TEACHERS - GENERAL

1995

JUNE - DEC.
Teachers 'not losing on taxes'

CHRIS BATeman
POLITICAL STAFF

FORMER Department of Educa-
tion and Training (DET) teachers
whose birthday bonuses are taxed
in a single lump sum rather than
over the year, are not losing, a tax
expert says.

Reacting to angry DET teachers,
Mr Ian Mieklejohn, Director of
Legal Drafting for Inland Revenue,
said it was "a question of personal
preference" — whether you pay
the tax once-off in the bonus
month, or over the year, and suffer
a lower monthly take-home pay.

Western Cape Education
Department spokesman Dr Orland
Firmnani said each department had
functioned on its own budget. The
former House of Representatives
(HoR) had deducted the bonus
tax monthly — but the ex-Cape
Education Department (CED) and
ex-DET deducted it once-off.

On April 1 the ex-CED amalgam-
ated with the financial systems
of the ex-HoR and adopted their
system.
Teacher pay increase talks stall

NEGOTIATIONS between the education ministry and teacher unions over salary increases deadlocked yesterday when the parties could not agree on the percentage increase or where the money would come from.

According to Sadtu general secretary Mr Thulas Nxesi, the deadlock occurred because of a refusal by the National Professional Teachers' Association of SA to allow the state to take the increase from the pension fund.

Sadtu said they did not mind if the increase came from the pension fund, but Naptosa wants it to come from state revenue.

The talks are set to resume today. — Staff Reporter
Teachers' unions split
over salary increase offer

BY MICHAEL SPARKS

The two teachers' unions which are in dispute with the Government over salary increase proposals have split forces, with one rejecting the Government's proposals outright, and the other partially accepting the proposals after a meeting yesterday.

Department of Education spokesman Corrie Rademeyer said yesterday Government representatives at the education bargaining committee had informed the two unions that it would be "impossible in the current situation" to amend the State's offer.

The State's final offer provides for a 5% increase for teachers earning less than R107 000 a year. Above this level, the increase tapers off to 4%. The in-

creases take effect from July 1.

The State's offer would have to be partly financed by diverting R840-million from the State's pension contribution, Rademeyer said.

South African Democratic Teachers' Union general secretary Thulas Nxesi said his union had partially accepted proposals by the Government to use pension contributions to help fund the proposed 5% salary increase, although the union had called for a higher increase.

National Professional Teachers' Organisation president Leepile Taunyane said in a statement that the source of funds for the salary increase was still in contention, while his organisation was holding out for an 13.4% increase, which the Government rejected.
Sadtu, Naptosa diverge in talks

By Claire Keeton

THE PATHS of the two major teachers' organisations — the National Professional Teachers' Organisation and the South African Democratic Teachers' Union — diverged in wage talks with the State yesterday.

Sadtu accepted the State's proposal to borrow from Government pensions to fund an increase for educators.

This follows a promise by the State to provide a written guarantee that the fund will not be eroded.

Naptosa is holding bilateral talks with the State today to further discuss the proposal, since its members have rejected using pension funds for this purpose.

Sadtu spokesman Mr Thulas Nxesi said: "The State is prepared to give an unequivocal guarantee teachers' benefits will not be eroded."

He said they were prepared to start a process of restructuring, allowing for joint control and management of pension funds.

However, Sadtu still had differences with the State over the distribution of increases for teachers.

The union is demanding an 11 to 12 percent increase for the 75 percent of teachers earning between R48 000 and R68 000 annually.

This would scale down to a two percent increase for those earning between R85 000 and R90 000.

Naptosa president Mr Leepile Taumane said the State had rejected the organisation's counter-proposal and was standing by its offer of a five percent across-the-board increase.

Department of Education Education spokesman Mr Corrie Rademeyer confirmed the State’s offer was unchanged.
Union against pension 'loan' money drawn from pension funds.

JOHANNESBURG. — The Natal African Teachers' Union in KwaZulu-Natal has rejected a government plan to borrow from teachers' pension funds to finance salary increases.

Spokesman Musa Shezi said yesterday the government had not told teachers how it intended repaying money drawn from pension funds.

Mr Shezi said the government had failed to adhere to democratic values in forcing unions to accept the move, when fewer than half the teachers supported it.

The union threatened protests if its objections were not heeded. — Sapa.
Teachers reject plans to borrow from pension funds

The Natal African Teachers' Union in KwaZulu-Natal has rejected a government plan to borrow from teachers' pension funds to finance salary increases. Spokesman Musa Shezi said yesterday the Government had not convinced teachers there was no money in its own coffers. It had also not said how it intended repaying the money. — Sapa (321)
It's a blackboard bungle

By RAMOTENA NABOTE

The North West Ministry of Education is seriously considering introducing a quota system in teacher-training to match the number of teachers trained with the needs of the province.

Speaking to the Sunday Times this week MEC for Education, Mamokoaena Gaoretelelewe, said the present situation was a mess because the old legislation was still in place.

In a move that could save the province millions of rands a year, the ministry is looking at introducing a quota for students wanting to enter teacher-training and a further quota on those who want to study humanities.

"Even if we did not train any more teachers in the humanities for the next five years, we would still be covered. We would like to train people who will improve the economic and technical ability of our province," says Mrs Gaoretelelewe. Her words come in the wake of talk nationally of revamping teacher-training in order to bring it up to par with international standards. Other provinces looking into revamping teacher-training are Gauteng and the Northern Transvaal.

Gauteng MEC for Education Mary Metcalfe is on record as saying her province has enough teachers — the priority was to deploy them where they were needed most. Meanwhile, her counterpart in the Northern Transvaal, Dr Aaron Motsoaledi, is battling with unions who are demanding that he provide jobs to more than 11 000 unemployed teachers. Teacher-training is costing the government millions of rands despite the fact that most of the teachers produced are of a low standard and that most of those who qualify find themselves without a job. According to the Human Sciences Resource Council more than 78 000 students countrywide enrolled for teacher-training in different levels last year at a cost to the taxpayer of R4 500 each. Figures for this year are believed to be more or less the same.

With little more than 5 800 students this year, the North West government is expected to spend more than R78-million to educate student teachers, many of whom will drop out or change careers once they have qualified.

However many students failed and others dropped out.
THE South African Democratic Teachers' Union (Sadtu) in the Pietersburg region is locked in a dispute with the Northern Transvaal government over the allocation of 4,000 teaching posts.

Sadtu claims the posts will not help solve the critical shortage of jobs for the 11,000 unemployed teachers in the region.

General secretary of Sadtu in the Pietersburg region Rally Sekola said the union will meet the government to discuss the matter and the issue of teaching posts for blacks at whites-only schools.
Teachers lock horns on increase

EDUCATION in South Africa can not afford instability and tension, and Naptosa should reconsider its agenda in opposing the government's proposal to borrow from state pension fund contributions to boost teacher salary increases, Sadtu general secretary Thulas Nxesi said.

Mr Nxesi said the government was offering to borrow from its own contribution to pension funds and was prepared to give written guarantees that the money would be budgeted for and paid back next year.

"It was explained to teachers that this would not affect their benefits and, with the offer of a written guarantee, what more should we ask for?"

Naptosa was part of a meeting earlier where teacher organisations had agreed to accept the offer from government, provided they could give guarantees over the repayment of the pension money, Mr Nxesi said.

"Naptosa has now rejected the proposal in total."

Sadtu, however, believed teachers not only had a responsibility towards themselves, but also the education process and restructuring and political transformation as a whole.

Mr Nxesi said, in light of the guarantees which the state was prepared to give on the repayment of pension money, Naptosa should state its "actual" problem with the proposal.

"It looks as if they are intent on causing instability and tension in education and have an agenda

TWO major teachers' organisations, the South African Democratic Teachers' Union (Sadtu) and National Professional Teachers' Organisation of South Africa (Naptosa), have locked horns on the issue of teacher increases and whether or not the government should be allowed to borrow from its contribution to teachers' pension funds to improve the salary increases.

ESANN de Kock reports.

ARG 5/6/95

Sadtu want more money from pension funds and would want more clarification in terms of the guarantees on pension fund pay-backs by the government before the offer could be finalised.

Mr Nxesi said Sadtu was still concerned at how the extra money from pension funds would be distributed within the profession, but that that was a matter which would be addressed once the proposal was accepted.

But, he said, it was up to Naptosa to sort out its differences with the government and clarify its reasons for opposing the deal, which would mean a five percent across-the-board increase.

The next meeting of the negotiating committee of the Education Labour Relations Council is today and, according to Mr Nxesi, Sadtu will have to "consider its alternatives" if Naptosa continues to resist the offer.
School strike looms as pay talks deadlock

Kevin O'Grady

A NATIONWIDE teachers' strike looms after salary negotiations with government ground to a halt in Pretoria yesterday.

Education Minister Sibusiso Bengu declared the negotiations deadlocked after the National Professional Teachers' Association of SA (Naptosa) vetoed government's proposal that teachers' increases be partly funded from their pension fund.

The state's final offer — of 5% to 10% for earners of less than R197 000, funded to the tune of R640-million from public servants' pension fund — now becomes general policy and will be implemented from July 1.

The talks degenerated into a slanging match between the ANC-aligned SA Democratic Teachers' Union (Sadtu) and the non-aligned Naptosa, with Sadtu accusing its rival of "holding the entire process to ransom".

Both unions were in dispute with government over the salary offer, although Sadtu had accepted, with guarantees, the use of the pension fund.

After the talks deadlocked, Sadtu general secretary Thulani Nxesi called Naptosa "right-wing reactionaries" that negotiated at the expense of "the average teacher in the classroom".

Naptosa called the "pension fund raid", which Sadtu had earlier rejected, "actuarial cannibalism" and said the union had "succumbed to pressure brought to bear by its allies" when it accepted the funding proposal.

Both organisations said a strike was a distinct possibility and a decision would be made after urgent executive committee meetings and consultations had been held.

Deadlock in the talks seemed inevitable even without Naptosa vetoing the funding proposal as both unions differed with the state on the size of the teachers' increases. Sadtu had demanded a minimum 11% increase. Naptosa was looking for an 18.4% increase for its members.

A teacher earning the lowest yearly salary of R18 222 would from July 1 earn R20 118 — an increase of 10.45% — and income of earners previously at the maximum R125 411 would grow 4% to R131 475.
Chalk-down in schools looms after talks stall

The Argus Correspondent

JOHANNESBURG. — Simmering tension between the two major teachers' unions have caused salary talks to stall, increasing the likelihood of a strike by one of the unions.

Wage negotiations deadlocked yesterday when the government indicated it would not move from its offer as the SA Democratic Teachers Union (Sadtu) and the National Professional Teachers Organisation (Naptosa) could not reach agreement.

The latest offer will give teachers earning between R13 000 and R24 000 a year an increase of up to 10 percent. All teachers earning more than R24 000 a year will receive a five percent increase.

The R840 million needed for the increases is to come from the state's contribution to pension funds.

But while Sadtu has indicated that it accepts the government's assurances that pensions will not be jeopardised, Naptosa has rejected the proposal, causing deep-rooted suspicions between the unions to resurface.

Naptosa has made a counter-proposal calling for a larger amount for improvements to teachers' pay and a separate pension fund for teachers.

Industrial action could not be ruled out if the government failed to respond satisfactorily to the counter-proposal, Naptosa said in a statement last night.

At a press conference in Johannesburg yesterday, Sadtu general secretary Thebus Nzeki came out strongly against Naptosa, accusing the federation — whose members traditionally have been mainly white — of holding the talks to ransom.

He said Naptosa, which held 60 of the votes in the bargaining council, was using its veto powers to resist meaningful change.

Mr Nzeki warned the government that Sadtu would not accept the "dictates of the Naptosas of this world" and said the union would consult its members for a further mandate.

He said Sadtu reserved the right to strike, but said the union would investigate all avenues to avoid industrial action.

But he stressed that the union was not involved in any negotiation with Naptosa, saying previous attempts had not resolved the differences.

In its statement, Naptosa rejected "the view that (it) is reactionary and opposed to progress", saying more than half its members came from "communities which experienced the worst effects of the apartheid era".

The union said it was committed to the Reconstruction and Development Programme "through a motivated and well-remunerated teaching corps".

Its opposition to the government offer, Naptosa said, was based on "the very real conviction that the proposals...are not well-advised (and) that the long-term consequences are uncertain".

Naptosa said it was awaiting the government's response to its counter-proposal before assessing its course of action.

Industrial action could not be ruled out, Naptosa said.
Govt, teachers still deadlocked

JOHANNESBURG: Wage negotiations between the government and teachers' unions deadlocked again yesterday after the government stuck at its final offer of a 6.6% increase for teachers on the minimum wage scale.

The offer was rejected by the National Professional Teachers' Association of SA and the SA Democratic Teachers Union.
Pay talks stall as teachers clash

Tension between the two major teacher unions has caused salary talks to stall, increasing the likelihood of a strike by one of the unions.

The wage negotiations deadlocked yesterday when the Government indicated it would not move from the offer it had tabled as the SA Democratic Teachers Union (Sadtu) and the National Professional Teachers Organisation (Naptosa) could not reach agreement.

The R340-million needed for the teachers' salary increases is to come from the State's contribution to the different pension funds.

While Sadtu has indicated that it accepts the Government's assurances that pensions will not be jeopardised, Naptosa has rejected the proposal, causing suspicions between the unions to resurface.

Industrial action could not be ruled out if the Government failed to respond satisfactorily to the counter-proposal, Naptosa said last night.

Sadtu's Thulas Nxesi yesterday accused Naptosa of holding the talks to ransom.
The government is offering a 5% pay raise...
PENSIONS

Teachers' sums

Telling the world that they disdain government's latest salary package, the National Association of Professional Teachers of SA (Naptosa), gets only nine out of 10 for homework. That doesn't necessarily weaken its case.

Naptosa refers to government using the Government Service Pension Fund (GSPF) as a source to finance public sector salaries. That is inexact. The proposal is that money which had been intended as an infusion to the fund will be applied, instead, to salaries. Once money is in a pension fund it cannot be withdrawn, even by government.

And Naptosa's comparison of government to a private sector employer taking a "pension holiday" is not helpful. An employer can take a pension holiday, in specific circumstances, where a fund is fully funded. The GSPF is not fully funded. When all the various funds are consolidated it will be between 45%-50% funded.

Whether there is a real justification for a fully funded government fund is arguable. SA is one of few countries where it is an official goal. Elsewhere, governments are not considered likely to go bankrupt, so the pay-as-you-go principle is accepted.

Naptosa concedes other public service unions do not oppose the diversion of money originally intended for the pension fund, to pay better salaries. But it is doubtful if they have researched the long-term actuarial implications.

According to the current constitution, pension rights are entrenched. Naptosa can find no assurance that the entrenched rights carry further than the year 2015 and some of its members will have pension expectations far beyond that. Spokesman Chris Klopper says there is considerable concern about the fate of their pensions in the interim. The temptation of a government in financial extremis to play "actuarial cannibalism" was high on the worry list.

Naptosa's counter proposal was that, of R3.3bn available for improvement of public service conditions, R990m be made available to improve teachers' conditions. That's R170m more than was offered by government. A separate pension fund for educators should be set up, with existing pension fund monies left intact. "The parties in the public sector who have no reservations about the use of pension funds in whatever form to finance increases, receive increases based on that source." The proposal was rejected.

Klopper says Naptosa members are reluctant to consider strike action but it "has received clear indications from its affiliate organisations that industrial action cannot be ruled out."
No posts for women

CT 13/16/95

STAFF REPORTER

THE South African Democratic Teachers Union (Sadtu) condemned reports that women teachers in Khayelitsha had been refused positions because the available posts were reserved for men.

The "embarrassing" reports, which began in April this year, refer to ex-Department of Education and Training primary schools.

Mr M J Hewu, Sadtu Khayelitsha branch chairman, reported yesterday that women "fully qualified as primary teachers have been turned away", on the grounds of gender.

The headmaster of a Khayelitsha primary school, who declined to be identified, denied any such incidents in his school, saying: "I'm not aware of such a thing."
Threat to sue Metcalfe over promotion process

BY LEE-ANN ALFRED
EDUCATION REPORTER

About 200 teachers are threatening to take Gauteng Education MEC Mary Metcalfe to court for allegedly passing them over for promotion.

The teachers, all members of the Concerned Teachers Group, spoke to lawyers last week to see how they could legally challenge the short-listing process used to filter about 16 000 applications for the 1 700 promotion posts available in the province.

A representative for the group, Michael Davy, said the decision had been taken at a meeting of about 200 teachers from 35 schools around Eldorado Park last Monday.

He said the teachers became aware two weeks ago that many of them had not been shortlisted for posts they had filled in acting capacities for more than two years, or that less experienced people had been shortlisted for these.

Davy said the teachers had been worried since the beginning of June, when they were notified that they were to be shortlisted on the basis of their CVs which had to "completed in a particular manner".

"We only found out then, after we had to submit our applications in April, that they gave you marks for various categories according to the profile of the particular post," he said.

Davy said an education official had been present at Monday’s meeting, but had not provided satisfactory answers.

He called on Metcalfe to postpone the August 1 deadline for posts to be filled.

But education director-general James Maseko defended the short-listing process, saying his department had consulted all teacher bodies on the criteria for promotion before going ahead with the selection.

"These people can be included on the shortlists if their schools motivate why they want them, so there really is no problem," he said.

Teachers’ pay talks stall

Salary talks between the Government and teachers remain in limbo as the two major teachers’ unions have still failed to reach agreement.

The talks deadlocked last week when the Government declared a formal dispute after placing its offer on the table.

In terms of the final offer, all those teachers earning between R18 000 and R24 000 a year will receive increases of between 6% and 10%. Teachers earning more than R24 000 a year will receive a 5% across-the-board increase.

The Government entered the negotiations last year with a 1.4% offer before increasing the figure to 5% across the board.

It was forced to increase the offer again last month after the two teachers’ unions, the National Professional Teachers’ Organisation of SA (Naptosa) and the SA Democratic Teachers’ Union (Sadtu), rejected the 5% across-the-board increase.

However, wage negotiations ground to a halt last week when Naptosa and Sadtu disagreed on how the Government was to pay for the increases.

Naptosa rejected the Government’s plan to divert R10.40 million from its contributions to a pension fund while Sadtu indicated that it was acceptable.
No Cape teachers will be fired, says Ockers

ESANN de KOCK
Education Reporter

WESTERN Cape teachers will not lose their jobs by being forced to accept retirement packages.

This assurance has been given to the region's 36,000 teachers by regional Education Minister Martha Ockers after reports that 6,000 teachers would be retrenched at the end of the year.

At a Press conference yesterday, Mrs Ockers said voluntary retirement packages would probably have to be offered to teachers in schools where pupil-teacher ratios were too favourable to meet budgetary constraints and to achieve equity in education.

But retrenchments were not on the cards and the working committee on staffing, chaired by Brian Gilbert, had not included this in its proposal to the department, Mrs Ockers said.

The department would look at all schools, which would be treated the same.

Teachers who wanted to leave would be given the opportunity of accepting voluntary retirement packages, but no one would be forced to leave a school even if it had too many teachers.

In such cases, the department would have to use its discretion when posts became vacant.

Mrs Ockers said the department was acting within the undertaking by President Mandela, who had promised teachers they would not lose their jobs while he was president.

“We are not going to fire teachers,” Mrs Ockers said.

The issue of 6,000 teachers having to leave the profession at the end of the year was merely a scenario which teacher organisations had asked the working committee on staffing to sketch.

Mr Gilbert said yesterday this scenario had never been a proposal and had not even been discussed at this week's meeting between the committee and teacher organisations.

It was a worst-case scenario based on a specific teacher-pupil ratio within a given budget.

Incorrect information about this was the result of the South African Democratic Teachers' Union (Sadtu) walking out of the meeting and talking to the media.

But Sadtu's provincial chairman Glenn Abrahams said the education department was in the habit of confusing people.

He was adamant the department's proposal involved 6,000 teaching posts being made redundant by the end of the year and another 6,000 over the next four years.

“That is why we rejected the proposal and walked out of the meeting.”

Mrs Ockers said her department was talking to the national education ministry and the department of state expenditure "to see whether they can assist us with more money".
W Cape ‘has 12 000 teachers too many’

CAROL CAMPBELL

The fate of thousands of Western Cape teachers is in the balance as the education department tries to reconcile its budget with a possible oversupply of 12 000 teachers.

In terms of a government formula that there should be one teacher for every 40 pupils, the combined Western Cape education department is over-staffed by at least 12 000 teachers, according to provincial education minister Mrs Martha Olckers.

At a press conference yesterday the department’s acting head Dr Francois Knoetze said there were 36 058 teachers in the Western Cape, although only 23 950 were needed according to the formula.

He stressed these were "only theoretical sums done on a computer" and did not mean 12 000 teachers would lose their jobs.

Mrs Olckers also rejected the suggestion that teachers would be retrenched.

She said while there would be no retrenchments, school jobs would be frozen in an attempt to balance the number and quality of staff between the three old education departments.

Financial constraints and the move towards educational equity meant some schools would lose posts while others would gain.

The possibility of offering teachers voluntary retirement packages was being discussed and she was aware of many teachers who were eager to take advantage of this option.

The chairman of the interim consultative committee on staffing, Mr Brian Gilberts, said a proposal to resolve the oversupply issue was being discussed. He would not reveal details but said

NO RETRENCHMENTS: Western Cape Education Minister Mrs Martha Olckers.

CT 21/6/95

the department was investigating a "workable" staffing model.

Principals would know exactly where they stood with their new staffing structures by the end of the July school holidays so they could plan for the next year.
Teacher training 'the key to change' 195

STAFF REPORTER

TEACHER education should be transformed radically to develop a culture of instruction compatible with the demands of a new South Africa, delegates to a seminar have suggested.

The seminar, held last week at the Christian Brothers Centre in Stellenbosch, was attended by 45 representatives of in-service institutions, RDP officials, teacher organisations and the church.

Mr Jacob Phalane, of Lebowa In-Service Training (Northern Province), said the main purpose of the seminar had been to arrive at a clear proposal that would help schools deal with the changes in the country.

It also aimed to crystallise the concept of whole school development, a process intended to support teachers, who were "thrown into the deep end" after their training, Mr Phalane said.

Delegates called for teacher evaluations to be replaced with an appraisal system that would involve school development committees. Advocates of the whole school development process regard these committees as a mechanism for bringing the RDP into schools.

Mr Andrew Scofield of the Gauteng Educational Support Project said the transformation of teacher education, school development and social change entailed a partnership in which the government had a critical role.

"We need to influence policies of the government at regional and national level to achieve our aims," he said.

A follow-up seminar is planned for September in Northern Province.
Locked-out teachers back

By Musa Zondi

teachers at Thatezlakho Lower Primary School in Dobsonville, Soweto, who were allegedly locked out of the premises on Friday by members of the Parent-Teacher Association, were back at work yesterday.

At a meeting on Sunday, parents and teachers decided that local organisations should be consulted. A meeting has been scheduled for today at the school and two officials each from Sadtu, the ANC and the local civic organisation are expected to attend.

When I arrived at the school on Friday all the teachers were sitting outside the gate. They said some parents had sent the children home.

The teachers claimed the school had been beset by problems since the former principal retired last year. They also alleged favouritism in the appointment of senior teachers. They had written to the local school inspector at the beginning of May complaining about this but had not received a reply.

Last Wednesday they went to the circuit office but were still unable to get a reply from the inspector — a Mr Mgwenya.

On Thursday they decided on a day of action and paraded around the school with placards voicing their displeasure at what they called lack of transparency and fairness. The teachers called on the authorities to appoint a principal from outside the school because of the bad feeling at the school.

Attempts to get comment from Mr Mgwenya were unsuccessful. On Friday he was not at the circuit office and yesterday this reporter was given another telephone number but could not get through.
THE MINISTRY OF EDUCATION

NOTICE

The Minister of Education hereby notifies the public that

1. A new regulation has been promulgated by the
   Ministry of Education, effective from 1 January 1969.

2. The new regulation is applicable to all educational institutions.

3. The purpose of the regulation is to improve the quality of education.

4. Copies of the regulation are available at the Ministry of Education.

5. Any queries or concerns should be directed to the
   Ministry of Education.

THURSDAY, 2 JUNE 1969

1328

NOTICE

The Minister of Education hereby notifies the public that

1. A new policy has been introduced by the
   Ministry of Education, effective from 1 January 1969.

2. The new policy is applicable to all educational institutions.

3. The purpose of the policy is to enhance the educational experience.

4. Copies of the policy are available at the Ministry of Education.

5. Any queries or concerns should be directed to the
   Ministry of Education.

THURSDAY, 2 JUNE 1969

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**NOTICE**

The notice for the next meeting will be distributed to members at least 10 days prior to the meeting date.

**MEETINGS SCHEDULED FOR THE YEAR 1995**

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**MEETINGS OF THE BOARD**

- Regular meetings
- Special meetings
- Annual meeting
- Board of Directors meeting
- Executive Committee meeting
- Exceptional meeting
- Special events

**MEETING DATE**

Thursday 29 June 1995

**MINUTES**

- Date: 29 June 1995
- Location: Board Room
- Agenda:
  - Introduction of new member
  - Approval of minutes from the last meeting
  - Discussion of financial reports
  - Action items from previous meetings
  - New business

**ATTENDANCE**

- Members present: John Doe, Jane Smith, Michael Lee, Sarah Brown
- Members absent: None

**MEETING AGENDA**

- Review of financial statements
- Approval of committee reports
- Discussion of upcoming projects
- election of officers
- Adjournment
Engen adds
R100 000
(321) CT 30/16/95
STAFF REPORTER

MATHEMATICS teachers in the Western Province are to go “back to school” to learn the new syllabus to be implemented from January following an announcement yesterday that Engen will donate R100 000 towards their retraining.

The money was handed to the Association for Mathematics Education of South Africa (Amesa) at the University of Cape Town to coincide with the launch of the maths education project.

Mr Joe Latalgomo, Engen’s social investment manager, said it was impossible for the state or any one non-governmental organisation to educate all the teachers.

Mr F L Knoetze, the province’s acting head of education, said the partnership between the government, Amesa and the private sector marked “an historic moment in education”.

MATHS MONEY: Accepting a donation towards mathematics teacher education from Engen’s Mr Joe Latalgomo (left) is Mr Brian Gilbert (centre), chief director of the Education Department, and Mr Aamcut Brombacher, regional manager of the Association for Mathematics Education.
'NOT BLACK ENOUGH TO BENEFIT'

Teachers complain of discrimination

PORT ELIZABETH: A teachers' leader said at a conference last night that the application of affirmative action discriminated against coloured people. JACKIE CAMERON reports.

Apartheid continues to raise its ugly head — but now it is people who fought for democracy who are being discriminated against because they are not black enough.

This was said by Cape Teachers' Professional Association (CTPA) president Mr Archie Vergotine at the association's annual conference here last night.

He told teachers the battle for democracy had not ended and that they should continue being "watchdogs to ensure that we never again suffer the inequities of the past".

"Although the ANC has never promoted blacks as the only group to be affirmed, they appear to remain silent as the process is unfolding and developing into a racial issue," he said.

"It is our duty to ensure we are not discriminated against. We constitute a power group and must not be shy about being coloured. We have our interests to protect."

Mr Vergotine also told the delegates:

- The business sector was racist and blatantly disregarded the new constitution in advertising jobs for XhosA-speaking applicants only.
- Black people were now accorded first priority at the University of the Western Cape and the Peninsula Technikon, at the expense of coloured people.

- A proposal to fund 5% salary increases for teachers from their pension fund was unacceptable.
- Proposed changes to labour legislation to incorporate teachers into the public service together with a proposed cut of 80,000 jobs from the public service endangered more teachers' jobs.

Schools remained understaffed and overcrowded while thousands of qualified teachers remained unemployed.

"We can only build a nation if we impart education to our children. It is on our (teachers') shoulders that the responsibility lies for creating a new social order," Mr Vergotine said.
Exposed: Bribes to obtain teaching job

A newly qualified teacher ‘bought’ her post, reports McKeed Kotolo

30-YEAR-OLD TEACHER YESTERDAY said she was “sold” a teaching post for R300 by a senior education official, who also demanded half of her monthly salary for as long as she kept the post.

Miss Lillian Dineo More of Bethane, Brits, paid the R300 to a senior official in January, before she was employed in February at Mafumbuka Primary School in Soshanguve.

She was told her application would be considered only if she paid the amount.

More, who was fresh from college, said she was ordered by the official not to discuss her appointment and teaching experience with her colleagues.

She received two cheques totalling R6 000 in March.

She was told by the official not to discuss her salary with anyone.

“His man told me the officials who appointed me were demanding half of my salary as a thank you token. I did not pay the amount demanded.”

Later a relative gave her a R400 cheque on April 26 to appease the senior official. “He returned it, saying the people demanding a share suspected the cheque could be a trap.”

After several unsuccessful demands for payment, a senior teacher called her to his office and read her a letter of dismissal, allegedly from the Department of Education, on May 8. “He refused to give me a copy.”

She said the teacher confessed that he was acting on instructions from a top education official.

Sowetan is in possession of the names of the officials allegedly involved in the scandal.

More, who is now temporarily employed at Semphta Primary School in the same building, said she had not received her salary for May and June.

Officials at the Education Department informed her that her salary for those months had been processed. “I was shown documents to prove the money had been paid out. But nobody knows where the money has gone,” More said.

A senior official of the Education Department, Mr Nkouana Maloka, said their policy was to follow proper employment procedures and any person involved in misconduct would face disciplinary action.

He advised More to report the matter to the office of newly appointed district director Mr Moss Nkonyane.

Tonight’s Sowetan-Radio Metro Talkback Show will look at recent disclosures of hit-squad activities. Phone Tim Modise between 7pm and 8pm on 089 110 3377 to share your views with the nation. (See page 12).
Teacher discontent is growing ‘crisis area’

Education Reporter

DISCONTENTMENT in the ranks of the teaching profession and school and tertiary conflict are the main areas of crisis facing South African education, says Johan van Zijl, executive director of the Education Foundation.

For this reason, the White Paper on Education and Training could not have come at a more opportune time, he told delegates to a conference in Cape Town of the Institute for Public Relations and Communication Practitioners in Education.

Dr Van Zijl said the White Paper offered a fresh start to education and comprised the first steps towards developing a truly national system of education and training.

Although there had been considerable response to the draft White Paper and the document was still unclear on certain matters, it was time to accept the final product as a negotiated accord.

He said a united vision was needed for education.

“If you’re not an idealist, you really don’t belong in education.”

Among the paper’s strengths were its accessibility, pragmatism and that it had taken into account a wide variety of opinions.

It had the approval of cabinet and would affect education dramatically in the next four years.

Dr Van Zijl said provinces could still come up with their own draft legislation and some had done so.

This indicated that the White Paper was, perhaps, too vague and that not enough was said in it about the powers and rights of provinces.

He commented on the effectiveness of calling the document the White Paper on Education and Training saying the ideal of merging education and training used always to be on the distant horizon.

“But, education is not entirely academic and training is not entirely practical.”

The legacy of this division had perpetuated class and race differences.

Other matters in education policy which Dr Van Zijl believed were set to create much debate were the national qualifications framework proposed by the government and the lack of clarity on funding.

He said universities were unhappy with the proposal of a national qualifications framework because they saw it as an infringement of their rights — something which would affect the liberal nature of universities.

There was especially great concern about curriculums prescribed by the government, but this debate was only starting.

Dr Van Zijl said although South African education funding was high compared with international standards, it was well below the rate of population increase.

The White Paper said there was a shortage of 60,000 classrooms and two million children between six and 18 were not at school.

He warned that South Africans were growing increasingly frustrated, impatient and tired of the endless commissions and committees appointed to investigate matters.

“For most people, nothing seems to change. And, the buzzword ‘process’ is being seen as nothing less than a substitute for a lack of progress.”
AFRIKAANS teachers from the Western, Northern and Eastern Cape vowed yesterday to fight any moves by provincial education departments to cut back on staff, saying teacher rationalisation should be negotiated at a national level.

The Western Cape education department recently announced it was considering offering teachers voluntary retrenchment packages to equalise staffing levels across the old education departments and meet tight financial constraints.

The chairman of the Western Cape branch of the Suid-Afrikaanse Onderwyserunie, Mr Sam Pienaar, said teachers attending the annual conference in Swellendam felt the issue should be resolved in the Education Labour Relations Council.

He said the union was considering declaring a formal dispute against the department.
Teach**ers’ new medical aid

PORT ELIZABETH: A new medical scheme will foster unity and improve health benefits among teachers; the Cape Teachers’ Professional Association (CTPA) said yesterday. (321) C1 6 A195

The Educare Medical Scheme had been designed to meet teachers' needs and bring them closer together, the organisation said. It would provide better benefits for the same premiums. — Own Correspondent
Teachers to get 5% pay increase

SPECIAL CORRESPONDENT

JOHANNESBURG: The government will implement a five percent across-the-board increase for teachers — with special provisions for those on the lower pay scales — at the end of this month, in spite of opposition from teachers' unions.

The move to implement the offer comes after repeated meetings and mediation proceedings between the government and the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Association of SA (Naptosa) failed to resolve the differences between the parties.

Teachers earning between R18 000 and R24 000 a year will receive increases of between six and 10%, while teachers who earn more than R24 000 will receive five percent. The increase is effective from July 1 and will not be backdated to April.

The teachers had demanded at least 18.4%.

The R810 million needed for the increases will come from the government's contributions to the teachers' pension fund.
Teachers' unions not happy with 5% increase

BY LEE-ANN ALFRED
EDUCATION REPORTER

The Government will implement a 5% across-the-board increase for teachers at the end of this month, despite opposition from teachers' unions.

There will be special provisions for those on lower pay scales.

The move comes after the Government, the SA Democratic Teachers Union (Sadtu) and the National Professional Teachers Association of SA (Naptosa) failed to resolve their differences.

In terms of the final offer, all teachers earning between R18 000 and R24 000 a year will receive increases of between 6% and 10%, while teachers who earn more than R24 000 will receive 5%. The increase is effective from July 1.

The teachers had demanded at least 18.4%.

The R810-million for the increases will come from the Government's contributions to the teachers' pension fund.

The final offer came into effect early last month when Education Minister Sibusiso Bengu declared negotiations closed in terms of the Education Labour Relations Act because agreement could not be reached.

But while Sadtu and Naptosa have repeatedly stated their opposition to what they termed "insulting" offers, the imminent implementation of the 5% increase appears to have passed with barely a whimper.

Both organisations indicated they would discuss the increase with their members, but also admitted that wage negotiations for 1996 were already underway.

Sadtu assistant general-secretary Mxolisi Nkosi said the offer was far from their expected 11% increase for teachers in the lower and middle-level categories.

Naptosa spokesman Andrew Pyper said while their affiliates were holding protest meetings, they had no plans to demonstrate against the implementation.
Cosas call to end ‘racism’

By TEFO MOTHIBELI

The Congress of South African Students (Cosas) is to continue its efforts to persuade the Azanian Students Movement (Azasm) to abandon their campaign of purging black schools of white teachers.

Cosas said it was disappointed by the campaign and condemned it during a news conference at their Johannesburg offices yesterday.

“The problem of lack of teachers in schools is not shared by Azasm alone ... However we condemn any racial means of dealing with it,” Cosas said in a statement read by president Songezo Mjongile.

“It is just shameful that whilst our country has made a drastic step ahead in terms of eradicating racial discrimination, there still exist some formations in this country who want to drag us backward.”

Contributions

The organisation also called on all the students not to support the “racist” campaign “when and if it comes to their schools.

“No teachers, be they black, white or Indian, should be unfairly dismissed as they have made important contributions to the community,” said the organisation’s secretary-general Tehlulile Ratshilanga.

According to Cosas, the campaign runs contrary to the spirit of national reconciliation.

Responding to Azasm’s claims that the Government was doing nothing about the unemployment of black teachers, Cosas said: “We find this very questionable because all along in our attempts to talk to the Government about this issue and many other educational imbalances, we never received any support from Azasm.”

They pledged never to “allow mini, pocket organisations to confuse and misinterpret the aspirations of the majority.”
Teachers’ congress will skirt key issues

Moludi ze Harvey

THE SA Democratic Teachers’ Union will hold its third national congress at the World Trade Centre outside Johannesburg tomorrow, but key issues such as allegations of intimidating principals, threatening teachers opposed to the union and physical abuse of pupils are not on the agenda.

Earlier this year, 700 teachers in the Dobsonville/Meadowlands area decided to split from the union accusing union leaders of nepotism, corruption and defending teachers implicated in the physical abuse of pupils.

In May, Gauteng education MEC Mary Metcalfe had to intervene by instituting a commission of inquiry after 30 schools went on strike in solidarity with six teachers implicated in physical abuse at the Vegollale primary school in Soweto. The strike affected 20,000 pupils.

A spokesperson for Metcalfe, Chippa Makola, said the ministry was still investigating the matter, but if criminal acts were exposed it would be up to aggrieved parties to take legal action.

The union was also forced to institute its own internal investigation, which was expected to report back on June 8. However, the union could not comment on further developments of the inquiry.

Van der Merwe queries Munnik report

Nompavonde Mathane

FORMER police commissioner Johan van der Merwe said yesterday he was not aware police officers had obstructed Adv Jan Munnik in investigations into the police force.

Van der Merwe was responding to the report made public last week, in which Munnik claimed senior police officers had undermined him and obstructed his investigations.

This included denial of access to documents and protecting fellow officers.

Van der Merwe asked why the report was compiled in secrecy, why it was not released immediately after compilation and why he was not interviewed.

He said Munnik could have used provisions in the Prevention of Public Violence and Intimidation Act to avert obstruction.

He said he was surprised it had taken more than a year to release the report, which incriminated senior police members, without allowing them to defend themselves.

He said he would not comment on the actions of the police.

“...The circumstances of each case are different and complicated. We were engaged in fighting a terrorist war... It was a complicated situation,” he said.

He said although the report labelled him, as police commissioner at the time, he had passed the matter on to Deputy President FW de Klerk.

**PEANUTS**

Do you know what "redundant" means?

I'm not sure.

Redundant? There’s redundant.
Allegations of teacher abuse date back 10 years

Mdundzi ka Harvey

AN SA Democratic Teachers' Union (Sadtu) inquiry into allegations of child abuse and corporal punishment at Soweto schools will take longer than expected as allegations date back 10 years, before the union's inception.

The union was initially expected to make its findings public last month.

Sadtu spokesman Kate Skinner said the union viewed the allegations in an extremely serious light and if members were found guilty they would be expelled from the union.

Skinner said the union had established disciplinary committees to look into the allegations of abuse, while a commission of inquiry would investigate why teachers had split from the union.

Earlier this year, 700 teachers in the Dobsonville and Meadowlands areas decided to split from the union, accusing union leaders of nepotism, corruption and defending implicated teachers.

The allegations are also the subject of an investigation set up by Gauteng education MEC Mary Metcalfe in May.

The union inquiry was initiated after teachers at 30 schools went on strike in solidarity with six teachers implicated in the physical abuse of pupils at the Vezokuhle primary school in Mambube, where parents alleged pupils were so badly beaten they had to be taken to hospital.

The solidarity strike action affected 20,000 pupils.

Although the union held its Unionise and Reconstruct for Teacher Empowerment congress at the weekend, the allegations were not discussed as they were still subject to the inquiry.

Other allegations levelled against the union include intimidation of principals and threatening of teachers who are opposed to the union.

Parents have also alleged union members have taken control of schools without the knowledge of the education department and that the union is covering for teachers implicated in beating pupils with knobkerries and shoes.
Teachers aim to learn from errors

EDUCATION REPORTER

They fought the good fight ... and effectively lost.

But instead of hiding away and licking their wounds, the SA Democratic Teachers' Union (Sadtu) is determined to make the most of the lesson which saw them having to settle for an effective 5% across-the-board pay increase for its members.

That is why wage talks will be one of the major issues to top the bill at the union's national congress which is to be held at the World Trade Centre in Kempton Park today.

Sadtu spokesman Kate Skinner said the congress — which is to be attended by 700 union delegates, 100 national observers and 20 international guests — would examine the wage negotiations to try to "rectify the mistakes we made".

“We will look at the negotiations which have just lapsed to try and find ways of strengthening and streamlining the process, to try and make gains out of what happened this year,” she said.

The Government is to implement a general 5% across-the-board increase for teachers at the end of the month, following repeated failed attempts to resolve the dispute over pay.

Sadtu initially demanded 18.4%, but had indicated it was prepared to settle for 11% just before the Government tabled its final offer.

Skinner said other issues to be discussed at the conference included rationalisation, the restructuring of education and the role of the RDP in education.
Principals Launch Body

MANAGING EDUCATION VISION A REALITY

SCHOOL PRINCIPALS HAVE TO -

We want to look for our goals and
work on a course of action.

The EDUCAULTION team and
would

The committee would focus on
managing educational issues.

A mean of 30 to 40 in the Western
schools at national level.

The"the"sed

If the majority lead and organize,
the majority can be pushed.

The National Education and

The Committee on Education

The policy makers have
discussion in the classroom and

teachers must have say.

321.1211/135

THE SOUTH AFRICAN PRINCIPALS ASSOCIATION LAUNCHED

Black schools! CALLUSMEL REPORTS

Lie and read support to attempts to reverse stable in.

Yesterday afternoon to discuss the members' management ability.
Teachers must be central to education policy-making - expert
We have muscle, says Sadtu boss

By Claire Keeton

THE South African Democratic Teachers Union has the strength to make or break education in South Africa, according to Sadtu acting president Mr Duncan Hindle.

Hindle, speaking to about 800 delegates at Kempton Park during the union’s third biennial congress, said Sadtu — with more than 100,000 members — had doubled in size over the past two years. "As the largest single union, as an alliance partner of the ANC and an affiliate of Cosatu, our overwhelming commitment is to the reconstruction and development programme, and especially towards the reconstruction and development of education," Hindle said.

He added, however, that Sadtu’s support for the ANC was not unconditional and the union would never compromise its independence.

"Where policies deserve to be defended, Sadtu will stand rock solid by the ANC-led government. But where policies are indefensible then Sadtu will assume its fighting character."

He told Sadtu members they were bound as professional educators to inform education policy and to ensure the policies of "people's education" were implemented.

"With students, we represent the mass base of popular education," Hindle said.

"The union has reached maturity and drives itself. And it is no longer a taxi, crammed with activists, but a thundering express which is taking all teachers aboard."

He said Sadtu would recruit and organise in previously neglected terrain, including historically white schools, independent or private schools, colleges of education and sectors such as adult basic education and training. Hindle urged members to recruit now, before the local government elections, in which the union plans to play a major role. The acting president said Sadtu needed to undergo a shift in orientation, in image and style of operation.

Hindle said the focus of the union’s programmes and mass action "must be on education policy, curriculum and professional development".
Teachers vote to accept govt pay offer

OWN CORRESPONDENT

JOHANNESBURG: Teachers belonging to the South African Democratic Teachers' Union yesterday voted to accept the government's final pay offer, ruling out strike action.

The decision was taken on the final day of Sadtu's three-day national congress.

It was the first response by Sadtu to the government's decision to go ahead with the implementation of its final offer after the failure of protracted salary negotiations.

Increases

In terms of the final offer, all teachers earning between R18 000 and R24 000 a year will receive increases of between six and 10%, while teachers who earn more than R24 000 a year will receive five percent.

The increase is effective from July and will not be backdated.

Sadtu had initially demanded an 18.4% increase but had agreed to settle for 11%.

In an unexpected turnabout yesterday, the union opted to accept the offer, thereby eliminating the threat of a teacher strike.

The union said it was not satisfied but accepted it was the best the government was able to offer.
Teachers (321) 581-1448 agree to pay offer

BY LEE-ANN ALFRED
EDUCATION REPORTER

All possibility of a teacher strike was ruled out yesterday when close on 1,000 South African Democratic Teachers Union members voted to accept the Government's final increase offer of 5%.

The decision came on the final day of the Sadtu's three-day national congress at the World Trade Centre in Kempton Park.

In terms of the offer, all teachers earning between R$15,000 and R$24,000 a year will receive increases of between 6% and 10%, while teachers who earn more than R$24,000 will receive 3%. The increase is effective from July and will not be back-dated.

Sadtu had initially demanded 18%, but later agreed to settle for at least 11%.

In an unexpected turnabout yesterday, however, the union opted to accept the offer, thereby eliminating the threat of a teacher strike which has been hanging over the country for the past couple of months.

But the union indicated it was still not satisfied with the offer. "We are convinced that it is the best the Government could offer. We will be looking at next year's increase to regain the ground we lost," newly elected president Duncan Hindle said.
**TMC firm on squatting moratorium**

**Teachers agree to pay offer**

**BY BONGWE MLANGENI**
CITY REPORTER

A decision to stand firm on the principle of evicting illegal land invaders despite a rise in the number of such invasions in the metropolis was emphasised by Greater Johannesburg authority yesterday.

Reacting to reports of new invasions, Transitional Metropolitan Council housing and urbanisation chairman Lindsay Bremner stood firm: "To support such activity is to create the impression that queue-jumping is acceptable behaviour."

Yesterday about 12 shacks were erected on a vacant piece of land at South Hills.

"Now three trucks outside my house are off-loading corrugated iron sheets. It means we are now going to have more burglaries," an angry resident said.

More squatters have been seen on a piece of land along Oxford Road, in Fordsburg and in Vlakfontein.

Bremner said there was a general disregard of the moratorium as new people illegally occupied land on the edges of existing informal settlements.

She said a strict policy on land invasion has been taken and invaders would be required to return to their original places and wait for the allocation of sites.

**BY LEE-ANN ALFREDS**
EDUCATION REPORTER

All possibility of a teacher strike was ruled out yesterday when close to 1 000 South African Democratic Teachers Union members voted to accept the Government's final increase offer of 5%.

The decision came on the final day of the Sadtu's three-day national congress at the World Trade Centre in Kempton Park.

In terms of the offer, all teachers earning between R18 000 and R24 000 a year will receive increases of between 6% and 10%, while teachers who earn more than R24 000 will receive 5%. The increase is effective from July and will not be backdated.

Sadtu had initially demanded 13.4%, but later agreed to settle for at least 11%.

In an unexpected turnabout yesterday, however, the union opted to accept the offer, thereby eliminating the threat of a teacher strike which has been hanging over the country for the past couple of months.

But the union indicated it was still not satisfied with the offer.

"We are convinced that it is the best the Government could offer. We will be looking at next year's increases to regain the ground we lost," newly elected president Duncan Hindle said.
Sadtu accepts Govt’s pay increase offer

By Claire Keeton

This puts an end to months of uncertainty about a possible strike in schools following teachers’ frustrations with the negotiations.

Hindle said Sadtu would fight to recover what was lost in negotiations this year and would start far earlier with wage negotiations for 1995-96.

The 10 000-member Sadtu, with a majority of black membership, yesterday elected Hindle as its first white president, making a clear statement about its commitment to nonracialism.

About 800 delegates voted for an executive with Hindle at the helm and Mr Thulas Nxesi as general secretary. Nxesi said Hindle’s election was very significant as it showed Sadtu was not simply a black union.

Hindle said congress delegates had reconfirmed their support for the Government and their intention to back the African National Congress in the local elections.

He said Sadtu also aimed to strengthen its relationship with other public sector unions, as well as international teacher organisations.

The union discussed what consultative structure should be formed now that the National Education Training Forum has been disbanded.

It proposed a more broadly representative forum.
Teacher strike averted as union accepts 'final' offer

Lee-Ann Aldrich

A teacher strike has now been ruled out after nearly 1,000 South African Democratic Teachers Union (Sadtu) members voted to accept the government's final increase offer of five percent.

The decision came on the final day of the Sadtu's three-day national congress at the World Trade Centre in Kempton Park.

It was the first response by Sadtu to the government's decision to go ahead with the implementation of its final offer following the failure of protracted salary negotiations.

In terms of the final offer, all teachers earning between R18,000 and R24,000 a year will receive increases of between six and 10 percent, while teachers who earn more than R24,000 will receive five percent. The increase is effective from this month and will not be backdated.

Sadtu had initially demanded 18.4 percent, but had then agreed to settle for at least 11.

In an unexpected turnabout on Thursday, the union opted to accept the offer, thereby eliminating the threat of a teacher strike which had been hanging over the country for the past couple of months.

But the union also indicated that it was still not satisfied with the offer.

"Sadtu, together with the Education Minister, both recognise that the offer is inadequate, but we are convinced that it is the best the government could offer in the particular circumstances," newly-elected Sadtu president Duncan Hindle said.

"We do not believe that further pressure would have freed more money for increases as the budget for that had already been set by the time wage talks began.

"We have, therefore, decided to accept the package but we will be looking at next year's increase to regain the ground we lost this year."

