TEACHERS - GENERAL

1998

Sacked teachers to be rehired, but ...

Star 3/1/98 (3a1)

By ELLIOTT SYLVESTER

Thousands of unemployed teachers who were retrenched last year could be rehired by the Gauteng Education Department later this month to keep the number of children in classes from escalating.

But the reprieved teachers could then find themselves losing their new jobs in April if their positions are not provided for in the 1998-99 education budget.

And, if the teachers refuse to accept the temporary rehiring, some schools could find themselves with as many as 80 pupils in a class when schools reopen on January 13.

Almost 5 000 temporary teachers in Gauteng were told in October that their contracts would not be renewed in the new year. The Government then realised that class sizes in some schools would double without these teachers.

Now the plan is to place some of these teachers back in classes when schools reopen.

But if these teachers refuse to accept the temporary measure, many of the remaining teachers might have to deal with up to 80 pupils.

This is particularly likely in schools where the current teacher to pupil ratio averages 1:40 and close to half the staff have been dismissed.

Teacher training colleges currently prepare teachers to educate classes of 20 pupils at primary schools and 30 at high schools.

"We are currently formulating a plan with unions, and district education co-ordinators have already determined various schools curriculum needs in order to see where extra teachers need to be placed," Gauteng Department of Education spokesman Aubrey Matshiqi said.

However, he said the department would redeploy teachers to schools that had a shortage of certain categories of teachers before they offered posts to unemployed educators.

Matshiqi was confident that jobs would be available for unemployed teachers for the first school term of 1998.

The new budget would also affect the Government's plan to implement the controversial and potentially costly "inclusion" policy.

Inclusion would require massive restructuring of schools and employment of staff to deal with the special learners intended to be integrated into mainstream education from reformatories and schools for the disabled.

In KwaZulu Natal, retrenched teachers have threatened to disrupt schooling if their demands for re-employment are not met.

Matshiqi said he hoped this would not happen in Gauteng. He was confident that the temporary measures promised by the Gauteng government would "allay the fears of parents and satisfy teachers".

He added that cutbacks would not hamper the implementation of Curriculum 2005, the Government's radical new programme to provide a more practical and career-oriented education.

"Curriculum 2005 (currently) applies only to grade ones and it definitely won't be affected," Matshiqi said.

The desired ratio of 1:30 at high schools and 1:20 at primary schools is for now a lofty goal which the Government will not reach if the current trend of retrenchment and budget constraints continues.

Teacher organisations blamed for bad results

(321) CP 4/1/98

By DAN DHLAMINI

PARENTS WHOSE children attend school in the townships have pointed fingers at teacher organisations for the 16 percent drop in the North West matric pass rate.

Parents interviewed by City Press said teachers at township schools did not have the interests of black children at heart, and that their own children went to private schools, which is why they could afford to go on strike for weeks.

National Party Director of Information Charles Ntsizi said the drop in the pass rate was caused by a combination of factors.

"The North West government has neglected the educators. We have heard how education officials were kicked out of their offices for failing to pay rent," said Ntsizi.

"We are calling on the new MEC to reshuffle the whole education directorate and get rid of dead wood in favour of those willing to work towards better education.

"The MEC must be firm and teacher organisations should also play their part in the implementation of learning and teaching."

North West Education MEC Pitso Tolo echoed parents' sentiments.

"The unfortunate delay by the Department to implement agreements reached with the teacher organisations led to the strike action by two major unions in the province, which ran for several days. Any strike action by educators will inevitably affect the performance of learners negatively," he said.

Tolo said a team of experts had been appointed to examine the skills of top management and to evaluate the department's financial planning capacity.

He said organisations should try to explore all avenues before embarking on industrial action.

The year will kick off with a workshop of all key roleplayers and stakeholders in the province to address the situation.

Tolo said a total of 48 524 candidates sat for the grade 12 examinations last year and the pass rate was 50 percent, a drop of between 14 and 16 percent as compared to the 1996 matric results.

He said only 5 331 students or 11 percent obtained matric exemption and 18 917 or 39 percent passed without matric endorsement.

"It is encouraging that a number of schools did extremely well. Thirteen schools obtained a 100 percent pass rate while 70 schools achieved a pass rate of more than 80 percent.

"The total number of distinctions is 1 171, with one boy getting ten A symbols in ten subjects," said Tolo.

Tolo said that he would see to it that all schools had principals by February.

□ The schools which obtained the 100 percent pass rate are: Potchefstroom Girls High, Potchefstroom Secondary School, St Anne's High School, Rustenburg Opvoedkundige Kollege, PH Mooketsi Agricultural School, Fochville High School, Koster High School, Sannieshof High School, Swartruggens Combined School, Brits High School, Rabonni Private School, Milner High School and Wessvalia High School.



ORGANISATIONS' FAULT... *Says North West Education MEC Pitso Tolo.*

Bengu rejects freeze on axing of temporary staff

ARG 7/11/98 (321)

GLYNNIS UNDERHILL
SPECIAL WRITER

The South African Democratic Teachers Union call for a moratorium on the axing of the thousands of temporary teachers was rejected at a crisis meeting called by Education Minister Sibusiso Bengu.

Sources said Dr Bengu yesterday dismissed the call for a moratorium as "too expensive".

It is feared schools will re-open later this month without enough teachers, while debate on the fate of 4 500 temporary teachers in the Western Cape will continue at a meeting between the local education department and teacher unions on Friday.

Some of the provincial education departments represented at the meeting in Cape Town yesterday indicated that crisis management plans had been made to try to save the jobs of temporary teachers.

But vacant teaching posts in many of the provinces would be recorded as frozen from January 1, and temporary teachers would not have their contracts renewed.

Comment could not be obtained from Dr Bengu or his special adviser, Thami Mseleku, on the outcome of the meeting.

Dr Bengu has been embroiled in controversy since he tried to enforce a plan to redeploy teachers.

The plan was overruled by the Cape High Court when it was challenged by the governing body of Grove Primary School in Claremont.

Bengu fires salvo at 'useless' teachers

ARG 8/1/98 (32D)

DENNIS CAVERNELIS
STAFF REPORTER

Education Minister Sibusiso Bengu has warned teachers who are not committed to their work to pull up their socks or face being fired.

Dr Bengu said today at a press conference on the 1997 matric results that the Government "cannot pay salaries to people who do not want to work".

He said a school at which he had worked as a teacher produced a 100% matric pass result "because of discipline of the teachers and the learners. If the teachers, after discussions, did not produce the results we wanted, they were fired".

He said the Education Department was striving to not only get enough teachers, but to find committed people for the job.

He said he was disappointed with the matric results, "which had fallen further and significantly (since) 1996", but congratulated successful candidates and their schools.

He said national standards for the exam had been raised with the phasing out of lower grade subjects, but the poor results could be attributed in part to the fact that "many of the candidates who sat did so without any or very little preparation".

"In some instances, no teaching has taken place at all this year," he said.

10 000 teaching jobs may be saved

Star 8/1/98 (321)

Ministry spokesman says budget needs are driving education, instead of the other way round

By Hopewell Radebe
Political Staff

ANC education MECs and Education Minister Sibusiso Bengu have proposed retaining at least 10 000 temporary teachers who face being retrenched this year.

However, the South African Democratic Teachers' Union has rejected the offer, which was agreed to at a meeting between Bengu and the MECs on Tuesday.

The proposal is an about-turn on last year's announcement by provinces that the services of temporary teachers who were employed in July 1996 would be terminated.

Worse-than-expected matric results and union pressure have brought about the reversal, which is expected to reduce the load on teachers.

The ratio between teachers and pupils is expected to increase dramatically because of the failures, not only in matric but in other standards. New entrants to lower primary education also have to be catered for.

Education Ministry spokesman Khume Kangala said yesterday that the ANC MECs had expressed their willingness to back down on their intention to terminate the services of temporary teachers, and now wanted at least two-thirds to be re-employed.

However, Sadtu maintained that it wanted provinces to suspend the termination of all contracts until March.

"The ANC leadership could not make such a commitment as this would mean being able to finance the continued service of those teachers," Kangala said.

Sadtu secretary-general Thulas Nxesi said the meeting was a follow-up to an ANC conference discussion aimed at averting an education crisis.

"It was deadlocked when we requested that a three-month moratorium on the teacher cuts be placed. The request was denied.

"The problem of the high pupil/teacher ratio must be resolved," Nxesi added.

Kangala said the provinces had indicated that they would give the temporary teachers who would be laid off a preference "should the situation change".

When Nxesi was asked whether strikes would follow the cuts, he said: "We don't want to pre-empt this, but it will come as a result of discussions.

"In our view, the Government misses the point. For them the budget drives education, not the educational needs determining the budget.

"You can only improve teacher productivity if the teachers trained by the old system are retrained," he said.

Nxesi added that a special appeal would be made by Sadtu to President Nelson Mandela and Deputy President Thabo Mbeki to find a solution to the crisis.

Education specialists and teacher unions have called for the Education Department to devolve power to provinces, intensify in-service teacher training and reintroduce a system of inspection.

LINDSAY YOUNG

4 500 jobs at stake in teacher talks today

(321) 9/11/98

Prospects look bleak for temps

GLYNNIS UNDERHILL
SPECIAL WRITER

The future of 4 500 temporary teachers in the Western Cape looks bleak as teacher unions meet the provincial Education Department today to resolve the crisis.

Two of the three unions represented – the SA Democratic Teachers Union (Sadtu) and the Cape Teachers Professional Association (CTPA) – are calling for the redeployment or transfer of permanent excess teachers to vacant posts around the Western Cape.

The jobs of thousands of temporary teachers currently filling the vacant posts could be shed if this was done. But the move would prevent the posts being frozen by the Education Department, which was paying the salaries of excess and temporary teachers, the unions said.

"At this moment the picture for temporary teachers does look bleak. We are sticking to the original plan that posts available should be reserved for excess teachers at schools and for teachers to be redeployed or transferred," said Archie Lewis, president of the CTPA.

Mike Reeler, secretary of the the Western Cape Council of Teachers' Organisations, said his union had called for a moratorium on the axing of temporary teachers until March 31.

It was "very worrying" that with just 11 days to go until schools reopened, the schools did not know how many teachers they would have available to them.

Mr Reeler said Minister of Education Sibusiso Bengu's controversial teacher redeployment plan had not worked even before it was overruled by the Cape High Court.

The plan was suspended after it was successfully challenged by the governing body of Grove Primary School in Claremont.

"The plan sounds wonderful in theory but, in practical terms, the plan won't work.

"To move people from place A to place B sounds logical, but teachers are not blocks of wood. People live in towns where they have families and commitments," said Mr Reeler.

The Western Cape Education Department is struggling to pay back a R458-million debt while spending about R14,7-million a month employing temporary teachers to fill the vacant posts in schools.

Luhlaza is a class above the rest

MOSES MACKAY
SPECIAL CORRESPONDENT

Luhlaza High School in Khayelitsha continued its tradition of producing some of the best matric results in the country with an 87% pass rate.

Of 208 matriculants, 180 passed and 31 got exemptions.

Lulamile Mtlaka, 17, and Mfundo Kutwana, 18, both of B Section in Khayelitsha, were among the top pupils.

Lulamile obtained As in business economics and maths (standard grade), a B in Xhosa (higher grade), Cs for English (HG) and accounting (HG) and a D in Afrikaans (HG).

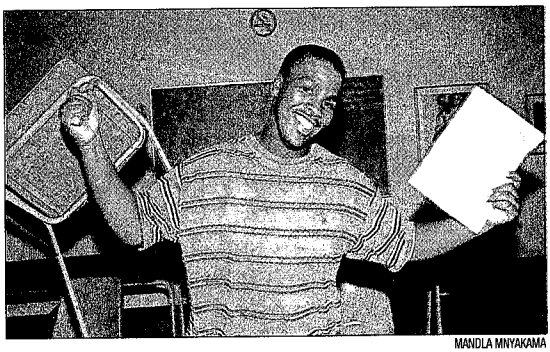
"I was very happy but I wanted four As," he said.

Lulamile is one of four children.

His parents, Kobese and Eunice, are vendors and his sister Lumka, a lecturer at the Western Cape College of Education, paid for his schooling.

Mfundo earned B symbols in Xhosa (HG), Afrikaans (HG) and mathematics (SG) and Cs in biology (HG) and physical science (SG).

Mfundo's father Sylvester is a driver in Bellville and his mother Msuthukazi is a nurse at Makhaza clinic.



MANDLA MNYAKAMA

Top of the class: Luhlaza High School pupil Lulamile Mtlaka with his matric results

Both pupils have been accepted at the Cape Technikon.

Lulamile intends completing a diploma in cost and management accounting and Mfundo will study electrical engineering.

Both have applied for bursary assistance, but have yet to receive any replies.

Luhlaza High School principal Mzwandile Hewu welcomed the good matric results.

"If we can get the support from the parents and the Government, I believe we can get a 100% pass rate," he said.

"Currently the parents and the Government are not really supporting the school."

He said the success was built by a motivated management working with dedicated heads of departments.

'BENGU'S BARBS UNFAIR'

Teachers' morale 'shattered' by turmoil

CT 9/1/98 (391)

TEACHERS SAY THE turmoil in the education system has shattered their morale and they cannot be expected to be committed under the circumstances, reports Education Writer **TROYE LUND**.

TEACHERS must pull up their socks or be fired — as the country cannot afford to pay salaries to teachers who are not committed and who don't achieve expected results.

To this, Education Minister Dr Sibusisu Bengu added at a press conference yesterday that teachers should be "evaluated" on their performance and that schools should follow the legal requirements and fire teachers who were not up to scratch.

"The school I was at did not tolerate teachers who did not achieve what was expected of them and we had a 100% pass rate," he said.

"This country cannot afford to keep paying salaries to teachers who are not committed to teaching," Bengu said.

But teachers say they cannot be expected to remain committed when the National Education Department promises that they will not lose their jobs one month, and the next proposes plans to sack them.

Teachers claim that the "uncertainty and turmoil" which has dominated the education system for the past year, as well as a critical lack of resources, has shattered their morale.

Western Cape teachers cited the circular that was issued to schools a week before the Christmas break instructing principals to fire temporary teachers as an example of this uncertainty.

But Bengu and his director-general Dr Chabani Maganyi replied that no ad hoc decisions had been made.

All decisions that had led to changes in the system over the past three years had been negotiated with unions over a protracted period.

They also said that policies had been put in place to address the lack of resources and that these plans should have solved the bulk of the current problems by 1999.

Bengu added: "The uncertainties have been there for the past three years.

"It is strange that the Western Cape, where there is most uncertainty for teachers, has had the highest pass rate."

He stressed that the government would support committed teachers, but "those who had been found in shebeens when they should have been at school could not be accommodated."

Maganyi and Bengu said it was the government's right to make changes. If it did not, it would be a stagnant government. And, as hard as the consequences of some decisions might be, they were necessary for creating a better service.

The country's largest teachers' union, the South African Democratic Teachers' Union (Sadtu), said it would not protect any teacher who was not committed, or was regularly absent or who did not prepare for lessons.

But, as the employer, the Education Department had a responsibility to ensure that the conditions of service and crime and violence at schools did not create a need for labour action.

Sadtu spokesperson Mr Don Pasquallie said: "It takes a lot for a teacher to decide that they have had enough."

Sadtu said that teachers would not strike easily because they knew how labour action disrupted education. But there was a ceiling to how much teachers could take.

'Violence spilling over into schools'

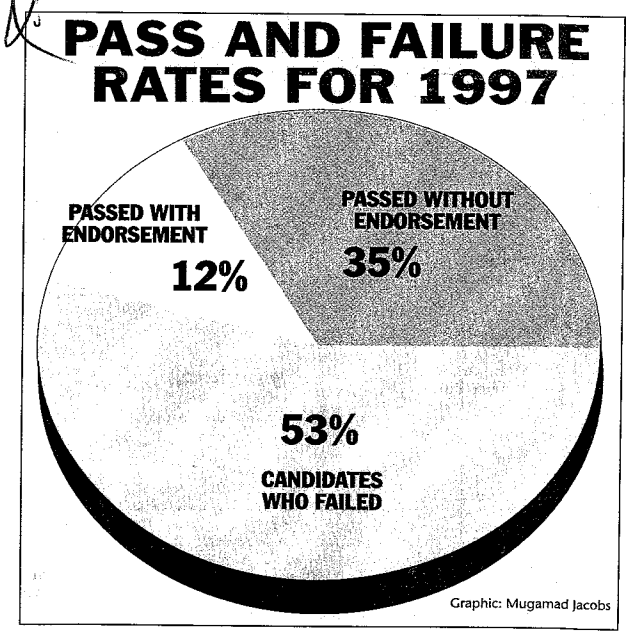
EDUCATION WRITER

THE violence and godlessness in the community is spilling over into schools, says Mr Eddie Snyders, principal of Garlandale High School.

This follows the tragic death on November 18 of 17-year-old matric pupil Daryll Daniels in Bonteheuwel.

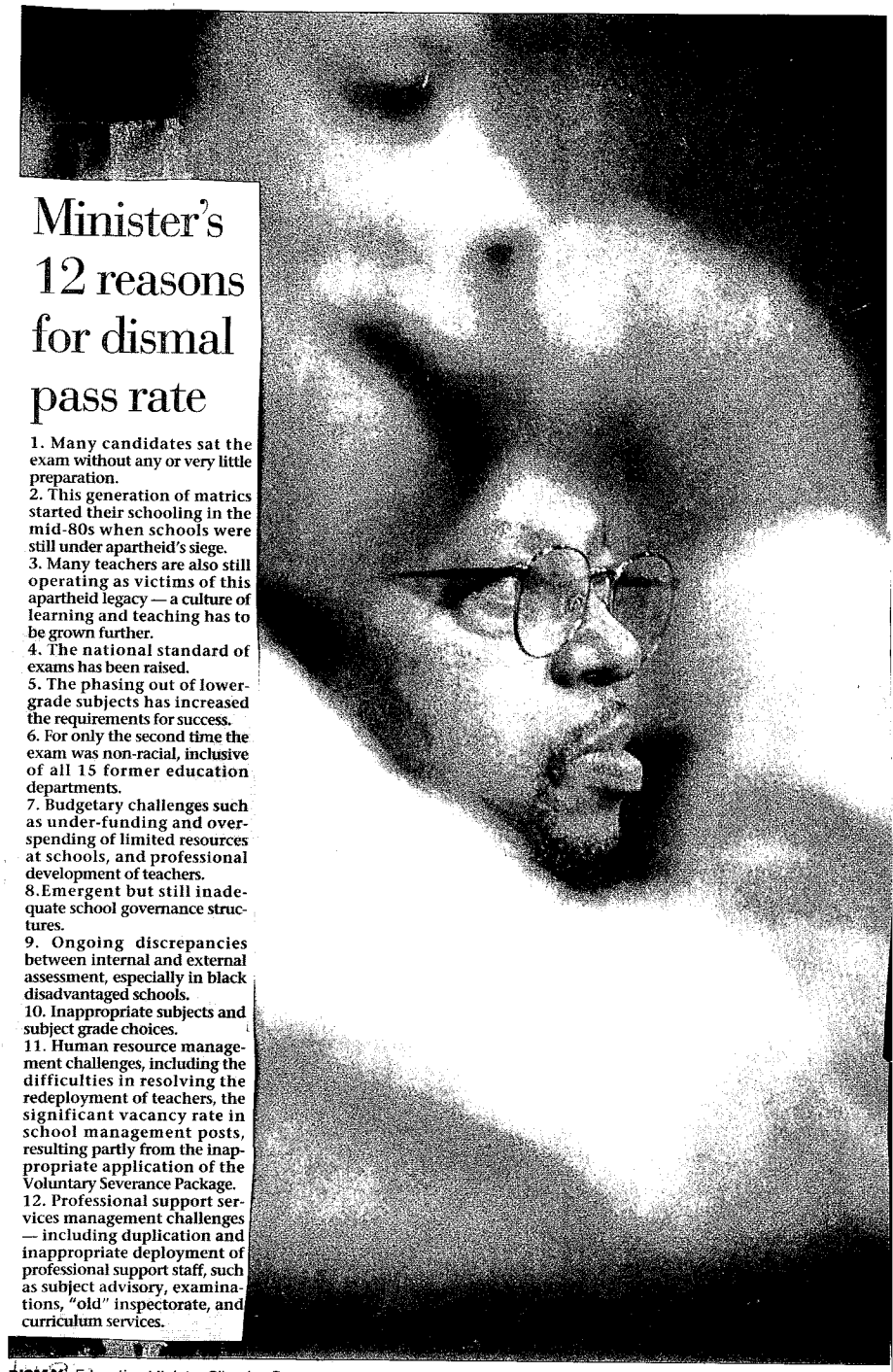
Just two days before he was due to write his sixth and final exam, woodwork, he got involved in an argument with a group of school boys. The row ended in his being stabbed to death.

In a ceremony to honour Daniels, the grandfather clock he made for his matric assessment will be handed to his mother on Monday.



Minister's 12 reasons for dismal pass rate

1. Many candidates sat the exam without any or very little preparation.
2. This generation of matrics started their schooling in the mid-80s when schools were still under apartheid's siege.
3. Many teachers are also still operating as victims of this apartheid legacy — a culture of learning and teaching has to be grown further.
4. The national standard of exams has been raised.
5. The phasing out of lower-grade subjects has increased the requirements for success.
6. For only the second time the exam was non-racial, inclusive of all 15 former education departments.
7. Budgetary challenges such as under-funding and over-spending of limited resources at schools, and professional development of teachers.
8. Emergent but still inadequate school governance structures.
9. Ongoing discrepancies between internal and external assessment, especially in black disadvantaged schools.
10. Inappropriate subjects and subject grade choices.
11. Human resource management challenges, including the difficulties in resolving the redeployment of teachers, the significant vacancy rate in school management posts, resulting partly from the inappropriate application of the Voluntary Severance Package.
12. Professional support services management challenges — including duplication and inappropriate deployment of professional support staff, such as subject advisory, examinations, "old" inspectorate, and curriculum services.



DISMAL: Education Minister Sibusisu Bengu says this year's matric results are dismal and no cause for joy, and that it is not the sole responsibility of government to improve the education system. *PICTURE: GARTH STEAD*

Bengu threatens bad teachers

Star 9/1/98 (321)

Your place is in the classroom, not the shebeen, says education minister

By Edwin Naidu

The Government will axe teachers who are not committed to teaching and those who drink during working hours, Education Minister Sibusiso Bengu said yesterday.

This move is just one of the steps the Government intends taking to avert a repeat of the disastrous matric results, in which only 47% of pupils passed – down from 55% last year.

Other steps include programmes to upgrade the skills of teachers and drastically slash spending on personnel and administration costs, which eat up 80% of the country's R40,2-billion education budget.

Bengu said in an interview with The Star and at a Cape Town press conference that overspending on personnel and the insufficient allocation of resources for learning materials and the training of teachers would also be dealt with as a priority.

Bengu has previously made similar undertakings, and critics have pointed out that he has not fulfilled them.

Bengu said the Government would also encourage communities and school governing bodies "to get rid of dead wood at our schools".

"If there are teachers who are not in schools, teachers who are seen at shebeens ... I have no reason to believe those teachers are committed," he said.

Bengu said any action against teachers would be taken in accordance with labour laws and the South African Council of Educators, which was in place to maintain standards and monitor unprofessional behaviour.

"In some instances, no learning or teaching has taken place at all in some schools this year. For as long as this situation prevails, there is little doubt that many students will continue to fail, and this cannot continue."

He said there was instability in the top management of some provincial education departments, and this resulted in low morale among educators.

"This situation must be drastically improved if we are to inspire confidence and spur on to higher performances our teachers, learners, parents and the wider public."

Denying that the Government was solely to blame for the poor results, Bengu said a major factor that had to be considered was that the generation of pupils now entering grades 10, 11 and 12 started school during the mid-1980s, a time when many of their schools were under siege as a result of apartheid violence and destabilisation.

He said the phasing out of lower-grade subjects also increased the requirements for success, as did the expansion of the standardisation process across all race groups to include oral, practical and year marks.

He added that if teachers had put in extra effort during the 1997 school year, they could have enabled pupils to show better results.

South African Democratic Teachers' Union deputy president Edwin Pillay said Sadtu had always viewed education as a necessity, while Bengu had created the impression of its being an expense.

"He has failed all of us by meekly accepting the education budget without putting up a fightback for a bigger slice," he said.

'Good schooling profitable'

By Edwin Naidu

As headmaster of a school in northern KwaZulu Natal 30 years ago, Education Minister Professor Sibusiso Bengu was a firm disciplinarian who did not tolerate one iota of ill discipline among pupils and teachers, he told The Star yesterday.

The result of his strict management style during his eight years at Dlangezwa High School from 1968 to 1976 was that his matric pupils consistently achieved a 100% pass rate – something he is far from achieving as head of the country's education system.

The absence of this strictness is what Bengu believes is a major contributor to the high failure rate last year.

Bengu said that as a principal he ensured that his teachers were punctual, prepared their lessons and went the extra mile with pupils, who had to be punctual, complete all homework, and work hard to pass tests.

During that era, numerous black schools had achieved good results because principals had strong management styles.

He urged principals to exercise strict discipline and run their schools along business lines to ensure better performance from teachers and pupils.

Principals should realise that the management of a school was similar to running a business, so that work had a profitable effect.

"Work must be done in such a way that the overall picture is realised and that teachers are given sufficient time to finish the syllabus," he said.

Every single hour spent at school had to be used to maximum benefit for the pupils.

"Everyone at my school was committed towards achieving good results and making a difference in society. This has not changed even after my departure," he said.

Dlangezwa's current deputy principal, Bheki Simelane, said yesterday the matric pass rate for 1997 was 87%.

"We are still very close to Bengu. We promised him we would do well and always strive to do better," he said.

Teaching graduates will not get jobs in KwaZulu

(321)

Farouk Chothia

BD 9/11/98

DURBAN — The KwaZulu-Natal education department would not employ 5 000 teachers who graduated last year, and first-year trainee teachers would be enrolled only for maths and physics, provincial higher education director Zweli Mbokazi said yesterday.

The 5 000 teachers, who graduated from government-sponsored colleges, would not be employed as no posts had been created for them and there was a shortage of funds, he said.

A 1995 central government audit found KwaZulu-Natal was "producing more teachers than we need", except for high school maths and physics. As a result, 1 200 first-year students would be enrolled for training only in these subjects at seven colleges in the province, Mbokazi said.

Sapa reports that Vista University said yesterday it would start phasing out some part-time certificates and diplomas for teachers. This year would be the last in which students could enrol for primary education certificates for Grades 4 to 7. Secondary education courses in home economics would also be phased out.

Meanwhile, **Mboneni Mulaudzi** reports that the Congress of SA Students (Cosas) plan to disrupt private schools in protest against poor matric results was slammed as "irresponsible" by three youth organisations yesterday.

The Democratic Party Youth said Cosas's actions were misdirected as it was the education department and the African National Congress (ANC)-led government that should be blamed for failing to direct resources to disadvantaged schools.

The United Democratic Movement Gauteng Youth said the matric results were a sign of massive problems in education which had to be assessed carefully. Cosas's action would further disrupt education.

The Youth Commission said society at large, rather than particular sectors of society, "had to bear the brunt" of problems in the education sector.

Cosas said yesterday government should stop subsidising private schools and give all subsidies to public schools.

The commission said government subsidies was one element of the complex problems to be remedied "through a holistic analysis by all education stakeholders". It said finger-pointing was a misdirection of energy.

Commission chairman Mahlengi Bengu said the National Youth Policy, to be adopted this year, had put forward initiatives to minimise pupils' hurdles. These included expanding youth and community colleges to focus on vocational training. Remedial courses would be offered for "out-of-school" youth.

Meanwhile, Gauteng ANC chairman Mathole Motshekga has called for an emergency meeting to discuss the province's matric results.



Education Minister Sibusisu Bengu answers questions at a news conference in Cape Town yesterday.
Picture: SASA KRALJ/IAFRIKA

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(301)

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Bengu says schools should fire teachers who lack commitment

BD 9/1/98 (321)

Kevin O'Grady

CAPE TOWN — Education Minister Sibusiso Bengu took a tough line yesterday over last year's matric results, saying schools should fire teachers who failed to show commitment to improving the success rate.

He released final results, scotching reports that Mpumalanga had improved its matric pass rate. The 3,6% increase announced was not comparable to other provinces as it included part-time pupils. Other provinces took only full-time pupils into account. On this basis Mpumalanga's pass rate had dropped from 47,4% in 1996 to 45,7%.

Bengu said he was disappointed with the results, particularly in the light of his assurances last year that they would not worsen from the 54,7% pass rate of 1996. Last year's national pass rate was 47,1%, with provincial declines ranging from 19,6 percentage points in North West to 1,7 percentage points in Mpumalanga. The exemption rate dropped from 15,6% to 12,4%.

Bengu stressed that there was no single reason for the poor performance, but warned teachers who lacked commitment: "Our system cannot keep you. This government cannot continue to pay salaries to people who do not do their work."

Education deputy director-general Ihron Rensburg said school management and governing bodies having power to fire teachers would be "an important factor" in improving results.

He said improvements to the standards of exams and their administration could have been partly responsible for the worse results. Improved security around exam papers reduced numbers of pupils with prior access to them, possibly resulting in more failures, while phasing out lower grade in grade 12 could have added as much as 2% to the failure rate. Expanding the standardisation process to include oral, practical and year marks could have made as much as a 5% difference.

Bengu said a number of "very basic education matters" needed medium-term attention if better matric results were to be expected. These included:

- ☐ Provincial underfunding of education, relative overspending on personnel and underspending on learning materials and teacher development;
- ☐ Human resource management, including difficulties in resolving the redeployment of teachers and the high vacancy rate in school management posts; and
- ☐ Leadership instability in education departments, which caused flagging spirits and management difficulties.

See Page 2

Teacher unions give up on talks

4 000 posts hang in balance

ARG 10/1/98 (321)

ADELE BALETA

Western Cape teacher associations and unions have walked out of consultations with the provincial education department over the axing of more than 4 000 temporary teachers.

In a joint statement, the employee parties said they had agreed that they could no longer participate in discussions because of the department's "refusal to state a clear policy" regarding the freezing of posts. They added that the department's "intransigence" had not helped to find a positive solution to the problem.

The teacher unions, which have consistently rejected any freezing of posts because they wish to protect temporary teachers, have made counter proposals which they claim the department has rejected.

South African Democratic Teachers' Union (Sadtu) regional spokesperson Don Pasquallie said the union had gone to discuss the status of temporary teachers, but talks had veered toward the freezing of posts.

Two of the three unions, Sadtu and the Cape Teachers' Professional Association, are calling for the redeployment or transfer of permanent excess teachers to vacant posts in the province. This would mean that temporary teachers in those posts would lose their jobs, but it would also mean that the education department would not be able to freeze the posts.

Mr Pasquallie said the issue had to be seen in the context of a national education document which stated that posts would be determined provincially in future. In the Western Cape this depended on the availability of finance, as the budget had already been cut. Mr Pasquallie said: "We will then be looking at the possibility of even more posts being frozen or abolished. This is just the tip of the iceberg. We are not going to negotiate on the abolition of posts."

He said that in Sadtu's submission to the department the union had indicated that it would not discuss further proposals as there was no policy on the freezing of posts.

