils and providing transport, vandalism, lack of resources, security and support service staff, and the education budget.

The new working group was to focus on budgetary and resource allocation problems within the national guideline of a 15% shift of resources from advantaged to disadvantaged schools (to reach racial parity within five years).

The deadline for short-term recommendations is March 27 with the report for Mr Mandela, local Premier. Mr Hernus Kriel and national Education Minister Professor Sibusisiwe Ntuli due by March 31. Long-term recommendations are due by the end of April.

Part of the task team's job is to define and place problems in order of importance. The task group, consisting of heads of all four former Cape education departments and members of the top ANC-aligned teacher and student bodies, was set up yesterday to recommend short and long-term solutions to the local education restructuring crisis.

Tensions ran high yesterday with Mr Kriel rebutting a demand from the ANC grouping to sack Mrs Ockers, his education minister. She said teacher retrenchments were unavoidable with budget cuts, adding that the province's minimum budget cut could be some R274 million on April 1. Mr Mandela has given an assurance that no teachers will be retrenched.
Teachers boycott ends

By Mokgadi Pela

A CLASS boycott by 10 teachers at Excelsior Finishing School outside Petit has ended after intervention by authorities.

Teachers alleged that the Benoni Area Office had reneged on an agreement to pay them R60 an hour and unilaterally changed the terms of the contract to R30 an hour.

They told Sowetan yesterday they doubted if the Gauteng education department was aware of the existence of their school, situated near Benoni.

**Changed hands**

They traced their problems to the day the school changed hands. It is now under the management of Education Upliftment Project. "Since then our agreement with the inspectorate was unilaterally reversed," they alleged.

For his part, area manager for the Benoni office, Mr Abahe Mahlase, said: "I find it unfortunate that they have decided to hold children to ransom and I hope we do not have a repeat of this conduct in future."

Mahlase also denied ever making any promises to teachers in regard to payment. He said the teachers had been hired by Edupro.
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education education departments, is as follows:

(a) Whether any schools had not received (i) textbooks and (ii) other supplies in time for the 1994 school year and (b) whether these books had been taken as result (iii) to what extent was the supply of textbooks "in stock" at the beginning of the 1994 and 1995 school years;

(b) Whether the number of pupils enrolled in each of the 1994 and 1995 school years have been made available to the pre-
education education department (ii) in the Western Cape Regional education department and (iii) in the Eastern Cape Regional education department; and

(c) As a result of administrative problems (ii) whether the procurement of textbooks was estimated in the 1994 and 1995 school years, and (iii) whether books were delivered to schools in November and December 1994, as advised by the Department of Education?

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Women still lose out

POLITICAL STAFF

WOMEN teachers are still losing their housing subsidies if they get married, despite a provision in the constitution outlawing gender discrimination.

In reply to a question in Parliament yesterday, Minister of Education Prof Sibusiso Bengu said women teachers stopped receiving subsidies when they got married.

He said the rationalisation of disparities in conditions of service was on the agenda of the Education Labour Relations Council.

"On the issue of the home-owners' allowance, the employer has made an offer for the gradual phasing in of the elimination of disparities."

Prof Bengu could not say whether these steps would be retrospective, as "this will depend on the outcome of negotiations."

The Deputy Minister of Education, Mr Renier Schoeman, said the issue was "very sensitive" and the department was examining the implications carefully.
Muslim married
women ‘single’

BY BARRY STREEK
POLITICAL STAFF

MUSLIM married women teachers
do not lose their housing subsidies
when they marry because Muslim
marriages are not legally recogn-
sed.

Muslim women are, therefore,
officially regarded as single, even if
they are married by Muslim rites.

But women married by Christ-
ian rites or state-recognised mar-
riage officers immediately lose
their housing subsidies when they
marry.

This was confirmed this week
by the Minister of Education, Pro-
fessor Sibusiso Bengu.

Married women in the civil ser-
vice also lose their subsidies --
whether Muslim or not.

“This really bugs me,” one civil
servant said yesterday. “It will bug
me for the rest of my life.”
No space for thousands of W Cape pupils
DP fights for women teachers

ANTHONY JRNNISON
POLITICAL CORRESPONDENT

THE Democratic Party threatened to take legal action against a dilated women's group, saying it discriminated against women teachers.

The Public Servants Association has calculated that women denied house-owners' allowances, housing loan schemes and certain pension benefits can lose as much as R700,000 over 20 years.

The association's official, Journal, The Public Servant, has also complained that departments repeatedly refused women in the public service maternity leave, forcing their resignation.

DP spokesperson on women's affairs, Ms Dehe Smit, said: "Now that an equality clause is in place, it is unconstitutional for the state to discriminate against female employees, whether they are teachers or fall into other categories of civil servants."
Teachers safe but new plans needed

BARRY STREEK

NO teacher in the Western Cape would lose his or her job but new plans would have to be made to fund education, the provincial Minister of Finance, Mr Kobus Meiring, said yesterday.

The department of education was creating the province's single biggest financial problem, and it was an inherited problem, he said in reply to the budget debate in the Western Cape legislature.

"The fact is that if we merge the inherited departments and if we do our calculations for the financial problem, we have a big problem. The message is quite clear — right from the top — no teacher will lose his or her job and against this background we now have to make new plans."

Mr Meiring said that by early next year the province would have a cash flow problem unless something drastic happened. "We will have to think innovatively to achieve more with less money.

"We must look at ways to convey knowledge in the quickest, most effective way and I believe that the electronic media can play a major role in this regard."

The department of health had to be congratulated on the way in which they were handling a difficult situation.

"We have a health system which is on the one hand world famous, but on the other hand does not yet fully reach the people in the townships."
6 000 TEACHERS MAY BE RETRENCHED

Education crisis

Despites President Nelson Mandela’s promise that teachers’ jobs are secure, retrenchments may be necessary to fund a R488m budget deficit. Chris Bateman reports.

Unless Western Cape Education receives R487 million to supplement a budget slashed by Pretoria, 6,000 staff will have to be laid off — despite President Nelson Mandela’s assurance that no teachers would be retrenched, acting director of education, Dr Francois Knoetze said yesterday.

Addressing the provincial Standing Committee on Public Accounts and Finance, Dr Knoetze said that the “departure points” of his department and that of central government for calculating the province’s budget differed by about R639m.

“Our current budget commitments amount to R3.77 billion, as against the guideline of R3.131bn allocated to our province,” he told the committee.

This meant his department would run out of funds to pay teachers by the end of December — three months before the current financial year ended — unless the situation changed.

Mr Brian Gilbert, chief director in Dr Knoetze’s department and the man at the centre of negotiations with Pretoria, said R151m might be saved by slashing equipment provision to schools, professional (outside) specialist services and transfer payments.

While this reduced the R639m deficit to R488m, “the only way to fund that is the retrenchment of 6,000 teachers and administrative staff,” he emphasised.

Dr Knoetze and his team told local legislators that Pretoria had made no funding allocation for 566 former DET teaching posts (black schools) which the province had committed itself to create, and said that R18m in adult education, R18m in pre-primary education and R32m for “additional posts” was also un catered for.

Existing schools could not be adequately furnished nor obsolete computer equipment replaced. 28 primary and six secondary schools would not be built and schools for handicapped children would be inadequately subsidised.

Unlike the health department, also other hard-hit by funding cuts, education had no income creation capacity. This added towards “tremendous uncertainty with teachers wanting answers we cannot give”, he said.

Mr Gilbert said unlike other provinces, the Western Cape’s most favourable pupil/teacher ratios were in the former House of Delegates schools (Indian) followed by the former House of Representatives (coloured) and Model C schools (whites).

Asked after the meeting about funding prospects, Mr Gilbert replied: “I am not very hopeful.” He said clarity was needed on what Mr Mandela meant when he said no teachers would be retrenched.

“Our intention is not to abolish teaching posts, its all about moving towards equity and we’re being prevented from doing that (by Pretoria),” Mr Gilbert said.
Sadhu nominated teachers for jobs
Thousands of teachers without jobs

LIMITED FUNDS Northern TVI

can’t afford to employ more:

By Khathu Mamaila

The Northern Transvaal government is to employ only 400 teachers this financial year — leaving more than 11,000 others jobless.

Addressing a press conference at the Ranch Hotel outside Pietersburg after a premier's meeting yesterday, Northern Transvaal premier Mr Ngoako Ramathlohi said his government could not afford to appoint all the unemployed teachers because of limited funds.

Asked how many teachers would be employed, Ramathlohi said the initial number would be 400. He said other teachers might be employed in other provinces where posts were available.

Earlier this year Northern Transvaal MEC for education Dr Aaron Motsewaledi said the province needed to employ 8,000 teachers to cut down on overcrowded classes.

Government sources said the future looked bleak. They said the 400 were presently employed on a temporary basis.

Education spokesman Mr La-Duma Thembe confirmed yesterday the 400 teachers were temporary staff. He said once the education budget had been tabled, the 400 would be the first to be considered for permanent employment.

He said the budget would be announced next week.

Asked to comment about the number of new posts, Thembe said it would be premature to say anything before the budget was announced.

Ramathlohi and other premiers blamed the national government for low funding.

The premiers said there should be more involvement of provincial governments in drawing up the national Budget.

Last week hundreds of unemployed teachers marched on the offices of the education department in Pietersburg demanding work.

They threatened chaos would erupt if the department failed to create the 8,000 posts promised by Motsewaledi.

Thembe denied that Motsewaledi had promised that 8,000 posts would be created, saying the education minister had only said that for the teacher-pupil ratio to be reduced to 1:40, 8,000 teachers would have to be employed.
Sadtu's claims rejected

By Bongani Mavuso

The Gauteng education department said yesterday it "firmly" rejected perceptions that the list of teachers who had been earmarked for posts at several Soweto schools were privileged to be appointed.

The list was compiled by the Soweto branch of South African Democratic Teachers' Union and was circulated to teachers and schools in the township.

Head of the education department Mr James Maseko said yesterday Sadtu's list had no status other than an internal document of the branch. "The parent component of democratically elected school governance structures will conduct interviews and make recommendations to the department for appointments," Maseko said.

"The department will prepare shortlists for the consideration of schools. The schools will be furnished with a complete list of all applicants and they will select the candidates whom they wish to invite for interviews."

Maseko said teachers' organisations would observe the process and highlight deviances from the "agreed procedures". Sadtu said it had prepared its list as a "suggested document intended to evoke discussion on the matter".

The union encouraged teachers to apply for the posts "irrespective of the irrelevant qualifications given to them by the apartheid authorities".

"Any perception that the Sadtu Soweto list privileges certain applicants is firmly rejected by this department and will be rejected by the community."

"Normal proceedings will be adhered to and the choice of recommended candidates for promotion posts remains the responsibility of the school governing bodies," Maseko added.

The posts — 69 for principalships and 28 for deputies — were advertised in last month's Government Gazette.
Bester supports WP's teachers

MICHAEL MORRIS (32J)
Political Correspondent

THE Democratic Party has voted against the Western Cape's 1995/96 budget in protest at the "cat-and-mouse game" to which the province's 40 000 teachers were being subjected.

Under-funding by the national government had placed the provincial education department "in a strategic cul-de-sac", said DP leader Hennie Bester.

The province's R2.5 billion teachers' salary bill for the year "is based on the retrenchment of 6 600 teachers". This had not taken place because President Mandela had promised recently that no teachers would lose their jobs.

At the same time, state, finance and expenditure officials at the national level were "adamant that the nine provinces will not get a cent more than their existing budget allocations".

Teachers' salaries made up 85 percent of the entire Western Cape education budget.

The sum effect was that job security, morale and productivity of nearly half the provincial workforce was being undermined.

Mr Bester said that, while the DP supported the "overall thrust" of the budget, it was voting against it in protest at the treatment of teachers.
Pay warning by teachers

TEACHERS are extremely angry about their salaries and there could be "serious labour unrest" if negotiations for increases are unsuccessful.