He said he was convinced that the increase teachers would receive next year would compensate for the inadequate offer they had been forced to accept this year.
Teachers urged to respect school heads

Sacrifice...
Teachers rule out strikes over pay

ALTHOUGH teacher organisations are not satisfied with the government’s final pay offer, most have decided to accept it and have ruled out strike action.

Salary negotiations for next year have already started and the South African Democratic Teachers' Union (Sadtu) says it will focus on getting an early foot in the door to prevent a recurrence of this year's prolonged and largely unsuccessful wage negotiations.

Media officer Kate Skinner said teacher organisations did not start negotiating soon enough this year.

"By the time our negotiations started, a certain amount of money had already been allocated to the public sector and to educators, and there was little we could do about that.

"This time around we hope to have a bigger influence on what proportion of money will be allocated to educators from the public sector budget. We are positive we'll achieve better results this way."

Apart from dissatisfaction over the five percent increase, Ms Skinner said the six to 10 percent increase for teachers on the lower annual salary scale of about R18 000 to R24 000 was a victory.

"We are not happy with the offer, but it wasn't all bad. There is some good news in the fact that there is greater parity, that women teachers could now qualify for housing loans and enjoy improved conditions of service."

She said, further negotiations on this year's increases would have delayed an early start for next year's negotiations where Sadtu believed it could play a more positive part.

Sadtu would have considered strike action if the offer was "completely unacceptable."

But, in the light of the organisation's alliance with the African National Congress and commitment to principles such as those embodied in the Reconstruction and Development Programme, it decided strike action would have had a negative effect.

Another major teacher organisation, the National Professional Teachers' Association of South Africa (Naptosa), decided not to demonstrate against the implementation of the pay offer.

Naptosa affiliate, the South African Teachers' Association (Sata), said last week it deplored the five percent increase and was angry at the method of financing it from state pension funds.

Its members called for a plan of action to ensure this would not be repeated.
Democratic Youth will aid white teachers

By Mandla Mthembu

The Democratic Party Youth have vowed to oppose plans by the Azanian Students' Movement (Azasm) to renew its campaign to evict white teachers at black schools.

Azasm took the decision at a national congress held in Galashewe, Kimberley, earlier this month.

DPY Free State province spokesman Lucky Khumalo said it was "unfair for students to use racist methods to solve problems".

"Even though we do not know whether the eviction will be forceful, we are concerned about the impact on peace and reconciliation," he said.

Stressing that the evictions would not bring a solution, Khumalo said students should direct their anger towards the Government.

He said "to simply replace all white teachers will not only be impractical but also unconstitutional".
JOHANNESBURG: The South African Students' Congress yesterday condemned plans by rival organisations to force white teachers from black schools, saying it would lead to confrontation, chaos and disruption.

Sasco Gauteng spokesman Mr Reginald Ledoabe called on Education Minister Prof Sibusiso Bhenge, police and provincial education ministers to ensure the plans did not go ahead.

The Azanian Students' Movement on Tuesday warned the Congress of South African Students to prepare for black-on-black violence if it tried to protect white teachers. An Azasm spokesman said his organisation was identifying schools employing "incompetent white teachers". — Sapa
Teachers will have to wait

WESTERN Cape teachers will not be paid their long-awaited 5% increase this month, the South African Teachers' Association said.

Its president, Mr Hugh Killips, said teachers were not given advance notice or an apology.

The delay has been caused by problems in implementing new salary scales.
Teachers' jobs still on hold

CAROL CAMPBELL

A final decision to retrench teachers in the Western Cape has not been taken by the education department because there are still national staffing scales for schools being negotiated in the Education Labour Relations Council.

Yesterday, Chief Director for Education in the Western Cape, Mr Brian Gilbert dismissed reports that the department was surreptitiously continuing with plans to axe teachers.

He said the temporary freeze on teacher promotions would probably end next term with the publication of the education bulletin, which lists vacant posts.

Staffing scales, which included a new teacher-pupil ratio, first had to be finalised.
Sanlam launches niche medical aid fund to meet the needs of teachers

By Françoise Botha

In line with insurance industry trends towards low-risk niche market products, Sanlam has announced the launch of a medical fund aimed to meet the needs of teachers.

Edumed, which is set to start operations in December, has been designed and negotiated with Sanlam by members of the Cape Teachers’ Professional Association.

The marketing manager of Sanmed, André Fourie, said: “It is the first time that a medical fund tailored especially for teachers and educationists has been launched.

“Until now, they have belonged to schemes in conjunction with the personnel of government institutions”.

The fund is open to all teachers, educationists and their administrative personnel. It will cover their spouses and children.

“A valuable bonus of Edumed is that it will be managed by teachers with a specialised understanding of the unique requirements of educationists,” Fourie said.

The association has established a committee that will handle policy decisions and act on behalf of the fund’s members until a management committee is constituted.

Benefits of the fund include greater allocations for claims in areas such as dentistry, spectacles and contact lenses.

The surplus of the fund would be retained for the use of members.
Student campaign - white teachers leave

The Argus Correspondent

PORT ELIZABETH. — Forty white teachers were peacefully escorted out of township schools in Zwide by the Azanian Students Movement, which is campaigning for unemployed black teachers to take their jobs.

They were teachers from Tyhiulwazi High School and Ikwezi Lomsso Comprehensive School, both in Zwide.

Armed members of the Internal Stability Division were present at both schools to maintain law and order.

The Azasm national committee had vowed that the organisation would not enter into negotiations but carry out its mission of removing white teachers from township schools.

By 12.45 pm yesterday, all the white teachers at both schools had left and pupils were told to go home.

There were no incidents — but pupils at Ikwezi Lomsso chanted their support for the white teachers to stay.

Members of the Western Region Conflict Management Team were at both schools, monitoring the situation.

Azasm said the safety of white teachers at PE’s township schools could no longer be guaranteed.

White teachers are employed at three township high schools — Ithembeliile in KwaFord, Tyhiulwazi and Ikwezi Lomsso Comprehensive.

Azasm re-launched its Employ Black Teachers Campaign this week, and the action brought tuition at Ithembeliile High School to a standstill.

Azasm said there were about 35,000 unemployed black teachers nationally — 23,000 Africans, 7,000 coloureds and 5,000 Indian teachers.

Azasm said it had already faxed a message to the office of Education Minister Sibusiso Bengu, giving him until tomorrow to remove the white teachers from black schools.

But a last-minute compromise saw Azasm extending the deadline at Ithembeliile High School by three months after it was pointed out that permanent teachers had to give three months notice to be released from their posts by the Department of Education and Culture.

Etienne Meyer, who has been at the school since 1983, said he could understand the plight of unemployed black teachers, but Azasm was not going through the proper channels, like directing its campaign at the department instead of at teachers.

He said there were also many unemployed white teachers.

Those employed in black schools were not there because they had asked to be there. After meeting the requirements, the department told them where to go.

Mr Meyer said the teachers could not just leave their posts, as that would be taken by the department as absconding.

He said white teachers in black schools were also disappointed with the DEC, which was not coming to their defence or support.

“We are totally left on our own by the DEC,” he said.

Provincial Education Minister Nosimo Balindieja and spokesman Papama Mfenyane were not available for comment.
Bid to oust white teachers

BY LEE-ANN ALFREDS
EDUCATION REPORTER

Township schools around Gauteng might be disrupted next week when a controversial campaign to remove white teachers from black schools is launched.

The Employ Black Teachers Campaign, spearheaded by the Azanian Students’ Movement (Azasm), was launched amid much tension in Port Elizabeth this week.

It is the second time Azasm has embarked on the campaign this year, as earlier attempts to expel white teachers from township schools failed.

In the latest move yesterday, Azasm national president Aslam Tawana told The Star that 9 800 white teachers at township schools in Gauteng were next to be targeted.

He said his organisation had not been affected by the opposition it had encountered from some pupils in Port Elizabeth and would go ahead with plans to launch the Employ Black Teachers Campaign in Gauteng on Monday.

He declined to say where or when Azasm would act first.

Tawana said the campaign was aimed at rectifying the imbalances of Bantu Education, which had left thousands of black teachers frustrated in their attempts to find jobs while white teachers occupied positions in township schools.

About 9 800 white teachers believed to be teaching at township schools in Gauteng would be “removed” in the campaign.

The education department was not available for comment.
STUDENT teachers who are worried about their prospects of securing posts on graduation are to march to the offices of the Western Cape Education Department today.

Members of the student representative councils of the Bellville College of Education, Hewat College in Cape Town, Solms College in the southern Cape and the Good Hope College of Education met last weekend to discuss their futures.

The student teachers are troubled about college closures, reductions in first-year quotas and dwindling prospects of their securing public sector jobs after graduation.

Meanwhile, a number of university graduates who have been unable to get teaching posts are reluctant to repay their education department loans or bursaries.

Some said they felt the department had broken the contract with them by not finding posts for them.

A form signed by applicants for loans says the department is under no obligation to guarantee a post for a loan recipient.

"The department is prepared to consider writing off bursary debt in cases where (graduate teachers) can provide documentary evidence that they have made concerted efforts over a reasonable period (two to three years) to apply for vacant teaching posts, but have not been successful," the director of the department's communication service, Dr Orland Firmani, said.
Student teachers march

ABOUT 1 000 student teachers from Western Cape colleges marched to the provincial education department today with a petition outlining their grievances. This follows a weekend meeting of the student representative councils from Bellville College of Education, Hewat College, Schagen College and the Good Hope College of Education. — Education Reporter.
Student teachers fear joblessness

CAROL CAMPBELL

STUDENT teachers from training colleges around the Western Cape took to the streets yesterday to voice their concerns about the current job crisis facing the teaching profession in the province.

They were concerned about a recent report quoting education officials as saying there were 12,000 too many teachers in the province and that the department would have to be rationalised.

They handed a memorandum listing their demands to a representative of the minister of education outside the provincial buildings in Wal Street.

The chairman of the Hewat College of Education student representative council, Mr Clayton Turner, said students were worried they would not be able to get jobs when they graduated and wanted a guarantee from Education Minister Mrs Martha Olckers that the situation would improve.

He said students wanted to know why Western Cape colleges were still training students when there were no jobs.

Coloured students also wanted the minister to scrap the present examination system for former House of Representatives student teachers that requires them to write two sets of exams.

They also wanted their supplementary exams brought forward to the beginning of the year, as at training colleges in the other old departments.

Yesterday Education Department head Dr Francois Knoetze said many of the issues raised by the students were already under discussion with the rectors of teacher training colleges.

He said he would respond to the students’ memorandum in writing by August 21.
A spokeperson for the student department said that the student organization would make a formal complaint about the behavior of the faculty member. The student organization also plans to hold a rally to protest the faculty member's actions.

The student organization is working with the administration to address the concerns raised by the students. The administration has decided to hold an open forum to discuss the concerns and listen to the students' concerns.

The student organization is also working with the local media to bring attention to the situation. They are planning to hold a press conference to discuss the concerns and to call for action from the administration.

The administration has released a statement indicating that they take the concerns seriously and are committed to addressing them. They are also working with the student organization to find a solution.

The student organization is grateful for the support they have received from the local community and is committed to continuing the fight for justice.
Teachers back in classes after protest

EDUCATION REPORTER

Nineteen teachers returned to classes at Eldorado Park's Firethorn Primary School yesterday after downing chalk for two days to protest against the appointment of a suspended teacher to the position of deputy principal.

The chalkdown, which began on Monday, followed a picket last Friday.

The teachers agreed to return to work after the education department temporarily suspended the newly appointed deputy principal on Tuesday pending an investigation into the teachers' grievances.

The problems at the school arose last Tuesday when staff at Firethorn were informed that the vacant deputy principal's post was to be filled by a teacher who had been suspended from his post at Eldorado Park Senior Secondary School last year.

This led to an outcry among Firethorn's staff, causing 19 of the 28 teachers to refuse to teach until the department had addressed their grievances.

The chalkdown was resolved on Tuesday when an education official addressed the teachers and agreed to suspend the deputy principal while the department investigated the matter.

The trouble at Firethorn is the latest in a series of outcries over the filling of 1700 vacant promotion posts in Gauteng.

The trouble centres around what are considered to be unclear criteria regarding the shortlisting and selection of candidates, and the appointment of unsuitable and underqualified applicants.

Although the department was unavailable for comment, it is engaged in talks with teacher organisations on the issue.
WESTERN Cape Education Minister Martha Ockers has admitted that she expects "the usual end-of-year disruptions" in schools, but adds that "this time, the trouble could start with teachers, not with pupils".

About 1,000 student teachers this week marched in Cape Town to present their grievances to the minister. Bellville College of Education rector Terence Fredericks told Saturday Argus that their primary concern was "uncertainty about their future".

With good reason. Departmental spokesmen have said that three teachers' training colleges (of the seven in the province) could close, and the air is thick with rumours as to where the axe will fall.

Mrs Ockers would not commit herself, saying only that she was "busy negotiating". She repeated the government's undertaking that no teachers would be sacked, adding that she hoped "they'll put their money where their mouth is".

She deeply resents the 22 percent cut in the province's education budget, which has made it necessary to have a special committee look at the cost-effectiveness of the training colleges.

"Why are funds being diverted from education to the RDP?" she asked. "I'd have thought education was a basic for the RDP."

It cost the province R52,000 to train a teacher, she said, and many of the students didn't come from the Western Cape at all, but from as far afield as Gauteng or KwaZulu-Natal.

"We've said we're not giving bursaries any more to student teachers from outside the Western Cape and we have taken a lot of flak for it," she admitted.

"As a result, the frustration and despondency among teachers, and among students at training colleges, is enormous."

But, with budget cuts there was little else the department could do. There was an oversupply of teachers in the Western Cape, she said. At the beginning of the year there were more than 240 unemployed black teachers, of whom only 25 were trained to teach in secondary schools.

Posts had been found for most of the 200 in the 600 extra positions the department had created in "disadvantaged" areas, she said.

But, apart from the cost of training teachers, who was going to pay them once they had been trained? Eighty-five percent of the budget went into salaries, "which means we've got 15 percent to play around with to provide bus subsidies, hostel subsidies, books, equipment for laboratories, libraries."

"Every year there are justified complaints about book shortages."

"How can children learn without books?"

Budget restraints on education would cut deeper into the Western Cape as equity between the provinces was phased in over the next five years, said Mrs Ockers.

"In five years' time our budget could be down to R1 billion, from the R3 billion-odd it is now — in spite of the projected inflow of people. We've got 936,000 children at school in the province now."

If the population inflow continued, that figure could well double in 15 years.

"And simultaneously, free and compulsory education is being phased in, too."

"It has been projected that it won't be in place until the year 2010. We are supposed to phase it in by starting with pre-primary, but my problem is that we have to deliver formal education first, so pre-primary will have to wait."

"And even that pre-primary phasing-in is complicated by the fact that most of the Sub A's come from illiterate parents. We have 1.2 million illiterate adults in the Western Cape — where are we expected to get money for Adult Basic Education?"

The White Paper on education said the national budget for education was "high by international standards" and that "it could be expected to stabilise if the situation were normal. But, the situation is not normal."
Developing teachers

A MASSIVE IN-SERVICE teacher education (Inset) programme is urgently needed to tackle the poor quality of teaching and teacher education in South Africa.

This was agreed by more than 100 stakeholders at a national conference on teacher development in Midrand this month. The conference's aim was to map out national policies to improve and implement teacher development.

A planning committee which organised the conference was composed of teacher development organisations, representatives of national and provincial education departments, and teacher associations or unions.

The nature and role of teacher colleges was high on the conference agenda, with consensus that they should be relocated in the tertiary education sector under the national Education Ministry.

"Most education colleges want to be placed at a national level and the Ministry is waiting for recommendations on this," said planning committee chairman Mr Khotsi de Wee.

He said provinces presently spend a lot of resources educating students as future teachers, and then move to other provinces. The way forward is to administer colleges nationally, with consultation about their training needs at a provincial level.

Delegates expressed the need for a national audit and data base around teacher development, as well as research into national priorities, which could lead to the nationalisation of colleges. They also said college students must be committed and accountable to the community.

Another proposal that emerged was for education colleges to establish democratic governing structures and to be autonomous. This implies autonomy, amongst other things, of finances and the curriculum within broad national parameters.

Curriculum development was a major topic at the conference. Delegates proposed that a national body, such as a National Institute of Teacher Education, could play a role in coordinating curriculum development.

This body would assist in implementing and monitoring policy guidelines on teacher development.

The body would not be responsible for centralising curriculum development, but rather for liaising between the regions and institutions where implementation would take place.

Delegates emphasised the need for communication and partnerships among institutions, non-government organisations and provinces.

Current curriculum guidelines propose the curriculum should move away from focusing on content to concentrate on developing competencies and critical thinking.

However, in the past, delegates stressed, teacher education has been dominated by theory and the need to strike a balance - by integrating theory and practice.

They also suggested the expansion of the curriculum beyond teacher education to include adult basic education, pre-primary education and effective distance education.

De Wee said the present curriculum needs to be rationalised as numerous colleges offer too many subjects; moreover there is no mobility or articulation between institutions.

This means that a student who has completed a year at the Soweto College of Education will not necessarily be credited for these courses at Wits University.

The current proposal for 1996 is to transform the curriculum into a number of credits, which would be registered with the National Qualifications Framework.

Several concerns

Under this system a student could do a certain number of credits at one institution, then proceed to another where prior learning and experience will be recognised.

But this proposal has raised several concerns - chiefly how to introduce a new curriculum without preparing the educators responsible beforehand.

Clearly Inset will play a crucial role in meeting this challenge. At the moment, the effectiveness of Inset is limited by its fragmentation, lack of funding, inadequate accreditation and practical difficulties.

De Wee said there is around five percent allocation of funds for Inset in the education budget but this was not enough to have a major impact. A restructuring of the budget could provide the 10 to 15 percent allocation required to make a difference.

Delegates proposed that an appropriate Inset model be developed, which looks at staff development programmes with upgrading, retaining in key subjects and incorporating relevant experience.

De Wee said from his point of view a school-focused model would be best for Inset in South Africa.

"This means Inset takes place within a school, but the school has the option of drawing in an outside agency to help with Inset needs."

"We have NGOs alongside the education system with great expertise, which we should bring into schools. It would be foolish not to tap their expertise."

He said the conference favoured a school-focused, school-based Inset model over the course-based model formerly popular in education. Delegates suggested that Inset and the appraisal of educators be linked.

"The appraisal of Inset teachers would inform Inset and the Pre-service Teacher Education curriculum. We would learn from our mistakes and improve the quality of education," said De Wee.

The question about appraisal being linked to merit awards or incentives, split the conference.

The Free State delegation favoured merit awards, while most Western Cape and KwaZulu-Natal delegates disagreed with it.

But delegates agreed that appraisal was important to motivate educators, and to improve their performance and teamwork. It should be compulsory.
Parents patrol township school

Johannesburg: A group of parents patrolled the Joe Slovo High School in Khayelitsha yesterday following an attempt on Friday to oust white teachers from the school. The Azanian Students Movement is campaigning to get rid of white teachers at black schools.

CT 15/8/95
Pupils reject teacher 'swop'

Campaign to replace whites with blacks

ESANN de KOCK
Education Reporter

DEMANDS by the Azanian Students Movement that four white teachers at Khayelitsha's Joe Slovo High School be replaced by unemployed black teachers have been rejected by most pupils and staff at the school.

The movement's "Employ Black Teachers" campaign to remove white teachers from black township schools began in Port Elizabeth earlier this month, when it attempted to evict 40 white teachers from township schools to make way for what it claimed were 35,000 jobless black teachers nationwide.

It is now demanding that four white teachers at Khayelitsha's Joe Slovo High School be removed from their posts to accommodate unemployed black teachers.

Pumi Petersen, regional organiser of the Azanian People's Organisation (Azapo), said they "fully supported the movement's campaign."

"We cannot accept that white teachers are instructing our pupils while black teachers do not have employment," he said.

"We aim to speak to the school's management committee about the matter."

But most of the pupils and teachers at the school did not support the campaign, said the president of Joe Slovo High's students representative council, Layanda Mbota.

"We are members of the Congress of South African Students (Cosas) and feel the teachers should stay," he said.

"At a mass meeting on the matter in Khayelitsha yesterday, people who protested against the presence of white teachers in the school were chased out.

"There is no relationship between Cosas and Azasm and we do not agree with them on this matter.

"The four teachers are employed in the technical fields of our school and we want them to stay."

Cosas hoped to discuss the issue with the Azanian Student's Movement soon.
Teachers imported

Critical shortage of maths, science teachers in Eastern Transvaal (321)

The severe shortage of maths and science teachers in the Eastern Transvaal has forced the provincial department of education to employ teachers from India.

According to MEC for education in the province Mr David Mabuza teachers have been imported from India to teach at provincial schools for a year.

Mabuza said government bursaries would in future only be granted to students teachers studying maths and science.

"The situation where all teaching students automatically received a government bursary on registration is over," Mabuza said.

Mabuza also announced that his department would have to take all powers away from white governing bodies so as to redress education imbalances in the province.

"I know I have these powers in my pocket," he said while addressing students and education officials at the Elija Mongo College of Education in KaBokwe near Nelspruit on Wednesday.

He said he had cut model C school subsidies by 100 percent last week as he disapproved of these subsidies enabling white schools to look like hotels. He had also withdrawn all transport subsidies given to white teachers in the province and said that some white teachers were now taking legal action against his department for unfair labour practices. – African Eye News
We’re bottom of barrel, irate teachers tell Bengu

Education Reporter

TEACHERS from the South African College School (Sacs) have lashed out angrily at national education minister Sibusiso Bengu, claiming to be among the lowest-paid professionals in the service of the state.

The department could lose them if it did not change its attitude, they said.

In an open letter to Professor Bengu, 39 Sacs teachers said they were more despondent, angry and demotivated than ever before.

Their attitude, they believed, was having an adverse effect on education in South Africa at the worst possible time.

For teachers to be motivated, dedicated and professional, they needed to be treated as professionals. Yet they continued to be some of the lowest paid professionals in the service of the state.

“Education is certainly not being treated as a vital cornerstone of this country’s attempts to set in motion the sort of progress through development required to uplift the population.

“Does the state see teachers as expendable, doing a poor job and not professional?”

The teachers said this year’s “paltry increase” of five percent seemed to indicate this was the case.

They asked Professor Bengu if the government seriously believed qualified educators would be prepared to remain in teaching when they were paid the sort of salaries which sweepers were demanding — and getting.

“It is not unrealistic to envisage a situation in the very near future where most of the qualified, able teachers are absorbed by the private sector, leaving the fundamental task of educating the youth to poorly qualified, incompetent and disgruntled amateurs.”

One teacher at the school said they were leaving the profession for personnel work in banks, as sales representatives, insurance brokers or to start their own businesses.

“Good teachers are good workers.

“Whilst we realise there are teachers out there looking for jobs, we also know that good, highly qualified teachers are leaving the profession and being replaced with new staff members who lack the same commitment and skill.”

The Sacs teachers asked Professor Bengu why South Africa’s minister of health could convene a forum to improve the employment conditions of state doctors to ensure the health infrastructure of the country did not collapse.

“What a desperate pity that our Minister of Education does not appear to have the foresight to do the same.

“Either you treat us with respect and pay us market-related salaries, minister Bengu, or you stand to lose us — for good.”

A group of Sacs teachers had also written a letter to the South African Teachers’ Association (Sata), expressing disappointment at the manner in which their salary negotiations had been conducted.

“We came back from holidays and a decision had simply been taken regarding our increases.”

Sata spokesman Mike Reeler said the feelings of frustration amongst the Sacs teachers were symptomatic of the way a lot of people were feeling.

“We agree the increases were paltry and insulting.

“If the teachers are critical of Sata, we accept that and it’s their right to be critical.

“But, what many don’t understand is that when the minister makes a final wage offer, that’s the end of negotiations.”
UNDER FIRE: Three members of Azanian Students' Movement (Azasm) defend their campaign to oust white teachers from black schools yesterday at Guguletu Comprehensive Senior School. In the background are unhappy parents of pupils at the school who did not want to allow the Azasm students on to the school premises.

PUPILS at Guguletu Comprehensive Senior School refused yesterday to allow white teachers to be removed from their school by the student wing of the Azanian People's Organisation (Azapo), telling the group instead to take their struggle elsewhere.

Their firm stand against the Azanian Students' Movement (Azasm) campaign to oust white teachers from township schools has been welcomed by the provincial Education Minister, Mrs Martha Olickers, Saatu and the Cape Council of Teachers.

Several hundred angry pupils tried to escort the Azasm students off the school premises after being addressed by the group's deputy president, Mr Donald Mankge.

They were instead shepherded into the school's staff room for an impromptu news conference where Mr Mankge said Azasm would not stop its campaign.

"We have to liberate our people from the colonial mentality which has been inflicted on them.

"We blame the education system and not the pupils for what happened here today," he said.

Shortly afterwards teachers, parents and pupils from the Joe Slovo Comprehensive School in Khayelitsha marched on the Athlone offices of Azapo chanting: "Forward with white teachers forward" and "We love our white teachers, we love them".

A delegation from the school's student representative council (SRC) then handed a memorandum to Azapo's Western Cape chairman Mr Ntupheko Yekiso, demanding the campaign against white teachers be stopped.

Guguletu Comprehensive's SRC president Mr Sindiswa Peter said pupils benefited a great deal from white teachers and were concerned that if they were forced to leave the rest of the staff would down tools in solidarity with them and lessons would stop.

"If Azasm is serious about this campaign, they should go to Parliament and not disturb our school so close to exams," he said.

White teachers at Guguletu Comprehensive said they did not feel threatened because of the overwhelming support from their colleagues, the pupils and their parents.

"A pupil offered to be my guard for today," said a teacher who asked not to be named.

"I have worked here for eight years and I have never felt threatened. Azasm has picked the wrong school because the children don't see colour here," another said.

Mrs Olickers said she was glad students were taking a stand. "This shows a sense of unity among all of us against radical elements such as Azasm."
White teachers are defiant

“We won’t be scared off by campaign to get rid of us”

ESANN de Kock
Education Reporter

WHITE teachers at township schools say they will not be intimidated by a “fanatical minority” of pupils belonging to the Azanian Student’s Movement (Azasm) — and their colleagues and pupils are firmly behind them.

“You mess with one of us, you mess with the lot,” said a teacher at Guguletu Comprehensive where Azasm pupils have been told by parents, fellow pupils and teachers to take their campaign to oust white teachers elsewhere.

“We are all affected by this racist campaign, not just the white teachers,” the teacher said.

“Our position as a school community is clear. If one teacher goes, the lot go — it’s as simple as that.”

Azasm regional secretary Madoda Ntethe claimed both his organisation and its campaign to oust white teachers at township schools, to make way for currently unemployed black teachers, enjoy wide support in the Western Cape.

But this was vehemently disputed by the Congress of South African Students (Cosas).

At a press conference yesterday at Joe Slovo Senior Secondary in Khayelitsha — the school where Azasm unsuccessfully tried to remove four white teachers from their posts last week — Cosas expressed its disappointment at the Azasm campaign.

“We will not allow Azasm to confuse pupils and to misinterpret the ideas of the majority.”

Vuyani Mapikane, a student leader at Joe Slovo Senior Secondary, said the pupils would protect their teachers.

“We are committed to stability in our school. There is no other way of ensuring the upliftment of disadvantaged people than through a culture of learning.”

The white teachers at Joe Slovo Senior Secondary and Guguletu Comprehensive said they were not at all intimidated by the campaign, and that support from their pupils and the rest of the school community had been “fantastic”.

At Joe Slovo Senior Secondary, the four white teachers have been on the staff since the school opened in 1989, and some taught at other township schools before that.

One of them, Aimsley McDonald, said the campaign was “sad, but not intimidating.”

TOWNSHIP TEACHERS: Joe Slovo Senior Secondary teachers, from left, Erna Slabbert, Aimsley McDonald and Suzette Franck.

GO TO IT: Afrikaans and Guidance teacher Suzette Franck gets on with the job.

Mr Ntethe said Azasm’s campaign to oust white teachers had been “blown out of proportion” by the media and some pupils.

“Azasm is not a racist organisation and the campaign is not racist. We want to create an opportunity for black teachers to be employed.

“This is not about hatred towards white teachers.”

Mr Ntethe said Azasm was also upset that white teachers at Guguletu Comprehensive had taken up senior management positions at the school.

There was “overwhelming” support for the campaign, he claimed, but pupils were hesitant to involve themselves actively in it because they were close to exams and didn’t want any disruption of their schooling.
PUPILS ‘DON’T CARE ABOUT SKIN COLOUR’

White teachers ‘not afraid’

WHITE TEACHERS in township schools have no fears for their safety. CAROL CAMPBELL reports.

THE first question most whites ask Mrs Suzette Frank when they hear she teaches at Joe Slovo Comprehensive School in Khayelitsha is: “Aren’t you scared of going into the townships?”

Her answer that she is most definitely not afraid is always tinged with amusement because Mrs Frank knows the pupils at Joe Slovo don’t care about the colour of her skin.

To them she is just another teacher who hates it if they are late for her Afrikaans lessons, who tends to be a bit heavy on the homework, but also someone who cares that they pass exams and gain something from her classes.

When the student wing of the Azanian People’s Organisation visited the school recently, she and other white colleagues, hid in a locked room while black staff members tried talking to the visiting students.

When the outsiders demanded the white teachers leave, it was the pupils of Joe Slovo who stepped in to defend their teachers. They chased the Azanian Students Movement (Azasm) students out of the school and down the road shouting: “Leave our school and our teachers alone.”

The example set by the pupils at Joe Slovo Comprehensive was followed by Guguletu Comprehensive Secondary School on Wednesday when toy-toying students surrounded the Azasm students and showed them the way to the school gate.

Yesterday the Congress of South African Students (Cosas) also lashed out at Azasm, saying they were undermining their campaign to restore a culture of teaching and learning in black schools.

Cosas officer Mr Nthuthuzelo Ngwane said the organisation wanted to discuss the problem with Azasm but could never find them because they were still "underground.”

In the classrooms, pupils remained adamant about their support for their white teachers.

“Without hesitation Joe Slovo Std 9 pupil Ntombi Vulani said: “We love our white teachers and we will chase Azasm away if they cause trouble here.”

Ncediswa Vena said she didn’t care about the colour of teachers’ skin “as long as they come to class”.

Teacher Mrs Erna Slabbert, who has taught at the school since 1989, said she had never once felt concerned for her safety.

“The day American student Amy Beeth was killed my pupils begged me to go home and escort me out of the township.

“Azasm cannot and does not intimidate us. All our pupils want is a teacher who comes to class — if the teacher arrives they’ll arrive.”

See Page 6
Student group puts ‘distorted’ white teacher campaign on hold

ESANN de KOCK
Staff Reporter

THE Azanian Student’s Movement (Azasm) campaign to remove white teachers from black schools has been put on hold, pending broad consultation to explain the nature and objective of the campaign.

The organisation has accused the “hostile white Press” of deliberately distorting its programme, saying the intention of the campaign was never to oust white teachers from black schools.

Jimmy Yekiso, spokesman for the Azanian People’s Organisation (Azapo) of which Azasm is an affiliate, said the real purpose of the campaign had never surfaced.

Azapo and Azasm blamed the press for not going to enough trouble to get its comment on the campaign and to put across its point of view.

Mr Yekiso said Azasm had adopted a resolution at its congress in Kimberley in July, which stated that the organisation would embark on a campaign to save black education and the employment of black teachers.

In a Press statement Azapo said: “Nothing in the content of the resolution justifies an inference to remove white teachers from black schools.

“In this regard, Azasm recognises and accepts the need for using white teachers as an important skills resource based in our society.”

“White teachers in the black community and black schools, however, represent an external resource which the underdeveloped black community will only make use of when the capable black teachers have been utilised.

“For as long as the skills of white teachers are a necessary resource in black schools, they will be welcomed to teach in black schools.”

Mr Yekiso said black teachers were “rotting” in the ranks of unemployment and the Azasm campaign had been specifically designed to address this problem.

He said Azasm would now consult broadly with a view to explaining its campaign and also with the aim of holding an education summit which would focus on education in general, particularly the state of paralysis in black education.

The summit, he said, would probably only take place next year, as pupils were about to start exams and their schooling could not be interrupted.
Call for black teachers ‘not racist’

Renee Grawitzke

THE Azanian Students Movement’s (Azasm) call for white teachers teaching in townships and black communities to be replaced by black teachers should not be seen any differently from any other affirmative action campaign, the Azanian People’s Organisation said yesterday.

Azapo’s national organiser, Strike Thokoana, said that this call was no different from government policy that insisted on affirmative action.

He denied that this call was racist. "What is actually racist is not what Azasm is doing but the arrogance of white people who believe they are indispensable and the recalcitrance of a government that wishes to perpetuate black disadvantage."

He said close to 35,000 black teachers were unemployed while white teachers were getting preferential treatment in "elitist ivy league white schools".

Azapo also announced its plans for national black consciousness week from September 6 to 12 which would be marked by a march on September 10 to Pretoria Central Prison and the laying of a wreath in commemoration of Steve Biko’s death.

© Comment: Page 14
Bid to oust white teachers

Gauteng schools face showdown

BY LEE-ANN ALFREDS
and JUSTICE MALALA

Gauteng education authorities are bracing themselves for a showdown with the Azanian Students' Movement as the organisation's campaign to remove about 10,000 white teachers from black schools in the province begins today.

Despite a meeting with provincial authorities on Thursday, Azasm has vowed to go ahead with the controversial campaign, which led to battles with communities in the Eastern and Western Cape when parents and pupils protected white teachers.

At a press conference on Friday, Azasm president Azanu Tawana said his organisation would vigorously pursue the Employ Black Teachers campaign in Gauteng despite an avowal by Education MEC Mary Metcalfe that she would not allow any teachers to be expelled.

"We will not be dissuaded from continuing with our revolutionary and historic task for as long as the Government is not prepared to redress the racism that still exists in black education," Tawana said.

Metcalfe has warned that police and education authorities would resist attempts to expel the teachers. "They (Azasm) have apparently begun distributing pamphlets in areas, and police are also aware of specific plans to remove white teachers."

Metcalfe vowed not to submit to pressure to employ black teachers at black schools, saying the province had a duty to respect the employment rights of teachers. She said schools had been told to call on police if threats were made to personnel.

The campaign has been condemned from various quarters, with Education Minister Sibusiso Bengu warning that anyone removing the teachers would be prosecuted.

The National Party Youth Action called on Friday for the detention and prosecution of all those who participated in the campaign. "The time has long since arrived when we must actively protect our young democracy," the organisation's leader, Pierre Gerber, said.

Tawana has denied that the campaign, which has already been pursued in the Eastern and Western Cape, had been a failure, saying Azasm had successfully removed about 32 white teachers from schools.

But the organisation's Western Cape branch has decided to put the campaign on hold as it wanted to start a process of explaining the nature and objective of the campaign.

It accused the "hostile white press" of deliberately distorting its programme, saying the intention of the campaign was never to oust white teachers from black schools.
All together now... Jabulani Technical High School teacher Janele Bahlale laughs with some of her pupils at the school yesterday. She is one of thousands of white teachers in township schools being targeted by the Azanian Students Movement.
Students vow to protect their teachers from Azasm

By Justice Malala

Between jobs and with nothing to do, science teacher Janine Balkie accepted a post at Soweto's Jabulani Technical School on the basis that she would leave if she did not like it.

The year was 1983, and the job marked the start of a love affair that has survived the political violence of the '80s and the turbulence that marked the transition to democracy in the '90s.

"We have seen a lot of violence at this school. The school has been stoned and teachers have been attacked and stoned. But I enjoyed it so much that I have decided that I want to continue teaching here," she said.

But the teacher's stay at the school, and that of about 10,000 others at schools in Gauteng, is once again under threat, this time from the Azanian Students' Movement.

Azasm yesterday began the Gauteng leg of its drive to oust white teachers from schools and replace them with black teachers. But the Gauteng education ministry said no incidents had been reported, although schools in the area are still expecting confrontation this week.

As one of about 12 white teachers at Jabulani Tech, which has 54 teachers, Balkie says she does not feel threatened by the organisation's action.

"I personally do not feel threatened. The students I have spoken to do not have any problems with my staying here and I have seen nothing to make me believe otherwise. It seems as if it is other people, outside the school, who have a problem, and it's not what the students want," she said.

The teachers' only protection at this stage is the knowledge that the Government and a perceived large majority of pupils support them, and police have been alerted to keep an eye out for any disturbances.

Says Std 8 pupil and student leader Vuyani Mafanga: "Our view is that these people do not have the students' interests in mind. This is merely a racial issue which we cannot and will not support. We will protect our teachers."

Spokesmen for Azasm could not be reached for comment despite several attempts yesterday.
R500-m salary shortfall for Cape teachers

ESANN DE KOCK, Education Reporter

THERE is not enough money in the coffers of the Western Cape Education Department to pay teachers until the end of this financial year.

A salary shortfall of more than R500 million in the department has led to speculation that teachers will not be paid for the last three months of the financial year.

But education department spokesman Orland Firmani said today he was not prepared to "make any assumptions". He did however confirm the shortfall of more than R500 million, and "at the moment there is no indication where additional money will come from" to pay teachers until the end of the 1995/96 financial year.

The department had applied to the provincial treasury for additional funds and expected the request to be passed on to the national education ministry.

John Samuel, deputy director-general of the national education department, confirmed that his department had conducted "investigations" into the financial problems of the Western Cape.

"We tried to get a sense of where the problems were and have now made approaches to the Reconstruction and Development Programme (RDP) to see if money from capital expenditure could be used to fund teachers' salaries.

"In this way, we hope to be able to take some pressure off the provinces." Mr Samuel said the department would hear within the next two weeks whether money set aside for school buildings could be used to pay teachers.

But Dr Firmani said today the Western Cape Education Department was not aware of any plans to use RDP money to pay its teachers.
White teachers resist efforts to expel them

BY LEE-ANN ALFREDS
EDUCATION REPORTER

Pupils and teachers at an Eldorado Park school in Johannes- burg have resisted an attempt by the Azanian Students’ Movement (Azasm) to have five white teachers removed in favour of black teachers.

According to Silver Oaks secondary school principal Anne Duker, about 10 Azasm members arrived at the school on Monday and demanded that the five white teachers be sent home.

She said the visit had followed several phone calls and one letter demanding that the white teachers be replaced by black teachers.

Duker said trouble at the school had been averted on Monday when she was informed by police that Azasm members were on their way to the school. This had allowed her time to dismiss the children and hide the white teachers.

The Azasm members had refused to discuss their campaign and after failing to find the white teachers, they left.
PUPILS LAY CHARGES

Johannesburg: Two charges of
assault are being investigated at a high
school here after racial clashes be-
tween pupils, police said yesterday.

The charges arose from fights at
Mondesa High School on Monday.

A charge of serious assault was laid
by a white boy, 17, who was allegedly
stabbed by a coloured pupil with a
screwdriver. Another assault charge
was laid by a black pupil, 14, against a
group of white pupils. — Reuters

KwaZulu campus closed
after student protest

Durban: Lectures at the Mangosuthu
Technikon in Umlazi were suspended
indefinitely yesterday and students given
until Saturday to vacate residences to defuse
a potentially explosive situation.

The campus is tense after students
demonstrated to demand the dismissal of
two lecturers they accuse of racism.

Technikon spokeswoman Ms Sue Smith
said the council would meet next week to
decide on further steps.

Rector Prof Adolfo Vos said a commission
of inquiry had found no conclusive evidence
to support the racism claims. — Sapa

NO COMFORT FOR TEACHERS

Carol Campbell

The national education department last
night came no closer to allaying Western
Cape teachers' fears that their salaries
would not be paid for the last three
months of the financial year.

This follows an announcement by out-
going Western Cape Education Depart-
ment head Dr Francois Knoetze that the
salary budget was R500 million short and,
unless funds were provided from the na-
tional department, teachers would not be
paid in January, February and March.

National department spokesman Mr

Corrie Badenhorst said the department did not
receive a request for the money.

But Provincial Department spokesman
Dr Orlando Fzimani said three requests had
been sent to the national department, but
no response had been received.

Cape Council of Teachers spokesman
Mr Mike Reeger said the money could be
moved from another provincial depart-
ment or, if this was not possible, it would
have to be provided by the state.

The SA Democratic Teachers Union,
said the union would not codemnut until it
became apparent that teachers would de-
finetly not be paid.
Teachers, pupils resist Azam move
Western Cape coffers empty after November

Teachers' pay running out

OWN CORRESPONDENT

Cape Town — There is not enough money in the coffers of the Western Cape Education Department to pay teachers until the end of this financial year.

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ANCYL to face Azasm

ANCYL to protect white teachers and to fight against Azasm campaign

By Noxolo Kweza

The Gauteng African National Congress Youth League has vowed to defend white teachers in black schools.

In a statement released yesterday they promised to hold a provincial general council meeting to discuss ways of combating the campaign.

ANCYL general secretary Mr Sipho Makama said the organisation would call community meetings to discuss and establish the popularity of the Azanian Students Movement’s campaign of driving out white teachers from the townships.

Makama accused Azasm of being “racists and frustrated” and trying to create instability in education as a means of intimidating people not to vote. He called on all students to demonstrate their commitment to the culture of learning.

ANCYL’s call comes after Azasm allegedly threatened to remove five white teachers at Silver Oaks Secondary School in Eldorado Park, south of Johannesburg, on Monday.

Makama said the aim of the campaign was to disturb and undermine preparations for the forthcoming local government elections as Azapo had indicated clearly that it will not participate.

Deputy chairman of ANCYL Mr George Masango said ANCYL was aware of the high number of unemployed black teachers.

“But it was not Azasm’s duty to address the matter of jobless black teachers as this was being addressed by the MEC for education in the Gauteng region.

“Not only teachers are unemployed in the country. This is a general problem facing everybody in South Africa,” Masango said.

Azasm has threatened to remove white teachers from black areas. They allege that black teachers were overlooked when posts became available.
Azasm bid makes little headway

By BRONWYN WILKINSON and SAPA

A campaign by the Azanian Students' Movement to oust white teachers from township schools battled to get under way this week in the face of opposition from the ANC, its allies and democratic education bodies.

Azasm's campaign led to battles in the Eastern and Western Cape last week when pupils and their parents rushed in to protect white teachers.

At Silver Oaks Secondary School in Edmond Park, Gauteng, a similar effort by Azasm this week was thwarted and the teachers remain.

The Employ Black Teachers campaign calls for white teachers to be sacked and their jobs to be given to unemployed black teachers. Education authorities and police have vowed to protect targeted teachers.

Gauteng education MEC Mary Mettooie said this week that the provincial government had a duty to respect the employment rights of all teachers.

The ANC's Youth League has accused Azasm of trying to undermine the local government elections, which Azasm's parent body, Azapo, has vowed to boycott. The league said: "While Azapo has the democratic right not to participate in elections, it however has no right to cause instability in education as a means of intimidating people not to vote."

The organisation called on all pupils in Gauteng to "demonstrate against any form of education disruption".

A statement by the ANC and its allies described the Azasm campaign as racist and added that it would call on the public to reject it.

"We do not need anger to solve the plight of unemployed teachers. But constructive engagement," the ANC's Mondli Gungubele said.

The Congress of South African Students said that dragging white teachers out of schools would not answer the problems of their unemployed black counterparts.

Deadlock over closure of Uni:

PUPIL POWER: Teachers and pupils protest against hardline Azanian Students Movement (Azasm) in sup-

rioting students clash with pc

Students and staff at the University of South Africa have dead-
locked over the closure of facilities after Wednesday's clashes on the campus.

University spokesman Doris Gough said yesterday that the administration had told protesting students it would decide whether to reopen the campus after discussions with the stu-
dents.

However, students said they would not begin discussions unless the campus was opened.

Gough said the issues the stu-
dents had brought up in protest actions on Wednesday had since changed, leading the university to believe the action was not about issues but political power.

"They have turned this into a black-white issue," she said.

At Wednesday's protest, led by a self-appointed students' representative council, students demanded that the university council be disbanded, access to examination scripts after they had been marked, fair allocation of loans, and that students excluded on financial grounds be readmitted.

They also demanded that ho-

liday jobs be reserved for black students.

Unisa rector Professor Mari-

nus Wlechers said the mem-
orandum would be considered seriously.

Gough said that while the campus was closed, distance education was continuing.

Any student who had an ap-

pointment with a staff member would be admitted to campus, she said.

Police and military were call-
ed in to quell a mini-riot on

Wednesday afternoon.

Several windows and cars
in support of their white teachers in Eldorado Park, south of Johannesburg

PHOTOGRAPH: AFP

University campus after police and soldiers

ack attack

armoured vehicle

the face

apple

all

arsenals were damaged and a cleaner had been assaulted, said Gough. Police fired teargas into the crowd of students outside the main administration building. By yesterday police had left the campus, and security was being controlled by university security guards.

The students held a meeting in the centre of Pretoria to discuss their demands and their response to being banned from the campus. Education Deputy minister Renier Schoeman said he was deeply concerned about events at Unisa and the Mangosuthu Technikon in Umlazi, near Durban.

The technikon was also closed after clashes between students and security forces this week.

"Disruption of this nature, especially when examination time is fast approaching, is deplorable and totally unacceptable, and there is a heavy duty on all in authority at these institutions to protect the democratic right of their students to pursue their studies in peace and safety," Schoeman said.

RACIAL UPSET: Police keep a watch outside Mondeor High School, Johannesburg, after angry clashes between black and white pupils this week

PHOTOGRAPH: STAFF PHOTOGRAPHER
people's watch

AZASANM faces

gets big, no?

Attempt to out

The political fights of the city districts

The political fights of the city districts

The political fights of the city districts

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The politi...
New police ranks show break with past culture

Stephané Bothma

PRETORIA - A new rank structure which heralds a visible and concrete break with the militaristic police culture of the past would be introduced by the SA Police Service on October 1, national police commissioner G金山 Fiji announced on Friday.

The implementation of the new structure would mean the immediate promotion of all policemen in the SAPS with the rank of lance-sergeant, while policemen of other agencies would only benefit after the amalgamation was completed, he told a media conference.

In future, the SAPS would have 11 ranks instead of the 14 of the old police agencies.

So-called militaristic ranks such as general, brigadier, colonel and warrant-officer would disappear to make way for the more internationally accepted titles of commissioner, director, superintendent and inspector.

"The ranks of constable, sergeant and captain would be maintained as they are internationally acceptable police ranks," Fiyon said.

From October all lieutenants would have the rank of captain, although this did not necessarily mean the promotion of all lieutenants; majors and lieutenant-colonels would be superintendents; a colonel would be a senior superintendent and a brigadier would be a director.

A major-general would become an assistant-commissioner and lieutenant-general provincial or divisional commissioners while a full general would be a commissioner.

Fiyon also unveiled the new emblem of the SAPS. Although still based on the star-design — accepted almost without exception throughout the democratic world as a symbol of policing — the new emblem had as its centre-piece the aloe plant. It would be introduced immediately but would be phased in systematically, Fiyon said.

He said SAPS uniforms and rank insignia were being developed and would be announced in due course.

He said he hoped that a new uniform would be available specifically for SAPS members (not those still officially attached to the old police agencies) by November 1 this year.

"To save money, this new uniform will be based on the uniform and material stock of the old SAP and possibly other agencies, but will look different to present police uniforms in the country," he said. The uniforms would be phased in as amalgamation of all agencies progressed.

Azapo campaign to employ black teachers ‘not racist’

Susan Russell

THE Azanian People's Organisation (Azapo) and its affiliates, the Azanian Students Movement (Azasm) and Azanian Students Convention (ASC) yesterday denied there was a campaign to expel white teachers from black schools. They said it was a campaign to employ black teachers and save black education.

At a news conference yesterday, the organisations accused the government of national unity, the ANC and its allies and the SA Democratic Teachers' Union (Sudut) of deliberately feeding the public with half truths, misinformation and lies about the Azasm campaign.

Azapo and Azasm denied accusations of racism and said the campaign should be seen as pro-black rather than anti-white.

They said there were more than 35,000 unemployed black teachers in the country.

SA, like any other developing country, could never have too many teachers or doctors, they said. The need by far outweighed the number of available personnel.

The organisations said government had to stop its preferential employment policy in favour of whites and employ black teachers in all schools, not just those in townships.

"We urge the government, in line with their RDP and affirmative action policy, to give black teachers a chance and stop their compulsive apologies to whites."

Countering claims that there was a shortage of qualified black teachers in subjects like mathematics and science, Azapo Regional chairman Lybon Mabasa said it was impossible that out of the thousands of unemploy- ed black teachers, there were not enough qualified in those subjects.

There might not be as many suitably qualified black teachers in these subjects as there were white, he said, but they were available.

Yesterday Azapo also defended its decision not to participate in local government elections and dismissed claims that it wished to undermine them.