Mike Reeler, secretary of the Western Cape Council of Teachers' Organisations, which has called for a moratorium on the axing of teachers until March 31, said: "It's a tragedy that with schools opening in just over a week, governing bodies, principals and teachers still do not know how many teachers they will have. Many teachers are breadwinners, and at this late stage don't even know what awaits them."

Eugene Southgate, director of labour relations at the department, said that after protracted and exhaustive consultations with employee organisations which began on December 15, the parties had been unable to reach agreement.

He said of the 4 043 temporary teachers, 786 were protected and would be treated as if they were permanent employees.

About another 1 000 temporary teachers would be selectively re-employed. This would be based on the needs of particular schools.

There were 47 schools which had 10 or more temporary teachers and which would be severely compromised if these teachers left.

This meant that about 2 257 posts would not be filled. "We have always said there was insufficient money to fill so many posts. But, once money has become available, the process of not filling posts will be put on hold."

He said it was regrettable that the parties had walked out as this contributed to the continuing chaos. He appealed to all parties to resist making untrue allegations which would set education off on an unsound footing for the year.

Teachers' unions walk out of key talks

ST 11/1/98 (CM) (321)

Sadtu man warns of chaos when schools re-open

AYESHA ISMAIL

A WAR of words has erupted between the Western Cape Education Department and the South African Democratic Teachers Union over the axing of more than 4 000 temporary teachers and the freezing of posts.

Sadtu and the Cape Teachers Professional Association (CTPA) walked out of a crucial meeting with the education department on Friday, after accusing the department of acting in bad faith.

Sadtu spokesman Don Pasquallie said: "We did not come here to discuss the freezing of posts but the fate and status of temporary teachers."

He said they decided to walk out when it became clear the department "had their own agenda and had already made up their minds that posts would be frozen".

He warned of chaos when schools opened on January 19.

The department said that after "protracted and exhaustive consultations "the parties were regrettably unable to reach agreement".

However, a measure of consensus had been reached on some issues which would be implemented, it added.

Pasquallie said the issues agreed on had been proposed by the union.

When schools reopen only temporary teachers employed before July 1 1996 will be regarded as permanent staff.

All teachers at squatter and community schools will become permanent.

Temporary teachers who were employed after July 1 1996, and whose contracts expired on December 31, will be retrenched.

All vacant posts will be frozen and school governing bodies will have to apply to the department if extra teachers are required.

The department said the appointment of temporary teachers as permanent would depend on the budget.

Last year the department announced that more than 7 000 teachers would have to leave the profession by September this year because of budget cuts.

Laughing all the way to the bank

Show business is good business in Cape Town

RENÉ DU PREEZ

WHILE Cape business claims consumers are keeping a tight grip on their wallets, the entertainment industry is delighted with turnovers during the festive season.

In what was expected to be a tough year — with no crowd-pullers like the Cape-to-Rio race or cricket tests — theatre managements expressed satisfaction with attendances, and are optimistic that 1998 will be even better.

Protest theatre and "community shows" like Taliep Petersen and David Kramer's *District Six — The Musical* and *Klop Klop* won't be part of the Cape's theatre scene this year. But Capetonians are learning to cast the net wide when it comes to variety in shows.

Stephen Jaffee, administrative manager of the Baxter Theatre, said: "It has not only been a good festive season for the Baxter, but a good year.

"We have eight shows running at the Baxter, which allow people to find something of interest irrespective of their fancies.

"*District Six — The Musical* and *Klop Klop* did well for us over previous festive seasons, but we have brought back *Ipi Ntombi* after a successful run in August as the main spot in the theatre this year, and we are more than satisfied."

Ronnie Quibell, owner of the Three Arts theatre, has had a good year with both local and international acts, which are a speciality of the venue.

"There is still a large interested audience out there and if you plan correctly and provide the people with what they want, they will come to the theatre.

"I see an even better year for theatre in 1998, with the original *Abba* and *Village People* my two big acts planned for the Three Arts."

However, Fred Abrahams, producer of the hit show *Solid Gold Juke Box II*, raised a dissenting voice: "Attendances were not all that great last year. It's difficult to pinpoint a single contributing factor for what I believe has been a slight fall-off in attendances at theatres, but this has always been one of the mysteries of showbiz.

"Unlike before when a bad review could destroy a show and a good review make it a resounding success, things have changed so much that one does not really know what to expect.

"With pensioners enjoying a lower rate, special Monday performances and two for the price of one for theatregoers, I don't believe it is a case of people not having the money. Maybe people are looking for something new.

"Also, due to the shortage of money for performing arts councils and entertainment companies, the industry is suffering all over the country, and a squeeze has been put on big lavish shows.

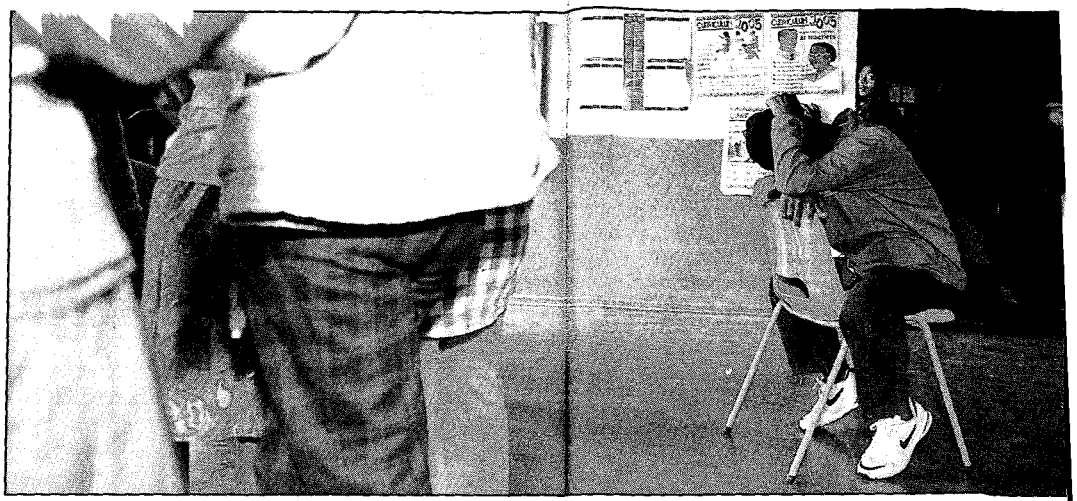
"But I believe there will be a big improvement this year."

Nico theatre manager John Hawkins was more optimistic: "All our shows have been well attended and I have certainly not detected any fall-off in attendances."

Teachers told to pull up socks

ST 11/11/98

Lessons to be learnt from the class of 97



PLUMBING THE DEPTHS OF FAILURE: The education system seems to be failing pupils as the pass rate drops to 47,1 percent. Authorities blame teachers and a lack of resources for their shocking report card Picture: JULANI VAN DER WESTHUIZEN

CHARIS PERKINS

IT'S time for principals, teachers and pupils in historically disadvantaged classrooms to pull up their socks and get down to some hard work.

That was the message this week from a "disappointed" Minister of Education, Sibusiso Bengu, and his provincial counterparts as they reeled under a shocking report card for the class of 1997.

Education ministers in all provinces said there had been little or no study in many classrooms, despite the launch of a national culture of learning and teaching campaign.

"While we acknowledge the hardships faced by many schools, pupils are not committed to learning and teachers are not committed to teaching," said Nosimo Balindlela, the Eastern Cape's education minister.

At many of the schools that turned in bad results, teachers did not teach or set tests, they arrived late for school and left early or they got drunk in class.

On the other side of the desk, pupils mimicked their tutors. Some took drugs and guns to school.

"We've had cases where teachers became drinking partners with their pupils," said Zacharia Tolo, the Northern Province's education minister.

Kwazulu Natal MEC Dr Vincent Zulu estimated there was "no discipline" in as many as 40 percent of the schools in his province.

Teachers were demoralised and underqualified, while pupils were "still in the mode of the days of the struggle", he said.

"You have to remember that last year's matrics started school in 1985," said Mary Metcalfe, education MEC for Gauteng.

Said Balindlela: "Teachers have lost interest because where we come from has been very demoralising."

But teachers were also demoralised by a lack of resources and uncertainties created by changes, said ministers.

"For teachers, this has been a period of very rapid change and that can be destabilising," said Metcalfe.

In the Western Cape, for example, 5 948 teachers took voluntary severance packages last year. And the department has to lose another 6 000 out of a total of 34 000 this year.

"Such uncertainty can be demoralising," said the Western Cape education minister, Martha Olckers.

Zulu said the effects of the national policy of voluntary severance packages had been "horrific", leading to a loss in Kwazulu Natal of 4 000 teachers, many of whom were highly experienced and qualified, and draining overstretched coffers.

Ministers cited a desperate shortage of funds combined with a critical need for more classrooms, facilities and teacher training as other factors which led to the poor results.

In the Free State, for example, only 355 out of 2 900 schools have libraries, only 5,4 percent have computers and most do not have science laboratories.

"In many of our schools, results correlate with resources," said Metcalfe. "But many schools, despite problems, have done well. When staff, pupils and parents are prepared to go that extra mile, the circumstances are not overwhelming."

Said Olckers: "It's a simplistic point but it is true that many successful people in South Africa started their education under a tree."

Among them is Tolo, who was appointed in November.

"I started school under a tree in Zeerust and we never had mercury in our laboratories. But I passed matric," he said.

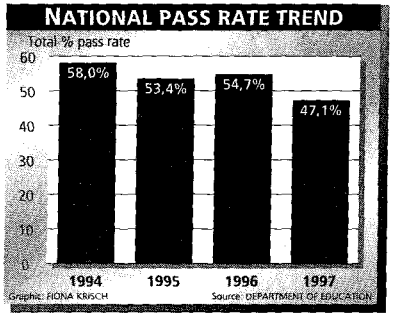
Said Zulu: "We just have to go back to basics. Teachers must prepare, they must teach, they must go to school."

"The secret," said Balindlela, "is in the classroom. We want committed teachers, committed pupils and committed parents."

The Western Cape, which produced the highest pass rate of 77 percent, proves them right, believes Olckers.

"The secret of our success? The teachers were dedicated. They kept focused and managed to keep students focused."

NATIONAL PASS RATE TREND



Graphic: FIONA KRISCH Source: DEPARTMENT OF EDUCATION

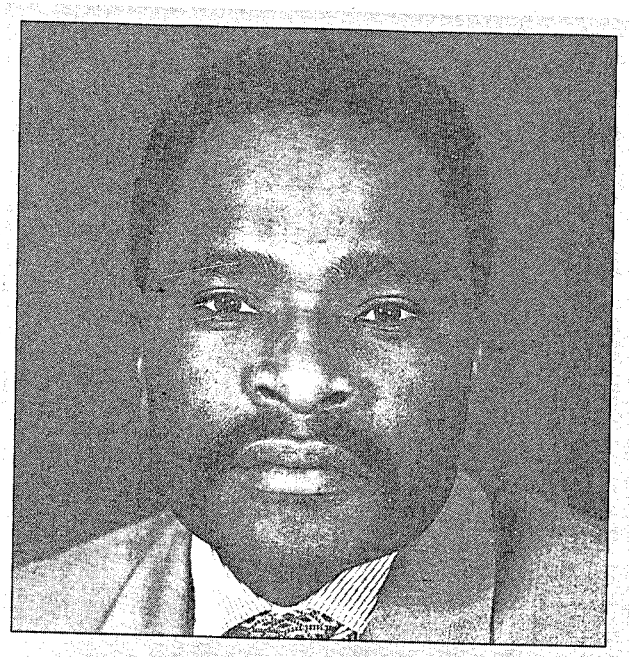
THE DECLINING PASS RATE

	1996 PASS RATE	1997 PASS RATE	% CHANGE
Western Cape	80,4%	76,3%	-4,1%
Northern Cape	69,9%	63,7%	-6,2%
Mpumalanga	50,9%	45,7%	-5,2%
Kwazulu Natal	51,7%	54,0%	-7,7%
Gauteng	55,6%	51,5%	-4,1%
North West	66,0%	50,0%	-16,0%
Eastern Cape	49,7%	46,0%	-3,7%
Free State	51,1%	42,3%	-8,8%
Northern Province	37,0%	31,8%	-5,2%
TOTAL	54,7%	47,1%	-7,6%

Graphic: FIONA KRISCH

WHAT THE MINISTERS SAID

EASTERN CAPE:
Nosimo Balindlela
I want us to believe we have planted the seeds for change and some will still come up.
GAUTENG: Mary Metcalfe
People are looking for simple cause and effects but the situation is more complicated.
NORTHERN CAPE:
Tina Joemat
From a segregated system, suddenly all learners are expected to run the same race. Some trained on Tartan tracks, others on no tracks.
MPUMALANGA:
David Mabuza
I want to appeal to teachers. It is a crime to be drawing salaries and not teaching.
KWAZULU NATAL:
Dr Vincent Zulu
This is a terrible job — and I don't get support because I'm from the wrong party.
FREE STATE:
Mxolisi Dukwana
It was, of course, not the best news to announce a drop of 8,8 percent in the pass rate.
NORTH WEST PROVINCE:
Zacharia Tolo
I admit we did not do much to motivate teachers or appreciate the conditions under which they are working. I admit we showed little interest in how pupils were doing.
WESTERN CAPE:
Martha Olckers
The education minister is not tough enough.
NORTHERN PROVINCE:
Dr Joe Phaahla
His spokesman said he could not be reached because he was "suffering a bereavement".



PREMIER INDABA... *Northern Province premier Ngoako Ramatlhodi has called for an education indaba to sort out his province's problems. The province produced the worst matric results with the failure rate of 68.20 percent.*

N Prov temporary teachers given six-month reprieve

CP 11/1/98 (321)



By Hangwani Mulaudzi

N Province Bureau Chief

Northern Province has appealed to all temporary teachers whose contracts terminated on December 31 last year to report to the schools at which they were teaching when schools re-open next week.

Department spokesperson Bernard Matsane said all those teachers would be given six-month contracts to June 1998.

"During the six-month period of engagement, redeployment will be facilitated with a view to appropriate posts," said Matsane.

The provision does not include those temporary teachers who acted as substitutes for full-time teachers on leave, he said.

This week Northern Province Premier Ngoako Ramatlhodi called for an urgent education indaba to find a solution to the province's very poor matric results and to prevent a recurrence of disruptive events in the schools.

The province produced the worst results ever with a pass rate of only 31,8 percent.

A total of 86 000 pupils failed their matric, only 7 149 obtained university entrance and 33 247 passed without exemption.

Ramatlhodi said his government can no longer afford to spend money on unproductive methods and systems, and the department will have to look at new and innovative solutions to the crisis.

"We will have to eliminate red tape and bureaucratic inertia, to ensure that text books and other aids are available to all schools in the province.

"We will no longer tolerate a system where money is simply thrown at bureaucrats and unproductive teaching staff."

Ramatlhodi said the available funds had to be used productively to benefit students.

He also called on teachers to dedicate themselves to teaching.

"Teachers should set an example to their pupils through the diligent manner in which they perform their duties," said Ramatlhodi.

He also called on the governing bodies and parents to fulfill their immense responsibilities towards the education of their children.

Ramatlhodi warned that days of school boycotts and disruptions of classes must come to an end.

He said workable solutions were required throughout the province to raise the level of commitment from both teachers and students.

The meeting is expected to be held early next week after consultations with relevant departments.

He said no one should be allowed to interfere with the rights of the country's youth to receive the best possible education.

"The current education crisis can only be solved through a joint venture from teachers, students, government and the community.

"I appeal to all concerned to join hands with the provincial government to find a solution for these problems," said Ramatlhodi.

TALKS WITH UNIONS FRUITLESS

3 600 teachers to be axed

CT 12/1/98 (321)

IT'S OFFICIAL. The Western Cape Education Department is going ahead with plans to axe temporary teachers and to freeze vacant posts. **TROYE LUND** reports.

WESTERN Cape schools now have one week to make plans to do without about 3 600 teachers.

A total of 2 600 will be axed immediately and a further 1 000 at the end of March.

This follows a fruitless month of talks between teacher unions and the Western Cape Education Department, which ended on Friday when the unions walked out.

Schools will find out this week from the department if they qualify for any of the 1 000 temporary posts that are not being abolished immediately.

But the WCED says that no class will begin the year without a teacher.

The plan is to move to pupil/teacher ratios of 35 to 1 in primary schools and 40 to 1 in high schools immediately.

The director of the WCED's labour relations, Mr Eugene Southgate, said vacancies created by the axings would be frozen until more money became available.

Two groups of temporary teachers will not be affected by the mass retrenchments.

The first group consists of temporary teachers in posts deemed to be "substantive vacant posts" since June 30, 1996.

Severance pay for sacked temps

- All temporary teachers who are retrenched will receive severance pay of one week's salary for every year of service completed with the WCED.
- Due leave pay will be paid as a gratuity — provided that the Receiver of Revenue agrees to this.
- Temporary teachers who are allowed to stay on until March 31 this year will be required to sign a contract that stipulates that they will have no legitimate expectation of further appointment after March this year.

The law requires these 786 teachers to be treated as permanent employees.

The WCED said it would inform teachers who qualified for this permanent status this week.

The other group consists of those teaching at squatter and community schools. They will also become permanent teachers.

Southgate said that although the department would assist schools as far as possible to cope with the loss of temporary teachers, there was little that could be done to help schools that did not qualify to keep some temporary staff as part of the 1 000 renewable contracts.

"The bottom line is that we have to pay back the R458 million debt (by which the provincial Department of Education had overspent its budget) within three years. We just do not have the money to fund so many posts.

"According to the data we have, the 1 000 renewable contracts will ensure that no class is without a teacher," Southgate said.

To qualify to keep some temporary teachers as part of the 1 000 that will be "selectively redeployed" until March, schools will have to apply to the department and indicate how seriously they will be compromised if they lose certain key posts.

The WCED will allow the schools to keep temporary teachers on until March if they fit the set of strict criteria that the department will communicate to the schools this week.

About 47 schools will lose 10 or more temporary teachers.

The South African Democratic Teacher Union (Sadtu), the Cape Teachers Professional Association (CTPA) and the Western Cape Council of Teachers Organisation (WCCTO) said they had walked out of talks because the department had "refused to state clearly if it was freezing posts or not".

The unions claim that they had made counter-proposals which the WCED rejected.

Sadtu spokesperson Mr Don Pasquallie said the issue had to be seen in the context of the recent proposal by the national Department of Education that rationalisation become a provincial responsibility determined by budget.

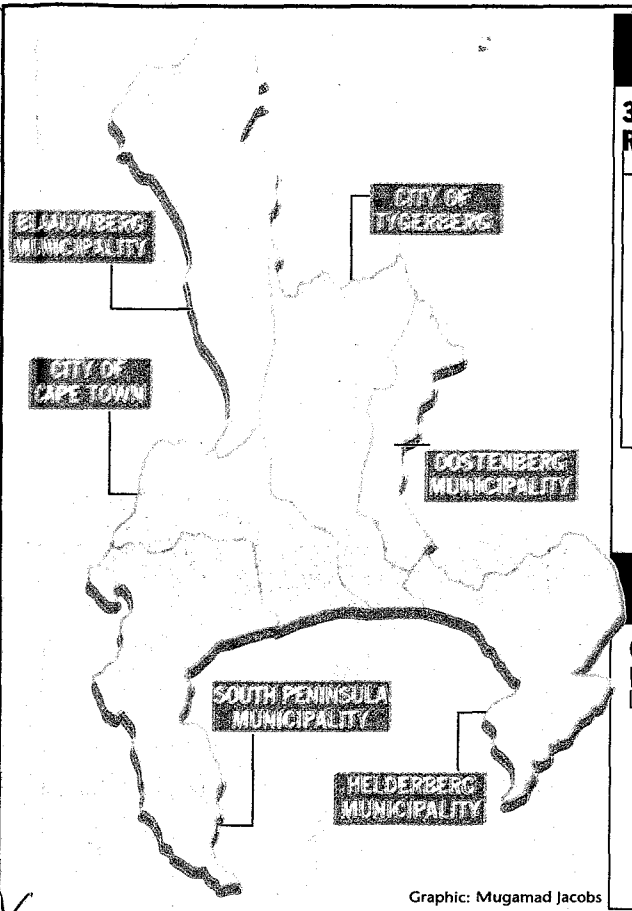
"We will then be looking at the possibility of even more posts being frozen or abolished. This is just the tip of the iceberg," Pasquallie said.

He warned that the department would freeze and abolish more posts in line with plans to get rid of a total of 8 000 posts by the end of this year.

WCCTO spokesperson Mr Mike Reeler said that unions walked out of the talks when the WCED persisted in its refusal to come up with "workable solutions".

"This will have serious consequences for schools and mean a negative start to the new year. It is a tragedy that schools are opening in a week and governing bodies and schools do not know how many teachers they will have. Many teachers are breadwinners and, at this late stage, don't even know what awaits them."

Unions will be discussing what action they will be taking this week.



Graphic: Mugamad Jacobs

CURRENT TWO TIER SYSTEM OF LOCAL GO

300 COUNCILLORS REPRESENTING 3 MILLION PEO

Cape metropolitan council

- Plays a co-ordinating and facilit role
- Redistributes resources wher needed
- Responsible for those bulk serv which can be more effectively rendered on a metro-wide scale bulk water, sewage
- Funded by business levies

Six metropolitan local councils

- Autonomous bodies which ren basic services directly to commu
- Funded by property rates

PROPOSED SINGLE CIT OR 'MEGACITY'

60 – 100 COUNCILLORS REPRESENTING 3 MILLION PEOP

One centralised council

- Local councils replaced by management committees with legislated powers and functions
- Common collection of funds allowing maximum amount for redistribution to needy projects
- Fewer staff members



Facing the future ... Sammy Kekana could not wait to get into class for the first time.

Useful information

- Children who turn seven in 1998 can register for Grade 1.
- Take the child's birth certificate or baptism certificate if a birth certificate is not available.
- Pay whatever school fee is required. No school is allowed to turn a child away because a parent cannot afford the school fees.
- Parents can take their children to the school nearest to them by public routes.
- Enrolment is done on a first-come, first-served basis.
- If parents experience problems in placing their children, the district office closest to the school is their first recourse.

Metcalfe okays employment of 3 000 temps

STAFF REPORTERS (321)

The Gauteng education department may employ 3 000 temporary teachers in the next few weeks to make up for shortages of permanent staff.

Education MEC Mary Metcalfe said temporary teachers would be used to ensure there was a teacher in front of every class by the second week of the first term.

A last-minute flood of first-time schoolgoers descended on township schools around Gauteng today, delaying the start of teaching by several days.

The refusal by the Department of Finance to bail out provincial education departments which overran their budgets last year meant temporary teachers were sacked, causing protests from teachers and parents.

Last year 80 000 new Grade 1 pupils enrolled at schools throughout the province.

Problems began early today when Park Senior School in Turffontein sent 174 pupils home because there were no teachers.

Governing body chairman Dirk Visser said they had appointed four Grade 4 teachers in August last year and had sent the forms to the Department of Education.

"We didn't hear anything and accepted it was all on course. I can't understand why we were only told yesterday that the applications had been turned down. All the department says now is: too bad."

He said they had been forced to ask the parents to take their children home in the hope of solving the problem overnight.

Angry parent Hayley Mansfield said: "The headmistress said they had been struggling the entire Christmas period to get an answer, but were only met with rude replies.

"In the meantime we have to wonder what the future holds for our children," she said, adding that parents were planning to stage a protest march.

Teachers at many lower primary schools around Johannesburg said parents had largely ignored pleas to register their children on time this year and they could not say how many children they were expecting. Teachers said they had come to expect the last-gasp registration rush as the norm rather than the exception at local schools.

Vivian Maluleke, principal of Diepkloof Zone 2's Khomanani Lower Primary School, said the school had registered about 105 newcomers yesterday, mainly for Grade 1.

"Parents in our area have a problem. They usually wait for the end of the month before coming forward to register their children because it is only then that they have money after the festive-season madness."

Star 13/1/98

Back to school with lack of teachers, textbooks, but full of hope for future

BY STAFF REPORTERS

Thousands of Gauteng pupils returned to school today to face shortages in teachers, textbooks and stationery, but the

School it was down to work almost immediately for the Grade Ones, who pulled out their crayons and started colouring-in dinosaurs, after identifying their name tags on

their parents with a wave of the hand. One parent was overheard saying: "I can't believe it. Here I am almost in tears and my son asks me when am I going to go home?"

this would be the first real generation of new South Africans.

George Manthatath, principal of the Phakamani Combined School in Soweto, said:

Pupils might start new year without teachers

Star 12/1/98 (321)

It's back to school for children, but not for staff barred from classrooms until temporary-employment issue is settled

PRETORIA CORRESPONDENT

Thousands of Gauteng pupils head back to class tomorrow with the possibility of not having a teacher.

The Gauteng Education Department has given itself a week to sort out the problem, but the situation will be on hold until the bigger issues around the firing of temporary teachers have been resolved.

A circular was sent by the department to schools late last year, stating that principals were not allowed to let temporary teachers into their classrooms unless they had a letter of appointment.

Many schools have not yet received these letters of appointment, which means that there could be a shortage of up to 50% of teachers at some institutions.

In addition, say some principals, temporary teachers who worked at their schools did not receive letters of appointment for the full 18 months that they were employed.

The department set up a management plan during the December holidays to cope with the situation, and has given itself a week to appoint sufficient teachers.

Of the 5 000 temporary teachers in Gauteng who are without work after their contracts expired in December, around 3 000 are expected to be re-employed.

However, until a decision about redeployment and finances is made, the number of teachers available to teach at schools will be unknown.

All those employed after July 1 1996 were appointed on a temporary basis because of the redeployment programme, said Gauteng Education Department spokesman Aubrey Matshiqi.

"As a result of disagreements about redeployment with unions and the Grove Primary School case, we had a situation where we could not redeploy teachers to where they were needed.

"In effect, we were paying two teachers for the same job."

A total of 338 teachers need to be redeployed in Gauteng to schools where there is a shortage of staff.

Meanwhile, the financial crisis faced by education and the provinces has resulted in departments being unable to pay all their staff members. Hence the decision at national level not to renew the contracts of temporary teachers.

Parents might be asked to pay extra school fees to employ extra teachers at some schools, and wealthier schools might foot the bill for extra teachers for several months.

Once again, it is schools in underprivileged areas which will be hit the hardest.

"In December we drafted a management plan which we have shared with the unions," Matshiqi said. "District education co-ordinators will be acting as support. They should be able to appoint teachers within 24 hours. We have set ourselves a target that the situation should be normalised within the first school week."

As the Finance Ministry gets tough on departments found guilty of overspending, the Education Department is faced with difficult decisions about teacher numbers.

A proposal has been put forward to allow provinces to decide on teacher/pupil ratios – which could see the ratios increased – but this has not been finalised.

In the meantime, the onus is on provinces to deal with tricky issues before national decisions are reached.

"To a large extent it's out of our hands because the decisions are handed down to us," Matshiqi said.

Teacher unions blame the situation on underfunding, not overspending.

"There is in fact a complete underspending on education, a situation which is clearly the result of a cabinet decision," said Andrew Pyper, spokesman for the National Professional Teachers' Organisation of South Africa.

"It seems that the sacrifices which have been made by teachers, involving thousands of them being forced out of the system during recent years, have been conveniently forgotten. The question must be asked: Who is managing the overall financial provisioning of education?"

... rainfall – and the flood-

COURSES 1998

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ENDORSED BY THE
VESS MANAGEMENT

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C&AC /c/BM/1/98

COLLEGE

USINESS

Gauteng upbeat on teachers

(321)

ARGUS CORRESPONDENT

ARG 13/1/98

Johannesburg – The Gauteng Education Department may employ 3 000 temporary teachers in the next few weeks to make up for shortages of permanent staff.

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CAPE TIMES
TUESDAY, JANUARY 13, 1998 ★

Little to show for years' work

Teacher 1:
She has been teaching for five years at the same school as a temporary member of staff because she filled different posts where she was needed when teachers were on leave or left the school.

Last year, the education department turned down the school's application to make her appointment permanent.

Her gross salary is R4 600 a month. She estimated that her severance package would be R5 750.

Teacher 2:
Has been teaching for six years as a temporary teacher. Two years ago she stopped for eight months to have a baby. She started teaching again in February last year.

Because the Western Cape Education Department has records for her for only 11 months, she expects that she will get no severance pay because it is a week's pay for every 12 months of continuous employment.

Teacher 3:
John (not his real name) was a permanent teacher for six years. He left the profession for a year to work in a private company. Two years ago he returned to teaching, but in a temporary post as a maths teacher.

If he is one of the 1 000 temporary teachers who is re-employed for three months, he will receive his R5 000 a month salary without the benefits which amount to R1 300 — R262 pension, R800 housing subsidy and R238 medical aid.

"I am the breadwinner. We will not meet my bond repayment if I am not employed. Even if I am employed without benefits for three months this will be a chance for me to look for other employment," he said.

MANY WILL RECEIVE NO BENEFITS

Temporary teachers have to 'waive rights'

CT 13/1/98 (321)

MANY of the axed temporary teachers will get the statutory minimum settlement and those who stay will have to waive their rights to benefits. Education Writer **TROYE LUND** reports.

SEVERANCE packages offered to the 2 600 temporary teachers being axed immediately are the statutory minimum — in other words, teachers are being treated as having the same status as "the lowest rung of cleaners and labourers", a labour expert says.

Furthermore, the 1 000 temporary teachers who are re-appointed until March will have to sign a contract waiving any right to benefits such as medical aid, pensions and housing subsidies.

This means these teachers will be earning about R1 500 a month less than they have been paid until now.

This follows the Western Cape Education Department's (WCED) decision last week to declare the talks with unions a failure and to axe 2 600 temporary teachers immediately and another 1 000 by March.

Those axed immediately will get an equivalent of one week's salary for every year they have been continuously employed by the department.

Labour expert, Mr Ganief Hendricks said: "This is the statutory minimum. For the level of this profession, the private sector would pay them about a month's salary for every year of continuous employment. They are being treated as if they were on the lowest rung of cleaners or labourers."

Principals are also concerned because many temporary teachers to be axed immediately will not get any benefits.

Although many have been teaching for more than four years, they have had breaks for a month or more between jobs.

Wynberg Secondary teacher, Mr Dwane Harris said: "How on earth is the department going to trace each individual's record to decide what benefits they are entitled to? Some of these teachers are not even on the computer."

Western Cape Council of Teachers spokesperson, Mr Mike Reeler, said: "Many teachers will receive nothing because they have been in posts for less than a year or have taught for short periods at a time over many years."

Added to this, the 1 000 temporary teachers who will be re-employed for the next three months will receive no benefits except the salary attached to the post they will fill for the three months.

This means no pension, medical aid or housing subsidy — benefits are worth about 40% of the teachers' gross monthly salaries.

Hendricks said that this should have been negotiated and agreed to between teacher unions and the WCED because benefits were a "customary" part of teachers' salaries.

"Even if the unions did collectively agree to employment without these benefits, they represent a tiny part of temporary teachers. The country's biggest union, the South African Democratic Teachers Union, represents only 10% of temporary teachers.

"If unions did agree to employment without benefits, the collective agreement should have been published in the Government Gazette so that non-union members could have replied," said Hendricks.

He added that non-union members should have had representatives at negotiations to discuss this issue.

But, teacher unions said no agreement of this kind had been reached at the talks, which were aimed at reducing the WCED's salary budget, so that temporary teachers did not become the victims of the WCED's financial difficulties.