This warning comes from the National Professional Teachers' Organisation of South Africa (Naptosa), which is discussing the issue with Education Minister Sibusiso Bengu today.

In a statement, the organisation said it had recorded shock and dismay among teachers at all levels over the continued lack of progress on salary improvement.

Depending on the outcome of today's meeting with Professor Bengu, the organisation said it would consult its member organisations about any further action.

It called on the government "not to underestimate the anger of teachers over the salary issue, nor to fail to recognise the very real possibility of serious labour unrest in the entire teaching profession".
Teachers reject 'less than 1.5%’ pay increase

Education Reporter

TEACHERS have rejected a “less than 1.5 percent” salary increase offer from the government and plan to take the matter further.

This follows a meeting yesterday between the National Professional Teachers’ Organisation of South Africa (NAPTA) and Education Minister Sibusiso Bengu.

In a statement, organisation president Leopile Taunyane said there had been a frank exchange of views on various issues, including salary increases. It had been agreed to pursue matters “within the context of the Education Labour Relations Council, which would be meeting on April 19”.

The teachers’ organisation said it was particularly concerned over the “less than 1.5 percent increase” offered this year, which was “unacceptable”.

Teachers remain vexed with salaries

By Claire Keeton

Teachers are up in arms over their salaries and the lack of progress in wage talks with the government.

However, the National Professional Teachers' Organisation of South Africa said after a meeting with Education Minister Sibusiso Bengu in Pretoria yesterday it “hoped rapid progress would now be possible”. Naptosa president Mr Leepile Taunyane said the provincialisation of education and salary increases for teachers were discussed. There had been frank exchange, he said, and it had been agreed to pursue items within the context of the Education Labour Relations Council, which would meet again on April 19.

"Of particular concern was the offer of a salary increase of less than 1.5 percent to teachers, which in the view of Naptosa was unacceptable."

Naptosa had earlier warned government "not to underestimate the anger of teachers over the salary issue and not to fail to recognise the very real possibility of serious labour unrest in the entire teaching profession".
Teachers threaten pay strike

Teachers will go on strike if the Government does not reconsider its 1.4% salary increase offer, SA Democratic Teachers' Union general secretary Thulas Nxesi warned yesterday.

Nxesi said his union reserved the right to strike if several attempts at resolving the crisis failed.

Sadtu and the National Professional Teachers' Organisation of SA, the major unions representing teachers in South Africa, are demanding an 18.4% increase and an improvement in service conditions.

Salary talks ground to a halt earlier this year when the Government refused to budge on its 1.4% offer.

Sadtu was also worried about the R640-million cut in the public sector budget for improving service conditions.

Nxesi said a national day of protest would be held soon to "pressure the Government to rectify the situation". Details of the day of protest would be released next week, he said.
Teacher wage dispute looms

By AYESHA ISMAIL

THE country's largest teachers' union said this week that it was on the verge of declaring a dispute with the government and threatened to take protest action after salary negotiations failed.

The South African Democratic Teachers' Union said the government had not improved its offer of 1.4 percent to accommodate the union's call for an 18.4 percent increase.

The union is also taking issue with the smaller than usual allocation made to educators to improve service conditions.

"Educators were only given R300-million of the R2.5-billion allocated to the public sector whereas in the past they received 39 percent," general secretary Thulas Nxesi said.

The union will announce the dispute this week and has given the government until the end of the month to respond to its demands.
Cape teachers still face retrenchment

By AYESHA ISMAIL

More than 6,000 teachers in the Western Cape Province will be re-trenched this year if there is no increase in the region's education budget, which is R639 million lower than the previous financial year. This was said by spokesman for the Western Cape Education Department Dr Orland Firmani, only days after provincial Minister of Finance Kobus Meiring said that no teachers in the region would lose their jobs.

Mr Meiring, who was replying to a question on Monday during the debate on his budget in the Western Cape Legislature, said “new plans” would have to be made to avoid teacher retrenchments.

“We will have to think innovatively to achieve more with less money,” he said.

Last month President Nelson Mandela gave Western Cape teachers the assurance that there would be no job losses in the region.

But on Wednesday this week, Dr Firmani said in a fax to Cape Metro that teaching posts would have to be abolished unless more money could be found.

“The number would have been 6,000 if it had been possible to re-trench at the beginning of the financial year. Because the financial year has already started, and a full year’s salary cannot be saved, the number could be in excess of 6,000,” he said.
Teachers declare dispute over pay

Possibilities of industrial action by teachers increased yesterday when the National Professional Teachers' Association of SA (Naptosa), the largest teacher organisation in the country, declared a formal dispute with the Education Ministry.

The move by the moderate association follows the decision by the SA Democratic Teachers' Union (Sadtu) last week that it would declare a "day of protest" in which activities would be undertaken to highlight the plight of teachers.

The association declared the dispute after talks in the Education Labour Relations Council in Pretoria yesterday.

Naptosa and Sadtu are demanding an 18.4% increase. The Government has offered 1.4%.

Naptosa president Leepile Taunyane said he hoped that teachers would not be forced to resort to industrial action as this would not be in the interests of pupils or of education.

He said it was clear that less than 10% of the R22.5-billion allocated for improvement of conditions in the entire public sector was being offered to teachers for salary improvements in the 2005/06 financial year.
Teachers' Strike

By Claire Keeton

Day four of the strike will be

The National Education Association (NEA) has called a national strike over the lack of progress in negotiations between the teachers and the school districts. The teachers have been demanding increased salaries and better working conditions, while the schools have been offering minimal improvements. The strike has caused disruption to the education system, with many parents and students expressing frustration.

The NEA has called for a national strike because it feels that the schools are not meeting the needs of the students. The teachers have been working long hours, with little to no support from the administration. The NEA has been working with the teachers to come up with a solution, but so far, there has been little progress.

The schools have been offering to negotiate, but the NEA has refused, saying that the schools are not meeting the needs of the teachers. The NEA has been working with the teachers to come up with a solution, but so far, there has been little progress.

The strike has been ongoing for four days, with no end in sight. The NEA has been calling on the public to support the teachers, and many have responded, with people leaving signs of support outside the schools.

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The NEA has been calling on the public to support the teachers, and many have responded, with people leaving signs of support outside the schools.
Teachers declare labour dispute

PRETORIA: South Africa’s two teachers’ unions yesterday declared a formal labour dispute with education minister Professor Npumziso Bengo after a deadlock in pay talks here.

Announcing the move, which could pave the way for a legal teachers’ strike, the National Professional Teachers’ Organisation of SA (Naptosa) said the government’s pay offer was an insult.

Naptosa’s opening demand was for an increase of 18.4%. The government proposed that teachers earning between R1 500 and R3 500 a month get increases ranging from 0.2 to 6.6%. Those earning more would get no raise.

“It means that some teachers will get a raise of as little as R7 a month and about 35 000 teachers will have no increase at all,” Naptosa president Mr Leepile Taunyane said.

He said the South African Democratic Teachers’ Union had also declared a formal dispute.

The two unions represent about 220 000 teachers in the education Labour Relations Council, with Naptosa accounting for 60% of the voting strength in the negotiating body.

Mr Taunyane said that if the government was serious about avoiding unrest it would need to reappraise its offer.

Mr Taunyane emphasised that the union would be reluctant to embark on a strike as this would be detrimental to children and parents — “but we will not shy away from this option once all other avenues have been exhausted”.

Priority

Mr Taunyane said that only R260 million of the R2,5 billion available for public service raises had been set aside for teachers’ increases.

The government had said that improving minimum wages in the public service was its priority.

Funds previously used for improving only teachers’ salaries had been allocated for this purpose. — Sapa
Dispute as teacher pay talks founder

PRETORIA — SA’s two teacher unions yesterday declared a formal dispute with Education Minister Sibusiso Bengu after wage negotiations deadlocked earlier in the day.

Announcing the move which could pave the way for a legal teachers’ strike, the National Professional Teachers’ Organisation of SA (Naptosa) said the government offer was “an insult”.

“It means that some teachers will get a raise of as little as R7 a month, and about 35 000 teachers will have no increase at all,” Naptosa president Leepile Taumyane said.

He said the SA Democratic Teachers’ Union (Sadtu) had also declared a formal dispute.

The two unions represent about 220 000 teachers in the Education Labour Relations Council, with Naptosa accounting for 66% of voting strength in the negotiating body.

Taumyane said that if government was “serious about avoiding unrest” it would have to revise its offer.

Naptosa’s opening demand was for a rise of 18.4%. The state offered 1.4%, and only to teachers earning less than R45 000 a year.

Naptosa executive director Hw Davies warned of “enormous anger throughout the teaching profession. Teachers are disillusioned and the gravity of the situation should not be underestimated.”

Taumyane said the union was reluctant to embark on a strike as this would be detrimental to children and parents — “but we will not shy away from this option once all other avenues have been exhausted”.

Naptosa was now awaiting the nomination of a mediator who had to be appointed within seven days in terms of labour legislation.

Taumyane said the unions learned in the morning’s talks that only R260m of the R2.5bn available for public service salary raises had been set aside for teachers.

The government had proposed increases for lower-paid teachers only.

Naptosa was told that improving wages in the public service was the government’s priority. Funds previously used for improving only teacher salaries had been allocated for this purpose. — Sapa.
Teachers were forced into a wage dispute, forced into a wage dispute, forced into a wage dispute.
Teacher unions declare dispute over salaries

Sowetan Correspondent

TEACHERS’ unions have declared an industrial dispute over wages as government’s offer will see “only one third” of all teachers qualifying for increases.

Members of the National Professional Teachers’ Organisation said in announcing the dispute yesterday the union would not shy away from strike action if all other methods failed.

The South African Democratic Teachers’ Union has also declared a dispute.

Wages frozen

According to the offer made by government, teachers earning more than R45 000 a year would not receive an increase this year and would effectively have their wages frozen.

Last year’s increase was only 5.6 percent.

For those earning under R45 000, increases ranging between 0.028 percent and 6.6 percent had been offered, said Mr Andrew Pyper of Naptosa.

He said this meant teachers earning R18 000 a year would receive about R80 a month more after tax while those earning R44 000 would get an extra R3.66 in their pay packet.

Naptosa has called for an 18.4 percent increase, saying this would redress poor increases of previous years.

The worst hit teachers were those already suffering under recent taxation changes. They, according to union spokesmen, would be worse off that last year.

Dispute resolution

Naptosa president Mr Leepile Tauyane said the dispute resolution process would hopefully lead to a resolution of the problem, but if there was no other option, the union would not hesitate to strike.

Tauyane said: “We do not believe that striking is in the best interests of the pupils nor do we want to alienate the parents.”

Whereas teachers might have expected about R800 million for salary increases in the light of existing agreements, only R260 million is available, he said.

What was totally unacceptable was that the reallocation of funds had not been negotiated with the teaching profession, he said.
Teachers give govt three weeks

SPECIAL CORRESPONDENT

JOHANNESBURG: The government has granted a three-week reprieve yesterday to try to avert looming industrial action by thousands of dissatisfied teachers.

The reprieve follows Wednesday's formal declaration of a dispute between the Education Ministry and the SA Democratic Teachers' Union (Sadtu) and National Professional Teachers' Organisation of SA (Naptosa) over salary negotiations.

The government is offering a 1.4% increase while Sadtu and Naptosa are demanding 18.4%.

But fears of an immediate strike were calmed yesterday by Sadtu assistant general secretary Mr Moolai Nkos.

Mr Nkos said the only industrial action planned was a national day of protest on May 12 in which close to 200 000 teachers were expected to take part.

"We have laid no plans for a nationwide strike. But we are currently consulting with our members to get a mandate," he said.

Mr Nkos also warned, however, that Sadtu would not rule out a strike as a last option.

"The day of protest is intended to show the government that if they do not take us seriously and review their offer as well as the budget allocation for the education sector, we will step up our action. We have been very responsible and patient for the past six months, but there has been no willingness and reciprocity on the part of the state," he said.
Teachers rule out pay strike for now

BY LEE-ANN ALFREDS
EDUCATION REPORTER

The Government was granted a three-week reprieve yesterday to try to avert looming industrial action by thousands of dissatisfied teachers.