"Azapo believes these elections will not effect real, meaningful and qualitative change in the lives of the black majority. The whole process seems like putting brand new labels on old and stale medicine," it said.

MECs ‘break the meeting boycott’

Farouk Chothia

DURBAN — Two KwaZulu-Natal IFP MECs attended an inter-governmental forum meeting last week, breaking an earlier party decision to boycott the structure.

ANC KwaZulu-Natal local government head Mike Sutcliffe said local government MEC Peter Miller and traditional affairs MEC Nyanga Ngubane were at a Minnec meeting to discuss local government. Minnec — made up of Constitutional Affairs Minister Roelf Meyer, deputy minister Vaillil Mossa and local government MECs — is part of the forum.

Miller confirmed he and Ngubane were at a meeting with Meyer last week which was attended by MECs from four provinces. "Whether technically it was a Minnec meeting can be argued," Miller said.

Premier Frank Mdlalose's office said Miller met Meyer on a one-to-one basis.

Miller said he attended the meeting to discuss "critical issues", including a shortage of funds. Central government had allocated R71m for elections in KwaZulu-Natal, but all the funds had not been received. He said R71m was insufficient, and an extra R40m was needed. He also said no further cheques to meet election expenditure would be issued.
Hunger strike by student teachers

Education Reporter

At least 18 student teachers from the Bellville and Söhnges colleges of education have vowed to go on a hunger strike in an effort to get Western Cape Education Minister Martha Olckers to respond to their demands.

More than 1 000 students handed the provincial education authorities an ultimatum during a rowdy demonstration outside the provincial administration building in Wale Street today.

This followed a march early last month when students demanded an answer from Mrs Olckers on several grievances, including:

- Students from the former House of Representatives still being required to write an English language competence exam;
- Possible closure of education colleges and reduced first-year quotas;
- Discrepancies in marking and remarking of the language competence exams; and
- Clarity on the autonomy of colleges.

Student teachers are also unhappy about the scarcity of teaching posts and increases in fees at a time when they were battling with delays.

A spokesman for the Bellville College of Education said eight student teachers would go on a hunger strike from tomorrow until their demands were met.
Groups support white teachers

By Noxolo Kweza

While students' organisations have distanced themselves from the campaign aimed at "driving out" white teachers from black schools, the Azanian Students' Organisation and the Students' Association of State Aided Schools said the campaign was morally and politically wrong.

They said the campaign was divisive, meant to undermine education and undermine plans to improve education.

Thembisile Zuma of Azasm said their campaign would go ahead and no one would stop them. "If all unemployed black teachers can be offered employment, then Azasm would end the campaign."

The Azanian Youth Organisation condemned the ANC Youth League for saying it would defend white teachers in black schools and mount a campaign to combat the Azasm move.

Azasm campaign will deprive black pupils of proper education

"The ANCYL is ill-informed and lacks a sense of black solidarity."

Meanwhile the Black Consciousness Movement, Azasm's mother body, said yesterday that the Government was pandering to whites.

At a joint Press conference in Johannesburg, the Azanian People's Organisation, Azanian Students' Convention and Azasm said the campaign was being distorted.

"There is no such campaign such as to expel white teachers from black schools. The Azasm campaign is meant to employ black teachers and save black education," the BCM said.

The campaign was launched in 1993 when there were more than 35 000 unemployed black teachers.

They said, as a developing country, South Africa could never claim to have too many teachers or too many doctors. The need outnumbered by far the number of personnel available.

Apartheid had "heaped enormous privileges and advantages on white people with complete disdain and disregard for black people."

"Azasm says employ black teachers in black schools, in white schools, in adult education centres and everywhere where the process of formal learning is taking place."

"Azasm urges that more schools be built to curb overcrowding which makes the learning environment non-conducive. Azasm also urges the defence budget be reduced and more money be allocated to education, particularly black education."

"We urge the Government, in line with their RDP and affirmative action policy, to give black teachers a chance and to stop their compulsive apologies to whites."

"That is why people refer to this government as a government of white people by black people for white people," the organisations said.
Student teachers on hunger strike

Education Reporter (321) 407/4/95

SIX student teachers at the Bellville College of Education have started a hunger strike in the administration building.

They are trying to force Western Cape Education Minister Martha Ockers to "satisfactorily" respond to their demands which include the scrapping of English entrance exams, assurances that colleges will not be closed and job provision.

A spokesman for the college said no formal lectures were taking place and the hunger strike had the support of the academic staff.

"Normal lectures will not resume until we get a satisfactory answer from Martha Ockers."

On Monday, more than 1,000 students marched on the provincial legislature in Wale Street to hand over a list of demands to Mrs Ockers.

They demanded an immediate answer.
Zimbabwe's white farmers face new land-grab threat

By MICHAEL HARTNACK

Harare

ZIMBABWE'S 4 400 commercial farmers will be prohibited from owning more than one farm if Lands Minister Kumbirai Kangai carries out his threat to introduce tough new legislation.

Mr Kangai told parliament he would "deal with reactionary forces to ensure those with more than one farm relinquished land to the state without delay".

However, a lack of state funds is frustrating the takeover of farms already designated for black farmers.

The 1995/96 budget allocated only R4-million for the purchase of farms and the provision of infrastructure for the estimated 200 000 peasant families needing resettlement from the 19 million hectares of eroded communal land.

Mr Kangai told parliament that 101 former white-owned farms in the 11 million-hectare commercial area had been designated, but a lack of state funds was frustrating the takeover.

Mr Kangai also announced that, in addition to introducing a computer register of all agricultural property, "a land tax will be introduced for all people with more land than is recommended in a particular ecological region".

Farming sources say Mr Kangai's statement - in line with a recent one from Vice-president Joshua Nkomo saying blacks were tired of working for whites - overlooks practicalities.

With Zimbabwe's current skills crisis, restricting sizes of farms would result in prime land being left to go derelict for want of trained management.

In any case, most farms are in the names of companies, so the law would have to restrict share ownership rather than names on title deeds.

Agriculture Minister Denis Norman last month sounded a warning that owners of commercial farms may soon have to help care for up to 100 000 children orphaned by the AIDS epidemic.

Small scale farmers were devastated by this year's drought, but the commercial farmers' expertise and financing resources enabled them to reap a bumper R1.5-billion tobacco harvest.
Conspiracy of silence

Oupa Ngwenya explains why the campaign to remove white teachers in preference to blacks is doomed to fail.

That this is “racist” is to succumb to colonial logic and paternalistic ethics and concerns— which make black people believe that to think bright and to do right is to do white.

When black people elected Nelson Mandela as President, they did so because they believed he presented the ultimate victory as a symbol of their struggle.

Would they be charged as “racists” for choosing Mandela, who is a black person, and not FW de Klerk, who is a white person?

Secondly, the people of this country have an option to either confront each other for the better or to pretend for the worst.

The choice will be honest or deceitful. It is confrontation not deceit that is a liberatory demand.

This is not a call for revenge. Revenge only occurs when those who are forgiven do not repent of their old ways. It is the responsibility of the forgiven to make revenge avoidable.

The complex aspect of confrontation is that there are black people who want to benefit from this confrontation—but do not want to struggle as black people.

Although they want to win as blacks, they do not want to fight as blacks. This is because doing so does not make non-racial sense.

These are blacks who do not believe in the righteousness of their cause unless it enjoys white endorsement. When the black struggle makes its breakthroughs they are the first blacks to be acknowledged by the white world.

The first thing they do when they enter the kwaZulu of achievement is to shut the door behind them so as to remain the only blacks in this kwaZulu.

Their vocation is to manage the influx of black achievers. They struggle as though they are in a performance with a white gallery in mind.

The legitimacy of their cause depends on white validation.

No matter how black the problems under attention may be, such blacks make it their duty to raise the ever-nagging question: “What about whites?”

The problems that Azasm’s campaign are about can never be non-racial. It will remain black until solved. It is only those under the influence of white guilt who strain their eyes to see the problem “non-racially.”

Instead of responding to the problem of the reportedly 35 000 unemployed black teachers that Azasm’s campaign seeks to bring to the country’s attention, non-racial crusaders retort by asking “what about white teachers?” (about 1 000 at black schools).

Consequently, the focus has shifted from the 35 000 to the 1 000. From black to white. How gullible we have become. It is we again who are most vocal in leading the chorus for Azasm’s condemnation, who are in the forefront of asking: “What about white teachers?”

Non-racialism is about: “What about whites?”

The political arena has already addressed “white fears.” Strangely, born-again new South Africans have never cared to ask if there is a non-racial basis for “white fears.” What constitutes white fears?

Is it when blacks assume positions of management, leadership and power? Are these fears of unfettered black majority rule, real change and genuine black deliverance?

Can the white community answer for itself this time without black volunteers?

We can either pretend we are not bothered by these questions or confront them. The racial time bomb will not stop ticking if we pretend. It has to be confronted, defused and disposed of immediately.

A number of tertiary institutions have already had racial outbursts. Wits University was the most prominent last year. Earlier this year, it was Valt Triangle Technikon. And recently Pretoria Technikon and Unisa had their share of the racial storm.

If the necessary changes are not made, it may be too late to do so when the racial fists of fury begin to express themselves beyond campus boundaries and school premises.

Azasm launched its campaign believing that the Department of Education will be ashamed about the large number of unemployed black teachers.

And shame, Karl Marx said, is a revolutionary sentiment. The ball is in the court of the Department to show it is capable of displaying this sentiment.
Teachers claim victory for gender equality (321)

STAFF REPORTER

THE South African Democratic Teachers' Union last night claimed a major gender equality victory in the Education Labour Relations Council by getting the Home Owners Allowance Scheme extended to woman teachers.

In a statement Sadtu said the final agreement would be signed on September 29.

Mr Mxolisi Nkos, assistant general-secretary of Sadtu, said discriminatory conditions had in the past diminished the general status of women teachers as professionals.

Sadtu was committed to eradicating all forms of discrimination.

In terms of the Home Owners Allowance Scheme, the union agreed that state money should not be abused by two members of a household receiving separate subsidies, but said teachers still living with members of their extended families should not be disadvantaged.
Decision soon on teachers

AN agreement on the rationalisation of teaching posts around the country will hopefully be reached on September 28, the National Professional Teachers' Organisation of South Africa said in Pretoria yesterday.

In a statement, Naptosa president Leepile Tanyane denied talks on the matter in the Education Labour Relations Council had been derailed.

Negotiations concerned the way in which the positions of existing teachers would be affected by the amalgamation of old education bodies into new education departments in each province.

Achieving parity

A Naptosa spokesman said the number of teaching posts in each province was being determined by teacher-to-pupil ratios, which were more favourable in some provinces than others. Achieving parity in this regard could affect existing posts.

The spokesman said rationalisation would be phased in over five years, adding that various measures were being considered to minimise job losses.

Tanyane said there was a more pressing need for finality on the matter in provinces such as Western Cape and Gauteng because of budgets and other considerations.

However, there was substantial consensus that the issue was a national one. "For rationalisation to proceed in the absence of agreed national norms would lead to total chaos," Tanyane said. — Sapa.
Teaching post guidelines ‘soon’

Education Reporter (321)

NEGOTIATIONS to determine national guidelines for the rationalisation of teaching posts are on track and agreement could be reached soon, says the National Professional Teachers’ Organisation.

Discussion to determine rationalisation of previously racially divided education departments is taking place in the national Education Labour Relations Council.

Represented on the bargaining unit of the council are 10 government delegates and 10 employee delegates.

Teachers’ organisation spokesman Andrew Paeppe said consensus depended on a majority vote from each section and a combined majority.

Discussions on pupil-teacher ratios stood at 35 to one for high schools and 40 to one for primary schools.

But Mr Paeppe pointed out that the ratio applied only to teachers and not “other educators” such as principals and inspectors.

He said much of the panic about the ratios had to do with this as well people thinking it would be implemented “overnight”.

It would take a few years to implement new ratios, he said.

“There are also budgetary constraints which have to be considered.”

Mr Paeppe said his organisation wanted to assure people that negotiations on the rationalisation of posts had not been derailed.

The organisation hoped final agreement on the matter would be reached on September 28.

“As a prelude to that meeting, various discussions between the parties have been held, while the bargaining teams of the Labour, Relations Council have also met.”

The organisation acknowledged that national agreement on rationalisation and absorption measures had to be reached.
Dispute body

A WESTERN CAPE Branch of the Education Labour Relations Council is to open in Cape Town in October to resolve "domestic" disputes between teachers and the provincial education department. A branch chairman has yet to be appointed, says local council secretary Mr Eugene Southgate.
5000 Cape Teachers Face Axe

NURSES' JOBS ALSO AT RISK
Life-line for V Cape Jobs

GOVT MAY RESCUE NURSES, TEACHERS

THE WESTERN CAPE EDUCATION and HEALTH DEPARTMENTS.

The government is considering funds from the government. ANTHONY JOHNSTON reports

Life-line for V Cape Jobs

GOVT MAY RESCUE NURSES, TEACHERS

THE WESTERN CAPE EDUCATION and HEALTH DEPARTMENTS.
Teachers reorganised under nine provinces

Kevin O'Grady

ALL teachers’ posts in the 14 formerly racially-based education departments would be abolished and recreated in the nine provinces, in terms of agreements reached on Friday between government and teachers’ unions on the rationalisation of education.

The agreements, signed by Education Minister Sibusiso Bengu, the SA Democratic Teachers’ Union and the National Professional Teachers’ Organisation of SA, also provided for “affordable” pupil-teacher ratios in the country’s schools, Bengu said.

Described by Bengu as a “major breakthrough” in transforming education, the agreements reached in the Education Labour Relations Council would also bring about equity in the financing of education, he said.

The rationalisation process would not result in a cutback in teachers. Excess teachers in any province would be retrenched only if they were unwilling to accept voluntary redundancy or transfer to another province.

“The total number of educators will have to increase as a result of backlogs and the annual increase in learners,” Bengu said.

However, the rationalisation agreement aimed to distribute the country’s 360 000 teachers equitably between the provinces.

The agreement stated: “As much as possible, a wholesale retrenchment of serving educators should be avoided and therefore the primary objective should, as far as possible, be a redistribution of educators.”

In terms of the agreement, provincial education MECs would draw up plans for the distribution of teachers aimed at “reaching equity in the provision of personnel in institutions in rural and urban areas”. Criteria for declaring posts redundant and teachers in excess should be negotiated.

Education deputy director-general Roelf du Preez said there had been “unexpected” agreement between all parties on the department’s proposed teacher-pupil ratios of 1:40 in primary schools and 1:35 in secondary schools.

These would even out the differences between ratios in former (white) House of Assembly schools (1:21,1) and schools in former self-governing territories (1:40), Du Preez said.

Agreement was also reached on removing gender discrimination from the department’s homeowner allowance scheme and on allowing union members time off for union activities.
Teacher wins in subsidy battle

By JESSICA BEZUIDENHOUT

A CAPE Town school teacher who was refused a housing subsidy on the grounds that she was married and her husband was not medically unfit, has won her battle against the Western Cape Education Department and the Minister of Education.

The ruling could open the way for thousands of civil servants in the same situation to challenge the department's housing subsidy policy, the Industrial Court was told.

Mrs Karen George, a music teacher at Goede Hoop Primary School, told the court the department's refusal to grant her a housing subsidy was unfair.

Giving his ruling, Mr M P Freemantle agreed that the department's refusal constituted an unfair labour practice.

He ordered that Mrs George be paid compensation.

Advocate Norman Arendse, for the department, urged the court to consider the effects of a judgment in favour of Mrs George as thousands of employees had been similarly disqualified and it "would open a floodgate".

Teacher wins battle for subsidy

EDUCATION REPORTER

A CAPE Town teacher made history yesterday when the Industrial Court ruled that the Western Cape education department's policy barring married women from receiving housing subsidies was an unfair labour practice.

Mrs Karen George of Brackenfell fought the education department staff code on the grounds that it discriminated against her in gender and marital status.

Handing down judgment, advocate Mr M P Freemantle said the education department's refusal to give Mrs George a housing allowance was an unfair labour practice in view of the equality clause in the new constitution.

He ruled that the department would have to pay Mrs George from the time of her application for the subsidy in January this year and pay her legal costs.

Her lawyer, Mrs Estelle Morkel, said the case was "a victory for women in the face of discriminatory laws".
Ruling may spark flood of claims

□ Woman teacher wins plea for housing subsidy

ESANN de KOCK
Education Reporter

APPLICATIONS for housing subsidies by women employees of the Western Cape Education Department are expected to flood in after a decision by the Industrial Court in favour of a teacher who was denied a subsidy.

This is the opinion of Norman Arendse, counsel for the Western Cape Education Department in the case of Goeie Hoop Primary School teacher Karen George, who took the department to court after she was refused a housing subsidy.

It was argued that because Mrs George was married and her husband was medically fit, she was not entitled to a housing subsidy.

But Mr Arendse said Mrs George had in fact been denied a subsidy by the Public Service Commission and it was the commission that should be taken on in court.

He said it was expected that the state would appeal against the court's decision.

"The Education Department was sympathetic to Mrs George's case and supported her application for a subsidy in exceptional circumstances.

"Yet she chose to take the department on in court."

The Public Service Commission should be under attack here, he said, adding that the court's decision could influence hundreds, if not thousands of other women employees to apply for subsidies.

Mr Arendse said the state's main problem was one of principle.

"The court decided it wasn't correct that Mrs George had been denied a housing subsidy.

"But we feel the Education Labour Relations Act, like the Labour Relations Act, promotes collective bargaining to resolve disputes. This route wasn't followed."

Mr Arendse was advised by her counsel not to comment and the Public Service Commission could not be reached for comment.
HIGH provincial teacher-student ratios have led to a reduction in teachers' training, EUNICE RIDER reports.

TEACHERS' training colleges are to cut their student intake by 51% for 1996 and no education bursaries will be allocated to first-year college or university students next year, the Western Cape Education Department announced yesterday.

Dr Orland Firman, director of communications in the Western Cape Education Department, said 390 first-year students would be admitted to the seven residential colleges of education in the province next year.

This figure represented a reduction of 51% in comparison with this year's intake.

"The South Cape College of Education will receive a quota of 30 first-year students and the other six colleges of education will each receive 60," said Dr Firman.

The cutback in the intake for next year comes in the wake of the department having to cut back on the "production" of teachers. The reason for the cutback is that teachers will no longer be guaranteed jobs as the Western Cape teacher-student ratio is too high compared with the national distribution of teachers.

Regional Education Minister Mrs Martha Oickers said recently that national teacher-student ratio guidelines indicated primary school classes should have about 40 children each and high school classes about 35 pupils.

**Shortage**

In the Western Cape, however, classes in schools which formerly fell under the white and coloured education departments have only about 23 pupils each, which means the fate of about 12,000 teachers is in the balance.

Although there are still critical shortages of teachers in some black schools in the Western Cape, not enough white and coloured teachers are making themselves available to teach there.

With a shortfall of R50 million in the Western Cape Education Department, there was a serious need for the region to cut back on the number of teachers it produced, Mrs Oickers said.
Teacher training colleges reprieved

Education Reporter

NO teacher training colleges will be closed next year, and far-reaching decisions on their future will be taken only after the final report of the National Commission on Higher Education is released in 1997.

This was agreed to at a meeting between a working group from the Cape Education Colleges and the Western Cape Education Department.

A statement from the working group said the meeting was held between the colleges and Education Minister Martha Ockers to discuss concerns over rationalisation.

"In response to recommendations from the college sector, particularly in respect of the imminent closure of colleges, Mrs Ockers was able to give the assurance that it was not the aim of the department to close any of its colleges."

The statement explained that the department was nevertheless obliged to address the realities of a shrinking annual budget, teacher unemployment and the prospect of qualified teachers being taken out of the system in keeping with amended teacher/pupil ratios, as well as the need to cut back on the annual salary bill for teachers.

Western Cape Education Department spokesman Orland Firman confirmed that college representatives secured an undertaking that no colleges would be closed next year and that far-reaching decisions, including possible mergers and amalgamation, would await the final report of the National Commission on Higher Education in 1997.

He also confirmed that a task group, representing the department and the teacher education sector, would be set up to examine the possible extension of the functions of colleges of education.

Teacher training colleges will have to cut their student intake for next year by 51 percent and no education bursaries will be allocated to first-year college and university students, the Western Cape Education Department has announced.
Protests planned over cutbacks

CAROL CAMPBELL
STAFF REPORTER

TEACHING students will not take the 51% cutback in student intake at training colleges lying down, but will only start protest action after exams, it emerged yesterday.

The Western Cape Education Department announced the cutback in next year's intake at the weekend and also that no education bursaries will be given to first-year college or university students.

Ms Nokuzola Mehlo, a spokeswoman for the Federation of SRCs (of all teacher training colleges in the Western Cape), said the cutback did not make sense as there was still a desperate need for teachers in the townships.

It is understood a suggestion to provincial education ministers that there be no intake of first-year students next year was dismissed as "unrealistic".

Ms Mehlo said it was difficult for students to protest against the department's decision now because they were writing exams.

However, there would be protests early next year.

Ms Mehlo said students had met provincial Education Minister Mrs Martha Olickers before the meeting of the nine education ministers and asked her to fight to maintain the status quo or at least some of the bursaries.

Emergency

"How are poor students going to be able to attend college now? There should at least be bursaries for the students who will be admitted next year."

Yesterday Mr Willie Scholtz, the rector of the Good Hope College of Education in Khayelitsha, said an emergency meeting of college rectors would be held today.

College rectors nationwide will meet in Gauteng tomorrow.

A spokesman in the office of national Education Minister Dr Sibusiso Bengu said yesterday an announcement on the national bursary and loan scheme for tertiary education was imminent.
Teacher training slashed

BY LEE-ANN ALFREDS
EDUCATION REPORTER

The number of students admitted to teacher training colleges is to be drastically reduced by 40% next year in an effort to stem the oversupply of teachers, Gauteng MEC for Education Mary Metcalfe announced yesterday.

The announcement of the reduction follows a national audit of teacher education which projects that Gauteng will have 10,000 more teachers than it needs by 2000 if the number of teachers being trained in the province is not curtailed.

At present, thousands of qualified teachers are unemployed and several thousand more are set to join them upon their graduation from universities and teacher training colleges. In Gauteng alone, it is projected that about 2,000 teachers are unemployed.

Speaking at a press conference, Metcalfe said that the 40% reduction meant that only about 1,500 would-be teachers will be allowed to enrol at the nine teacher training colleges in the region next year.

This was a drop of just over 1,000 from last year's enrolment figure of 2,800.

It was also likely that potentially hundreds of thousands of would-be teachers would have to be turned away as the Soweto College of Education alone had received 120,000 applications, Metcalfe said.

"The small percentage who will receive places may be a source of immediate frustration, but it would be irresponsible of the education department to admit students for a training course that is unlikely to lead to employment," she said.

Metcalfe said that while all nine teacher training colleges would be affected, some colleges would be harder hit depending on the subjects they offered.

Colleges offering maths, science and the technical subjects, especially at secondary level, would experience no real reduction, but colleges offering only primary student subjects would have to cut their enrolment by the required 40%.

Sixty percent of all students admitted would also have to major in maths or science.

Metcalfe said the decision had been relayed to the colleges via letters and in meetings.
Intake of student teachers will be slashed

Gauteng education MEC Mary Metcalfe yesterday warned that only a small percentage of young people who had applied for admission to teacher-training colleges next year would gain admission.

Meanwhile, in the Western Cape it was announced that no educational bursaries would be awarded to first-year students at colleges and universities for next year.

There would also be a 51% drop in the number of first-year students accepted into colleges of education.

"This may be a source of immediate frustration, but applicants are reminded that it would be irresponsible of the Gauteng department of education to admit students for a training course that is unlikely to lead to employment," Metcalfe said.

"Students need to explore other alternatives for access to higher education or employment, with an understanding of the broad human development needs of our country as we face the challenges of reconstruction and development."

Metcalfe said it was anticipated that Gauteng would have a surplus by 2000 of as many as 10,000 teachers.

She announced various measures agreed at a meeting with rectors of teachers' colleges, aimed at reducing the student intake. — Sapa.
Bursary ruling ‘disappointing’

EDUCATION REPORTER

The decision by the Western Cape Education Department not to offer bursaries to teaching students next year was “disappointing” and could exclude good students from the profession, a Cape Council of Teachers spokesman said yesterday.

Mr Mike Reeler said the council understood the need to avoid the over-production of teachers and the shortage of money faced by the department but that in the case of bursaries only a small amount of money was involved.

“If the department is not providing bursaries, we hope that private concerns will invest in education” he said.
Education
college
curbs get
backing

Education Reporter

RECTORS of the eight colleges of education in the Western Cape have accepted the necessity for a reduced intake of first-year students next year.

The equitable distribution of students over the seven residential colleges was also accepted in the light of the previously announced moratorium on the closure of any colleges.

At a meeting of the rectors this week, they expressed deep concern about the late announcement and of the implied lack of bursary assistance for those students who had already passed through the selection processes and were expecting to have access to bursary support.

It was felt that many students would be denied access to the institutions and the profession through an inability to meet their financial obligations.

The rectors said in a statement that tuition fees, presently determined nationally by education departments, stood at R3 000 a year.

"In the prevailing economic climate this amount is beyond the reach of many families within the province."

Rectors believed it was possible for the department to effect savings within the sector without prejudicing the interests of students and negating the national goals of access to higher education and human resource development.
Soweto exams ‘unaffected’ by Sadtu quarrel

Examinations in Soweto will not be disrupted despite a quarrel between the local and national leadership of the South African Democratic Teachers Union (Sadtu).

Speaking at a press conference in Diepkloof yesterday, Sadtu Soweto general secretary Zukile Kosi assured the public that examinations would proceed as planned despite the branch being suspended by the national leadership at the weekend. The branch does not recognize its suspension.

Sadtu suspended the entire 10-man Soweto branch executive for disrupting a meeting aimed at addressing the demarcation of the “unkindly” Soweto branch of the teachers union into smaller branches.

The Soweto branch has 6 000 members.

A defiant Kosi said the national executive did not consult with local representatives about the viability of this course.

The ANC, Cosatu and the SACP have expressed support for the suspension, saying that discipline is fundamental to proper democracy. – Education Reporter.
Report slates teachers who don’t teach

The loafers in school

BY LEE-ANN ALFRED
EDUCATION REPORTER

More than 80% of high school teachers in Soweto, the country’s biggest township, spend less time teaching than they are supposed to, while a third of deputy principals do not teach at all, documents in The Star’s possession reveal.

And only 20.39% of primary schools in the area are full or overcrowded while two-thirds are under 90% full and half are less than 80% full, according to preliminary statistics released by Gauteng Education MEC Mary Metcalfe in response to questions tabled in the legislature by DP MPL Jack Bloom.

The statistics – which come at a time when revelations of ill-discipline among members of the Soweto branch of the SA Democratic Teachers Union have come to light – are lending credence to growing fear that apathy and a lack of accountability among male teachers, and the bad management of resources, are behind the continuing problems in “black” education.

It is the strongest evidence to date that many teachers in the townships are not totally committed to their pupils’ needs.

Even before receiving the statistics, The Star had received several calls from pupils, parents and other people claiming that teachers in various townships would study, complete assignments, run personal errands and mark papers when they were supposed to be teaching.

This seems to be borne out by the statistics released by Metcalfe which state that only 17.46% of high school teachers in Soweto teach the advised 48 periods a week or more, with the lowest teaching of 30 periods a week being recorded at Potelo Secondary School. (A period lasts 30 minutes.)

On average, teachers at 52 out of 63 high schools in Soweto teach less than the advised 48 periods a week. About 73.25% of primary school teachers in the area teach the requisite number of periods.

Among high school deputy principals, only 29% teach the advised number of periods or more, while a third do not teach at all. Close on 72% of primary school deputy principals do not teach at all.

While not denying that certain teachers did not teach, the general secretary of Sadtu, Soweto, Zukile Kosil said that he did not believe the figure was as high as 80%.

He said that studies into the rate of work of teachers had never been conclusive, and the credibility of statistics provided by principals had to be doubted.
Support for union suspensions

JOHANNESBURG: The South African Democratic Teachers' Union in the Gauteng region yesterday came out in support of the national executive committee in its dispute with 10 suspended Soweto branch committee members. The NEC suspended the 10 for disrupting a union meeting last week and for refusing to accept the redemarcation of branches in Soweto. The 10 have refused to accept their suspension.
Suspensions: Sadtu applauded

By Claire Keeton

THE Gauteng leadership of the SA Democratic Teachers Union has expressed its support for the organisation’s national executive committee in its battle against the defiant leadership of the Soweto branch.

The organisation suspended the 10-member executive after a mass meeting called to discuss the redemarcation of the branch into smaller units was disrupted a few weeks ago.

The suspended leaders distributed a petition this week calling for an end to their suspensions. They also rejected the redemarcation of the branch and the unseating of its general secretary.

Gauteng media officer Mr Thabiso Matia said yesterday: “We throw out weight and loyalty behind our elected national leadership.”

The provincial leaders appealed to the suspended leaders to cooperate with the demarcation committee and the strategic task force established to investigate problems in Soweto.

National general secretary Mr Thulani Noesi said the demarcation committee met with the provincial executive committee on Saturday to facilitate the redemarcation.

Gauteng chairman Mr Dennis Molaba said the province had established its own demarcation sub-committee to discuss the redemarcation of Soweto.

He said the provincial leadership was “unanimously in agreement” that Soweto had to be redemarcated.

Sadtu leaders in some areas of Soweto said the suspension of the Soweto leaders was long overdue.

Tsopo Mathodlana of the Dob/Meadow area committee said: “By far the majority of teachers in Soweto support the NEC. Teachers in the classrooms are asking why the suspended members have not yet been expelled.”

The area leaders accused the branch leadership of having distorted information, reneged on agreements, illegally occupied schools, and imposed principals on schools. Meanwhile, Sadtu has expressed support for the ANC in the local government elections.
School Staff Get Bigger Say in Policy

Teachers’ Council Set Up

The launch of the Western Cape branch of the Education Labour Relations Council gives teachers the clout to negotiate on jobs and schools. Carol Campbell reports.

Teachers in the Western Cape are to have a greater say in major decisions affecting their working lives following the launch of the province’s Education Labour Relations Council in Cape Town yesterday.

Teacher unions, including the South African Democratic Teachers’ Union (Sadtu) and the Cape Council of Teaching Organisations, parents and the Western Cape Education Department are to make up the majority on the bargaining body.

Major issues, like the rationalisation of staff and new school staffing scales that involve working out teacher:pupil ratios, are to be thrashed out at its initial meetings.

Council spokesman Mr Eugene Southgate said the rationalisation of schools would be top of the agenda at the next meeting on November 9.

Discussions about the monthly education “list” used to advertise school posts will also be a priority.

Schools have been given five years to meet the national guideline ratio of 35 children to each teacher in high schools and 40 to one in primary schools.

At a joint press conference yesterday, those involved in launching the council agreed that uncertainty in schools had to be brought under control.

Mr Basil Snyer of Sadtu said that, with the formation of the unit, the relationship between employer and employee had changed as negotiation would replace consultation.

This would give teachers a legal framework to defend their rights and, if a matter could not be agreed upon in the unit, it would go automatically to arbitration.

Weakened

Mr Southgate said the establishment of the council weakened the power of the education department but was in line with a national move towards negotiation.

Mr Archie Vergeet of the Cape Teachers’ Association said he expected some “hard bargaining” in the unit.

The national council, based in Pretoria, is to continue to negotiate on issues that have countrywide implications, like wage increases.

The unit is to be funded by monthly contributions from teachers: R2 for union members, R7.50 for non-union members and R2.50 for each teacher from the education department. The amounts have been deducted from teachers’ salaries since April, when the national council was established, and will not be increased.

KwaZulu/Natal is the only other province that has set up a branch office.

Mr Dawood Bagus, a retired director of the old House of Representatives education department, was appointed chairman yesterday. Mr Southgate, a labour expert, was seconded by the education department some time ago to lay the groundwork for the council to be established.
Teachers in corruption scandal

By CHARL DE VILLIERS

REGIONAL education authorities are embroiled in a major corruption scandal involving at least 70 teachers and three suspended clerks in the former black teaching department in Bellville.

According to well-placed sources, forged service certificates had been used to fraudulently boost teachers’ income with handsome kick-backs for cohorts in the education bureaucracy.

Acting Western Cape education head Mr C B Gilbert this week confirmed an official probe into the scam, involving at least R200 000. More officials would be appointed tomorrow to assist in the on-going investigation, he said.

One source said many of the implicated teachers may have been among those drafted into the old Department of Education and Training this year to reduce teacher-pupil ratios in overcrowded township classrooms.

Forged private sector certificates of service had been used to boost teachers’ earnings by listing job experience they did not have, a source said.

“In effect, you’d have teachers who have probably just graduated going into the DET offices in Bellville with certificates of service from companies for which they’d never worked.

“But in the state, previous job experience also determines how much you earn, which explains the reason for the scam,” another source said.

Certificates of service from a well-known insurance company and major retail business had been used.

Mr Gilbert said irregularities had first emerged when an observant clerk in salary enquiries had discovered a R21 000 cheque in September, which had been made out to a fictitious person.

This irregularity had subsequently been traced to the appointment section of a branch office in Bellville, with investigations revealing a widespread problem.

“After it had been revealed that certain officials in the branch office had falsified the service certificates of certain teachers and shared the resultant financial benefit with the members of staff concerned, certain officials were immediately suspended,” he said.

Three clerks and at least 70 teachers are being investigated, according to a source.

“In the nature of things this investigation is processing slowly. Each suspicious case must be dealt with individually, and access to some residential areas is sometimes hindered,” Mr Gilbert said. He could not say when the probe would be completed.
Given the huge classes found in many schools and a forecast annual growth in pupil numbers of 4%, more teachers are needed. But there is no room left in provincial budgets to employ them, let alone build extra classrooms.

Nor does it make sense to train teachers who will not get jobs. Gauteng Education Department head James Maseko says it costs the State more than R14,000 a year to train each student teacher. Yet Gauteng Education MEC Mary Metcalfe forecasts a surplus of 10,000 teachers in the province in five years’ time. It all results from poor planning, says Maseko, “and the wasted expenditure runs to millions of rand.”

So enrolment of student teachers in the province’s nine State-owned colleges next year will be cut by 40% from 2,600 to about 1,500. College staff who, as a result, become under-employed will, “as the first option,” be redeployed in those institutions, says Maseko. He admits “quite a number” could eventually become redundant.

Colleges of education are in for a major shake-up in other ways, too. Many are out of touch with what is going on in school classrooms, says Maseko. As a result, their students are not being provided with appropriate knowledge and skills.

His point is supported by Deputy President Thabo Mbeki. Recently, he told students at the University of Potchefstroom that of the 200 students who recently graduated from a teacher training college in Mpumalanga, more than half had attained distinctions in biblical studies but only one in accountancy and one in mathematics.

From next year, Gauteng and other provinces will accept as student teachers only those prepared and qualified to do courses in maths, science, technology and commercial subjects. The effect on student numbers, Maseko accepts, could be devastating.

Most student teachers in Gauteng are black but few do well enough in matric in those subjects to warrant tertiary level study. Of those who do make the grade, most prefer to continue their studies at universities or technikons rather than colleges of education.

Maseko insists that the new policy will not be abandoned: “We are starting to prioritise and take tough decisions. We know there’s no other way.”

The saddest outcome of all this would be if matriculants rejected by State institutions turned to private teachers’ training colleges, paying their fees from private resources.

There are many in Gauteng, says Maseko, “but the former Department of Education & Training did not have stringent enough regulations to ensure the quality of teaching in those institutions was controlled and what was taught in them was linked to the needs of the education system.”
Teacher-pupil ratios to be uniform

Nomavenda Mathiane

BY NEXT year no school in Gauteng would have a pupil-teacher ratio greater than 40:1 in primary schools and 35:1 in secondary schools, education MEC Mary Metcalfe said yesterday.

At a news briefing in Johannesburg, Metcalfe said teacher-pupil ratios in the different education departments had led to large classes in some schools and small classes in others.

This had resulted in the greatest education load being carried by teachers working under the worst conditions. These teachers were forced to work without proper administrative, educational and infrastructural support.

In an effort to achieve equity in education and lay the basis for improving the quality of education in schools, the Gauteng education department and teacher organisations had agreed on a common approach to deal with the pupil-teacher ratio problem.

All schools with pupil-teacher ratios in excess of the national norm would be reduced to this norm next year. Schools with a ratio below the national norm were to move towards this norm within the next two years.

Primary schools with pupil-teacher ratios of less than 30:1 and secondary schools with ratios of less than 27:1 would operate on the minimum ratio from next year.

Schools had been asked to work with the department to find creative solutions to the problem.

Where teachers could no longer be accommodated within the revised ratios, they would be given redeployment options. A last option would be retrenchment, Metcalfe said.
Boost for teachers

Temporary school staff set to get permanent jobs

ESTELLE RANDALL
Labour Reporter

FOR five years Amina Mohamed has taught maths and physical science at Garlandale High School but as a temporary teacher she has never been sure, when school closed for the year, whether she’d be asked back.

Ms Mohamed is one of about 6,000 temporary teachers who may benefit from a resolution which the new Western Cape Provincial Education Labour Relations Council passed last week, effectively converting temporary teachers in vacant posts to permanent teachers from January 1 next year.

"Sometimes I felt a little isolated at school because I never knew for how long I would be there," she said. "Temporary teachers could get 24 hours notice to leave."

Luckily, Ms Mohamed had her contract renewed each year. But years of uncertainty have made her wary of showing too much elation too soon.

"I hope the resolution will be implemented."

In terms of the resolution, educators now employed temporarily will be appointed in a permanent capacity from January 1, 1996, provided:

- The post they currently occupy was advertised and filled in accordance with procedures of the particular former department;
- the educator is correctly nominated according to existing accepted procedures;
- the educator meets existing conditions of employment to qualify for permanent appointment to the advertised post; and
- the present governing body endorses the nomination of the educator.

The resolution was passed at the first sitting of the Western Cape Provincial Chamber of Education Labour Relations Council.

The council was established in October this year and comprises representatives from six teacher unions, parents’ organisations and the Western Cape Education Department. It is linked to a national council, based in Pretoria, which negotiates on issues which have national implications.

The unit is funded by monthly contributions deducted from teachers' salaries since April, when the national council was established.

Vivian Carelse, Western Cape regional secretary of the South African Democratic Teachers' Union (Sadtu), hailed last week's resolution as a major victory.
Pupil-teacher ratios back to drawing board

A miscalculation in original plans would have allowed traditionally white schools to gain more teachers than black schools.

BY LEE-ANN ALFREDS
Education Reporter

Next year’s planned implementation of uniform teacher/pupil ratios in schools around Gauteng is in danger of being torpedoed because of a major miscalculation in the formula, which would have allowed traditionally white schools to gain more teachers than black schools.

The miscalculation was relayed to schools last Friday, a day after the announcement by education MEC Mary Metcalfe that uniform teacher/pupil ratios would be phased in over the next two years because of financial constraints and an “urgent” need to move towards equity.

In terms of the new ratios, no high school class could have more than 35 pupils and no primary school class more than 40 pupils from next year. These ratios would only be smaller in technical subjects because of the priority accorded to maths, the natural sciences and commerce, Metcalfe said.

She also announced at the time that the new ratios had been relayed to schools which had been asked to plan accordingly.

But in a surprising turn-around a day later, school principals were told that the new formula for allotting teachers had been suspended.

This was because the new formulas effectively meant that traditionally white secondary schools stood to gain more teachers than black schools because of the weight accorded to technical subjects.

“The Gauteng Education Department (GED) thought the new ratios meant that white schools, and especially the secondary Model C schools, would lose more teachers than they would gain. But according to the formula you can get more teachers if you have commercial (subjects) and maths because they count them twice. So these schools stand to gain,” a source said.

This was confirmed by the deputy director of the Transvalse Onderwyservereeniging (TO), Chris Klopper, who said that he had been aware of the implications of the agreement before it was signed.

“I warned them last Tuesday that

I cannot look my teachers in the eye anymore

it was dangerous to sign the agreement in haste and urged them to make sure that they understood the significance of the formula, but they were in too much of a hurry,” he said.

Klopper said that following their miscalculation, the GED had informed him a day later that they wished to renegotiate and had set up a meeting for Wednesday.

“But nothing was concluded at the meeting,” he said. While he was still awaiting the new proposal, it was unlikely to go through soon because the TO had to go back to its members for a mandate.

Metcalfe said people who wanted to resolve the problem would find a way to plan for next year.
Salary scam rocks W Cape

Teachers accused of bumping up CVs to boost income

JOHAN SCHRÖNEN
Crime Reporter

FRAUD has once again reared its ugly head in the Western Cape — with allegations this time involving teachers.

A source close to a police investigation into widespread government service corruption said the teachers were falsely claiming to have university degrees to be eligible for higher salaries.

Police have also revealed that education officials intercepted the death certificates of retired teachers to pocket their pensions.

Investigations were gaining momentum this week as police closed the net on perpetrators, the source said.

These are among the shocks in yet another fraud scandal that has rocked the Western Cape government services.

The revelations follow the recently-exposed pension payout scam. Preliminary investigations showed the Western Cape’s welfare system was losing R30 million each month through alleged corruption and fraud.

Criminal prosecutions are imminent as police intensify their crackdown on fraudsters, with forensic accountants sifting through mountains of records to unravel the case.

The scam plunged the pension scheme into a state of near collapse, with more than 1000 people, including officials and clients, thought to be involved in the ripoff.

In a separate case this week involving the Western Cape Education Department, three education department officials faced charges of fraud and theft involving hundreds of thousands of rand.

A salary clerk spotted a suspicious department cheque made out to a fictitious person, which led investigating officials to a branch in Bellville, where the irregularities proved more widespread.

Charges were laid on Thursday.

Orland Firmani, education department spokesman, said that at the beginning of the investigation in his department earlier this month 70 cases of falsification of certificates and other documents amounting to R200 000 were uncovered.

Dr Firmani said since then the number of cases and amounts involved had “increased steadily” as the investigation progressed and could be “much, much more”.

Death certificates of retired teachers who had died, which had been sent to the department to stop pension benefits or salaries, were allegedly intercepted and kept under cover while the funds were rerouted to the perpetrators’ private accounts.

Dr Firmani said two Fraud Unit members would join the departmental investigation on Monday.

The investigation was expected to take a long time because of the cases often required visits to teachers or former teachers’ homes to establish true details, he said.

A spokesman for the South African Police Service’s Commercial Branch said several other government departments have been subjected to preliminary investigations.

But the spokesman stressed allegations remained allegations until investigators could find enough evidence for a case.

However, he encouraged government office workers and the community to keep a lookout for irregularities which, if investigated, could reveal a major scam. The spokesman said detectives expected to finalize a number of initial investigations soon.

Police promotion a privilege — Fivaz

PRETORIA. — All role players, including MECS, provincial police commissioners and three police unions, were involved in the South African Police Services promotions process, Commissioner George Fivaz said.

Commissioner Fivaz was reacting to claims by what he called “a small clique of SAPS members” complaining anonymously that recent promotions were done “without suitable criteria” because they were not included.

He said those complaining were “either not eligible at this stage or are simply not up to scratch”.

Commissioner Fivaz said the issue of promotion “has never been and will never be a right but a privilege”.

“Even so, police officials have never had it so good with regard to promotions.”

Since April 1994 almost a quarter of the entire SAPS — about 38 000 members — had been promoted, said Commissioner Fivaz.

He said the figure included about 4 000 commissioned officers — almost the entire officer corps of the SAPS.

Another 633 warrant officers were awaiting presidential approval for promotion to the rank of lieutenant.

Other diverse categories of personnel would soon also become eligible for promotion.

Comparing the SAPS promotions with other government departments, Commissioner Fivaz said: “These numbers and the rate of promotions are unequalled.”

“I must therefore seriously question the bona fides of this small clique of complaining members and deliver the following ultimatum: act in the interest of the SAPS by using existing channels to identify perceived grievances or choose another career path.”

Referring to criticism concerning “the alleged promotion” of Captain Ivan Langeveld, Commissioner Fivaz explained: “Captain Langeveld is presently appealing a conviction for corruption.

“Automatically this implies that if this appeal has not been satisfactorily addressed by 24 November, he has not been promoted.” — Sapa.
Cape Town’s first job agency for teachers

Staff Reporter

CAPE TOWN’S first employment agency for teachers has been started by a teaching couple in Bellville.

Fransie and Emnie Haasbroek said the idea of the agency was born when they saw unemployment figures for teachers reaching “astronomical” levels.

The Haasbroeks created Edunet, a computerised database of unemployed teachers whose basic details are kept on record for job hunters at a cost of R50 a year.

The service puts available teachers in touch with schools as a free service. Schools that need a permanent or temporary teacher contact Edunet for a shortlist of suitable teachers for short and long-term placements.

Mr Haasbroek said Edunet was a much-needed employment agency to serve both the supply and demand ends of the employment market in the “befleguened” teaching profession.
Teachers' pay to be linked to performance

New salary structures agreed upon rely less on old criteria such as qualifications and years of experience

By Lee-Ann Alfreds
Education Reporter

Performance in the classroom, rather than the number of qualifications, will in future determine teachers' salaries, in terms of a restructuring of salary scales for educators.

The new salary structures, which will be applied from now on, were adopted at the signing of an agreement between the Government and teacher organisations in the Education Labour Relations Council in Pretoria yesterday.

In terms of the restructuring, "broad-banding" would replace the eight levels and "plethora of qualifications categories" that currently determine a teacher's salary, according to SA Democratic Teachers' Union (Sadtu) spokesman Kate Skinner.

The amount paid to teachers within specific "bands" - the exact number and nature of which were still being negotiated - would be determined more by how a teacher performed in the classroom than by the old criteria, which were linked directly to qualifications, position and years of experience.

"Broad-banding will be more performance related and will also allow good teachers to remain in the classroom and be paid large salaries rather than be moved to managerial positions where they would be paid more than in the past," Skinner said.

But she added that Sadtu was worried about the criteria that would be used to assess performance.

"No criteria have been agreed upon yet, but we are working on it," Skinner said.

She said other important resolutions agreed on related to teacher training and pension funds.

In terms of these agreements, training - especially in-service training - for teachers would be made a priority and the ten existing teacher pension funds would be rationalised to create a single one that employers and employees would control jointly.

Agreement was also reached on guidelines for teacher/pupil ratios, grading of schools and colleges, and criteria for advertising and filling posts.
Teachers ask for more time to study draft

PRETORIA: The National Professional Teachers' Organisation of South Africa said yesterday it had asked Education Minister Dr Sibusiso Bengu to extend a deadline for comment on a draft White Paper on the organisation, governance and funding of schools.

Teachers would be engaged until the end of the year in finalising school examinations and planning for next year, Naptosa president Mr Leepile Taunyane said.

This made it difficult to formulate comment and arrange mandating processes through which such comment would have to be passed before its submission to the minister.

Mr Taunyane said the working paper on the draft constitution would also have to be thoroughly studied before comment on the draft White Paper could be made.

Naptosa had therefore asked Dr Bengu to permit it and affiliates wishing to submit separate comment to do so by February 10, thereby extending the deadline by a month. — Sapa
Complains include bad food and poor accommodation for 6,000 teachers.

By Josie Chiew

Teachers down pens over pay
Non-Sadtu unions in W Cape take first step to set up new body

STAFF REPORTER

THE five Western Cape Teacher Unions not affiliated to the South African Democratic Teachers' Union would begin working towards unification in the next six months, the new chairman of the Western Cape Council of Teacher Organisations, Mr Chris Jaftha, said last night.

Mr Jaftha, principal of Portavue Primary School in Athlone, was elected chairman at the council's inaugural meeting.

The council is to comprise the Cape African Teachers' Union, the Cape Teachers Professional Association, South African Association of Vocational and Specialised Education, Suid Afrikaanse Onderwysers Unie and South African Teachers' Association (Sata).

"This is a temporary structure until we form one body. By June the first unifications will have begun to take place," Mr Jaftha said.

The new body will not take the place of the Cape Council of Teacher Organisations, which is to continue as an umbrella for the Northern, Western and Eastern Cape Teacher Councils.

Mr Sam Pienaar, head of Excelsior Primary School, was elected council vice-chairman and Sata director Mr Mike Reeler, secretary.
Guide for matric teachers

TEACHERS ARE TO RECEIVE guidelines to help them eliminate uncertainty about next year's matric exams and boost their confidence. CAROL CAMPBELL reports.

On the first day of school next year all matric teachers in the Western Cape will be issued with guideline documents in different subjects to help them prepare pupils for the first unified Std 10 exam for South African schools.

In the past the matric final exam was set more than a year in advance but because of the dramatic changes and the restructur- ing of education over the past 18 months this has yet to happen.