The talks ended last week with unions walking out.

The WCED has pointed out that temporary teachers employed on renewable three-month contracts will be required to sign a contract that waives their right to benefits.

Temporary teachers to hear their fate today

(321)

ARG 14/1/98

3 600 face cutbacks axe

ANDREA BOTHA AND LENORE OLIVER
STAFF REPORTERS

About 3 600 temporary teachers in the Western Cape will find out today if they have jobs at least until March.

All 1 640 schools in the province received notices from the Western Cape Education Department today telling them which temporary teachers would have to be sacked.

The department announced earlier this week that 3 600 teachers would get the chop, 2 600 now and 1 000 at the end of March. This follows a month of fruitless talks between teacher unions and the department.

Eugene Southgate, director of labour relations in the department, said the notice would be made available to all schools' circuit managers at a workshop today. The notice includes guidelines on how to fire teachers and which should go.

Governing bodies will decide which teachers to re-employ until March. These teachers will sign contracts agreeing to work without fringe benefits. "We are very unhappy that we are being forced to do this," said Mr Southgate.

Temporary teachers are divided into "unprotected" and "protected" categories, according to their length of service at particular schools. Teachers taken on after after July 1 1996 are "unprotected" and are at risk.

Mzwandile Hewu, principal of Luhlaza High School in Khayelitsha, said: "This is a real crisis. Someone will have to tell me how to run a school without temporary teachers."

Luhlaza has seven temporary teachers, five of whom are "unprotected" and will probably lose their jobs. The student-teacher ratio at the school is already 35:1.

He said the school would probably have to drop such subjects as computer science and general science.

Basil Snayer, principal of Garlandale High School in Athlone, described the department's plan as "a calamity" and a disruption which would also "destroy the culture of learning". He was particularly unhappy about the classification of protected and unprotected teachers.

"Some teachers may not have been at particular schools for more than a year but they were at other schools before, working for the department," he said.

Kensington High School principal Ivan Karr said his school was oversubscribed and if he were to lose his 10 temporary teachers, certain practical subjects, including woodwork, home economics and computer literacy, would be threatened. South Peninsula High in Diep River faces a similar predicament. The school will probably have to lose eight teachers.

Teacher Gail Francke has been in a temporary post at the school for just over three years. "The department changes its mind all the time and doesn't always follow through with its plans," she said. "There is no consistency in their planning. I am disgusted at it for making such unsound decisions. Some of the schools in the Western Cape will never recover."

Brian Isaacs, principal of South Peninsula High School, said his school was considering challenging the rationalisation process because "there are a lot of legal loopholes which could be tackled".

Most provinces plan to rehire teachers

(321)

BD 14/1/98

Kevin O'Grady

SCHOOLS reopened yesterday in Gauteng, North West, Mpumalanga and Northern Province with fewer problems than in previous years, although at many schools, late grade 1 registrations dominated proceedings.

A shortage of teachers was unlikely, as provinces which allowed temporary teachers' contracts to expire last year said they would rehire according to demand.

Provincial education spokesmen said it was too soon to give a detailed assessment of the first school day and how many new pupils had registered. These would be available after the first week to 10 days.

It appeared that many parents had heeded requests by the departments to register their children at the end of the school year.

Gauteng education spokesman Aubrey Matshiqi said the first school day had gone well. "The only reports of problems we've had are of parents who could not find places for their children at their preferred schools."

Although parents had been asked to register children early, it was the department's responsibility to find places for children who were being registered late and could not be accommodated at their preferred schools.

"It seems most parents heeded our call (for early registration) and there has not been a mad rush on registrations like last year," Matshiqi said.

Gauteng education MEC Mary Metcalfe said earlier this week that the province would rehire as many as 3 000 of the 5 000 temporary teachers whose contracts were allowed to expire last year to ensure there was a teacher in every classroom.

Northern Province education spokesman Bernard Matsane said the province had decided to rehire all of its 2 000 temporary teachers on a six-month contract.

Matsane said a tour of schools by education MEC Joe Phaahla and Education Minister Sibusiso Bengu found that the new year "started on a very good note ... we found teachers and learners there in their multitudes".

Mpumalanga spokesman Peter Maminza said the situation "improved greatly over last year", mainly as a result of a request for registration to start last October. The province had decided to re-employ about 800 temporary teachers after an investigation "showed the extent of the problem we would have if we laid them off".

North West education MEC Zacharia Tolo could not be reached for comment.

Meanwhile, our Port Elizabeth correspondent reports that 2 000 temporary teachers were given back their jobs yesterday.

The announcement by Eastern Cape premier Makhensi Stofile was widely welcomed by unions and principals.

The decision was taken at an urgent meeting with Education MEC Nosimo Balindlela and the SA Democratic Teachers' Union.

Stofile said temporary teachers, except those substituting for permanent teachers on study or maternity leave, should return to school on January 20. However, Sadtu provincial secretary Mxolisi Dimaza said it was agreed substitute teachers would stay on if those on leave were not yet back.







Northcliff Primary School grade one pupils Ivan Hristov and Adrian Oberholzer, top right, contemplate the first day of their academic careers as schools reopened in Gauteng yesterday. Donne Hodges, below, helps classmate Khumoetsile Khumalo with her chair bag while mother Debbie Mitchell waves goodbye to her daughter, right.

Pictures: TYRONE ARTHUR

Principals get hard lesson in how to sack teachers

(321)

ARG 15/1/98

Guide to cuts issued

ANDREA BOTHA
STAFF REPORTER

An Education Department circular to school principals on how to cut teacher numbers was issued at a meeting of circuit managers and the education authorities in Parow yesterday.

Western Cape Education Department spokesman Tony Eaton said all principals should have the circular today.

"Many principals are still on holiday, so we appeal to them to get in touch with their circuit inspectors to get a copy of the circular," Mr Eaton said.

The circular confirms that 3 600 temporary teaching posts have been abolished, and provides guidelines on how to implement the cuts.

Teachers are on tenterhooks, waiting to be told whether they should report for work when schools reopen next Tuesday.

Temporary teacher Jackie Viglino is one of the thousands whose future is in the balance.

Ms Viglino has been teaching irregularly since 1995, and is termed an "unprotected" worker because she has been at her present school for only a year.

She does not know what she is going to do if she finds herself without a job. "I am so fed up. I have no faith in the department any more," she said.

Principal Rashieda Hendriks of Harold Cressy High School said teachers had to plan for this year according to last year's guidelines, knowing all the time that the plans could be upset.

"They are keeping us so far behind and making our task so difficult," she said.

A teacher at the school who asked not to be identified said the department was playing a game with the schools by not telling them what was going to happen.

"Then when things go wrong, they blame the teachers and the schools. But it will not be our fault if things are chaotic on Tuesday," the teacher said.

Mzwandile Hewu, principal of Luhlaza High School in Khayelitsha and a leader of the teachers' union, Sadtu, who received a copy of the department's circular from his union, said that he was trying to find ways to keep the five "unprotected" temporary teachers on his staff.

Dramatic budget cuts by the state treasury have forced the Western Cape Education Department to reduce the number of teachers as Finance Minister Trevor Manuel tries to control government spending.

Sadtu threatens mass action

(321) CT 15/11/98

TROYE LUND

THE government's failure to address serious education problems could result in mass action, the Western Cape and KwaZulu/Natal branches of the South African Democratic Teachers' Union (Sadtu) said yesterday.

And it has been hinted that Sadtu branches in other provinces could follow suit.

The Western Cape branch of Sadtu has called a mass rally after saying the way in which temporary teachers had been axed was "unacceptable".

Also on the rally agenda is the national education department's plan to give provinces sole responsibility to determine how many posts it could afford to allow at each school.

Sadtu spokesperson Mr Don Pasquallie said: "The axing of temporary teachers has not been fair and the fact that it will increase the workloads for all other teachers is just the tip of the iceberg.

"The document devolving responsibility to provinces also has dire consequences for education. Provinces will create temporary posts as their budget allows and then abolish and sack teachers as they get into more debt."

Pasquallie said it would be decided what action teachers would take at a rally on Monday or Tuesday.

Although the rally will be held under a Sadtu banner, teachers from other unions as well as non-union teachers were invited. About 10 000 teachers are expected to attend.

At a news conference in KwaZulu-Natal yesterday, Sadtu also warned that mass action was being considered there to protest against the proposed retrenchment of temporary teachers.

Union campaigns over teacher cuts

(321)

TROYE LUND
EDUCATION WRITER

CT 3/2/98

A MASS campaign aimed — eventually — at closing schools and forcing the provincial government to reinstate 3 300 axed temporary teachers, was under way in the Western Cape, the South African Democratic Teachers' Union (Sadtu) said yesterday.

The Sadtu campaign is aimed at garnering maximum support for its cause among Coalition of South African Trade Unions (Cosatu) and Sadtu members.

The move follows Western Cape Premier Mr Hernus Kriel's refusal to comply with union demands to hold off job cuts until unions have negotiated an alternative method of saving money and reducing debt.

The provincial education department must repay a R458-million debt to the central government over three years. The axing of 3 300 temporary teachers will save the embattled department R90 million; and it plans to get rid of 4 500 permanent teachers before September.

Sadtu spokesperson Mr Don Pasquallie said: "We will hold teacher forums across the province over the next two weeks. These will be to get a mandate on the kind of mass action members want. The mobilisation campaign will also target the support of parents and shop-floor workers who are Cosatu members, because the union has pledged its support to us. We will also approach student bodies of all forms.

"The idea is for parents and students to close schools if teachers are not reinstated. This is already happening in KwaZulu-Natal."

The impasse between KwaZulu-Natal education authorities and parents entered its second week yesterday. More than 8 000 parents were reported to have unanimously decided at the weekend to continue with the forced shutdown of almost 100 Durban schools and to intensify their resistance campaign against their beleaguered education department.

Parents have decided that schools are to remain shut until several demands have been met. Their demands include that the education department withdraw a controversial circular which sets out new teacher/pupil ratios for all schools, the reinstatement of cleaning and security services at former House of Delegates schools and the provision of textbooks and stationery for all pupils.

Meetings for teachers, parents and pupils, to launch a similar campaign in the Western Cape, will start tomorrow. A meeting in Cape Town is set for February 10.

Teachers draw up job list for E Cape's new MEC

ARG 4/2/98 (321)

Bisho – New Eastern Cape education MEC Shepherd Mayatula has already had his work cut out for him – by the province's teachers.

The South African Democratic Teachers Union (Sadtu) drafted a programme to help equip him for the embattled post at the provincial ANC Alliance's major education summit in East London at the weekend.

Sadtu provincial vice-chairman Mzoleli Mrara said yesterday: "The discussions were progressive and focused.

"We weren't waffling in the summit. We discussed issues ranging from the budget crisis up to policy formulation.

"The key issue is that we drafted a programme for the new education MEC and we are assisting him so that when he assumes office on February 9 he is well-equipped to deal with the various problems that characterise education in the province."

Mr Mrara said administrative incapacity at all levels was discussed and solutions were proposed.

"There must be continuous workshops that are inclusive of all stakeholders in education and we must establish close relations with non-governmental organisations and the private sector to build capacity around administration."

Among the issues discussed at the summit, which was opened by provincial Premier Makhenkesi Stofile, were the Masakhane project and education, the Curriculum 2005 programme, adult basic education and training, the education budget and higher education transformation.

Mr Stofile, who axed Mr Mayatula's predecessor Nosimo Balindlela only days before because of poor performance, noted "our education system is riddled with a crisis that has its roots in our historical past". – ECN

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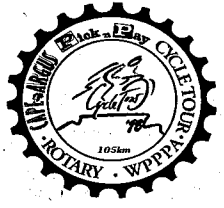

MARCH 8 1998

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http://www.cycletour.org.za

Accused is sent to Valkenberg

Port Elizabeth – Murder accused Riaan Bernardo, charged with killing his teenage sister, was sent to Cape Town's Valkenberg psychiatric hospital for 30 days' observation after he appeared in the Uitenhage Magistrate's Court on Tuesday.

Rianette Bernado, who was eight months pregnant, was found in a pool of blood in her stepfather's bed on January 12. She had been stabbed 40 times.

Riaan Bernardo, who

Unhappy teachers embark on mass action

Star 4/2/98 (321)

Provincial government accused of abandoning the redeployment of staff as emphasis falls on retrenchments

OWN CORRESPONDENT AND SAPA

Today sees the start of a tide of rolling mass action by unhappy teachers, parents and pupils in KwaZulu Natal while a fullscale teachers' strike looms in the Northern Province.

The week-long schools shutdown, which KwaZulu Natal education minister Dr Vincent Zulu said was restricted to a handful of Indian schools, has spread into former House of Representative schools.

Thousands of parents are expected to take to the streets during a placard demonstration organised by the SA Democratic Teachers' Union (Sadtu) today and the union will be holding a teacher stayaway on Friday.

More than a thousand pupils added their voice to the unrest when they embarked on a sit-in at M L Sultan Secondary School in Stanger yesterday.

"Pupils are unhappy. We have to pay high fees, we do not have books and stationery and have to pay for water, electricity and other services," matric pupil Bradley Ponen said.

"We believe it is the government's duty to pay for education."

"The pupils are expected to continue with the sit-in today. Hundreds of Durban schools in Chatsworth, Isipingo and Phoenix remained closed yesterday. About 17 former HoR schools in Mariannridge and others in Greenwood Park have also embarked on a shut-down," a union spokesman said.

Parents at schools around Durban have begun pledging money towards the legal costs of the Parents Association of KwaZulu Natal which plans to take the education minister to court.

A spokesman for the western areas of Durban said at a crisis meeting this week that schools in the area had already pledged R500 each.

"We are aiming to collect 50 cents a child towards the legal costs," he said.

Sadtu in Pietersburg warned yesterday that the dispute between the provincial education department and the union remain unresolved.

Sadtu north Durban chairman Paul Mqungose said schools in KwaMashu would also join the placard demonstration today.

"Governing bodies and parents have been holding crisis meetings and it is likely they will follow suit with further action," he said.

In Pietersburg, Sadtu provincial chairman Derrick Ngobeni accused the Government of abandoning the redeployment of teachers, saying the total emphasis had now fallen on mass retrenchments.

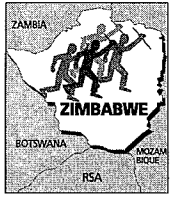
The union said Education Minister Sibusiso Bengu's threats to dismiss incompetent teachers were demoralising and they urged the provincial education department to speed up the appointments of principals in more than 2 000 schools in the province.

He said the union would continue to resist Government's proposal to give each province the power to decide how much of its funding from central government would go toward education.

Referring to the province's recent decision not to buy any text books, Ngobeni said it remained a primary responsibility of government to provide education.

"The public remains unconvinced that the government does not have money," he said.

Ngobeni said a strike would be inevitable if union appeals went unheeded.



In Zimbabwe a riot is the voice of the voiceless

Denied constitutional right of peaceful demonstration, they took to the streets, writes Rehad Desai

Recent events in Zimbabwe have caused a number of troubling viewpoints to be aired. Mention of "mob rule", Mugabe's arrogance and economic mismanagement have provided the staple diet of commentary on the tumultuous events of the past six weeks. Some historical perspective is called for to make sense of recent events.

Zanu-PF's landslide election victory in 1980 was celebrated by anti-racist democratic forces worldwide.

Unfortunately, through the constitutional agreements that preceded the elections, the new government's hands were tied by the clause which declared the sanctity of private property. Electoral power did not translate to the economic upliftment of the Zimbabwean masses.

Soon thereafter, in the mid-80s, the economic structural adjustment programmes of the World Bank and IMF were accepted by Zanu-PF. This failed to make a dent on the low standard of living for the mass of the population. Rather, it entailed an attack on such living standards through subsidy cuts on basic foods. At the same time ministerial corruption scandals broke, revealing a clique of ministers enriching themselves, including the president's wife Sally, a Nigerian oil baroness.

University students reacted by demonstrating and questioning Zanu's claim to represent the interests of workers and peasants. During the 90s inflation rose, aided by drought and a currency rate no longer fixed by the central bank. Spontaneous outbursts of anger, usually beginning at the university, became regular. The trade union federation – previously tied to the ruling party – broke off its alliance.

The movement, particularly in the public sector, launched general strikes to keep wage levels in line with inflation. The pressure from below pushed the Zimbabwe Congress of Trade Unions to take centre-stage in defending the populace against arbitrary price and tax rises.

The tremendous support the December 1997 general strike received showed the power of organised working class resistance as the government retreated from tax rises. Mugabe's strategy to force the people of Zimbabwe to pay for the much-needed grants to impoverished veterans of the liberation movement backfired. The attempt to introduce piecemeal reform proved too little, too late.

The issue of expropriation of white farm land is a return to a pre-independence Zanu position. The previous post-independence policy of willing buyer-willing seller and land resettlement proved an utter failure for most peasants.

The new policy of expropriation is the only option left for Mugabe to sustain his electoral support base. The much-touted notion that this will affect the export sector of the economy negatively in the long term is spurious.

The riots that followed the general strike and food price riots that followed last month are the products of years of frustration. Denied the constitutional right of peaceful demonstration, the young workers and unemployed of the towns took to the streets. The riot is the voice of the voiceless. We should dispense with the rhetoric of mob rule.

Zimbabwe is on the edge of fundamental change. Mugabe's autocracy and free-market politics have failed the populace. Moreover, they show how a party grown up in populist liberation movement politics can be ineffective when it comes to fundamental social transformation. The current events in Zimbabwe show that in the popular opposition to Mugabe there is a potential for a real democracy, responsive to people's demands through policies which end the cuts of the Mugabe era in wages, social services and education.

■ *Rehad Desai is an academic and a co-ordinator of the Zimbabwe Solidarity Group*

Metcalfe says she was misquoted on pay

(321) Star 4/2/98

By Vida Li Sik

A number of Gauteng schools have stepped in to assist their unpaid temporary teachers but have warned the Education department they cannot afford to do it again.

Many temporary teachers in the province were not paid their January salaries at month end after their names were not fed into the salary system. A number of newly-appointed permanent teachers have also not been paid.

Although Gauteng Education MEC Mary Metcalfe has assured teachers they can expect payment by mid-February, a number of schools assisted teachers by giving them advances on their salaries to cover monthly financial obligations.

"We managed to give our seven temporary teachers an advance on their salaries because we know they have responsibilities to take care of, but we cannot afford to do that again next month," said an East Rand principal.

Teachers were angered yesterday by radio reports that Metcalfe had said it was "normal business practice" and if the temporary teachers did not like it they could give 24-hours' notice.

"We find it very high-handed and insensitive on the part of Metcalfe to expect teachers to just put up with the situation," said one teacher. "Some of the teachers at our school are permanent staff who have to give three months notice before they can leave. Everyone has bills to pay and her attitude is a slap in the face. They'd like to know which Labour Bill she adheres to, because everybody else knows they are entitled to a salary on the last day of the month," she said.

Schools had to give advances

"One of our teachers is expecting a baby at the end of this month and is scared that her medical aid would be suspended if she doesn't make her monthly payment," said another teacher.

Metcalfe said the editing of an interview she gave Radio 702 did not reflect her answer to the question.

"The question I was asked was 'can temporary teachers go on strike', and I said 'no' because they are subject to a 24-hour notice of termination of jobs. I said the only thing they could do if they were not happy was to resign.

"I have a lot of concern for temporary teachers and would like to see them paid as soon as possible because I realise they have obligations," she said.

"The schools who have paid them out of their own funds will be refunded by the governing body. Temporary teachers should receive their salaries by February 16 and once the teachers have been put on the salary system there shouldn't be a problem," Metcalfe said.

SA teachers offered R145 000 in UK

ET(BR)6/2/98

FRANK NXUMALO
LABOUR CORRESPONDENT

Johannesburg — Poorly paid South African teachers are easy prey for British recruitment consultancies offering R145 000 for a 39-week working year.

Junior teachers are paid about R36 000 in South Africa.

LHR Education, a British education recruitment consultancy, will offer high salary packages when it launches a nationwide "work and travel" recruitment drive in South Africa at the end of this month.

It said successful applicants could expect to earn about R145 000 a year. "This makes travelling very feasible in terms of the European geography and their financial situation."

Paul Howells, LHR's managing director, said the drive had come as a result of "an acute shortage" of primary and secondary school teachers in the UK.

Parents take charge of teacher shortages

CT 6/2/98 (32)

ERIC NTABAZALILA and TROYE LUND

WHILE the parent body of Rylands High School has decided to close the school to put pressure on the Western Cape government to come up with extra money to employ teachers, working-class Kensington High School parents last night vowed "to keep the school running" by digging into their pockets to employ "crucial" staff.

Rylands is a relatively affluent area. The 1 000 parents who attended a crisis meeting at the school on Wednesday night agreed to support a SA Democratic Teachers Union (Sadtu) campaign for a mass closure of schools to force the provincial government's hand.

Dissatisfied KwaZulu-Natal parents have closed 100 schools, and have decided this action should continue until their provincial education department agrees to scrap the proposed retrenchment of 4 000 teachers this month as a cost-cutting measure.

Kensington High School parents crammed into the Kensington Civic Hall last night to discuss strategies to keep the school operating as best they could, in spite of teacher retrenchments that have led to classes ballooning to unmanageable levels. The school has lost 11 of its 52 teachers.

The meeting ended prematurely after a power failure plunged the hall into darkness, but not before the parents had agreed to increase school fees from R120 a year to R400 a year — which would allow the school to retain the services of four of the 11 retrenched staff members.

Head of the school's governing body Mr Rodney Inglis told the *Cape Times* that parents were concerned "that in a working-class community, leaving children unattended could be quite chaotic".

Inglis said: "The school and governing body determined that to have effective teaching we needed four extra teachers."

'Leaving children unattended could be chaotic.' — Rodney Inglis, head of school governing body

But, he said, the decisions taken at last night's meeting were short-term measures to keep the school functioning. The school was closed on Tuesday and Wednesday to demonstrate the seriousness of the situation to parents, and further action in the longer term could not be excluded.

In the meantime, the school would be functioning as normally as it could from today.

At Rylands High School on Wednesday, Sadtu spokesperson Mr Don Pasquallie warned that the closure of the school could be the beginning of a trend in the Western Cape, an extension of the forced shutdowns by parents in KwaZulu-Natal.

"This is exactly what we want parents to do. It is not because we want to disrupt learning — we want to highlight the plight of education," he said.

"The provincial and central governments must see the need to intervene and prevent the complete collapse of the education system."

Sadtu has started a two-week roadshow to lobby support among teachers, parents and Cosatu members across the Western Cape for mass protest action against the department's refusal to reinstate 3 300 temporary teachers who were axed last month.

The union believes alternative cost-cutting solutions are possible.

Sadtu firmly believed that axed temporary teachers should be re-employed until such solutions had been negotiated and finalised, Pasquallie said.

Chairperson of the school's governing body Mr Ebrahim Khan told the emergency meeting: "Ours is a matter of principle. It has nothing to do with politics. The future of our children and our country is at stake."

Although Rylands High lost nine temporary teachers when the 3 300 were axed last month, parents were prepared to accept the cuts because they brought numbers in line with the 35 to 1 teacher/pupil ratio being enforced by the Western Cape Education Department (WCED).

'This is exactly what we want parents to do' — Sadtu spokesperson on school closure

Khan said: "Even though the ratio meant that there were far more than 35 in classes, we were prepared to make do."

But sparks started to fly this week when the WCED refused to pay for substitute teachers to fill posts for four teachers, three on maternity leave and one on secondment to the department.

The WCED eventually agreed to pay for two of the four substitutes needed, but parents refused to accept the offer.

"We are not asking for extra teachers, we only want the amount that we are allowed. With the full quota it is already difficult to teach more than 35 pupils in a 40-minute period," said Khan.

The meeting decided that the school should remain closed until the department agreed to give them their full quota of staff.

More than 1 000 parents, teachers and students are expected to converge on the WCED offices in Cape Town today in support of the governing body, which will meet circuit managers and other WCED representatives.

● Our correspondent from Johannesburg reports that South African teachers are being targeted by international recruitment agencies luring them away with lucrative contracts and easy working conditions to Britain, where there is a shortage of educators.

What began as a steady trickle to the UK in 1994 has grown to a flood of 50 to 60 a month since August as teachers head for greener shores.

LHR Education, a British recruitment consultancy launching a major drive this month to poach top teachers in South Africa, has estimated that Britain will be short of about 6 000 teachers by the year 2000.

Gauteng teachers not downing chalk just yet

Star (321) 6/2/98

By Vida Li Sik

Teachers in Gauteng will not down chalk and take to the streets like their colleagues in KwaZulu Natal, who have embarked on mass action.

"Theirs is a local issue which needs to be addressed within the province," said South African Democratic Teachers' Union assistant general-secretary in Gauteng, Sollie Mobusela.

About 8 000 Sadtu members marched to present a list of grievances to the KwaZulu Natal Department of Education. A "shutdown" of schools is planned today as teachers and parents protest against the lack of cleaners, security, textbooks and classrooms.

National Professional Teachers' Organisation of SA spokesman Andrew Pyper said that while he was unaware of any plan of action by teachers in Gauteng, there was potential for strike action.

"There is wide-scale dissatisfaction and frustration among teachers because of their salaries, a workload that is becoming impossible as people leave the profession, and the substantive lack of job security for many temporary teachers," he said.

There was wide dissatisfaction when temporary teachers were not paid last month.

Teachers go for DIY transfers

By Vida Li Sik

Frustrated by red tape in obtaining transfers to schools nearer their homes, several teachers have taken to classified advertisements to find colleagues willing to swop places with them.

Teachers from Bloemfontein, Wolmaransstad and Lichtenburg have placed advertisements in local newspapers to find colleagues willing to exchange posts.

James Sekele – who is helping his wife, a secondary teacher in Wolmaransstad, find a post nearer to their home in Pietersburg – said many futile attempts had been made to obtain a transfer.

Another teacher, who only wished to be identified as Yvonne, said she was given a posting to Pretoria in 1989 but now wanted to be with her family in Soweto.

Ten teachers responded to her advertisement but, while three of them matched her level of teaching, the applicants were from farm schools where she was not prepared to teach.

History and English teacher Martha Mohutsioa has been teaching in Lichtenburg since 1990 but her husband was transferred to Bloemfontein. She found a teacher in Bloemfontein who was willing to move to Lichtenburg.

"The replacement teacher teaches Greek and biology but my principal said he would be able to reshuffle staff. I was told the paperwork will take about two weeks to complete.

"I just cannot wait to be with my husband and children," she said.

Gauteng Education MEC Mary Metcalfe said she had no problem with teachers taking the initiative in securing transfers, provided they followed correct procedures.

Struggle continues to reinstate teachers

AYESHA ISMAIL ST(CM)8/2/98 (321)

THE Western Cape Teachers Parents Students Forum is to go to the Labour Court this week to challenge the Education Department's decision to get rid of over 3 000 temporary teachers.

The forum, which consists of 101 Peninsula schools, will take six recently retrenched temporary teachers to the Labour Court to claim that the department's actions are unlawful.

This will be a test case and, if the teachers are successful, the department will be forced to re-hire temporary teachers who were retrenched.

Forum chairman Brian Isaacs said they had decided to go to the Labour Court because of the cost involved in going to the High Court.

Isaacs said: "We will ask the court to find the department guilty of unfair labour practice as the majority of temporary teachers were not unionised and therefore not consulted."

He said these teachers had a "legitimate expectation" that their contracts would be renewed based on the 1:26 and 1:36 teacher to pupil ratio.

Meanwhile, no effective teaching has taken place in Cape Flats schools as staff try to cope with fewer teachers being in charge of bigger classes.

Teachers and parents closed two schools in an attempt to highlight their plight and force the authorities to give them more teachers. Unions have warned that this type of action could snowball.

At Kensington High School, principal Ivan Carr dismissed his pupils at midday on Tuesday and asked parents to attend a crisis meeting. Carr said he was forced to take this drastic measure to "bring home the seriousness of the problem" his school faced after losing 11 teachers.

At the meeting, the parents decided the school should re-open — but this means they will have to come up with increased school fees of up to R400 a year.

Parents at Rylands High this week closed the school, so teachers could not be held liable for not carrying out their duties, they said.

In KwaZulu-Natal, more than 100 schools were closed to force the government to make more funds and teachers available.

South African Democratic Teachers Union spokesman Don Pasquallie praised the involvement of parents in the teacher crisis.

Welfare department cleans up benefit payment system

BD 10/2/98

Business Day Reporter

CAPE TOWN — Irregularities had been uncovered in about 600 000 state welfare grants, and payments to about 149 000 beneficiaries had been suspended, Welfare Minister Geraldine Fraser-Moleketi said yesterday.

The minister said a year-long "clean-up" of the social-security payments system had shown that about 20% of SA's 3-million welfare beneficiaries "were associated with irregularities", which resulted from a combination of weak management and of fraud and corruption.

The suspension of payments was saving the state R61m a month, Fraser-Moleketi said.

By comparing the personal details of beneficiaries with the home affairs department's population register, it had been possible to remove 60 000 deceased beneficiaries from the system since July last year. A total of 12 000 were removed between December last year and January this year, leading to a monthly saving of R5,5m.

Fraser-Moleketi said duplication of names and names with multiple identity numbers were being eradicated. About 12 000 records were being checked, half of which might be duplicates. The potential savings to the taxpayer were R3m a month.

The welfare department was reregistering beneficiaries in the Free State and Eastern Cape. More than 20 000 people older than 18 had been removed from the children's register, resulting in monthly savings of R3,7m.

The department was also removing beneficiaries of temporary disability grants as their qualifying period — three months to a year — expired. About 45 000 beneficiaries were affected, involving payments worth about R20m a month.

Fraser-Moleketi said her department was comparing information with the civil pension records, the government salary system, the unemployment insurance fund and the revenue service to remove from the benefits system those who had other means of subsistence.

Teacher forums too 'disruptive', says department

BD 10/2/98

Kevin O'Grady

THE Northern Province education department yesterday threatened action against SA Democratic Teachers' Union (Sadtu) members who attended Sadtu-organised "teacher forums" during school hours.

Department spokesman Bernard Matsane accused Sadtu of "deliberately undermining all efforts ... to prevent further deterioration of educational standards in the province", which achieved a mere 31,8% pass rate in last year's matric examinations.

Matsane said the forums, which will run from today until February 27 in the province's six regions, would disrupt the normal functioning of schools. The forums were intended to give teachers the opportunity to discuss ways of improving the services which they deliver.

The department regretted that Sadtu's actions "totally disregarded the constitutional rights of children" and that the union did "not have the decency to adhere to mutually agreed procedures for requesting time off", Matsane said.

The forums begin just five days after a provincial education summit, which was convened specifically to address the issues which negatively affected education, producing poor matric results.

Kriel vows to resist central govt initiatives that lower standards

BD 10/2/98

Linda Ensor

CAPE TOWN — Western Cape premier Hernus Kriel yesterday said he would resist central government initiatives where these threatened to undermine existing "standards and good governance".

In his opening address to the provincial legislature, Kriel said his multiparty government was willing to work co-operatively with central government, but this did not mean jumping when commanded to do so.

One central government plan that would be firmly resisted by the province was the proposal to have a megacity in Cape Town. "I am not in favour of a huge monster. Administration and international experience suggests that this is not the way to go."