The reprieve follows Wednesday’s formal declaration of a dispute between the Education Ministry and the SA Democratic Teachers’ Union (Sadtu) and National Professional Teachers’ Organisation of SA (Naptosa) over salary negotiations.

The Government is offering a 1.4% increase while Sadtu and Naptosa, who represent the majority of teachers, are demanding 18.4%.

But despite talk of impending industrial action by thousands of disgruntled, mostly black teachers, fears of an immediate strike were shot down by Sadtu assistant general secretary Mxolisi Nkosi yesterday.

In an interview with The Star, Nkosi said the only industrial action planned was a national day of protest on May 12 in which close on 200,000 teachers were expected to participate.

"The reason we chose a Friday was to avoid the possibility of it spilling over. It will be only a one-day protest. We have laid no plans for a nationwide strike.

"We will also be holding a national executive meeting early in May to review the progress in wage talks and to formulate policy to guide the union," he said.

"Our first national co-ordinated action since the elections will not be similar to actions we embarked on in the past. We will be very disciplined and responsible. Our aim is not confrontation, but to highlight the demands of the teachers," Nkosi said.

But he warned that Sadtu would not rule out a strike as a last option if all other avenues of negotiation failed.

"We have been very responsible and patient for the past six months, but there has been no willingness and reciprocity on the part of the State," he said.
NEWS Teachers want improved of

Worry over tutors’ threat

Labour dispute: Parties urge government to avert teachers’ strike:

By Claire Keeton

Political parties yesterday called on the Government to do its utmost to avert a strike by the organised teachers. This follows Wednesday’s declaration of a formal labour dispute with the Government by the major teachers’ organisations — the National Professional Teachers Organisation of South Africa and the South African Democratic Teachers Union.

Education Department spokesman Mr Cürrie Rademeyer said the Government would enter the mediation in good faith. “I’m confident we will make progress.”

Natposa and Sadtu have threatened action if the Government does not improve its opening offer of a 1,4 percent wage increase. The teachers are demanding an 18,4 percent increase.

The bodies were shocked to learn that less than 10 percent of the amount allocated for improvement of conditions in the public sector was being offered to teachers, when according to existing agreements 39,1 percent should be allocated.

National Party education spokesman Mr Piet Marais said: “The Government deviated from the big ratio allocated to educators. This must be negotiated now.

“The (education) minister must go out of his way to establish a new contract with organisations in the interests of the country.”

His African National Congress counterpart Ms Pumla Mtsuku said the education ministry and the organisations were due to meet yesterday. “The ANC hopes they can find an amicable solution.”

Education secretary of the Azanian People’s Organisation Mr Jake Dikobo said the Government must try to meet teachers’ demands.

Democratic Party education spokesman Mr Mike Ellis urged all parties to resolve the dispute promptly and fairly, saying “a potential wage rise of 1,4 percent is unrealistic but so is 18,4 percent.”
Govt, battling to find cash to avert teachers’ strike
'Sign first, then teach'

BY SIPHO KHUMALO

SEVERAL teachers seeking new posts in Umlazi, KwaZulu/Natal, have claimed that some school principals have demanded they sign a controversial pledge of loyalty to the former KwaZulu homeland government.

In response to these allegations, the South African Democratic Teachers' Union (Sadtu) has demanded the practice of pledges be scrapped or else it will take "appropriate" action.

The pledge, introduced by the then KwaZulu homeland in the 1980s, demands of teachers that they sign a "solemn" declaration and undertaking not to directly or indirectly "denigrate" the head of the KwaZulu government, cabinet members or anyone in authority in KwaZulu's government services.

However, teachers who spoke this week to City Press, and who prefer to remain anonymous, said that with the political changes in the country since the national election they should not now have to sign such a document.

The other section of the pledge demands that a teacher declare his or her political affiliation or any connection to a workers' union.

Sadtu spokesman Mfundi Sibiya said "there is no way teachers in any province should find themselves signing any pledge that is not directed by the national ministry of education.

"If teachers are forced to sign pledges the union will take appropriate action to stop it," he said.

A spokesman for the Interim Provincial Strategic Planning and Management Committee, a body with the task of overseeing the amalgamation of different education departments in KwaZulu-Natal, said the pledge had never been cleared by the organisation.

"Our body is totally apolitical. If this declaration is still being signed I would be very surprised," said spokesman Lamps Cornelius.

Several attempts to get a comment from Ulundi were unsuccessful.

Communism

"If so, describe; (and) what are your personal views on communism?"

A teacher at a school where the pledge was reportedly signed recently told City Press that this type of pressure clearly indicated that nothing had changed "in this part of the world".

Another section of the pledge demands that a teacher declare his or her political affiliation or any connection to a workers' union.

321 CP 231495
Bengu’s plan puts all teachers’ jobs at risk

By AYESHA ISMAIL

EDUCATION Minister Sibusiso Bengu has proposed abolishing all 360,000 government teaching posts in South Africa in one go — and then leaving it to the nine provinces to rehire as many teachers as they can afford.

The controversial proposal has been put before the bargaining unit of the education labour relations council and is still under discussion.

It proposes that, “by decree of the national minister of education”, all college and school teaching posts in South Africa will simultaneously be abolished.

According to reliable sources this will affect as many as 360,000 posts, with no guarantee of reappointment for teachers whose posts are abolished.

Once these jobs have been scrapped, the MECs for education in each of the nine provinces will simultaneously create a number of college and school posts in their regions. The number of posts will be identical to the number of posts at institutions abolished by central government.

The provincial education MECs will then have to determine how many teachers they can afford, and how many are needed to maintain a pupil-teacher ratio of between 35 and 40 to one.

Once the new posts have been created, teachers will have to reapply — and there is no guarantee that they will be rehired.

They will reapply for three kinds of posts: existing posts, new posts and affirmative action posts.

Teachers who are not rehired within six months will be retrenched. They will receive severance benefits which will include payment of accumulated leave benefits and up to an additional five years service in terms of pension benefits.

Education sources involved in the negotiations with the education ministry say this will have to be done as “there is no mechanism for the transfer of posts from one level of authority to another that exists”.

Repeated attempts to contact Professor Bengu for comment yesterday were unsuccessful.

Archie Vergotine, president of the Cape Teachers’ Professional Association, said his organisation would oppose any teacher retrenchments.

“There is no guarantee that teachers will not be retrenched. If the government goes ahead with it, it will be disastrous for all,” he said.

Mxolisi Nkosi, assistant secretary-general of the South African Democratic Teachers’ Union, said the move was con-

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From Page 1

Teacher proposal

“Teacher proposal

‘Our position is that all existing posts inherited from the former apartheid education departments should be absorbed in the new education dispensation,’ Mr Nkosi said.

Eddie Snyders, the coordinator of the Western Cape Principals’ Forum Educators, said he was unaware of the existence of the document.

He warned that if the government went ahead with the plan “we will experience unprecedented labour action in this country and a complete collapse of the education system”.

⇒ From Page 1

Institutional and was aimed at moving the responsibility from the national ministry to provincial ministries.

He said education was no longer a national concern but a provincial one and that Minister Bengu was doing was effecting that.
Bengu: No plan to fire teachers

Pretoria: Education Minister Professor Sibusiso Bengu has slammed a report that 360,000 teaching posts would be abolished.

Prof Bengu said in terms of the interim constitution teachers should be employed by the provinces, necessitating the rationalisation of 14 apartheid-based education departments.

Part of this rationalisation was "the abolition of posts in the former departments and the creation of an equivalent number of posts in the provinces." – Sapa
Minister angry at weekend media report

Retirement threat to ‘extra’ teachers

STAFF REPORTERS

Teachers whose posts are made redundant by the rationalisation of provincial education departments will be "retired", Education Minister Sibusiso Bengu said yesterday.

Bengu said although every effort would be made to accommodate all teachers and education staff in the provincial dispensation, those who could not be "absorbed" would have to take early retirement.

He was reacting to a report in a Sunday newspaper which said the national government was planning to abolish 300,000 teaching posts and leave it to the provinces to rehire as many teachers as they could afford.

The report said teachers would have to re-apply for their posts in the provincial education departments.

In a statement issued last night, Bengu dismissed the report as "misleading and inaccurate".

He said the Constitution required the rationalisation of the 14 existing "apartheid-based" education departments into nine provincial departments.

During this first phase of rationalisation, an equivalent number of posts would be created by the provinces and no teachers would lose their jobs, he said.

In the second phase, however, provinces will reorganise their education departments, including posts and staff numbers, "taking into consideration the needs and priorities of each province", Bengu said.

Teachers who are not "absorbed into the rationalised posts" will be kept on the payroll for six months while efforts are made to accommodate them in posts elsewhere in the province or in other provinces.

EDUCATION Minister says the object of his department is "to absorb everyone"

"Should the absorption not prove possible after six months, the staff member could be retired with the usual package applicable to such retirements," Bengu said.

He did not say how many teachers would be affected.

Object of the process would be "to absorb everyone" and the Government was committed to employing more teachers.

Bengu said his department has consulted throughout with the National Association of Professional Teachers of SA (Naptoa) and the South African Democratic Teachers' Union.

Further discussions would be conducted in the Bargaining Committee of the Education Labour Relations Council.

Gauteng MEC for Education Mary Metcalfe said yesterday all educators in Gauteng schools and colleges were employed by the Gauteng Department of Education and would continue in their posts.

She said her department would respect the labour rights of teachers.
NEWS Prisoner allegedly swallowed

Bengu refutes plan to sack all the teachers

By Claire Keeton

EDUCATION Minister Professor Sibusiso Bengu yesterday said there was no truth in reports that 360,000 teaching posts would be abolished.

He said a report in a Sunday newspaper saying there was a plan to “fire all teachers” was inaccurate.

“The Government is committed to employing more teachers. It is also totally untrue that teachers will have to reapply for their posts,” said Bengu.

Bengu said it was not the policy of the Government to retrench teachers.

The head office of the South African Democratic Teachers’ Union was yesterday inundated with calls from worried teachers who asked about their future following the report.

Sadtu’s general secretary Mr Thulas Nxesi claimed conservative elements were trying to whip up teachers’ emotions against the Government.

Bengu said the Constitution stated clearly that teachers should be employed by provincial educational authorities. This meant that the former apartheid departments must be rationalised into nine provincial departments.

“An important part of this rationalisation process is the abolition of posts in the former departments and the simultaneous creation of an equivalent number of posts in the provinces,” said Bengu.

In the second phase of the process, provincial departments will rationalise their organisation, posts and staff.

Bengu said the Ministry aimed to absorb everyone but if this was not possible after six months, “the staff member could be retired with the usual package applicable to such retirements.” He said the National Professional Teachers’ Organisation of SA and Sadtu had both been consulted and further talks would take place in the Education Labour Relations Council.

Sadtu has argued for all existing teaching posts to be absorbed and has agreed to the rationalisation of posts at a directorate level.

Sadtu’s assistant general secretary Mr Mxolisi Nxosi said: “Sadtu will respond with all its might if there are hidden agendas on the part of some MECs to retrench teachers.”
Gauteng will not support abolition of school posts

THE simultaneous abolition of all teaching posts in SA would be administratively and educationally unsound and any proposal in this regard would not be supported by the Gauteng education department, education minister Mary Metcalfe said yesterday.

She was responding to a Sunday Times report yesterday which indicated Education Minister Sibusiso Bengu had proposed abolishing all 350,000 government teaching posts, leaving it to the nine provinces to recreate posts in their regions and relieve as many teachers as they could afford.

The report said teachers would have to reapply for their positions once the new posts were created. The report said teachers who were not reemployed within six months would then be retrenched.

Metcalfe said she had no knowledge of the proposal because no mention of any such approach had been made in the full report given to provincial ministers at the Council of Education Ministers meeting on April 21. She said all educators in Gauteng schools and colleges were employed by the Gauteng Education Department and would continue in their posts.