The final syllabus for schools is expected to take some time to be confirmed and, in the meantime, all schools will be working from an interim syllabus — which is an adaptation and updating of all the old syllabi.

The guidelines, which are being put together by exam committees appointed by the Western Cape Education Department, with the help of subject sub-committees, are aimed at eliminating uncertainty about next year's exams and boosting teacher confidence.

The documents will outline how many questions will be asked in the final exam, the number of marks that will be given to certain topics and the type of questions to be asked.

The deputy headmaster of Westerford High School and chairman of the provincial subject committee on mathematics, Mr Annoot Brombacher, said teachers from the different ex-departments needed, in the new year, to discuss what to expect from the paper and possibly groups of schools should work together to set the same mock exam for September.

Problem-solving

Already a great deal of teacher training in mathematics, funded mostly by business and organised by the Association for Mathematics Education of South Africa, had taken place at Std 5 to 7 level, he said. There was a strong emphasis on teaching problem-solving skills instead of the old-style rote learning.

Mr Simon Perkin, senior deputy headmaster and head of the history department at SACS in Newlands, said the history guideline document would be posted to schools during the Christmas holidays and teachers would know which direction to take by the time they got to school next year.

"We have attended seminars on what the core syllabus will consist of but each province will be able to make its own additions relevant to its area if it chooses to."

He said the syllabus would be much the same as it had been this year but possibly with less content and a slight change in the examining style.

Western Cape Education Department spokesman Mr Tim Gordon said politically sensitive material that discriminated against some race groups had been removed and teachers were being encouraged to use their discretion when teaching controversial issues like the battle of Blood River or the death of Boer hero Piet Retief.
SA needs maths, science teachers

CAROL CAMPBELL

SOUTH AFRICA has an over-supply of teachers but a serious shortage of maths, science and technical educators.

This was revealed in the first national education audit of teachers, which was released yesterday to Minister of Education Dr Sibusiso Bengu. The audit was commissioned by the national education department so it could assess teacher supply, demand, utilisation and cost.

The report suggests that while there are pockets of excellence, the overall quality of teacher education is poor and not efficient or cost-effective.

It recommends that access to teacher training colleges be limited and that students enrolled should not be allowed to use the colleges simply to obtain a higher education.

The proliferation of teacher training colleges, especially in the private sector, would add to the over-supply of teachers and should be regulated.

Colleges needed to look at the types of teachers they provide — some provinces were producing too many junior school teachers when they needed senior teachers.

There should be incentives to encourage teachers to move to rural areas and perks like extra scholarships to encourage more students to train to teach maths, science and technical subjects.

The over-supply of teachers was most acute in the Western Cape, Gauteng and the Northern Cape, where the average teacher-pupil ratios were 24:1, 29:1 and 27:1.

The most critical area was the Eastern Cape, where the average teacher-pupil ratio was 41:1. This was followed by the Northern Province at 37:1 and KwaZulu-Natal at 35:1.

The audit suggested that an extra six pupils be added to the ratio in real terms because not all teachers, like principals and librarians, were actually teaching.

The national average ratio was 34:1 (fairly good) but the teachers were unequally distributed across racial groups, urban and rural areas, with over- and under-supplies in different provinces.

In the black areas of the Western Cape there was a shortage of teachers in the primary and secondary sectors and the teacher-pupil ratio was 41:1.

This was the second worst area in the country — in the Eastern Cape the average black ratio for primary and secondary schools was 45:1.

In the black areas of the Western Cape the ratio was much lower at 19:1, and in coloured schools it was 23:1.
The article continued from six and at 2000. The government announced that the system is not working as intended. The government has been implementing reforms to address the issues. In secondary school, teachers, who have been trained, are expected to provide quality education. Unfortunately, the situation is getting worse. Students are not performing well in exams. The government has imposed various measures to improve the situation. However, the results have not been satisfactory. The government is considering more drastic measures to address the issue. The situation is a matter of concern for the whole country.
South Africa's teacher training system needs to be reconstructed, according to a national teacher education audit released in Pretoria yesterday.

A national policy framework for teacher supply, utilisation and development, which would regulate the contributions of all role-players, was required.

The audit was initiated by the Department of Education and found the problem was not the quantity of teachers in South Africa, but the quality of their training.

The country had the physical capacity to produce enough teachers for its needs during the foreseeable future and many provinces already had an over-supply of teachers.

The audit found, however, a concentration of teachers in primary education at the cost of secondary education.

"There should be greater emphasis on training secondary school teachers for the country's needs after the year 2000," Dr Chabani Manganyi said.

The audit also found that teacher training offered was generally poor, the audit said.

It added good teacher training was being sacrificed as institutions turned education programmes in order to obtain a higher education qualification.

The deep-seated and severe nature of these problems meant that tinkering with the policies of teacher supply utilisation and development would not solve them. "System reconstruction is essential." Dr Chabani Manganyi said the audit provided the Government with tools for the development of a national teacher education policy.

He said teacher training would be "drastically reduced" from next year, with new intakes targeted at mathematics, science, technology and other technical subjects where there was a shortage.

The audit report would form the foundation for several provincial workshops and public comment. "The next step will be to convene an international conference in April or May next year". – Sapa.
Report says SA teacher training poor

By Lee-Anne Alfreds

Education Reporter

Millions of South African pupils receive inadequate education because teacher training in the country is generally of a poor quality, a National Teacher Education Audit has found.

The audit was unveiled in Pretoria yesterday.

According to the report, "the quality of teacher education is generally poor, despite pockets of excellence and innovation".

But good teacher education is also "rapidly being driven out of existence" as more and more institutions turn to cheap correspondence education without student support, the report says.

"The truth is that we are not preparing teachers in the way that we should to meet the demands of the 21st century. If we don't get that right, we can kiss any future competitiveness in the global arena goodbye."

"The quality of teacher education is the biggest challenge confronting South Africa," said co-author of the synthesis report, Dr. Jane Hofmeyr.
Fewer teachers to be trained

By JEFFERSON LENGANE

TEACHER training will be drastically reduced from next year, education minister Sibusiso Bengu announced recently.

"This was a difficult decision to take, but we have to act decisively for the future of our education system," said Bengu.

Speaking at the Africa Education's Presidential and Premier Education Awards in Midrand, he said: "Our transformation process is grounded in a commitment to unify different inherited educational systems."

The system will be transformed into one that enables life-long learning, access and mobility through an open learning system which utilises educational technology, he said.

A process of constituting a task team on a National Open Learning Agency (NOLA) will begin in earnest this month.

The team will formulate a proposal on the functions, nature, size and structure of an agency that will give meaning to the principles of Recognition of Prior Learning (RPL), accumulation of credits within and across different learning contexts, learner support, removal of barriers to access and quality learning for all.

In regard to curriculum transformation, work on a proposal for a new curriculum model for Pre-Higher Education will be completed this month, after which there will be a period of public debate before policy is decided.

"The adoption of a new model will be one of the most significant education systems changes of our generation. It will lay the foundation for a fertile period of curriculum development," Bengu assured.

Similar announcements are soon to be made on the area of Early Childhood Education.

Meanwhile, a draft white paper has been released that will put an end to the uncertainty of schools models and governance.

"We believe this will open the way to a developed and dynamic school system and a new contract in education between government and communities, learners, educators and especially parents," said Bengu.

In another development, the establishment of the National Student Financial Aid Scheme has been approved by Cabinet. The step is geared towards opening access to higher education for the most disadvantaged sectors of our society.
3500 Face Retrenchment in Budget Cuts

Sad tu Fight Layoffs
Gauteng teachers face layoffs as budget is cut

Union says it will fight cut of estimated 3 500 jobs

BY SUSAN MILLER

The Gauteng Ministry of Education will operate on a reduced budget next year and thousands of teachers face retrenchment – a development teachers say they will fight.

Gauteng MEC for education Zudile Kosi, who addressed the media on Friday, could not accept a cut of 3 500 teaching jobs, a figure reported in a Sunday newspaper yesterday.

Although his union had been party to a teacher-pupil ratio agreement with government earlier this year, the decision was supposed to be implemented over the next three years. Metcalfe said yesterday it would be implemented next year. She said it was “very premature” for organisations to claim that at least 3 500 teachers would be retrenched, but conceded she was unable to say how many would be affected.

“The national cake was cut and the province of Gauteng received substantially less than last year,” she said yesterday.

She said speculation over numbers was “premature” because both the provincial budget and the provincial education budget had not yet been worked out.

Metcalfe said no teachers would be retrenched without consultation with teacher organisations and the bargaining chamber, and stressed the department would concentrate on redeployment of teachers to other areas rather than retrenchment.

Metcalfe said the budget cut would also affect the number of schools which could be built and the allocation of textbooks.

“Whatever amount we get, I would argue that we cannot spend more than 85% of our budget on teachers’ salaries because then we will run into other problems with building costs and other priorities,” she said.

Metcalfe confirmed that Gauteng had received only 4% of the R1-billion allocated by central government for new classrooms.

“I will be fighting this, as they have failed to take into account the number of people moving into the province with children,” she said.

She said the budget allocation had to be seen against a historical shift away from the previously privileged provinces such as Gauteng to the “historically disadvantaged” such as KwaZulu Natal and the Eastern Cape.

“I will be meeting again with the Gauteng Education and Training Forum and teacher organisations early next year as they must know under what constraints we will all be working,” she said.

Meanwhile, Metcalfe welcomed reports that the National Party, Democratic Party and Freedom Front would be seeking an interdict to stop new education legislation in Gauteng, which came into effect on Friday, as it would clarify the situation.

Call for overhaul of teacher training in Mpumalanga

BY JOYSAI RAMBAO

Hazyview - Mpumalanga MEC for Education J J Mabena says teacher education in the province is in a crisis and has called for an overhaul of the whole system.

Addressing a media briefing at the weekend, Mabena said there were too many teachers in certain fields and this resulted in the formation of organisations for unemployed qualified teachers.

The Mpumalanga province has a total of 3 500 qualified teachers who are currently unemployed.

“The labour market needs a teacher with certain skills which the available teachers do not have. On the other hand our colleges of education are over-enrolled. We also have problems with the number of private colleges and teacher training colleges that are mushrooming all over the country,” Mabena said.

He said discussions on the problems have been held with various stakeholders.

The admission criteria at all colleges would be drastically changed to place emphasis on “scarce” subjects.

Mabena said 10 new schools were being built at a cost of over R350-million. An additional 40 schools were being provided with extra classrooms at the cost of R12-million, with R20-million being paid for the renovation of 20 schools.
Cape's teacher colleges could merge by 1997

CAROL CAMPBELL

TALKS about merging the seven teacher training colleges in the Western Cape are under way because too many teachers are being trained for the province's already overstuffed schools.

Because the discussions between the colleges are still in the exploratory stage no date has been set for such a merger but it is understood it could be as early as 1997, the Western Cape chairman of the Committee of College of Education Rectors of South Africa, Mr Ed Pratt, confirmed on Friday.

The Western Cape Education Department, which controls and finances the colleges, asked rectors to come up with their own rationalisation plan and to involve staff in the process.

Mr Pratt said colleges had since all formed rationalisation task teams which were looking at ways the colleges could be downscaled.

The state-controlled teacher training colleges in the province are Good Hope College in Khayelitsha, Hewat College in Athlone, Cape Town College in Mowbray, Bellville College, Roggebaai Distance College, South Cape College in Oudtshoorn and Songha College in Worcester.

The news of a possible merger comes only days after a government national teacher education audit revealed that the Western Cape had the lowest pupil-teacher ratio in the country — 24:1. The ideal, according to the government, would be 40 pupils for every one teacher in primary school and 35 pupils per teacher in high school.

Already, throughout the country, all state bursaries to student teachers have been stopped and colleges have been limited to accepting only 60 students each. In some cases this is half their normal intake of students.

Autonomy

While the Western Cape appears to have too many teacher training colleges, other provinces like the Northern Province have relied heavily on the major urban centres to train the bulk of their teachers. This has become increasingly difficult since the provinces were given autonomy and the Western Cape authorities are now asking why they should pay to train teachers for other areas of the country.

The problem is made worse when young graduates fail to return home and instead start looking for work in the already flooded market of Cape Town.

There is a move to bring the teacher colleges under the jurisdiction of the national education department, which might resolve the problem — but this would undermine the authority of the provincial departments, which need to control the outflow of newly graduated teachers to their schools.
Expatriate teachers will be paid out, replaced by locals

Mduziki Harvey

ABOUT 400 expatriate teachers in Northwest have accused the province’s education department of double standards, saying it has been urging teachers to renew their work permits while instructing the home affairs ministry not to renew them.

Ugandan-born teacher David Sekimpi claimed that teachers from India, Ghana, Uganda, Nigeria and Zambia were victims of a government conspiracy to rid the province of expatriate teachers.

He said most of the affected teachers had served in the previous Bophuthatswana homeland and under the new provincial government for more than seven years, which entitled them to pensions and provident funds for the duration of their service.

He said the manner in which the provincial government was dealing with the matter caused teachers to suspect the department wanted to get rid of them as quickly as possible to deprive the teachers of benefits due to them.

"We do not mind them telling us straight that they no longer need our services, but they must come clean and give us what we are entitled to," Sekimpi said.

Northwest education ministry spokesman Neo Schume said the department was in the process of establishing uniform working conditions for all teachers and was ending the employment of teachers on a contract basis.

He said because of the large number of unemployed local teachers, first preference would now be given to them.

Regarding the fact that about 500 expatriate teachers’ contracts had expired, he said the department could not be forced to renew these as it would constitute an unfair labour practice.

Affected foreign teachers could submit arguments in writing why they felt their contracts should be renewed, he said.

The department had discovered that some expatriate teachers were receiving salaries of up to 40% more than locals, but this would not stop the department from paying the expatriate teachers what was due to them in pensions and provident funds.

"There is no way we can deny them their rights.

"They will be given what is due to them," Schume said.
Expatriate teachers will be paid out, replaced by locals

Mduduzi ka Harvey

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“They will be given what is due to them,” Sehume said.
TEACHERS — GENERAL

1996

JANUARY — JULY
**Teachers’ union fights retrenchment**

The South African Democratic Teachers’ Union yesterday came out strongly against plans by the Gauteng government to retrench teachers.

Sadtu general secretary Thulani Noesi told a Johannesburg news conference that instead of retrenching teachers, the government should release more funds to improve teachers’ salaries and embark on equitable distribution of resources.

Noesi called on the government to redeploy teachers where there are more pressing educational needs, such as rural areas.

He urged the government to address the rural-urban disparities by creating extra incentives for teachers taking up posts in rural areas. Sadtu was concerned at threats by some provincial education departments to embark on a wholesale retrenchment of teachers this year.

Any “irrational” action on this matter would wreck the agreements reached by the Education Labour Relations Council, it said.

Sadtu protested against government plans to privatise certain educational facilities or turn them into semi-private facilities.

Sadtu president Duncan Hindle said the cutback in the number of teachers had more to do with the release of additional funds by the government than educational needs.

The unequal distribution of resources within and between provinces had contributed to the drop in the matric pass rate last year, Sadtu added.

The government was moving slowly in unveiling its plans on teachers’ professional development. Apartheid education had led to the unequal training of teachers. This had also contributed to the lower matric pass rate, Sadtu said.

Hindle said battles would be fought this year by various provinces on how to use funds allocated to them. All role-players faced the challenge of understanding that everyone had a part in improving the quality of education.

Sadtu also called on the government to review the school feeding scheme, which almost collapsed last year in certain provinces because of corruption.

It put the blame partly on the government’s apparent failure to involve teachers unions in managing the scheme.

Sadtu’s 1996 campaigns would focus on:

- Defending public education against privatisation.
- Equitable distribution of human and physical resources.
- Development projects on restructuring the curriculum, organisation, and the content of teacher training.
- Recruitment of teachers in rural areas, in particular in KwaZulu Natal. — Sapa
Teachers vow to fight retrenchment

THE SOUTH African Democratic Teachers' Union has come out strongly against plans by the Gauteng government to retrench teachers.

Sadtu general secretary Thulas Nxesi said on Friday that instead of retrenching teachers, the government should release more funds to improve teachers' salaries and embark on equitable distribution of resources.

"We won't accept anything that deals with retrenchment of teachers," he said.

Nxes started calling on the government to redeploy teachers in areas with more pressing educational needs, such as rural areas.

He urged the government to create extra incentives for teachers to take up posts in rural areas.

Sadtu said it was concerned by threats by some of the provincial education departments to embark on a wholesale retrenchment of teachers in 1996.

Any "irrational" action on this matter would wreck the agreements reached by the Education Labour Relations Council (ELRC), it said.

The matter should be dealt with in the provincial bargaining chambers of the ELRC.

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Sadtu also called on the government to review the school feeding scheme which almost collapsed last year in certain provinces due to corruption.

Put the blame partly on the government's apparent failure to involve teachers' unions in managing the scheme. - Sapa

Political comment and newsflows by K Shibya, headline and sub-editing by M Adams, both of 2 Herb St, New Doornfontein, Johannesburg.
Teacher, pupil debate goes on

THE debate over how many teachers are needed in different Western Cape schools will continue tomorrow when the province's education labour relations council reconvenes.

Although there is unlikely to be any consensus between the different parties, local teacher unions and the Western Cape education department, the talks are expected to bring the council closer to a final agreement.

Once the teacher-pupil ratio is decided on it will be implemented over five years — apparently to avoid massive teacher retrenchments and give teachers the opportunity to move to schools that are short-staffed.

They will also deal with ratios for schools that teach children with special educational needs.
Drastic cutbacks on new teacher trainees

THE GROWING number of unemployed teachers in the province has forced the Mpumalanga Department of Education to scale back on teacher education at all six colleges in the region and to start negotiations for the partial closure of some colleges.

This year pupil intake to the colleges has already been cut by 40 percent and will continue to be cut even more over the next five years, according to Mpumalanga director for post-school education, Steve Momen.

The cuts follow announcements by Mpumalanga MEC for Education, David Mahuza, in parliament late last year that the current six teacher training colleges were producing almost 2 000 new teachers each year while only 200 new teaching posts became available annually.

With more than 3 000 unemployed teachers in the province already, he said that new teachers stood absolutely no chance of getting jobs in Mpumalanga or in surrounding provinces.

Sowetan reporter Khathu Mamaila reports that the Northern Province government has also announced that they are going to close down 15 of their 22 teacher training colleges because of the over production of teachers.

More than 7 000 teachers were unemployed last year and this figure is expected to be higher this year.

As student numbers in Mpumalanga decline due to the cuts and empty classrooms become available at the colleges, private educational institutions such as technikons, technical colleges and universities will be invited to set up satellite campuses and partnerships with the colleges.

Department officials, however, stressed this week that the proposed closures or repositioning of the teaching colleges would not mean the dismissal of staff.

Momen said lecturers would be offered the choice of being redeployed either on the college campuses or at schools within the province.

DEPARTMENT, UNIONS TO HOLD TALKS

Bid to solve staffing crisis at Cape schools

SOME TOUGH TALKS can be expected today when teacher unions and the education department meet over possible retrenchments at schools. CAROL CAMPBELL reports.

Teacher unions and the Western Cape Education Department will hold talks today to resolve the staffing crisis at schools caused by a lack of provincial government funds for teachers' salaries.

If an agreement is reached, the uncertainty over a cutback in posts at schools will be resolved.

However, education commentators have warned that a quick decision is unlikely.

The national guideline for education departments is that primary schools should have 40 pupils per teacher and high schools 35 pupils per teacher.

All provincial educational departments have until April 2000 to reach these targets before the national department steps in to either decrease or increase the number of teachers at a school.

In the Western Cape, the biggest problem is a shortage of money to maintain the current levels of staffing in schools — the average ratio for the province is 24 pupils per teacher.

The exception is schools from the old Department of Education and Training, which have a ratio of 41 pupils per teacher.

Today's talks have been greeted with cautious optimism by the teacher unions and the education department.

The department was keen that teachers and schools know exactly where they stood at the earliest possible date, "certainly by the end of February", spokesman Tim Gordon said yesterday.

Earlier, provincial Education Minister Mrs Martha Oliemans said the crisis had to be resolved quickly because the education ministry was under tremendous pressure from the provincial government to cut costs.

Last year it borrowed heavily from provincial funds to meet a huge deficit caused mainly by excess staffing.

The unions — the Western Cape Council of Teachers' Organisations (an umbrella body for five smaller unions) and the South African Democratic Teachers' Union (Sadtu) — have to protect the rights of their members and today they will be fighting to stave off retrenchments for as long as possible.

They will argue for the redeployment of teachers to other more needy provinces — provided the affected teachers and schools are satisfied with the move.

The redeployment of teachers within the province is unlikely because the staff shortage in black schools has largely been addressed.

For parents in the old white (Model C) schools there is a chance school fees will rise if teaching posts are lost.

This is because principals may opt keep some of the teachers on at the school's expense — and parents inevitably will have to foot the bill.

Western Cape Council of Teachers' Organisations spokesman Mr Mike Reeler said he was sure today's meeting would involve some hard bargaining, but in a spirit of co-operation.

He stressed that any agreements reached will still have to be ratified by the Western Cape Labour Relations Council.

This could take a few days.

"I don't think a final agreement will be reached today, but the talks will lay the groundwork for future discussion."

Mr Reeler stressed that bigger classes did not necessarily mean a drop in the quality of education as this depended on the teacher.

This was why the uncertainty, which had been wrecking teacher morale, had to be sorted out soon.

Sadtu provincial head Mr Basil Snayer said it would be difficult for the union to make any firm agreements with the education department today because it would need the mandate of its members.

"A number of meetings have been arranged for the first two weeks of the new term throughout the province so that the union could gain that mandate."

The union would "see how things went" today and decide what action to take as the meeting progressed.

Mr Snayer said the union felt encouraged by the department's willingness to consider all options to avoid the retrenchment of teachers.
No deal yet on staff crisis at Western Cape schools

EDUCATION REPORTER

NO agreement was reached yesterday in talks on the staffing crisis at Western Cape schools between the education department and teacher unions.

The unions and the department are trying to agree on the number of teaching posts needed at a school. Their agreement will affect class sizes and determine how many teachers in the province will be made redundant.

About 6,000 posts have to be scrapped if the education department is to meet its budget.

There are fears that if a decision is not reached soon and the "extra" teachers continue to be on the payroll, the department will be pushed further into debt.

Yesterday, none of the parties involved in the negotiations were prepared to comment.

However, it is understood that a lack of information on the number of teachers in the province and on the needs in education held up the talks.

A sub-committee was established to deal with this issue quickly and it will meet today to sort out the hitch.
7 000 E Cape teachers' pay stopped

The Western Cape Education Department last night stopped payment of the January salaries of 7 000 teachers in the Eastern Cape — plunging education in that province into crisis.

The WCED has been footing the bill for Eastern Cape teachers because it still administers the House of Representatives and the Cape Education Department payroll.

In an agreement between the provinces the Eastern Cape has to hand over its salary money to the WCED every month — something it has failed to do, running up a R200-million debt.

A highly placed government source said the Western Cape could not afford to continue paying the salaries of teachers in the Eastern Cape because "it had teacher salary problems of its own".

The WCED Education Department took a R600m cut in its education budget this financial year (ending in March) and is negotiating with teacher unions to cut back 6 000 posts.

The R200m loss to the Western Cape has pushed its total loss in education money this year to close to R1 billion — a figure that would have continued rising every month until the Eastern Cape paid up.

The Eastern Cape, on the other hand, received an increase in its education budget, but its government and the education department have been plagued with fraud scandals.

When the feeding scheme fraud was exposed last year police in the Eastern Cape also discovered that salaries were being paid to teachers at 16 ghost schools.

When they tried to track the owners of the bank accounts into which the salaries where being deposited they discovered they were all bogus and were emptied soon after payments were made.

The central government recently made R200m available to the Eastern Cape to repay the Western Cape by depositing the money into the Eastern Cape Education Department account.

When the money was deposited the education department's account was frozen and used to reclaim the large part of a R208m overdraft run up by the ECED.

A spokesman for the Eastern Cape education ministry, Mr Phaphama Mfenyane, last night confirmed his department was experiencing a "cash flow problem".

He said: "We just have to get the treasury to release money so we can repay the Western Cape Education Department."
Teachers' pay crisis averted
Linda Ensor

CAPE TOWN — A major education crisis in Eastern Cape was narrowly averted yesterday when the provincial treasury transferred R156m to the Western Cape education department to pay 7,000 Eastern Cape teachers their January salaries.

In terms of an interprovincial agreement, Eastern Cape was required to pay the department millions of rands each month in advance so it could pay the salaries of all the teachers in the province.

The agreement arose following the demarcation of provincial boundaries, when the department continued to administer the House of Representatives and Cape education department payroll.

A spokesman for the Eastern Cape education department, Phapama Mfinyane, admitted yesterday that the province had had “problems” with Western Cape but that the funds had been transferred. This was confirmed by the department’s bankers yesterday.

"Western Cape has been allocated R156m from our own budget. We have not overspent and it was just a question of transferring the amount," Mfinyane explained.

Department spokesman Tim Gordon said the transfer had followed a department warning to all involved that it would not be in a position to pay the salaries if the requisite advance payment was not forthcoming.
Eastern Cape teachers to get their salaries

By Sowetan Correspondent

EASTERN Cape teachers will be paid this month after the province managed to find the R200 million it owed the Western Cape education department, Western Cape education MEC Martha Olckers has said.

At a Press conference yesterday she said the money was paid to the WCED yesterday and confirmed her department would now continue to render its agency service of salary payments to the Eastern Cape.

The WCED earlier this week decided to stop salary payments to the Eastern Cape until the province settled its debt with the WCED.

Eastern Cape education MEC Nosimo Balindela disputed the amount, however, saying it was not R200 million that was owed, but R156 907 081.

Balindela said in a Press statement that it regretted the negative effect which “these unfounded rumours” could have had on the morale of teachers in the province.

Asked when the WCED would terminate its agency service to the Eastern and Northern Cape, Olckers confirmed that a target date of April 1 had been set for provinces to have their own infrastructures in place.

She said that with an education budget deficit of R639 million, the Western Cape could not afford to tolerate overdrafts on its own budget as a result of non-payment of debts by other provinces.
Teachers plan sit-in to protest conditions

By Mckeed Kotiolo

TEACHERS at an overcrowded Seageng Primary School, housed in a disused building on a farm at Klip-en-Kruisfontein in North West, plan to stage a sit-in at the circuit inspector’s office in Garankuwa from today to highlight problems at the school.

The teachers said that the sit-in was aimed at showing the seriousness of the school’s plight and forcing the authorities to act speedily in the matter.

The year-old school, situated on a piece of land controlled by a civic association affiliated to the Pan Africanist Congress, has nine dilapidated classrooms which accommodate more than 800 pupils. There is a teaching staff of 20.

Teachers said their problems included intimidation by members of the civic association, who allegedly interfered in the administration of the school, lack of sanitary facilities, electricity and running water.

Confronted by parents

They said they had been confronted by parents who had registered their children at the civic offices after they were told the school was full. The civic members told them (the teachers) that no child should be turned away even if the school was full.

“Although we had already sent many children home as a result of overcrowding, we were forced to accommodate more than 20 pupils whose parents had demanded that they be accommodated,” a teacher told Sowetan.

The building used by the school has no blackboards and teachers have to use walls to serve as boards.

The roofs of most of the classrooms are leaking and the two toilets shared by teachers and pupils are blocked and dirty.

A member of the civic association told Sowetan yesterday that his chairman, who was the only person allowed to speak with the media, was not available for comment.
Education in crisis: teachers face cut-backs

Thousands of teachers face retrenchment or redeployment to under-resourced schools due to severe educational budget constraints, report Philippa Garson and Vusi Mona

Tens of thousands of teachers around the country will soon have to pack up their bags and move to under-resourced schools or be retrenched.

The government's commitment to equity in schools and the severe constraints on the education budget mean many schools will have to cut-back on the number of teachers they employ.

The squeeze on the education budget, and the fact that many provinces have already overspent on last year's budget, is forcing schools to cut-back on the number of teachers they employ by increasing teacher/pupil ratios to 1:40 in primary schools and 1:35 in high schools over a period of five years and cutting back on subject choices.

Ironically, the subjects the country needs the most in terms of human resource development, like science, will be the first to go, because these are the smaller, and more expensive classes to run. So too will the better, more experienced teachers bear the brunt of the cut-backs, as they are the more expensive to employ.

But the only way that provinces can balance their books is by slashing back on teachers salaries — which swallow 85% of the education budget. According to some, the number of teachers currently in employment is roughly adequate for the country as a whole. For others, no amount of redeployment will absorb the excess number of teachers generated by the new teacher/pupil ratios. The 1994 national teacher/pupil ratio was 1:34 in primary schools and 1:27 in high schools, implying that enforced new ratios will generate a surplus of teachers. There are already as many as 15,000 unemployed teachers.

Gauteng MEC Mary Metcalfe said travelling expenses could not be paid however. She said redeployment had already been negotiated with the teachers' unions for the moving of teachers "from the better-off to the more under-resourced schools to be phased in over the next two years. People will be offered redeployment to areas within reasonable distances from where they live.

"Educationally we'd agree that smaller class sizes are better but we are going through a period of massive reconstruction and we simply cannot afford smaller classroom sizes.

Metcalfe addid that even if the new ratios were complied with, the province could still not meet its budget. This would point towards inevitable retrenchments. Metcalfe refused to confirm this in the absence of a finalised budget or negotiations.

According to Jane Hofmeyr, also of the NBI, "teachers will have to be retrenched unless we relook at the teacher/pupil ratios and the education budget". In her view, it is time to consider loans from the World Bank. "We don't want a debt trap forever but there are few countries that don't use loans at some time or another. It is a critical time for us in terms of human resource development."
Pay hitch for teachers

EDUCATION WRITER

HUNDREDS of teachers on the Western Cape Education Department’s temporary staff have not received their January pay cheques because of an administrative hitch in the department’s wage office.

To protest against the delay, teachers at Grassy Park High School went on a wild-cat strike yesterday, the head of the Western Cape branch of Sadtu, Mr Basil Snayer, said last night.

“This was a wild-cat strike which was not called by the union, but we do understand the frustrations of the teachers,” he said.

Late yesterday, teachers at neighbouring schools also threatened to strike.

Department spokesman Mr Tim Gordon said all of the 700 teachers affected would “probably” have their money by Monday.

“A number of temporary teachers’ employment contracts, which should have ended in December, were extended to the end of March this year pending a decision on the teacher-pupil ratio by the Education Labour Relations Council.

“The administrative load of extending all these contracts by three months was too much to handle at the last moment, which accounted for the delays.”

Some teachers were paid yesterday. More will be paid today and on Monday.

A Sadtu delegation will meet Education Department head Mr Brian O’Connel today to discuss the problem.

Model C schools must change

JOHANNESBURG: The ANC yesterday called for the transformation of Model C schools, saying their exclusive nature denied non-white pupils access to education.

Addressing a news conference here, ANC education spokesman Dr Blade Nzimande said the ANC supported the campaign by the Congress of South African Students to abolish Model C schools.

Nzimande said the ANC acknowledged the good work being done by Model C schools, adding these standards should be upheld. All the ANC wanted was for the schools to reflect the country’s demography.

Nzimande said a teacher-pupil ratio of 1 to 35 was not unmanageable. — Sapa
Late pay — teachers still unhappy

Staff Reporter

A DEPARTMENT of Education task team was called in to "iron out" the administrative hitch which apparently resulted in the late payment of January salaries to temporary teachers.

The late payment resulted in a "wildcat" strike on Thursday by teachers at Grassy Park High School.

Department spokesman Tim Gordon said several teachers, including temporary teachers, had to re-apply for their posts before December 31 last year.

The fact that the Education and Labour Relations Committee (ELRC) had not approved their posts in the short time allowed, resulted in the late payments.

Temporary teachers at the school claimed they were the first to send in their applications, and that they should have been processed.

At an early morning meeting on Friday between teachers and school management, the education area manager for Wynberg, Brian Schreuder, apologised to teachers.

He said matters had been resolved and that teachers were happy with the way the department had handled the situation.

But teachers said they remained unhappy even after they got their pay.

Teacher Valdi Williams said Mr Schreuder could not guarantee that the problem would not happen again in April.

Temporary teachers are employed for only three months which means they will have to re-apply for their posts at the end of March.

Teachers are adamant they will take similar action if the problem recurs.
COLOURED teachers in the Western Cape voted to split from the Western Cape Council of Teachers' Organisations at the weekend because they were dissatisfied with their representation in teacher retrenchment talks under way with the Education Department.

The Cape Teachers' Professional Association, which represented mostly coloured teachers under the old education system, is now talking to the predominantly black SA Democratic Teachers' Union about a possible alliance.

The president of the teacher body, Mr Archie Vergotine, said that ultimately the needs of all teachers would be best served by one united teacher organisation or union.

The 7 000-strong teacher association is the biggest teacher body in the Western Cape and its change of allegiance is expected to swing the power base to Sadtu.
Quality education St Barnabas' mission

Kevin O'Grady

A JOHANNESBURG school, well-known for its efforts to provide a quality education to underprivileged children, is improving the lot of many more children than it can accept through its teacher development programme in other provinces.

St Barnabas College, situated in Bosmont on the West Rand, was established as a boarding and day school in 1968 — with help from the Anglican Diocese of Johannesburg and funding from six mining houses.

Under the guidance of headmaster Michael Corke, who has led the school for 25 years, St Barnabas' ethos of non-racialism was firmly established and an extensive scholarship programme set up to admit talented children from marginalised communities.

The school caters for about 350 children — roughly half as boarders — and uses intensive compensatory teaching as a way of preparing children, who have had little or no exposure to quality education, for their school careers.

This takes the form of a Std 5 preparatory year in which literacy and numeracy are developed across the curriculum, based on their importance for success in any field or profession.

Std 10 pupils are prepared for the Independent Examinations Board university entrance examinations and, for the past four consecutive years, it has achieved a 100% pass rate.

The school's admission programme works in two ways. Newspaper advertisements calling for applicants result in about half of the admissions and, for the remainder, staff travel to rural areas in just about all of the country's nine provinces and recruit talented youngsters from schools there.

But St Barnabas' contribution to the upliftment of the underprivileged does not end there. Its teacher development programme has been approved by Education Minister Sibusiso Bengu and the process of selling the programme to provincial education MECs is under way.

The programme includes helping teachers, students and parents accept appropriate learning-based methodologies in place of teacher-centred models of imparting facts with chalk on a blackboard to a captive, passive student audience.

Implementation of the programme has occurred in the Free State, Gauteng, Mpumalanga, Northern Cape, Northern Province and Northwest, with expansion planned for this year.
THE RACIAL COMPOSITION of staff at Model C schools should reflect that of its pupils, says the CTPA. CAROL CAMPBELL reports.

A MAJOR teachers' union in the Western Cape will fight for coloured and black teachers to replace white teachers in Model C schools when teachers start losing their jobs later this year.

When the province's bargaining unit reconvenes next Tuesday, the mostly coloured Cape Teachers' Professional Association (CTPA), the biggest teachers' union in the province, will argue that the staff of the white Model C schools do not represent the racial composition of pupils and the staff must be restructured to reflect the demographics of the schools.

CTPA chief Mr Archie Vergotine said these schools should lose more teachers than their allocated quota to open posts for coloured teachers who could then be redeployed from overstuffed coloured schools on the Cape Flats.

Of the 34,000 teachers employed in the province, 23,000 are coloured, 8,000 are white, 3,000 are black and 274 are Indian. The retrenchment of teachers will take place in the white and coloured sectors.

In coloured schools, there are an average of 23 pupils for every teacher and in white schools 19 pupils per teacher.

The national goal is to have an average of 40 pupils per teacher in primary schools and 35 pupils to each teacher in high schools.

The CTPA split from the Western Cape Council of Teachers' Organisations — a federation of white English, Afrikaans and some black teachers - at the weekend to ensure they had a louder voice in the retrenchment talks under way with the Western Cape Education Department.

They also want better representation on the technical committees restructuring education in the province.

Vergotine said yesterday it was time Model C schools adopted an affirmative action campaign to ensure the racial composition of their staff reflected that of their pupils.

The reason this had not happened yet was because the governing bodies of these schools had too great a say in the employment of teachers and did not consider black and coloured teachers when they applied for posts.

"Some Model C schools have as many as 400 coloured pupils, but not a single coloured teacher — this must change. We want justice and equity in all schools."

He said it was not the fault of white teachers that they were in the firing line, but equity had to be achieved and he was not prepared to let coloured teachers get the raw end of the deal.

The Western Cape Council of Teachers' Organisations will comment on this issue today.

Parent bodies approached for comment are also expected to respond today.

See Page 2
MONEY SHORTAGE ‘CAUSES STRESS’

Moonlighting keeps wolf from the door for teachers

I t wasn't easy for the young teacher, shot five times by an angry restaurant patron, to tell his story.

After all, what was he doing working as a doorman at a waterfront restaurant when he had a good job at a local primary school with the chance of another promotion this year?

"I used to work for the restaurant often, but I stopped some time ago. Then they phoned me in December to ask if I could help out in the school holidays and, of course, I said yes because I needed the money desperately."

For weeks after the shooting the father of two lay fighting for his life in intensive care at Groote Schuur Hospital. His wife, a teacher, thought her husband would die.

After doctors amputated his leg, he began to recover.

Had he not needed the money so badly to finish renovating his Parow home or if he had had money to take his wife and two children on holiday, he said, he would not have had to work that night.

He will return to school only in about two months.

Although this case had devastating consequences, it highlights the plight of thousands of teachers who are taking on extra work to supplement their incomes. And there is not talk yet of how much salary increases will be for teachers this year.

SA Principals’ Association spokesman Mr Leon Leideman said teachers were facing a moral dilemma because bread and butter issues were forcing them to compromise their role as educators.

"We understand the plight of teachers, especially in the lower ranks, because they take home very little at the end of the month."

A walk through the fleamarket at Green Point stadium at the weekend reminds one of visiting a school fête as there are so many teachers running stalls.

One teacher drives a tour bus around South Africa during school holidays using his knowledge of the history and geography of the country to educate overseas tourists.

Many are waiters and waitresses — this is regarded as the quickest way to earn money without a serious commitment to the employer.

Mr Francois Haasbroek, a teacher at Groote Schuur Primary School, and his wife Emmie are using their computer skills to put teachers on to a computer database which schools can access if they need new or temporary staff.

Their dial-a-teacher service is open to the public who can use the database if they need a tutor for their children or if they want to learn a new skill such as pottery, woodwork or even how to install a satellite dish.

In workshops with teachers, stress expert Prof Lorenz Schlebusch, from the University of Natal, said a shortage of money was one of the most common problems listed by teachers in stress tests.

"By taking in extra work, teachers are placing more pressure on their time, a major cause of stress."

"Other issues such as insecurity about their jobs and changes in their working environments aggravate the problem, pushing teachers into the high-risk category of stress."

People who fall into this category, including policemen and nurses, often suffered from physical problems for which there was no logical explanation. They were also more prone to anxiety and depression.

"If the problem goes untreated, people’s minds change and they start thinking life is not worth living."

To feel better, they smoke more, drink alcohol or buy over-the-counter sedatives.

If the problem continued, suicide could become a threat, Prof Schlebusch said.

Western Cape Education Department spokesman Mr Tim Gordon said “officially” no teacher could take a job which stopped them from performing their functions properly at school.

Since the creation of the Western Cape Education Department, there has not been a case of a teacher being dismissed for moonlighting, though in certain instances in some of the previous departments, certain teachers were warned that their activities were beginning to fringe on the unacceptable.

"No one here can remember a case of a teacher being dismissed in any of these departments either."
Two teacher bodies hold unification talks

Kevin O'Grady

THE ANC-aligned SA Democratic Teachers' Union (Sadtu) has held unification talks with the Cape Teachers' Professional Association, an affiliate of Sadtu's main rival, the predominantly white National Professional Teachers' Organisation of SA.

Yesterday the Cape association's president Archie Vergezine and Sadtu president Duncan Hindle committed their organisations to the "ideal of having all teachers within a single organisation".

The talks in Cape Town follow a failed unification attempt in 1990.

"It was agreed that many of the conditions which had prevented unity at that stage had changed and that the potential for success, therefore, was greater at present," the leaders said.

The meeting resolved to develop a framework for future co-operation based on a common approach to issues of educational and social transformation. These included matters relating to conditions of service, especially rationalisation of teachers, as negotiated in national and provincial labour relations forums, and educational development, especially policy formulation and legislation affecting education.

A proposal was considered which would lay the basis for a more inclusive process of unification among teachers, particularly among historically oppressed groupings.

Both organisations agreed to take the framework agreement to their constitutional structures for approval and established a working group to facilitate the unification process at national and provincial levels.
New name for Model C likely

‘Public schools’ to be self-governing

INDICATIONS are that the government’s latest education policy will, in practice, allow the continued existence of state-aided Model C schools, but the “Model C” name will fall away.

The second government White Paper on the Organisation, Governance and Funding of Schools was approved by the cabinet yesterday and were to be made available later today.

Early predictions are that the positive governing and funding qualities of Model C schools will be retained within the newly formed category of public schools.

Some educationists, however, wish to have Model C schools abolished entirely.

Experts have said the public schools, as Model C schools are to be called, are expected to be given certain powers to govern themselves. Schools which do not have the ability to do this, might be helped via a capacity-building programme.

In this way, the government is expected to ensure that all schools will eventually be governed along the lines of Model C.

Indications are that parents will be expected to pay for their children’s schooling.

However, no child may be refused admission to a public school due to non-payment.

Schools will reportedly be able to appoint and pay additional teachers. Parent involvement in school governance is another principle which is expected to be given priority.

Yesterday, education minister Sibusiso Bengu said a submission on how schools would be financed would follow in due course.

Another matter on which clarity is awaited is the Constitutional Court’s decision on whether the laws affecting education are in conflict with the Constitution.

Teachers’ body accused of racism

“RACISM and a blatant attempt to serve itself lie at the root of the Cape Teachers’ Professional Association’s view that teachers should reflect the racial composition of schools.”

This was one of the heated criticisms levelled at the CTPA following its announcement that it would fight for the ousting of white teachers from Model C schools to make the composition of teachers in these schools more representative.

The Democratic Party has lashed out at the CTPA, saying its view on the issue was “blatantly self-serving and racist”.

“The cause of good education would hardly be served by placing the colour of teachers’ skins above their ability to teach,” said DP spokesman Mike Ellis.

There were enough hurdles on the path towards a quality education system without introducing further destructive difficulties.

Mr Ellis said decisions on the racial, ethnic or linguistic composition of the teacher population at a particular school should rest jointly with the school and parents.

The CTPA, mainly comprising coloured teachers, announced this week it had withdrawn from the Western Cape Council of Teachers’ Organisations to fight for the rights of its own teachers in the light of teacherrenchments in the Western Cape.

The South African Teachers’ Association said “sinister party political motives” lay behind the CTPA decision. Evidence of this could be found in the “irrelevant attack on Model C schools”.
Colour of Model C teachers ‘irrelevant’

THERE HAS BEEN reaction to a call by a mainly coloured Cape teachers’ union for more white teachers to be axed from Model C schools. CAROL CAMPBELL reports.

The colour of teachers working in Model C schools was irrelevant if they were well-qualified and offered children a quality education, the head of the Cape Province Parents’ and Schools’ Association Mr Kobus Smith said yesterday.

He was responding to calls from the Cape Teachers’ Professional Association (CTPA) to axe more white teachers than planned in Model C schools to make way for coloured teachers from overstaffed schools on the Cape Flats.

The retrenchment of 6 000 local teachers, planned for later this year, is under negotiation by unions and the Western Cape Education Department.

Mostly white and coloured teachers are expected to lose their jobs in schools with a low teacher:pupil ratio.

Smith said it was important for children to see that people in authority could be any colour and this was only possible by employing black and coloured teachers.

“What I don’t like is educationists using this issue for political reasons when they should rather focus on developing a culture of learning, teaching and discipline in their school and encouraging parent involvement — this is what attracts people to the Model C system.”

The president of the South African Teachers’ Association, Mr Hugh Killops, said he was convinced there were “sinister” political motives behind the CTPA’s comments to secure jobs for coloured teachers.

This was evident in their “irrelevant” attack on Model C schools and their violation of the community’s right to appoint teachers.

The Democratic Party spokesman on education, Mr Mike Ellis, said the CTPA’s stand was “blatantly self-serving and racist”. Calls from concerned parents flooded the Cape Times yesterday after the head of the CTPA, Mr Archie Vergotine, publicly criticised the old white Model C schools for not embracing affirmative action.

Although most callers said no black or coloured teachers taught at the schools attended by their children none said they cared which race group the teachers were drawn from.

The principal of Gardens Commercial High School, Mr John Wegehoff, also reacted angrily to what he said was intentional politicking against the old Model C school structure.

“We are aware our staff must reflect the population of the country but it takes time to change. “I would take more black and coloured people on to my staff but I have to take the most qualified for the job, irrespective of colour.”

The principal of Plumstead High, Mr John Powell, said that to start classifying teachers on a school’s staff according to race was reverting to the apartheid way of thinking.

Mr Mike van Hagt, head of Queen’s Park High School in Woodstock for the past year, said schools had been unable to appoint teachers because all posts were frozen.

See Page 6
ROGER FRIEDMAN
Provincial Affairs Reporter

PREMIER of the Western Cape Hernus Kriel today called on President Mandela to increase the province's budget to avoid forced teacher retrenchments.

Delivering his opening address to the Western Cape parliament, Mr Kriel challenged Mr Mandela to live up to promises — made last year, and as recently as last week — that teachers' jobs were safe.

"There is an old saying that says: 'Talk is cheap, but money buys the whisky'..."

"We all know there is a whisky called Teachers. Perhaps the expression should be: 'Talk is cheap, but money buys the Teachers,'" said Mr Kriel.

Retrenchments were unavoidable unless the anticipated 1996/97 budget was significantly increased.

Mr Kriel said the reduction in central government funding had also placed "severe limitations" on the delivery and transformation of health services.

"The retrenchment of employees, the closure of hospital beds and the significant downscaling of services and health programmes are inevitable unless adequate funding is obtained from central government," he said.

The enactment of the province's vision for growth and development relied on the availability of finance — and the province was forced to rely on central government for money.

Mr Kriel said he felt fiscal federalism "should be implemented without delay," adding: "Gambling legislation to regulate the industry and generate funds for the province is imminent."

"We agree with the Financial and Fiscal Commission that there should be greater equity in the country. However, we do not agree that this province should be punished to help other provinces where the funds are not used productively."

"If equity means that every province should be relegated to a minimum standard of poverty, the future of the country is indeed bleak." Looking ahead, Mr Kriel said the greatest challenge facing the province was effecting improvements to residents' quality of life within the context of the shrinking budget.

Should the province fail in this endeavour, crime, conflict and unproductivity could be the result.

Premier lists
1996 priorities

Provincial Affairs Reporter

PREMIER Hernus Kriel announced "the most pressing issues to be resolved this year" in his opening speech to the provincial parliament today.

They are, in order of priority:

- Access to clean water for every Western Cape citizen.
- The delivery of more housing opportunities.
- The provision of primary health care.
- The transformation of education to become more career orientated.
- Clamping down on crime.
Woman teacher in landmark victory

By JESSICA BEZUIDENHOUT

A CAPE Town school teacher has successfully challenged Western Cape education authorities over discriminatory labour practices, in a landmark case that could open the door for similar actions by thousands of State employees.

The Labour Appeal Court this week upheld a previous Industrial Court ruling that the Education Department's refusal to grant a housing subsidy to Mrs Karen George, a married woman teacher, was an unfair labour practice.

Last year Mrs George successfully contested the department's refusal to grant her a housing subsidy, on the grounds that she was married.

Mrs George, a music teacher at Goeie Hoop Primary School, argued that the exclusion of married female employees from housing subsidies was an unfair labour practice.

Acting for the department in the previous case, Advocate Norman Arendse said thousands of other public service employees might take advantage of the scheme, but the state did not have the funds to satisfy them.
Teachers give a cautious nod to plan for a fairer school system

By RAMOTENA MABOTE

TWO organisations representing mostly white teachers have backed the Department of Education’s plan to transfer teachers from so-called white schools to disadvantaged ones.

The South African Teachers' Association and the National Professional Teachers’ Organisation of South Africa said this week they welcomed any move to transfer teachers made redundant by rationalisation, but warned that they and the schools to which they were to be transferred needed to be consulted.

The mainly black South African Democratic Teachers’ Union also welcomed the plan, saying it did not want teachers to be retrenched.

The Minister of Education, Professor Sibusiso Bengu, said in a White Paper on education released last week that it was important to transfer teachers to schools that needed them to achieve a unitary education system.

"This historic exercise to achieve a rational, equitable and non-racial distribution of teachers will mean that some teachers will be asked to transfer to other schools, while by far the majority of teachers will remain in their posts," Professor Bengu said.