He also appealed for the Finance and Fiscal Commission to look urgently at a new funding formula for the province.

"A head count is just not good enough.... Other factors which must be taken into account include the so-called human resources index, the maintenance of an established infrastructure, services we provide for other provinces without getting any money for it, influx from neighbouring provinces, distances within the province etcetera.... We don't want to be punished for sound economic management or for good administration, we want to be rewarded."

In an apparent appeal to the African National Congress, which declined a truncated offer to participate in his cabinet, Kriel appealed for all to "join hands in the interests of the province. We cannot afford to let political street protests, boycotts, stayaways and the likes hinder effective management. Let us differ ideologically, but never at the expense of true democracy."

Nkabinde counsel tells of 'interference'

MARITZBURG — The defence team in the murder trial of Sifiso Nkabinde suggested in the Maritzburg High Court yesterday that military intelligence and officials aligned to the African National Congress interfered in investigations of their client.

This emerged on the first day of the expelled ANC midlands leader's trial in which he faced 16 charges of murder and two of incitement to murder related to incidents in the Richmond area since 1993.

The claim was made by defence counsel Shane Matthews during testimony by a former national investigation task unit member in the midlands, Insp Deon Wilson. The evidence was related to an incident in which five ANC members were shot dead in Isimozomeni last July.

Wilson said the army took away two suspects held by the unit. Matthews said the incident was an example of military intelligence and ANC officials' interference in investigations of Nkabinde. — *Sapa.*

PEANUTS By Charles Schulz



Teacher retrenchments: pupils march in protest

(~~362~~) (321)

ANDREA BOTHA
STAFF REPORTER
ARG 10/2/98

Several hundred children from high schools in the Retreat area poured on to the streets today to protest against teacher retrenchments.

The protest march started at 10.30 this morning at Crestway High School in Steenberg after members of the student body called a meeting to talk to pupils.

The whole school then marched to nearby Sibelius High, where a letter stating their concerns was handed to the principal. Another meeting was held there.

Afterwards nearly half of the school joined the marching pupils to go to Heathfield High.

Crestway SRC chairman Ferouza Harris said pupils were unhappy about the teacher retrenchments.

There were no teachers in some of the classes.

Students, teachers prepare to put education department in the dock

(3a1) CT 11/2/98

TROYE LUND
EDUCATION WRITER

A BROAD nationwide movement against Education Department debt controls and the firing of temporary teachers culminated yesterday in several groups finalising plans to take court action against the department.

Students plan court action if tertiary institutions, which they owe R500 million in outstanding fees, exclude those who cannot pay.

Six temporary teachers who were sacked last month by the Western Cape Education Department (WCED) will launch an application in the Labour Court this week.

Part of their aim — they are backed by a group of 100 Peninsula schools — is to be re-instated and compensated for unfair labour practice.

But their most significant aim is to set a precedent for the other 3 300 temporary teachers who have been axed.

This route was decided on by the "Peninsula 100" schools after they calculated that they could not raise the estimated R100 000 it could cost to take the WCED to the High or Constitutional Courts.

Principal of South Peninsula High School and chairperson of the Western Cape Parent Teacher Student Forum, Mr Brian Isaacs, said: "The state is flouting its own labour laws and treating teachers with contempt because it knows full well that communities do not have the means to go to court."

He added: "Legal opinion assured us that we had a case to take to the Constitutional Court because the department cannot cut teachers to enforce pupil to teacher ratios of 35:1 in high schools and 40:1 in primary schools — without going through the proper consultations.

"But this kind of case would cost. If we lost we would also be liable for the state's expensive lawyers."

'These cases could have massive consequences for the country.'

The six teachers will launch their application in terms of section 189 of the Labour Act.

This stipulates that teachers have to be consulted before retrenchments are made.

Although the unions did consult the department, not all the axed teachers belong to them.

Trafalgar High School teacher Mr Nadeem Hendricks said: "The precedent that these cases could set will have massive consequences for the whole country."

At tertiary level, the South African Students' Association (Sasco) will launch an urgent application to the Constitutional Court today if tertiary institutions have not agreed to allow students with outstanding fees to study.

Tertiary institutions have warned that they will have to close down if outstanding fees are not retrieved.

Sasco president Mr Jacob Mamabolo said the argument was not that students should not pay their debts, but that they should be allowed to do so after registration.

Civil rights lawyer advising Sasco Mr Brian Currin said the application to the Constitutional Court would be made on the basis that tertiary institutions had acted unilaterally to enforce their new admissions and payments policies.

Currin said: "An organisation of the state which takes actions which impact on its stakeholders has an obligation to follow fair procedure, and implicit in this fair procedure is the question of consultation."

"There is clearly a case of unfair decisions having been made by tertiary institutions in their bid to recover their money, and also a violation of students' constitutional rights."

He added that until the beginning of the year tertiary institutions had had admissions policies which accommodated students who were behind with payments. Students had planned their lives in line with this policy.

"Suddenly, without consultation, discussion or pre-warning, students have to pay all the money owing or part of it or terminate their studies. This is the problem," he said.

Sasco called on President Nelson Mandela to intervene in the crisis and slammed presidential spokespeople for saying there was no crisis in education.

The student body urged students at various institutions to continue with mass action depending on the co-operation they received at each institution.

Pupils set to boycott schools as teacher numbers dwindle

CT 17/2/98 (321)

TROYE LUND
EDUCATION WRITER

WESTERN Cape state schools face pupil boycotts, and the province faces traffic blockades, following a decision by matric pupils yesterday to actively oppose teacher retrenchments.

The decision was reached at a meeting of matric pupils representing about 50 schools throughout the province.

Angry because they were being "done out" of an education and were unlikely to pass matric with 3 300 fewer teachers, the 200 pupils decided to blockade major traffic points, such as the airport, on Thursday.

If authorities fail to take notice of their protests, which will include a march to Parliament tomorrow, pupils plan to start boycotting classes next week.

Authorities were accused of giving pupils mixed messages — at the same time as being told that they were the country's future, pupils were given insufficient books and teachers.

Pupils said they understood how South Africa's economy would benefit if provinces did not overspend their budgets. But pupils refused to accept that this principle justified "poor or no" education.

The Western Cape Education Department, which has to pay back a R458-million debt, has axed 3 300 temporary teachers and plans to reduce the number of teachers on its payroll by a further 4 000 this year.

The retrenchments have left some schools with class sizes of 80 or more, and other schools have Grade 8 maths teachers teaching Grade 12 or matric science.

'The government does not realise what a terrible impact its plans are having on education.'

Because teachers have to prioritise matric lessons, many lower grade classes have a teacher for only two periods of each school day.

Congress of South African Student (Cosas) spokesperson for the province Sipho Kussie said: "The government does not realise what a terrible impact its plans are having on our education."

A Grade 12 pupil from Bella Vista Hoërskool, Randall Opperman, who had made a two-hour journey from the Boland to attend the meeting, said: "My science teacher is qualified to teach maths to Grades 6 and 7. How can we get this to the government's attention?"

Western Cape Education Department chief Mr Brian O'Connell explained to the meeting how financial constraints and the department's R458m debt left him no choice but to cut costs by implementing the pupil/teacher ratios that had been aimed for in the year 2000.

These ratios — 35 to 1 for high schools, and 40 to 1 for primary schools — make bigger class sizes because they do not accommodate classes that split for different subjects.

Primary schools only get a teacher if a class has 40 pupils. If there is a grade with two classes of 35 pupils each, the school is required to join the two classes.

But O'Connell reminded pupils that marching and protesting was unlikely to help, because the bottom line was that there was just no more money.



MEGAN BROWN of Heathfield High said she did not want to know about the country's expenses. She was attending yesterday's meeting to make a plan that would save her education. "Maths is compulsory in our school of about 2 000 pupils. We have two maths teachers. We pay our fees, what more does the government expect?"



MARLON CLASSEN of Heathfield High wanted to know how he was expected to do better than last year's matrics, when crucial subject teachers were not available to him.



REAGAN VISSER, a Protea Secondary School matric pupil from Atlantis, said: "There seems to be nothing we can do, we do not sit in Parliament." He wondered how a technical school could be left with two teachers trained in technical subjects and how teachers could teach 60 pupils in one class.



SIPHO KUSSIE, who is a Cosas spokesperson, urged school pupils to support the drive to reverse the teacher retrenchments that had left schools unable to deliver acceptable education. "Pupils must voice their anger and make the government notice how the cuts are affecting us."

Teachers go back to classes

(321)

Sowetan 17/2/98

By Nthabi Moreosele

TEACHERS at Zola Higher Primary School in Soweto have agreed to go back to classes after parents demonstrated at the school yesterday following a chalks-down strike which started last Wednesday.

The school's governing body and about 200 parents toyi-toyied at the school over the strike, which was caused by a dispute over the principalship.

There were shouts of joy when officials of the Gauteng department of education (GDE), who had brokered the truce, said Mr Mhlupheki Kubheka would continue as acting principal for the next two weeks until a new principal was appointed.

The parents had made it clear they preferred Kubheka, who has been with the school for 22 years.

The school has been without a head since March last year when the then principal received a severance package. Kubheka, who was at the time deputy principal, became acting head until the post was advertised.

Trouble started when the school's governing body nominated Kubheka as head. The GDE would not sanction the nomination because, it said, Kubheka did not satisfy all the requirements.

Kubheka assured parents at a meeting that he was upgrading his qualifications. "We think teachers who do not want to work with Kubheka should be transferred elsewhere," parents said.

The parents accused Mr Mafika Khoza, GDE inspector in charge of the area, of having fomented the trouble. They also criticised the teachers for not wanting Kubheka.

A member of the Zola Community Policing Forum, Mr Solomzi Ndlovu, said many people in Zola, including some of the teachers, had "passed through Kubheka's hands".

Mr Bongani Majola, a GDE official, said the teachers had given the department two weeks to appoint a new principal. In the meantime, they had agreed to a process of reconciliation with the parents.

The teachers also asked the parents to guarantee their safety.

Teacher crisis hits school

(321)

Sowetan 17/2/98

By Gershwin Chuenyane

PUPILS at a high school in Soshanguve, Pretoria, are without teachers for science and commercial subjects because 11 redundant teachers refuse to be redeployed to other schools within a 10km radius.

Ten classes of 35 pupils each are not being taught only but supervised during classes for mathematics, physical science and commercial subjects because there is no one to teach these subjects at Wallmannsthal High School, according to principal Mr Jerry Letsoalo.

"The problem started when temporary teachers' contracts were terminated last year. All our science and commerce teachers were in that group. We need two science teachers and one commerce.



"We have an oversupply of Sepedi, English, history and geography teachers, and redundant teachers are unwilling to be redeployed to other schools within a 10 kilometre radius, which need their services," Letsoalo said.

In an effort to alleviate the problem, the school's governing body employed a science teacher who is paid from the school's coffers. The teacher already takes six classes of 35 pupils each but the problem of the other 10 classes still remains, said Letsoalo.

He said the Gauteng department of education was aware of their problems and that they, together with the governing body, met last week to discuss the issue.

At the meeting, the education coordinator for the N4 district, Mr Hurdly Stanford, said the school's management should identify the redundant teachers and forward their names to the district office.

The district office would then negotiate redeployment with the identified teachers. The school management then turned down the suggestion because, it said, it was not safe. They felt that they might be victimised by the teachers, since the procedure was illegal.

Letsoalo warned that if a solution was not found soon, the 1998 results could be worse than last year's 18,25 percent pass rate.

Pupils in impromptu march to Parliament

(321)

SHAVONE PRINSLOO AND CHARLENE ROLLS

ABOUT 80 angry pupils from 10 Cape Flats schools took part in a spontaneous march to Parliament yesterday to protest against teacher retrenchments.

The pupils said they were prompted to march because "our school funds are increasing and our teachers are decreasing".

Grassdale High pupil Danielle Clarke said: "We can't work with torn textbooks".

Hilton Frances, from Crestwave High, says: "Every period five classes have to combine with one teacher."

Chantal Kruger of Grassdale High said she and the other pupils were unsure whether their protest would have an effect. "But at least they know how we feel."

A parliamentary official advised them to apply for permission to march.

CT 12/2/98

Teacher cuts hit Red Cross

ST (CM) 22/2/98 (3a1)

CHARL DE VILLIERS

CAPE Town's Red Cross Children's Hospital may be hit by the current wave of teacher retrenchments.

Two of the hospital's three resident teachers have been warned by the Western Cape Education Department that their posts are redundant — potentially leaving one teacher to educate 50, mainly bedridden, children.

But the education department denied this, saying the posts were safe until the Western Cape had worked out its own policy on special schools.

This is cold comfort for the three remaining teachers at Red Cross, who claim the department has refused to keep them informed about decisions which will have major repurcussions for the quality of care of young patients in the only paediatric hospital in sub-Saharan Africa.

"No-one wants to tell us what is going on," school principal René Moolman said this week.

The in-house school, which was founded with the hospital in 1956, has seen its staff dwindle from five to three teachers.

Two teachers — Joy Wanless and Sylvia Myburgh — have been told their posts will become redundant at the end of the first term on March 27.

Myburgh is a specialist in remedial teaching and a member of a medical team which deals exclusively with children with emotional and learning problems, including victims of sexual abuse and violence.

"If Myburgh goes, the Therapeutic Learning Centre will collapse," Moolman warned.

Education department spokesman Tony Eaton said the hospital teaching posts would only be reviewed once the province had drafted its own policy on special schools, and in the meantime the three posts would remain.

Red Cross medical superintendent Dr Saheed Hassim said the hospital wanted to keep the school going.

"It's vital to have this service for patients who stay here for a long time. If they aren't kept up to date with their school work, they'll lose out."

On average, there are about 50 young patients who are hospitalised long enough to need in-house schooling.

Of these, only about 15 are able to make it to the school's two classrooms. The rest get their lessons in bed.

In this school, there are no uniforms except hospital gowns. For most of the pupils, their beds double as desks.

Many of them are seriously ill — be it with burn wounds, cancer or waiting for a donated liver.

"We have one child here, a long-term patient in a wheelchair who breathes through an incision in his throat and cannot write because his arms are too weak," Moolman said.

"But he's brilliant with computers, and quite the bird fundi . . . he identifies birds by their song."

Sadtu threatens mass action if problems are not solved

(321) BD 15/11/98

Farouk Chothia

DURBAN — The SA Democratic Teachers' Union (Sadtu) in KwaZulu-Natal warned yesterday that it would start mass action if the provincial education department failed to resolve problems at schools.

Sadtu KwaZulu-Natal chairman Daniel Mabuyakhulu said the union was committed to providing quality education. However, this could not be achieved when teacher-pupil ratios were rising. The department had also decided to stop paying schools' water and electricity bills and was unable to confirm orders for textbooks and stationery.

He said the department was continuing to "destroy" the culture of learning and teaching. If the department failed to address all problems, there would be mass action.

Schools are to reopen next Tuesday.

Sadtu provincial secretary Ndaba Gcwabaza said school governing bodies should stop introducing exorbitant school fees. Parents should refuse to pay these. Fee increases beyond the "reasonable" would in effect turn public schools into private schools, affecting the poor, he said.

Sadtu noted the department's decision to extend the contracts of temporary teachers, but said that the extension was only to the end of next month. This meant the problem was merely being postponed.

Gcwabaza said the department should look at shedding management and administrative personnel where there was "wastage" in order to make funds available.

Department director-general Mike Jarvis said the union's warning of mass action was "very sad" as it would harm pupils.

Contrary to the union's claims of wastage, the KwaZulu-Natal department had the leanest bureaucracy, he said. The salaries of non-educators per learner was an average of R88 in KwaZulu-Natal, while the national average was R228, he said.

He said the cash-strapped department was trying to keep teachers on its staff so that pupils would be taught. Central government was refusing to make more funds available in order to meet the 4% deficit targets.

Parents would therefore have to be willing to contribute towards payment of other essential services.

Meanwhile, **Kevin O'Grady** reports that registration of Grade 1 pupils continued yesterday at many schools in Gauteng, Mpumalanga, Northern Province and North West, where schools reopened on Tuesday.

Provincial education department spokesmen said there continued to be few problems.

However, Mpumalanga spokesman Peter Maminza said there were several Afrikaans schools in Piet Retief and White River which had refused to admit black pupils on the grounds that they were not equipped to provide instruction in English.

Maminza said it was illegal for children to be refused admission to a school which had vacancies. The department would approach the schools and provide English teachers and support material to give them parallel-medium status.

Maminza said Mpumalanga had not had problems with textbook or stationery shortages. Requirements had been obtained from schools last year and materials had been delivered on time.

"We'll see in about 10 days' time whether the situation has changed and whether we need to make additional arrangements," Maminza said.

Sapa reports that Gauteng education department spokesman Aubrey Matshiqi said there was no place at schools for failed matriculants, but there were other options for them. The Gauteng Youth College would offer failed matriculants a chance to rewrite their exams and would also offer subjects such as life skills and entrepreneurship.

The National Party said the college could accommodate 3 500 pupils and could not possibly meet the needs of more than 38 000 failed matriculants.

North West education spokesman Frans Batsi said the issue of failed matriculants who wanted to repeat the year was a huge problem. Options open to them included writing supplementary examinations, enrolling in adult-education classes or returning to school if they were not too old.

"The schools have to find ways of accommodating those pupils who are still of the school-going age," Batsi said.

North West's stationery and textbooks had been supplied towards the end of last year.

Temporary teachers will learn fate on eve of return to school

ARG 16/1/98 (B2)

ANDREA BOTHA
STAFF REPORTER

Temporary teachers will probably have to wait until Monday, the day before schools reopen, to find out if they still have jobs.

Don Pasquallie, provincial secretary of the South African Democratic Teachers' Union, said he advised all temporary teachers to go to work on Monday to find out their fate.

He said schools were still receiving circulars from the Western Cape Education Department stipulating terms of employment for temporary teachers.

Meetings between principals and governing bodies were due to held at schools, probably today.

Earlier this week, the department announced that 3 600 temporary teachers would not be re-employed this year. Of these, 2 600 would be axed immediately and 1 000 would e employed without benefits until March.

The teachers most at risk are those who were employed after July 1, 1996. Those employed before that are deemed "protected" and will keep their jobs.

Mr Pasquallie said it was unacceptable that teachers should be be told about their future only on the day they were supposed to report for work.

The department also wants a teacher-pupil ratio of 1:35 in high schools and 1:40 in primary schools. Schools whose ratios improve on this will have to sack their extra teachers.

Brian Isaacs, principal of South Peninsula High School, said he and his staff rejected the circular, which arrived yesterday. Mr Isaacs is also the chairman of the Western Cape Parent Teacher and Student Forum, representing about 80 schools.

"We believe the department has acted unilaterally. There was no deal with the unions and they did not consult the parents. We believe the department is in serious trouble."

He said he was seeking legal opinion on whether the temporary teachers who would be re-employed should sign the new contracts or not.

Because the teacher-pupil ratio at South Peninsula High School was 1:26, he would have to fire eight teachers. Without them, subjects would have to be dropped. Those at risk were Xhosa, home economics and woodwork.

Department spokesman Tony Eaton said the department had tried last week to solve its R458-million deficit problem by consulting teachers' organisations. But they had walked out of negotiations, leaving senior officials to work through the holidays to prepare procedural documents, which were distributed among department circuit managers at a meeting in Parow this week.

The circuit managers passed on the circulars to school principals.

The documents also advised schools how to deal with the current budgetary crisis.

■ A report in yesterday's Cape Argus incorrectly described Basil Snayer, a teacher at Garlandale High School, as the principal of the school. The principal is Eddie Snyders.



ANDREW OFFENBURGER

Success story: principal Isaac Kora behind his desk at the school where he was a pupil

Poverty no bar to headmaster Kora

UNSUNG HEROES

ANDREW OFFENBURGER
STAFF REPORTER

When Isaac Kora's three children say goodnight to him, they do not see the humble heritage hidden behind their father's eyes.

They see "dad", the success story who endured the hardships of poverty to become a student, then teacher, and now principal of Modderdam Senior Secondary School.

Mr Kora, 40, hopes his students will also see him as a father and role model, somebody who can help them avoid destitution to achieve their dreams.

Mr Kora was the third of eight children, and lived with his brothers and sisters, his parents, and two grandparents in a one-bedroom house in Netreg, near Bonteheuwel.

His parents would send him to collect cow dung to make a floor for the house. He practiced reading and writing by the light of a paraffin oil lamp. He took baths in a zinc tub with water used by 10 people before him.

"I grew up in a very poor area," he said. "If you come from Netreg, other students look down on you. You definitely get an inferiority complex."

"Instead, I let it motivate me," he said. "I am the only one in my family who has gone this far. My brothers had to leave primary school to work and support the family."

While in secondary school at Modderdam, Mr Kora met a man who would forever change his life – principal Thomas "Tommy" Petersen.

Mr Petersen, who died in 1990, inspired the young Isaac.

After Mr Kora matriculated in 1975, he faced significant pressures to stop studying and go to work to help support his family.

"My parents were looking forward to the day when I finished matric. They were not too keen on my 'varsity education, because we had no money."

But Mr Kora pursued his studies, with many people helping him finance an education at the University of the Western Cape, including Mr Petersen.

"He paid the initial R25 for registration fees," Mr Kora said. "Had he not done that, I probably could not have attended classes, because my parents did not have an extra R25."

Unions set for new schools

Talks today on Bengu's 'draconian' plan as

Teacher unions will meet at the national Education Labour Relations Council today to oppose Education Minister Sibusiso Bengu's new rationalisation proposals, which could lead to further teacher axings.

SPECIAL REPORT



GLYNNIS UNDERHILL

"The rationalisation proposals are draconian to say the least," said Henry Hendricks, chief negotiator for the National Professional Teachers Organisation of South Africa.

The new proposals devolved funding responsibilities to the provinces, although the responsibility for the standards of education rested with the minister and his department.

"Our legal advisers have told us that according to the constitution we don't have much of a leg to stand on to stop this process," Mr Hendricks said.

The Western Cape was one of the provinces worst affected by teacher cuts and the proposals could severely damage education in the province, he said.

The Western Cape Education Department is reeling under a R458-million debt, which has led to the loss of thousands of skilled teachers.

About 6 000 teachers in the province have taken retrenchment packages and more than 3 000 temporary teachers are set to lose their jobs.

Mr Hendricks said downsizing education would cause huge problems for the provinces as the proposed rationalisation scheme was "means-driven, not needs-driven".

"The minister intends invoking section 189 of the Labour Relations Act to enforce further rationalisation for financial reasons," Mr Hendricks said.

Western Cape Education Department spokesman Tony Eaton said the effects of the proposals could be studied only after they were tabled in Johannesburg today.

The Western Cape will also be represented at the summit in Pretoria today of provincial education ministers to discuss the disastrous matric results. The Western Cape performed best, with a 76,3% pass rate.

Dr Bengu wants to put his rationalisation proposals in place retrospectively from January 1.

Teacher unions were given the proposals in draft form before Christmas.

The unions are reeling from the teacher cuts and disastrous matric results and believe the implementation of the proposals could lead to a further drop in education standards.

"The new proposals provide educators in terms of available budgets in the provinces. The unions have no input into the budgetary process," said Mr Hendricks.

Archie Lewis, president of the Cape Teachers Professional Association, said the proposals were "bad news" for the Western Cape.

"There will be a loss of teachers along the line should they implement the new proposals.

"We will be badly hit as the money we get from central government is not enough," Mr Lewis said.

Mr Hendricks yesterday hit out at Dr Bengu and his provincial colleagues for "lack of vision and lack of leadership".

"There is also a lack of courage on the part of education leaders to approach government to win education the status it deserves.

"Our major concern is that the government is not giving education the importance a developing country deserves and is reducing it to a level far below what it should be," Mr Hendricks said.

CAPE ARGUS, **FRIDAY**, JANUARY 16, 1998

cutback fight

further job losses loom

321

ARG 16/1/98

CAPE TIMES
FRIDAY, JANUARY 16, 1998 ★

'PLUMMETING STANDARDS INEVITABLE'

Bengu hands staff crisis to provinces

CT 16/1/98 (321)

TEACHER unions fear that a proposal by Education Minister Sibusisu Bengu will spell disaster for education standards, Education Writer **TROYE LUND** reports.

EDUCATION Minister Dr Sibusisu Bengu will today present a plan that will effectively wash his hands of staffing, financial and rationalisation crises that provincial education departments are embroiled in.

The 26-page document proposes that cash-strapped and debt-ridden provinces determine the number of posts at schools according to their budget constraints and debts. From now on staffing will be budget driven and not quality driven.

In effect, Bengu has to devolve the responsibility of post provisioning to provinces because he no longer has a say over how much money provincial education departments get.

Central government allocates each province with a sum of money. Provinces then decide how much of this money is allocated to their education departments.

The new plan means that provinces will no longer have to spend 90% or more of their education budgets on teacher salaries because of nationally determined teacher/pupil ratios and redeployment schemes.

Provinces will determine what teacher/pupil ratios they can afford and devise their own rationalisation plans.

The plan also means that a school will not be able to rely on national rules that stipulate the number of posts.

Teachers appointed to new posts are likely to have to accept temporary or contractual status so that provinces can hire and fire as their finances dictate.



CLEAN HANDS: Sibusisu Bengu

Education experts and teacher unions have warned that the proposal will also spell disaster for education standards, as provinces employ "cheaper" and less experienced teachers over more experienced ones who command higher salaries.

Teacher unions have warned that huge classes and plummeting education standards will be inevitable if the proposal is accepted as it stands.

There is also concern that provinces will offer different standards of education, and disadvantaged schools will have to stick with the number of posts allocated, while privileged schools will be able to employ extra teachers paid for by parents.

The most disconcerting consequence of this plan, unions said, was the possibility that any new posts created in the future were likely to be filled with temporary or contractual teachers.

This would allow provinces to abolish posts and fire teachers as financial situations changed.

It is also likely that teachers employed as temporary or contractual staff, would have to agree to waive any "legitimate expectation" to be re-employed when their contracts expired, even if they had been working for the department for a long time.

Private sector employees who are employed continuously for more than three months are able to claim legitimate expectation to be re-employed.

South African Democratic Teachers' Union (Sadtu) spokesperson Mr Don Pasquallie said that this provided education departments with "labour flexibility" and "exposed teachers to exploitation".

"No union worth its salt can accept this," he said.

Bengu has justified his plan by pointing out that he no longer has a say in how much each provincial education department gets.

"The environment has changed to the extent that present measures on educator provision — and especially how these are applied — do not necessarily harmonise with budgetary measures," he said.

Bengu said guidelines developed by the national education department would assist provincial departments in the deployment of teachers after other budgetary considerations had been taken care of.

Budget, not quality, set to drive teacher staffing

(321)

Own Correspondent

Cape Town – Education Minister, Professor Sibusiso Bengu will today present a plan to wash his hands of staffing, financial and rationalisation crises that provincial education departments are currently embroiled in.

The 26-page document that will be tabled in Johannesburg today proposes that cash-strapped and debt-ridden provinces determine the number of posts at schools according to their budget constraints and debts.

From now on, staffing will be budget driven and not quality driven. In effect, Bengu has to devolve the responsibility of post provisioning to provinces because he no longer has a say over how much money provincial education departments get.

Central government allocates each province a sum of money. Each province then decides how much of this money its education departments should get.

The new plan means in effect that provinces will no longer have to spend 90% or more of their education budgets on teachers' salaries because of nationally determined principles such as teacher/pupil ratios and redeployment schemes.

Provinces will determine what teacher/pupil ratios they can afford and devise their own rationalisation plans.

Education experts and teacher unions have warned that this proposal will spell disaster for education standards as provinces employ "cheaper" and less experienced teachers over the more experienced ones who command higher salaries.

Star 16/1/98

Sadtu reaches agreement with provinces on rehiring teachers

BD 16/1/98 (321)

Kevin O'Grady

THE SA Democratic Teachers' Union (Sadtu) had reached agreement with seven provinces to rehire temporary teachers or postpone plans to allow their contracts to expire, Sadtu president Willy Madisha said yesterday.

Because of the provinces' willingness to resume negotiations on the issue, Sadtu had shelved plans to seek a court interdict preventing them from allowing as many as 20 000 teachers' contracts to expire at the end of last year.

Provinces which the union had not yet met to discuss the issue were the Western Cape and Gauteng. Gauteng education MEC Mary Metcalfe said last week the province would rehire as many as 3 000 of its 5 000 temporary teachers, but Madisha said Sadtu wanted all of them rehired until the issue was resolved.

Madisha said the union was not having as much success on the issue of the education ministry's abandonment of national guidelines on pupil-teacher ratios.

Education Minister Sibusiso Bengu announced last month that ratios would in future be determined by how many teachers provincial departments could afford to employ. He said it made little financial sense to dictate ratios which provinces could not afford.

While Sadtu was aware there were provincial budget constraints, "if they (the provinces) have blundered administratively, we will not allow that to stifle progress in education", deputy president Edwin Pillay said.

Madisha said Bengu had adopted a "high-handed approach" in abandoning the guidelines and the teacher redeployment scheme without it having been effectively implemented.

The union also criticised as "a recipe for major conflict" Bengu's suggestion in the wake of last year's poor matric results that school management and governing bodies should have the power to fire nonperforming teachers.

Madisha said it would be "disastrous" to hand this responsibility to school governing bodies which lacked the capacity to deal with the issue. Provincial education departments were the legal employers of teachers and should have the ultimate responsibility to hire and fire them.

Meanwhile, Sapa reports that the National Productivity Institute, in a joint statement with the Centre of Productive Education, said yesterday the root of bad matric results lay in the poor quality of primary school education.

"The core issue is the unpreparedness of children for secondary education and beyond that, all life's learning necessities," the organisations said.

"If in 1997 more than half of the candidates have failed to obtain a school leaving certificate, then it is a reasonable assumption that these students will have great difficulty in contributing to a modern knowledge-based society and that our rate of appropriate human capital formation is substantially below its potential."

The W

Students hope that they will make a difference

ARG 17/1/98 (301)

ELLIOTT SYLVESTER

South Africa's teachers have in recent years been marked as scapegoats for disrupted classes, poor matric results and a lack of discipline in the country's youth and no longer enjoy the respect once shown them.

There is hope, however.

Although teaching is being plagued by cutbacks and retrenchments, young student teachers like 23-year-old Edgar Motho and 24-year-old Esther Mokoena are fiercely dedicated to the profession and what it stands for.

Both are willing to venture out into the minefield of education to try and make a difference in their communities with the new perspectives and enthusiasm they feel they have.

Ms Mokoena, a trainee teacher and mother of one, believes that when she enters the job market next year she stands a good chance of employment because she has a fresh approach. She also specialises in science and mathematics – two subjects desperately needed to be taught in schools. Both Mr Motho and Ms Mokoena agree that without these two subjects, "pupils have nothing".

This is largely why Soweto College of Education has taken on students starting their third and final year of training with the prerequisite that they study these two vital subjects.

There are no new first-year students at the college because the teaching "market" can no longer absorb new teachers.

The future teachers are not intimidated by retrenchments and say their fellow students are as eager as they are to change the face of education.

"I want to be a teacher because it is the best way to give something back to my community," Ms Mokoena said.

The students acknowledge that there is a glut of teachers but they argue that there is a need for a new kind of teacher – and say they fit the bill.

Mr Motho, a third-year student at the college – one of the teacher training institutions earmarked for closure at the end of 1998 because of budget cutbacks – feels that education needs to regain a lost sense of discipline.