Mxolisi Nkosi, assistant secretary-general of the SA Teachers' Democratic Union, said yesterday he understood the proposal to mean the employment of all teachers was to be transferred from the government to each of the provinces, in accordance with the interim constitution.

The proposal encompassed the absorption of all teaching posts into provincial departments. Once accomplished, the various departments could then examine the redeployment of teachers into schools with low pupil/teacher ratios.

He warned that Bengu and provincial MECs would face "the full wrath of SADTU" if the process was "abused" to retrench teachers.

SADTU's general-secretary Palesa Popi said she needed more details about the proposal before she could make any comment.

She said, however, the simultaneous retrenchment of teachers could seriously disrupt the culture of learning.

She also raised the concern that many teachers, not certain of re-employment, could opt for retirement or seek alternative work outside the education sphere.

National Professional Teachers' Organisation of SA vice-president Henry Hendriks said yesterday he believed the proposal, if implemented, was a means of "downsizing" the public service.

But rationalising the education sector through the retrenchment of teachers was "unthinkable", he said.

He said he could not really comment until he had received confirmation of the proposal.

Democratic Party education spokesman Mike Ellis said any proposal to retrench teachers was "ridiculous", unworkable and totally unfair and would only serve to further demoralise an already demoralised teaching profession.

Sports Bank would aim at greater participation

CAPE TOWN - A recognition of the need for "elite sport" combined with the need to address the skewed participation in SA sports has led the drafters of the sports White Paper to propose the creation of an overarching "sports bank".

The White Paper proposes that the Sports Bank, essentially a trust fund, should finance the expansion of sports participants from the current 28.5% to above 35% of SA's population.

The bank will be funded by government, by the major profitable sports and from funds raised from a percentage of the income generated by lotteries and gambling.

The White Paper suggests that the private sector would also contribute to the trust because participating companies would be granted incentives "to ensure that the funding of sports programmes is less of a problem than at present".

The White Paper criticises sports organisations for "misusing their non-profit status to accumulate funds in the form of investments. The bodies are to be given the option of plowing their profits back into sport or paying tax like all companies."

The report also implies that the proposed dedicated sports TV channel would contribute to the trust.

The trust would also afford the opportunity to allocate funds to the programmes of "Cinderella sports" that battle to find sponsorship.

The trust would also enable sport to provide training "particularly at the bottom end of the spectrum", the White Paper states.

The creation of the trust would also play a role in the White Paper's recommendation that the first priority should be to streamline the responsibilities of stake holders to ensure coordination and economies of scale.

The second priority is the creation of funds for the creation and upgrading of basic multipurpose sports facilities in disadvantaged areas.

US 'worried Iran seeking SA aid' Own Correspondent

LONDON - There was growing concern in the US that Iran might be seeking SA aid for its nuclear development programme, The Sunday Times said yesterday.

It said US officials believed that Energy Minister Fik Botha's visit to Tehran last month included talks on nuclear co-operation.

One official told the paper: "We have warned our allies and we are doing what we can to stop it."

It is known that the Islamic state has attempted to buy nuclear technology from Russia and China. Intelligence sources believe SA has not yet contributed nuclear know-how to Iran, but has the expertise to do so.

The report said the matter would be discussed in Washington this week, between SA and US officials.

But with post-apartheid SA eager to boost its arms exports, the talks may not succeed in persuading the government to cut ties with Iran.

The US had warned President Nelson Mandela that SA ties with Iran could affect US aid, the report said.
New increase offer to teachers

Johannesburg: Teachers who earlier this month rejected an increase of 1.4% have received a new salary offer from Education Minister Prof Sibusiso Bengu.

The offer of the as-yet undisclosed salary increase was made with a promise of job security.

Professor Bengu said the ministry wanted to employ more teachers.
Pen-pushers face push

EDUCATION REPORTER

The only people facing possible retrenchment following the cuts in the provincial education departments would be bureaucrats, the SA Democratic Teachers Union said yesterday.

The union was reacting to a report which said the Government was planning to abolish 360 000 teaching posts.

Sadtu general secretary Thulas Nxesi said any moves would not affect teachers, but could affect administration staff, as there were too many.

The union was prepared to discuss teacher redeployment, but not job losses, he said.

The National Professional Teachers Organisation of SA, the biggest teacher union, yesterday also questioned the accuracy of the report.

Gauteng education spokesman Nkoama Maloka said teachers might be redeployed but would not be retrenched.
Bengu: No teacher job losses

GRAHAMSTOWN. — Education Minister Sibusiso Bengu has dismissed as “blatant lies” reports that 360,000 teachers would lose their jobs in a public service rationalisation programme. (221)

"The reports are blatant lies... there is no statement I made on teachers, on retrenchments or their pay," he said yesterday. ARG 25/4/95

The only people who would be directly affected by a rationalisation plan were administrative,
Teachers’ jobs not in danger, says Bengu

EDUCATION Minister Sibusiso Bengu said yesterday “all teachers jobs are guaranteed”, and only administrative staff in the proposed new provincial education departments would be in danger of losing their jobs.

Speaking in Grahamstown, Bengu said the rationalisation would be a two-phase process. The first would be to rationalise the existing 14 education departments into nine provincial departments and one national department, and no teachers would lose their jobs.

The second phase would be to rationalise the provincial departments in terms of administrative staff. Staff members whose services would no longer be required would be offered retirement packages, and the retirement age would be lowered to 50.

“I have checked with President Mandela, who said that while he was president no teachers would ever be fired.”

Bengu was responding to a report in the Sunday Times last Sunday that 360 000 teaching posts could be abolished and new provincial departments would only rehire as many teachers as they could afford.

Meanwhile, the SA Democratic Teachers’ Union yesterday reassured teachers who inundated the union with calls after the report was published.

Union general secretary Thulas Nxesi said a document presented by the government to both his union and the National Professional Teachers’ Organisation of SA at the Education Labour Relations Council clearly stated all teachers were to be absorbed automatically into the new provincial departments.

However, he said it would be impossible to assimilate the administrative positions of all 14 education departments into the nine provincial departments.

Nxesi said his union was prepared to negotiate with the Education Ministry on the issue of teacher redeployment, but the retrenchment of teachers would not be acceptable.

Nxesi called on the Education Ministry to ensure the reabsorption of teachers into the new departments would not be used to retrench teachers.

Bengu also said a new offer on increased teacher salaries had been drawn up and would be presented to the negotiating teams.
More money needed
to retain teachers.

THE Western Cape was one of three provinces which had stated they needed further funds to prevent the retrenchment of teachers, the Minister of Education, Professor Sibusiso Bengu, said yesterday.
The other two were Northern Transvaal and Northern Cape.

• More than 300 000 pupils in the Western Cape received a free basic snack every morning, the RDF office said yesterday.
Teachers to receive new salary offer

M Education Reporter

A new pay increase offer will be put before teachers today in a move to ward off a potential strike by thousands.

This was confirmed by Education Ministry spokesman Lincoln Mail yesterday.

The offer will be disclosed only after the 10am meeting of the Education Labour Relations Council in Pretoria.

However, Mail said the new offer meant that all teachers, and not just those in the lower levels, would be in line for increases.

"The original offer was only made to teachers in the lower echelons who were really suffering. This new increase offers something to them and all other teachers."

The possibility of a teacher strike, which could cripple education in the country, emerged last week after the major teacher unions declared a dispute with the Government over an effective 1.4% increase offer.

The South African Democratic Teachers' Union and National Professional Teachers' Organisation of SA are demanding an 18.4% increase and an improvement in parity and service conditions.

The unions were not available to comment on the new pay offer.
Public servants to get better deal

THE State committed itself at a Public Service Bargaining Council sitting in Cape Town this week to improving the conditions of service of public servants by using an additional R46bn, combined with the 3.5bn which was provided for in the Budget, to ease the plight of workers.

Despite these planned improvements, the SA Health and Public Workers' Union said on Wednesday "it was left with no option but to strike" because the Public Service Commission was not willing to meet its demands for a living wage.

The union also demanded the resignation of Public Service Minister Zola Skweyiya and Safety and Security Minister Sydney Mufamadi because they had allowed police unions Popcru and Sapu to join the Public Service Central Bargaining Chamber.

The union said police unions could not belong to the chamber as they had their own service acts.

They said the Ministers had handled the matter illegally, because they had violated the Public Service Labour Relations Act.

At the bargaining council meeting to discuss options for the improvement of conditions of service for public servants, it was indicated that the state would scale down the Public Service and restructure the pension funds to enhance the return on investment.

The previous agreement entered into by the chamber on the funding of pension funds, where government promised to top up pension fund deficits if necessary, will not be affected by the proposed R46bn arrangement. The possible improvements would cost R3.3bn for the current financial year.

Govt makes teacher salary proposal

THE Education Ministry has proposed that more than R2.5bn could be raised by reducing government contributions to pension funds for the financial year, and that the money be used to improve salaries.

The proposal was submitted to teacher associations and unions in the bargaining committee of the Education Labour Relations Council, aimed at improving the offer made last year. In November government proposed a salary increase on the lower levels, up to R45 000.

The offer could not be improved because no additional funds were available.

According to the proposal, the money raised from reducing the pension fund contribution could be used in a way that would not negatively affect the pension funds or benefits of employees.

Should the proposal be acceptable, the offer for teachers would be improved by a general increase of 5% from July this year and a higher increase on the four lowest notches of the salary scale.

The National Professional Teachers' Organisation of SA and the SA Democratic Teachers' Union will respond at a bargaining committee meeting on May 2.
Youths flee ongoing violence

By Molgadi Pela

SCORES of youths on the East Rand have fled their homes after bloody clashes between two factions of self-defence units in Katlehong.

At least four people have been killed and many more injured since fighting broke out early in March between the feuding SDUs — both aligned to the African National Congress.

One of the victims of the conflict, Mr Zakhele Mahlizo (21), who was shot dead last Sunday, will be buried at Schoeman Cemetery tomorrow.

Commander of the SDUs, Mr Botsa Nkosi, told a media briefing in nearby Mandela Section that several attempts to resolve the conflict had failed.

He accused the local branch of the ANC of siding with their rivals. "How can we then expect the Katlehong branch of the ANC to mediate? They consider us to be aggressors," Nkosi said.

Other victims of the conflict were Khoele Dlamini, who died on March 26; Lucky Nkusa, who was killed on April 1; and a man known only as Thabo "Stoks" who was shot on April 2.

A number of the youth SDUs accused Nkosi and his followers of kidnapping people in Tshwane section and demanding a list of people in the rival faction.

Nkosi said they would seek an urgent meeting with Gauteng MEC for Safety and Security, Mr Jesse Duarte, to resolve the conflict.

He said youths could no longer attend school or move about freely in the township because of the violence.

Radio station probe

A PROBE into the illegal Radio Denkerboek would continue after a tense stand-off between police and supporters of the station on Wednesday night, police said.

Angry supporters of the station jeered police as they withdrew from their positions around the station, about 25 km east of Pretoria.

About 80 policemen had surrounded the station earlier in the day to back up Post Office officials who had been ordered to confiscate the station's transmitters. Police spokesman Captain Dave Harrington said.

Teachers to fight on

TEACHER organisations have vowed to continue their fight for better salaries after expressing disappointment at the Government's latest offer of a five-percent salary increase.

The most recent proposal, put to the bargaining unit of the Education Labour Relations Council, includes a 3.5-percent increase to staff and contributions to teachers' pension funds as well as a salary increase of five percent from July 1.

The suggestion is not a fixed offer but merely a suggestion for the two teacher unions, Sadtu and Naptosa, to consider and is identical to a suggestion made by the two unions previously when they met with ministers in Cape Town earlier this year.

The original Government offer was an increase of 3.5 percent, which was rejected by teacher unions who are fighting for an increase of 8.4 percent. Naptosa President Mr Lepile Tseungane expressed disappointment at the suggestion and slammed the Ministry of Education for raising teachers' hopes for a better offer after a public announcement on Monday.
Teachers: More cash if state alters pension deal?