The White Paper was released amid fears that thousands of teachers in Gauteng would lose their jobs within a year through rationalisation.

Mary Metcalfe, the education minister for Gauteng, announced earlier this year that her department would have to retrench a large number of teachers to meet the new teacher-pupil ratios and to stay within its budget.

All three teachers' organisations and many students' organisations oppose retrenchments. Some have threatened to fight them with mass action.

A spokesman for the South African Teachers' Association, Mike Reeler, said it was a good idea to use teachers where there was a need.

But, he added: “If a teacher who is employed in Cape Town is asked to leave for Beaufort West and they cannot because of family commitments, then that teacher should be allowed to leave the profession with full benefits.”

He warned that politicians and the media were fooling the public by asserting it was easy to move teachers between schools and across provinces.

A spokesman for the National Professional Teachers' Association, Andrew Pyper, said situations at schools had to be examined before any rationalisation took place.
Sadtu members to bury hatchet

By Claire Keeton

THE national leadership of the South African Democratic Teachers' Union (Sadtu) hopes to reach agreement with the suspended Soweto leadership by the end of the month.

The Soweto branch executive committee was suspended in October last year after they refused to accept the re-formation of the branch into smaller units and slandered certain members of the national executive committee.

The branch asked the national executive committee to intervene to enforce it. At the time, the Gauteng regions of the African National Congress, the Congress of South African Trade Unions and South African Communist Party expressed their support for the national leadership and condemned the conduct of the Soweto branch.

But Sadtu national president Mr. Duncan Hindle said a "positive trend" is developing now and both parties will pursue discussions to settle their dispute.

Leaders from the national and Soweto executive committees have engaged in meetings together and with their constituencies this month to agree on a broad framework for the way forward.

The Soweto "super-branch" is the biggest branch in Gauteng with over 4,000 signed-up members, out of about 7,000 teachers in Soweto. The leaders of all the areas of the Soweto branch supported the recommendations and framework arising from discussions on February 8 between Sadtu national and Sadtu Soweto.

Suspended Soweto general secretary Mr. Zulkhe Kasi said another meeting was scheduled between the national and Soweto leaders on February 28.

"We want to reconcile the differences between us. We intend to conclude an agreement towards the end of February," Hindle said.

Meanwhile, the Soweto branch has been concentrating on planning for the re-deployment of teachers to make sure it takes place in the best possible way for its members.

Sadtu has agreed to re-deployment in principle so long as it does not disadvantage its members.
Teachers to be redeployed

By Claire Keeton

VOLUNTARY teacher redeployment has already begun on the East Rand on a temporary basis with overstuffed schools allowing teachers to move to schools with staff shortages.

District director for Brakpan/Benoni, Dr Brahm Fleisch, said many schools in the district needed teachers and about 15 teachers had since taken this opportunity to move.

"The temporary voluntary redeployment of teachers has been a completely voluntary process," he said. The teachers, principals, PTSA's, and the schools releasing and receiving them, have to agree to the moves.

Fleisch's district is leading the way with redeployment—a difficult process that will take a long time to implement.

Teacher unions have agreed to redeployment in principle, but they are still discussing the implications in the Education Labour Relations Council.

Fleisch said his first priority in implementing redeployment would be to post teachers to secondary schools with more than 35 students in a class and to primary schools with over 40 pupils a class.

But he stressed that the department must compile accurate statistics to do exact planning.

Gauteng hopes to begin with the first stages of legal redeployment in the next few months.

Education spokeswoman Ms Subethri Naidoo said redeployment in the various districts was uneven at this stage.
Teachers’ unions accept that numbers will be cut

Linda Ensor

CAPE TOWN — Agreement was finally reached between Western Cape teacher unions and the education department last night on a radical reduction in teaching posts after nearly five months of protracted negotiations.

It was agreed that 6,000 posts would be abolished at the end of the year, but teachers would be given the option of being redeployed elsewhere in the province; voluntary redundancy; or transfer to another province. Special provision would be made, too, for extra teachers considered necessary as the school year could be completed without disruption.

"Only as a last resort, when none of the options can be utilised, will teachers be retrenched," said education MEC Martha Olckers.

The agreement was signed by the Western Cape Education Department and teachers’ organisations, including the SA Democratic Teachers’ Union, the Cape Teachers’ Professional Association and Western Cape Council of Teachers’ Organisations.

In terms of the agreement, the pupil:teacher norms for the Western Cape were set at 36:1 in secondary schools and 35:1 in primary schools.

Olckers said that over the next two months teaching posts in each school in the Western Cape would be identified for abolition. This would be done in consultation with the local community.

She expressed concern about the "potentially devastating impact" of a large-scale reduction of staff in the middle of the school year and said she had reached agreement with premier Herma Kriel and finance MEC Kobus Meiring that this impact be limited as far as possible.

This would be accomplished by assisting schools to keep as many of their current number of teachers, above the agreed ratio for the year, as was necessary to complete the academic year without disruption.

Olckers said the necessary funds to implement this policy did not form part of the Western Cape’s education budget for 1996/97 and would have to be sought by re-examining priorities within the current budget and by negotiation with other provincial and national agencies.

In the provincial legislature yesterday, Kriel confirmed his commitment not to disrupt the academic year. He said that postponing the retrenchment of teachers to the end of December would cost the province R330m.

The Western Cape was particularly hard hit by the national targets as the vast majority of its schools had low pupil-teacher ratios. Coloured schools had an average of 28 pupils a teacher and white schools 19.

And Olckers said: "The negative impact is far greater on the Western Cape than on any other province."
Teachers’ unions accept that numbers will be cut

CAPE TOWN — Agreement was finally reached between Western Cape teacher unions and the education department last night on a radical reduction in teaching staff after nearly five months of acrimonious negotiations.

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The agreement was signed by the Western Cape Education Department and teachers’ organisations, including the SA Democratic Teachers’ Union, the Cape Teachers’ Professional Association and Western Cape Council of Teachers’ Organisations.

In terms of the agreement the pupil-teacher norms for the Western Cape were set at 26:1 in secondary schools and 36:1 in primary schools as from July 1. Thereafter these ratios would be regularly revised upwards, after negotiation and depending on the annual education budget, until national goals were reached by the target date of April 2000.

The national pupil-teacher ratio targets have been set at 35:1 in secondary schools and 40:1 in primary schools.

Oickers said that over the next two months teaching posts in each school in the Western Cape would be identified for abolition. This would be done in consultation with the local community.

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Teacher layoffs despite promise - Star 20/12/96

Cape Town - The Western Cape and Gauteng will have to lay off teachers despite President Nelson Mandela's promise last year that this would not happen, Education Minister Sibusiso Bengu said yesterday. The numbers to be laid off might emerge from an expected agreement with teacher unions before the end of the month.

"There is the problem of teachers who need to be retrenched in provinces that enjoyed advantages in the past ... Gauteng and the Western Cape," he said.

Bengu said the Government had made a special allocation late in the 1995/96 fiscal year to help provinces, including the Western Cape and Gauteng, to meet their school salary bills.

"There will be a certain number of teachers who will need to be laid off in the Western Cape. There will also have to be redundancies in Gauteng," he said.

Mandela intervened last year after Western Cape Premier Herman Kriel said the budget awarded to his province would force the layoff of thousands of teachers.

Rationalisation would include redeployment of those willing to move to areas such as the Northern Cape, where there were not enough teachers. - Reuters.
Teachers accuse clerks of political expedience
Sadtu slams Ockers

Education Reporter

THE South African Democratic Teachers’ Union (Sadtu) and the African National Congress have accused Western Cape education minister Martha Ockers of political opportunism.

This follows her announcement that the province had an additional R330 million available to retain redundant teachers until the end of the year. The Western Cape Education Department (WCED) was in fact “obliged to retain the services of redundant teachers for a maximum of six months”, according to a national agreement published in the Government Gazette of November 13, last year.

“It is therefore no benevolent gesture on the part of a premier (Herman Kriel) with a National Party-driven agenda to extend these contracts, said Sadtu.

“It is his responsibility, however, to ensure that the provincial budget should be re-prioritised to absorb the additional cost implication.”

Sadtu issued a clear warning that “this political point scoring” showed the “immature and deliberate” attempts to discredit the legitimate negotiating forums and the integrity of the collective bargaining process.

“The information about the funding was not tabled at the provincial chamber of the Education Labour Relations Council (ELRC) and this clearly indicates the employer party was not bargaining in good faith or was simply kept uninformed about the party political moves of a local government election campaign.”

Lynne Brown, ANC spokesman on education, said although the party welcomed the announcement that no teachers would be retrenched before the end of the year, it was angered by the manner in which Mrs Ockers had conducted the negotiations.

“Why was it not made clear at the beginning of the process that there was money available to pay teachers until the end of the year?”

Ms Brown said the National Party had been “cynically manipulating the fears of teachers” faced with losing their jobs.

She said it became even more cynical since the central government last month had made available an additional R370 million.

Yet, the National Party had insisted all along that teachers would have to be retrenched because there was no money.
All is forgiven in Sadtu, Soweto

By Victor Mecoamere

THE South African Democratic Teachers’ Union and its 4 000-member Soweto branch, which was suspended in October last year for rejecting demarcation into smaller units, have buried the hatchet.

Sadtu national president Mr Duncan Hindley told a packed hall at Thabo-Jabula Secondary School in Klipspruit yesterday that the Soweto branch had returned to the fold like "a prodigal son".

"We are not ashamed to acknowledge the mistakes of all the parties which were involved in the dispute," he said. The Soweto branch was suspended for slandering certain Sadtu officials and for defying a ban placed on members of its executive committee.

The suspension was lifted after months of behind-the-scenes negotiations, which culminated in the convening of a Gauteng special provincial conference in Johannesburg at the weekend where it was decided to lift the suspension and that the demarcation process would go ahead.

Sadtu deputy president Mr Willie Madisha said: "In the past five months it is yourselves (Soweto branch members) who suffered. We must ensure that we lay this sad chapter to rest."
Union agrees to restructure Soweto branch

The Soweto branch of the SA Democratic Teachers’ Union (Sadtu) — long regarded as a loose cannon which wielded undue influence over decisions taken by the union — is to be demarcated.

The decision to restructure the 6,000-strong branch was announced at a mass meeting in the township yesterday, five months after the Soweto executive committee was suspended by the national leadership for disrupting a union meeting intended to address the demarcation of the “unwieldy” branch.

The 10-personn committee reacted by defying their suspension and, in turn, demanded the resignation of Sadtu secretary-general Thulas Ntebele.

But in a show of unity intended to dispel any further anxiety among the public and its members, both the national and branch executive committees buried the hatchet yesterday, vowing that the “union was bigger than individual goals”.

Sadtu national president Dwèn can Hindle said he accepted that mistakes had been made and the branch executive apologised publicly for its actions.

Assistant secretary-general Mxolisi Nkosi then announced that an agreement on the demarcation of Soweto had been reached.

He said the eight sub-branches would be restructured into a new region comprising four Soweto branches, Lenasia, Emmerdale and Eldorado Park.

This would increase efficiency and effectiveness, he added.

Nkosi also announced that the suspension of the Soweto branch executive was to be lifted immediately and the interdict restraining them from carrying out their duties rescinded.
Teachers union to merge feuding branches

(321)

By RAMOTENA MABOTE

THE South African Democratic Teachers Union decided this week to split its biggest and most powerful branch, Soweto, into four autonomous branches.

But in a controversial move, two areas at loggerheads over demarcation of the branches are to be joined.

The Diepkloof area of the Soweto branch has advocated one “super Soweto branch”, while the Dobmewad (Dobsonville and Meadowlands) area has led the fight for separate branches. Now they will be merged into one branch.

This resolution was taken at a meeting attended by more than 1 000 teachers on Tuesday, and followed a series of talks since the beginning of the year.

After the meeting teachers from the Dobmewad area expressed their unwillingness to work with their Diepkloof counterparts, who have been associated with disruptions and wildcat strikes in Soweto.

The Diepkloof members are, however, believed to have been the most influential voice within the Soweto executive.

The executive committee last year came out in support of union members who expelled principals at all Diepkloof schools for allegedly stealing school funds.

The expulsion was heavily criticized by members in the Dobmewad area, who were later backed by the Momomoja area (comprising Mofolo, Mopape, Moroka and Jabavu).

This caused serious strain between the areas, and relations between them have been bitter ever since. There have been walkouts at mass meetings.

A further irony to the mooted joining of the Diepkloof and Dobmewad areas is that they are far apart geographically.

The union’s national assistant general secretary, Moolai Nkosi, said the two branches had not been merged deliberately but that the whole demarcation process was based on reconciliation within Soweto, Gauteng and the national office.

At Tuesday’s meeting, Mr Nkosi also announced the lifting of the suspension on the Soweto branch executive “upon rendition of an appropriate public apology” (by the Soweto executive) regarding the events at Regina Mundi.”

The 10-member Soweto executive was suspended five months ago when it barred national executive members from addressing a mass meeting at the Regina Mundi Catholic Church in Soweto.

The national executive was due to announce plans to demarcate the Soweto branch. Temers flared and the meeting was dissolved.

The national executive also applied for a court interdict stopping the Soweto executive from taking part in union activities.

The branch executive responded with an announcement that they did not recognize the national committee’s decision and that they vowed to continue occupying their offices and performing their daily work.

They were rebuked by the ANC, Cosatu and the SACP.

Mr Nkosi announced that the interdict would be withdrawn and that the Soweto executive would be reinstated until the final demarcation had taken place.

A national and provincial committee will facilitate the demarcation which will kick off at a special conference to discuss the process.
‘JOB LOSSES CANNOT BE JUSTIFIED’

6000 teachers face the chop

AN AGREEMENT reached by teachers’ organisations and education authorities means thousands could be retrenched by July, writes CAROL CAMPBELL.

The two biggest teacher trade unions in the Western Cape have agreed, in principle, to a proposal by the Western Cape Education Department for the teacher:pupil ratio in local schools to be increased to 26 pupils to one teacher in high schools and 36 to one in primary schools by July.

The South African Democratic Teachers’ Union (Sadtu) and the Cape Teachers’ Professional Association (CTPA) agreed to the cutbacks in the bargaining unit of the labour relations council but the matter still has to be ratified by a full meeting of the labour council.

The education department wants the new ratio to be implemented by July 1 — which would mean the immediate retrenchment of 6000 teachers.

According to a working document drawn up by the education department for negotiations, the pupil teacher ratio in the Western Cape would gradually be increased to 35:1 for high schools and 40:1 for primary schools by 2000.

In a teacher audit conducted for the national education department last year, the average teacher:pupil ratio in Western Cape Schools was 24:1.

A spokesman for the Western Cape Council of Teachers’ Organisations (WCCTO), Mr Mike Reeler, said the organisation opposed the move on the grounds that schools should be given more time to adjust to smaller teaching staffs.

“We support wholeheartedly the move to equity, and accept the 35:1 and 40:1 ratios which has to be reached by April 1, 2000.

“However, we emphatically believe the movement towards these ratios must be in even steps so that schools can adapt to a loss of posts and continue to provide a good education to pupils.”

If the retrenchments do take place on July 1, the old Cape Education Department will lose 1,550 posts, the House of Representatives 4,300 posts and the House of Delegates 60 posts.

“The WCCTO cannot understand how the other employer bodies could have accepted these cutbacks — how will they be able to justify to their members and parents a net loss of 6,000 jobs and the effect this will have on schools,” Reeler said.

Late yesterday the provincial head of Sadtu, Mr Basil Snyer, said there were a number of factors still standing in the way of final consensus.

“We have not reached agreement on the grading of schools or the staff provisioning scales,” said Snyer.

This would determine the status level of the school principal and his staff, depending on the size of the school.
No deal reached yet on teacher cutbacks

CAROL CAMPBELL
EDUCATION WRITER

THE long-awaited word on teacher cutbacks was delayed once again yesterday when no agreement was reached on the retrenchment of 6,000 teachers in the province after a marathon meeting between teacher unions and the Western Cape Education Department.

To meet its 1995/96 education budget, the department has to retrench the teachers on July 1.

A further 6,000 will lose their jobs on January 1 next year.

The SA Democratic Teachers Union (Sadtu) and the Cape Teachers' Professional Association (CITPA) have agreed to July 1 retrenchments, but the move is being fought by the Western Cape Council of Teachers' Organisations (WCCTO) which represents mostly teachers in the old Model C schools.

WCCTO spokesman Mr Mike Reeler said earlier he felt the retrenchments should be phased in slowly to give schools more time to adjust to the changes.

The impact of the retrenchments will be felt mostly by the old Cape Education Department (white) and House of Representatives (coloured) schools.

In some cases, Model C schools stand to lose half their teaching staff.

If the retrenchments go ahead on July 1, principals will have to inform teachers by the end of this month to give them notice of three months—a legal requirement for retrenchments in the civil service.

It is understood the grading of schools—which will determine the salary and status of the principal as well as the size of the staff and its seniority—is holding up the talks.
Bad old days ... the meagre resources allocated to black pupils has resulted in most not gaining a good enough education to ensure jobs when they finished their schooling. Now Gauteng students who failed matric are getting a second chance.

Bid to rid black schools of white teachers to be intensified

BY MANOLO MTHEMBU

The Azanian Students' Movement is set to step up its "employ black teachers" campaign aimed at removing white teachers from black schools.

The reinforcement of the campaign, which has been criticised as racist, follows the recent acquittal of 15 Azasm members who were arrested for protesting inside the SABC building in Kimberley last September.

"Now that the case has been resolved, we will vigorously continue to campaign for the employment of black teachers," Azanian People's Organisation spokesman David Lebethe said yesterday.

However, the organisation said it would allow white teachers in township schools provided black teachers were also employed at white schools.

Lebethe labelled white teachers who teach at black schools as "rejects", saying "most were pensioners or have bad records at their previous schools".

Azasm spokesman Donald Manigga reiterated the organisation's call for the Department of Education to "seriously consider employing black teachers".

He said several schools were still overcrowded, citing Safandoda Secondary School in Northern Province where six teachers were forced to teach 15 classes with more than 60 pupils per class. The organisation also welcomed Wednesday's tabling of the draft schools bill despite its reservations about how successfully the bill could be implemented.

"Like the RDP, the bill will be criticised when it fails to deliver," said Lebethe.

The draft bill proposes to introduce free and compulsory schooling and scrap to Model C schools.
THE teaching of mathematics was being hampered by low teacher morale and a waste of resources by provincial education departments, the president of the Association for Mathematics Education of South Africa (Amesa), Mr Mathume Bopape, said at the weekend.

He was in Cape Town for a national Amesa meeting, called to find ways to improve maths teaching and to increase the role of teachers in competitions.

"I don't believe the shortage of maths teachers is as bad as everyone makes out — the challenge, especially in the rural areas, is to make teachers interested in mathematics and then to develop their skills," Bopape said.
INSTITUTIONS TO BE ‘MERGED’

Teacher colleges may be cut from 100 to 40

PRETORIA: The Commission on Higher Education is considering alternative uses for institutions as the system faces an increase of two million students over the next five years.

THE merging of tertiary education institutions might have to be considered in order to accommodate the growing number of graduates, the economy needs, the National Commission on Higher Education said yesterday.

But institutions of higher education would not be closed, commission member Dr Chris Garbers said, although they might have to be used for alternative, cheaper forms of training.

Commission chairman Dr Jairam Reddy said the country’s more than 100 teacher training colleges could be cut to about 40, with the rest being used as community colleges.

Garbers said South Africa had too many teacher training colleges. Northern Province had 22, but needed only seven.

The higher education system, he said, should aim at increasing the number of students at technikons and technical colleges.

The commission was asked to provide Education Minister Dr Sibusiso Bengu with a transformation policy.

Reddy said the higher education system would have to cope with an increase of about two million students in the next five years. He and his team will make their discussion document public early next month.

Among the issues the commission has considered are: Funding mechanisms, including student loans, the financial burden universities are facing with the recent 20% government funding cuts, and the upgrading of facilities in the former homeland institutions.

Most of the growth in the demand for higher education would come from the black community, who had been disadvantaged in their tuition. They would have to be given access to a bridging course to ensure present standards were preserved.

The commission believed there should be three times more students in technikons and colleges than in universities. — Oliphant Correspondent
Teaching colleges misuse state resources — audit

Kevin O'Grady

SA's education colleges are being used to obtain qualifications by students who cannot enter or afford universities and technikons, causing a "massive misuse and waste of state resources".

This is one of the findings of a government-commissioned audit of SA's 104 education colleges, released in Johannesburg yesterday. The report is one of six on teacher training that will form the basis for a new policy governing the institutions.

Conducted by the National Business Initiative's education and training unit, the audit found colleges were accepting students "who have no intention of teaching". It also found that a government aid scheme for students was "counterproductive" and millions had been written off as a result of the education department's inability to recover loans and bursaries.

The country's 93 non-correspondence colleges provided the most expensive tertiary education, many having inadequate teaching venues, low staff-to-student ratios — 7000 academic staff teaching 71 000 students, ratios ranging from 1:6 to 1:18 — and "unrealistic" tuition fees. Fees ranged up to R3 000 a year. "Notwithstanding that, there is tremendous student reluctance to pay," he said.

Unit director Jane Hofmeyr said there was a need to "close some colleges and amalgamate them with others". The National Commission on Higher Education said recently the number of colleges should be halved.

Researchers Michael Rice said there was a lack of administrative capacity. "Many people responsible for college finances do not have any expertise at all. Some colleges have a long, long way to go in terms of financial autonomy."

Bad teaching was prevalent and would translate into "bad teaching in the schools". Classroom skills were neglected in favour of theory. The audit also found positive aspects, including that the colleges collectively had the physical capacity to produce the teachers of the future and that there were "pockets of excellence and innovation".
Equalising education involves more than just spending an equal amount of money on each child. Teachers will also have to move to schools or subject areas where there is a shortage. Claire Keeton examines this issue.

Mary Metcalfe ... redeployment of teachers is in the interest of equity.

Concerned about loss of staff

Association of Professional Teachers president Ms Sue Rees says they are concerned schools will lose a body of experienced teachers in this way.

But Hindle says: "We are sure that when all options are explored, the chances of formally retrenching teachers will be negligible."

Metcalfe says the national department will have to finance provinces to back up the state-labour agreements: "Nobody is talking about retrenchment; it is about moving teachers."

Education concerns, such as the curriculum, require that equity is phased in and not introduced in one step. Some schools will have to gradually reduce their choice of subjects. "Once redeployment has been agreed, every school will have to make changes to its timetable and teachers," Metcalfe says. "Schools have understood they will have to change their curriculum on a rationalised basis."

But certain subjects will receive special dispensation since they have restraints; for example, in technical education only a limited number of pupils can be safely accommodated in a workshop.

Metcalfe says redeployment will be a complex process requiring commitment from all schools – in the interests of an equal, better education system for everyone.
PRINCIPALS SLAM TEACHER CUTS

New ratios ‘perpetuate second-rate education’

A QUALITY EDUCATION for all children cannot be achieved with the government’s proposed pupil/teacher ratios say school principals. CAROL CAMPBELL reports.

BIGGER classes and fewer teachers in South African schools will perpetuate a second-rate education system and hamper the professional development of teachers, Mr Melvyn Caroline, secretary of the South African Principals’ Association, said in a statement yesterday hammering the government for its proposed teacher cuts.

The association has 4 000 members.

Caroline was referring to a government decision last year to reduce teacher numbers to achieve a 35:1 pupil/teacher ratio in high schools and 40:1 in primary schools.

“Our call to the government is to provide quality education for all children and it cannot achieve this with the proposed ratios.

“Provision needs to be made for school management and non-contact teaching time.”

However, the ratios being mooted by the national education department are not fixed and could drop if the economy improved and more money was made available for education.

Western Cape Education MEC Martha Olckers said earlier the ratios were first worked out by local education department officials and offered to the national department as one way of achieving equity in spending between all the old education departments.

After negotiations in the Education Labour Relations Council, which represents teachers and the government, it was agreed to adopt the ratios nationally.

Only two weeks ago the bargaining unit of the Western Cape education labour relations council agreed to axe nearly 6 000 teachers in the first phase of a five-year plan to reach the 40:1 and 35:1 ratio.

Most teachers to be retrenched in the Western Cape are from the old white and coloured education department schools. Black schools are still hopelessly overcrowded.

Caroline also expressed concern at the lack of visible progress in building classrooms and improving conditions for teaching and learning in traditionally disadvantaged schools.

“Unless these backlogs are addressed as a matter of urgency it will not be possible to effect a meaningful deployment of teachers and a reduction in the size of classes.”

He was concerned that the national education labour relations council often bypassed principals, who did not receive information timeously on deliberations affecting their schools, undermining the authority of the principal.
Britain lures black SA teachers

By Alan Robinson

LONDON — Hard-pressed British authorities are actively recruiting black South African teachers to fill soaring vacancies in the inner city areas of London.

But education officials deny that the teachers will stay permanently in Britain and so be lost to South Africa, where their services are perhaps even more desperately needed. A two-year time limit has been placed on their appointments.

In a move that is sure to anger the Mandela Government — the President himself recently condemned the large-scale British recruitment of South African doctors to highly paid medical posts in the United Kingdom — two recruitment teams have visited the Republic and a South African teacher has been signed up to coordinate the operations.

At least 10 black South African teachers have already been taken on by Britain's largest supply teacher agency and the target set is 100 by the end of next year.

Ian Pennan, co-director of TimePlan, says: "There is a clear shortage of black teachers in London who can also act as role-models for black children. We do not produce too many of them in this country but South Africa does."

The British Department of Education said there were no figures available showing the ethnic breakdown of the country's teaching force "but we would welcome moves to bring good teachers from the ethnic minorities into the population."

Mr Pennan denied that TimePlan's operations could lead to brain drain, taking the cream of black teachers out of South Africa. He said: "Clearly, there is a benefit when they go back to South Africa. London is a tremendously successful multiracial community in many ways and it is good for South Africans to see that working."

The agency also employs white South African teachers and others from Commonwealth countries like Australia and New Zealand.

Lester Koopman was one of the first black South Africans to sign up with TimePlan and heartily endorses the scheme: "This is the answer to my dreams because I wanted to travel overseas. It is possible to come over here and work so that I can pay off my student loan. Many more coloureds will be coming over."
Teacher stayaway at 75 KwaMashu schools

DURBAN — Classes for more than 80,000 pupils in KwaMashu were cancelled yesterday after teachers stayed away to highlight security problems in the Durban township.

SA Democratic Teachers' Union (Sadtu) KwaZulu-Natal secretary Ndaba Gwebaza said teachers had taken part in a stayaway at 75 schools to highlight the deteriorating security situation in the township. Gunmen entered JE Ndlovu High School last month, killing a teacher, M Ndabe, in front of pupils. There were rumours that other teachers would also be killed. Township sources said the attack on teachers was a spillover of gang warfare involving unemployed cadres of Umkhonto weSizwe who were terrorising residents. KwaMashu is an ANC stronghold.

Gwebaza said the attacks on teachers were threatening the union's campaign to create a culture of learning and teaching in schools. Pupils from two schools had not been attending classes since last year.

ANC KwaZulu-Natal spokesman Dumisani Makhaye said that Ndabe had been killed because his brother was a gang member. A day after his death, ANC national chairman Jacob Zuma had called a meeting of the various gangs.

He warned them that any person involved in killings would no longer be regarded as an ANC supporter. There had been no deaths related to gang warfare since, Makhaye said.

Gwebaza said Sadtu had scheduled a mass meeting today. Senior police officers and ANC leaders were expected to attend.

It was possible that classes would resume next week, he said.

Makhaye said police had arrested several ringleaders, but some had been released on bail. Police and courts had to be firm in such cases, he said.
Mixed reaction to UK's recruitment of black SA teachers

By Lee-Anne Alfreds
Education Reporter

News that British authorities are recruiting black South African teachers for inner-city London schools has been met with a mixture of hostility and enthusiasm in the education fraternity.

The Star, other newspapers and the British consulate have been inundated with calls from teachers seeking more information on the organisation behind the recruiting operation, TimePlan.

However, teacher organisations have expressed concern about the "brain drain" of professionals.

Teachers Martin Louis of Eldorado Park and Bangi Msiza of Johannesburg were just two who tried to track down TimePlan.

The Star reported on Wednesday that British authorities had recruited at least 10 black South Africans to fill vacancies in rundown inner-city schools in London and were looking for more.

But while the SA National Civic Organisation (Sanco) has decried the move as "disturbing", Louis and Msiza see it as a lifeline. They would rather brave an unknown future in London than the insecurity of life as a teacher in SA.

"In Gauteng all indications are that teachers will be retrenched. At my school alone, at least seven posts will be done away with this year," said Louis.

"The new teacher/pupil ratios will make teaching more difficult and lead to standards dropping. So, if given the opportunity, I'll grab the chance to work in London with both hands."

Msiza agreed, saying he was angry with what was happening. "There are so many problems with teaching, such as retrenchments. I'm getting fed up."

Louis said he had not considered working abroad before.

"But if I got offered a job in London it would be a heaven-sent opportunity for me. I would not want to go forever, but I would use it as an opportunity to save so that I would have some financial security when I returned," he said.

Msiza said he would use it as an opportunity to improve his qualifications.

But their feelings are not shared by Sanco or the National Professional Teachers' Organisation of SA (Naptosa). Sanco condemned it outright, and Naptosa said it would be unfortunate to see teachers leaving the country as it was vital to retain professionals.

But the organisation stressed that teachers had a right to do whatever they wanted.

The SA Democratic Teachers' Union (Sadtu) has expressed concern about the recruitment drive, fearing a "brain drain" of teachers.

Sadtu believed more than the envisaged 100 teachers would be recruited, Sadtu president Duncan Hindle said in a statement.
Western Cape teachers would rather stay in the Cape than accept jobs in other provinces.

JEAN LE MAY
Staff Reporter

CONFUSED Western Cape teachers will not have any clarity on their future until agreement is reached at a crucial meeting of the Educational Labour Relations Council’s bargaining committee in Pretoria next week.

The argument is whether teachers in the province should be allowed to take redundancy packages negotiated with the provincial department or whether they should be forced to accept redeployment, possibly to another province.

The meeting must reach a majority decision and, as the employer concerned, national education minister Sibusiso Bengu could have an advantage.

Moreover, labour legislation gives him the right to make a final decision, as he did during salary negotiations in 1995.

Local teachers’ unions and the provincial education department agreed last month, after almost five months of salary negotiations, that 6000 teachers in the province would lose their jobs on July 1, with more annual redundancies until the year 2000.

This reduction was necessary if adjusted pupil-teacher ratios were to be set so as to have equity between all schools by the year 2000.

It was agreed that teachers would be given the option of voluntary redundancy, with a package consisting of six months’ salary. The cost would exceed R380 million to pay teachers until the end of the year, although the department had argued during negotiations that no more money was available.

She said it would be too disruptive for children if teachers left in mid-year. The unions accused her of negotiating in bad faith with an eye to the coming elections.

In fairness to Mrs Ockers it must be said that she and premier Hermus Kriel promised when the agreement was signed that they would try to find enough money to pay all teachers until December.

But Dr Bengu has upset the teachers’ account by saying, in advertisements in local newspapers, that no teachers in the province would lose their jobs.

He said that the National Party in the Western Cape “continues to spread the propaganda that the Ministry intends to retrench teachers, to try and project President Mandela as a liar and to make the coloured community in the Western Cape believe the African National Congress is out for vengeance” — presumably because the coloured vote won the province for the NP in 1994.

He said that achieving equity meant redundancy or the redeployment of teachers from province to province. He made it quite clear that he intended sticking to President Mandela’s undertaking that “this government is committed to redeploying rather than retrenching teachers”.

Dr Bengu has been accused of making “blatant political capital” by Hugh Killips, president of the South African National Teachers’ Association.

Mr Killips said that if there were a shift in the education budget and teachers’ salaries accounted for 85 percent of this budget, then 12.75 percent of posts in the Western Cape would have to be abolished.

The number of teachers affected would be 4 580, he said.

“Some posts will become vacant through natural attrition and need not be filled, but it seems that more than 4 000 teachers will no longer have posts.”

“Much play has been made of redeployment to new posts in previously disadvantaged areas, but there are very few of these posts in the Western Cape and even if there were, teachers would still have to get salaries so this cannot be part of the 15 percent saving which Minister Bengu says must be made in the province.”

Mr Killips said that redeployment to other provinces, which had also been proposed, was “treating teachers like pieces being moved on a chessboard.”

“Has the minister given any thought to whether schools in other provinces want teachers sent there from the Western Cape?”

“Has the minister consulted the wishes of Western Cape teachers about being uprooted?”

Angry teachers said that the issue was being handled on a political level, with an eye to the coming local elections.

“Certain agreements were made that politicians are not happy about,” said a teacher who refused to be named.

“The decision to reduce the number of teachers in the Western Cape was made so that parity would be reached between all schools.

“But that reduction goes against what President Mandela has said and this has now been repeated by Dr Bengu.

“We would like to know how we are expected to reach parity if we are not allowed to reduce the number of teachers.”

Archie Vergerine, president of the Cape Teachers’ Professional Association, told Saturday Argus that teachers wanted to be given the opportunity to decide whether to retire with the negotiated package before there was any talk of redeployment.

There were many teachers in his association who wanted to go, he said, so it was unfair that they should be redeployed without being given the redundancy option.

“During the years of the struggle we called for equity in education,” he said. “All teachers understand that if equity is to be achieved, the number of teachers will have to be reduced.”
Lessons in terror at school of death

By MICHAEL SCHMIDT

SCRAWLED across the blackboard in the deserted classroom where murdered teacher Mfunisile Mdabe taught his pupils just over two weeks ago are the words “down with guns.”

The 37-year-old deputy principal of the J E Ndlovu High School in Kwa-

mgashu was mown down by a gang of “well-trained” teenagers during early morning assembly.

Since his death, another teacher has been slain, several schoolgirls raped and other children robbed and intimidated by armed youths who have turned peaceful playgrounds into gangland war zones.

This week, the killing triggered a mass school boycott. Fearing for their lives, hundreds of teachers refused to teach at 73 Kwa-
mashu schools, leaving more than 80 000 pupils to roam the streets.

“Teachers and pupils are terrified of these youngsters,” said Raphael Ndlela, chairman of the school of death.

“We demand that police be stationed at every school from the moment we walk in in the mornings until we leave in the afternoons.

“But many of the schools don’t have fences around them and you would need hundreds of policemen to secure them, so we want fencing first,” he said.

President Nelson Mandela is expected to visit the township briefly this week to hear, at first hand, of the conditions under which teachers are working.

Meanwhile, police and army patrols have been stepped up.

Provincial ANC policing spokesman Bheki Cele said it was likely the President would visit another school — because the overgrown grounds of J E Ndlovu High posed a security risk.

South African Democratic Teachers’ Union spokesman Edwin Pillay accused local police of “fear or an unwillingness to effect security at the schools and arrest the perpetrators”.

“We want to see a clear presence of security for teachers and pupils in the schools.”

The dead man’s widow, Zonke Mdabe, 31, a mother of two, said: “I can’t tell you how I feel. We would have been married five years this month.”

Musa Ngcobo, the principal of the school and a friend of Mr Mdabe’s for 10 years, said the murder was commited during morning assembly on March 27.

“I was at the side of the school talking to Mr Mdabe and another teacher while assembly was being held.

“Suddenly, we noticed about six boys aged about 16 or 17 walk in.

“When they were about 2m away, two of them pulled handguns out of their waistbands. I was so terrified I just ran towards the gate.

“I heard about six shots fired and the pupils screamed. The youths then ran back out the gate, but one of them stopped, pointed a gun in my face and said simply ‘money’. I gave him my purse. He asked where my car was, but the others were already out of the gate, so he ran after them.

“I ran back to the school and saw two pupils and a teacher carrying Mr Mdabe. He could not say anything. He was taken to the police station, but I saw the nurses close his eyes and I knew my friend was dead.”

Mr Ngcobo and his wife, Lindile, packed their bags the same day, left their home near the school and moved into a safe house. He is still too terrified even to visit the school and was afraid to be photographed in case he was victimised.

He said a teacher at the school had been stabbed in the back a year ago by a Std 6 boy belonging to the same gang that killed Mr Mdabe.

A schoolgirl was also raped in November by the gangsters.

Observers believe the conflict began several years ago between returning ANC exiles and former United Democratic Front activists. But as more people became involved, it slipped out of the party’s hands into a perennial gang war.

A woman teacher, who did not want to be named, said the gangs were even causing trouble at primary schools, intimidating pupils and robbing them of jewellery.

Tomorrow, a mass meeting of teachers will decide on whether to resume schooling.
WALKABOUT: President Nelson Mandela on his whistle-stop tour through the Cape Flats, is surrounded by residents of Guguletu during his visit to the scene of a taxi shooting in NY1 where three people died last month.

Mandela reassures teachers

President tells of plan to save jobs

ANDREA WEISS
Metro Reporter

PRESIDENT Nelson Mandela has reassured Western Cape teachers that he is working on a scheme which could save their jobs if they do not wish to be retrenched.

Mr Mandela was speaking at a gathering of about 1,500 teachers at Hevaw Training College in Athlone yesterday. He spent more than two hours at the meeting, which ended a two-day local election roadshow for the president.

Earlier in the day, he visited the Phumani home for the aged in Guguletu and met victims of a taxi shootout that took place on the corner of NY1 and NY3 on March 24.

On Saturday, he also visited Delft and Belhar after addressing a meeting at the Cape Town Civic Centre.

The issue of looming teacher retrenchments was put on the election agenda when Western Cape Premier Herman Kriel launched the National Party's campaign. He accused the African National Congress of causing the problem by cutting money to the province.

Mr Mandela told the teachers that he did not wish to disclose details of the scheme which would be offered to those faced with redundancies as an alternative to taking a retirement package. He said the scheme still had to be discussed with interested parties but it had been well received by those to whom he had already spoken.

He accused the National Party of using the coloured community as a "political football" in the run up to the local elections.

He claimed the party thought of this sector of the community only when it wanted to catch votes, but the ANC had successfully made inroads into this support base in towns such as Worcester and Paarl.

He said there were political parties now claiming to be non-racial, but if one examined the structures it was clear that blacks (whom he had earlier defined as coloured, Indian and African) were brought in only "to cover the fact that these are essentially white parties".

Mr Mandela emphasised that the ANC had never talked about retrenchments when discussing the education budget, but this had been brought up by the "government of this province". Instead, it had talked about rationalisation which could take place through attrition, deploying teachers to other schools or provinces or voluntary redundancies.

"Government has approached this redistribution of resources in consultation with provinces and agreed with them on a phased process over five years to avoid disruption. The details will be familiar to you and will put paid to any claims that the Western Province has been singled out for victimisation," he said.

"Since the larger part of the education budgets is devoted to staff expenditure, the shifting of funds also means the shifting of staff from the better-resourced provinces to others. This matter too has been approached through consultation and negotiation. "During this whole process government used as its mandate the principle which I outlined at the opening of parliament earlier this year, namely, that we should do our best to ensure that no teachers are retrenched while children in the country as a whole need them."

Responding to comments from the floor which included questions about the treatment of temporary teachers and special schools as well as criticism of provincial Education Minister Martha Olckers for threatening teachers with retrenchment, Mr Mandela said he had been "strengthened and heartened" by what he had heard.

"I have spent unforgettable moments here and I carry away with me a feeling of a man who has been enriched by what was said here. I thank you," he said.

Earlier South African Democratic Teachers' Union president Duncan Hindle said there were three new Rs in education - "rationalisation, redeployment and retrenchment".

Mr Hindle said the Sadtu fully supported the idea of rationalisation because of the inequities of the past, but it was not because of self-interest that teachers were arguing against retrenchments.

He said South Africa needed each and every teacher it had, particularly as pupil populations would grow enormously over the next decade.

"Human resources should not be dealt with in knee-jerk, ad-hoc responses," he said. He described the present teacher-pupil ratios as a "sorry compromise" which should be lowered if the country was serious about improving education.

Possible solutions could involve redeployment of teachers to other schools, retraining teachers to work in areas of scarcity such as mathematics, science and technology and training teachers for other areas such as early childhood development, health education and adult basic education.

Mr Hindle said the union was calling on all parties in the province to negotiate the transition of education in a "disciplined way" and José Zini of the "three Rs" should come into play, but people should look forward to a period of increased training as pupil numbers grew.
New deal for teachers

Plan to reform 6,000 may be shelved

Students warned by Mandell

Photo: David Kemp

Reassurances by President Alumando in reply to reports of escalating threats to teachers' salaries
‘No teacher will be retrenched’

Cape Town – No teacher would be retrenched while he was still president, Nelson Mandela said yesterday.

Addressing teachers at a meeting of the South African Democratic Teachers’ Union and Cape Teacher Professional Association in Athlone, Mandela said the teaching profession was of critical importance for the future of the country.

The growing unity in action of different teachers’ organisations was welcomed because it was a sign that they were part of nation-building, non-racialism and transformation, he said.

“As long as I am president, no teacher will be retrenched,” Mandela said.

He said that what would happen was the normal process of rationalisation. – Sapa.
New row brews on teachers' deal

ESANN de KOCK
Education Reporter

A NEW plan for teachers' service conditions means they could be forced to work at schools anywhere in the country, it is feared.

The new deal is to be negotiated today in the central Education Labour Relations Council, Western Cape Education Minister Martha Ockers has claimed.

Her statement yesterday follows President Mandela's weekend assurances that he had a plan to ensure Western Cape teachers would keep their jobs if they did not want retrenchment.

Mrs Ockers said her information on the new deal being planned by the national education department was not official.

She indicated, however, that it involved changes to certain clauses in the Pensions Act, giving teachers whose posts were redundant only two options - to accept a new severance package or agree to redeployment.

At the moment, teachers in redundant posts faced four options: natural attrition, voluntary retrenchment, redeployment within the province, or redeployment outside the province.

Mrs Ockers said she hoped the rumours were not "the plan" Mr Mandela had spoken about at a weekend meeting in Aliwal, "because it will have disastrous consequences for teaching on the whole, for teaching in the Western Cape and especially for married women".

She said that under the new severance package, teachers under 50 who wanted to leave the service, would not qualify for pensions and would get only a gratification payout.

One of the suggestions to be discussed today was apparently that service conditions be changed so that redeployment became part of new service conditions.
Mandela plan

EDUCATION WRITER

WESTERN CAPE Education MEC

Mrs Martha Olckers yesterday queried President Nelson Mandela's "special scheme" to stop teacher retrenchments, saying it could just be a change in teachers' employment conditions and not a new scheme to create jobs.

Olckers said she did not know what the president's plan involved, but suspected it was a move to make teachers fully transferable so that they could be redeployed to schools in needy areas.

The President told teachers in Athlone on Sunday that he had thought of a special plan to save their jobs. He declined to give more details.
Rising pupil numbers at Stret End. Recommendations.
No teacher retrenchments, but huge increase in enrolment spells bad news for education

BY LEE-ANN ALFREDS
Education Reporter

Sixty new schools are to be built in Gauteng this year and no teachers retrenched, but a massive increase in school enrolment has effectively doomed the education system to another year of hardship.

This was the good and bad news which emerged from discussions on the education budget in the Gauteng legislature’s finance committee yesterday.

In their presentations, senior education officials — including MEC Mary Metcalfe and superintendent-general James Maseko — outlined what will be a mixed year for education in the province.

But first, in an unprecedented move, they proposed that R200-million be taken away from administration and capital expenditure, and used on public school education. This means R3,5-billion will be spent on public schools rather than the R3,3-billion allocated.

The finance committee will make its recommendations after follow-up discussions on Friday.

Next, Maseko outlined the department’s plans for 1996, saying that it would be the first year the transformation of education was actually tackled.

He said 1995 had mostly been “business as usual”, as officials had to ensure that schooling still took place while a new system was put into place.

Maseko said the first priority in 1996 would be “access, redress and efficiency”. In terms of this objective, 3,112 teachers would be redeployed to fill most of the 3,372 posts available at understaffed schools.

Another strategy was the implementation of the new teacher/pupil ratios to establish uniform class sizes, Maseko said. About 60 new schools would also be built with the R350-million made available for capital works, he said.

The allocation of R4,1-million in transport subsidies for 27,000 rural children would also help to establish equity. Maseko admitted that Gauteng’s education system was facing hard times despite the initiatives planned for this year.
Apartheid still alive, say black teachers

ESAPIK de KOK

Education Report

FURIOUS African teachers say they are still being marginalised when it comes to top management positions in the new Western Cape Education Department, the Cape African Teachers’ Union (Catu) charges.

Catu president Christopher Gqaji said a row had developed between the union and the department over the fact that the apartheid system’s deliberate deprivation of African teachers was continuing.

Mr Gqaji claimed that a tiny percentage of top management posts in the new department had been filled by Africans and that there was no meaningful affirmative action programme.

In response to queries, the department said 10.7 percent of posts in its top management structure were filled by Africans.

Of the remainder of the posts, 51.4 percent were filled by Coloured people and 37.9 percent by whites.

The department said that of the 152 posts in the new department filled through absorption from old education departments, 36.1 percent of the positions were allocated to the former House of Representatives (Coloured) and 25.6 percent to the former Cape Education Department.

Only 9.2 percent of posts were filled through absorption from the old Department of Education and Training (DET) and of this portion, 6.8 percent were African.

Department chief Brian O’Connell said the department had made serious attempts at affirmative action appointments in the top management.

“Representivity was one of the criteria set,” Mr O’Connell said.

“Of the 91 posts filled through advertising, 17.6 percent were filled by Africans.”

This figure excluded posts filled by absorption from the old education departments and re-appointments from the former House of Representatives, Cape Education Department and other provinces.

Mr O’Connell said only 11 Africans “remained from the ex-DET who could be absorbed”, representing 6.6 percent of the top management structure.

But 16 more had been appointed.

And, he said, the full complement, 11.1 percent, was not far below the percentage of department pupils in former DET schools (about 15 percent).

A further 24 senior posts were still vacant in the department and decisions on advertising had yet to be taken.

Mr Gqaji said the appointments in the WCED top structure left much to be desired. He said Mr O’Connell had admitted this during discussions.

With only 13 Africans appointed between post levels four and seven, the lack of representativeness was shocking, he said, especially since Catu had previously raised the matter with the department.

“The exclusion of Africans from the top management of the WCED is in no way better than that of the former DET. Instead, the WCED appears to be pursuing the old triecameral policy.”

“It is clearly known that African teachers were deprived of senior positions in the former DET in favour of whites. Such a practice cannot be substituted by a structure which still keeps African teachers in the lower ranks of new appointments.”

Mr Gqaji claimed the appointment of “only 13 African teachers” indicated “an attitude which is not favourable to the principle of affirmative action”.

ARG 18/4/96

J. S. M. Y.
Angry teachers threaten action on retrenching

JERMAINE CRAIG
Staff Reporter

WESTERN Cape teachers intend to embark on mass action to protest against the proposed retrenchment of 6,000 teachers.

The protest decision was taken at a rally attended by about 1,000 teachers at the Hewat College of Education in Athlone yesterday.

Among the proposals was a "massive" march through the streets of Cape Town to the Western Cape Education Department (WCED).

Other suggestions were the boycotting of local elections, forming a human chain alongside major highways and freeways and having placard demonstrations.

The meeting was organised by the staff at Alexander Sinton High School. Teachers also resolved to oppose the proposed system of forced redeployment of teachers to other provinces, which they felt would "negatively impact on education practitioners".

Teachers also felt they were being "manipulated".

They said this was done through the establishment of a rationalisation committee.

Teachers accused the WCED of trying to sow division among teachers by using the media as an instrument to relay information about rationalisation.

The teachers will be forming a committee to take forward the proposals and resolutions made at yesterday's meeting.

Vice-rector of Hewat Sidney Scheepers said that the process of rationalisation began in 1991 with the reduction of the intake of trainee teachers.

He said the education department had indicated that it would not be needing primary school teachers until 1999, but that it would need 700 teachers in 2001.

"Where are those teachers going to come from?" he asked.

Mr Scheepers said that the administration of Hewat Training College had accepted that they could not continue in their present form.

He announced that Hewat would be merging with the Cape Town Training College from the beginning of January next year.

They were still deciding on which premises the new institution would operate from.

"Redeployment would mean the destruction and retardation of our children," said a teacher from Gar-
Teacher backlash on job cuts

TEACHERS MET in Athlone yesterday to discuss the effects on their members of the constant threat of retrenchment and made suggestions on what course of action to take. Many criticised the government’s “blatant attack on education”. DAN SIMON reports.

RUMOURS and speculation about the retrenchment of 6 000 teachers in the Western Cape has eroded teachers’ health and morale, and left them demoralised.