He feels the new Curriculum 2005 will be the first step in bringing respect and discipline back into the classroom.

Mr Motho explained that the Outcomes-Based Education (OBE) requires the pupil to do the bulk of the work. This contrasts with the current system, which has the teacher doing most of the work while pupils sit, listen and eventually lose interest, he said.

The new OBE will require more thought and input from pupils. Once they feel their ideas are valid and being accepted, they will be more serious about studying and classrooms will regain their old status. Sadly, teachers are still being undermined and abused by the people who need them most. They also struggle to cope with the role of being surrogate parents.

The reality remains that teaching is an underpaid, unglamorous vocation in which the act of reaching young minds is the only reward.

240 children turn up to face one permanent teacher. . .

(321) ARG 19/11/98

ELLIOTT SYLVESTER

Pupil-teacher ratios have been increasing in recent years but not as outrageously as at Parktown Primary, where 240 pupils turned up on the first day to be greeted by one permanent teacher.

The Gauteng Department of Education ruling that all temporary teachers employed after July 1 1996 have their contracts terminated at the end of last year depleted the staff at the school.

Alan Rowe, the principal and only permanent staff member of the small school which he opened in March 1996, has since managed to put a skeleton staff of seven teachers in place but still feels the situation is not stable.

"The 1:40 ratio is not the ideal situation, but we cannot bemoan our fate. Pupils need to be taught," Mr Rowe said.

"My staff have acted very professionally. Even though morale might be a bit low they are still very positive and dedicated to their task."

One teacher has even undertaken the task of phasing in the new Curriculum 2005 in her Grade 2 class. Schools are required to apply the new curriculum only to first graders.



Skeleton staff: principal Alan Rowe and his staff of seven temporary teachers

To make the task of teachers even more difficult, no textbooks have been delivered to the school yet. "Only classes up till Standard 2 have textbooks," he said.

Mr Rowe believes his books will eventually arrive but until then his teachers are doing the best they can to keep the children occupied.

For Grade 5 teacher Sushil Deva, fresh out of the Transvaal College of Education, the temporary employment is cold comfort.

"When I left college I was assured of having a job. Now I don't even know if I will get paid."

"Teaching is a very rewarding profession but the Government is making it difficult because they don't seem to know what they are doing," said 22-year-old Mr Deva, who is carrying on a legacy of teachers in his family.

Grade 4 teacher Ferris Jenvey said: "We were all very nervous at first because some of us have families to support and we didn't know if we were going to be paid or not."

She said she and others are now desperately hoping for a contract extension to the end of the second term.

"All schools where temporary teachers were re-appointed will have their (teachers') contracts renewed quarterly till the end of the year," Gauteng Department of Education spokesman Aubrey Matshiqi said.

But the tenure of the teachers at the Parktown school is by no means guaranteed.

The secretary of the school's governing body, Corinne Touw, said the group reacted with horror when they heard about the cutbacks, but added: "I know our situation is not unique, but I have faith in the Gauteng Department of Education that right sizing will be sorted out by the end of the year."

If the new Budget does not allow for permanent employment of teachers, Mr Rowe admitted the school would be forced to shut down.

Just one permanent teacher for 240 pupils

By ELLIOT SYLVESTER

The reality of the crisis around temporary teachers was starkly outlined this week at a Parktown primary school, when 240 pupils turned up on the first day of school to be greeted by one permanent teacher.

The Gauteng Department of Education ruling that all temporary teachers employed after July 1 1996 must have their contracts terminated at the end of last year saw the school's staff depleted.

Alan Rowe, principal and only permanent staff member of the small Parktown school, which he opened in March 1996, has since managed to put a skeleton staff of seven teachers in place but still feels the situation is unstable.

"The 1:40 ratio is not the ideal situation, but we cannot bemoan our fate. Pupils need to be taught," Rowe said.

"My staff have acted very professionally. Even though morale might be a bit low, they are still very positive and dedicated to their task."

One teacher has even undertaken the task of phasing in the new Curriculum 2005 in her Grade 2 class, although schools are currently required to apply the new curriculum only to Grade 1 pupils.

To make the teachers' task even worse, no textbooks have been delivered to the school yet. Only classes up to Standard 2 have textbooks. Rowe believes his books will eventually arrive, but till then his teachers are doing the best they can.

For Grade 5 teacher Sushil Deva, fresh out of college, the temporary employment he has is cold comfort. "When I left college I was assured of having a job. Now I don't even know if I will get paid at the end of the month.

"Teaching is a very rewarding profession but the Government is making it difficult because they don't seem to know what they are doing," he said.



SKELETON STAFF: Principal Alan Rowe and his seven temporary teachers hope that contracts will be extended to keep the school going PHOTOGRAPH: CHRIS ADLAM

Grade 4 teacher Ferris Jenvey said: "We were all very nervous at first because some of us have families to support and we didn't know if we were going to be paid." She and the other teachers are now desperately hoping for a contract extension to the end of the second term.

Gauteng Department of Education spokesman Aubrey Matshiqi told the *Saturday Star*: "All schools where temporary teachers were reappointed will have their teachers' contracts renewed quarterly till the end of the year."

He said the department had done research into such extreme cases and would try not to disrupt schooling.

For the teachers at the Parktown school this is cold comfort, since their tenure is by no means guaranteed.

Governing body secretary Corinne Touw said the group reacted with horror when they heard about the cutbacks. She was, however, certain that the governing body had plans in the pipeline if the situation did not improve.

"I know our situation is not unique but I have faith in the Gauteng Department of Education that rightsizing will be sorted out by the end of the year."

If the new budget does not allow for permanent employment of teachers, Rowe admits the school would be forced to shut down.

Star 17/11/98 (321)

Bengu faces court action

ST(CM) 18/1/98

(321)

101 Cape schools are set for a legal battle

AYESHA ISMAIL

SOUTH Peninsula High School and 100 other Western Cape schools are set to take Education Minister Sibusiso Bengu to court for not consulting parents before deciding to fire almost 3 000 temporary teachers.

Brian Isaacs, South Peninsula principal and chairman of the Western Cape Forum for parents, teachers and students, said: "We have sought legal advice and believe we have sufficient grounds to go to court."

He said Bengu and the Western Cape Education Department, which would also be taken to court, had contradicted the Education Policy Act by not consulting parents.

Isaacs said the Act required Bengu to consult the national Education and Training Council, which consists of teachers, unions and parent bodies, when determining pupil-teacher ratios. "He has not done that," he said.

"If the minister is hell-bent on implementing a 1:35 teacher to pupil ratio in high schools and 1:40 in primary schools, then the options open to parents, teachers and pupils are either protest or legal action."

Isaacs took the old coloured education department to court in 1993 for implementing a circular at short notice preventing schools from hiring substitute teachers.

The Cape Supreme Court declared the circular invalid on the grounds that "proper consultations" had not occurred.

Isaacs has called a meeting of parents, teachers and pupils at the Athlone Technical College for Wednesday at 11am.

The opening of the new school term tomorrow is expected to be marred by confusion and protest action.

Temporary teachers will know tomorrow whether they are among nearly 3 000 who will lose their jobs.

Fewer than 1 000 will fall within the category of "protected teachers" who are allowed to stay on and be appointed to permanent posts.

The South African Democratic Teachers Union has rejected the circular sent to schools this week setting out the rationalisation policy and instructing principals how to enforce it.

Union spokesman Don Pasquallie said Sadtu had called a mass meeting of teachers at the Good Hope Centre in Cape Town on Wednesday to discuss "the way forward".

Last week unions walked out of a meeting after negotiations between them and the education department broke down.

Pasquallie has also called on principals not to enforce the circular.

Educationists have warned that the department's policy will have serious repercussions for the education system.

"This will result in poor academic performance in our schools," said Pasquallie.

"Once again the historically disadvantaged schools will be affected.

"Come the end of the year, people want to look for all kinds of reasons for the poor matric results," Garlandale High School principal Eddie Snyders said.

He added that the former Model C schools could afford to hire and pay extra teachers at competitive salaries.

Sadtu up in arms at Bengu over sackings

(3a1)

By SIFELANI MLAMBO

THE RIFT between the Department of Education and teachers' unions over retrenchments is widening.

At a press conference this week, Willy Madisha, president of the SA Democratic Teachers' Union (Sadtu), said the government seemed to be reneging on its earlier commitment to holding a summit on education finance issues.

He said all work the union and the government had done to ensure equitable rationalisation of education had been lost after the government decided to disregard agreements with unions.

"Sadtu is alarmed at the about-turn by government regarding the set teacher-pupil ratios which would have allowed the smooth redeployment of teachers," he said.

"Before even implementing the agreement, the government went ahead to fire temporary teachers without an idea of where replacements would come from," he said.

He said Bengu's commitment to fiscal discipline, at all costs, without considering educational needs was alarming. Sadtu would continue discussions with provincial governments in a bid to avert the retrenchment of temporary teachers.

CP 18/1/98

Colleges close doors to new aspirant teachers

(321)

CP 18/11/98

A BUDGET crisis in Mpumalanga's education department means that none of the province's four teachers' training colleges will be accepting new students when they open their doors on February 2, African Eye News Service reports

The move, described by the department as regrettable but essential, is the first in a series of initiatives aimed at "down-scaling" the department's financial obligations.

The initiatives were designed to retain as many qualified teachers as possible, including those on temporary contracts, education spokesperson Peter Maminza said.

Maminza confirmed college officials had been ordered to turn away all expected applicants, but declined to say what would happen to the lecturers who usually tutored first-year students.

"The decision to scrap intakes at the colleges for the 1998 academic year was taken at a departmental workshop last week," he said. "We basically had two choices: either retrench all temporary teachers or cut expenses at the colleges.

"There was complete consensus that the retrenchment of temporary teachers was a non-starter and that there is already an oversupply of qualified teachers."

Maminza said staff had not been told about the decision. The department would brief all affected parties next week when its MEC made a public statement.

However, he said a circular had been sent out last year warning enrolment at all four colleges might be suspended, and that accommodation grants for students living in hostels might be reviewed. – Sapa

Uncertain school year

CT 19/1/98 (321)

TROYE LUND

UNPRECEDENTED uncertainty, teacher morale at rock-bottom and financial gloom. These are the factors that will set the tone for the start of the new school year tomorrow.

Schools will be opening their doors without clarity on exactly how many teachers they will have this year. This follows last week's axing of 3 300 temporary teachers.

Of these, 1 000 will be re-employed until March — without any benefits. But schools do not yet know if they will qualify for any of these renewable contracts.

In addition, further teachers may be sacked this year. The cash-strapped Western Cape Education Department (WCED) plans to get rid of another 4 000 teachers to help ease themselves out of a R4 580-million debt to central government.

These cuts will affect permanent staff.

Further major rationalisations are also on the cards as a result of Education Minister Dr Sibusisu Bengu's plan to devolve all staffing and financial responsibilities to the provinces.

School principals warned that this would affect all teachers as it would increase already demanding teaching and administrative work loads.

South African Teacher Association spokesperson Mr Mike Reeler said: "Teacher morale is at the lowest ebb and uncertainty is at the greatest I have ever known it to be — and I have been teaching for 40 years."

Unions said that adhoc changes by the WCED, which left no leeway for planning, were also major demotivating factors.

Amidst all this, schools must start implementing the different teaching methods contained in Curriculum 2005, in Grade 1 and possibly Grade 7.

While some schools are already making innovative progress with this outcomes-based education, others say they have not been properly trained and do not have the resources needed for the new method.

But is there light at the end of the tunnel? Teachers say yes — if unions and government can sit down and sort out budgetary problems, and put viable and constructive management plans in place.

Teachers' union voices ire over dearth of textbooks

(821) (SE) BD 19/1/98

Belinda Anderson

ALTHOUGH the SA Democratic Teachers' Union (Sadtu) believed the Gauteng education department had allocated about R35 000 a school for the supply of textbooks, the department had not yet delivered or communicated clearly with the union, Sadtu said at the weekend.

Sadtu said it realised the shortage of textbooks was as a result of budgetary constraints, but it had expected delivery of the vital material after seeing how much money the department had allocated to textbooks.

The union inferred that the education department had its priorities skewed by budgetary matters, instead of first focusing on the needs of educators and pupils.

Sadtu provincial secretary Jabu Ngwenya accused the education department of being "totally out of touch with what is happening in disadvantaged communities".

"This is an indication that education is not taking place as we would wish to see it," said Sadtu provincial treasurer Sello Tsolo.

Despite continued hopes of delivery by Sadtu, Gauteng education MEC Mary Metcalfe announced earlier last week that there would be no replenishment of textbooks this year — mainly due to overspending on teacher salaries.

She also said the budget for the supply of stationery to non-Model C schools had been cut by 70% — a reduction which Sadtu speculates could be one of the reasons for nondelivery.

The crisis in schools is likely to escalate with the nondelivery of textbooks and delayed stationery delivery to educational institutions in Gauteng's impoverished areas, as teachers battle to work without the necessary material.

Sadtu called on educators and members to forge ahead and make "the best of the worst situation".

However, the teachers' body also admitted that there was little one could do without available reference and writing material.

Swinging between hope and despair

ARG 20/1/98 (B21)

ANDREA BOTHA
STAFF REPORTER

As children go back to school today, thousands of teachers do not know if they have jobs or for how long they will be able to stay at schools.

The Western Cape Education Department is not renewing the contracts of 3 600 temporary teachers but 1 000 of them will be able to stay on without benefits until March.

Temporary teachers across the Peninsula sat around yesterday waiting for their principals to tell them if they were among the lucky 1 000 in the "protected" category or if they were "unprotected" and would lose their jobs.

But principals were waiting for the department to tell them whether their motivational letters had been accepted and how many temporary posts were approved for their schools.

Most principals got departmental circulars stipulating which teachers would go and under what conditions only late last week. The principals then had to send letters to the department stating how many posts they needed and what their schools' requirements were.

At Luhlaza Secondary School in Khayelitsha, temporary teachers were anxious, uncertain and confused about their future.

Buntu Gwija, who has a wife and child, said he could not understand how a country with a 30% illiteracy rate could retrench literate people responsible for education. He has taught maths and computer science at the school for eight months.

"It seems that education is a burden to the Government and not a responsibility."

He said although he had been actively involved in politics since he was a student, he no longer had any faith in the Government. "Government is failing. It's not just education, but police, justice, everything."

Biology and science teacher Elizabeth LeTape, 31, has been an educator for eight years, but at Luhlaza for a year. "I had these great dreams. I wanted to produce scientists and micro-biologists. No other teacher is going to love my subjects like I do."

Nimrod Sam, 46, teaches art at Luhlaza. He has been a teacher for five years but at this school for only six months. "As a teacher, you are a leader in the community and then you are degraded in such a way. It also degrades the value of education."

"They were prepared to spend big money on the Olympics but they are kicking us out for half a cent."

Fundiswa Bala, 28, is a geography and Xhosa teacher that has been at Luhlaza for nine months. She is the only breadwinner in her family.

"The Government should not expect us to vote for them next year."

Violet Molefe, 45, has been a teacher for 19 years. She teaches business economics and economics and has been at the school for two years. She is uncertain about the future.

Rebecca Makhele, 25, who teaches accounting and business economics says it is unfair that teachers have become victims of the department's monetary problems.

Temporary English teacher at Spes Bona High in Athlone, Paul Rockman, 26, said of the retrenchment plan: "It is really diabolical of the department. Many teachers devote years of their lives to the department, hoping to secure permanent jobs. I don't know what I'll do. I have nothing lined up and there is no plan B."

But he said Spes Bona supported all temporary teachers and they would carry on teaching as usual, taking each day as it came.



LEON MÜLLER

Uncertain furture: Nimrod Sam, left, Fundiswa Bala and Buntu Gwija are waiting to hear if they have teaching jobs this year



Worried: Rebecca Makhele and Violet Molefe do not know what they will do



Nothing lined up: Paul Rockman says the retrenchment plan is 'really diabolical'



Concerned: Elizabeth LeTape worries about classroom overcrowding

Rethink on axed teachers

Schools set to become election battleground

ARG 20/1/98 (321)



LEON MULLER

First-day nerves: Grade 1 pupils at St Paul's Primary School in the Bo-Kaap wait for the bell to ring on the first day of the new school year. **Swinging between hope and despair, more pictures, page 3**

CAROL CAMPBELL
SPECIAL WRITER

In a new bid to resolve the provincial education crisis, new Education Minister Nick Koornhof is to tell the provincial cabinet tomorrow of the urgent need to re-employ temporary teachers who had held key positions.

In a press release issued today, the first day of the 1998 school year in the Western Cape, Mr Koornhof acknowledged that the expiry of temporary teachers' contracts had led to serious problems at schools where they had held key jobs.

There were also problems in certain schools where there had been marked growths in enrolments.

Mr Koornhof said he had met new Finance Minister Lampie Fick and senior finance officials yesterday to explore ways of finding additional funds for filling such posts.

He said he realised serious problems would arise if key positions at schools were not filled.

He accepted that the steps being taken at this late stage would have had serious implications for schools, but added: "I will go out of my way to ensure that this situation is resolved in the best possible way."

Schools that had applied through their circuit managers for permission to fill vacancies would be informed as soon as a decision on funds was reached.

Meanwhile Western Cape schools are set to bear the brunt of political electioneering this year as the African National Congress and National Party use education to bicker and snipe at each other in an attempt to win the coloured vote in the election next year.

And there will be plenty to fight about with the launch of Curriculum 2005, a new teaching system educators say cannot achieve its goals, the battle to buck the trend of dwindling matric pass rates and the

To page 3

Rethink on axed teachers

From page 1

ARG (321) 20/1/98

retrenchment of thousands of teachers.

Already sources in education have warned that a hornets' nest has been stirred with the axing of 3 300 temporary teachers which has hit former coloured schools hardest.

Today, as schools open for the new academic year, the mood in staff rooms is depressed. Teachers who still have jobs must cope with bigger classes, more responsibilities and losing colleagues who are now unemployed.

"People are so angry because this hurts their children and right now they are looking for somebody to blame," said an education official who asked not to be named.

The National Party-controlled provincial government in the Western Cape is accusing the ANC-dominated national government of intentionally giving it too little money to run the province effectively.

The ANC government, on the other hand, has blamed the crisis on poor budget management by the provincial government and is holding firm on fiscal discipline.

The highly placed source said: "There is a nasty racism developing out there. Coloured people are beginning to turn on a national government which they say is run by blacks who do not have their interests at heart."

TIMETABLE DILEMMA

Staff cuts may leave classes without teachers

CT 20/1/98 (321)

CLASSES WILL BE BIGGER and subject choices limited as staff cuts in schools make it difficult to put a workable timetable in place. Education Writer **TROYE LUND** reports.

THE latest computer timetable programmes have spat it out, unsolved. Maths professors have scoffed, declaring it insoluble.

However, the Western Cape Education Department expects Trafalgar High School timetable chief Mr Nadeem Hendricks to make it work.

He has to create a timetable that allows 800 pupils to be taught by 28 teachers, a complement that includes the principal and deputy principal.

The axing of 3 300 temporary teachers province-wide has left Trafalgar High with six fewer teachers.

Most schools opened without a timetable today. The schools had been given 96 hours notice that they would have to scrap last year's planning and make do without temporary teachers — most found they were unable to make workable timetables.

For the timetable to work at Trafalgar High, the school's 28 teachers would have to teach 52 periods in the normal seven-day, Monday to Tuesday cycle.

The problem is that only 48 periods exist in this cycle.

"We have tried to increase the cycle to the 10-day one that most well-resourced former model C schools have, but this would mean more classes without teachers," said Hendricks, who says that in 15 years he has never been presented with such absurd logistics.

"We have tried to decrease it, but this results in hardly any, or no, subject choices. We already have a limited choice and no recreational, life skills or guidance classes. Nothing works. There are just not enough equitable variables."

If all the teachers teach all day, at least 80 classes a week will be without a teacher or supervision, Hendricks has concluded.

"What if a teacher is off sick? There will be another 42 classes a week without a teacher," said Trafalgar's Std 9 teacher Mr Shuaib Behardien.

The education department has said no substitute teachers would be available for posts left vacant because of maternity or sick leave.

The cuts have also left Trafalgar High with only one maths teacher.

Hendricks said: "This means that business economics teachers and other specialists will have to teach senior maths. The concept of specialist posts has gone out of the window."

Hendricks says his options are:

- Cut the already limited subject choices students could make.
- Increase class sizes.
- Give pupils no subject choice and force them into specific streams.

"Increasing the numbers in each class is the lesser of all the evils," Hendricks said. He added that the school's classrooms were not built to accommodate more than 40 pupils.

The school, built to accommodate 350 pupils, has 800.

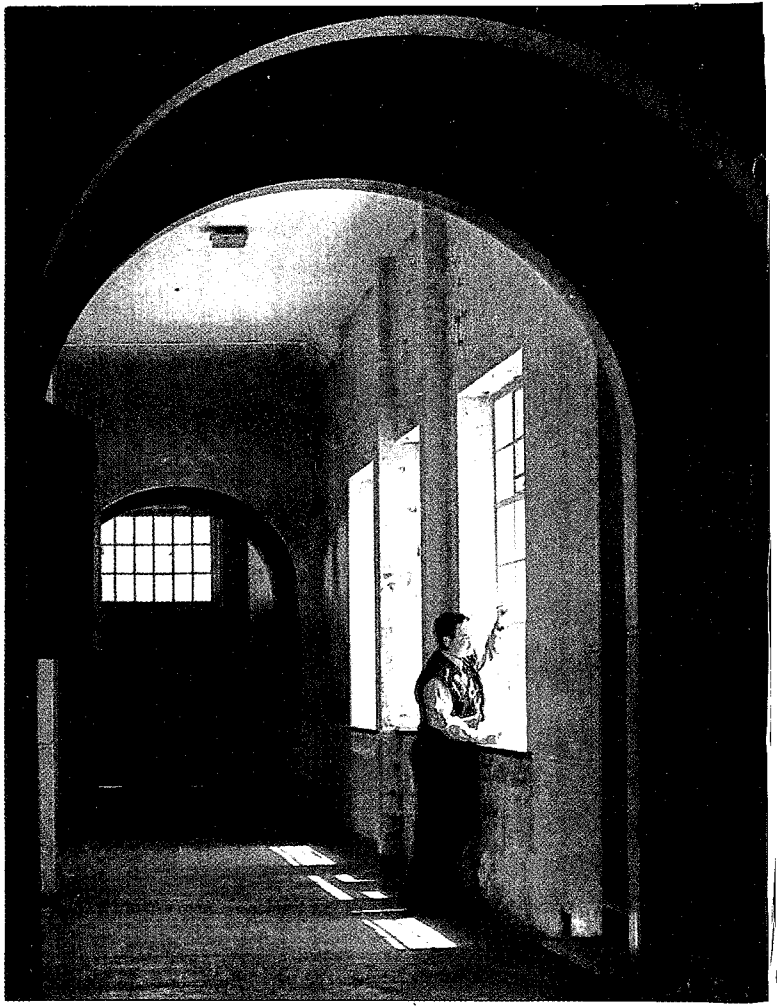
Although the Western Cape Education Department has justified the cuts by claiming that it is enforcing a 35:1 teacher, pupil ratio, classes of up to 60 pupils are inevitable.

This is because the department calculates the ratio by dividing the number of pupils at the school by teaching staff, including the largely administrative and managerial posts of principal and deputy-principal.

Hendricks' comment to this was: "This crude way of calculating the ratio does not take subject choices into account. If, for example, only 30 children in Std 8 choose to do maths, the remaining 60 have to take the alternative choice."

Although the education department has agreed to re-employ 1 000 of the 3 300 temporary teachers until March, to help schools cope with the cuts, Trafalgar does not qualify for this relief.

In fact, the school will have to lose seven more teachers this year if the Western Cape Education Department is going to reach its 35:1 ratio.



LOGISTICAL NIGHTMARE: Trafalgar High's Fuad Prins has been burning the midnight oil to help draw up a timetable that does not leave classes without teachers, or severely limit choices. *PICTURE: GARTH STEAD*

ARGUS, THURSDAY, JANUARY 22, 1998

Parents and teachers vow to fight axings

(321)

ANDREA BOTHA
STAFF REPORTER

ARG 22/1/98

Temporary teachers should challenge their dismissals and take the Western Cape Education Department to task for "illegal and unfair labour practices".

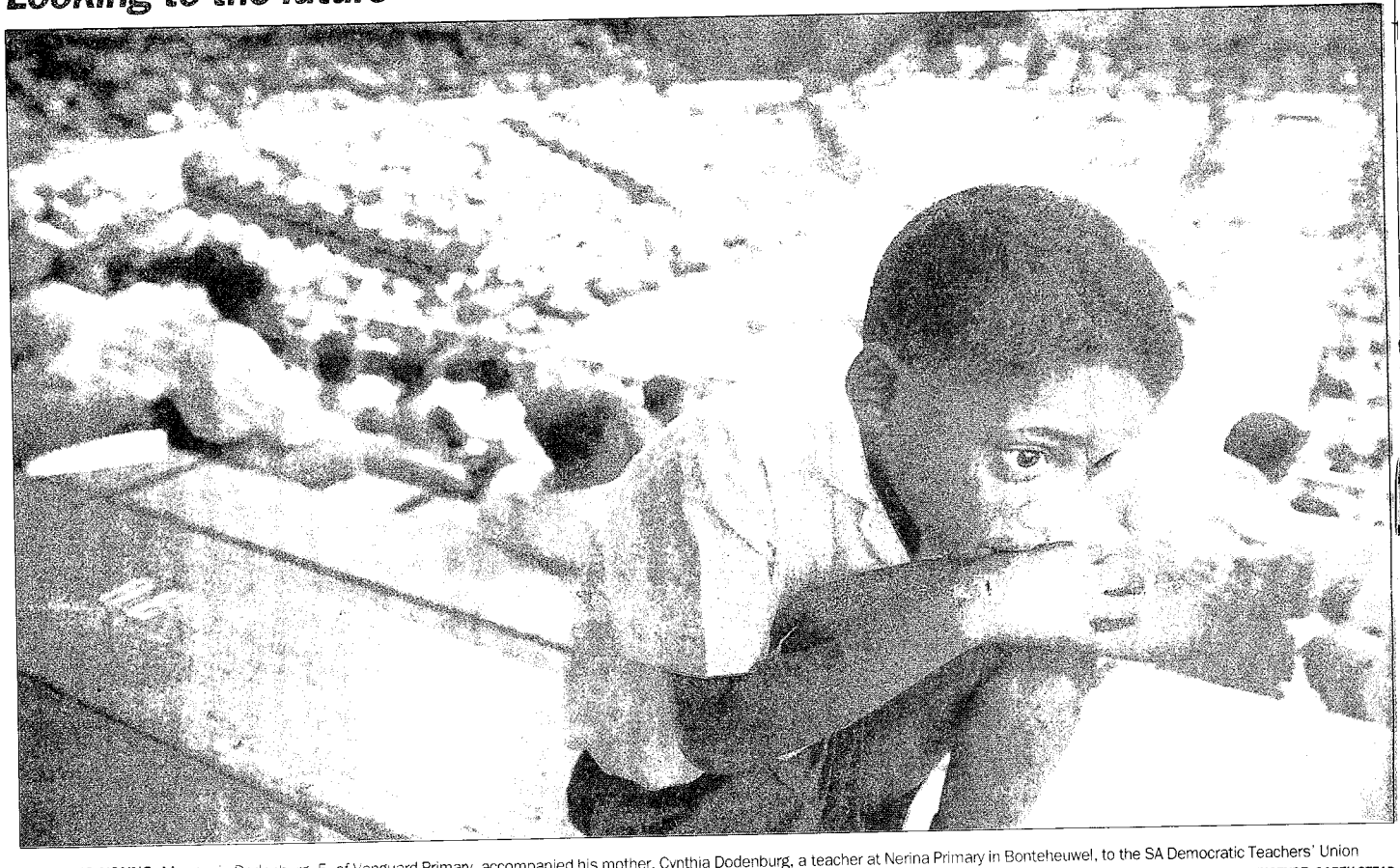
This was the view of hundreds of members of the Western Cape Parent-Teacher-Student Forum who met at the Athlone Technikon yesterday to consider the education crisis.

A legal adviser to the forum, Ganief Hendricks, said the department had taken unilateral decisions to end the employment of more than 3 000 temporary teachers, thereby flouting their labour rights.

"The way forward is for teachers to go into the staff rooms and on to the school grounds and to get their voices heard. The battle is not only in the courts, but in staff rooms and in PTA meetings," he said.

Temporary teachers and parents made suggestions on how to tackle the crisis, many proposing strong action including petitions, protests and boycotts.

Looking to the future



STARTING YOUNG: Macgarrin Dodenburg, 5, of Vanguard Primary, accompanied his mother, Cynthia Dodenburg, a teacher at Nerina Primary in Bonteheuwel, to the SA Democratic Teachers' Union meeting in the Good Hope Centre yesterday. About 7 000 teachers were at the meeting to protest against teacher retrenchments in the Western Cape. ***PICTURE: GARTH STEAD***

Cosatu throws weight behind teacher action

ET 22/11/98 (321)

TROYE LUND

THE Congress of South African Trade Unions is to throw its weight behind the efforts of its affiliated SA Democratic Teachers Union to halt the retrenchment of temporary teachers in the Western Cape.

Nationwide protest action is possible.

Cosatu represents about two million workers nationally, including 300 000 Sadtu members.

At a mass meeting of about 7 000 teachers — one of two teachers' meetings in the city yesterday — speakers threatened a national strike if Western Cape Premier Mr Hernus Kriel did not comply with demands Sadtu's national executive would put before him on Monday.

Cosatu and Sadtu also pledged to fight moves by the central government to give provinces the power to use fiscal discipline as a pretext for sacking teachers.

Sadtu national president Mr Willy Madisha told the first meeting: "Education is an investment; it can't be seen as a cost."

He told teachers to go back to school, but be prepared to "be called into battle" if Kriel did not agree to extend temporary teachers' contracts while rationalisation was negotiated with the unions.

The proposed mass action was not just about jobs, but also about the destruction of education being entrenched because of fiscal constraints.

Madisha said: "This is a public protest of all teachers. We are not going to watch education in this country being destroyed through provinces being allowed to determine post provisioning and retrenchments according to budgets and debts.

"Other provinces — most facing far bigger debts — have realised what chaos will be caused by retrenching temporary teachers.

"The Western Cape has chosen to flex its muscles and show it can hold its own," he said.

At Monday's meeting with Kriel, Sadtu will also demand that he restructure his budget to give education priority.

Teachers at the meeting agreed that strike action

❑ Turn to page 3

'Put pressure on ANC govt too'

ET 22/11/98 (321)

❑ From Page 1

was detrimental to learning in the short-term. But, if called to strike, they would do so, to ensure the long-term sustainability of quality education.

Teachers said more pressure had to be put on the government, including the ANC-led central government and NP-led provincial government to give education priority.

Ms Kholeka Bonco of Imphendulo Primary said: "Considering the taxes we pay, where is all the money going? I am prepared to go the extra mile for education, but the government must also (do so)."

At a 4 000-strong mass meeting called by the Western Province Parent Teacher Student Forum, 100 schools pledged to raise R1 000 each to cover legal expenses.

The money will be used to finance an application to the High Court for an interdict to prevent the Western Cape Education Department from enforcing a teacher/pupil ratio of 35 to 1 in high schools and 40 to 1 in primary schools.