Proposal to cut employer contribution

Education Reporter

TEACHERS could get more money if a proposal to reduce the state's contribution to pension funds was accepted by public servants' and teachers' unions and associations.

The proposal has been submitted to the bargaining committee of the Education Labour Relations Council, the Department of Education has said in a statement.

The department said the state's contribution to pension funds for this financial year was possible without negatively affecting the pension funds or benefits of employees.

However, a revision of the investment portfolio of the pension funds would be required.

Should this proposal be acceptable to all the associations and unions representing public servants and educators, the salary offer to teachers would be increased to a five percent increase from July 1.

According to the statement, a higher increase in the four lowest notches of the key salary scale would also be possible from the same date to deal with the ripple effect of the proposed improvement of the minimum wage for the public service in general.

Delegations of the National Parents' and Teachers' Organisation of South Africa (Naptoa) and the South African Democratic Teachers' Union (Sadtu) have indicated they would discuss the proposal with their principals and reply at the next meeting of the bargaining committee on May 2.

Previously, the state's offer to teachers amounted to less than 1.5 percent across the board.
Teachers go back to class to improve qualifications

Provinces had identified subjects in short supply, such as mathematics, science and English, and were encouraging teachers to pursue these areas of study.

Some provinces could not afford spending large amounts on improving teacher qualifications, but teachers were encouraged to do so themselves and improve their earnings as a result.

In the Department of Education and Training (DET) component of Gauteng, the total expenditure on services rendered by Vista University had been R1,88 million — or R1,440 a student — during the 1994/5 financial year.

During the same period, the Gauteng education department had paid the College for Continuing Education R11,6 million for upgrading former DET teachers' qualifications.

Of all the provinces, the Western Cape had the healthiest teacher-pupil ratio last year, with an average of 25:1.

Worst was the Eastern Cape with 41 pupils a teacher, followed by KwaZulu-Natal with 38 and the Northern Transvaal with 37, Mr Bengu said in reply to a question tabled by Senator Abe Williams (NP).

He said of 48,333 people employed at schools and colleges in the Western Cape, 36,370 were teachers in classrooms.
Mediation on teachers' salaries begins today

Education Reporter
TEACHER unions begin mediation about improved salaries with state negotiators today, after rejecting a government proposal to give them a bigger increase by drawing on state pension funds.

The state's proposal would have meant an effective five percent across-the-board increase by "raiding" pension funds, the National Professional Teachers Organisation of South Africa (Naptosa) said.

"The state has broken an agreement to pour R800 million into teacher salaries," a union spokesman said today.

It had come up with the new proposal which it was hoping to convert into an offer in order to avoid mediation, but teacher unions were firmly against "raiding" the pension funds of teachers to come up with the money, he said.

The unions could not allow the state to borrow money from teachers in order to provide proper increases because there were no guarantees that pension money would be refunded.

The state's original offer to teachers of 1.4 percent was rejected.

After yesterday's unsuccessful meeting between teacher unions and government representatives, Naptosa president Leepile Tsalusa accused Education Minister Sibusiso Bengu of "cruelly misleading teachers".

He said teacher negotiators had been told that, although the minister had made a public announcement that a fresh offer of a general salary increase had been tabled, this was not the case.
Teacher training in disarray

SA's teacher training is inefficient, costly, inequitable and poor in quality, according to an Urban Foundation survey released yesterday.

Almost all SA's 360,000 teachers needed in-service education, said the report, compiled for the Gauteng education department. Teacher education curricula in most colleges were loaded with irrelevant subject matter and in dire need of revision, while students had little exposure to meaningful practical teaching.

State bursary and loan systems had been abused, did not relate to financial need and did not direct students into areas with the greatest educational need.

A number of colleges were not racially integrated, and former education departments in Gauteng had poorly managed the matching of teacher supply and demand.

"The production of teachers has been a costly and wasteful exercise because of the inefficiency of most colleges and loss of trained teachers," the survey said.

About a quarter of Gauteng teachers were advancing their qualifications to get promotion or higher salaries, but were not becoming better teachers. This "qualification inflation" had serious implications for the province's budget.

Gauteng had a net oversupply of teachers, badly distributed. However, there were shortages of English, mathematics, science and technical-subject teachers.

The province's 40,000 teachers were the

Teachers

Teachers turn down new pay offer

Teachers yesterday rejected the Government's new offer of a 3% across-the-board pay increase, saying the offer was unclear and misleading.

The new offer was rejected following discussions in the Education Labour Relations Council in Pretoria.

The Government had been forced to increase its initial offer after the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) rejected its first offer of 1.4% for teachers earning less than R46,000.

The unions are demanding an 18.4% increase and an improvement in parity and service conditions.

Sadtu general secretary Thulas Nxesi called on the State to "unpack" its proposed increase.

He said it was not clear how the 3% increase, which will be diverted from the teachers' pension fund, would affect teachers' pensions.

He also questioned why the increase would be effective only from July 1, and not April 1.

Rejecting the offer, Naptosa said statements by education officials and state negotiators had been contradictory and inconsistent. Education Minister Sibusiso Bengu had "cruelly misled" teachers as they had been informed that they "should look to their pension fund" for an increase.
SADTU plans to go ahead with protest

By Abdul Mhlabi
Labour Reporter

THE South African Democratic Teachers Union is planning a series of protests next week, despite welcoming the Government's new wage proposal.

SADTU spokesman Kate Skinner said the demonstrations would be more "information sessions" than protests.

Skinner said although the union was happy with the new wage package, it had decided to go ahead with the demonstrations to highlight teachers' grievances as well as to recommit itself to the Government's Reconstruction and Development Programme and the culture of learning.

She said, however, that the offer was still just a proposal and would be negotiated further between the two parties. SADTU's counterpart in the 7-month-old public sector wage negotiations deadlock, the National Education, Health and Allied Workers Union, has rejected the proposal.

Nebawu assistant general secretary Fikile Majola said although his union was happy with the other aspects of the Government's proposed package, it rejected the 5 percent across-the-board increase because it would further widen the wage gap between skilled, semi-skilled and unskilled workers.

The Government proposed a five percent across-the-board increase for the highest paid workers and 22 percent for the lowest paid. It also proposed to extend benefits such as housing loans and overtime pay to workers who were previously ineligible. Majola said Nebawu wanted a cut-off point where employees earning more than R60 000 a year would not get any increases until the wage gap problem was addressed.

"Five percent to someone earning R60 000 a year would be far more than 22 percent to someone earning R9 000 a year. We propose that Government freeze wage increases at the highest income level," said Majola.

However, Majola said there were no possibilities of industrial action as negotiations were continuing.
Alison Papenfus spells out the teacher-pupil story

The facts about ratios

It's official — at least, the inspectors are telling the heads of state-aided and Model C schools it's official.

Next year Model C schools will be staffed at the rate of one teacher to 35 pupils. The Education Department won't pay for more than that.

Well, what is all the fuss about? Simple — a ratio of one teacher to 35 pupils does not mean 35 kids in a class — it means 48 in the average high school class, and about 40 in a primary school class.

Why? Because teachers do not just teach — they also administrate, set and mark tests and exams, prepare lessons and practical classes, mark books, organise events, collect money from fund-raising projects, and a host of other activities. To do this they need free periods in their teaching timetable, so not every teacher teaches every period.

And some don't teach at all — many headmasters do not have a teaching timetable, and deputy principals spend a third of their time on administration, and so on. That's how a teacher/student ratio of 1:35 becomes a class of 48 pupils.

So Model C parents (who now get no allowance from the Receiver of Revenue for their children) will have to cough up R48 000 per teacher per year on average — because, like everyone else, teachers need workman's compensation, UIF, medical aid, pension and a salary they can live on (well, almost live on), and a double cheque at Christmas.

So, what average size of class is acceptable to you in a high school? Let's settle for an average of 33. To achieve that, you need a teacher-pupil ratio of one to 25, and allowing that senior teachers do not have a full teaching load you will need to appoint an additional eight teachers in a school of 750 pupils. That will cost the school R394 000 a year, or R512 per child, assuming all pupils pay their fees.

None of this indicates that anyone finds the present teacher/student ratio in the DEG schools acceptable. The 1:40 quoted by the MEC for education bails down to classes of 56 pupils. And we are aware that often those classes don't have a classroom.

We understand that the bulk of the budget has to be spent on those who cannot provide for a better teacher/pupil ratio than the State can afford. But don't allow reconciliation in education to be redefined, to appease political perceptions, as crippling those schools which can offer quality education.
Bengu hints at pay rise

OWN CORRESPONDENT

KING WILLIAM’S TOWN — The sum of R1bn could be made available to improve teachers' salaries, with a decision expected by the end of this month, Education Minister Sibusiso Bengu said yesterday.

He said the Ministry had proposed that half of the R2.5bn allocated by government to improve salaries of public servants should go towards teacher allowances and parity.

Bengu told teachers at the Kaffrarian Girls’ High School that the proposal was being negotiated with the negotiating council on education and an outcome was expected this month.

Also included in the proposal was a housing allowance for married women teachers.

He said the negotiating body had rejected a Ministry proposal that salaries of teachers in the lower ranks be improved first.

“The Education Ministry is committed to improving teachers’ salaries and their conditions and all these can be covered in three years,” he said.

700 children freed from prisons and police cells

ABOUT 700 children were released from prisons and police cells yesterday when an amendment to Section 29 of the Correctional Services Act came into effect.

All unsentenced minors under 18 years of age would be released into the custody of a parent, guardian, other suitable person or a place of safety as defined in the Child Care Act. Correctional Services Minister Sipho Mzimela said. Unsentenced minors were children who had been arrested for allegedly committing an offence or who were waiting to appear before a court.

The day would be remembered as one which “dramatically changed the fate of many unfortunate children”. The problem of child detainees had finally been resolved and Mzimela said he was “proud that we could rectify the wrong of the past in this way. President Mandela in particular is today a very happy man”.

The amendments were approved by Parliament last year, following Mandela’s slating of the “unacceptable practice” of keeping “young and vulnerable” children in prisons, in his state of the nation address last May.

The department’s next step would be to build more youth development centres where children who had been found guilty by a court of law could receive proper education and training, he said.

Such centres were already in place at Leeuwkop, Rustenburg and Polokwane, and another was planned for Maritzburg.

Lawyers for Human Rights yesterday criticised Mzimela’s department for not consulting other government departments which were “dramatically affected” by the releases, in particular the Safety and Security, Welfare and Justice Departments.

A heavy burden would be placed on the police, social workers and court personnel and there was a risk some children would be released on to the streets.

Some areas of SA did not have sufficient places of safety, the organisation said.

Although the Minister’s move had broken through the lethargy surrounding the issue of children in custody, a more holistic and consultative approach by the department would have removed stumbling blocks and been less risky to the children involved.

Police no closer to solving Heyns murder

SIX months after former NG Church moderator Johan Heyns was assassinated at his Pretoria home, police are no closer to solving the murder.

“We are also not any closer to finding a
ULUNDI — The KwaZulu/Natal government had no funds to pay teachers' salaries after October or November this year, provincial education department acting superintendent-general Bill Staudhe said yesterday.

In a report to the KwaZulu/Natal legislature's finance standing committee, Staudhe said the salary bill for the 1995/1996 financial year would be about R4.3bn, but only about R2.9bn was available.

This left a shortfall of about R1.4bn and it did not take a "mathematics genius" to conclude that KwaZulu/ Natal would "run out of money to pay teachers and personnel in October/November",

It may be, he said, that education was becoming too expensive for the state to maintain.

To compound the gloom, Staudhe said, an additional R80m was needed for the creation of another 3,000 teaching posts. There were about 2.4 million pupils in KwaZulu/Natal.

KwaZulu/Natal received a R1.5bn education budget, the highest of all provinces. But provincial education minister Vincent Zulu said it was less than the combined budget the five

former education departments received in the past.