This emerged at a mass meeting of about 400 teachers in Athlone yesterday where they slammed the government’s decision to retrench 6 000 teachers and expressed misgivings about a proposal to redeploy teachers in other provinces.

The teachers gathered at the Hewat Teachers Training College heard a number of speakers sharply criticise the government’s “blatant attack on education”.

One speaker, Mr Fazile Bell of Alexander Idelton High School, said schools in the Peninsula were already facing disciplinary problems with pupils as a result of teacher shortages.

“Many of us are already involved in crowd control,”

Teachers “had to question” the manner in which they had been treated by the national and Western Cape education departments, she said.

There appeared to be no clear plan.

“Rumour and speculation has seriously eroded teachers’ health and demoralised them. There is already an unemployment problem. Are we going to join their ranks?”

Bell suggests teachers should consider the following steps:

- Taking principled decisions on teachers’ posts being advertised.
- A reduction in the number of school inspectors in the province.
- If new teachers should do apprenticeships in rural areas.
- Teachers should consider forgoing a pay rise for a limited period of time.

“We call on principals and teachers not to establish rationalisation committees at their schools,” she said.

Hewat College vice-rector Mr. D Scheepers said rationalisation of the teaching profession had started a number of years ago — particularly with the intake of trainee teachers at the college.

In 1991, the intake figure was 280. This had dropped to 60 this year.

“They say we don’t need more primary school teachers until 1999. But then they say we will need 700 primary school teachers by 2001. Where are these 700 teachers going to come from?”

The government had suggested that teachers training colleges should amalgamate.

“In order to be viable Hewat is negotiating with Cape Town Teachers Training College in Mowbray to amalgamate in 1997. This will reflect the realities of the new South Africa and ensure job retention, not only in education but also in administration and support staff structures,” Scheepers said.

South Peninsula High School principal Mr Brian Isaacs said it would be “immoral” for any school principal or teacher to serve on the proposed rationalisation committees.

“The government must do its own dirty work and when the schools are ungovernable, the government must be told that they were responsible.”

Occupational therapist Ms Deborah Nash said since the news of mass retrenchments was made public, she was constantly coming into contact with teachers who were “breaking at the seams”.

“They’re homes lives are breaking up and their work lives are crumbling because of the prolonged intense stress they are being subjected to.”

VENTING ANGER: Teacher Mr Joseph September at the meeting.
Ministry tables proposals on teachers' service conditions

Cape Town - The education ministry has tabled its proposals in the first round of talks in the bargaining committee of the Education Labour Relations Council on the changing service conditions of teachers.

Education Minister Sibusiso Benga said yesterday his team had tabled proposals for what he termed "right-sizing" in education, and was offering voluntary severance packages, amendments to pension benefits and salary restructuring and improvements.

The debate on the retrenchment of teachers and the staffing proposals for the broader public service meant the redeployment of teachers should again be emphasised, Professor Benga said. – Own Correspondent.
Teachers return to KwaMashu schools

Farouk Chothia

DURBAN — Teachers at 71 KwaMashu schools resumed teaching yesterday after a week-long boycott of classes, but four schools damaged as a result of gang warfare remained closed, the SA Democratic Teachers' Union (Sadtu) said yesterday.

Sadtu provincial secretary Ndaba Gewabaza said a peace deal had been brokered in KwaMashu L section, which was badly affected by the violence, and a "calm and friendly" atmosphere had returned.

Rival ANC factions involved in the gang warfare had agreed to keep the peace and to ensure that teachers were protected, Gewabaza said.

Observers said violence also spread to the KwaMashu clinic, with two gang members dying on Sunday after clashes outside the clinic. Gang members were alleged to have stormed the clinic, warning nurses not to treat rival members. Nurses had since refused to work on night shifts.

KwaZulu-Natal health ministry spokesman Dave McGlew said the health department could not be expected to spend money "on putting tanks and men with AK-47 rifles" to protect the clinic. The ministry was in contact with police and community leaders who had to resolve the conflict.

KwaMashu is an ANC stronghold. Political differences among ANC members and a high unemployment rate are said to be behind the violence.

A violence monitor said the situation was being aggravated by ANC opponents who were exploiting the situation by helping rival groups obtain weapons.

Gewabaza said four schools in L section would remain closed because repairs had to be done as a result of damage caused. He said central government had allocated R16,1m to the KwaZulu-Natal education department, but it had not spent the money.

Provincial education and culture MEC Vincent Zulu said about R2m had been received earlier this year, but central government red tape had resulted in delays in obtaining funds.
Trainees set to cook up a storm in a container

MICHELLE LERNER
Staff Reporter

TOWNSHIP residents are getting free training in how to run a successful business - and the opportunity to get started - as part of a programme to create jobs in disadvantaged areas.

Under an Eskom programme, seven people have graduated from a 16-day training course and have launched the first of 36 "container businesses" to operate in the townships.

Now Eskom is handing over a fully-functioning, compact bakery to the group, under the management of Misutingane Business Development Trust. Equipped with ovens, a freezer, electricity, running water and a nationally accredited certificate, the trainees are also armed with new skills and the confidence necessary for success.

"This is an excellent opportunity for these people," said Dorian October, who provided some of the training.

"They wanted to do something with their lives, but didn't have the education."

Beneficiaries say they will also expand the scope of what they've learnt to include other business ventures.

"Before, I didn't know anything about business skills and I couldn't make money," said Jackson Mya, who also runs a small grocery stand in Khayelitsha. "Now I know what I must do to make a profit. My business can finally grow."

Eskom is now looking to containerise laundromats, butcheries and other services in the same way.

TASTY BUSINESS: Displaying a freshly baked tray of pies, graduates of a training programme in business and baking skills get set to move their container bakery to Crossroads. From left, they are Joshua Balintulo, Jackson Mya, Dorian October, Cynthia Lufele, Welfont Liwani, Elizabeth Monyenyi, Nobalungisa Dyasi, Samuel Ngewabe, and Tony Stokes, centre.

During the next year, the company hopes to create nearly 200 jobs.

Container businesses were easy and affordable to operate, said Eskom Test and Demonstration Centre manager Tony Stokes.

Costs to the company were R20,000 in structure and equipment, and the same amount in training.

Teachers head for clash on proposed service conditions

Education Reporter

TEACHERS' unions look set to clash with each other over the government's proposed changes to service conditions.

The state's proposals were tabled in the Education Labour Relations Council (ELRC) this week and negotiations around them are to begin on Monday.

But one of the biggest teacher unions, the South African Democratic Teachers' Union (Sadtu) has accused another leading player, the National Professional Teachers' Organisation of South Africa (Naptosa), of being motivated by racist policies.

Sadtu has said it supports the offer by government and favours a move to integrate education and address imbalances.

Sadtu was therefore in favour of the new severance package, which the state offered in place of existing schemes.

But it is widely expected that the new severance package will amount to less than the old package.

Sadtu accused Naptosa of encouraging teachers to take the retrenchment package.

Sadtu said it was not prepared to dictate teacher retrenchments in the ELRC.

According to its own analysis, Sadtu said, the government's offer was aimed at "right-sizing" the public sector, which meant the restructuring of education to achieve equity.

The union said the proposed severance package would ensure no teacher would be forced out of the system.
New publication gives teachers a voice

GLYNNIS UNDERHILL
Staff Reporter

TEACHERS who have been feeling left in the cold can now turn to a new publication to voice their concerns.

The South African Newspaper Education Trust (Sanet) has launched a monthly national newspaper, The Teacher, in association with the Mail and Guardian newspaper.

Dedicated to enhancing the life of teachers inside and outside the classroom, The Teacher aims to provide a forum for educators, primary and secondary teachers and for teacher trainers.

Editor Vusi Mona, a former teacher, said the newspaper would engage critically with the issues of the day and cover the entire spectrum of topics concerning teachers.

In the first issue Mr Mona discusses South Africa’s over-supply of teachers.

“As South Africa tries to juggle its way out of this problem of teacher over-supply, somebody out there must start thinking about reliable instruments of projecting pupil enrolment and teacher demand and supply, lest we repeat history’s mistakes. And the sooner we do it the better,” he concludes.

Mr Mona, who holds two degrees in education from the University of the North, firmly believes President Mandela will ensure teachers keep their jobs if they do not want to be retrenched.

“And The Teacher provides teachers with a forum which will engage educators and authorities on policy matters,” he said.

The newspaper is being funded by the United States Agency for International Development and funds have been pledged until mid-June 1997.

“We have been told we should be self-sustaining by that time and I hope we will be,” said Mr Mona.

A media leaflet distributed this month by a national advertising agency heralds the arrival of the publication.

It claims the audience of the newspaper is guaranteed because copies will be posted to every teacher at the beginning of each month.

The appointment of Mr Mona, who obtained a distinction in research methodology during his post-graduate studies and has considerable classroom experience, appears to be a step in the right direction for the publication.

Having lectured in English and micro-teaching at Mqwenya College of Education in Kanyamzane and the EC Mango College in Kabokweni, both in Mpumalanga, Mr Mona is excited by the challenge.

A co-founder and editor of a professional journal showcasing research papers and articles written by college staff at the EC Mango College, journalism is not a new field for him.

“It is a great opportunity and a wonderful challenge.

“We will be providing a forum through which teachers and professionals can share ideas on what is working inside the classroom,” he said.
Crim prospects in South Africa send graduates to Britain

London backboards calling
Picture: Cathy Finnock

Back at school... dedicated teachers who have been working without pay.

By Rayn Crosswell

Teachers pick unemployed up their chalk
and Motherwell attended classes held by 42 teachers. He said the school faced financial problems because education officials had not yet decided on its status. ‘We need to be made a public school as soon as possible and are locked in discussions with inspectors about this,’ he said. Teachers were not being paid and pupils had not started paying fees, he said.

Xola Ndhanda, the chairman of the students representative council at the school, said: ‘The pupils are very happy that this school has started but there are no chairs, stationery or equipment; the toilets are filthy and the windows are smashed. There is also no running water or electricity, and some classes have 90 pupils at a time.’

The union’s media offi-
Finance needed for health programme

CAPE TOWN — Cabinet is to be asked by the provinces to assist with the national implementation of the free primary health care scheme, Western Cape health MEC Ebrahim Rasool said at the Finance Department yesterday.

A task team consisting of representatives of provincial treasuries and provincial health departments was set up this week following a meeting with state expenditure officials. The task team's function would be to estimate the cost of the programme throughout the country (estimated at about R5.3bn) and to ask Cabinet for an additional allocation to fund it.

Rasool said this development was a "major advance" on the initial position of Health Minister Nkosazana Zuma that provinces must fund the programme from their own budgets.

The Western Cape cabinet decided yesterday to support the implementation of the programme in the province from May 1 on the condition that it be funded by the national department.

Rasool said Zuma would be informed that the costs of the programme had not been budgeted for and that the Western Cape would be submitting an account for it to the national department before the end of the year. The Western Cape, faced with a declining health budget, suffered financial constraints and was already budgeting for a deficit by year-end.

The cost of implementation in the province was estimated at R47m — R20m in lost revenue and R27m in staff and resources which would have to be shifted from tertiary hospitals to primary health centres.

Rasool said additional finance of about R30m would be derived from increasing hospital tariffs in secondary and tertiary hospitals.

Expectations

Also, the R10m inflator for services rendered by local authorities which was included in the R30m earmarked for primary health care this year would not be allocated.

This would be used to offset the effects of introducing the free primary health care programme.

Rasool said Zuma's announcement of free primary health care had created "enormous" expectations in the province as well as a great deal of confusion as local authorities implemented it immediately whereas provincial institutions did not.

There was an intensifying movement not to pay, he said.

Pupils attack SAPS station

POLICE fired rubber bullets and stun grenades to disperse about 700 pupils after they attacked a satellite police station at a taxi rank in Vryburg yesterday, police spokesman Pieter du Plessis said.

This followed a march organised by the Congress of SA Students to nearby Vryburg High School to demand that the school admit more black pupils.

The school had agreed to admit black pupils, but only a limited number could be accommodated, Du Plessis said.

Several petrol-bombing and stone-throwing incidents had been investigated by the police. No arrests were made.

The provincial chairmain of the student body and head of the community policing forum member Wilson Modise had requested a meeting with the police yesterday afternoon, but the meetings failed to materialise due to his failure to attend.

Teachers’ union to stage 1 work stoppage tomorrow

THE SA Democratic Teachers' Union (Sadtu) in Northwest will stage a one-day work stoppage tomorrow and will attend a rally to protest against the alleged unilateral retrenchment of teachers by the provincial government.

Sadtu spokesman Seth Ramagaga said teachers would report to schools before proceeding to Mmabatho’s Montshioa Stadium for a 1am rally to “highlight problems that teachers and the union have been experiencing in this province”.

Problems included the retrenchment of teachers, failure to pay teachers’ salaries “consistently and on agreed dates” as well as the unilateral extension of expatriate teachers’ contracts which “created a duplication of posts”, Ramagaga said.

He claimed that the Northwest provincial education department had also used “union-bashing tactics”.

He said about 300 teachers had been retrenched since the beginning of the year without the education department having consulted the union.

There were also about 600 foreign teachers employed in the province, filling posts that could be filled by South Africans, Ramagaga said.

The union was demanding that all retrenched teachers be reinstated immediately, that teachers who had not been paid since January be paid by tomorrow and that a moratorium on the cancellation of expatriate teachers’ contracts be lifted and that contracts cancelled because of the union's protests.

After the rally teachers planned to march to the education department’s offices on Rand Road.
Huge demo over teaching job cutbacks

Staff Reporter

HUNDREDS of primary school pupils from several Cape Town schools - backed by teachers and parents - demonstrated in Mitchell's Plain today against a proposal to retrench altogether 6 000 teachers in the Western Cape.

The protest was initiated by pupils, teachers and parents at Lantana Primary in Lentegeur, and was backed by several nearby schools, including Jamaica, Hayacinh, Cornflower and Merrydale primary schools.

A teacher said some colleagues appeared to have been "taken in" by President Mandela's assurance that no teacher would be retrenched.

"But we know that the government's contention is that there is an over-concentration of teachers in the Western Cape and too few in other provinces and we can't accept this," she said.
Fewer teachers price of equality, schools are told

SCHOOLS that lose teachers in the process of bringing equity to education should accept it in the interests of South Africa says Brian O'Connell, Superintendent General of Education in the Western Cape.

He was speaking today at a Freedom Day celebration at De Grendel School in Middelton.

Mr O'Connell said there had been great inequalities in South Africa's history and the government today was trying to create a situation in which everybody could be treated equally.

This, he said, meant that those who had a lot might be asked to give a little to those who had less.

"In De Grendel's case, it will mean that you will have fewer teachers and bigger classes." Mr O'Connell asked teachers and pupils to accept this situation in the interests of creating equality in education.

"He said it was an important step in the interests of nation-building.

"With hard work, we can still deliver quality education," he said.

Calling for patriotism, he said South Africans had to realise that sacrifices were needed in the greater interests of the nation.

"I challenge you to love South Africa and to offer yourselves in the service of its development.

"I challenge you to understand South Africa and feel no guilt about the past, but to tackle the problems together," Mr O'Connell said.
CAPE TOWN — Discrimination against older teachers in Western Cape’s proposed retrenchment plans was attacked yesterday by DP spokesman Prof Richard van der Ross, who said he had been told the soon-to-be-announced retrenchment package for teachers treated those in the 50 to 54 year age group differently from those 55 years and older.

About 6 000 teaching posts are to be closed in July to increase the ratio of pupils to teachers.

Whereas the first group were being offered a choice of a gratuity and a pension, or alternatively a single amount as full and final settlement, the second group were being denied the choice of this latter alternative. They could take only a gratuity and a pension.
Teacher unions, govt set to sign new deal

CAROL CAMPBELL
EDUCATION WRITER

TEACHER unions and the national education department met in Johannesburg last night to sign an agreement that would dramatically change the working conditions of teachers and at the same time give them above-average salary increases.

At the time of going to press talks were still in progress and no union had signed the agreement. All teacher bodies, with the exception of the Cape Town-based South African Teachers' Association (Sata) and the Transvaal Onderwyersbond, had verbally committed themselves to the document.

Sata spokesman Mr Des Duxbury said his organisation was unhappy with the agreement because it smacked of "blackmail".

"It is an all or nothing package which offers teachers increased benefits, but these are lumped together with an unacceptable retrenchment package."

He said the document suggested that once a teacher accepted the "severance package" he or she could never again apply for a job as a teacher in the civil service.

It also stipulated that vacant posts at schools had to be filled by redeployed teachers, which would limit job opportunities for new graduates and slow down career moves in the profession.
Teachers plan march

Staff Reporter

THOUSANDS of teachers are expected to march on parliament to protest the retrenchment of 6,000 teachers in the Western Cape.

The march, which is being organised by the Mitchell’s Plain Concerned Teachers’ Forum, will be held at noon tomorrow.

The teachers will march from Kaisergracht to parliament and hand over a memorandum of protest to Education Minister Sibusiso Bengu, and MEC for Education Martha Oickers.
Mandela assures teachers of jobs

By Waghied Misbach and Khathu Mamilla

President Nelson Mandela hit the campaign trail in the Western Cape yesterday by assuring workers and teachers that their jobs were safe.

Speaking at a Workers’ Day Rally organized by the Congress of South African Trade Unions at the Athlone Stadium, Mandela said the ANC rejected the idea that affirmative action policies should only benefit African workers. “Affirmative action is meant to benefit everyone who suffered under apartheid – including coloured and Indian workers.”

Mandela said workers should protest against any employer who attempts to implement this policy.

“It is everyone’s duty, workers as well as employers, to once and for all place racism behind them.”

Mandela also said there were no plans to retrench 6 000 teachers in the Western Cape, as was previously indicated by the education MEC in the Western Cape, Martha Oelkers.

Meanwhile, Azapo president Mr Mosibudi Mangena told a gathering in Northern Province yesterday that if there was any doubt that blacks in government had not yet gained power, Tuesday’s countrywide marches should confirm that whites were still in power.

Addressing hundreds of people who attended a Workers’ Day rally at Ga-Mogoto, in Zebediela, which coincided with the launch of an Azapo branch, Mangena said: “Where have you seen the Government marching? People who march are those who have no power. Members of Parliament and MEC’s were leading the marches to the National Party and Democratic Party offices because power is still vested in these white parties.

“If all along you were cheated that blacks were governing, Tuesday’s marches should clear all the confusion. Whites are still in power. These marches will end once blacks gain power.”

Also yesterday, Mpumalanga premier, Mathews Phosa said at a rally in Witbank that Inkatha Freedom Party leader Mangosuthu Buthelezi should stop regarding himself as “untouchable” because he is not above the law.

He said if sufficient evidence linking Buthelezi to Third Force activities was obtained, he must be arrested.
Mandela tells Western Cape teachers they will be sent where they're needed

TYRONE SEALE
Political Staff

PRESIDENT Mandela has warned Western Cape teachers who fear retrenchment that they will inevitably be transferred to places where they are needed.

He told about 4,000 people at a May Day rally at Athlone Stadium yesterday that transformation of the education system afforded all children equal learning opportunities. This process would inevitably be accompanied by reallocations of resources, including teachers.

"The government, and I personally, are totally committed to doing everything in our power to see that no teacher loses his or her job while in the country as a whole there are children who need those teachers' services."

But the government would continue to deal with the complicated issue through consultation with provincial authorities and negotiations with teachers. Claims that certain provinces or groups were being victimised were the result of "opportunism" and efforts to turn this sensitive matter into a political football, Mr Mandela said.

He was responding to the fears of Western Cape teachers who have been told by the provincial education department that about 6,000 will be transferred this year as part of rationalisation that will take five years to phase in.

Turning to the question of affirmative action, Mr Mandela said the African National Congress was totally opposed to any step taken in the name of affirmative action but which in fact amounted to Africans gaining an advantage.

Affirmative action was meant to benefit everyone disadvantaged by apartheid, including coloured and Indian workers, who should insist on this right where they were being deprived of it.

He said people who did this would have the support of their colleagues, the trade union movement and of the ANC.

It was the duty of workers and employers alike to put racism behind them once and for all.

Mr Mandela began yesterday with a visit to the Hanover Park day hospital where staff have complained for several years of gangsters' repeated attacks on patients and staff as well as damage to and theft of hospital property.

Noting the difficult circumstances under which staff performed their duties, Mr Mandela said he had been heartened by their commitment to their work and service to the community.

He called on all residents to join in efforts to make the hospital safer.

These are community facilities and everything in them belongs to the community. Anyone stealing from this centre is stealing community property and any attack against its personnel is an attack against the community.

Dressed in a black and red Cosatu tracksuit, a smiling Mr Mandela shook hands with children before publicly giving his endorsement to Igsha Kamaar, a city councillor who is standing in Hanover Park's ward 153.

SWINGING RALLY: Supporters get into the swing of things at the ANC's Athlone rally.

Photo: OBUD/ZA/SA, The Argus.
teachers defend jobs

GOVERNMENT PLANS for teachers are not only affecting the lives and livelihoods of teachers — they are also disrupting the children’s education, CAROL CAMPBELL reports.

WHEN the bell rang for first break at schools across the Cape Flats yesterday classrooms were already empty and most pupils at home.

Their teachers had downed chalk to demonstrate outside Parliament against retrenchments and redeployments.

The teachers, who took to the streets in their thousands, did not do so under the banner of any political organisation or union.

They were the ordinary members of the profession, who are desperately unhappy about the plan to force them to accept transfers to other parts of South Africa — or face the axe.

On Tuesday their unions signed an agreement with the government that will give teachers a bigger salary increase but commits them to the “move or lose” package.

Many teachers feel they have been “sold-out” by their unions and the banners they carried yesterday reflected their unhappiness.

Mr Hugh Killips, president of the SA Teachers Association, was a reluctant signatory of the agreement, which he said was born out of “political expediency”.

The agreement also stipulated that teachers who took the retrenchment package can never again be employed as government educators.

Mr Brian Isaacs, a founding member of the new Western Cape Parent, Teacher and Student Forum said that there had been disruptions in teaching at many schools.

“We thought that with the establishment of the government of national unity we would see stability in our schools, but this is a sensitive issue that will obviously affect teaching.”

While teachers were protesting in Cape Town, thousands of children were on the streets playing soccer and cricket and chatting to friends. To them it was yet another broken school day.

One Mitchells Plain schoolgirl, Michelle Adrianaanse, said she was worried about her school work but it was fun to leave school early.

“The teachers have explained to us why they are doing this, but I would rather we stayed in school until the normal going-home time.”

Mrs Francis Prince, whose daughter Jacqueline is in Std 9 at Westridge Secondary School, said parents were kept informed about what was happening at schools, but she was deeply concerned about the affect that continual disruptions would have on her child’s education.

Belgravia High School biology teacher Ms Fozea Fryddie, who took part in yesterday’s march, said staff cutbacks had made it impossible to give children a proper education.

“I used to run extra classes on thinking skills, but I have had to give them up because, after the first teacher cuts, I had to take on many more classes a week.”

The memorandum handed to representatives of Education Minister Dr Sibusiso Bengu included a petition with the signatures of thousands of parents, pupils and teachers asking the government to reconsider its cutback plan.

Educators to get increases of 10 to 54%

OWN CORRESPONDENT

JOHANNESBURG: Teachers are to receive salary increases of between 10 and 53.76% this year, following the signing of a three-year improvement package in the Education Labour Relations Council.

The increases — part of a deal that included redeployment, voluntary severance packages and amendments to pension benefits — were agreed on by the state and the teacher unions on Tuesday.

The increases will be effective from July.

Education department spokesman Mr Rolf du Preez said that while some of the increases were substantial, they would only go to educators earning the lowest salaries.

“This means that of the 360,000 educators, only 74 will receive increases of 53.76% and 3,000 increases of 48.1%.

Educators in the top notch would receive increases of only 10%.

Du Preez said it had been agreed that future increases would be based on the performance of the teacher and would not be automatic.

The criteria for performance-related increases were still being negotiated.
Concern over the redeployment of W Cape teachers

Forum created to debate ‘top priority’ issues

ESTELLE RANDALL
Labour Reporter

WESTERN Cape teachers, protesting against rationalisation, claim it will not achieve greater equity in education, but will worsen conditions in all schools. But the protests have so far come from coloured teachers, who in the Western Cape are most likely to bear the brunt of rationalisation measures because of the unequal distribution of resources inherited from apartheid.

Brian Isaacs, principal of South Peninsula High and part of the newly-formed Western Cape Parents, Teachers and Students Forum, said no discussions had yet been held with African teachers, parents and students.

However, this was a “top priority” for the forum which was launched on Tuesday.

The forum comprises local forums from Athlone, Mitchell’s Plain, Blue Downs, Kranionfontein and the Lansdowne/Hanover Park area.

Mr Isaacs said parents should have had a say about the rationalisation measures, agreed to in the Education Labour Relations Council.

“Schools and parents need more information if they are to be satisfied that the government’s proposals are fair,” he said.

He said the issue of transfers was not an easy decision for teachers, as many were married women who could not be expected to uproot their families to make use of a transfer opportunity.

Rona van der Horst believes she may be one of the teachers faced with redundancy.

Mrs Van der Horst teaches at Buckingham Primary in Mitchell’s Plain, where she has been on the permanent staff for only four years.

“How will I cope with two children to support?” she asked.

She said staff at the school had arrived at the conclusion that six teachers from the school would have to leave, in terms of the rationalisation measures. They had based their conclusion on overall teacher and pupil figures for the school.

“It means that my class of 42 pupils will have to join up with another class of 42 pupils,” Mrs Van der Horst said. “It doesn’t make sense.”

Shahied Dollie, a geography teacher and acting head of the geography department at M onde High in Mitchell’s Plain, said he was not against redeployment “in principle”, but believed the issue should not be rushed.

“We must look at where teachers are needed, in which subjects, which subjects are redundant and where future needs are likely to be,” he said.

Peter Meyer, mathematics and geography teacher at Harold Cressy for 39 years, said most people who were part of the oppressed were in favour of equity in education.

“If I could be of service elsewhere then I would go where I’m needed,” he said, “but the choice of where teachers go should be up to teachers.

“In effect we are being told to retreat,” he said of the government’s current steps to promote equity.

“I don’t believe there isn’t more money that can be put into education – the problem is that parents and teachers in former Department of Education and Training schools have been deceived.

“The proposals from the government are not going to give us the kind of education we want.”

He said that at Harold Cressy, which currently had 866 students and 41 teachers, the new ratios would mean that seven teachers would have to leave by 1999.

Thami Mseleku, special adviser to Education Minister SiBosiso Bengu, said the department had to shift resources from those who had been better funded to those who had been worse funded.

He said the claims that there was not enough information and that parents should have been involved in negotiations were not well-founded.

“These are matters which affect teachers’ lives and redeployment is part of their contract of employment. There is nothing that binds us to negotiate with parents. We are bound to negotiate with teachers’ representatives, which is what we have done.”

“I’m not sure what information they are talking about. We negotiated with the teacher organisations in good faith and on the understanding that they had a mandate.

“Information is supposed to filter down. We expected the unions to have informed their constituencies,” he said.
Teachers to receive salary increases of up to 48.1%

Kevin O'Grady

TEACHERS will receive salary increases of up to 48.1% this year after the signing of a comprehensive agreement on a three-year improvement package in the education labour relations council yesterday.

The agreement also provides for voluntary severance packages to be made available to all teachers, and for teachers in key posts who accept these to be retained for an additional 18 months.

Education Minister Sihlaviso Bengu said a deal was also reached on the procedure for rightsizing education by redeploying teachers and extending previously agreed teacher:pupil ratios — 1:40 for primary and 1:35 for secondary schools — for another year.

The increases from July 1 will benefit new teachers most. The starting salary of teachers with three years' training will go up 37% from R29 805 to R40 836, while those with four years' training will get 48.1% more from R34 347 to R50 888. The average increase, Bengu said, would be 15.7%.

The negotiations between government, the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA also resulted in the number of post levels being reduced from eight to six "to flatten the structure". Bengu said post levels for senior deputy principal and deputy principal had been combined, as had the two levels for principal. The change had resulted in "unequal salary adjustments to fit the salaries into the new flatter structure".

The rightsizing programme, which would start this year and finish by 2000, would involve "excess" teachers being identified and put on a list. National and provincial agencies would handle redeployment. The voluntary severance packages would be offered for a limited period this year.

Sadtu spokesman Kate Skinner said the agreement would result in an invigorated culture of teaching.
Older teachers maintain they are being squeezed out in the new dispensation

By JACQUI REEVES

Hazel Frank has been teaching for the past 28 years, but yesterday she found out that this experience means very little to the Department of Education.

The signing of a three-year salary improvement package by the Education Labour Relations Council this week has granted teachers salary increases of between 10% and 39%, but only some are happy.

Despite her many years in front of the blackboard, Frank’s increase will amount to about 10%, while 22-year-old teachers, fresh out of college, will be looking at a 45% upgrading.

“We are angry and frustrated by this recent move,” Frank said. “It’s like they are trying to get rid of the older teachers, even though it is our experience that makes us valuable, and the backbone of the schools.”

Thamie Mseleku, special adviser to Education Minister Sibusisiwe Ntombela, disagreed that the changes are an attempt to elbow out teachers. He says massive restructuring of the public sector has necessitated the development of a new salary scheme where past inequalities can be rectified.

“The increases are not related to years of experience,” Mseleku said.

Lowest salaries

“The salary adjustments are to flatten the structure and put everyone on an equal level.”

Education Department spokesman Roelf du Preez said the most substantial increases of 53.7% would be received only by those earning the lowest salaries, a total of 74 educators.

A further 3,000 teachers would receive increases of 48.1%.

“Teachers have to be competitive in their field and, before we can encourage that, we have to put everyone on an equal scale.”

He also emphasised that these salary adjustments were a “once-off” agreement, and that, in future, salary adjustments would be based on merit.

Another cause for concern for South African teachers is the “right-sizing” process to bring about equity in staff training.

In accordance with President Nelson Mandela’s promise not to retrench any teachers, the process involves the redistribution of teaching staff between advantaged and disadvantaged areas, as well as rural and urban areas.

Teachers, however, do have a say in the matter, and will be able to declare themselves “not transferable” and have their names removed from the list.

“We are giving them a choice,” Mseleku said.

Teachers who preferred to leave the service could opt for a severance package, which would allow for the absorption of excess teachers.
New Jobs Thrust to Teachers
Mandela calls teachers for crisis meeting

CAROL CAMPBELL
SOUTH AFRICA

PRESIDENT Nelson Mandela has summoned two of the major teacher organisations to his Cape Town residence, Genadendal, for an emergency meeting tonight to discuss the teacher job crisis that is threatening education throughout the country.

Thousands of teachers, especially in the Western Cape, face being retrenched in an attempt by the government to free funds for spending on education in poorer parts of the country.

Most teacher bodies have agreed to the job cuts and have said these are inevitable if there is to be equity in education spending among race groups. However, parents and teachers say they have not been consulted about the agreements.

One group, dominated by teachers and parents from Mitchells Plain, is threatening to get a Supreme Court interdict to stop job cuts.

Mandela's spokesman, Mr. Parks Markham, said representatives of the National Professional Teachers' Organisation of South Africa (Natpro), which represents a number of smaller bodies, and the South African Democratic Teachers' Union (Sadtu) would attend the meeting.

An education ministry official said Mandela would disclose the "secret plan" at which he hinted during a meeting at Hewat Teachers' Training College a month ago.

Mandela has said he has a plan for teachers and that he has discussed it with several ambassadors.

He said he would not disclose details of the plan until he had discussed it with teacher organisations.
Foreign aid needed to pay out teachers' packages

Cape Town – Foreign countries will be asked this week for funds to help South Africa pay for severance packages and retraining teachers.

This emerged after a meeting between President Mandela and the major teachers' unions in Cape Town last night.

Speaking at his official residence, Genadendal after the meeting, Mandela said at least 18 countries would be approached for funds.

Duncan Hindle, president of the South African Democratic Teachers' Union, said Mandela had expressed concern over dissonance in the ranks of teachers.

He indicated that the decisions taken on teacher severance packages had been a national process which had also involved the Western Cape.

Hindle said that Mandela indicated that the idea behind retraining was to offer some teachers the opportunity to stay on at schools instead of redeploying them in other areas. – Own Correspondent.
New group out to disrupt education, teacher claims

CAROL CAMPBELL

TEACHERS who threatened to halt classes in the Western Cape if plans to axe jobs were not dropped were playing into the hands of a "political group" that wanted to destabilise the community, Mr Archie Vergotine, head of the Cape Teachers' Professional Association, said yesterday.

Teachers say they are so "disillusioned" with the handling of the retrenchment programme that they will stop giving classes until the government "sorts itself out".

Vergotine spoke of his fears about the new "political movement" just hours before he and other teacher representatives met President Nelson Mandela to attempt to find a way to keep redundant teachers employed.

He said little was known about the group, other than that it operated in the southern suburbs and Mitchells Plain and "capitalised on teacher uncertainty".

The new Western Cape Parent Teacher Student Forum, which organised the first of a series of community protests outside Parliament last week, was not part of any political organisation, its chair-

man, Mr Des Buthus, said.

"We are concerned about the quality of education in all our schools regardless of whether they are old Model C schools, in the townships or on the Cape Flats," he said.

The forum was thinking of applying for a court interdict to halt the rationalisation in the Western Cape on the grounds that it was "undemocratic". It was also planning to march to Parliament on May 23.

Mr Mike Reeler, spokesman for the South African Teachers' Association, said that even if the retrenchment plan was stopped, some schools in the province would still lose posts to other, more needy schools.

"The politicians have made a big mistake by using education to get votes because it has backfired.

"Good teachers, who would never have considered leaving the profession before, are getting out just to escape the uncertainty and nastiness."

The voluntary severance package was to be offered only at the education department's discretion and this had upset teachers more, Reeler said.
18 goals to help upgrade teaching skills

NEWS

Retraining in science and technology
Mandela to seek aid for overseas teachers

ESANIN DE KOCK
Education Reporter and Sapa

FOREIGN countries will be asked this week for funds to help South Africa pay for teachers' severance packages and for retraining.

This emerged after a meeting between President Mandela and the major teachers' unions in Cape Town last night.

Speaking at his official residence, Genadendal, after the meeting, Mr Mandela said at least 18 countries would be approached for funds.

He was "completely devastated" when Education Minister Sibusiso Bengu told him how much the government would have to pay to those teachers opting for retraining, he said, without saying how much was involved.

At one meeting of teachers in Port Elizabeth, at least half had indicated they would opt for severance packages, he said.

"It will be necessary for the government to have sufficient funds to accommodate these severance packages."

Duncan Hindle, president of the South African Democratic Teachers' Union (Sadtu), said the president had expressed his concern about the growing disaffection in the ranks of teachers and had indicated that decisions taken on teacher severance packages had been a national process which also had involved the Western Cape.

Mr Hindle said Mr Mandela indicated that the idea behind retraining was to offer some teachers the opportunity to stay on at schools instead of redeploying
Top-level talks on SA education

THE future of higher education in South Africa will be discussed at a high-level conference at Wits University this week.

Members of the National Commission on Higher Education (NCH) will attend with representatives of universities and other education institutions.

Minister of Higher Education and Training Napo Moleleka said the conference was crucial for South Africa's future given that the country is still catching up with developed countries.

In its discussion document, NCH proposed several important educational reforms.

- The need for universities to be more responsive to the needs of students and communities
- The necessity for increased funding and investment in higher education
- The importance of promoting diversity and inclusivity
- The need for partnerships with industry and other stakeholders

Among the most important proposals is the necessity for post-school education and training to redress the imbalances of the system to allow for access to those from less privileged areas.

The conference will also discuss the impact of the Covid-19 pandemic on higher education and possible solutions.

Moleleka said the conference was a step towards the country's commitment to achieving the Sustainable Development Goals (SDGs) and the United Nations 2030 Agenda for Sustainable Development.
Mandela to raise funds for teachers

Money raised will be used to pay salaries and retrenchment packages

By Wagheid Misbach
Political Reporter

President Nelson Mandela allayed fears of teachers yesterday by announcing a plan to raise money overseas to keep jobs and provide voluntary retrenchment packages.

Mandela met with representatives of the South African Democratic Teachers' Union and the National Professional Teachers' Organisation yesterday to announce that he had met ambassadors to raise the money.

His plan has come at an opportune time in the Western Cape after National Party Finance MEC Kobus Meiring announced that thousands of teachers — who remain in the profession — were likely to get a salary increase.

Both unions have welcomed the president's plan.

because the provincial government had no money in its 1996/1997 budget for salaries.

The ANC has criticised NP for trying to "play political games" by using the possible job cuts as a campaign issue for the May 29 local government election in the province.

Mandela said that further meetings with the ambassadors were scheduled for today. He said he hoped to raise the money as "soon as possible" but warned that dealing with foreign governments meant that things took time.

The money raised would be used to pay salaries of teachers and for voluntary retrenchment packages. Teachers who remained in the profession were also likely to get a salary increase.

Both unions have welcomed the president's plan.
New deal wipes out education imbalances

A GROUP of negotiators has finalised the route to achieving equality in education and breaking down apartheid’s legacy of unequal funding for different races.

Unequal spending will be erased by the year 2000, following an agreement signed by the Education Labour Relations Council, composed of government representatives and major teachers’ unions.

The party will only be achieved by forfeiting the jobs of thousands of teachers across the country, but unions are satisfied that after months of negotiations they have struck the best deal possible.

In 1994, after consultation with provincial MECs for education, the government drafted a five-year plan to achieve equality in education. In the first financial year — 1995/96 — 15% of the education budget would be shifted from the better-funded provinces, and 20% in the second year.

At 80% of the state’s total budget for education, personnel expenditure takes the largest chunk, and inequalities are immediately manifest in differing teacher-pupil ratios. Budget cuts would unavoidably affect the number of teachers a province can employ.

The Education Department is emphatic that it does not intend to decrease the number of teachers employed, but instead wants to redeploy them in areas where they are needed most.

In their negotiated agreement with the council, the government’s rationalisation measures were approved by the major teacher trade unions. They agreed to a teacher-pupil ratio of 1:35 in secondary schools, and that the 1:40 ratio in primary schools would be extended for another year, to be revised annually.

The first step towards redeploying teachers is an offer of a voluntary severance package to allow those who prefer leaving the service to do so, creating room for excess teachers. Right-sizing committees comprising representatives of the Education Department, school governance committees, staff members and observers from unions will be established to make recommendations about which teachers are in excess.

Provincial and national redeployment agencies will be established to compile a data base of excess teachers and facilitate their transfer.

The council also signed an agreement on salaries, offering an average increase of 15.7% this year and establishing guidelines for increases for the next two years.

Education Minister Sibusiso Bengu said the agreement represented a high degree of consensus: “We are by now used to both Naposa [National Professional Teachers’ Organisation of South Africa] and Sadtu [South African Democratic Teachers’ Union] approaching these negotiations carefully and executing the maximum advantages for their members.”

Sadtu president Duncan Hindle said the agreement signalled a dramatic shift in the past few weeks, during which the unions had finally got the government to agree there should be no reenforcements.

“We all had to accept the reality that there were serious inequalities within provinces and between provinces. Achieving equality was our guiding principle in the negotiations,” Hindle said.

The severance package being offered was “quite attractive”, he added, although it was not enough to retire on. But the money could be used for train-
Dramatic shift: Nelson Mandela meets Naptosa's Leepile Taunyane about teacher retrenchments

The South African Teachers' Association (Sata), one of the largest unions in the Naapos federation, said it was a "reluctant signatory" to the agreement. "We signed because we know that many of our members are keen to take the package. We are committed to equality in education and the salary increases were attractive," said Sata president Hugh Killops.

He said the union had reservations about whether the government had the administrative capacity to handle the redeployment of thousands of teachers. Sata also believed the insistence that teachers who take the package never work for the state again was an unfair labour practice.

"Sata is concerned that the redeployment process is too rushed. The agreement stipulates the packages are available from May 1, and that the right-sizing committees be established within 30 days of signing the agreement," Killops added.

Because the union represents mostly teachers employed in Model C schools, it would like to offer governing bodies the opportunity to raise funds and employ excess teachers at their own expense. But it is unclear how this will be achieved, since legislation on the powers of governing bodies will only be available for public comment in August.

The right-sizing committees will have to take the school's curriculum into account when deciding which teachers are in excess, and then apply the last in, first out rule. So if a mathematics teacher was the last employed at a school, but it has an excess of history teachers, the last history teacher will be the first out.

The teachers the committees decide are in excess then face redeployment to another school. They can appeal against transfer to another province if, for instance, their spouses are not able to join them.

"No teacher's career will be in jeop-
Consultancy claims it has been approached by hundreds of applicants

New bid by Britain to hire SA teachers
Mpumalanga teaching crisis over pay

BY LEE-ANN ALFREDS
Education Reporter

Schooling at scores of schools in Mpumalanga has come to a halt with thousands of disgruntled teachers downing chalk in protest over not being paid for several months.

The situation in the province is so dire that desperate education authorities have resorted to issuing handwritten cheques in a bid to resolve the problem.

Mpumalanga education department spokesman Peter Maminza said yesterday that reports of teachers marching in protest were coming in “from all over the place”.

He said he knew of schools in Barberton, Groblersdal and Standerton which had been affected, but was waiting for reports from other towns so that he could assess the situation.

But Maminza conceded he did not know how many teachers had been affected.

He said the problem had come to light last month after Mpumalanga had taken over the payment of teachers’ salaries from the former education department.

The problem involved mainly temporary teachers, but permanent teachers had also complained of not having been paid, Maminza said.

The department was working around the clock to ensure teachers received their salaries, but he did not know when all the teachers would be paid.
Teachers ready for ‘mother of all marches’

THOUSANDS of teachers, parents and pupils are expected to march on parliament on Tuesday to protest against the imminent sacking of thousands of Western Cape teachers.

Pamphlets say the march – organised by the Western Cape Concerned Teachers’, Parents’ and Students’ Forum – will be the “mother of all marches” as teacher protests intensify.

Teachers marched to parliament recently to hand over a memorandum to National Education Minister Sibusiso Bengu and Western Cape MEC Martha Olckers. However, they said the memorandum had gone unanswered.

The march starts at 11.30 am from behind the Oriental Plaza.
Teachers' anger grows

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WQG 13-23/596

No migrant worker (Calvo) is

Anger grows among migrant workers at the E. 111th School District.

Photo: Robert Rosnovsky

Anger grows among migrant workers at the E. 111th School District.
Payouts to teachers could cost R600-million, says Mandela

Cape Town - The Government would have to raise R600-million to pay teachers voluntary retrenchment packages, President Mandela said yesterday.

Teachers with 20 to 25 years of service who opted to retire would be entitled to an average of R500,000.

The problem the Government would then face would be whether there were enough teachers.

Earlier in May the president said it had become clear many teachers faced with redeployment would opt for retrenchment or early retirement. The state had been forced to approach 18 foreign countries for donations to fund such an eventuality.

He emphasised that foreign countries would be done locally because of the danger that teachers receiving training overseas would not return.

He emphasized that teachers would not lose their jobs "...as long as I am president." - Sapa
Substitute teachers first to feel retrenchment pinch

ESTELLE RANDALL
Labour Reporter

TEMPORARY teachers in “substantive” teaching posts will have the same rights as permanent teachers during the government’s current rationalisation programme.

This assurance was given in Cape Town yesterday by officials from the Western Cape Education Department and forms part of the agreement negotiated between the government and teacher organisations in the Education Labour Relations Council.

Carl van der Merwe, chief director of education provision in the province said temporary teachers in “substantive posts” whose appointments expired on June 30 would have these extended by another school term until September 30. This would allow them to take advantage of voluntary retrenchment and redeployment options to be presented to the Western Cape’s 36 000 teachers.

But, temporary teachers in substantive posts are excluded from the voluntary retrenchment and redeployment options.

Mr Van der Merwe said temporary teachers in substantive posts would not be discriminated against during the process of identifying teachers regarded as being “in excess”.

On Monday teachers will receive circulars detailing the severance package. They will be asked to indicate whether they wished to apply for voluntary retrenchment.

The forms have to be returned to the department by June 15.
Mandela has good lesson for teachers

President Mandela has promised to go all out to prevent teachers from losing their jobs.

A voluntary severance package would be offered for a limited period to teachers who preferred to leave the service.

Referring to the package, Mr Mandela said the danger was that many teachers with good qualifications and experience would take it, leaving fewer teachers than were needed.

Mr Mandela said the first step in the rationalisation plan was to absorb teachers in the normal staff turnover, where teachers resigned because of old age or ill-health.

Next, came redeployment to schools which did not have enough teachers and where the learner-teacher ratio was unacceptably high.

“We accept this will be very difficult if a person has been born and brought up in Mitchell’s Plain and is asked to go to the Northern Transvaal,” said Mr Mandela.

Inequities existed in money allocated to provinces.

“Thats unjust, inequitable. No government can accept that situation. Thats why we have to bring about equity.”

Phasing in equitable funding between provinces and between education institutions meant a redeployment of staff. One of the problems the government faced in its drive for education equity was people who refused to think above the ethnic group to which they belonged.

“Some of the protests we have been receiving have come from those who dont want to think of the country as a whole. They dont want to think of the system of education as a whole. This is the curse of apartheid.”

He acknowledged the validity of those not having been given enough consultation and briefing about the planned rationalisation.

He was arranging for a “proper briefing” with Education Minister Sibusiso Bengu.

Turning to allegations that he favoured Africans to the detriment of coloureds, he said those who spread such allegations had a different agenda.

“The coloured community has received top priority from me,” he said. He listed several examples of how this sentiment had shown itself, including his recent opening of a school in Mitchell’s Plain, the appointments of Frank Sonn as ambassador to Washington, Trevor Manuel to finance minister and Jakes Gerwel to the president’s office.

He also had arranged a university scholarship and a two-month stint in Paris for a “young lady” who had impressed him with her probing questions at a meeting.

“I regard you as my flesh and blood (my vlees en bloed),” he said to a standing ovation.

“My task now is to defend the rights of teachers.”
Western Cape’s temporary teachers reassured on plans
Linda Ensom (221) 80 20 596

CAPE TOWN — Temporary teachers fearful that they would be discriminated against when the Western Cape education department implemented its rationalisation plans were reassured at the weekend by chief director Carel van der Merwe.

Uncertainty over their futures had led to severe disruptions in some schools and it was therefore necessary to defuse the situation, Van der Merwe said.

About 2 000 of the 36 000 teachers in the province were employed on temporary contracts and there was a total of about 6 000 teaching posts to be closed in the rationalisation programme. Van der Merwe said at a media briefing.

He emphasised that temporary teachers would not be treated any differently from their permanently employed colleagues when it came to their rights to voluntary severance or permanent appointments.

Nor would they be discriminated against when redundant teachers were identified.

He said the department had given instructions that all temporary appointments of teachers in substantive posts where appointments terminated on June 30, would be extended to September 30. However, the teachers could be redeployed in this period.

Teachers have been asked in a circular today to indicate whether they intend to take the voluntary severance package. The department hoped to have an initial estimate by June 15, Van der Merwe said.

Hung municipal council forecast for Cape Town
Linda Ensom

CAPE TOWN — A hung central municipal council has been forecast for Cape Town by many political players, but the constitutional advantage enjoyed by the ANC is likely to prove decisive in its favour.

The two main contenders for municipal power, the ANC and the NP, appear to be neck and neck as the election race enters its final lap.

While the NP is expected to garner a greater percentage of the proportional vote, this is unlikely to be sufficient to overcome the advantage derived by the ANC from the constitutionally imposed system of seat allocation.

Of crucial importance will be the percentage total, because if there is a high level of voter apathy, as is expected, this will affect the NP most.

This is not only because the turnout among the NP’s support base in the coloured community is likely to be low, but also because the proportional lists are directly related to the number of voters.

There are about 300 000 registered voters in the 44 wards making up the central metropolitan substructure.

A total of 183 candidates are standing in these wards, excluding those on the parties’ proportional lists which would elect 30 of the 74 council seats. Six of the wards have traditionally been white, 22 black, 15 coloured and one has elements of all races.

Inside sources confidently predict that the ANC will take nearly all the 22 wards in the former black local authority areas of Langga, Nyanga and Crossroads.

An estimated 160 000 of the total central substructure electorate live in these areas.

The main opposition in these areas will come from the NP-aligned Western Cape Community Organisation which is fielding 13 candidates in the central substructure as a whole, and the PAC, which is putting up eight candidates.

The ANC hopes to take at least four wards in coloured areas, namely Rylands Estate, Rocklands, Tafelsig and Weltevreden Valley where Cape Town mayor Theo Solomons is standing.

Here they will also be facing the African Muslim Party which has seven candidates and the African Christian Democratic Party which is fielding 12 candidates.

The ANC is also pinning its hopes on pulling in the white ward of Newlands/Bosenspoort where architect Reuel Fox is standing and where President Nelson Mandela will cast his vote.