The department, which has a debt of R458 million to pay back to central government, justifies the present axing of 3 300 temporary and another 4 000 permanent teachers by the end of this year as necessary to obtain these ratios.

● Western Cape Education MEC Mr Nic Koornhof was granted a R12 million advance on next year's budget by the provincial executive committee yesterday.

It will be used to give more teachers to schools where serious problems have arisen because of the staff cuts. Matrics at some schools started the year without teachers for some subjects, including maths and science. Koornhof said the R12m would stabilise schools that had lost key posts.

But the extra teachers paid with this money will be very temporary, employed on a three-month contract until March.

The ANC's provincial spokesperson on education, Mr Yusuf Gabru, slated the granting of the R12m as "political opportunism", and an attempt by the NP-controlled provincial government to project itself as "saviours".

"The ANC believes that with proper reprioritisation of the 1998/99 budget and financial planning, temporary teachers can be retained and appointed permanently within the national guidelines," Gabru said.

Reprieve for temporary teachers in Eastern Cape

BO 22/1/98 (321)

BISHO — Temporary teachers in the Eastern Cape have been given an indefinite reprieve after a state and union decision in the bargaining chamber this morning.

SA Democratic Teachers' Union provincial secretary Mxolisi Dimaza said shortly after the meeting that he was more than happy about the way matters had gone.

"The temporary teachers can rest easy now. We are very pleased. We have not put any time frames to the reprieve," Dimaza said.

He said the chamber had agreed that all temporary teachers should be reappointed, except substitutes in posts where the original incumbents had returned.

"There will be future negotiations to resolve the technical details, such as making all temporary teachers appointed before July 1 1996 permanent, and what to do about the expatriate teachers and the under- and unqualified teachers," Dimaza said.

Education department deputy permanent secretary Hennie Franzsen said the collection of statistics for the province and the process of redeploying teachers would also be included in further negotiations.

Meanwhile, thousands of temporary teachers in the Eastern Cape have not been paid this month after the confusion surrounding their jobs.

The provincial education department last month axed about 2 000 temporary educators — but quickly reinstated them a week ago after premier Makhenkhesi Stofile intervened.

Because they were no longer considered employees from December 31, the teachers were not included in the salary list for January 20, when all teachers are paid.

Education spokesman Papama Mfenyana explained yesterday that temporary teachers were told to report back to school on January 19, but had to fill in forms to indicate that they had returned.

These forms would then be forwarded to the department and after being processed, teachers would be paid on February 20.

Many acting department heads and acting principals also complained yesterday that they had not received allowances. However, Mfenyana said that no allowances were being granted this year. — ECN.

PUBLIC SCHOOLING

Bengu bends on teaching ratios

Minister concedes he can't control provincial budgets

Education Minister Sibusiso Bengu has thrown in the towel — he no longer wants to pursue equity in public schools by demanding that pupil-teacher ratios should average 35 in secondary schools and 40 in primary schools by the end of 1999.

He says the reason is he has no control over how much of their annual Treasury allocation the provinces spend on education — so he cannot ensure there is enough money to pay all the teachers those ratios would require.

However, he has not admitted that SA cannot afford those ratios — or that they are meaningless when applied to individual secondary schools. There, some subjects attract relatively few pupils. To maintain a school average ratio of 35 would then require some classes — most obviously in compulsory subjects like English — to have far more than 35 pupils. Often, though, that strategy is blocked by classrooms being too small to hold that many people.

There is, however, one indication that Bengu has accepted economic realities. His department tabled a document last Friday at the Education Labour Relations Council. It drew teacher unions' attention to the fact that the 1996 Labour Relations Act allows for "rationalisation linked to operational requirements," then observed that henceforth, "depending on the budget of a provincial education department for a specific year, and the educators that can be employed, the staff complement could increase, decrease or remain constant. Other factors, such as fluctuations in learner numbers, may also affect the deployment and redeployment of educators."

The message for teachers is clear: not only could "temporary" teachers lose their jobs, but those with permanent status, too.

How provincial education departments will arrive at the number of teachers they can afford is treated glibly in the document. It talks of dividing the budget by "average cost." But, as Tranvaalse Onderwysersvereniging MD Huw Davies says, teacher salaries vary greatly because of differing qualifications, experience and posts.

The continuing migration of black pupils from township to suburban schools will also bedevil departmental attempts to rationalise educator numbers by having teachers working where they are most needed. That migration is by now causing serious overcrowding in suburban schools, says Gauteng Education official Tshepo Mathodlana.

"There is a sense of panic among black parents, due to the latest matric results and other factors," he says. This results in some township schools having far more teachers than they need. Yet black teachers are proving no less reluctant than their white colleagues to be redeployed, says Davies.

Nevertheless, Bengu continues to talk of the need for equity within provinces as well as between them. To help achieve it, the department's document proposes weighting pupil numbers according to various factors such as the subject being studied by a class, and more "free" periods being provided to secondary than to primary school teachers. The principle seems good, but implementing it could prove too complicated and create more instability in what is already a seriously disturbed system.

What is clear is that, though the problem of re-employing temporary teachers seems to have receded now that money has been found to give most of them new short-term contracts, this year will see a surge in teacher unhappiness as provinces try to meet school needs and Bengu's equity requirements without blowing their budgets.

At most risk, perhaps, are better qualified, more expensive teachers. Provincial departments may decide, as they ponder rationalisation options, that they are a luxury and that underqualified, temporary teachers are just as effective, at least in primary school classrooms — and come much cheaper.

John Collings



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Cosatu will support action against Kriel

Sowetan 23/11/98 (321)

Sadtu threatens to retaliate as W Cape dismisses teachers

By Ido Lekota
Political Reporter

A SHOWDOWN is looming between Western Cape Premier Hernus Kriel and the Congress of South African Trade Unions (Cosatu) following a recent decision to dismiss 3 300 temporary teachers in the province.

In fact, Cosatu has come out in full support of its affiliate, the South African Democratic Teachers Union (Sadtu), which has demanded that Kriel's government revoke its decision.

Sadtu's demand is to be tabled at a meeting with Kriel next Monday.

Cosatu's Western Cape education officer Mr Antony Dietrich said yesterday the federation was prepared to call for "socio-economic actions" by its members in support of the retrenched teachers.

Dietrich said the National Party-dominated government was creating a state of uncertainty and insecurity among teachers in the Western Cape in an effort to put the Ministry of Education in a bad light.

Meanwhile, Kriel's spokesman Mr Chris Koole said yesterday that "there was no way that the temporary teachers could be re-employed because the provincial education department had no money".

The reality of the situation is that the province operated from a budget cut by R780 million in the previous year and with a further expected 3,8 percent cut in the coming financial year," said Koole.

According to Koole, the renewal of the temporary teachers' contracts was not the solution to the issue.

He said even if they were were not paid, the unions would still take to the streets.

He said the department owed Government R458 million due to overspending.

Threat to close hundreds of schools if teachers are axed

OWN CORRESPONDENT ARG 24/1/98 (321)

Durban – Hundreds of schools in KwaZulu Natal will be shut next week if the provincial Department of Education does not withdraw its controversial new management plan which calls for the reduction of teaching staff.

The threat was made yesterday by education bodies representing schools in Chatsworth, Phoenix, KwaMashu and Inanda.

According to the new staffing plan, the number of teachers will be determined by pupil enrolment, which, for many schools, will mean the loss of up to one in four teachers.

A primary school that has 960 pupils, for example, will qualify for 28 teachers, including one principal, two deputy principals and four heads of department.

For many schools, the new teacher-to-pupil ratios may mean they are overstaffed. Any excess teachers will have to be redeployed to schools where they are needed.

The plan has evoked anger among teachers and the South African Democratic Teachers' Union (Sadtu). However, four out of the five teacher unions have accepted the department's management plan.

In Phoenix, about 700 teachers have unanimously rejected the plan and called on principals not to submit staff statistics to the department.

The Phoenix Principals' Forum rejected the plan and resolved to use the norms used in 1997 to determine teacher allocation and not those contained in a circular sent to schools on Tuesday.

The forum also decided not to demand payment of "exorbitant" school fees on the admission of pupils, not to employ temporary labour to clean schools, and not to allow schools to implement the management plan, which also sets out the cuts to school cleaning and security services.

A "mass meeting" of parents and stakeholders was to be held today at the Phoenix technical hall at 2pm.

According to Sadtu, their Durban branches decided to embark on a policy of "non co-operation".

The Durban North region of Sadtu has agreed to formulate a "common plan of action".

Meanwhile, the Association of Governing Bodies of Greater Chatsworth, representing 60 schools, will hold an urgent mass meeting today at the Kharwastan Temple hall at 2.30pm.

The department's plan affects mostly former Indian schools.

The association has demanded that the plan and department staffing circular be withdrawn by next week.

"We have had enough. If there is no response by next week, schools in Chatsworth will be shut indefinitely," said Mr Pillay.

He said the new staffing norms had "wide ramifications for the quality of education".

One of the main concerns was the "dramatic" increase in class sizes. It was likely that a class now could have about 55 pupils crammed in because of teacher shortages, he said.

Citing an example, Mr Pillay said a school in Shallcross now had 39 teachers, but the number would drop to 28 if the new norms were implemented.

If there were not enough teachers, there was also the possibility that non-examination subjects such as guidance, library resource education and physical education, would be scrapped, warned Mr Pillay.

Provincial education superintendent Dr Mike Jarvis could not be reached for comment.

Teachers' union to take on Kriel

(321)

AYESHA ISMAIL

ST(cm) 25/1/98

SOUTH Africa's powerful teacher union Sadtu takes on Western Cape premier Hernus Kriel tomorrow at a crunch meeting aimed at resolving the provincial schools crisis.

The South African Democratic Teachers Union will make strong demands on Kriel, calling on him to extend the contracts of all temporary teachers and place an immediate moratorium on further sacking of teachers.

The meeting between Kriel and Sadtu is expected to be fiery, with the union having already threatened "massive labour action" if their demands are not met.

Cosatu has also thrown its weight behind the union, warning of a national strike if Kriel does not meet the union's demands.

Teachers returned to school this week for what looks set to be another turbulent year in education.

Lawyers representing South Peninsula High School and 101 other schools have given the Western Cape Education Department until Tuesday to respond to queries about the validity of a circular on rationalisation of teachers.

The schools intend taking national Education Minister Sibusiso Bengu and the Education Department to court to stop them implementing the controversial rationalisation measures, which could lead to thousands of teachers losing their jobs in the next few months.

As school began this week thousands of angry teachers attended meetings in the Peninsula to discuss the education crisis.

Teachers put demands to Kriel

CT 26/1/98 (3a1)

TROYE LUND

THE crisis in education in the Western Cape will be the focus of a meeting today between provincial Premier Mr Hernus Kriel and the South African Democratic Teachers Union (Sadtu).

The union is demanding that Kriel reverse the firing of 3 300 temporary teachers today. Sadtu says it will call a national strike if he does not. They are also demanding:

- Ways of reducing the department's R458-million debt be negotiated that do not include firing teachers.
- That the budget be restructured so education is given priority.

Kriel's government has justified the axings as a means to ease the debt and enforce a teacher/pupil ratio of 35:1 in high schools and 40:1 in primary schools.

The ratio is worked out by dividing the number of pupils at a school by 35 or 40.

But the move has left some schools with no subject teacher for certain matric subjects, and with classes of more than 80 pupils.

It also means that in some schools even if teachers, including principals, teach all day, some classes have to sit unsupervised for several periods each week.

In junior schools this has also resulted in classes far bigger than 40 pupils, because the department will only pay for a post if a class is 40-strong.

This means that if the school has two grade one classes of 35 pupils each, it only qualifies for one teacher for all 70 pupils.

Teachers angry as talks fail to head off axings (321)

Union challenges Kriel's 'no cash' claim

ARG 27/11/98

ANDREA BOTHA
STAFF REPORTER

The South African Democratic Teachers' Union has lashed out at the provincial government and questioned its commitment to solving the temporary teacher crisis.

Representatives of the union met Premier Hernus Kriel yesterday in a bid to find a solution to the axing of thousands of temporary teachers.

Don Pasquallie, provincial secretary of the union, said the province maintained there was no money to re-employ temporary teachers until May. He asked why the government had R10-million to spend on implementing the new provincial constitution and money for other special projects, but none for education.

He said taking R12-million from next year's budget to re-employ 600 temporary teachers until March was no solution and would make matters worse. "We are not convinced there is no money available to pay salaries of temporary teachers. Spending must be re-prioritised."

Western Cape Education Minister Nick Koornhof said Mr Pasquallie's hostility came as a surprise, because the atmosphere at the meeting had been friendly.

"The premier told them what our financial situation was and that we were already spending 34% of the budget on education," he said.

"Mr Pasquallie doesn't want to understand that if we re-employ all the temporary teachers on next year's budget, we'll be sitting with a crisis next year."

Mr Koornhof said he was "postponing the pain" for two months by re-employing the 600 teachers until March. This would, however, provide for proper education.

If the national government was not going to bail the province out, as Finance Minister Trevor Manuel had said, it would be highly irresponsible for the province to overspend its budget again.

CAPE TIMES
TUESDAY, JANUARY 27, 1998 ★

ANOTHER 'LOST GENERATION' FEARED

Teachers' showdown ends in 'stalemate'

(321)
ET 27/1/98

DRACONIAN COST-CUTTING responsible for the axing of 3 300 temporary teachers could produce a new "lost generation" of youth, reports Education Writer **TROYE LUND**

SOUTH Africa again faced the spectre of uneducated and unemployable children, similar to the classes of 1976 to '86, the SA Democratic Teachers Union (Sadtu) said yesterday after a showdown meeting with Western Cape Premier Mr Hernus Kriel.

The meeting, also attended by the Congress of SA Trade Unions, to which Sadtu is affiliated, ended in stalemate. Teachers claimed pupils were being used as "political footballs".

Kriel refused to comply with the union's demand to re-employ temporary teachers sacked four days before schools re-opened this year, and said 4 500 permanent teachers would have to be be axed by September.

Sadtu earlier warned that failure by Kriel to meet members' demands could result in a national strike. It meets this week to force Kriel to renew temporary contracts for three months until March.

According to Sadtu, this extension would cost about R60 million and would allow schools to function normally while all parties negotiated a "less devastating" solution to the debt crisis.

Sadtu emerged from the meeting saying it did not believe Kriel's budget prioritised education.

Union examples of provincial money that would have been better spent on education included the R10m premier's discretionary fund, the R10m for a provincial constitution and the R1,5m to pay the two extra MECs recently appointed to Kriel's new "multi-party" provincial cabinet.

Newly appointed Education MEC Mr Nick Koornhof said 34% of the provincial budget went to education, 26% to health, 23% to social services, 7% to transport and 3% to housing.

"Education is definitely a priority. If workers strike it will be against the national government not this province. I am committed to talks with unions. But I simply cannot employ teachers when I know there is not money to pay them, and knowing that Finance Minister Mr Trevor Manuel has made it quite clear he is not going to bail provinces out of debt," Koornhof said.

The principal of Sid G Rule Primary, Mr Greg Vlotman, said: "We lost the generations of 1976, '80 and '85 because of education crises. Although the axing of teachers is not fantastic and has made teaching almost impossible, we can't afford to lose this generation and have to make it as normal as possible. Education has to be our priority and schools must find every human resource available."

Many schools are relying on ex-teachers and parents who have volunteered their services. Parents are also being asked to contribute to special funds so that schools can appoint parent-paid teachers.

Chairman of the Western Cape Parent Teacher and Student Forum Mr Brian Isaacs said teachers must realise that education was being affected by politics and that parents were an integral part of the solution.

"Politicians and political parties come and go," Isaacs said.

"Teachers must realise this and know that parents, as a significant part of the electorate, can put pressure on national and provincial governments.

"Meanwhile, for the sake of education, teachers are going to have to cope with teaching and the factors that arise, or are made worse, because of a lack of staff, increased absenteeism, increased disciplinary problems and the social ills that are found in disadvantaged communities."

Schools operating without principals

Sowetan 27/1/98 (321)

By Khathu Mamaila

A TOTAL of 942 schools in Northern Province have been operating without principals for the past few years, *Sowetan* has learnt.

The lack of administration in schools without principals has led to the chaos that resulted in the poor matric results over the past few years, according to sources.

The province has produced the worst results in the country for the past three years. The lowest pass rate was that of last year, which was only 31,8 percent.

Education department spokesman Mr Bernard Matsane confirmed yesterday that the department had advertised a total of 942 posts for principals. He said most of the appointments were supposed to have been made early last year but there were delays as school governing bodies had not been established in most areas.

The governing bodies have been charged with interviewing candidates and making the necessary recommendations to the education department.

Administrative collapse

Provincial secretary of the South African Democratic Teachers Union (Sadtu) Mr Walter Segooa yesterday blamed the poor performance of pupils on the collapse of administration.

"The chaos that is prevailing in many schools is a direct result of the lack of administrators. Some of the schools have been without principals for about five years," Segooa said.

These sentiments were also echoed by the Transvaal United African Teachers Association (Tuata).

The union had earlier urged the provincial government to speed up the process of appointing principals to restore effective administration in schools.

Earlier last year, Sadtu called for a moratorium on the appointment of principals, arguing that in most areas governing bodies had not been established while in areas where they existed they had not been properly trained to appoint staff.

Segooa said some members of the governing bodies had asked irrelevant questions about age, arguing that people of a certain age could not run a school.

"Some asked for marital status and also considered physical appearance. Those candidates who were seen to be short were overlooked in preference for taller applicants.

"Our view was that appointments should be done by well trained people, preferably at a circuit office," said Segooa.

Matsane said the department had already advertised posts for principals. In areas where governing bodies had been established, appointments should be made soon.

However, he conceded that there were areas where governing bodies had not been established and this could delay appointment of principals.

These areas include Bushbuckridge, the former Venda and Makurung, near Lebowakgomo.

Meanwhile, Seikgoni Secondary School, established five years ago, has never had a principal. The school had no matric passes last year.

Cape gets R12m to re-employ 600 teachers

BD 27/1/98 (321)

Linda Ensor

CAPE TOWN — The Western Cape education department had been allocated R12m to re-employ 600 of the 3 300 temporary teachers whose contracts were terminated last year, newly appointed provincial education MEC Nick Koornhof said yesterday.

These teachers would be re-employed for the next three months to meet the need in specific subjects — mathematics, science, needlework and biology. The R12m was an advance by central government on next year's provincial education budget, he said.

He understood that in Gauteng about 3 000 temporary teachers would have to re-employed.

The departure of thousands of temporary teachers had placed enormous additional pressure on teachers, as pupil-teacher ratios in some schools had soared from about 28:1 to as high as 40:1.

Representatives of the SA Democratic Teachers' Union (Sadtu) met Western Cape premier Hernus Kriel and Koornhof yesterday to plead for the immediate reinstatement of the former temporary teachers.

It was told this could not be done, given the firm refusal of Finance Minister Trevor Manuel to consider a financial bale-out for cash-strapped provinces.

Sadtu provincial secretary Don Pasquallie said the union was very disappointed with the outcome of the meeting. "To reinstate 600 of the 3 300 dismissed teachers is a drop in the ocean."

The national executive would meet this week to discuss action. The protest would be national, he warned, even if it was only intended to address problems in one province.

Cape aims at removing 6 500 more teachers

(321) BD 28/11/98

Linda Ensor and Kevin O'Grady

THE turmoil in Western Cape education would continue in the next fiscal year, with 6 500 teaching posts earmarked for abolition by July, the provincial legislature learned yesterday.

The reduction would bring the number of teachers removed over the past two years to about 12 500 and was necessary if the department was to meet its probable budget allocation for the 1998/99 fiscal year, education director-general Brian O'Connell said. He told the provincial education portfolio committee on next year's budget that 1 900 temporary teachers and 4 600 permanent teachers would be eased out in two tranches in April and June.

"We believe we will have a mechanism to remove teachers ... this year. If not, the impact on the education budget will be serious."

The reduction in teachers from 34 600 to 28 100 would save R407m

Continued on Page 2

Teachers (321)

Continued from Page 1

BD 28/11/98

and enable the department to live within next year's expected budget of R3,4bn. This was sharply lower than this year's actual expenditure of R3,79bn. The amount voted for this year was R3,43bn.

However, if the R245m allocated to cover voluntary severance packages was deducted, the budget for operational costs would be R3,177bn, or R619m lower than this year.

The department had managed to prune projected overexpenditure of R458m by R90m, R58m being saved by the dismissal of temporary teachers in December and the remainder by cutting nonteaching costs.

Meanwhile, the Gauteng education department had taken steps to reduce by "several hundred million rands" its projected R1bn overspending this financial year, education MEC Mary Metcalfe said yesterday.

The measures were part of an effort by Gauteng to cut overspending to "acceptable" levels, Metcalfe and provincial education department head James Maseko said in a joint statement.

As high personnel costs were largely to blame for overspending, with 90% of the budget spent on salaries, this area was the focus of costcutting measures. Steps taken included:

- A moratorium on filling vacant office posts although staffing levels were at only 65%;
- Reducing the number of temporary teachers employed to 3 756;
- Providing substitute teachers only in the case of unavoidable leave;
- Reducing operational expenses of office staff between 30% and 40%; and
- Scrapping additional purchases of textbooks, reducing schools' stationery supplies by 70% and appealing to parents to supplement the materials and books provided.

Metcalfe said the overexpenditure stemmed largely from labour relations agreements at national level which forced Gauteng to employ more teachers than it could afford, and the teacher redeployment scheme's failure.

Teachers close schools early (321)

DURBAN — At least 100 former House of Delegates schools in the Durban area closed early yesterday in protest against the KwaZulu-Natal education department's policies.

Parent and teacher bodies were dissatisfied over the department's interim school management plan which, if implemented, would include the termination of contracts of about 6 000 temporary teachers at the end of next month.

A Durban newspaper reported that pupils were sent home by teachers at 12.30pm on Monday and at 11.30am yesterday. They said pupils would be sent home at 10.30am today.

The paper said the action was called by the Association of Governing Bodies of Greater Chatsworth.

Provincial education secretary for education Mike Jarvis said the department would continue implementing the management plan "which is designed to bring about equity in the provision of educators in all 5 500 schools in the province".

He warned that it was unlawful to close any school without authorisation.

At an Association of Professional Educators meeting in Maritzburg on Monday, teachers objected to the proposed teacher/pupil ratios of one to 40 in primary schools and one to 35 in secondary schools. — Sapa.

Schools closed – and strike action ahead

APR 29/1/98

Durban – Schooling for more than 100 000 pupils here came to a standstill for a third day as some schools remained shut, or closed before noon yesterday.

And more disruptions are in store next week after the SA Democratic Teachers' Union decided yesterday to embark on a two-day strike in KwaZulu Natal to put pressure on the provincial Department of Education to reverse its decision to implement the controversial interim school management plan, which entails strict service cutbacks.

Sadtu chairman Daniel Mabuyakhulu said members would strike on February 5 and 6. The first day would consist of protest marches, while there would be a "total shutdown" on February 6.

He denied the union was involved with the closure of several Durban schools, a decision taken by associations of governing bodies in protest against the department's management plan.

About 100 former Indian schools in Durban either remained shut or closed early yesterday.

School taps community service bonus

ET 29/11/98 (321)

NOT CONTENT just to bemoan their budget blues, a disadvantaged school has taken a co-operative approach, reports Education Writer **TROYE LUND**.

TAPPING into every conceivable form of human resource, including prisoners and parolees, has turned a depressing start to the year into positive energy at a Grassy Park Primary School.

The initiatives Sid G Rule principal Mr Greg Vlotman has taken are not only making education more pleasurable, they are saving the embattled Western Cape Education Department (WCED) thousands of rands.

Beginning this year with no temporary teachers, no school cleaning and maintenance staff, prospects of losing more teachers as well as plans to stop free transport for pupils to and from school, did not get Vlotman down.

Aside from volunteer ex-teachers who have come in to fill gaps left by axed temporary teachers, he has harnessed the enthusiasm of parents and nearby businesses.

On weekends and after hours parents and teachers have sewn curtains and built desks for the old store-room, which is now a fully equipped computer room. An open-air theatre has been built, paved, lit and gardens tended to.

Fundraising never ends — an international evening recently held in the school's quad left the coffers R18 000 fuller.

Vlotman's latest scheme has been to team up with the Correctional Services Department.

The school needed painting, and Correctional Services was looking for more meaningful work to give to convicts serving a sentence of community service.

Assistant Director of Correctional Services in Mitchells Plain, Mr Pieter Marais said: "Because we have to put people serving a community service sentence to work at non-profit organisations they usually end up cleaning toilets and washing cars at police stations. This does nothing to rehabilitate them.

"When Mr Vlotman approached us to work at the school we jumped at the chance because the work is making the men more visible and has given them a sense that they are doing something of benefit."

Vlotman bought painting equipment and canvassed businesses to donate most of the 150 litres.

Correctional Services agreed to deliver 15 men to the school every Saturday and work began.

Eight weeks later and with R2 000 less cash in the bank, almost all the school is a cheerful egg-yellow.

Aside from the money saved — painting public schools as big as Sid G Rule has cost the WCED more than R30 000 in the past — this venture has had other benefits.

Williams said: "While the men have been working here we have had an 87% attendance. This is unusually high. The men enjoy the work and feel it is worthwhile labour.

"The community has also had the opportunity to be exposed to the men and to realise that they are normal human beings.

"Although the men had slipped up, the community could gain directly from their punishment.

"Networking is the answer for this country. Government departments working together, with communities. A culture that does no begrudge overtime and extra effort is what we need."

After the community service workers finish their painting job, Vlotman has other plans for them, like the playing fields.

He is tired of living in Grassy Park with bare, dusty soccer fields.



MASS MATHS: Wynberg Senior Secondary is coping with the loss of several temporary teachers by combining classes. The Std Six grade combined into one class means that the 232 pupils have to be taught in the s hall-turned-classroom. Teachers believe that a gigantic class is a lesser evil than having smaller classes without a teacher and unsupervised for many periods every week. PICTURE: KA

Why the ratio has caused huge class sizes

THE FORMULA is calculated by dividing the number of pupils at the school by 35 or 40.

This does not take into account subject choices at high schools.

For example, at Salt River High the ratio does not allow for the Grade 10 A,B,C and D geography pupils to be taught in separate classes. Pupils have to be combined into one class.

Classes larger than 40 are also have to take the other option as one class.

More difficult are the language classes.

All Grade 10 pupils for example, will take English, and principals are having to combine two or more Grade 10 classes.

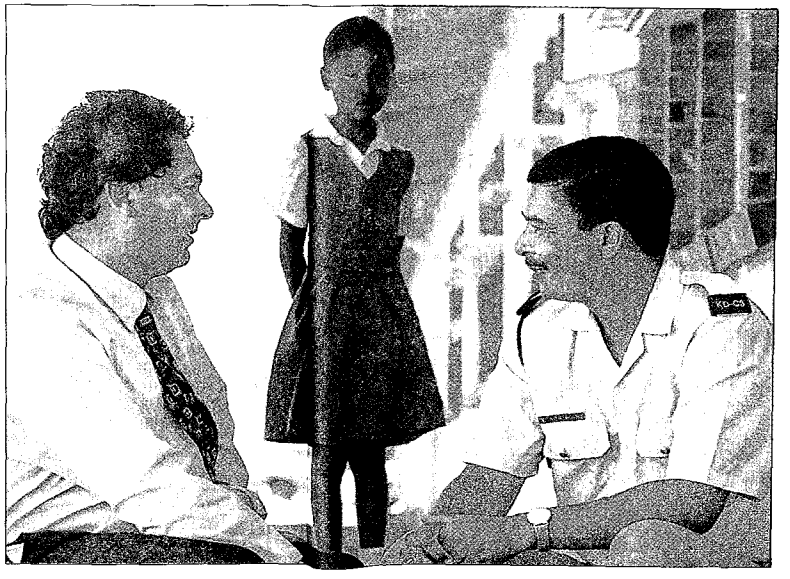
Primary schools have found that they only qualify for a teacher for every 40 pupils in a grade.

If there are two Grade 1 classes

The ratio is worked out to include the principal, deputy principal and heads of department, which means that those in these posts have to teach a full day every day, with no free periods to administrate and manage the school.

Under previous ratios five extra teachers were added to the set ratio to accommodate splits and administrative needs.

In dual medium schools, two



Temporary teache join in court battle

(321) ET 29/1

TROYE LUND

BATTLE-weary they may be, but temporary teachers who gathered for a meeting this week adjourned determined to fight in court to get their jobs back.

They will join the battle to be initiated by the Western Cape Parent Teacher Student Forum (WCPTSF), which plans to apply in the Cape High Court for an urgent interdict.

If granted, the interdict will instruct the Western Cape Education Department (WCED) to re-employ the 3 300 temporary teachers it axed two weeks ago.

Success in this legal action by teachers, parents and students requires the court to declare the pupil/teacher ratio of 40 to 1 in primary schools and 35 to 1 in high

ers now and 4 500 pe teachers later this ye enforcement of these ratio

Although these rat agreed upon as long-ter tives between unions an tion departments, teach that they will debase the system and should be re ed.

Senior advocates hav the WCPTSF that the Education Policy Act requires the Minister of E to establish a National Education Council before determined. All stak would be represented.

This procedure was lowed when the 40 to 1 a ratios were decided.

Schools say not all sta have been consulted an

Delay in paying teachers lashed

(321)

Sowetan 30/1/98

Paying salaries results in chaos with 15 000 educators left unpaid

By Charity Bhengu

ABOUT 15 000 teachers around the country have not been paid their January salaries as a result of administrative problems facing the provincial education departments.

The president of the Association of Professional Teachers, Mrs Suzanne Rees, said the payment of teachers' salaries was an ongoing problem at the best of times, with thousands of teachers struggling to get their pay every month.

"It appears that the administrative procedures to ensure that teachers are paid have not been put in place. The problem will continue until the education department introduces more realistic plans for managing its administration," Rees said.

She said the situation was critical, with so many teachers staring financial ruin in the face as they would not have money to pay their bonds and bills.

In Gauteng, education MEC Mary Metcalfe said yesterday the department had made an undertaking to pay all temporary teachers by February 17.

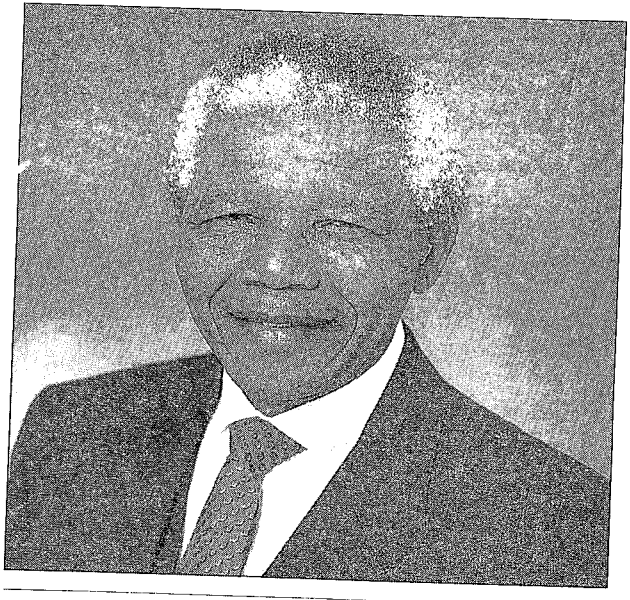
She said it was administratively impossible to immediately include new appointments within a massive salary system that paid not only 47 000 teachers in Gauteng but an even larger number of government employees.