Zulu criticised President Nelson Mandela's decision to provide free education as "just a dream" and a "not so good idea". Adequate funds were not made available to cope with the number of pupils who "streamlined" into schools. Zulu said.

However, Zulu gave an assurance that teachers would not be retrenched, and ways would be found to raise funds.

Staudhe said capital projects had been scaled down substantially, and there would be further cuts in the purchase of essential items such as textbooks.

In order to curb costs, it may be worthwhile having a national debate on the system of paying teachers. At present, their salaries increased as they improved their qualifications, Staudhe said.

"I know it would be unpopular in the teaching profession, but for how long can we continue with this system?" asked Staudhe.

About 80% of the education budget went on salaries for teachers and other personnel, Staudhe said.

ANC MP Mike Sutcliffe voiced concern that while there were no funds to pay teachers, the budget for administrative costs had increased from R184m to R207m. The bureaucracy seemed to be getting bigger, instead of getting smaller in the aftermath of the amalgamation of previously racially-based departments, he said.

Staudhe said increasing the pupil population had the domino effect of increasing administrative costs.

Reporting to the finance standing committee on his R155.5m budget, KwaZulu/Natal traditional affairs minister Nyanga Ngubane said about R8m would be spent paying chiefs their stipends.

While previously the 270 chiefs were paid between R500 and R600, their stipend was increased substantially early this year.

A chief who had not matriculated now received R1500, a chief who had matriculated received R1900 and a chief who held a university degree received R3000.

Ngubane said payment to chiefs was "nothing" compared with the earnings of other public servants and the private sector.
JOHANNESBURG: The South African Democratic Teachers Union (Sadtu) is planning a national day of action on Friday by thousands of dissatisfied teachers to demand higher salary increases, the union's acting president, Mr Duncan Hindle, said yesterday.

The protest action will involve marches by teachers countrywide.

Salary negotiations with the government stalled last week when Sadtu rejected its five percent across-the-board offer. It wants 18.4%.
Teachers plan day of action

THE South African Democratic Teachers Union (Sadtu) is planning a national day of action on Friday over wage increases.

The union's acting president, Duncan Hindle, said yesterday that the protest action will disrupt schooling.

"If we want to make a point ... these protests will have to take place during school hours," he said.
Teachers plan strike over salary dispute

EDUCATION REPORTER

The SA Democratic Teachers' Union (Sadtu) is planning a national day of action on Friday by thousands of teachers demanding bigger salary increases, the union's acting president Duncan Hindle said yesterday.

The protest will include marches in various parts of the country.

Hindle said the demonstrations would disrupt schooling.

"If we want to make a point to the Government, these protests will have to take place during school hours. But the situation is already disrupting education because it is very demoralising for teachers not to get some commitment from the Government on salary increases.

"We are aiming to restore the culture of learning and teaching that we are committed to.

Sadtu general secretary Thulas Nxesi said: "We support the Government, but we are prepared to take strong action against the State if we do not get a fair deal.

He said the union had decided to go ahead with the protest after negotiations with the Government stalled last week when Sadtu rejected the Government's offer of 5% across the board.

The National Professional Teachers' Organisation of SA has also rejected the offer.

Both unions are demanding 12.4%.

Nxes added: "We also want a structured increase to reduce the apartheid wage gaps, and clarity on the implications of taking money from the state pension fund. We need written guarantees that this will not lead to the erosion of pensions."
Suited to March for More Pay

**Frustration** One-day strike to

**Teachers** want inflation-linked increase. Tachers' wages may accept Bill

**News** Teachers want inflation-linked increase. Teachers may accept Bill

By Clare Keaton

In this New York Democratic

The union called on all teachers to go on strike. Day of action and political action.

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The union called on all teachers to go on strike. Day of action and political action.
Teachers' unions refuse wage offer

AFTER 18 months of wage negotiations, the SA Democratic Teachers' Union (Sadtu) and the National Education, Health and Allied Workers' Union (Nehawu) have refused to accept government's latest wage proposal.

The unions said that by giving a 5% increase to the top echelons the wage gap would widen making it impossible to address the problem in future.

At a joint briefing yesterday, the organisations blamed the separate state bargaining chambers for contributing to the lengthy and frustrating nature of negotiations. They believed the negotiation structures would have to be restructured to create a single, small and more manageable chamber.

Government's offer, they said, had not addressed the overall wage bill in the context of a three-year strategy and had not taken into account any strategy for the restructuring of the public service.

The organisations complained that the 5% increase would enrich bureaucrats who had already received a 20% wage increase in the last round of negotiations. They suggested that a step towards narrowing the wage gap would be for those in the upper income brackets to accept a wage freeze to benefit the poorest paid workers.

They committed themselves to the reduction of the wage gap, the introduction of a simple grading system in terms of salaries and called for the restructuring of the public service.

Sadtu in Gauteng would hold a rally at the Braamfontein Civic Centre today, which would be followed by a march to the Gauteng parliament, aimed at highlighting the plight of teachers.

Teachers have complained that since 1998 they have not benefited from any significant salary increases. They claim their salaries have not kept step with the inflation rate.

Sadtu media spokesman Thabiso Matla said the situation had reached a stage which demanded the intervention of community structures and the public.
Teachers to march over pay

By Claire Keeton

THE Gauteng region of the South African Democratic Teachers Union is expecting 25,000 teachers to join in their day of action today to protest against the latest pay offer by the State.

Sadtu regional spokesman Mr Thabisa Mabuza said it was not a strike but "a day of action" to highlight the plight of teachers.

Teachers wishing to take part in the rally have been asked to meet at the Braamfontein Civic Centre at 10am today. They will march to the MEC's offices at the Gauteng legislature. Mabuza called on primary school teachers to inform their pupils about the action to avoid having to leave them alone at school.

He said teachers were frustrated that no progress had been made concerning their salary demands after seven-months of negotiations. This militated against a culture of learning and teaching. Sadtu has called for disciplined action and behaviour from all its members.
JOHANNESBURG. — Thousands of teachers across South Africa took to the streets of major cities demanding higher pay increases than those offered by the government.

The teachers, mainly from the SA Democratic Teachers' Union (Sadtu), marched on provincial education offices yesterday to present their demands to education MECs.

Sadtu and the National Professional Teachers' Organisation of South Africa want an 18.4 percent rise. The government has offered five percent.

Education Minister Sibusiso Bengu said on Thursday it was "unfortunate" the unions had announced their intention to embark on action while negotiations were still in progress.

He warned the two unions that the Education Labour Relations Act, to which both were signatories, did not provide for industrial action while negotiations were in progress.

Pay talks between teachers' unions and the government will resume next Thursday after the unions have consulted their members on the five percent offer. Professor Bengu has told unions they must submit written arguments to a mediator in support of their demands.

The minister has offered to boost teachers' salaries with funds borrowed from their pension funds, but the unions have rejected this.

In Cape Town, about 3,000 Sadtu members created traffic to a standstill in the city centre when they marched to highlight their demands. The protesters also called for the resignation of education MEC Martha Ockers.
Teachers’ union accused of covering up abuse of pupils

By RAMOTENA MABOTE

Parents and teachers have accused the South African Democratic Teachers Union of intimidating principals, seizing control of schools, covering up abuses by teachers and "being a law unto itself".

The Gauteng education department launched a commission of inquiry this week into allegations that six union members at Vezokuhle Primary School in Mzimhlofe, Soweto, had beaten pupils and had assaulted the principal and that the union had tried to force a cover-up.

Gauteng’s education minister, Mary Metcalfe, said her department was also investigating allegations that:

- Union members at a Meadowlands Primary School had frogmarched the principal out of his school and then falsified cheques during his one-year absence; and
- A union member at another school in Mzimhlofe was suspended on full pay after he was accused of rape.

But a senior Gauteng government official said the union had threatened to withdraw its support for the ANC in the November local elections if inquiries were not called off.

"The union is trying to hold the provincial legislature to ransom," the official said.

Parents of pupils at Vezokuhle Primary School told the inquiry that the six teachers beat children with sticks and knobkerries. Several pupils had been to hospital for wounds and bruises.

A parent told the inquiry that her six-year-old Grade 1 daughter had fainted in hospital for months after a teacher had allegedly hit her on the head with the sharp heel of her shoe.

A seven-year-old girl wept as she told how her teachers often hit her and her Grade 2 classmates' heads against the wall.

Other pupils said that one teacher forced them to buy lunches from her.

Two teachers who are not union members claimed that their colleagues threatened to beat them up for being the "principal's spies".

They said that the union members boasted openly about assaulting children, saying no principal would touch them "because we are Sactu".

They also allegedly refused to teach pupils from a nearby hostel because "they are Inkatha children".

Parents said the union covered up the teachers' behaviour.

A spokesman for the union, Palesa Papi, refused to comment on the allegations, saying they were "sub judice".

But she said members were obliged to abide by the union's code of conduct. "If it is found that members violated that code, disciplinary action will be taken against them."

Ms Metcalfe provisionally closed the school last week ahead of the inquiry, led by Thandeka Ngqosu, a child psychologist employed by Transnet.

On Friday, Ms Metcalfe dismissed fears that she would not act against the culprits because the union was "friends with the government".

"If there is sufficient evidence implicating any employee of the department (of education) I will continue with disciplinary action and will go through legal procedures," she said.

The commission's findings are expected to be released tomorrow.
SA teachers warn they will push for fair deal

TEACHERS' unions will not withdraw their salary dispute with government, but will push for greater clarity on the current offer at today's education labour relations council meeting and consider their options on forms of industrial action if the impasse is not resolved.

SA Democratic Teachers' Union (Sadtu) general secretary Thulas Nxesi said yesterday that a day of action planned for Friday would go ahead. Schools would be disrupted as teachers gathered to march to provincial education authorities' offices.

"We want to send a clear message to government that, while we support the political transition, on issues where we are not getting a fair deal, we are prepared to take strong action to highlight the frustration of our members," Nxesi warned.

Although a National Professional Teachers' Association of SA (Naptosa) spokesman would not be drawn on whether Naptosa would support the day of action, he confirmed the labour caucus was unanimous that the dispute would go on.

Industrial action could not, he said, be ruled out.

Nxesi said Sadtu rejected government's 5% across-the-board offer and would press for measures to close the huge existing wage gap between high and low earners.

Sadtu had not budged from its demand of 18.4%.

Sadtu would also seek clarity on the implications of government's proposal to use pension fund monies to finance increases as state pensions were a highly emotive issue in the public service.

On the issue of rationalisation, while Sadtu supported the concept and believed incentives should be offered to teachers prepared to move to rural areas, the union would oppose any move to use it as a mechanism to retrench. Also, the union believed it should be consulted on any rationalisation plans, Nxesi said.

Sadtu members have been urged not to embark on any wildcat or undisciplined action on Friday as this would not be condoned by Sadtu. Protracted action had also been ruled out.

Nxesi said discussions with affected communities would ensure pupil and teacher safety and decide whether a day would be set aside to make up for time lost during Friday's action.

Negotiations had been dragging on for seven months and unions were intent on ensuring a speedy end to the process and the early implementation of increases.

Nxesi announced that Duncan Hindle had been appointed acting president and Willy Madisha would be acting deputy president until Sadtu's July conference.
Strike looms

Teachers' unions

Operation Hunger grinds to a halt in Free State • Schools face disruption
Teachers' strike spreads to 30 Soweto schools

BY LEE-ANN ALFREDS and ABBEY MAKOE

An illegal teachers' strike, which started when members of the South African Democratic Teachers' Union (Sadtu) disagreed with the findings of an inquiry into child abuse by its members, has spread to 30 schools in Soweto.

The strike by Sadtu members in Orlando and Dube affects about 20,000 pupils, according to Gauteng MEC for Education Mary Metcalfe.

She believes trouble at Vesokhule Primary School in Mamelodi sparked the strike.

Sadtu has denied that teachers in the region were striking, but admitted there had been "trouble" in the area.