The DP’s Chris Joubert and John Muir look a dead cert to take the Sea Point/Camps Bay and Claremont/Kenilworth seats respectively.

If accurate, these projections would give the ANC 21 of the 44 ward seats.

The NP is only fielding five candidates in black townships and 22 in white and coloured areas, and is “confident” that it will win a large proportion of the latter where its opposition will come from independents and civic organisations.

Mitchells Plain and Manenberg, regarded as NP strongholds, could optimistically deliver the party nine seats. With the ANC hoping to snatch four coloured wards, this leaves only an unlikely one ward for an independent. Independents would probably take three or four wards at the expense of the ANC or the NP.
R1-m severance deals for long-serving teachers

By Lebo-Majoek Alfreds
Education Reporter

Teachers with more than 30 years' experience who opt to take up voluntary severance package stand to receive tax-free payouts of close to or above R1-million.

This was confirmed yesterday by Gauteng education and culture MEC Mary Metcalfe, the national Education Ministry and the Association of Professional Teachers (APT).

The voluntary severance deal was part of a three-year package signed in the Education Labour Relations Council this month.

In terms of the agreement, teachers would be offered voluntary severance for a year in an attempt to “right-size” (rationalise) the number of teachers in the country to bring about uniform teacher/pupil ratios of 1:35 in high schools and 1:40 in primary schools.

But APT president Suzanne Rees said most teachers were not leaping at the chance as they did not stand to benefit from it.

She said the only teachers who would gain were those between the ages of 55 and 60 as they were likely to receive a tax-free gratuity of more than R500 000.

“It is a wonderful opportunity for teachers who are over 55. For example, a principal who has been in the service for 30-odd years and on Category D will easily get upward of R1-million,” Rees said.

But she said teachers between the ages of 50 and 55 would only benefit if they had another job to go to. It would benefit teachers “who wanted to get out anyway”.

Metcalfe yesterday tried to dissuade teachers from opting for the voluntary severance packages, saying the country needed them to stay in the teaching sector.

She added that payouts were the responsibility of the national government as the Cabinet had agreed to the package.
Foreigners eager to snap up local teachers

A LONDON education agency is looking for local teachers to work overseas. Education Writer CAROL CAMPBELL reports.

Western Cape teachers may not be in much demand at home, but countries such as England, New Zealand and Singapore are eager to snap them up.

This emerged in an interview with the managing director of a London-based education agency who is in South Africa to scout for teachers who are prepared to take short-term jobs in England, mostly in city schools.

Mr Paul Howells, of LHR Education, said that by the end of the decade England would be short of 6,000 teachers because too few had been trained to meet the needs of the country's growing school-going population.

The Western Cape will lose 12,000 teaching posts over the next five years as the government tries to balance its spending between poverty-stricken African schools and the more advantaged white and coloured schools.

Already teacher emigration figures have risen substantially. The Central Statistical Service said yesterday that in January this year 65 educators left SA compared to 54 in January last year.

Howells said the biggest demand was for teachers of modern languages such as French and German, and science and technology. In Japan, English teachers found work easily.

In New Zealand the influx of Polynesians was beginning to put pressure on the education system and job opportunities in that country were likely to grow.

His company will visit Australia and Canada later this year to find teachers there to work in England.

"Teachers should be under 28 years and able to work on two-year work/holiday contracts."

The firm did not pay for teachers to fly to England, nor did it pay for their accommodation and, under Commonwealth rules, could not legally employ them until they arrived in the country.

It facilitated teachers' employment once they were in Britain and provided them with a back-up service.

Once teachers were accepted by the company, they were virtually guaranteed of a position when they arrived in England.

Although the agency favoured young teachers with one or two years experience, new graduates also stood a "very" good chance.

Older teachers with a UK or European passport could also apply.

Local teachers can contact Howells at 083-272-3458 until tomorrow night. Afterwards, his South African agent can be contacted at (031) 47-8624.
Benyu attempts to sell 'redeployment scheme to W Cape teach
Teachers are warned of packages

SADTU says only a minority of their members will choose severance pay

By Victor Meccoamere

SCHOOLTEACHERS should not make a rush for voluntary severance packages, South Africa's leading teacher organisations warned yesterday.

The warning came in the wake of the same plea made this week to teachers by Gauteng MEC for education and culture Mrs Mary Metcalfe.

Voluntary severance packages form part of the Education Labour Relations Council (ELRC) agreement package. The South African Democratic Teachers Union and the National Professional Teachers Organisation of South Africa are active employee participants in the ELRC.

The ELRC agreement, aimed at improving the conditions of service for teachers, also includes a new salary grading system, the "right-sizing" of teacher numbers, the restructuring of the pension fund and improved medical benefits.

The Government is expected to spend R2.6 billion to implement the new salary grading system. It will result in increases of between 10 and 53 percent from July 1. The alternative to the voluntary severance package is a process of redeployment that many teachers do not seem eager to consider.

Many of the approximately 3,000 redundant teachers in Gauteng are expected to take the offer.

Sadtu media officer Ms Kate Skinner said they believed that only a minority of their 106,000 members would go for the package because "our members are committed to the profession and dedicated to the development of a new education system."
THOUSANDS TO MARCH ON PARLIAMENT

Parents, teachers prepare for protest

WESTERN CAPE teachers and parents from across the political divide will march on Parliament tomorrow to protest against teacher cutbacks.

But the march may be too late — an agreement on a voluntary severance package and the redeployment of redundant teachers has already been signed by the government and teacher unions.

The protest action, which has been organised by the Western Cape Parent/Teacher/Student Forum, is expected to bring education to a standstill in the province.

Primary and high schools as far away as Krynos, George and Stellenbosch are closing early to allow teachers to travel to Cape Town to take part.

Several Cape Town schools are stopping classes at first break to allow teachers to attend the lunchtime protest.

In solidarity with the marchers, Paul Roos Gymnasium in Stellenbosch will close for the day to host a meeting of teachers and parents from schools in the area.

THOUSANDS of parents and teachers from the old Model C schools — most of whom have never taken to the streets before — will join colleagues from Cape Flats schools to march on Parliament tomorrow in a protest against teacher cutbacks.

Yesterday the Western Cape's Education MEC Mrs Martha Olckers said the protests had her full support and, had it not been so close to the local government elections, she would have joined the march.

“I have fought a lone battle to try to make Education Minister Dr Sibusiso Bengu and President Nelson Mandels see the severity of the problem in the Western Cape.”

Schools in the province stand to lose 12 000 teaching posts over the next five years as the government tries to balance its spending between poverty-stricken schools in other parts of the country, coloured schools and the once-privileged white schools.

Although the march is expected to be one of the biggest teacher protests ever seen in the province, it does not have the support of two major teacher unions.

Yesterday the South African Democratic Teachers' Union and the Cape Teachers' Professional Association called on their members not to take part because of the destabilising effect on education.

A SADTU spokesman said the protest would stir up racism in the Western Cape because it was coloured and white teachers marching against equity in South African education.

The South African Teachers' Association, which represents mostly English-speaking teachers in the old Model C schools, sent a memorandum to its members encouraging them to participate in the protest action.

The South African Onderwysersvier, which represents Afrikaans teachers, said it could not support the march because it felt there were "other channels" which could be used to voice grievances, but it would not stop its members from taking part.

In a letter to parents the head of Laerskool Groote Schuur Mr Anton Meyer asked them to support "our struggle" to maintain quality education for children.

The principal of Muizenberg Junior School Mr Andy Raven sent a letter to parents urging them to support the stand.

"We as parents and teachers are simply standing up for our children's rights to receive quality education and our teachers' right to practise their profession in a teaching environment which is secure, stable and stress-free."

The deputy principal of Bergvlei High School, Mr Tom Iser, said business should be forced to do more for schools because it was the major beneficiary of education.

Yesterday it was reported that Bengu said the redeployment of teachers and the redistribution of provincial education budgets had to take place.

The government could not sustain the situation prevailing in 1994/5 that the Western Cape's budgetary provision for education was more than twice as favourable as that of the Eastern Cape, he said in debate on his vote in the National Assembly.

“We therefore undertook to manage the progressive redistribution of the provincial budgets on the principle that where necessary, educators should be redeployed.

“The agreements we have signed with teacher organisations enshrine this principle.”

Chairperson of the portfolio committee of education, Dr Blade Nzimande, said the ANC welcomed “the firm resolve that the department has shown in bringing about a more equal distribution of teaching resources between the different provinces.

“This has not been easy, because at present we do not have the resources to bring the poorly resourced provinces up to the levels enjoyed in the Western Cape.

“The fact is that per capita expenditure on the children in the Western Cape is R3 460, while that in the Eastern Cape expenditure is just R1 913. This is grossly unjust and the Nationalist Party is well aware of this.

“We condemn their opportunistic attempt to exploit the issue of teacher rationalisation for narrow party political goals in the Western Cape,” Nzimande added.

See Page 8
Govt in dilemma over teachers' packages

NEWS FOCUS

The government is facing a dilemma over the packages it offers to teachers. While some argue that the current packages are insufficient and do not attract enough talent, others believe that increasing the packages would strain the budget. The government is currently considering various options, including increasing the basic salaries of teachers and introducing performance-based bonuses. However, it is unclear what the final decision will be and when it will be announced.
The Argus Correspondent

JOHANNESBURG. - Teachers with more than 30 years' experience who opt to take up a voluntary severance package aimed at reducing the number of educators in the country stand to receive tax-free pay-outs of close on or more than R1 million.

This was confirmed on Monday by Gauteng Education and Culture MEC Mary Metcalfe, the national education ministry and the Association of Professional Teachers (APT).

The voluntary severance packages were part of a three-year improvement package signed in the Education Labour Relations Council early this month.

In terms of the agreement, teachers would be offered voluntary severance for a year in an attempt to "right-size" (rationalise) the number of teachers in the country, to bring about uniform teacher/pupil ratios of 1:35 in high schools and 1:40 in primary schools.

But the agreement, which was signed by the country's biggest teachers unions, has since been criticised from at least one quarter.

APT president Suzanne Rees said most teachers were not leaping at the chance as they did not stand to benefit from it.

She said the only teachers who would gain were teachers between the ages of 55 and 60 as they were likely to receive a tax-free gratuity of more than R500 000.

"It is a wonderful opportunity for teachers who are over 55. For example, a principal who has been in the service for 20-odd years and on Category D will easily get upward of R1 million," Ms Rees said.

But she said teachers between the ages of 30 and 55 would only benefit if they had another job to go to. It also would be of benefit to teachers "who wanted to get out anyway".

"The big problem is that teachers who take the package will never be employed by the state again. And the way the job market is, it is not a good deal for most people. Most teachers in my organisation are rejecting it," Ms Rees said.

A source who did not want to be named added that the agreement was most likely to affect provinces like the Western Cape, Northern Cape, Gauteng and the Free State all of which had an oversupply of teachers.

But she said there was some doubt as to whether the government could afford the estimated R600 million required.

Meanwhile, Ms Metcalfe has tried to dissuade teachers from opting for the voluntary severance packages, saying the country needed them to stay in the teaching sector.

"While I respect the right of every teacher to make this individual choice, I want to urge those teachers - who may exercise this option because of feelings of insecurity in a new era and in a new system rather than because you have lost your desire to teach - to think again and to reflect on the very important contribution that you can make to the development of education," she said.

Ms Metcalfe said it would be a "pity" to lose teachers who have been in the system the longest. She defended the massive payouts which would be made, saying it was a combination of the teacher's contributions and the state's contributions to the pension fund.

Ms Metcalfe added that payouts were the responsibility of the national government as the cabinet had agreed to the package.

Education ministry spokesman Thami Maseleleu said the teachers were entitled to the payouts. "This is a way of allowing people, who would receive this amount on retirement anyway, to get paid out without losing anything or gaining anything. It is just like early retirement," he said.
We'll bring Athlone to a standstill!

THOUSANDS of Athlone Action Group members and other anti-water charges protesters blockaded the entrance to Athlone Town Centre this morning.

The protest was called in response to the controversial water charges, with organisers saying they would not be deterred by the threat of arrests.

"We can assure you that we will not be moved by the police," said one of the protesters.

Electronic displays and barricades were set up at the entrance to the town centre, preventing车辆 from entering.

"Athlone Action Group," the protesters called out to passing motorists, "is fighting for our rights."

Dozens of candles and flares were also lit, with orange and green smoke rising into the air.

Athlone Action Group, which is made up of various local groups, has been fighting against the water charges for months.

They have held several protests and blockades in recent weeks, with some arrests made.

Despite this, they continue to resist, saying they will not pay the charges until they are abolished.

"We will not pay these water charges," said one protesters. "We will not pay until the government stops making us pay for something we are already paying for, like the Irish public, and it will continue to do so."
more money for education and better consultation with parents.

A large demonstration in the streets reigned Friday by the more than 200 teachers and students assembled on the steps of public buildings to protest against the proposed teacher layoffs. The rally, organized by the Parents Alliance and the Teachers Union, drew a large crowd of supporters who chanted slogans such as "No Layoffs!" and "Save Our Schools!"

The rally was held in response to the proposed layoffs, which would affect 500 teachers across the city. The teachers are demanding that the city find alternative solutions to the budget crisis rather than cutting the schools.

"We are fed up with the cuts to our education system," said one teacher. "We are doing the best we can with the resources we have, but it's not enough. Our students deserve better."

The rally was a call to action for the city to come together and find a solution to the budget crisis that does not involve layoffs. The teachers are hopeful that the city will listen to their concerns and work towards a more sustainable solution.

"We are not asking for a handout," said another teacher. "We are asking for a fair and reasonable solution that prioritizes our students. We cannot continue to teach in understaffed classrooms."

The rally ended with a march through the streets of the city, with the teachers and students holding signs and chanting slogans. The march was peaceful and met with support from the public who came out to show their solidarity with the teachers.

"We are united," said one teacher. "We are strong. We will not give up until our demands are met. We want our schools to be funded properly and our teachers to be retained."

"We want to make sure our kids get the education they deserve," said another teacher. "We are fighting for the future of our students. We are fighting for our schools."

The rally was a powerful statement of the teachers' commitment to their students and their desire for a better future for all. They are not alone in their fight, and the city will have to listen to their concerns if they are to find a solution to the budget crisis.
5000 KwaZulu teachers face the axe

Nicola Jenvey

DURBAN — More than 5000 Kwa-Zulu-Natal teachers will be axed in the next three years, despite a shortage in rural areas which has forced the province to recruit teachers from Ghana.

The province’s education department said yesterday that the cuts among mainly white and Indian urban teachers were needed to align the province’s pupil-teacher ratios with national education policy, which stipulated a 40:1 ratio in primary schools and a 35:1 ratio in secondary schools.

Acting education superintendent Sydney Shabalala told the province’s finance committee rural communities remained disadvantaged, with “massive numbers” of unqualified or under-qualified teachers. Teachers facing redundancy were unwilling to move to “areas outside their interest”. Renewable one-year contracts had been

Continued on Page 2

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Teachers

Continued from Page 1

signed with 100% provision for science and maternal teachers to make up some of the shortfall in northern Zululand.

The KwaZulu-Natal Association of Professional Educators said white teachers were mostly married women unable to move. Those who could be re-deployed were reluctant to go to areas where their safety was not guaranteed.

Department officials were unable to tell the committee how many teachers the province employed, or their annual salary bill. The department had received a R5.3bn budget for the current fiscal year, R1.3bn less than requested.

It was forced last year to use R560m from school building funds to make up the shortfall in the salary allocation.

Education budget director Paul Gw вне the current year’s salary shortfall.

Meanwhile, Sapa reports Education Minister Sibusiso Bengu, introducing debate on his budget vote in Parliament yesterday, said he wished to acknowledge the pain that would accompany teacher redeployment. However, the move was necessary to ensure equitable distribution of resources.

Teaching posts would be allocated to foreigners only if no local teachers were available to fill them. Australia and Cuba had indicated they would send teachers to SA, but their offers had not been accepted, Bengu said.
The Minister for Education at the Department of Education in Western Cape,

The Department of Education in Western Cape,

not only we can't afford it, but if we don't expand our training facilities even further, we may risk losing our competitiveness.

The Minister for Education in Western Cape,

for an Education Reform Conference to discuss the

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Teacher cutbacks to go ahead

THE scrapping of teachers' posts in the Western Cape will go ahead, Education Minister Dr Sibusiso Bengu told teachers in Athlone yesterday.

Speaking on the eve of a massive teacher march in Cape Town to protest against the cutbacks, Bengu said that by reducing education spending in the Western Cape he could raise money for poorer areas in the rest of the country.

"When we fought for liberation we did it for the whole of South Africa, which included the Western Cape," he said.

He urged teachers to reconsider their negative attitude to redeployment, saying they should not let racism "dominate" the concept.

"If it does, teachers will not find it easy to cross the line and teach people who they think are inferior."

As a young teacher, he said, he knew he could be sent anywhere in the country and he still believed the principle of redeployment was not unreasonable.

He also defended the government's proposal that the teacher-pupil ratio for primary schools be 40:1 and in high schools 35:1.

"I have yet to be shown a scientific study proving these ratios lower education standards. Some countries have even higher ratios and their classes do very well."

But while Bengu did his best to calm the mood of irate teachers, his words are unlikely to have much impact on the thousands of teachers determined to take to the streets of Cape Town today to voice their grievances.

Today's protesters have made it clear they are not against a single education system, nor are they against the idea of introducing teacher unions. But many feel the process is being introduced too quickly and that this could devastate education in the province.

Many of the people taking part have never taken to the streets to fight for their rights, and toyi-toying through Cape Town will be a new experience for them. Some parents and teachers even phoned the Cape Times to ask if the march would be "dangerous".

The staff at the South African College School sent a statement saying they were distressed at comments made by some teacher unions that the march would cause "instability" in schools, and that the protest was against "equity" in education.

"We would like to make it clear we do not oppose equity in education. What we do oppose is the process whereby equity is being forced on the education system in the Western Cape."


table

<table>
<thead>
<tr>
<th>School</th>
<th>No. of posts now</th>
<th>Teachers' posts lost after 3rd cuts</th>
<th>Teachers' posts lost after last cuts</th>
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<tbody>
<tr>
<td>1. Cathkin High School</td>
<td>40</td>
<td>27</td>
<td>20</td>
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<tr>
<td>2. Millcrest High School</td>
<td>32</td>
<td>29</td>
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<td>3. Rondevous High School</td>
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<td>4. Mamelodi Senior Secondary School</td>
<td>40</td>
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<td>33</td>
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<td>5. Pich House Senior Secondary School</td>
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<td>30</td>
<td>15</td>
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<tr>
<td>6. Bergville (Bishop Lavis) Primary School</td>
<td>27</td>
<td>23</td>
<td>20</td>
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<tr>
<td>7. Sunnymede (Athlone) Primary School</td>
<td>27</td>
<td>23</td>
<td>20</td>
</tr>
<tr>
<td>8. Portview (Greenhaven) Primary School</td>
<td>20</td>
<td>25</td>
<td>20</td>
</tr>
</tbody>
</table>

What does equity really mean for the Western Cape?

- If all schools are to receive the same government subsidy, richer schools have to lose out.
- The Western Cape Education Department receives the highest government subsidy in the country and the Eastern Cape the lowest.
- The government does not want to transfer teachers. It is offering them a "voluntary severance package" or a transfer to a school elsewhere in the country.
- The majority of teachers in the Western Cape are married women who will find it impossible to take a transfer.
- The rationalisation programme will be implemented over five years.
- Half of all the posts to be scrapped in the next five years will be lost this year — 6 000.
- President Nelson Mandela has appealed to 18 foreign governments to help retrain teachers for high-pressure areas of education.
- South Africa has a shortage of maths, science and technology teachers.
- No foreign teachers will be given jobs unless teacher unions agree.
Angry teachers march
Teachers protest in biggest march in their history

Thousands take to streets to resist redeployment

Paul Roos Gymnasium in Stellenbosch has announced a teacher strike today and organised a mass meeting for schools and parents in the area.

In Bellville, Panorama Primary School closed early to host a Christian rally on the sports fields where neighbouring schools, parents and teachers gathered to pray for stability in education and strong leadership.

Des Barth, chairman of the WCPTSP, said the constitution protected the rights of all individuals and that the matter of how equity should be achieved in education had therefore to be discussed with parents.

Mr Barth, who is heading over a memorandum to parliament today, said the government should justify why not enough money was available to address equity in an acceptable manner.

Education should be a priority in the national budget, Mr Barth said.

It should be completely reconstructed and overhauled through a democratic process, he said, instead of "a few privileged grey train commuters deciding on the future of education with the slash of a pen".

Today's protest march enjoyed wide support from teacher organisations and their members.

Today's protest march enjoyed wide support from teacher organisations and their members.

The South African Teachers' Association (Sata) said it had strongly encouraged its members to take part by individual arrangements at schools.

Sata spokesperson Mike Reeler said the organisation had, however, asked members to ensure as little disruption as possible to the school day.

Mr Reeler said Sata acknowledged that, in the move towards equity, some pain would be felt by those who had previously been advantaged by the system.

"But, we believe this pain should be spread out over a slightly longer period."

"The budgetary constraints on the Western Cape Education Department (WCED) have resulted in a big bang effect right in the beginning of the rationalisation process, since 6,000 posts in this province will have to go all at once."

With 11,000 posts in the province having to be abolished during the next four years, we believe the numbers could have been spread out more evenly.

"If only 2,000 posts were lost initially, these would have been taken up through natural attrition."

But 6,000 posts cannot be taken up through natural attrition in one go.

Mr Reeler acknowledged this plan would require the government to put more money into education.

"But at the end of the day, we don't want to see education destabilised."

The Democratic Party, accepting a challenge from national Education Minister Sibusiso Bengu, came up with a better solution to move towards equity in education, responded by saying the challenge should be taken up on an inclusive basis.

DP spokesman Mike Ellis said parents, pupils, teachers and the general society should have had a say in decisions.

The DP believed the combined effect of the government's attempt to equalise education was to drastically lower standards of education in South Africa.

"The government proposes to redeploy teachers, but there is no indication that such a policy will be of any benefit to poorer areas."

"We do not believe the government has sufficient managerial capacity to give effect to its vision of redeployment."

"This is not so much a criticism of the government, as an observation of the enormity of the task it has given itself."

The DP predicted Western Cape teachers would not move to the isolated areas of Northern Transvaal.

Mr Ellis said until the inhospitable conditions in impoverished and rural areas were addressed, equitable education would remain a dream, "no matter how much redeployment the Department of Education attempts."

The quality of education was already being seriously affected because the attitude of the government was demoralising and demotivating teachers, he said, and the DP did not believe that the pursuit of equity should be allowed to compromise standards.

Dr O'Connell, head of the Western Cape Education Department (WCED), said the department was "sorry it had to come to this".
Teachers

march

to meet

Mbeki

By Raffe Konan
Political Correspondent

MORE than 8,000 teachers marched on Parliament yesterday and crowded outside the main gates, refusing to move until they were addressed by Deputy President Thabo Mbeki.

Things nearly got out of hand at the massive parent-marcher gathering and it was only after protracted negotiations between a march representative and Presidential adviser the Rev Frank Chikane that Mbeki emerged to speak to the angry crowd.

Trying to cash in on the election fever, griping the Western Cape, National Party MPs were even more rudely chased away.

At the start of the march NP leaders tried to win the front ranks of the marchers but were chased away by the organisers, the Western Cape Teachers, Parents and Students Association.

The NP was moved when a plane flew overhead bearing a banner with the words "The NP supports teachers".

However, the crowd and organisers were more upset by the fact that Mbeki - who is acting President - had not appeared at Parliament's entrance as he had agreed to. Organisers of the march showed journalists and officials outside Parliament a fax, signed by Mbeki's assistant private secretary in which he promised to meet them at 11am to receive their petition and manifestation.

Mbeki was at the time in a meeting with the Pan-African parliament where the organisers told the crowd he would not attend. "We are not moving until Mbeki appears. We were promised he would meet us and he is not here. This is an insult to the integrity of our people," Mbeki eventually emerged, accepted the 10,000 signature petition and promised to meet the demands in the memorandum and give a written response by May 10.
What Mrs Malan told her Std 1 class

WHY I CAN'T TEACH YOU TODAY!
SA’s mines support ring-fencing probe

David McKay and Jacqueline Zaina

SA’s top mining houses have thrown their weight behind the Katz commission’s plans to investigate the possible lifting of ring-fencing legislation, which has prevented millions of randa from being invested in new gold mining projects in the past.

The commission said earlier this week it would investigate taxation across the mining industry, including the issue of ring-fencing and mineral resource taxation. It would also probe the tax status of benefit funds, including friendly societies, medical aids and funds other than pension, provident or retirement annuity funds.

Gold Fields of SA chairman Alan Wright said the lifting of ring-fencing could allow the group to develop certain mineral rights at its Free State Sandriver area which it could access through Oryx.

Gencor financial director Mick Davis said such a move would result in a more acceptable investment return, given the low margins in the industry.

"The ring-fencing regulations have the effect of limiting mines to their lease areas. This means that there is limited blue sky potential and SA mines are accordingly downrated by investors in comparison to international gold mines," he said.

The removal of ring-fencing is essential in reducing risk capital for investors as it allows a developing mine to share the tax credits generated by a producing and tax-paying mine in order to source a portion of cash required for capital expenditure.

Representative Association of Medical Aid Schemes executive director Declan Brennan said the association had not been aware the commission aimed to investigate medical aid schemes. However, the health department had recently proposed the scrapping of the tax deductibility of employers’ medical aid contributions, he said.

"Our concern is that if that happens the cost of employees’ medical aid contributions will increase, resulting in more people moving from the private health care sector to state facilities. This would increase the cost burden on the state, which seems to be self-defeating. Medical aid schemes were non-profit organisations, but would be affected in terms of risk-management because the smaller the member base, the higher the average risk."
The findings from the survey, conducted by [Survey Conducting Organization], reveal that a significant percentage of [Specific Population Group] believe [Survey Result].

The data collected suggest that [Interpretation of Findings].

Furthermore, the survey indicates that [Additional Insights].

This information is crucial for [Implications and Recommendations].

The survey was administered to [Sample Description] and involved a questionnaire designed to [Purpose of Questionnaire].

Key metrics include [Key Metrics].

The results are part of a broader initiative aimed at [Initiative Objectives].

For more details, please refer to the full report available [Report Availability].
Teachers will not take deportment lying down.

Deportment is a point of support for the Cape.

Demonstrators rear their heads. They refuse to go away.
of court action

Teachers warn
But some may get 'handshake' of up to R1m

LINDSAY BARNES
Staff Reporter

WESTERN Cape teachers may test the government's school rationalisation plan in the Constitutional Court if they believe there is no response to their demands by May 30.

However, Western Cape Education Department (WCED) deputy director-general Mike Ellis said the package to cover a golden handshake of more than R1 million, according to the South African Democratic Teachers' Union (Sadtu), is under review.

In a further twist, the Democratic Party said it would challenge the Western Cape Education Department on the issue of the package.

In a march on parliament yesterday, about 13,000 parents, teachers and learners demonstrated against the proposed rationalisation plan.

Minister of Basic Education Angie Motshekga, who is responsible for the package, said the WCED and Sadtu had not been consulted by the department.

In a call for support, Motshekga said she expected a letter to be submitted by Sadtu today, which would be handed to Deputy President Cyril Ramaphosa today.

Sadtu spokesperson Mike Ellis said the package was entirely for teachers and was not for learners.

Motshekga, who is a member of the Democratic Party, welcomed the action by the party to challenge the Western Cape Education Department.

Western Cape Co-ordinating Committee on Parent/Teacher/Student Forum (WCPSTF) co-ordinator Des Barrie said the forum hoped the plan would be scrapped and negotiations to be held.

He believed the plan would mean more were actually required for more classes to become larger and more manageable.

If implemented, the plan would mean there would be fewer teachers although there would be more classes.

He wondered when the list of demands was being heard from him.

HEAR US: Angry teachers get their message across during their march on parliament. Reports and more pictures on page 12.
Crowd of 15,000 marches in protest against teacher restraints
Scaling down stalls over 'racist' salary scales

Marching for equality, lecturers and students from Cape Town's teachers' colleges march in protest against salary discrimination.

Photograph: Roger Bosch
In a recent meeting recently, the department chair announced that the course was being discontinued due to low enrollment.

The committee has decided to offer the course again next semester, but with a reduced schedule.

Department Chair: "We have received some feedback from students indicating that they would like to see the course offered again. Based on this feedback, we have decided to offer the course next semester with a modified schedule to accommodate the needs of our students."

Assistant Professor: "I agree. It's important to offer courses that meet the needs of our students. I think this decision will benefit both the students and the department."

Chair: "Thank you, Assistant Professor. I think we can also explore ways to promote the course to a wider audience to increase enrollment.

Assistant Professor: "I think we could use social media and other advertising platforms to reach out to potential students."

Chair: "That's a great idea. Let's also consider offering the course for credit to attract more students.

Assistant Professor: "I think we could also consider offering the course online to accommodate students who can't attend in person.

Chair: "Yes, that's a good point. We should also consider the feedback from the previous semester to make any necessary adjustments."

Assistant Professor: "I agree. It's important to listen to student feedback to improve the course and meet their needs.

Chair: "Thank you. Let's keep working on this and make sure we offer the course in a way that meets the needs of our students."

Assistant Professor: "Absolutely. We have a responsibility to ensure that our courses are relevant and meet the needs of our students."

Chair: "Agreed. We'll keep working on this and make sure we offer the course in a way that meets the needs of our students."
West Cape teachers are political pawns
Some teachers ‘have to move’

Wyndham Hartley

CAPE TOWN — Education Minister Sibusiso Bengu stuck to his guns on the redeployment of Western Cape teachers yesterday, insisting that some teachers would have to move.

Sapa reports President Nelson Mandela also entered the fray when he told an election meeting of parents and teachers in Mitchell’s Plain that it was possible that there had not been enough consultation with teachers over possible redeployments.

Teacher deployments and retrenchments are rapidly becoming the central issue of Western Cape local government elections.

Mandela reiterated that no Cape teachers would be “thrown into the street”, and if everyone had not been consulted, it was a serious mistake “which had to be rectified” because the views of all had to be heard.

Cape teachers took to the streets in their thousands last week to protest against redeployment to other provinces and the possibility of retrenchments.

Bengu told a news conference that the NP in the Western Cape was being racist and that he hoped it would be easier to work with the NP on education matters after the election.

He also accused Western Cape Education MEC Martha Olckers of agreeing to certain things in the council of education ministers, and saying different things in public. He appealed to teachers to put the broader interests of the nation above provincial interests.

Bengu said the redistribution of teachers had been negotiated in the Education Labour Relations Council and that three important factors, “equity, human impact and quality”, had to be considered. At present the Western Cape had 83% of its education funding requirements while other provinces had budgets far less than 50% of their needs. A balance had to be struck.

He said the 10-year period of “natural wastage” proposed by the NP was unacceptable.

Bengu said that he and other ANC MECs were committed to attaining equity between races and the provinces in the next three years.
Teachers have right to protest
W Cape team of experts
to advise on options

ESANN de KOCK
Education Reporter

A TEAM including financial experts and psychologists has been formed to advise Western Cape teachers on their options in the rationalisation process.

The Western Cape education department (WCED) has formed the team to help teachers adapt to the choice of redeployment or voluntary severance.

Martha Olickers, Western Cape Education Minister, said teachers needing advice on whether to take the voluntary severance package, how to invest their money or what their money would be worth in five years' time were welcome to approach the department. "We also plan to help teachers who choose to stay in the profession to adapt psychologically to the new system."

Mrs Olickers said the department was trying to determine how many teachers would want to take the voluntary severance package.

She said letters had been sent to all headmasters in the province, asking them to indicate how many teachers in their schools were interested in leaving the profession.

"Their responses have to be in by June 15 and once we have this information, we will be able to start forming estimates on how many teachers from the Western Cape would have to be redeployed within the province and to other provinces."

Advisory committees to deal with redeployment would be formed at national, provincial and school level, Mrs Olickers said.

There would be a single committee on provincial level, two on national level and a committee at each school. Officials of national and local departments would be on the national and provincial committees as well as union representatives.

It was still not clear, said Mrs Olickers, what would happen if a teacher refused both the severance package and redeployment.

She said the Education Labour Relations Council (ELRC) would meet again on June 3 to thrash out further issues related to the procedures for rationalisation.
Mandela seeking R600-m overseas
for teacher severance packages

BY JOYAIL RANTAO
Political Correspondent

President Mandela has approached more than 18 heads of state asking for the R600-million needed for severance packages for teachers who don't want to be sent to other provinces.

Bill Clinton and Helmut Kohl were among them.

Mandela's efforts have already yielded some results.

The Star understands that Kohl has already donated R8-million and the Canadian government R25-million.

Yesterday presidential spokesman Parks Mankahla said: "Mandela has spoken to a number of governments and heads of state in an attempt to raise the R600-million needed to finance severance packages for those teachers who would not accept redeployment and preferred to leave the profession."

"The president and the Government prefer that teachers in those provinces that are faced with a problem of a surplus should accept redeployment so that they become part of the RDP effort and the improvement of education, particularly in those provinces which are hit hard by the problem of high pupil-teacher ratios," Mankahla said.

Gauteng, Western Cape, Northern Cape and the Free State are the provinces which will be affected by the rationalisation process.
Redeployment is not the answer
Teaching equality

Inside Labour
Teacher battle in Court?
Protest action ‘won’t save teachers’ jobs’

CAROL CAMPBELL

WESTERN Cape teachers must face the reality that thousands of their jobs will be abolished as part of a national plan to end apartheid education and no amount of protest would change this, Western Cape Education Department head Mr Brian O’Connell told teachers yesterday.

Teachers from the Cape Teachers’ Professional Association listened in silence as O’Connell explained why his department had no choice but to immediately begin implementing a national agreement to transfer teachers to understaffed schools or, if they refused the move, offer them a voluntary severance package.

The teachers attending the congress where almost entirely coloured teachers from Cape Flats schools, which are expected to be hardest hit by the plan to redistribute the education budget. Most of the schools where they work have low teacher-pupil ratios.

“Some schools will lose as many as 40% of their teachers by the year 2000 and as many as 17 teachers in the first step,” said O’Connell. “That is what our future holds.

“We can rally against it, mobilise against it, fight court cases against the procedures, but it will happen.”

As many as 8,500 teachers in the province had inquired about taking a severance package and 2,500 had already sent in application forms.

What percentage of teachers wanting to leave the profession are highly sought-after maths and science teachers is unknown because, says an Education Department official, teachers were not asked what subjects they taught when they applied for severance packages.

It is feared that these are the teachers opting out of the profession because they stand the best chance of finding new jobs.

O’Connell said the education enjoyed by whites under the old government could never be matched in the new South Africa as it would take 35% of the national budget, “a sheer impossibility”.

Responding to a question from a teacher about when resources from wealthy, white schools were to be redistributed to township schools, O’Connell said that in many instances these schools now had more black pupils than white.

“We can’t move the sports fields, the swimming pools or the tennis courts to poor schools but slowly, over time, the population groups using these facilities will change — and it is.”

Township communities, and in turn the schools which served these communities, would only be uplifted through effective RDP programmes, he said.

Addressing the annual South African Teachers’ Association congress at Wynberg, the executive director of the National Professional Teachers’ Organisation of SA, Dr Huw Davies, warned of a tendency by decision-making bodies to give in to the majority view without any consideration for the views of minority groups.

As over 60% of teachers were not affiliated to a trade union or association Naptosa’s members would be encouraged to recruit these teachers to give the organisation a stronger power base in its negotiations with the government and the South African Democratic Teachers’ Union.
Better economy, more teachers

If the economy did not improve, 12,000 teachers in the Western Cape would have to leave their jobs or find employment elsewhere by the year 2000, an all-party Senate Committee said yesterday.

The committee said there was, however, "little likelihood of redeployment within the Western Cape as it must reduce the number of teachers on its payroll to comply with the national policy."

"No other province is faced with this prospect of losing so many teachers and having so few opportunities for redeployment within the province," the select committee on liaison with the provinces said.

Deployment of teachers in the province was impossible "as this will not bring relief to the budget."

"Deployment to other provinces is not practicable as the other provinces have not yet completed their investigations."

"Vacancies in other provinces will definitely have to be filled, in the first place, by the teachers in the province concerned. The only workable solution seems to be an acceptable package," it said.
We should be asking the question, what will the post-crisis world look like for these populations? What measures need to be put in place to support their recovery?

The MIXED INCOME LOW RISK (MILR) fund is a critical component of the government's strategy to support housing for those who have been hardest hit by the crisis. It provides affordable loans to low- and middle-income families, ensuring that they can access safe and decent housing.

The MINISTRY OF HOUSING, Mr. Chairman, while we welcome the implementation of the finance reform measures, we are concerned about the potential impact on the funding of housing programs. We believe that the funds allocated for housing should be prioritized to ensure that they reach the most vulnerable populations.

The current backlog is 1.2 million homes. [Anecdote]

Overall, there is a demand for more affordable housing solutions. The government must act swiftly to address this challenge. [Conclusion]
The MINISTRY OF EDUCATION [M.E.

...]

The charter is long over time and hence we cannot reproduce it here. It is important to note that the charter is subject to change and may not be applicable in all cases.

We believe that education is the key to success and therefore we allocate a significant amount of our budget towards education. We have implemented several initiatives to improve the quality of education and promote diversity and inclusion in our schools.

We also recognize the importance of technology in education and have invested heavily in infrastructure and equipment to support online learning.

Our goal is to provide every student with the education they need to succeed in life. We believe that by investing in education, we are investing in the future of our country.
Key talks on teachers' jobs

ESANN de KOCK
Education Reporter

THE practicalities of how to implement the proposed education rationalisation plan are currently under discussion in the Education Labour Relations Council (ELRC).

Mxolisi Nkosi, general deputy secretary of the South African Democratic Teachers' Union (Sadtu), said the ELRC was in the process of thrashing out certain details within the proposed rationalisation plan.

It was also dealing with the amendment of the draft constitution of the Education Labour Relations Act.

But, as teacher organisations and the government are putting their heads together in the ELRC on how to translate the principles of the rationalisation plan into a programme of action, tensions in the Western Cape are building.

The thousands of teachers who took part in a recent march on parliament have not yet had a full reply from the government on their concerns.

The march, organised by the Western Cape Parent Teacher Student Forum (WCPTSF) under the leadership of Des Barthus, took issue with the plan to redepoly thousands of Western Cape teachers this year for purposes of equity.

A petition, handed to Deputy President Thabo Mbeki, demanded a response from the government by May 30.

Mr Barthus said the only response so far had been a letter dated May 28. In this the government acknowledged receipt of the petition and promised President Mandela would attend to it.

The WCPTSF believes it has not had a serious answer from the government over its concerns about the effects of the rationalisation plan – particularly on education in the Western Cape.

With tensions increasing over the issue, the Mitchell’s Plain affiliate of the WCPTSF yesterday staged a placard demonstration outside Princeton Technical High in Woodlands.

Mr Barthus described the government’s reaction to the petition and the 130 000 signatures as “high-handed and autocratic”.

He said that the forum was now contemplating the way forward.

The forum had appointed a legal committee to consult with advocates on the rights of teachers in the matter of rationalisation, he said.
Jobless teachers have a long wait

By Khathu Mamaila

While there are more than 15,000 teachers roaming the streets without jobs in Northern Province, Education Department officials have reportedly told the Unemployed Teachers Union that no posts will be created before 1999.

General secretary of the union Mr Levy Bopape said his union held several meetings with the Education Department in the province in an attempt to address the plight of unemployed teachers.

He said according to the department, only 426 new teachers were employed this year.

"They told us that no new posts will be created before 1999," said Bopape.

"According to the department new teachers can only be employed after the redevelopment process had been completed.

"It (department of education) has emphasised that the process cannot be completed before 1999. There are already more than 15,000 unemployed teachers in Northern Province.

"The province produces more than 3,000 teachers a year. This means that the number of unemployed teachers will be more than 25,000 in 1999," Bopape said.

Department spokesman Mr La-Duma Thembe said there was an agreement between the Education Department at national level and the teachers unions – the South African Democratic Teachers Union and the Transvaal United African Teachers Association – that new posts would be created after the redeployment process had been completed.

Thembe said he did not know when the process would be completed.

"The Unemployed Teachers Union should understand that we will employ teachers because there is a need and not only to create jobs for unemployed teachers," he said.

"We have rationalised 22 teachers colleges to seven because of the overproduction of teachers," said Thembe.

While the Education Department plans to reduce the number of teachers, its efforts are being undermined by the mushrooming of private teachers colleges through out the province.

They are at least six new private teachers colleges in the province.
Bengu criticises teachers’ neglect

(321)

Cape Town – “Significant numbers” of teachers are bringing their profession into disrepute by neglecting their work, Education Minister Sibusiso Bengu told the Senate yesterday.

Introducing the education policy review, Bengu said the “difficulties and uncertainties of transformation in the education and training system provides no justification whatsoever for teachers to neglect their basic duty to put in a full day’s professional work on behalf of their learners.

“I am appalled by the reports I receive that significant numbers of teachers are bringing their profession and their own integrity into disrepute by chronic absenteeism, late reporting for duty, early knocking off, and disruptive behaviour such as drunkenness.

“If you have no pride and no sense of responsibility, you do not belong in teaching. So go!”
Bengu warns ‘drunk’ teachers to stop or go

By Rafiq Rohan
Political Correspondent

MINISTER of Education Professor Sibusiso Bengu has launched a stinging attack on teachers who go to work drunk.

"Clean up your act or get out of education," Bengu said in Parliament yesterday.

Pissed like a stem school principal, Bengu gave notice that it was he who would, from now on, wield the cane. He also saved some of his choice tongue-lashings for undisciplined students.

He said teachers could not attribute their behaviour to the uncertainties around the transformation of the education system.

This was not reason enough for them to neglect their basic duty by not putting in a professional day’s work on behalf of those they were teaching.

"As I travel around the country, I am appalled by the reports I receive that significant numbers of teachers are bringing their profession and their own integrity into disrepute by chronic absenteeism, late reporting for duty, early knocking off and disreputable behaviour such as drunkenness," Bengu said.

His message was aimed at the guilty ones. “And they know who they are.”

He knew how hard the majority of teachers worked in taxing circumstances and was aware of the sacrifices those teachers who will be re-deployed have to make.

But, he said, “the education profession cannot tolerate ill-discipline.”

He pulled no punches in telling those ill-disciplined teachers what they should do. "If you have no pride and no sense of responsibility, you do not belong in teaching. So go!"

His reprimands, however, were not reserved for teachers alone. The nation expected its investment in education to yield the best possible returns.

Therefore, students should go to their institutions of learning and do exactly what they are meant to do there.

“We do not expect to see them in the streets during school hours, or in places of fun when they should be studying," said Bengu.

"Those who do this must know that they are wasting the valuable resources that come from the sweat and blood of our working people." Bengu said.
Teachers' packages not guaranteed

ARG 12/6/96
ESANN de KOCK
Education Reporter

NOT ALL teachers who apply for the Voluntary Severance Package (VSP) under the Western Cape school rationalisation plan will necessarily get it.

The deputy director-general of human resources in the national Education Department, Roelf du Preez, said a decision to grant a teacher the package would depend on whether there was a reasonable expectation that it would help the process of redeploying teachers to where they were needed.

Mr Du Preez said last night that it was impossible "to go for exact mathematical calculations" on the matter.

He said to be taken into account in granting the packages included the rank of the teachers applying, promotions, subjects offered by the teachers and how the curriculum would be affected.

"It would, for example, be suicide to grant packages to three maths teachers if they were the only three maths teachers you had."

The authorities would have to look at efficiency and economy when granting packages, Mr Du Preez said.
Too Early to Apply for Severance Packages?  

DAV SION  

TEACHERS have been advised to wait two to three weeks before applying for severance packages as the Education Departmentrevoked its earlier decision to allow teachers to begin applying.

DEPARTMENT was not ready, DAV SION reports.

Severance Dilemma

This past summer, the city's educators were provided with the optional severance packages to consider in the event of the layoff. The packages were designed to assist teachers with transitioning to new employment opportunities, and they included a monetary benefit of $12,000, along with health insurance coverage.

However, the city's Education Department recently announced that teachers were being offered the option of applying for severance packages starting immediately, which raised concerns among some teachers and education advocates.

The move to allow teachers to apply for severance packages immediately was unexpected, given that the decision was made without prior consultation or clear communication from the Education Department.

Some educators have expressed their concern that the timing of the announcement could lead to unnecessary stress and financial strain for teachers who may not yet be prepared to make such a decision.

DAV SION is urging teachers to wait a couple of weeks before applying for the severance packages, citing the need for additional time to weigh the options and ensure a better-informed decision.

"We want to ensure that teachers have enough time to consider all the implications of applying for severance packages," says DAV SION. "It's important to make an informed decision, and waiting a few weeks will allow for a more thoughtful process."
Teachers threaten indefinite strike

MITCHELL'S Plain teachers are threatening an indefinite strike, and to go to the constitutional court to fight the looming redeployment of Western Cape teachers.

The Mitchell's Plain teachers took to the streets yesterday to protest against the imminent retrenchment of thousands of teachers in the Western Cape.

The march to the local branch of the Western Cape Education Department (WCED) was organised by the Mitchell's Plain Concerned Teachers Parents Forum (MPCTPF), which vowed to intensify its protests.

Teachers throughout the Western Cape have embarked on a fierce protest in response to a WCED announcement that 6 000 teachers stand to be retrenched this year.

About 15 000 teachers, pupils and parents marched to parliament late last month to voice their grievances against teacher retrenchments.

And Mitchell's Plain teachers earlier staged a two-day chain-down in the area's schools, and also formed a human chain along the area's major roads.

Teachers have also been holding daily placard demonstrations at their schools.

Yesterday, teachers handed a memorandum to Mitchell's Plain WCED area manager, Rashaad Job, who they accused of not giving teachers enough support during the crisis, and of not telling them about the WCED's rationalisation policy.

The MPCTPF said in the memorandum that it felt the rationalisation of education and the retrenchment of teachers would lead to the lowering of the quality of education.
New row over teacher cutbacks

PIETER MALAN
Staff Reporter

THE ROW is growing over the future of thousands of Western Cape teachers after a leading teacher organisation today hammered national Education Minister Sibusiso Bengu for keeping teachers in limbo and confusing the issue of retrenchment packages.

This attack came after the minister told teachers yesterday not to hurry to apply for voluntary severance packages because these would be available only in cases where teachers could not be redeployed.

Leeple Taunyane, president of the National Professional Teachers’ Organisation of SA (Naptosa) said this flew in the face of notices sent out weeks ago by the department, inviting teachers to apply for severance packages.

Many teachers in the Western Cape and Gauteng had already decided on their future.

But now they have been told that the payment of an unlimited number of retrenchment packages is not a certainty.

At a meeting with the minister earlier this week, teachers were in effect told to ignore these notices, as education reforms would in the first instance consist of the redeployment of teachers.

Mr Taunyane said that Professor Bengu had told the delegation that only in cases where such redeployment was impossible would voluntary severance packages be available.

Naptosa had also been informed that a brochure would be drawn up by the Department of Education and teacher unions which would explain the process.

Mr Taunyane said: “It would appear that the view of the Education Department that teachers should not be in a hurry to apply for severance packages is cynical, to say the least.”

He said the department displayed a disturbing lack of recognition that it had a responsibility towards the countless dedicated men and women in its service.

“Their expectation had been raised (by the letter inviting applications for packages) and they are again thrown into a state of confusion. “It would appear that those teachers who thought their position would be finalised before the end of the second term are in for a rude awakening,” Mr Taunyane said.

Naptosa had for many months sought clarity on the severance packages.

The organisation said the bland assumption by the minister’s office that the process had always been mutually understood was unacceptable.

Naptosa hopes to bring the issue to a head at a meeting of the bargaining unit of the Education Labour Relations Council on Tuesday.

See pages 6 and 8
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See pages 6 and 8
Dear students,

The academic year is rapidly approaching and new students have been recommended to join the school. The registration process will continue until the end of the month. Students who have not yet registered should be encouraged to do so. The school will be open from 8 AM to 5 PM, Monday to Friday. Parents are requested to ensure that their children attend school on time.

Best regards,
[Signature]
Teacher unions ‘out to cash in on packages’

PIETER MALAN
Staff Reporter

AN adviser to National Education Minister Sibusiso Bengu has hit out at teacher unions, claiming they are only out to cash in on retrenchment packages and are not concerned about restructuring the education system.

Thami Mseleku said critics of the government’s voluntary severance packages for teachers – especially principals – were afraid they might not qualify for such payments and were therefore only concerned about cashing-in on retrenchment benefits.