Metcalfe said it was normal practice that there be a delay of several weeks in between the appointment of temporary teachers and the processing of their salaries.

Provinces 'will avoid' retrenching teachers

CP 1/2/98

(321)



TRYING TO KEEP MADIBA'S PROMISE OF BOOKS . . . The Education Department has launched an action programme for 1998/99 to help provinces get enough books for their schools.

PROVINCIAL education departments trying to cut back on their salary expenditure would only resort to teacher retrenchments if all else failed, the national Education Department said this week.

"If the provinces have to downsize, they will try to avoid retrenchments," the deputy director-general for human resources and corporate services, Roelf du Preez, told reporters in Pretoria.

Where possible, teachers would be offered alternative employment, preferably in the same province. This could be done by, for example, filling posts left vacant by natural attrition.

Where no such alternatives existed, provinces may have no other option than to retrench, Du Preez said.

"If anything like this happens, I will be surprised if it comes to fruition before the end of the school year," he said.

Teacher redeployment and retrenchment would be part of an ongoing process which started in January this year, in terms of which the provinces were responsible for determining the number of teachers needed to fulfil their operational requirements.

The deputy director-general for systems and planning, Trevor Coombe, said teachers would not be retrenched irresponsibly.

"There are legal and contractual obligations which have to be observed," he said.

Du Preez said talks with labour unions on teacher redeployment and retrenchment were expected to be concluded at the end of the week.

"We may have a deal-breaker at the moment," he said. "The unions are grappling with the budget problems we have. I hope we can find each other."

Provinces' salary expenditure would have to be carefully weighed up against the amount of money available for other commitments such as stationery, classrooms and textbooks, Coombe said.

Coombe said more than 80 percent of all education expenditure currently went into salaries, and in some provinces more than 90 percent.

Ideally, 80 percent of the money should be used for salaries and 20 percent for other requirements.

Coombe warned that provinces would face a tough financial year in 1999 as a result of overall budget constraints in terms of the government's fiscal policy.

"We are particularly concerned that non-salary commitments will be squeezed," he said.

The department earlier this week launched an action programme for 1998/99, which would, among other things, help provinces to fulfil President Nelson Mandela's promise that all schools would have books at the start of the 1999 school year.

Director-General Chabani Manganyi told the briefing the education system had to be managed in such a way that inefficiency resulting in unnecessary costs was reduced as quickly as possible.

"Before we talk of additional resources, we have to make sure that what the state provides is being used for what it was intended."

The national department would help the provinces in this process, but without creating dependency.

"The responsibility remains at a provincial level," he said. "We don't want a situation where provinces throw their hands in the air and wait for the national government to take responsibility for the problems."

Manganyi said Education Minister Sibusiso Bengu was being blamed for many things he did not have much to do with.

While Bengu approved national guidelines on the provision of teachers, funding for this purpose was dependent on provincial

Retrenching teachers will be the last resort for provincial education departments trying to cut back on salary expenditure, the national education department promises. Efforts are being made to help teachers keep their jobs.

Plan to save school posts

CHENÉ BLIGNAUT
STAFF REPORTER

ARG 3/3/98

Scores of teachers and school support staff are expected to be saved from retrenchment in terms of a new plan being hatched by the Western Cape government.

Provincial Education Minister Nick Koornhof said yesterday that not all of the 6 500 permanent and 3 300 temporary teachers and 4 000 support staff who stood to lose their jobs before the end of the year, would be fired.

The retrenchments had been proposed to help ease the provincial education department out of a R458-million debt to central government.

He said he hoped there would be no further job cuts in schools after 1998 for a period of three years.

However, he would not say exactly how many jobs would be saved.

"I am feeling bullish about education in the province," said Mr Koornhof.

Asked what his optimism was based on, he said he had had a "good response from parents, business people and the treasury".

"I am feeling a lot more confident than six weeks ago, when more than 11 000 jobs were on the line," said Mr Koornhof.

"There has been a lot of volatility in the schools because of uncertainty surrounding jobs. With the unveiling of our plans we hope to restore job security in schools this year, so that we can focus on the management of schools."

He said his plans promised to "stabilise" education in the province for the next three years.

It is understood that the minister has managed to convince the provincial government to spend a bigger part of its budget on education. The provincial budget will be tabled on Wednesday, March 18.

Mr Koornhof would not say how much money his department had requested from the provincial government.

Meanwhile, the ANC yesterday announced a campaign to "save" education in the province.

They will argue for an extra R400-million to be spent on education, to be financed through savings in other departments.

Mr Koornhof said this would be "a little unrealistic".

NUMBER LEAVING DOUBLES IN SEVEN MONTHS

More teachers emigrating

CT 4/3/98

(321)

FIGURES RELEASED by Central Statistical Services show that 50 to 60 teachers are leaving the country every month to work abroad. Education Writer **TROYE LUND** reports.

EVERY day, from January 1994 until August last year, a South African teacher left the country to take up a job at a school overseas.

Over the past seven months these figures have doubled. Central Statistical Services figures show that 50 to 60 teachers are leaving every month.

Mr Bheki Khumalo, spokesperson for Education Minister Dr Sibusisu Bengu, said nothing could be done to stop people pursuing their careers overseas.

Regarding warnings that the most experienced teachers were leaving, Khumalo said: "We have a number of teacher development programmes in place.

"We will ensure that we have a pool of highly skilled teachers, especially in science, maths and technology."

The department was sure that once the present rationalisation process was complete and the provincial education departments were debt-free, a large pool of highly skilled and experienced teachers would have been developed.

Most of the 1 300 teachers who emigrated between 1994 and August last year are in New Zealand.

But, now that studies have shown that British schools will be short of 6 000 teachers by the year 2000, British recruitment agencies have mounted a major campaign to poach the best South African teachers.

Western Cape Council of Teachers (WCCOT) spokesperson Mr Mike Reeler said teachers were leaving the country as "a direct result of the uncertainty that has been caused by the central government and the inept way in which provinces have handled rationalisation and financing".

"Those who are not experienced or any good will let all this inept management wash over them. It is the cream that are going."

Ms Charmaine Young, a South African teacher who has been working in New Zealand for two years, said: "South African teachers are sought after in New Zealand because they work so hard. Teachers are really appreciated there and rewarded for qualifications."

The pay is not the main thing that makes New Zealand attractive. Although on the exchange rate the New Zealand salary is about R30 000 more, the cost of living there is much higher.

The real advantage of teaching in New Zealand is the small classes, says Young.

Her classes range from five to 15 pupils and she is not expected to do any extra-mural activities or contribute to the administration and management of the school.

Because 3 300 temporary teachers, as well as cleaning and maintenance staff, have been axed in the Western Cape, most teachers, principals and deputy principals are teaching without free periods.

On top of this, they are expected to help administer and manage the school and supervise extra-mural activities.

"I decided to go because one cannot be efficient or do one's job properly in South Africa. So many staff have been lost and the workloads are massive," Young said.

Teachers who have applied to New Zealand teacher recruitment agencies said effective teaching in South Africa had become "impossible".

One who asked not to be identified because she is still working at a city school said: "Teachers in South Africa are unbelievably demoralised and depressed. I cannot take this uncertainty and work under the impossible workloads for no money.

"I feel continually under threat that some law is going to be changed to get me out of the system," she said.

"I love teaching. It is the only thing I know how to do. I live it and breathe it, and I am going to a country where that is appreciated."



PACKING FOR PARADISE: Charmaine Young left South Africa two years ago to teach in New Zealand, where, she says, teachers are appre and rewarded for their qualifications. Compared with South Africa, New Zealand is a teacher's paradise, she says. PICTURE: G

Contract teachers get reprieve after talks delay

Star 4/3/98 (321)

By Jacqui Reeves
Education Reporter

Gauteng's 4 000 temporary teachers can expect a last-minute reprieve when their contracts expire at the end of next month.

The precarious living that these teachers make, surviving from contract to contract, seems to have been briefly saved by negotiation delays at the Education Labour Relations Council.

Gauteng Education MEC Mary Metcalfe said yesterday the contracts of temporary teachers were likely to be extended beyond the cutoff next month. "The contracts are likely to be extended again until we get some real developments out of the Labour Relations Council," she said.

The future of the teachers will largely depend on the outcome of negotiations between education unions and the council on pupil/teacher ratios.

Suzanne Rees, spokesman for the National Union of Educators, said the Government appeared to be backing down on its original demands, where "budgets were driving class size".

"There seems to be a move towards some sort of capping for class sizes, to keep them below a certain limit, but it will still have to be fought out," Rees said.

Thulas Nxesi, general secretary of the South African Democratic Teachers Union, said the possible extension of the contracts vindicated the union's position.

Bilateral discussions between the council and individual unions are under way this week, after which the council will reconvene.

Bheki Khumalo, spokesman for Minister of Education Sibusiso Bengu, said the negotiations were at a very sensitive stage, but would not be drawn on an expected completion date for the negotiations.

He did say, however, that the department was optimistic about reaching finality soon.

Textile union backs plan to strike over education cuts

Province slated for teacher crisis

THABO MABASO
BUSINESS REPORTER

The Southern African Clothing and Textile Workers' Union (Sactwu) has thrown its weight behind the planned strike by the Congress of South African Trade Unions in protest against cuts in the provincial education budget.

Sactwu is Cosatu's largest affiliate in the Western Cape and wields considerable power in the clothing, textile and leather sectors of the provincial economy.

The strike is planned as a protest against teacher cuts in the Western Cape. Cosatu accuses the department of unnecessarily retrenching teachers.

Sactwu national education officer André Kriel said his organisation was not convinced that the provincial budget met the need to transform the lives of working people. The gap between rich and poor was growing, he said.

'Province must accept the financial assistance offered by the Government'

Cosatu provincial secretary general Tony Ehrenreich said: "The provincial government must accept the financial assistance offered by the Government and use these finances to remedy the funding crisis in education."

Finance Minister Trevor Manuel has offered grants to cash-strapped provinces on condition that they commit themselves to better financial management and cut down on unnecessary expenses.

The provincial government has rejected the offer.

Meanwhile, Cosatu has given notice to the National Economic, Development and Labour Council (Nedlac) that it intends to strike over the education crisis.

The notice was filed on Tuesday in terms of the Labour Relations Act.

Cosatu can legally strike only if all attempts to resolve its dispute with the provincial Department of Education have been exhausted.

Nedlac executive director Jayendra Naidoo said the body would convene a meeting soon to try to resolve the dispute.

Mr Ehrenreich said Cosatu would decided on the date of the strike at a meeting in two weeks time.

Retrenchments lead to strike

(321)

TROYE LUND
EDUCATION WRITER

CT 5/3/98

SOUTH AFRICA'S National Economic and Development Labour Council (Nedlac) has agreed to begin strike proceedings on behalf of 300 000 Western Cape Cosatu members who aim to force the provincial government to end its mass teacher retrenchment and cost-saving campaign.

Cosatu's national secretary-general, Mr Sam Shilowa, has endorsed a notice to Nedlac about the strike, to ensure that workers are protected from pay or job loss.

"Sewer education" in working-class areas was being entrenched, Cosatu claimed after Nedlac confirmed that it would set up an urgent meeting next week between the Western Cape Education Department (WCED) and Cosatu, including its affiliated South African Democratic Teachers' Union (Sadtu).

If the meeting solves nothing, the union will begin a protracted industrial action campaign with a one-day strike.

While business estimates that a Cosatu strike will cost the province nearly R200 million a day, the department appealed to Cosatu not to strike because of the debilitating effect such action would have on an already fragile culture of teaching and learning.

WCED chief Mr Brian O' Connell said: "I pray that Cosatu will come and engage with us so that we can share the same knowledge base and arrive at a point where we can empower teachers, pupils and parents to accept finan-

❒ Turn to Page 3

Education department to meet Cosatu

(321)

❒ Turn from Page 1

CT 5/3/98

cial realities and take hold of the challenges of development."

Cosatu's provincial secretary, Mr Tony Ehrenreich said a strike was not the "objective". It was necessary because the province had refused to negotiate alternative ways to cut costs.

So far, Cosatu's Western Cape branch is the only province acting on the national threat of a strike.

Ehrenreich said: "Other provinces have entered into good faith bargaining over the issues. The Western Cape has not.

"We are compelled to highlight education that is falling apart in black working-class areas. The provincial government has ignored requests to negotiate and if they continue to do this Nedlac will force them to meet us. The first prize is to resolve the education situation."

The WCED confirmed that it had received an invitation yesterday to discuss the issue and has agreed to meet the union.

Cosatu's demands are:

- The provincial government must accept the government's offer of assistance.
- "Black working-class" areas must be given priority.
- Province must pay schools' municipal bills.
- Teacher retrenchments must be halted and pupil/teacher ratios kept to 32:1.
- Imbalances between historically black and white schools must be addressed.
- Province must stop passing on additional costs to parents.

Mutiny brews in ranks of teachers

CORNIA PRETORIUS (321)

ST(CM) 8/3/98

THE South African Democratic Teachers' Union, Sadtu, is threatening to ban all departmental officials of the Western Cape Education Department from schools.

This follows the union's policy of non co-operation with the provincial department adopted last week, an attempt to prevent the loss of more teachers in the province.

Sadtu provincial secretary Don Pasqualie said on Friday that Sadtu teachers would not do anything beyond what was stated in their conditions of service — including attending any meetings called by the department.

This has serious implications for the implementation of the new Curriculum 2005 in grade one this year.

Pasqualie said Sadtu's strategy of non co-operation included boycotting the training of teachers for Curriculum 2005.

The loss of 3 330 temporary teachers had led to a chaotic situation in classrooms. Many teachers now have double workloads, which made it difficult to attend after-hours training sessions for the new curriculum.

"Last year we told the Education Department that teachers lacked guidance from the department on the implementation of the new curriculum. This year they started with a half-baked programme with training sessions after school and on Saturdays," said Pasqualie. "We will not attend this. We will do nothing more than our conditions of services require us to do.

"If the department doesn't address the problems in their one-sided policies affecting teacher posts, we will ban officials from schools," Pasqualie said.

He said non co-operation was spilling over to other provinces, where some schools had already been declared no-go areas.

The teachers who need to go back to school

It was announced two weeks ago that South African matric pupils had come last out of 22 countries in a science and maths quiz. This week the Sunday Times put the teachers to the test. ANDRÉ JURGENS reports

(321) ST 8/3/98

TEACHERS at at least three South African schools are in desperate need of extra lessons, if a snap science and maths survey conducted this week by the Sunday Times is anything to go by.

A total of 2 757 matric pupils from 150 classes countrywide failed to shape up against their peers from other countries when they wrote tests for the third international mathematics and science study three years ago.

Their results, released last week, produced an average of 352 points compared with the international average of 500.

When the Sunday Times asked schools from around South Africa if their maths and science teachers would answer four of the study's easier questions — two from maths and two from science — this week, many, among them some of South Africa's most prominent schools, refused. But eight schools agreed.

Although teachers at the suburban schools who took part answered the questions easily — and one said her Grade 8 (Std 6) pupils could have answered them — teachers at the three township schools in the survey each got at least one answer wrong.

Teachers at a township school near Cape Town scored full marks in science but got one simple mathematics question wrong.

Teachers at a township school on the East Rand got the right maths answers but could not answer one of the science questions.

A township school near Durban got the maths right but was stumped by a science question.

Angela Arnott, a policy analyst at EduSource, which does research for the Education Foundation, said teachers at rural and township schools were generally less qualified than teachers in the cities.

"I have found that posts at rural schools and even some township schools are the least desirable and attract younger or less qualified teachers," she said. "Roughly 50 percent of mathematics and science teachers at these schools did not specialise in these fields when they were trained."

@ Additional reporting by Pregga Govender, Durban, and Ayesha Ismail in Cape Town

11th-hour bid to halt union protest at Cape schools

(321)

ARG 10/3/98

Koornhof in talks

STAFF REPORTER

Eleventh-hour talks have taken place between the province and teacher unions in an attempt to thwart a union protest plan to bar education department officials from schools.

Western Cape Parents, Teachers and Students Forum and the Congress of South African Trade Unions representatives attended the discussions initiated by provincial Minister of Education Nick Koornhof, but main issues were not addressed.

The meeting followed a decision by the SA Democratic Teachers Union (Sadtu) to declare schools no-go areas for education officials.

The planned protest is against chaotic classroom conditions caused by the sacking of 3 330 teachers which has resulted in double workloads and 40 to 50 pupils in a class.

Sadtu also has decided to adopt a policy of non co-operation with the provincial education department.

Mr Koornhof led a five-member provincial delegation comprising Minister of Finance Lampie Fick, Minister of Transport Piet Meyer, Director of Finance J C Stegman and Director-General Niel Barnard.

Although Mr Koornhof described the discussions as fruitful and "progressive in a sense", he said they had skirted around controversial issues.

These included the threat by Sadtu to ban all education department officials from schools in the Western Cape. The provincial delegation also had not touched on Sadtu's policy of non-co-operation with the department, he said.

Sadtu's strategy included the boycotting of teacher training for Curriculum 2 005. It claimed teachers were too exhausted to attend after-hours training sessions.

He said national Education Minister Sibusiso Bengu and all other provincial education ministers and their departments had condemned Sadtu's non co-operation policy.

Pupils march in education protest

(321) ARG 10/3/98

Hundreds of southern suburbs high school pupils today took to the streets and marched in a mass protest against the Government's cutback on teachers.

Ignoring school discipline, they dismissed themselves and marched into the streets to round up pupils at other schools in the area.

The protest began at 9.30am at Wynberg Senior Secondary School in Cheddar Road where pupils said they were fed-up with being in over-crowded classes.

Warning teachers not to try to stop them, they left their class-rooms and held an impromtu assembly.

They said today's march was just the start of a week of protest action. – Staff Reporter

'Fruitful' talks raise hopes of education agreements

(321)
CT 10/3/98

TROYE LUND

TEACHER unions and organisations, the Cape Chamber of Commerce, Cosatu and the province's education and finance chiefs are a step closer to resolving a number of issues still hampering education in the Western Cape.

Although no breakthrough agreements were reached at yesterday's talks, all parties described them as "fruitful".

South African Democratic Teachers' Union (Sadtu) spokesperson Mr Don Pasquallie said: "For the first time there is a willingness from all parties to move towards an agreement.

"The government has never shown signs of budging on issues like the halting of transport to schools.

"It is also prepared to debate ways of limiting teacher retrenchments."

During the meetings, Education MEC Nick Koornhof explained that he would be unveiling his vision for education in the province on Thursday after the national Budget had been announced, and when the department had a better idea of its financial boundaries.

The broad thrust of this vision, he said, was to limit teacher retrenchments, to make schools more responsible for their own spending and to maximise community and business resources in the running of schools.

Koornhof said: "It is beginning to feel like all roleplayers are willing to take joint responsibility.

"I hope that we can sit down and talk further after the Budget is announced this week and after the province announces exactly what the education budget is the following week."

Koornhof hopes that his new plan and the talks will address Cosatu's demands and avert the workers' strike being planned to protest against teacher retrenchments and other rationalisation measures being implemented by the cash-strapped Western Cape Education Department.

Cosatu, to which Sadtu is affiliated, said a strike would be a last resort if talks broke down.

It emphasised however, that workers did not care for financial explanations for teacher and facility shortages in their schools. They were entitled to quality public education and spending that made disadvantaged communities a priority.

MILITANCY THE OPERATIVE WORD

Flats schools braced for defiance campaign

POLICE, PRINCIPALS AND PARENTS prepare for the worst as Mitchells Plain pupils launch a defiance campaign. **TROYE LUND** reports.

TENSIONS at schools on the Cape flats are set to boil over, with some teachers predicting violence reminiscent of that seen in 1985.

Pupils in Mitchells Plain have decided to launch their own defiance campaign against large classes and teacherless lessons.

Militancy is the operative code for most of the high schools in an area of 35 schools. Principals say they are losing control of their schools and that education is grinding to a halt.

This emerged at a meeting where about 20 schools were represented by principals and parents yesterday.

Principals are not averse to pupils contributing to nationwide protests against teacher cuts. But, since Student Representative Councils (SRCs) agreed to begin pupil protests last week, several pupils have been stoned.

Mobs of pupils who believe the government only takes notice of militant protest, like stoning and burning, have attacked schools opting for peaceful protest.

"The police cannot even control these children. If they want to enter your school grounds they do, it is impossible to stop them. Two Casspirs didn't stop them. My son came home from school yesterday and told me that he is not going back because two pupils got hurt," said parent Mr Clive Rademeyer, who is also the principal of Montague Drive Primary School.

Montague Senior Secondary closed early yesterday after two pupils were injured by pupils who forced their way onto the school-grounds and started throwing stones.

Three incidents of this kind have been reported in the past two weeks, and the situation is likely to get worse because pupils have earmarked the next two weeks as protest weeks.

Gangsters and vandals who are manipulating the protest forum to their own advantage are making the situation less controllable.

Woodville Primary principal Mr Keith Riddles said: "The 1976 riots will look like a Christmas party if this is not controlled."

But, Riddles stressed, schools had to take a stand that made the education department realise how impossible teaching conditions were in the area, and that principals, parents and pupils "meant business" in their protests.

SRCs have been called into a meeting with the police and the Community Policing Forum today to restore control and co-ordination to the situation.

Chairperson of the Western Cape Principals' Association and principal of Cedar High, Mr Melvyn Caroline, said: "It is very concerning and education will come to a standstill if nothing is done. Our school has had threats from pupils who want to take to the streets in a militant fashion.

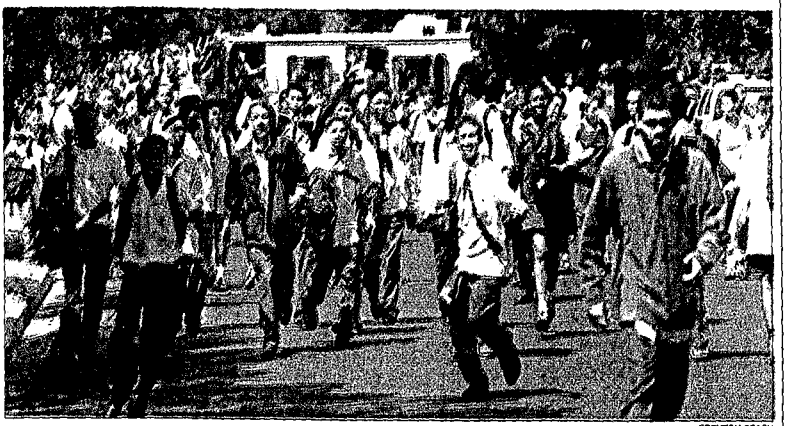
"The meeting today is to make sure that pupils make informed decisions and plan legal protests. As soon as pupils involve themselves in protest, the gangs manipulate the situation."

While some schools in the area are trying to continue with classes under the circumstances, many schools have stopped classes.

Western Province Education MEC Mr Nick Koornhof appealed for calm and expressed sadness that schools were being disrupted.

Aside from a redress plan and using money, like the R28 million being spent on school security, more wisely, Koornhof says he intends to maximise community and business resources in the running of schools.

Philip said: "The cutbacks sense to spend more money on edu- of the month.



BRENTON GEACH

School's out: pupils march through Plumstead yesterday in protest against teacher rationalisation (321)

Alarm bells sound as pupils march

ARG 11/3/98

SHARKEY ISAACS AND HANEEM MAJIET
STAFF REPORTERS

As hundreds of high school pupils took to the streets in protest over shortcomings in the classroom, educationists warned the authorities they ignored mounting deficiencies in education at their peril.

"If pupils take this step, is it not time for the education authorities to ask why?" asked Brian Isaacs, chairman of the Western Cape Parent-Teacher-Student Forum.

Pupils said they were fed up with teacher cuts and the effect on their education.

Asked whether their action might turn into a 1980s-style pupil uprising, they said militant action would be a last resort and they hoped they could achieve something in an orderly way. But yesterday's protest would not be the last.

The protest started at 9.30am when pupils at Wynberg Senior Secondary School left their classrooms and held an impromptu assembly. Warning teachers not to try to stop them, they marched out of the school grounds.

One teacher said: "How are 26 teachers going to stop about 700 angry pupils?"

They marched to Wittebome High School, where they urged pupils to follow them. They then marched to Immaculata High and Plumstead High.

Pupil frustration grows

TROYE LUND (321) CT 11/3/98

MITCHELLS PLAIN school pupils say they have marched peacefully and handed over memoranda, but are at the end of their tether as teacher cuts and poor security destroy their chances of getting a good education.

Meeting with police, teacher unions and political parties yesterday, they said a militant defiance campaign may now be unavoidable because of the present mood among pupils.

The meeting at the Mitchells Plain police station follows the stoning of several pupils at schools this week by other pupils advocating militant action as the only way to get the provincial government to stop teacher retrenchments.

Beacon Hill pupil Tyrone Titus said: "We can go back to school and explain that peaceful protest is better but, as soon as one more teacher goes, they (militant students) will start destroying and burning all government property."

South East Metro ANC organiser Mr Shiraz Ebrahim said pupils had a right to organise themselves to protest.

He was sympathetic to pupil sentiments that peaceful protest had made no difference but, he added: "Pupils are making fools of themselves by attacking other schools with stones and burning tyres. Gangsters will also exploit any unorganised activity. Students must inform themselves and organise themselves to be taken seriously."

Principals who met with Education Minister Sibusisu Bengu last week relayed his message that rationalisation would continue.

Pupils, parents and teachers had to consolidate and devise creative ways to deal with the financial realities that provinces found themselves in, they said. Pupils accepted that they had no future if they destroyed schools or gave up studying.

But, as Beacon Hill High's Mr Richard Smit said: "Without teachers, and with government allowing us to continue in dysfunctional schools, we have no future either. Parents are taking their children out of school, so many kids are sitting at home and joining gangs."

Mondale and Portland High School pupils said a growing number of pupils were leaving school because they were dangerous places and offered poor education.

Mondale High's Ms Natalie Pedro said: "The department doesn't know exactly what our schools are like. Aside from teacher cuts, we have no electricity and four of our English teachers are going on maternity leave. The department will not provide replacements and our school has no money to pay substitutes."

Only seven of the 15 Mitchells Plain high schools attended the meeting.

MEDICAL COVER
AT ½ THE PRICE

Pupils stage march on teacher cutbacks

(321) ARG 12/3/98

MOSES MACKAY
STAFF REPORTER

Isilimela Comprehensive School pupils, teachers and parents marched to the provincial education department to protest against the shortage of teachers at their Langa school.

After talks with department officials, some improvements may be in the offing.

The department agreed to give the school three substitute teachers from April 1 until permanent teachers return from leave.

About 300 pupils, holding placards with slogans such as "We demand teachers", "No to teacher retrenchments", and "Ons is gatvol", were prevented by police from forcing their way into the building in Hans Strijdom Avenue yesterday.

Vuyani Manciya, a matric pupil and chairman of the school's students representative council, said the group decided to march to highlight problems at their school.

"We don't have stationery and textbooks to learn and there is a shortage of teachers. We are here today to voice our unhappiness to the Government."

Vuyani said about 800 pupils had no teachers.The problem was exacerbated when four teachers went on leave and by the Government's refusal to replace temporary teachers with permanent ones.

Parent Sylvia Xoki of Nyanga said pupils often returned home during school hours and when asked why, said it was because "no learning or teaching is taking place".

Parent Paulina Nyimbinya from Langa, said: "We are protesting because our children's education is in crisis. Our children are poor due to the (education) department's policy.

"Why is the Government doing this to our children, teachers and the schools?"she asked.

Teachers and department officials met for an hour to try to resolve the matter. During the teachers' absence, there was a scuffle outside when police, using riot shields, pushed pupils away from the doorway. School principal Phathiswa Qokweni appealed for calm.

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Sadtu seeks a meeting on teachers

(321)

Primarashni Pillay 130 13/3/98

THE SA Democratic Teachers' Union (Sadtu) has requested a meeting with KwaZulu-Natal premier Ben Ngubane after he resolved not to renew the contracts of 5 000 temporary teachers in the province.

Sadtu's KwaZulu-Natal provincial chairman, Daniel Mabuyakhulu, said Ngubane's decision "came as a bombshell" as no announcement on this issue was made at a marathon meeting on Monday in Maritzburg between education stakeholders and the provincial cabinet.

The teachers' contracts end on March 31.

Their services were to have been terminated at the end of December as a result of the financial crisis experienced by the provincial education department, which is expected to overspend by R800m on its 1997/98 budget of R6,124bn.

However, parents and teachers staged protests and the contracts were extended to March 31. In a statement issued this week, Ngubane said "due to budgetary constraints the KwaZulu-Natal cabinet can no longer retain 5 000 of these teachers.... It has been decided to explore mechanisms by which some could be re-employed when vacancies occur."

However, Mabuyakhulu said Sadtu was "totally opposed to retrenchments. We should be talking redeployment first then retrenchment. There are more teacher shortages than excesses. We need to talk to the premier about this issue."

Provincial education superintendent-general Mike Jarvis said his department would be involved in consultations with the teacher unions over the plan.

Roger Burrows, chairman of the education portfolio committee in the provincial legislature, said the committee had been aware for some time that, with a limited budget, "the costs of personnel for 1998/99 could rise to more than 98% of the budget unless cuts were exercised in the number of staff".

R40-m aid for SA education

Johannesburg – The Canadian International Development Agency (Cida) would contribute US$8-million (R40-million) to implement a five-year teacher-training programme in South Africa, Canadian Minister for International Co-operation Diane Marleau announced today.

The programme would strenghten primary and secondary schools and enhance the quality of education, she said here ARG 13/3/98

The project would allow the departments of education in Gauteng, Free State and Mpumalanga to set up training and development programmes for teachers, both during their studies and in the workplace.

The programmes, to be implemented by the education department of Alberta in Canada, would also establish professional standards and criteria for teacher certification.

"Students will be the ultimate beneficiaries of these measures." – Sapa

New packages plan aims to reprieve 600 teachers

CHERÉ BLIGNAUT (321)
STAFF REPORTER ARG 13/3/98

A reprieve for 600 temporary teachers who faced the axe at the end of the month has been announced by Western Cape Minister of Education Nick Koornhof.

It is part of a "new vision" for education in the province announced by Mr Koornhof and administrative chief Brian O'Connell during a closed-circuit television broadcast screened throughout the Western Cape. The session was also screened by Absa Bank in its 117 provincial branches.

The teachers were given a stay of execution for three months in January when money was made available by the Government for their salaries.

Yesterday's reprieve forms part of a bigger plan to save teaching jobs through the re-introduction of voluntary severance packages.

Teachers, non-teaching staff and principals will be allowed to apply for the packages until April 20 in the hope that it will free posts.

Earlier this year, the department said it would have to fire 4 500 teachers and 4 000 other education staff by the middle of this year to try to ease itself out of a R458-million debt to the Government.

Mr Koornhof said he hoped to save at least half of these jobs. He also committed himself to restoring job security in the teaching profession by June.

He said he hoped to be in a position to "positively adjust" the 40-to-one primary school pupil-teacher ratio and the 35:1 secondary school ratio.

The department would pay 70% of schools' accounts for municipal services. If a school managed to cut water or electricity usage, it could end up paying less than 30% or even nothing, he said.