But union spokesman Thabiso Matia confirmed that Vesokhule Primary School was closed for the third time in 10 days yesterday following friction between teachers and parents over the findings.

Tensions deepened at the start of the week when the commission of inquiry released a preliminary report apparently recommending that disciplinary action be instituted against six Sadtu members for various incidents of child abuse.

The findings caused five other teachers to walk out in solidarity, leaving the school with only 10 teachers.

The trouble appears to have spread to other schools in the area which have been experiencing tension between parents and Sadtu-aligned teachers.

In a bid to defuse the situation, the education ministry agreed that the six teachers could continue to teach while allegations against them were investigated, but parents refused, forcing Metcalfe to close the school temporarily.

Metcalfe said she would act against teachers who embarked on an illegal strike.

She said the department would proceed with disciplinary action if evidence of child abuse was found.

Matia said Sadtu believed the commission's preliminary findings had been biased.

He said Sadtu had launched its own inquiry into the situation at Vesokhule and that the teachers would be disciplined if found guilty.
Teachers’ unions meet govt

By Claire Keeton

THE South African Democratic Teachers Union and the National Professional Teachers Organisation — both in dispute with the state over salaries — will meet the Government today to continue their talks.

Sadtu has emphasised the need for the state to proceed in good faith in order to bring the 10-month negotiations to a speedy conclusion. “Teachers’ frustrations on the ground are rising and this is potentially disrup-
tive to education,” Sadtu general secretary Mr Thulas Nxosi warned.

Sadtu has rejected the state’s offer of a five percent increase across the board. Naptosa spokesman Mr Andrew Pyper said its affiliates had embarked on actions in response to the frustrations of their members but was not planning any marches.

He said there would be a mass meeting tomorrow in the Athlone Civic Centre, Cape Town, and another at the Johannesburg College of Education on May 23.
**TEACHERS SALARIES - THE FACTS**

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The above table is based on the assumption that a salary increase in one year should compensate for the inflation of the previous year.

*Graphic: Matthew More; Tony Groghan*

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**"WE ARE TREATED LIKE DIRT"**

**ANGRY teachers' threat of industrial action**

"SICK AND TIRED" teachers from five different organisations are threatening industrial action over an "insulting" salary increase of 5%. **MELANIE GOSLING** reports.

A NGER at government treatment of teachers — who have been offered a 5% salary increase taken from their own pension fund — boiled over in a mass meeting in Parow yesterday, with over a thousand teachers from five organisations threatening industrial action.

Teachers from as far as Malmesbury, Wellington and Ceres attended the meeting where many said the time had come to consider going on strike.

A spokesman for the Cape Teachers' Professional Association, Mr Archie Vergotine, said: "Come the days when teachers could afford to be gentle professionals."

"The government initially offered teachers an increase of 1.4%. When this was rejected, they increased the offer to 5% — but the money would come from their pension fund.

Vice-president of the SA Teachers' Association, Mr Hugh Kulps, said the state was forcing teachers to take protest action.

"If education is really central to the success of the RDP then let the government put their money where their mouth is and pay us market-related salaries."

Camp Bay High teacher Mr Richard Curtis said: "I'm sick and tired of being told I have a professional responsibility as if professionalism is a magic word which means we can be treated like dirt. We've been given the same platitudes for years. We need to take action now."

The monthly salary for teachers with a bachelor's degree, teaching diploma and no experience is R2 725. A similarly qualified teacher with 10 years' experience gets R4 416.

Dr Huw Davies, executive director of the National Professional Teachers' Organisation (Naptoas), said teachers' annual salary increases had declined from 9.9% in 1991 to 1.4% this year. The accumulated backlog, taking the rate of inflation into account, was over 21%.

Dr Davies said the government's offer had been rejected and the matter was under mediation. The results of the mediation would be made public today.
‘Insulted’ teachers fume over government offer

Staff Reporter

MORE than 3 000 angry teachers converged on Parow Civic Centre to hear a report-back on salary negotiations from representatives of their union, the National Professional Teachers’ Organisation of South Africa (Naptosa).

The teachers are negotiating with the government over a 18.4 percent salary increase demand across the board. The government has offered five percent, described by teachers as “an insult”.

Naptosa representative Huw Davies said his organisation rejected the offer because “it is taken from our pension fund”.

Dr Davies said the negotiators also rejected the government decision to address teachers’ problems as part of the broader civil service.

He said mediation was continuing and a further report-back was expected today.

Dr Davies said the government refused to improve its offer because it had adopted a policy of fiscal discipline and had a commitment to closing the wage gap.

The teachers said yesterday that enough was enough.

“We have been talking, negotiating and we got nothing — we need action,” said one angry teacher.

“No government is going to negotiate with anybody who doesn’t show he means it,” he said to loud applause.

Proposed action included a march today, a strike or “slow withdrawal of our services”.

Basic monthly salaries paid to fully qualified teachers with a three-year college diploma and no experience is R2 964; for a three-year degree plus one year teaching diploma and no experience, the salary is R2 725; and with the same qualifications and 10 years’ experience, R4 416.

A first-year teacher with a three-year diploma takes home R1 795 after deductions.
Teachers' input on wages

THE TWO major teachers' groups are putting forward counter-proposals to the State's offer of a five percent across-the-board increase, they indicated at wage talks in Pretoria yesterday.

The National Professional Teachers' Organisation of South Africa tabled a counter-proposal to the State's May 2 offer in the Education Labour Relations Council yesterday.

"We would prefer not to reveal the details right now," Naptosa spokesman Mr Andrew Pyper said.

The South African Democratic Teachers' Union will submit their proposal today.

The union also proposed that the pension fund be restructured and agreed to the State borrowing to pay increases.

Education spokesman Mr Corrie Rademeyer said the talks were constructive and the State would respond to the counter-proposals by May 31.
Metcalfe goes toe-to-toe with teachers over strike

By RAMOTENA MABOTE

A SHOWDOWN is looming between the Gauteng Ministry of Education and the South African Democratic Teachers’ Union following a wildcat strike by Sadtu members in Soweto this week.

Teachers in at least 30 schools went on strike in solidarity with six union members implicated in allegations of physical abuse of children at Vezokuhle Primary in Mzimhlophe.

Gauteng Education MEC Mary Metcalfe, who this week announced that there was to be a ban on corporal punishment in all Gauteng schools, said she was hoping to meet Sadtu regional officials to find out if they had anything to do with the strike.

Mrs Metcalfe said the ministry would deal with any of its employees found to have taken part in any illegal strike.

Last Friday she instituted a commission of inquiry to investigate the concerns and allegations of physical abuse voiced by parents, pupils and educators.

It is alleged that the six teachers beat children with sticks and knobkerries — and with the heel of a high-heeled shoe. Parents claimed several children had been referred to hospital for treatment of wounds and bruises suffered through such abuse.

Mrs Metcalfe is expected to announce the final findings of the commission today at a meeting with all stakeholders. She said that, based on the commission’s recommendations, she would act against any employee of the education department suspected of breaking departmental rules.

Sadtu regional media officer Thabiso Matia said the union was not aware that the strike was going on and that, if there was one, it was not official because “the office was not consulted”.

The illegal strike followed the refusal by parents of Vezokuhle pupils to allow be implicated teachers back into the school.

The parents told Mrs Metcalfe they would withdraw their children from school if the teachers returned.

Parents have accused Sadtu of using “dirty tricks” — intimidating principals, threatening teachers unsympathetic to the union, taking control of schools without the knowledge and consent of the department of education, covering up abuse by members and “being a law unto itself”.

On Monday evening when Mrs Metcalfe met with parents and teachers to announce the commission’s preliminary findings, all parties agreed on a moratorium on “unbecoming” behaviour — but parents insisted they would not allow the teachers back on the school premises.

This led to Sadtu members in 30 Orlando and Dube schools embarking on a strike on Monday which affected 20,000 pupils.

Teachers and pupils interviewed said Sadtu members told them they were going to “toyi-toyi” at Vezokuhle.

“These people (teachers) should be fired or transferred to other schools. If they suspend them with pay, with the hope of returning them to the school, we will withdraw our children from the school,” said one parent.

The parents turned down Mrs Metcalfe’s request to return the children to school before the commission made its final report, saying they were prepared to “keep our children at home until the end of the year”.

Mr Matia said Sadtu would launch its own inquiry into the matter, which would serve as a “double check” to inform the organisation as to what form of action, if any, it should take.

“That does not mean we do not support the independent commission of inquiry appointed by the ministry. In fact, it was at our request that the MEC launched it.”

He added, however, that “as it is now, we doubt that the commission would be independent because some of the terms of reference were not looked into.”
Teachers wait for mediators

TEACHERS' organisations are still in the dark about the results of mediation after they declared a dispute over salary negotiations with the government.

Spokesman for the Cape Council of Teachers' Organisation, Mr Mike Reeler said yesterday the results of the mediation were scheduled to be announced last Friday, but had not yet been released.
Educators ordered to negotiate

ALL parties involved in negotiating teacher salary increases should go back to the Education Labour Relations Council's bargaining committee to solve the salary dispute, mediator Hans van der Riet has ordered.

Teacher unions declared a dispute with the national education department, and advocate Mr Van der Riet was called to mediate.

Mr Van der Riet said all parties should return to the bargaining committee and negotiate further in good faith on all outstanding matters relating to the salary increases for educators.

Unions had argued that the division of funds for the improvement of conditions of service between educators and the rest of the public service should be based on the percentage that the salaries of these groups represented in the total salary account of the state.

The government representatives agreed there had been such an understanding, but said there was also provision for specific improvements to be excluded from the formula.

Teachers have been offered five percent across the board, of which a portion would come from their pension fund. Different unions are demanding different amounts, but most are upset about the pension fund clause.
Warning to striking teachers

BY ABBEY MAKOE and ADAM COOKE

The no work, no pay rule would be applied to striking teachers at Soweto schools if they did not report for duty today, Gauteng Education MEC Mary Metcalfe warned yesterday.

Teachers who went on strike in Orlando and Dube last week in support of five colleagues accused of child abuse would not be penalised if they returned to work today Metcalfe said.

The strike was sparked by the findings of a ministry-appointed commission that five teachers at Vesukuhle Lower Primary in Orlando were guilty of child abuse.

Parents of the children at Vesukuhle Lower Primary have said they would not allow the five teachers back to the school.

The inquiry, which has not yet officially released its findings, found that the teachers had administered corporal punishment and verbally abused children.

The Star has learnt. The findings of the commission will be released in full this week.

While distancing itself from the strike, the SA Democratic Teachers' Union (Sadtu) has rejected the findings of the commission, headed by human rights lawyer Brian Currie, that some union members were guilty of child abuse.

On Friday teachers took to the streets during school hours, demonstrating against the commission's findings. They also called for the transfer of the Vesukuhle school principal.

The union resolved to institute its own inquiry and a Sadtu official, Kate Skinner, said it did not recognise the findings.

The commission found that most teachers at Vesukuhle had administered corporal punishment, but that five had used it excessively.
No work, no pay

Metcalfe

By Claire Keeton

STRIKING teachers at Orlando and Dube schools in Soweto must report for duty today or the principle of “no work, no pay” would apply, Gauteng MEC for education, Mrs Mary Metcalfe warned yesterday.

The wildcat strike has prevented the proper functioning of about 30 schools and affected at least 20 000 children.

Teachers went on strike to express their dissatisfaction at the way the inquiry into allegations of child abuse at Vezokuhle Lower Primary School was held.

Metcalfe said all parents who wished to take their children to school must do so and those not willing should keep them at home or make alternative arrangements. The MEC will meet parent representatives this week. From today a monitoring group will be stationed at the school, which has been closed for two weeks, because of the tensions there.

“The group will make sure there is no physical, verbal or any other abuse of children,” said Metcalfe.

The commission to investigate the school’s problems sat on May 12 and 15, and all parents, teachers and pupils from the school were invited to give evidence.

A preliminary report indicated that the disciplinary action “had been recommended in various categories of child abuse (physical assault and emotional abuse)”. The commission’s full report will be given to Metcalfe this week and she will give a copy to all stakeholders.