But the Association of Professional Teachers has called for the resignation of Professor Bengu over his handling of voluntary severance packages for teachers, and the National Professional Teachers’ Organisations of SA (Naptosa) has rejected Mr Mseleku’s allegation.

Naptosa spokesman Andrew Pyper said it was not in any teacher’s interest to accept a voluntary severance package, because of the government’s decision that anyone taking such a package could never teach again.

The row erupted yesterday after Naptosa lashed out at Professor Bengu, accusing him of keeping teachers in limbo and confusing the issue of retrenchment packages.

It accused the minister of cynicism for telling teachers not to hurry to apply for packages even though education departments in the Western Cape and Gauteng had several weeks ago sent letters inviting teachers to apply for severance packages.

Mr Mseleku said the fact that people had already been invited to apply for severance packages did not contradict the minister’s statement that teachers need not hurry.

“If you apply for a package it doesn’t mean you will necessarily get it.”

He accused teacher organisations of being more concerned about the package and the possibility that some members might not qualify for it, than about the issues of restructuring education in South Africa.

He said most of the criticism was from principals who wanted the severance package but who did not qualify, as principals’ posts would not be declared redundant.
Teachers cannot ‘cash in and go’

LINDZI VAN ZILLA

TEACHERS who apply for voluntary severance packages won’t automatically be granted early retirement, a spokesman for Education Minister Professor Sibusiso Bengu said yesterday.

This is the latest shock for Western Cape teachers, already facing an uncertain future.

Yesterday spokesman Mr Lincoln Mali said: “People have the impression that each and every teacher who applies for the severance package, will be granted it.

“Severance packages will only be granted to assist the redeployment process, not so that people can just leave or cash in,” he said.

He said there was just not enough money to retrench all teachers.

Mali’s statement follows in the wake of Bengu’s comments earlier this week when he said: “Teachers should not be in a hurry to apply for voluntary severance packages, as these would be available only in cases where teachers could not be redeployed.”

This caused an outcry in education circles, with the National Professional Teachers’ Organisation (Naptosa) calling Bengu’s comments “cynical”.

Naptosa chairman, Mr Leepile Taunyane, said education authorities in Gauteng and the Western Cape had invited teachers weeks ago to apply for retenchment.

“The view of the Education Department that teachers should not be in a hurry to apply for severance packages is cynical, to say the least,” he said.

This was causing confusion among teachers, whose hopes had been raised that their positions would soon be finalised.

The Western Cape Education Department said yesterday it had received 8 809 inquiries about the packages, while 732 educators had submitted applications, “indicating their desire to leave the service”.

Mali said the ministry had battled to dispel the false perception that all teachers would be granted retirement packages.

He said: “Everyone is eligible to apply, but whether their applications are successful depends on whether or not it will assist the process of redeployment.”

There was a sufficient number of teachers, he said; it was just a question of distributing them equitably.
THE MINISTRY OF EDUCATION

The Minister of Education, (d) 12171 1993-94, has the following appointment and is responsible for:

- Supervision and coordination of education and training at the secondary level. The post of a Minister of Education is appointed under the following conditions:
  - The appointment is made by the Governor in Council.
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900 teachers ask for payoff package

Linda Ensor

CAPE TOWN — About 300 Western Cape teachers had already applied for severance packages under government's rationalisation programme, education department director Tim Gordon said at the weekend.

This was despite the fact that no final agreement had been signed at national level between the education department and the trade unions. An agreement was expected to be signed this week.

Sources said more applications were expected once there was greater clarity on which teaching posts were to be closed. Altogether about 6 000 posts will be terminated from July 1.

In her budget speech, education MEC Martha Ockers said there were 90 high schools in the province and each would have to lose 10 teachers in the first phase of rationalisation.

Schools would be given guidance on how to manage the loss of teachers in a way which caused least prejudice to the pupils. Teachers would also be offered financial advice and psychological assistance to cope with the trauma of redundancy.

Ockers stressed the need for a rationalisation of colleges of education by January and cast doubt on the continued need for teacher training bursaries. The Western Cape had seven pre-service training colleges and five tertiary education institutions.
Hoping for a better life in New Zealand

Standing out of teachers' training

Notebook: 4/18/96
However, teachers are not the only ones facing the challenge of coping with the financial pressures and psychological stress related to the cost of living.

The government has proposed a new package to address these issues. The package includes a raise in the basic salary for teachers, as well as a one-time grant to help with the cost of living. The government is also considering the implementation of a new education system to reduce the burden on teachers.

Meanwhile, teachers are waiting for the new package to be implemented. They are concerned about the impact of the current economic crisis on their families. The government is aware of their concerns and is taking steps to address them.

The new package is expected to be implemented by the end of the year, and the government is working hard to ensure that it is implemented smoothly.

BY WEATHER MEDIAAN

POLITICAL REPORTER

HUNDREDS OF TEACHERS APPLY FOR PACKAGES
CONFUSION over the rationalisation process, redeployment of teachers and voluntary severance packages have demoralised and demotivated thousands of Western Cape teachers whose futures are hanging in the balance.

Agreements reached at national level between Education Minister Sibusiso Bengu, provincial education departments and teacher organisations have been analysed and re-analysed, debated, slated and defended.

Accusations have been flung at teachers for not going to enough trouble to inform themselves, at teacher unions for not doing enough to inform members, at Western Cape MEC Martha Olckers for playing "political football" with the teachers in the province, at the National Education Department for not involving parents in the negotiation process, and at the press for stoking dissent.

With exact procedures regarding the rationalisation process still outstanding, the Education Labour Relations Council (ELRC) continues to meet today to discuss details, crossing the Ts and dotting the Is.

If there is still confusion over the practicalities of redeployment and voluntary severance packages, one thing is for certain: rationalisation in education is going ahead and has to go ahead -- for the sake of fairness and to achieve equity.

On this there is broad consensus. Teachers in the Western Cape know that there are great inequalities inherited from the previous government and most will acknowledge that this is totally unacceptable.

They also know that their province has been greatly privileged in the past -- at the expense of other provinces, schools and children.

Although none of this has been their fault, they are finding themselves at the receiving end of the stick.

The debate, therefore, is not about whether there should be cutbacks in education, but about how and when the inequalities should be eliminated.

Proposals in this regard have, however, not been abundant.

The African National Congress claims it is the only political organisation to have come forward with a concrete proposal.

It says Western Cape MEC Martha Olckers has said equity should rather be achieved over a period of 10 years, instead of five years as envisaged by the ANC.

Her concern is that 6 000 teaching posts will become redundant, and about the disruptive effect redeployment will have on teachers and their families.

But, according to the ANC, her proposal is an insult to the people in general and the school population in particular.

Since it takes 10 years for a pupil to gain a primary and secondary education, an entire generation of pupils, if subjected to Mrs Olckers' timetable, will suffer from educational inequalities, the party says.

For the ANC, this delay is unacceptable.

Why should thousands of children throughout South Africa suffer further under an inequitable system of funding, it asks?

Mr Bengu has acknowledged that transformation is a painful process "because it involves change", but has said the government is fully committed to achieving equity in the financing and staffing of education by the year 2 000.

"The pain and denigration that was suffered in education in the past cannot continue. We chose the lesser pain of transformation on our way to a just and equitable future."

Already the largest single amount in the government's budget has been allocated to education. Yet, it is on record as saying it needs even more funds.

With people agreeing with the process to achieve equity, but questioning how it is being achieved, Mr Bengu responds that it would cost millions to finance education at levels of the former coloured and white systems.

"While it would have been wonderful if education could be financed at such levels, it is not attainable... if we are not realistic in this regard, the inequalities of the past will be perpetuated."

Already, personnel costs represent more than 80 percent of the respective education budgets. Mr Bengu says, and the reduction of or increase in the number of teachers is a direct result of the shifts in the budgets towards equity in the financing of education.

Thami Mseleku, adviser to Minister Bengu, says copies of the national agreement of rationalisation were widely distributed earlier this year.

He says confusion over who will and who will not qualify for severance packages is not the minister's fault.

The issue has been the latest in the series of blow-ups over rationalisation.

The objective in the granting of severance packages, according to Mr Mseleku, has been spelt out from the beginning. That is, to provide a mechanism to facilitate redeployment.
Reprieve for teachers

Six months' breathing space as redeployment talks continue

For severance packages, this had not been

He said Professor Benza had merely

spelled out that not all teachers who

applied for severance packages would nec-

essarily be included in the procedure manual. The

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decision because the provinces were concerned about

the issue.
No cash for teachers' reprieve
Success of appeal for foreign funding hinges in the balance
If Western Cape teachers in redundant posts are to be "carried" until the end of the year before active redeployment starts, the province will face serious financial problems unless the national government pays their salaries.

A spokesman for Western Cape Finance Minister Kobus Meiring said the province did not have the money to pay these teachers until the end of the year.

His comments followed a statement yesterday by the South African Democratic Teachers' Union (Sadtu), one of the main negotiating parties at the Education Labour Relations Council (ELRC), that there was general agreement that teachers - especially those in the Western Cape - would be able to remain in their posts until the end of the year.

Sadtu negotiator on the bargaining committee of the ELRC Don Pasquallie said yesterday that, although the process of redeployment would start on July 1, actual redeployment would only start next year to prevent disruption of the school year.

Mr Meiring's spokesman said it would cost the Western Cape R330 million to carry teachers in redundant posts from the beginning of April until the end of this year.

"We were given an additional R111 million by the central government to pay these teachers until the end of June. But it will cost us an additional R222 million to carry them until the end of the year.

"Unless we get more money from the central government, this will be a problem."

It would not be impossible to carry the additional amount needed as a first liability against next year's budget, the spokesman said, but it would be very problematic.

Meaning, Sadtu said it planned to hold Western Cape Education Minister Martha Ockers to her promise that the province would carry the 6,000 teachers in redundant posts until the end of this year.

Mr Pasquallie said this promise had repeatedly been made and that Sadtu and the teachers would hold Mrs Ockers to it.

Although a spokesperson for Mrs Ockers's office confirmed the plan was still to keep teachers employed until the end of the year, no news of any general agreement regarding this had filtered through to the Western Cape Education Department.

Department chief Brian O'Connell said if a meeting on national level decided that active redeployment would start only next year, the national department would have to pay to keep teachers employed until then.

Neither he nor the National Education Department's chief negotiator at the ELRC, Roelf du Preez, were aware of any general agreement on this.

Mr Du Preez said another meeting regarding redeployment procedures was scheduled to take place next Thursday.

Another issue discussed in the ELRC this week was the drawing up of a procedure manual to explain to educators the procedures around rationalisation.

Mr Pasquallie said although
National Education Minister Sibusiso Bengu had been accused recently of changing his position on which teachers would qualify for severance packages, this had not been the case.

He said the minister merely spelled out that not all teachers who applied for severance packages would necessarily qualify for them. This was particularly relevant in provinces such as the Eastern Cape, where there was a shortage of between 15 000 and 20 000 teachers.

In the case of the Western Cape, more teachers would probably qualify for the package, he said, because of the huge excesses in this province.

Mr Pasqualie said the ELRC bargaining committee decided the packages were a national matter and that it did not address "provincial specifics".

He said the committee did not want teachers to be confused any further over the matter and therefore decided not to include "provincial specifics" in the procedure manual.

**FLASHBACK:** Protesting teachers, right, took to the streets in their thousands after the government announced job cuts in May. Many have since decided to apply for voluntary retrenchment packages and are thinking of leaving South Africa for good.

**SOLIDARITY:** Pupils, left, joined their teachers in protesting against the government's rationalisation plans.
Crunch week for 6 000 teachers

THE government’s plan to redeploy or retrench 6 000 Western Cape teachers may take a step closer this week.

A procedure manual that will set the programme in motion has been negotiated between teachers and the department — and the document will most likely be finalised on Thursday.

Representatives of the teacher bodies — the National Professional Teachers’ Organisation of SA, the SA Democratic Teachers’ Union, the SA Teachers’ Association and the recently formed Afrikaans SA Teachers’ Federation — have until today to make written submissions about the manual.

It was disclosed on Friday that despite some serious reservations on the part of Sata over aspects of the manual, all indications were that the document would be finalised on Thursday.

Once finalised it could be in the hands of provincial education authorities on Friday and ready for distribution to schools and colleges of education next month.

It will give thousands of teachers a clearer picture of exactly how the voluntary severance package and redeployment deal works. It details the establishment of “right-sizing” committees at schools and colleges which will identify surplus teachers, and sets out the formation of regional redeployment agencies that will place teachers.

All teachers may apply for a severance package but it is not known if they will all be granted.

The programme aims to bring about national teacher/pupil ratios of 1:40 for primary schools, 1:35 for high schools, 1:18 for colleges of education and 1:25 for pre-primary schools by the year 2000.

Sata director Mr Mike Reeler said on Friday that the procedure manual detailed what committees had to be established to help carry out the programme.

“It will detail how big they (the committees) must be and what criteria they must follow. It also details what teachers have to be redeployed and what to do with those who can’t be redeployed.

“It basically tells schools how to deal with their staff and how this thing (the rationalisation programme) should be managed,” Reeler said.

He said a number of issues that formed part of the agreement for rationalisation and which still needed to be finalised had been removed from the current negotiations to a later date.

These included aspects of pension benefits and the grading of certain staff at schools.

“A brochure which is to go out to teachers advising them on redeployment, career opportunities and tax advice still has to be finalised,” he said.

“The groundwork is gradually taking shape.”

The Department of Education’s deputy director-general of human resources, Mr Roelf du Preez, said: “The process of redeployment should start at the end of July. We hope within 30 days to have people on the redeployment list.”
Pay hikes, severance and redeployment package

Caution: MEC for Education and Culture is expected to spell out tomorrow how the new national wide programme will affect

(321) 259-1696

Jan 25, 1996
PRETORIA — Thousands of educators teaching at over-funded government schools are expected to “volunteer” for severance packages from next month to avoid forced redeployment to other schools.

Teachers who opt for the voluntary packages will not be employed again in any permanent position by the education department, human resources and administration deputy director-general Roelf du Preez said yesterday.

Study bursaries and other financial commitments to the department or province will be written off when a severance package is taken.

Du Preez said it was not possible to say how many teachers would be redeployed countrywide, but in the Western Cape alone 6 000 teachers would be affected.

Before the department finalised its severance package offer, about 900 teachers in the Western Cape had already taken that option.

The process was

Rush expected on severance packages

Announced at creating a 40:1 pupil:teacher ratio in primary school classrooms and a 35:1 ratio at secondary schools in all the provinces.

He said the agreement reached between the department and other role players stated that financial equity among all government schools must be achieved within five years. Individual provinces may decide their own way of phasing in equity.

“Teachers will as far as possible be redeployed to provinces where funds are available and no educators will be retrenched,” he said.

Although certain educators could apply to be classified as “untransferable”, only two options would be available once a teacher had been identified for redeployment — accept the new appointment or apply for a severance package. Du Preez said no fixed criteria existed to be classified as untransferable.

He said school rightsizing committees — consisting of teachers and union representatives — would be appointed at all schools to identify teachers to be redeployed.

A list of all vacancies would be made available and those teachers on redeployment lists would have first right to apply for the vacant positions.

“Should the position not be resolved within 30 days, lists of vacancies and teachers to be redeployed would be handed to the central redeployment agency to handle.”

Du Preez said the severance package would be available to all teachers, but had to be approved by the provincial education head. “Should the application be refused, reasons must be given and the applicant will have an automatic right to appeal.”
Teacher shake-up under way next week

JOHANNESBURG: A nationwide programme of redeploying teachers, voluntary severance packages and R3.5 billion in salary increases agreed on by the authorities and unions should be in full swing from July 1.

Mr Roelf du Preez, the National Education Department's deputy director-general for human resources and administration, said yesterday that non-unionised teachers had 30 days to comment.

The programme was to be finalised from July 1.

Du Preez emphasised that it was not intended to facilitate a "brain drain" from the department and severance packages would be granted only if these assisted the redeployment of other teachers.

The programme also involves restructuring the government service pension fund and teachers' salaries and increases. The increases should come into effect from July 1.

A major benefit for teachers who qualify for the severance package is that any money they owe to the National Education Department will be written off.

Du Preez said those granted the packages would not be able to take permanent posts again with the department.

"The total number of educators must not be reduced, but teachers will have to be redeployed to schools and provinces where there is a need," he said.

The agreed pupil-teacher ratio for primary schools is 40:1 and for secondary schools 35:1.

"Teachers have the right to say they are not transferable for a variety of reasons and, if the MEC agrees they will be kept and other teachers identified for redeployment," Du Preez said.

He said all teachers were eligible to apply for the voluntary severance packages. The decision would be made by the head of the provincial education department. If an application was not approved, the teacher could appeal to the MEC.
Majority of Gauteng teachers still needed, says Metcalfe

By Susan Miller

Few Gauteng teachers will be awarded voluntary severance packages, as most will be needed at the schools where they are based.

MEC for education and culture Mary Metcalfe said yesterday, at a press conference called to clear up "misconceptions", that the packages had been agreed on by the department and teachers' unions and organisations.

"Shortly after the national process has been unveiled, we will release our guidelines for Gauteng," she said.

The National Education Department is expected to publicise its guidelines tomorrow.

Metcalfe emphasised that, while all teachers had the right to volunteer for a severance package, this did not mean they would qualify for them.

Metcalfe said she did not expect large numbers of applications to be successful in Gauteng because the "vast majority of our teachers will be needed at the schools where they are based".

Metcalfe said educators faced the mammoth task of restructuring and developing a high quality education system.

"We need our best teachers to stay and contribute to the achievement of this goal," she said.

Metcalfe said factors taken into account when considering packages include the curriculum, teaching and learning obligations, key personnel requirements, planning and projections of teacher supply, personal circumstances, and recommendations of a schools' governing body and "right-sizing" committee.
Scramble is
no sign of
brain drain

Gauteng is not anticipating large numbers of severance applications

By Victor Meeoomere

THE GREAT RUSH by teachers for voluntary severance packages should not be seen as the beginning of a brain drain in the profession, Northern Province MEC for education Dr Aaron Motsoaledi said yesterday.

Motsoaledi said the packages, which are part of a range of agreements of the Education Labour Relations Chamber, were supposed to contribute to the achievement of equity in the supply of teachers and was a complementary mechanism to teacher redeployment.

"I feel that we should not anticipate a brain drain because I believe that it should be only in special circumstances," he said.

Motsoaledi's counterpart in Gauteng, Mrs Mary Metcalfe, said: "In Gauteng we are not anticipating that large numbers of applications for the severance packages will be successful as the vast majority of our teachers will continue to be needed at the schools where they are based."

She said many teachers who were good educators were needed to contribute to quality education. "We need our best teachers to stay and contribute to the achievement of that goal."

About 900 applications for severance packages have been received in North West, while Motsoaledi and Metcalfe expected fewer numbers to opt for the packages.

This is also the view of the National Professional Teachers' Organisation of SA and the SA Democratic Teachers' Union.

The deadline for applications for the packages was extended to June 30.
How to spot ‘excess teachers’

IT IS STILL UNCERTAIN whether all the teacher bodies involved in discussions with the government on teacher retrenchments will be willing to endorse agreements signed by some. Education Writer CAROL CAMPBELL reports.

A RETRENCHMENT handbook that gives school principals and their governing bodies a step-by-step guide to identifying "excess" teachers is expected to be approved by most teacher unions and the government at a meeting in Pretoria this week.

The new draft of the "procedures manual" will be put to a meeting of the Education Labour Relations Council bargaining unit today, and if it is accepted, it will be sent to schools for implementation in the third term.

The manual is a product of talks between the government and teachers on the redistribution of education funds between the old apartheid education departments. The bulk of government spending on education is on teachers' salaries.

Today's talks relate to an agreement signed by teacher bodies and the government in April, when teachers agreed to higher salary increases in exchange for their cooperation with a government plan to move teachers from heavily staffed city schools to schools in more needy rural areas.

At the time the South African Teachers' Association (Sata) opposed the agreement, saying it "smacked of blackmail". It later signed under duress when members were warned they could lose out on good increases if they were left out of the deal.

Yesterday Sata secretary Mr Mike Reeler said the manual was "unworkable". The education infrastructure was at different stages of development in other provinces and it might be difficult to place teachers if vacant posts were not identified.

“We are not sure yet whether we are going to sign the agreement,” he said.

General-secretary of the South African Democratic Teachers’ Union (Sadtu) Mr Thulas Nxesi, said the idea of a manual on how to implement teacher cuts was the union's idea.

“We are open to negotiation on the manual because we don't want to impose the document on teachers, but people must realise that the rationalisation of education in South Africa has to take place for equity to be achieved.”

A spokesman for the National Professional Teachers' Organisation of South Africa (Naptosa) Mr Andrew Pyper said he was confident all teacher bodies would agree to the manual after a few "administrative adjustments" were made.

"I don't think it will be a controversial document — at least we don't want it to be," Pyper said.

The uncertainty over a statement by education minister Dr Sibusiso Bengu that not all teachers who volunteered could be considered for voluntary severance packages is also expected to fall under the spotlight at today's meeting.

Bengu made the statement after an unexpected number of teachers jumped at the chance to take voluntary severance packages — including teachers at schools where they were needed.

Naptosa incorporates all teacher bodies outside Sadtu, but there have been persistent rumours that it was about to split.

Last night Afrikaans teacher unions decided to break away from the Naptosa and form their own union.

Seven Afrikaans unions were apparently unhappy with Naptosa's internal language policy and felt Afrikaans was being sidelined. Political problems between unions within the Naptosa federation were also cited as reasons for the split.

The new union will be called the Suid-Afrikaanse Onderwyserunie — sharing a name with the Western Cape's Afrikaans teachers' union.

PICTURE: AP
open for severance package applications to be submitted." Decisions on them rest with each province’s education superintendent-general. If he rejects any application, he has to give the applicant his reasons — and there is automatic appeal to the province’s education MEC.

The chances of any appeal succeeding look slim. That’s because the province will have to meet substantial package costs.

Most of the cash payout will come from the pension fund. But there will also be one week’s salary for every year of unbroken service, payment in lieu of leave, six months of housing benefits and some smaller items.

For many teachers, that could add up to a year’s salary and the tab has to be picked up by the province. Only Gauteng and the Western Cape, which have suffered from interprovincial budget redistribution, have any hope of getting help from Bengu. The condition is that they must prove, says Du Preez, “justifiable application of the severance package in the sense that it must be related to assisting the down-sizing exercise.” In other words, don’t be too lenient on the redeployment front.

The process, in short, has not been clearly conceived, let alone described in the agreement, and much depends on administrative discretion. The teachers should blame their representatives for that. The agreement they signed revolved crucially around the phrase “severance packages facilitating the redeployment of educators.”

The packages can, of course, do no such thing. At best — and then only in the longer term because of their cost — they can free funds so that new teachers can be employed to serve in areas where they are needed.

What Bengu should have done is concentrate on redeployment, using whatever extra funds he could obtain to encourage the process. Teachers who resist should not be fired, as the law allows, but be given severance packages. The possibility of these should not have been dangled before anyone else.

SA can afford neither the packages nor the loss of teaching expertise.

Right-sizing should be achieved through natural wastage. Too bad if Bengu finds the time that would take too long to be politically comfortable.

Better than the deep distress and plunging morale he is causing in the public schooling system.
Teacher unions leave body over less Afrikaans

CAROL CAMPBELL

THE downgrading of Afrikaans and political differences between teachers in the National Professional Teachers' Organisation of SA (Naptosa) have been blamed for the mass exodus of Afrikaans teaching bodies from the organisation on Wednesday.

Seven unions representing mainly white Afrikaans teachers left Naptosa after they claimed it failed to respond adequately to their problems.

With the South African Democratic Teachers' Union (Sadtu), Naptosa is involved with the government in three-way talks on teacher retrenchments.

Yesterday the executive director of the umbrella body the Suid-Afrikaanse Onderwysersfederasie, Professor Piet van der Merwe, said a union for Afrikaans teachers would be formed on July 30 if union members agreed to the split.

"Part of the reason we pulled out is that we think some members of Naptosa have a hidden political agenda which is reflected in their lack of loyalty to the organisation."

A Naptosa source said a move by the mainly coloured teaching body, the Cape Teachers' Professional Association (CTPA), to side with Sadtu in talks on teacher cutbacks in the Western Cape soured some of the goodwill among members.

The general secretary of Sadtu, Mr Thulani Nkosi, has made it clear that Sadtu felt rationalisation of the teaching profession was essential to achieve equity in education. The CTPA aligned themselves with this position, undermining Naptosa's view that no teaching jobs should be lost at all.

Van der Merwe said the "ideological and political" differences between Naptosa members were exacerbated when there were objections to Afrikaans in meetings.

Naptosa president Mr Leopile Taunyane said yesterday the organisation had been reasonable in its efforts to address the concerns of Afrikaans teachers.

"We find it difficult to comprehend this sudden demand for a hasty resolution of the problem which the Suid-Afrikaanse Onderwysersunie have, over many years, never attempted to raise."
Think twice, teachers told

By WILLIAM-MERVIN GUMEDE

Teachers considering taking retrenchment packages will be barred from working in any government department again, according to the small print that goes with the package.

"We call on people rather to opt for redeployment," said SA Democratic Teachers' Union general secretary Thulas Nxesi.

He was speaking last night at the end of talks between the Government and the two largest teachers' unions - Sadtu and the National Professional Teachers' Organisation of SA.

"Most teachers are unaware that if they accept a voluntary severance package, they will be refused from working as teachers in public schools and also from taking up any other position in the civil service."

Teachers of subjects where there was a shortage, such as mathematics, were unlikely to be given severance packages.

Nxesi added that white teachers need not fear redeployment at black schools. "They should take the lead in fostering a culture of nonracialism, and should therefore not fear teaching in black townships."
Sadtu urges members not to take retrenchment package

WILLIAM-MERVIN GUMEDE
Own Correspondent

TEACHERS considering taking voluntary retrenchment packages will be barred from working in any government department again, according to the small print that goes with the package.

"We call on people to opt for redeployment instead of going for a retrenchment package," said Thulas Nxesi, SA Democratic Teachers' Union (Sadtu) general secretary.

Mr Nxesi was speaking after the conclusion of talks at the Education Labour Relations Council (ELRC) between the government and the two largest teachers unions - Sadtu and the National Professional Teachers Organisation of South Africa (Naptosa).

"Most teachers are unaware that if they accept a voluntary severance package they will be refused work teaching in public schools and also from taking up any other position in the civil service," he said.

"Teachers of subjects where there is a teachers' shortage, such as maths and science, are unlikely to be given severance packages.

"The voluntary retrenchment package is part of a pact, concluded in April between the government and the main teacher bodies. In the deal teachers would be given a higher increase in exchange for agreeing to the redeployment.

"Redeployment is a sensitive issue and certain teachers are scared. We know it is a tough choice, but it is the only way," Mr Nxesi said.

Sadtu called on white teachers not to fear redeployment into township schools.

"Teachers should take the lead in fostering a culture of non-racialism. White teachers should therefore not fear teaching in black townships," he said.

Staff Reporter ESANN DE KOCK writes that teachers will soon know exactly how the redeployment process will take place after the completion and approval of a procedures manual in the ELRC this week.

This comes in spite of earlier objections from certain teacher unions that the education rationalisation plan was unworkable.

Sadtu has hailed the manual, aimed at ensuring the smooth running of the redeployment of teachers, as a victory for itself.

Sadtu has been at the forefront of supporting the redeployment of teachers in order to achieve equity in provinces.

Mr Nxesi called on teachers to follow all the procedures outlined as precisely as possible to ensure the smooth running of the process.

"It is important to ensure as little disruption as possible in the process," he said.

Sadtu described the manual as a significant mechanism to ensure equity and redress throughout the education system.

"The long-awaited manual outlines how committees on national, provincial and school levels should go about identifying teachers for the redeployment process.

Another matter emanating from the ELRC was that of pupil-teacher ratios.

Sadtu said these ratios were currently being determined by individual provinces, although it would like to see negotiations on this matter conducted at national level. The teacher-pupil ratios recently negotiated were dealing with averages, it said.

Sadtu pledged to engage itself in a new debate about specific class sizes in terms of rationalisation.

Mr Nxesi said Sadtu saw this as an important condition of service for teachers as it would address the question of workloads.
Teachers union welcomes new schools bill

JOHANNESBURG. - The SA Democratic Teachers Union (Sadtu) welcomed the draft South African Schools Bill, which provides for two types of schools - public and independent.

"The union has long fought for this principle and in particular for the phasing out of state-aided schools," a union spokesman said at the conclusion of the Education Labour Relation Council negotiations.

"The bill also promotes the involvement of parents in the governance of schools. Sadtu has long campaigned for this to be accepted."

It added, however, that the union believed provincial MEC's should remain the employer of teachers.

"The union is happy to announce that the spirit of negotiations at national level has been very positive. Sadtu, however, is concerned that certain provinces are following their own agendas.

"The union is thus calling on all provincial bargaining councils to follow the principles set at national level to ensure a uniform democratic education system," said the spokesman.

The union also announced that negotiations on the redeployment manual, which outlined the principles, functions and procedures to be followed by schools during the redeployment process, had been completed.

"Redeployment is a sensitive issue and it is important to ensure as little disruption as possible for teachers involved in the process."

"Sadtu sees the manual as a victory. It is a significant mechanism to ensure equity and redress throughout the education system."

Sadtu said post-provisioning scales were currently determined by the provinces, but it would like to see future negotiations on this issue conducted at national level.

"The teacher-pupil ratios recently negotiated were dealing with averages. The union is going to engage in a new debate about the specifics of class sizes," said the spokesman.

"Sadtu sees this as an important condition of service for teachers as it will address the question of teacher workloads."

Other issues such as minimum working hours would be negotiated next year. - Sapa
Redeployment bid, unworkable
Teachers must make sacrifices, says union head

Education imbalances must be redressed

ESANIN de KOCK
Education Reporter

TEACHERS are standing at the crossroads of choosing between what is convenient, expedient and of self-interest and what is the truth, says Archie Vergotine, president of the Cape Teachers' Professional Association (CTPA).

He was addressing delegates at the association’s annual conference in Cape Town.

He said teachers should stand by their principles to hold the flame that would provide light for South Africa’s children – or continue to feed a destructive discriminatory system.

The CTPA accepted that the challenge that faced teachers was not to oppose transformation, but to come to terms with the harsh realities created by apartheid education.

Mr Vergotine said when teachers accepted the principle that “the doors of learning will be open to all”, they accepted that all children should have the same opportunities.

He said that while the miracle of political transformation had happened, the economic and educational sectors remained largely unchanged.

“Eighty-seven percent of the wealth still remained in the hands of 13 percent of the population, mostly white. The education system continues to discriminate against blacks,” he said.

Mr Vergotine said he would never be able to justify morally an insistence for the maintenance of a pupilteacher ratio of 1:20 when in Khayelitsha, Guguletu, Langa and Crossroads there was one teacher for every 60 pupils.

“These schools have 1 800 to 1 900 pupils with staff complements of less than 40. This situation cannot continue and demands redress,” he said.

After considerable soul-searching and painful debate, the CTPA, like other bodies in the Education Labour Relations Council (ELRC) accepted that all teachers had to make some meaningful sacrifices so that equity in education could be achieved in the shortest possible time-span, Mr Vergotine said.

Protest action against rationalisation and “right-sizing” in the Western Cape failed to address the inequalities in the education system, he warned.

“How can we as teachers be party to a system which allows our children to benefit at the expense of others?”

“The protest action does not and will not have the support of the black community because its success will continue to discriminate against the vast majority of South Africa's children.”

Mr Vergotine added that teachers had been scared into believing they would be deployed into remote areas or out of the Western Cape.

“Our teachers have been told that young, married teachers will have to leave home and take up a job elsewhere and their spouses will have to remain in towns if they wish to remain employed. Nothing is further from the truth.”

He asked why teachers would be sent to remote areas when teachers were needed in the Western Cape's townships and in rural areas.

Redeployment and right-sizing were not frightening concepts.

“They are there to assist our country on the road to transforming our society to a truly democratic one,” Mr Vergotine said.
Teacher union warns again

ESAANN de KOCK
Education Reporter

MORE state intervention in education was likely in future, Huw Davies of the National Professional Teachers' Association of South Africa (Naptosa) told teachers today at the annual conference of its affiliate, the South African Teachers' Association (Sata).

Dr Davies told teachers at the Sata conference in Wynberg that the environment in which education would take place would probably become more "majoritarian" in nature.

This meant minority opinions would be sidelined and teacher organisations with the greatest numbers would be considered the organisations to which the authorities would listen. He said action should be taken rapidly to secure alliances between teacher unions.
Teachers can Work

Redeployment of

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Education dept apologises for overstating salaries

PRETORIA: The Department of Education yesterday apologised for overstating the salaries of consultants to Education Minister Dr Sibusiso Bengu in a written reply to a Senate question last week.

Replying to a question by Senator W F Mnisi, Bengu quoted amounts paid to individuals while they had in fact been paid to signatories of contracts to be fulfilled.

"In drawing up a reply for the minister, the department should have provided a breakdown of the amounts indicating that the totals were made up of other cost items such as administration and travel costs," acting education director-general Mr John Samuel said. "I regret the error and apologise."

He said a particularly wrong impression had been created in the case of Dr Neil McGurk, who co-ordinated the department's culture of learning programme.

The written reply had stated McGurk earned R2 million annually.

"This amount covers the salaries of six staff, travel costs, the secondment of technical assistance and consultancies to the provinces, monthly workshops, advertising and promotion of the programme."

Samuel said.

"In terms of the contract approved by the Tender Board, the hourly remuneration of the national co-ordinating staff is between R45 and R66."

He added it was cost-effective for government departments to obtain contractors for specialised work. — Sapa
Govt reneged on severance deal for teachers — CTPA

CAROL CAMPBELL
EDUCATION WRITER

THE government had promised that it had enough money to pay for teachers’ severance packages, but now it appears President Nelson Mandela is running around trying to raise enough funds to pay teachers off. At least 12 000 teaching posts will be lost in the Western Cape as the government tries to free funds to spend in poverty-stricken provinces such as the Eastern Cape where the teacher/pupil ratio is as high as 80 to one in some schools.

Speaking at the CTPA’s annual congress, Jaftha told government labour expert Mr Roger Falken that teachers were informed at the last minute about key meetings, received documentation late and battled to get information about issues which concerned them.

“Our negotiations were based on the understanding that the education department had the money for packages, but now it appears President Nelson Mandela is running around trying to raise enough funds to pay teachers off.”

At least 12 000 teaching posts will be lost in the Western Cape as the government tries to free funds to spend in poverty-stricken provinces such as the Eastern Cape where the teacher/pupil ratio is as high as 80 to one in some schools.

Education Minister Dr Sibusiso Bengu has appealed to teachers not to take the packages (apparently because of a shortage of funds), but rather to transfer to vacant jobs in needy schools.

Responding to Jaftha’s comments, Falken said some of the fault lay at the teachers’ door and that the situation “cut both ways”.

He pointed out that the National Professional Teachers’ Organisation of South Africa, of which the CTPA is a member, recently complimented the government on its compilation of the “Procedures Manual” — a step-by-step guide for principals on how to tackle rationalisation in their schools.

“It’s all a matter of perception.”

The Western Cape Education Department will be notifying schools shortly about how to structure their committees which will use the manual to identify the posts at their schools which will become redundant.
Gauteng education MEC moves to reassure teachers facing transfer

By WILLIAM-MERVIN GUMEDE

Tens of thousands of teachers will soon have to pack their bags for understaffed schools or take voluntary retirement.

However, Gauteng Education MEC Mary Metcalfe said this week that teachers need not fear redeployment. "Where the existing number of teachers in a school is in excess to the number of teachers required, we will encourage redeployment to an alternative place of work within a reasonable distance."

The squeeze on the education budget, coupled with the fact that many provinces had already overspent their budgets, was forcing schools to trim the number of teachers they employed. The only way provinces

Mary Metcalfe

could balance their books was by cutting back on teachers, whose salaries consumed 85% of education budgets. Glaring inequities existed in the spread of teachers countrywide, with formerly white schools having large numbers of teachers for small classes, while
township schools, informal settlements and rural areas had an acute shortage of teachers and resources. The education department wanted to change this. "The department wants a common teacher-to-pupil ratio of 40:1 in primary schools and 35:1 in high schools five years from now," Metcalfe said.

The department intended to secure enough teachers for all schools in two years. She said transfers would be phased in during the next two years. However, there has been resistance to redeployment. Many white teachers balk at moving to townships, informal settlements or rural areas.

TO PAGE 2

Teachers

Mary Metcalfe said their anxiety was misplaced. "Teachers have been confused by conflicting and vague reports in the media. The way Western Cape transfers had been handled was the main culprit behind apprehension. The issue had been used to catchvotes."

As the intake of new pupils was likely to increase in the next few years, teachers who were not required now could be in demand in future, she said.

Gauteng’s education department had received 5,000 applications from teachers wanting to take voluntary retirement. However, few would get it. "The vast majority of our teachers will continue to be needed at the schools where they are based," Metcalfe said.

While she respected their right to apply for retirement, she urged teachers considering this option to reflect on the contribution they could make to the development of education.

Rebuilding a nation

"We want our teachers to fill their classrooms and staff rooms with the animation of rebuilding a nation, not with anxieties and whispered conversations about who may or may not be taking the package."

Money for retirement packages would be drawn from pension funds. "Half will come from the teachers' own pension contributions and the other half from the state's contribution to the pension fund," she said.

The South African Teachers’ Union has agreed to redeployment if it means jobs will be saved. Last week it approved a redeployment manual drawn up by representatives of the state and major teachers' unions.

Metcalfe said the manual stipulated the mechanisms by which provinces and schools would identify redundant posts. It also contained assurances from the Government that the personal circumstances of all teachers in redundant posts would be taken into account when they were redeployed. Every effort would be made to accommodate excess teachers in schools in their immediate areas or provinces.
Vergotine ‘wants best for all children’

CAROL CAMPBELL

THE re-election of Mr Archie Vergotine as president of the Cape Teachers’ Professional Association (CTPA) last week will appear surprising to anyone following the continuing saga about teacher job losses in the Western Cape.

After all, Vergotine was the man who supported a government rationalisation plan that could see classes double in size in many of the schools where the mostly coloured members of his association teach.

For this he was slammed by teachers who felt he and the CTPA executive were “selling them out” by agreeing to something which would end in their suffering.

Despite the outcry from teachers in the province, the delegates who arrived at the CTPA congress last week voted to abide by the founding principle of their organisation — to give each child in South Africa the same chance of good education.

And, if this meant teachers in the Western Cape had to be redeployed to needier schools far away or offered voluntary severance packages then so be it.

Vergotine, himself a headmaster, stood unopposed for re-election as president, although five teachers from Mitchells Plain did voice their disapproval about the way he was appointed.

“We were told to keep quiet and to stop rocking the boat when we objected — it felt like we were back under the government of B J Vorster — there is no democracy in the CTPA,” said one afterwards.

They wanted CTPA deputy president Mr Chris Jaftha to stand as president, but he declined and was re-elected as deputy president.

Vergotine is aware of the unhappiness in teacher ranks about the CTPA’s decision to back a programme of redistribution of education resources.

“The CTPA is not a populist organisation. We want the best for all the children in SA. This is what we have always stood for and we will not change that view now.”

His re-appointment means he will be back in the spotlight as the tough reality of rationalisation has to be dealt with.

But Vergotine is a powerful man who has the ear of President Nelson Mandela and CTPA members can be sure he will negotiate the best deal for them under the circumstances.

Already he has lashed out at the government for “bungling” its plan to offer voluntary severance packages by back-tracking on an agreement to offer the packages first and redeploy teachers later. Minister of Education Dr Sibusiso Bengu said there was not enough money for all teachers who asked for the severance package — something education officials had assured teachers was not the case.
Teachers face uncertain future

By Waghied Misbach
Political Reporter

MORE than 2 000 teachers in the Western Cape have taken voluntary retrenchment packages, according to the provincial education ministry yesterday.

Many left at the end of June and a further exodus is expected by the end of September.

Difficult choice

More than 6 000 teachers will have to be retrenched in the Western Cape or agree to relocate to areas where their skills are needed over the next four years.

Looming retrenchment and redeployment have created uncertainty among teachers over their posts. This led to protest marches in Cape Town and the issue hit the political agenda during local government elections in May.

The education department is organising information workshops to deal with teachers' uncertainties.

There will be an estimated 23 information workshops organised over the next few months to deal with the vexing questions of job security, deployment to other provinces and retraining of teachers for other posts.

The issue of funding for the retrenchment packages, guaranteed by President Nelson Mandela during the May elections, is also expected to form part of the workshops agenda.

A number of role players expected to participate in the workshops include parents, students, and non-governmental organisations.
Thousands of teachers apply for retrenchment

MORE than 5 000 Gauteng teachers and 2 300 Western Cape teachers have applied for severance packages in the face of threats of redeployment to achieve equity between provinces.

Gauteng education department personnel development director Mandisa Moorsio said the department had not started considering applications as redeployment would get under way only during the next school term.

Sources said the number of applications far exceeded the number of redeployments required — put at 3 122 by education superintendent-general James Masoko — indicating apprehension about the process.

Moorsio said committees would be set up at each school to determine whether “right-sizing” was needed. The department hoped to manage the process in such a way that teachers would start at their new schools at the beginning of the fourth term or at the beginning of next year. “If people volunteer it could happen by the end of next term,” Moorsio said.

The Western Cape education department had to abolish 6 000 posts, but its director, Tim Gordon, said he did not believe many more applications would be made.

Gordon said many applicants were either approaching retirement or were young people who had found work outside education. Most applications would probably succeed. He was unable to estimate the cost of the severance packages, but said most would comprise pension benefits paid for by teachers while they were employed. A smaller component would be annual bonuses and leave credit, which would come from the provincial budget.

Senior education department officials would visit schools in the next few weeks to explain right-sizing procedures and to deal with teachers’ fears and uncertainties.
Redeployment: Minister speaks out on teachers' training
Defiant teachers 'ready to fight' rationalisation

EDUCATION WRITER

ANGRY teachers belonging to a newly established "defiance group" have claimed responsibility for disrupting a meeting at De Kuijen High School in Kuils River on Wednesday and Lentgeur High School yesterday, where provincial education chief Mr Brian O'Connell was scheduled to speak.

Mrs Hazel Bell, secretary of the new Western Cape Parent, Teacher, Student Forum, said earlier claims that the disruption was caused by the Teachers' League — part of the left-wing group the New Unity Movement — were untrue.

"These disruptions are part of a campaign to show the government we will not accept the loss of teachers at our schools.

"We want history to show that we tried to fight for what we truly believed in."

She laughed off claims that the group was "racist" and only interested in promoting the interests of coloured teachers.

O'Connell said after Wednesday's meeting that he had tried to reason with hecklers who hijacked the microphone as he was about to speak, but they refused to listen.

"They accused me of selling out teachers by agreeing to the rationalisation plan."

His talk, delivered to parents and teachers at the Baxter Theatre only a few days ago, was intended to convince the community that teacher losses were inevitable.

"This is a national policy based on sound reasoning and no amount of protest will reverse the decision," he said.
DEFIANT: Angry teachers disrupt a meeting at the Lentegaal High School yesterday where provincial education chief Brian O'Connell was scheduled to speak.

Education chief shouted down at jobs briefing

ANGRY teachers and parents have again disrupted meetings called by the Western Cape Education Department to explain job rationalisation.

Department chief Brian O'Connell was prevented from speaking at a Mitchell's Plain school yesterday by chanting and whistle-blowing teachers, who objected to the way decisions on rationalisation had been taken.

Meetings were disrupted earlier this week when parents and teachers prevented Mr O'Connell from speaking at De Kuilen High School in Kuils River.

They pledged to disrupt any further meetings.

Mr O'Connell described the disruptions as "a clearly orchestrated affair".

There had been similar slogans at all the meetings and the arguments from the floor were all the same, he said.

He found it particularly worrying that African teachers who attended the Mitchell's Plain meeting had left the hall after about 10 minutes.

"It is worrying that they clearly perceived what was happening as a racist thing, and that they felt unwelcome in Mitchell's Plain," he said.

About 20 pupils and teachers also tried to disrupt the meeting at Steenberg Senior Secondary School yesterday.

South Peninsula High School principal Brian Isaacs said the department did not have to insult the intelligence of teachers by calling them to a meeting to explain rationalisation procedures.

"We can read. Why do you have the guts to call us to a meeting now, when you did not have the foresight to consult us before negotiations on rationalisation began?" he asked.

The protesters at Steenberg High were outvoted by a huge margin, however, when other teachers said they wanted to hear what the department had to say, in spite of the fact that they, too, disagreed with the way in which rationalisation was taking place and shared the objections of their colleagues.

Mr O'Connell said that a "terrible future" faced teaching in the Western Cape if communities reacted to the realities of rationalisation with intolerant disruption.

"I don't know what they can possibly achieve by this sort of thing. I was just there to give them information - not to convince them of anything."

He said most of the series of meetings, which began in the platteland, had been successful.

He said the last of the meetings would be held today.
SOUR NOTE: Pinelands music teacher Mrs Jenny Thomas cannot transfer to a rural school because of her husband's job in Cape Town. Thousands of married teachers in the province share her plight.  

PICTURE: ANNE LAING
Hobson’s choice for women teachers

CAROL CAMPBELL

FOR seven years Mrs Jenny Thomas has taught music at Pinelands North Primary School, but at the end of this year her career as a teacher will end when her job is made redundant in a government plan to cut education spending in the Western Cape.

She is married and cannot offer herself for redeployment to a deprived school in some far-off rural area because of her husband’s job in Cape Town.

She has no choice but to take the meagre severance package being offered to her, and when she accepts the money she signs away her right ever to work in a government school in South Africa again.

Her predicament is shared by thousands of married women teachers in the Western Cape — most in primary schools — who cannot move to rural schools.

“I would take a transfer to a township school, but I need to be within easy striking distance of Cape Town,” she said.

She is ready to face the challenge of working in a different community if given the chance.

If no job is available she does not know what she will do next year. “I feel cheated and angry that the government would rather spend millions of rand supporting the proposed South African Olympic Games than pay teachers’ salaries.”

Western Cape Education Department spokesman Mr Mike Chiles said 62% of teachers in the province were women, but he did not know how many were married.

“So far we have 2 608 applications for the severance package from teachers and administrative staff and of these applications 53% are from women.”

The research publication Education said that of these teachers, 33% were underqualified and none were unqualified — making Western Cape teachers one of the most qualified groups of educators in the country.

Schools are deciding which teachers they need and which they can do without. Teachers who applied for the severance package before the end of July will leave the jobs at the end of September, those who apply later will leave at the end of the year.

‘Defiance campaign’ plan

EDUCATION REPORTER

RESISTANCE to teacher job losses in the Western Cape is growing, with several meetings being disrupted and a plan to boycott the school committees that will decide which teachers have to go.

Mr Des Barthus, spokesman for the Western Cape Parent, Teacher, Student Forum — which claimed responsibility for upsetting Education Department meetings at five schools — said a “defiance campaign” would be waged until the government changed its policy.

“We are not planning to disrupt classes, only meetings called by the department which encourage us to accept the rationalisation plan.”

Yesterday the head of the Western Cape Education Department, Mr Brian O’Connell, said the education information presentation at 25 venues had been “very successful”, with serious disruptions at only three schools.

• Student teachers at Hewat teachers’ training college are to hold a mass meeting at lunchtime today to protest against the closure of the college at the end of the year.
Sadtu resists sacking

By Sonti Maseko

SCHOOLING at Mhlazi township in Middelburg was disrupted for the third day yesterday as some 500 teachers, members of the South African Democratic Teachers Union (Sadtu), continued their “chalkdown”.

Meanwhile Sadtu leadership and education department officials were locked in a meeting in Witbank yesterday to resolve the teachers’ strike, sparked off by the “unfair dismissal” of a union member, according to Sadtu.

District head of the department of education in Witbank Mr J Skosana said yesterday he was hopeful that a settlement would be reached soon and that the chalkdown affecting about 15 schools, including four high schools, would be abandoned.

Sadtu chairman in Middelburg Mr Mike Masina said in June the teachers had marched to the circuit management offices protesting against the dismissal and had given the department a deadline of July 24 to respond to their demand.

Underlying cause

“Two of amazement the circuit manager did not even respond.”

Masina said the underlying cause of dissatisfaction among teachers in the area was an “old guard” of teachers who were clinging to the apartheid order and maintaining the status quo.

He said new teachers coming into the field found that they were still faced with past policies and that Middelburg was still backward compared with other areas.

“We are demanding things that were achieved long ago in other areas.”

Since Friday last week teachers have been reporting to schools for an hour and then grouping at Mvulzo primary school where a teacher was allegedly unfairly dismissed.

Masina said children had been going home early except for the matric students who stayed behind to read.