The South African Democratic Teachers’ Union (Sadtu) Gauteng media officer, Mr Thabiso Matia, expressed “severe reservations” about the commission’s assessments.

“It appears that different terms of reference were applied to the principal and the teachers concerned,” he said.

The union said it had launched an inquiry into the situation and the Sadtu Soweto branch would take appropriate disciplinary action if teachers were found to have contravened its code of conduct.

Metcalfe said the withdrawal of labour was unacceptable and all teachers must perform their duties. Teachers who failed to do so would be subject to the procedures in the Education Labour Relations Act and the Educators Employment Act.
Teachers end strike

Kevin O'Grady
BD 231575

THE 84 teachers on strike at 15 Soweto schools, in solidarity with colleagues named in a commission of inquiry report into child abuse, returned to work yesterday but pupil attendance figures declined in the wake of the allegations, education minister Mary Metcalfe said.

Metcalfe said the situation at the Ventukhle Lower Primary School — where allegations of abuse had been levelled at six teachers — was "calm" and the school had reopened as planned. However, reports indicated "parents have chosen not to send children to school".

The members of the SA Democratic Teachers' Union and Transvaal United Teachers' Association went on strike last week in support of their colleagues — a move believed to have affected as many as 20 000 pupils.

No charges have yet been laid against the teachers named in the report.

Metcalfe has met police to discuss launching an investigation into the allegations, according to her spokesman, Shippa Maloka.

The commission's final report could be out this week, Maloka said.
**Teacher dissatisfaction**

The threat of widespread strikes in the education sphere is increasing, while teachers hold out for their demands of inflation-related increases, reports Claire Keeton.

FLASHBACK...Teachers are threatening to repeat last year's industrial action.

TEACHERS already receive substantial service benefits that add 36 percent to their basic salaries, according to education spokesman Mr Corrie Radeemeyer.

The cost budgeted for teachers' salaries for the 1995-96 financial year is around R16.2 billion and another R3.9 billion is budgeted for fringe benefits. This means the total package costs around R22.1 billion, with benefits equal to nearly a third of this amount.

These benefits include medical aid, a housing subsidy, a pension and provident fund, leave gratuity payments and an annual 13th cheque.

Teachers spokesman Mr Andrew Pyper said teachers' benefits were the same as those of other civil servants.
Teachers ‘will strike if pay demands not met’

Kevin O'Grady

The Association of Professional Teachers (APT) said yesterday that it would strike if its salary demands were not met when bargaining resumed on May 31.

The association held a meeting attended by hundreds of teachers at the Johannesburg College of Education.

National Professional Teachers' Organisation of SA (Naptosa) executive director Hugh Davies said that while the organisation was hesitant to strike it could be forced to by a government 'dragging its heels'.

The APT is an affiliate of Naptosa.

The organisation made a proposal that R300m be made available to the education sector for increases.

If this proposal was not agreed to members would be polled on whether they thought a strike ballot should be held.

Other forms of action aimed at forcing government to accede to its demands had been proposed.

These would be put before the APT's executive council on Friday for approval.

APT president Anthony Swartz said:

The planned forms of action included a "work to rule" policy which would rule out extramural activities, a programme of "non-cooperation with the authorities" — refusing to allow inspections and to make statistics available — and a campaign to gain support from parents for any labour action.

"We have always refrained from any actions that might be detrimental to the education of the children. Our members are fast approaching the limit of professionalism — must we hurt the child's education before the state awakens?" Swartz said.

Teachers we are being held to ransom by a government which is exploiting our professionalism.

Naptosa earlier rejected a government proposal that teachers' increases be funded through borrowing from public service pension funds.
The Minister of Education

The Minister of Education is responsible for the promotion and coordination of education policies and programs in the country. This involves ensuring that the education system is effective, efficient, and responsive to the needs of the learners. The Minister is also responsible for the development of educational standards and the monitoring of educational outcomes.

One of the key challenges faced by the education sector is the provision of high-quality education for all students, regardless of their background or location. To address this challenge, the Minister has implemented several initiatives, such as the expansion of access to education, the improvement of teaching and learning materials, and the enhancement of teacher training and development.

Another priority of the Minister is the promotion of innovation and technology in education. This includes the adoption of digital technologies to support learning and teaching, as well as the development of new educational methods and approaches.

In addition to these initiatives, the Minister is also focused on ensuring the well-being of education stakeholders, including students, teachers, and other educational professionals. This involves promoting a culture of respect and collaboration, as well as addressing the needs of marginalized groups to ensure equitable access to education.

Overall, the Minister of Education is committed to building a strong and inclusive education system that prepares citizens for a successful and fulfilling life.
Angry teachers warning

News The Clinton Administration will fight to save loans to South Africa
Teachers, angry - DP

The Government's inadequate handling of the teachers' salary issue had disheartened the profession and the lack of clarity around other issues had angered them, DP education spokesman Mike Ellis said yesterday.

Education Minister Sibusiso Bengu should form a partnership with the teaching profession and involve it fully and constructively in restructuring education.

A cloud of uncertainty hung over the profession, and the issues of retrenchment, salaries, provincial budgets and school governance had to be dealt with.

Bengu had also shown little desire to encourage discipline on campuses.

He had simply passed the buck when students rejected fee increases; demanded hostel upgrading, the reinstatement of dismissed lecturers, new furniture or the withdrawal of charges of public violence against fellow students; and boycotted, protested and took hostages.

The appointment of the National Commission on Tertiary Education was a positive move but would only make its report much later. — Sapa.
12 000 teachers may lose jobs

By AYESHA ISMAIL

MORE than 12 000 teachers in the Western Cape could lose their jobs by the end of the year if a discussion document drawn up by the Western Cape Education Department’s convenor for the Interim Consultative Committee on Staffing Matters is accepted.

Convenor Brian Gilbert says in the document that a distinction should be made between the abolition of posts and the retrenchment of teachers.

"The abolition of a post occurs when a school no longer qualifies for its present complement of staff and one or more posts have to be identified as those without which it will proceed.

"Retrenchment of a teacher occurs when he or she is discharged and retirement benefits are paid out either by choice or through inability to obtain a post within 120 days." Mr Gilbert said.

According to the document "it is the department’s wish that the abolition of posts should be effected with the least disruption to education and the staff of the school involved".

At present there are 36 038 teachers in the region.

If a ratio of 35:1 in high schools and 40:1 in primary schools is implemented there will be total of 23 050 posts left out of the present 36 038 in the region. This means that a total of 12 108 posts would be abolished.

The document proposes that "under normal circumstances" the identification of teachers whose posts are to be abolished include:

- Teachers who retire on pension, or resign and whose duties can be performed by the rest of the staff.

- Temporary staff whose duties can be performed by the rest of the staff.

- Teachers in permanent posts whose subjects are being phased out or whose services are dispensable.

Temporary teachers should be laid off before permanent staff, the report urged.

"The department trusts that school committees or governing bodies will ensure that decisions regarding the abolition of posts will be fair and reasonable and will be taken with utmost degree of objectivity," Mr Gilbert says in the document.

This week the education alliance consisting of the South African Democratic Teachers Union, the Cape Teachers Professional Association and the National Education Coordinating Committee have once again called for Western Cape Education MEC Martha Olkers and acting head of education, Dr Francois Knoetzer, to be relieved of their duties.
Split in teachers union

By RAMOTENA MABOTE

A GROUP of 700 Soweto teachers has split from the greater Soweto branch of the South African Democratic Teachers Union after allegations of corruption and child abuse involving union members.

A teacher representing the 700-member Dobsonville/Meadowlands group says the teachers are demanding autonomy because of the Soweto branch's implication "in embarrassing acts over the past few months".

However, the Soweto branch wants the rebels' newly granted branch status reversed, saying that there wasn't sufficient consultation by the region beforehand.

The spokesman for the rebels, a Meadowlands high school teacher who does not wish to be named, says the real reason is that "we are the biggest and that means they will lose a big chunk of their budget".

He claims that, at the end of last year, the greater Soweto branch of the union chased away principals from several schools in Proten North and is preparing to do so again in other areas.

Referring to alleged child abuse at Voskabale Primary School in Mamblophe, Soweto, where six teachers are subjects of a commission of inquiry, the teacher says Soweto branch leaders are defending members implicated in unconstitutional acts.

The rebels have also accused the Soweto branch of nepotism, refusing to listen to members who oppose "unpopular" decisions, and calling for strikes or protest action without prior consultation.

The union's media spokesman for greater Soweto, Thabiso Matia, says that the issue of the rebel branch's status was contested at a recent regional congress.

Mr Matia says the union decided to launch an inquiry into the branch's existence and the allegations. He says there was insufficient consultation before granting it branch status.

He says the chairman of the inquiry will report back on June 8.
Teachers in last-ditch talks on pay

Kevin O'Grady

TWO major teachers' unions go back to the bargaining table with government tomorrow, hoping to win some ground on their salary demands, and indications are that widespread strike action could be on the cards if the talks prove fruitless.

Spokesmen for the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) — both in dispute with the state over the salary issue — yesterday declined to speculate on what action would be taken if their demands were not met.

However, Naptosa executive director Hugh Davies told members at a mass meeting recently that a strike ballot would be held if the next round of talks failed to yield results.

Both organisations have rejected the state's latest offer of a 5% increase. Sadtu spokesman Kate Skinner said they were demanding an 18.4% increase to be given on "a sliding scale" that would benefit lower and middle income earners and a "wage freeze at a certain point" for higher income earners.

The union had already held one day of strike action and pledged to consult members before deciding whether to take any further action.

Tami Mseleku, the Education Department's labour relations chief director, said mandating committees met yesterday to finalise their mandates, and further details on what the department would be taking to negotiations would be available today.
Teachers accused of child abuse removed

BY ABEBY MAKOE
and BOBBY BROWN

Gauteng Education MEC Mary Metcalfe has acted against five Soweto teachers accused of child abuse, and the police's Child Protection Unit said it was investigating the allegations.

But Metcalfe said yesterday although an official commission of inquiry, headed by human rights lawyer Brian Currim, had found substance to the allegations, the five had not yet been found guilty by a disciplinary inquiry.

The teachers, from the Vezulindlele Lower Primary School in Mzimhlope, were removed from the school and transferred to Metcalfe's office in Braamfontein pending further investigations.

The teachers have not been named because they have not yet had the chance of defending themselves.

Metcalfe said her department would be meeting parents of the school's pupils in the hope of restoring relationships at the school.

Parents have refused to allow their children to attend school until the five teachers were suspended.

"The school has not been functioning properly for more than a month, a situation which cannot continue."

She added that the department had placed an immediate moratorium on corporal punishment at the school.

Teaching at the Selelelei High School in Orlando East, Soweto, has come to a standstill since the expulsion last week of the entire staff of 40 teachers, whom students accused of being irresponsible.

The teachers, all said to be members of the SA Democratic Teachers' Union, were "sacked" after they allegedly took part in a union-organised demonstration during school hours.
Teacher posts safe for now

— Olickers

STAFF REPORTER

TEACHERS and principals got a temporary reprieve yesterday when Western Cape Education Minister Ms Martha Olickers told them at a meeting that she was holding President Nelson Mandela to his word that there would be no retrenchments.

She also dropped a bombshell by saying free education would not be available for the next 20 years.

Referring to the '94-'95 education budget, Ms Olickers said it was a "cut and paste project", which had used "different criteria for different departments". This meant the department had done inaccurate counts of teaching personnel, pupil-teacher ratios and benefits.

Miscount

The miscalculation, according to Ms Olickers, amounts to at least R700 million, involving a miscount of more than 1 000 educators and the pension benefits due black teachers.

She added that the "zero basic budget system", which essentially means starting the process of putting together a budget with a clean slate, would produce a shortfall of R800m for next year.

Asked how an education department could make such glaring mistakes, she replied: "It's all in the minutes of the committee at head office. We told them, but they wouldn't believe us."