Budget boosts schools – but hospitals face job axe

ARG 18/3/98

(321)

CHENÉ BLIGNAUT
STAFF REPORTER

There was good news for teachers, but warnings of further job cuts in hospitals in Western Cape Finance Minister Lampie Fick's budget speech today.

Unveiling a tight budget for 1998/99, Mr Fick announced a better deal for the cash-strapped education department in the province, but no extra funds for health.

The lion's share of the budget will again be spent on education, with R3,6-billion – 36% of the province's total expenditure.

This is considerably more than last year's allocation of R3,3-billion, which should lead to fewer job cut-backs than originally planned, and restore some stability.

But it falls short of the R3,8-billion called for by the African National Congress to alleviate the education crisis in the province.

The allocation for health for 1998/99 is more or less the same as last year at R2,9-billion, which spells further rationalisation and more job losses in hospitals this year.

More than 6 000 provincial health services staff have already been axed in an attempt to cut costs over the past three-and-a-half years.

"Further hospital bed closures and a reduction in the availability of health services in some areas will become a reality," said Mr Fick.

Academic hospitals would be the hardest hit by rationalisation, because spending on them remained "unaffordably high".

Key district hospitals in the province could also be consolidated to ensure optimum use and improve levels of service.

The province's total income for 1998/99 is

To page 7

ARG 18/3/98

Budget boost for Cape schools, but hospitals face more job cuts

(321)

From page 1

R10,1-billion, which is about R59-million more than last year.

The main source of income is the R9,5-billion grant from central government, which is about R220-million higher than last year, mainly because the province has more residents than was earlier estimated.

Locally generated sources of revenue for the province include R244-million from motor licence fees, R152-million from casino licence fees, R95-million in hospital fees and R134-million from a number of smaller sources.

The sale of state assets, however, will not bring in more money for the province this year.

Although the province has a marginally higher income than it did last year, it is not really better off.

This is mainly because Mr Fick has, over the next two years, to repay a R627-million deficit incurred in the 1997/98 financial year.

Mr Fick also was not allowed to budget for a deficit for 1998/99 in terms of the constitution and because he wanted to avoid the danger of having the province placed under judicial management by the central government.

In line with guidelines issued by the national budget council, the province is spending almost R9-billion on education, health and welfare – 86% of its total expenditure.

This includes R2,2-billion to be spent on social services.

Indicating the Western Cape government's commitment to help realise the province's potential as a world-class tourist destination, Mr Fick announced a R2,7-billion increase in the amount spent on tourism, which will go to the Western Cape Tourism Board.

Wesgro, the province's main marketing agent, got a bigger share at R3,5-million.

Agriculture, which along with tourism is one of the two main contributors to the provincial economy, gets R1-million more this year.

This year's budget, for the first time, provides for a contingency reserve fund of R115-million to pay the interest on government debts.

Tackling the problem of crime, Mr Fick announced an increase of R2-million for community security.

Lampie Fick: more hospital bed closures

11th-hour bid to avert strike by teachers (321)

ARGUS CORRESPONDENT ARG 24/3/98

Johannesburg – National and provincial education departments will today file an urgent interdict in the Labour Court to halt the proposed teacher strike scheduled for tomorrow and Thursday.

The strike, initiated by the South African Democratic Teachers Union (Sadtu), is to protest against the pending retrenchment of thousands of temporary teachers across the country.

The National Department of Education has warned teachers that it will take a tough line against striking teachers. Bheki Khumalo, spokesman for Education Minister Sibusiso Bengu, said the policy of "no work no pay" would apply.

Teachers to confront education officials

CT 24/3/98 (321)

TROYE LUND
EDUCATION WRITER

STRIKES and legal confrontation between workers and education departments are looming on two fronts across South Africa.

On a national scale, the country's biggest teachers' union, the South African Democratic Teachers' Union (Sadtu), plans to devote tomorrow and Thursday to rallies and marches.

The aim is to highlight how SA education is in crisis to parents, government and the world.

Unless moves are made by government to rectify racism at schools, teacher shortages and the inequalities between schools, Sadtu will strike in all provinces from April 21 for a protracted period.

With President Bill Clinton due to arrive today, the national and provincial education departments have applied for an urgent interdict to stop this week's mass action by Sadtu.

National Education Department chief director of human resources Mr Duncan Hindle said: "We cannot allow schools to be disrupted.

"As far as we are concerned there is no evidence of a dispute, let alone any attempts to resolve this matter.

"Mass action would be unprocedural and anyone who does not adhere to the interdict may face misconduct charges, dismissal or loss of pay.

"The level of sympathy for teachers is low, they are not serving their communities," Hindle said.

'There is a lack of commitment — further than lip service — to dealing with poor schools'

In the meantime, Sadtu's Western Cape branch has already been denied permission by the city council to march on Thursday because Clinton will be in the city.

Spokesperson Mr Don Pasquallie said: "We will discuss this with members, and if they give the mandate we will march anyway or continue with other action.

"Members have eight hours a year for organised activity, an interdict would stop only strike action."

Another strike, by Cosatu's 300 000 Western Cape workers, is set to go ahead.

This follows a deadlock being declared in yesterday's meeting between the union, Education Department and National Employment Development and Labour Council (Nedlac).

Cosatu will notify Nedlac of the deadlock, which centred around the department's inability to outline conditions at poor schools and what they intended to do about dealing with these inequalities.

Provincial Cosatu secretary-general Mr Tony Erenreich said: "How can the department put together a budget when it does not even know what state its schools are in?

"There is a lack of commitment, further than lip service, to dealing with poor schools."

But Cosatu has agreed to give the department until April 15 to come up with recommendations for redress because it says a negotiated solution to the "crisis" would be first prize.

The Star ... Tuesday March 24 1998

(321)
Star 24/3/98

Education bodies fight teachers' strike

Union's protest against 'retrenchments' raises spectre of a legal battle

By Jacqui Reeves and Xolisa Vapi

National and provincial education departments are today expected to file an urgent interdict in the Labour Court to halt the proposed teacher strike scheduled for tomorrow and Thursday.

The strike, by the SA Democratic Teachers' Union (Sadtu), is to protest against the pending retrenchment of thousands of temporary teachers across the country.

The Department of Education has also warned teachers that it will take a tough stand against those who strike. Bheki Khumalo, spokesman for Education Minister Sibusiso Bengu, said the policy of "no work, no pay" would apply.

"The department has decided to take a tough line in the matter because we're trying to come out of an education crisis and we can ill afford a strike," he said.

The decision to seek an interdict against the strike was taken at a meeting of provincial and national education officials in Pretoria yesterday.

Duncan Hindle, chief director of human resources at the Department of Education, asked parents to send their children to school tomorrow and on Thursday and said teachers who in any way intimidated pupils or obstructed schooling would be "firmly dealt with".

Khumalo said Sadtu had not given the mandatory 14-day notice for a strike and had not made sufficient efforts to resolve the impasse in the Education Labour Relations Council (ELRC) through other means.

"A union has to be able to show it pursued all possible discussions, at a high level, to avoid a strike. This is something Sadtu has not done," he said.

A statement issued by the department last night said the union had not yet declared a dispute in the ELRC on the matters it has stated as reasons for the strike. It said the threatened mass action constituted an unprotected strike and that teachers should be aware that dismissals and disciplinary action could follow.

Gauteng Education MEC Mary Metcalfe said all 4 000 temporary teachers in the province had signed contracts.

"These teachers have had their contracts extended until June or until the right-sizing of the personnel in the province has been achieved," she said.

Sadtu secretary-general Thulas Nxesi said last night that a court order would not resolve the impasse.

"The department must look at the legitimacy of teachers' demands and bring about a solution instead of focusing on the legality of our action."

He also said Sadtu did not believe tomorrow's action could be described as a strike. He said that if the Government did not respond to teachers' grievances by April 16, the union would go on a "full-blown strike" on April 21.

Bid to halt strike by teachers

Sowetan 24/3/98

THE Department of Education said yesterday it would apply to the Labour Court today for an urgent interdict to stop intended mass action by the South African Democratic Teachers' Union.

It warned teachers taking part in any strike that they could face dismissal, disciplinary action, or salary deductions.

"The learning of our children cannot be sacrificed for any reason," the department said in Pretoria.

Sadtu announced last week it would hold mass rallies, marches, sit-ins and pickets across the country tomorrow and on Thursday to oppose the intended retrenchment of 43 000 temporary teachers countrywide.

The union said it would assess the Government's response on April 16.

"If no progress has been made, the union is giving notice to embark on a full-blown, chalk-down strike from April 21," Sadtu president Mr Willy Madisha said at the time.

The department said yesterday the threatened mass action would amount to an unprotected strike.

The union has not declared a dispute in the Education Labour Relations Council, and had not officially informed the department of its planned action.

"The union was asked in writing to assure the department by 2pm today (Monday) that there would be no work stoppage by teachers, but they have as yet not responded.

"Education departments, both national and provincial, are to file an urgent interdict with the Labour Court tomorrow (Tuesday) to stop the threatened mass action," the department said. – *Sapa.*

Teachers postpone their mass action plan

Primarashni Pillay BD 25/3/98 (321)

THE SA Democratic Teachers' Union (Sadtu) will not go ahead with its planned mass action which was set for today and tomorrow.

However, the union announced yesterday that it would withdraw its members from national and provincial government committees, in protest against the national education department's decision to terminate the services of temporary teachers.

Sadtu initially planned to organise mass action around the issue of temporary teachers losing their jobs at the end of this month. But the union took an 11th hour decision yesterday not to go ahead with the plan, as it was advised by lawyers and union structures that it would not be "covered legally".

On Monday the national education department said it would seek an interdict against the union as the planned mass action was illegal.

A source said yesterday that in terms of the Labour Relations Act, Sadtu had not provided the education department, 14 days before the planned action, full reasons why it wanted to participate in mass action. He said the reasons Sadtu gave for the strike to the public and to Nedlac were contradictory.

Sadtu general secretary, Thulas Nxesi, said last night: "Sadtu's planned mass action has been postponed pending an assessment from a Sadtu national executive committee meeting on April 16."

Countrywide schools strike averted

Star 25/2/98

By Jacqui Reeves
Education Reporter

Today's planned disruptions in schools countrywide have been averted.

This follows an 11th-hour decision last night by the South African Democratic Teachers Union (Sadtu) to postpone industrial action on legal grounds.

Thulas Nxesi, the secretary-general of the union, said an urgent meeting would now be sought with the Education Labour Relations Council to discuss the proposed retrenchment of thousands of temporary teachers.

The Department of Education's chief director of human resources, Duncan Hindle, has welcomed the union's postponement of its planned mass action, but expressed concern about the lateness of the decision.

Hindle said last night he hoped Sadtu would do all in its power to ensure that teachers and pupils reported to schools as usual today.

Bheki Khumalo, spokesman for Minister of Education Sibusiso Bengu, said the department was "working frantically" to arrange a meeting with Sadtu.

Sadtu calls off strike at the last minute

(321)

Sowetan 25/3/98

THE South African Democratic Teachers' Union (Sadtu) yesterday called off a strike planned for today and tomorrow against the retrenchment, at the end of this month, of 43 000 teachers countrywide.

Department of Education spokesman Mr Duncan Hindle said Sadtu had been told that mass action during school hours would amount to an unlawful strike.

"The decision of other teacher unions not to support the action is symptomatic of a broader community rejection of schools and learners being used as pawns in a socio-political contest," Hindle said.

Because Sadtu decided to call off its action at a late hour, Hindle said the department trusted the union would ensure that teachers and pupils would report to school as usual today and tomorrow.

"The department looks forward to meeting the union in order to try and resolve the issues which are identified by them as being of concern," Hindle said. – *Sapa.*

Teachers' unions forge alliances in battle against education departments

Star 27/3/98
Star (321)

By Jacqui Reeves
Education Reporter

Education departments are about to go head-to-head with frustrated teacher unions that have begun forging alliances to boost their power.

The traditionally conservative Suid-Afrikaanse Onderwysersunie yesterday called for all teacher unions to work more closely together and expressed a willingness to use collective action.

"Unions have to begin to liaise with each other and recognise the fact that we are all fighting the same issues if we are going to save education in this country," said Onderwysersunie chief executive Pieter Martin.

The South African Democratic Teachers' Union, the biggest teacher union, postponed this week's planned countrywide strike but warned it may still go this route if a compromise is not found.

Sadtu will meet officials from the Department of Education in the Education Labour Relations Council today to thrash out issues such as staffing and budgets.

Sadtu spokesman Kate Skinner said that if the state did not respond to Sadtu's proposals and take the process forward, a dispute would be declared.

Skinner welcomed the Onderwysersunie's call for collective action and said co-operation between teacher unions was becoming increasingly important.

"Obviously we have our members' interests at heart but these issues affect all teachers, and members of all the unions are suffering.

"While the Government is using outcomes-based education, it is simultaneously retrenching teachers, leaving those left in the system feeling insecure and unable to do this major overhaul that is required," she said.

The National Professional Teachers Association of South Africa, a federation of unions, also sees mass action in the future of its affiliates, one of which has plans for a rally on Monday in Durban.

Pupils stay away despite change of plan

(321) 27/3/98

Primarashni Pillay

MANY pupils stayed away from school on Wednesday and yesterday despite the SA Democratic Teachers' Union's decision on Tuesday to call off its planned mass action.

Sadtu's protest against retrenchment of temporary teachers this month was reversed late on Tuesday after it realised the action would be illegal.

Schools in KwaZulu-Natal were worst affected. Pupils at several schools were given letters saying teachers would not attend school on the two days and parents had to decide whether to send children to school.

There was low attendance at some Mpumalanga schools while Western Cape schools were unaffected.

Gauteng Education MEC Mary Metcalfe said schooling had continued normally in the province. However, attendance at some schools was lower than usual, especially on Wednesday.

The National Economic, Development and Labour Council's executive director Jayendra Naidoo has convened a special management committee meeting with Sadtu and the national education ministry for next Tuesday to consider Sadtu's notice of protest action.

Nedlac was informed of Sadtu's planned protest last Friday. In terms of the Labour Relations Act, Nedlac must consider the matter giving rise to the intended protest action in a bid to resolve it. If the issue is not resolved, Sadtu may serve a further notice to Nedlac of its intention to proceed with protest action at least 14 days before undertaking the action.

□ The national congress of the Suid-Afrikaanse Onderwysersunie said in Pretoria yesterday that in view of the "disastrous" consequences which could be expected from the state's financial planning, it intended embarking on "collective action".

The union said that from the 1998/99 education budget figures for the next three years, a further 73 000 teachers could lose their jobs while there could be little or no provision of new or upgraded physical facilities or learning materials and stationery.

Teachers' jobs under focus

(321) CP 29/3/98

Sadtu calls off strike for not following procedures

By JIMMY SEEPE

A HIGH LEVEL meeting is to held on Tuesday between the Minister of Education, Dr Sibusiso Bengu, and the South African Democratic Teacher's Union (Sadtu) following last week failure by the union to go on strike.

The strike by Sadtu was called off on the 11th hour after the union realised that it did not follow proper procedures before embarking on mass action.

The action was called to protest the pending mass retrenchment of about 43 000 temporary teachers at the end of March by the department.

The strike, which was declared illegal, could have resulted in thousands of teachers facing departmental punitive measures such as no-work no-pay including loosing their jobs.

The meeting between Bengu and the teachers would be held under the auspices of the National, Economic, Development and Labour Council (Nedlac) in Johannesburg following the union's notice.

Nedlac spokesperson, Jayandra Naidoo, said the meeting between Sadtu and the ministry of education related to important issues of education which needed to be addressed by the two parties.

Although the strike by Sadtu was called to protest the retrenchment of teachers, a worker-management issue which is not normally covered by Nedlac, Naidoo said the retrenchment of teachers could be related to budgetary constraints that most black schools are currently facing as well as the historical imbalances between white and black schools.

Naidoo said a notice to engage the education department in discussion was sent late two Friday's ago to Nedlac offices.

Some of the issues the union plans to discuss with the department are the continued inequalities in education, over-crowding in black schools, cost of schooling which the department has now forced into the parents and access to textbooks.

The announcement of a meeting between Sadtu and the Education department came shortly after Nedlac Executive Council meeting on Friday where the council outlined its year programmes as well as its preparations for a Job Summit.

A committee, which will specifically coordinate and oversee the submission of the documents under the Department of Labour, is to be established.

Naidoo said all parties within Nedlac have realised the urgency of finalising preparation for the summit.

A call was also made that both government and the private sector should minimise job lossess.
But all parties within Nedlac expressed optimism and commitment that a successful national job summit would take place in the near future.

Concerns were, however, expressed as no final submissions were received from government, labour, business and the community.

"We are responsible people and want to ensure a successful outcome of the proposed job summit. We need to do all the ground work before we can set a final date," said Sam Shilowa, who chaired the executive council meeting.

Business representive, Raymond Parsons said there was a new sense of urgency in planning the job summit. Parsons said they took stock at the meeting that Nedlac has matured and that all parties have learned through last year's experience.

Labour representative Ibrahim Patel said proposals have been made to investigate what measures could be set up to reduce job losses, how to create new jobs and how to identify support measures for the unemployed.



TOP LEVEL MEETING . . . *Minister of Education, Dr Sibusiso Bengu who will be meeting with Sadtu on Tuesday.*

Schools say goodbye to Mr Chips

(321) ST. 29/3/98

Thousands of teachers face the axe as provinces seek more money for classrooms and books

CORNIA PRETORIUS

THOUSANDS of teachers will lose their jobs this year as cash-strapped provincial education departments increase the number of pupils per teacher in an attempt to save money for books and new classrooms.

In 1995, the national Education Department estimated the country could afford 360 000 teachers. An agreement was reached with the unions that by 2000 provinces should reach the ratio of one teacher for 35 pupils in high schools, and one teacher for 40 children in primary schools.

However, a departmental survey last year found that there were about 380 000 teachers and that the average number of pupils per teacher was 31.

Now provinces will be forced to increase the number of pupils per teacher to an average of one teacher for 38 pupils.

Duncan Hindle, chief director for human resources in the national Education Department, said the aim was for the provinces to reduce their spending on staff to 80 percent of their budget from the current average of 90 percent.

"We need to target inefficient people. There are excess people in schools. If they don't want to move, there must be a way to get rid of them," he said.

The department and three teacher unions have been negotiating since December about whether provinces should be given the rights to set their own teacher:pupil ratios.

Unions fear ratios higher than 35 and 40 will prevail if the provinces win this right, and that inequalities between former white and black schools will not be erased.

This is one of the reasons the SA Democratic Teachers' Union proposed a two-day strike this week. The strike did not take place but the clash is not over.

On Friday, Sadtu declared a dispute with the department. The National Professional Teachers' Organisation could follow suit tomorrow, while the Suid-Afrikaanse Onderwysersunie hopes to get all unions to work together to block the proposal to cut the number of teachers.

Gauteng and the Western and Northern Cape have also already worked out the percentage by which they will cut their spending on teachers. Kwazulu Natal, Free State, Mpumalanga, Northern Province and the North West province are still working out theirs. The Eastern Cape education department could not be reached for comment.

Mary Metcalfe, the Gauteng education MEC, said the department aimed at reducing all staff costs, teachers and department staff, from 87 percent to 80 percent of the budget.

Gauteng's ratios would change from 30 to 40 pupils per teacher in primary schools, and from 28 to 35 for high schools.

Metcalfe said the savings would allow the department to spend more on stationery and textbooks, and to build more classrooms and schools.

The department wanted to spend R56,4-million on textbooks in the next financial year, but would only be able to spend R25-million. Similarly, they wanted to spend R57,5-million on stationery, but only R22,3-million was allocated.

Western Cape spent over 100 percent of its entire budget, R3,295-billion, on salaries in the financial year that ends on Tuesday. Now it plans to reduce salaries to 89 percent of its budget of R3,595-billion this year.

The department's spokesman, Tony Eaton, said the teacher pupil ratios of 1:36 in primary schools and 1:26 in high schools would have to be increased.

Sources said this could lead to the loss of 1 900 teachers.

Dr Vincent Zulu, MEC for education in Kwazulu Natal, said the province spent 93 percent of last year's budget of R6,1-billion on staff. "Theoretically, we are pushing for a lower percentage to reduce teachers; for example, from 82 000 to 77 000. But it is difficult to get there because it is difficult to retrench teachers."

Zulu said the province didn't have enough teachers, but could not afford more.

The Natal African Teachers' Union will have a rally tomorrow against the retrenchment of 7 250 temporary teachers. Muza Shezi, president of the 16 000-member union, said delays in the re-employment of these teachers could leave 290 000 children without teachers.

"Teaching and learning may take place in the absence of classrooms and in the absence of books. But teaching isn't possible without teachers," Shezi said.

Tebogo Lioma, the Free State education department's chief director of human resources, said the province was looking at various ways to reduce its spending on teachers, which amounted to 96 percent of last year's budget.

He said the province would have to look at ratios over the 1:40 and 1:35 norms.

David Mabuza, the education MEC in Mpumalanga, said the province was moving to ratios of 1:35 and 1:40, but no retrenchment of full-time teachers was expected. He said if the province's budget didn't increase next year it might go for higher ratios.

A spokesman for the Northern Cape education department said it was planned to reduce spending on staff from 85 to 80 percent. In the North West province, the aim was to reduce spending on staff from 90 percent to 85 percent. Acting director for finance Frans Conradie said: "We are R58-million short on our personnel budget. It could mean going to higher than the maximum ratios, but it is not possible to retrench teachers."

Dr Joe Phaahla, MEC for education in the Northern Province, said teachers might have to be retrenched.

The province would try to reduce its staff costs from 94 to 93 percent, but even at 85 percent it would leave no money for other education needs.

KwaZulu teachers intensify protest action

(321) BD 31/3/98

Farouk Chothia

DURBAN — About 2 000 teachers in the Nongoma district in KwaZulu-Natal intensified their protest action yesterday against the education department's decision to terminate the contracts of 5 000 temporary teachers in the province, Nongoma mayor and Prince Ndabuko High School acting principal Muzi Sikhonde said yesterday.

Sikhonde said the teachers had left their classrooms to stage a sit-in at the department's circuit office in the town. He was part of the sit-in, which was due to continue today.

Teachers wanted education MEC Vincent Zulu, a member of the Inkatha Freedom Party national council, to receive a memorandum from them, Sikhonde said. Sikhonde had also been a member of the IFP council, but it suspended him at the weekend for causing "political harm" to the IFP. It accused him of engaging in disruptive activities at Nongoma's Kwagqikazi College of Education, and wrongfully demanding the admission of students.

Zulu said temporary teachers had performed "very well", but he had to terminate their contracts because of a money shortage. The department had been allocated R6,8bn for the new financial year, but personnel expenditure would absorb 98,8% of the budget.

Primarashni Pillay reports that several temporary teachers will have their contracts with provincial education departments terminated today. However, many others have had their contracts extended to later this year.

The SA Democratic Teachers' Union is opposed to the terminations and has called for the redeployment of teachers to areas where they are needed, rather than retrenchments.

About 560 teachers end their contracts with the Northern Cape education department today. About 120 underqualified temporary teachers will, however, remain in the system and have been given until the end of the year to upgrade their qualifications, department spokesman Annelie Potgieter said.

The Free State education department will lose about 1 770 teachers.

Gauteng's temporary teachers have had their contracts extended until the end of June, as is the case with the Northern Province's 2 420 temporary teachers. However, Northern Province education spokesman Bernard Matsane was adamant that these teachers would not lose their jobs after June.

The Western Cape education department has extended the contracts of about 600 teachers to the end of June, at a cost of R10,8m, while 860 teachers in Mpumalanga have had their contracts extended to the end of the year.

KwaZulu Natal ousts 7 200 teachers today

(321) CT(BR) 31/3/98

FRANK NXUMALO
LABOUR EDITOR

Johannesburg — About 7 200 teachers would report for duty for the last time today in KwaZulu Natal as the state begins the process of retrenching 43 000 educationalists, the South African Democratic Teachers Union (Sadtu) said yesterday.

Sadtu said at least 400 000 children in the province would be left without teachers in various subjects, with the number of affected children running into millions as retrenchments spreads to other provinces.

Last week the Gauteng education department extended the contracts of temporary teachers to June, when the rightsizing process of cutting 43 000 teacher jobs is expected to be completed nationwide.

The Gauteng department said that it did not expect teachers in KwaZulu Natal to join the planned nationwide strike following the extension of the contracts.

The union accused the government of throwing the education system into chaos.

"We will have some schools which will be closing down and it is difficult to understand what plans government has to accommodate the affected teachers," said Edwin Pillay, Sadtu's deputy president.

Pillay said there were no proposals for retrenchment packages and the temporary extension of contracts in some provinces was all that had come from the state.

The union said the government failed to respond by Friday to a proposal to place a moratorium on the retrenchments.

The management committee of the National Economic Development and Labour Council is expected to deliberate today over a Sadtu application for a nationwide strike over retrenchments.

Help flows in for teacher stand-off over pay

Star 31/3/98 (321)

By Jacqui Reeves
Education Reporter

The threat of expanding class sizes looks set to drive another teachers' union into dispute with the Department of Education.

The conflict between teacher unions and the Department of Education has rallied unions which have traditionally been on opposite ends of the political spectrum.

The National Professional Teachers' Union of South Africa plans to declare a dispute by tomorrow on "post provisioning scales" (the number of teachers allocated to schools). This impacts directly on the number of pupils each teacher has.

The South African Democratic Teachers' Union declared its dispute with the Government last week and is preparing to enter mediation.

Sadtu spokesman Kate Skinner said the union was distressed at the department's attitude.

"The Government first put these proposals on the table in December, to which we offered counter proposals on class size. But our counter-proposals have never been responded to by the department and they just keep on reaffirming their own proposals," she said.

Naptosa spokesman Andrew Pyper said the union was drafting its official notice of dispute and planned to have the notice ready for submission in the next few days.

Sadtu said the allocation of teachers should not be decided at provincial level, with budgets set by the individual provinces.

Sadtu to review its protest

(321)
Sowetan 31/3/98

By Victor Mecoamere

THE national executive committee of the South African Democratic Teachers Union (Sadtu) is to meet on April 16 to review its aborted strike that was to have taken place last week.

Sadtu media relations officer Ms Kate Skinner told *Sowetan* yesterday that talks between the union's Education Labour Relations Council and the Government reached a deadlock in Pretoria at the weekend.

"A deadlock was reached on the issues of post-provisioning, or the teacher-pupil ratio allocation in public schools, after Sadtu had rejected the Government's proposals," she said.

The talks follow Sadtu's cancellation of a nationwide strike that was to have taken place last Thursday and Friday. Sadtu cancelled the strike after the education authorities had applied for a court interdict.

According to Skinner, the Government wants provinces to decide on the employment of teachers according to set teacher-pupil ratios and within the provinces' various budgetary limits.

Sadtu wants a provincial approach to the matter as it fears that cash-strapped provinces are set to be forced to increase the number of pupils per teacher to be able to have more money for books and classrooms.

It had originally been agreed that the teacher-pupil ratios for primary schools should be one teacher per 35 pupils and a teacher per 40 pupils in high schools.

Skinner said Sadtu felt that if this scenario was allowed to take root, thousands of teachers would be retrenched and the quality education at public schools would be affected.

'We'll fight health cuts'

Cosatu strike looms over teachers, hospitals

ARG 3/4/98 (321)

THABO MABASO
BUSINESS REPORTER

Thousands of workers are ready to down tools on April 21 when the Western Cape branch of the Congress of SA Trade Unions stages a 24-hour strike over the province's plans to axe teachers and hospital staff.

Cosatu provincial secretary Tony Ehrenreich said today the decision at a meeting last night would be reversed only if the province put its cutback plans on hold.

Cosatu affiliate unions in the Western Cape claim more than 300 000 members.

Mr Ehrenreich said if the Western Cape government was prepared to rethink its budget strategy, Cosatu would also be prepared to make an extra effort.

"If we see a commitment from the provincial government to redress the disparities between black and white education, for instance, we will discuss with our members the possibility of working on a public holiday," he said.

"But the government would have to see to it that our taxpayers' money was being directed towards addressing these backlogs in education."

Cosatu wants Premier Hernus Kriel's government to budget more money for education and health care.

The federation's ire was raised in February when the provincial government refused to take up an offer by Finance Minister Trevor Manuel of a grant to cash-strapped provinces provided they opened up their books for scrutiny and undertook to manage their finances better in future.

Mr Manuel set aside R1,5-billion for conditional grants to struggling provinces.

The Western Cape government decided not to apply for any of this money, arguing that this would put the province under "judicial management".

Finance Minister Lampie Fick has also said the money was intended as a loan, not a grant, and would have had to be paid back.

Three of Cosatu's largest affiliates in the province, the Southern African Clothing and Textile Workers' Union, the National Union of Metal Workers of SA and the National Education, Health and Allied Workers' Union, have already given their backing to the April 21 strike.

Mr Ehrenreich did not rule out the possibility of other trade union federations joining the protest action.

The decision comes after the failure of talks in the National Economic Development and Labour Council.

Under labour legislation, Cosatu members may only strike if all attempts to resolve the dispute with the province have been exhausted.

Nedlac, Sadtu and education MECs to discuss problems

(321)

Primarashni Pillay

BD 1/4/98

THE National Economic Development and Labour Council (Nedlac) is to meet with the SA Democratic Teachers' Union (Sadtu) as well as provincial education MECs on April 14 to address the issues facing education.

This emerged yesterday from a special management committee meeting yesterday between Nedlac and Sadtu and attended by Education Minister Sibusiso Bengu.

The meeting arose from the union's plans to embark on mass action last week in protest over inequalities in education and the retrenchment of temporary teachers. The mass action was called off at the eleventh hour.

Nedlac's executive director Jayendra Naidoo said: "We have agreed to establish mechanisms under Nedlac to work on the issue in the next two weeks."

Naidoo said that in preparation for the meeting, Nedlac asked Sadtu to produce a memorandum detailing how the issues should be addressed.

Provincial departments would also produce information on what needed to be done, he said.

Reneé Grawitzky reports that public-service unions warned yesterday if the arbitrator ruled in favour of labour it might force government to break its deficit targets outlined in the recent budget.

This warning comes after all public-service unions declared a dispute against government on Monday for reneging on a three-year wage deal and tabling an amount of R3,375bn instead of R4,875bn for increases this year.

Governments' motivation for allocating a lesser amount was based on the fact that inflation had dropped steadily since the agreement was signed in 1996 as well as other unforeseen circumstances in the economy.

The National Health and Allied Worker's Union national executive committee meets this weekend to draw up a programme of action and get a legal interpretation of the agreement.

Israel Hlongwane — had also applied for Min- [illegible]

ANC opposes truth body's case

Pearl Sebolao

THE African National Congress (ANC) confirmed yesterday it would oppose a high court application by the truth commission to have amnesties granted to 37 party leaders, including Deputy President Thabo Mbeki, declared void.

The ANC's legal department head Mathews Phosa refused to give reasons yesterday for opposing the commission's application, saying it would all be "spelled out in our court papers, soon".

Phosa said the ANC would dispute the fact that the party leaders had filed blanket applications for amnesty. "All of them had made individual applications and we would dispute that they received a blanket amnesty, as reported in the media."

The ANC would oppose also the application made by the National Party (NP), he said.

Responding to comments by the NP that by opposing the applications the ANC was opposing the principle of equality before the law, Phosa said the NP knew nothing about equality before the law because all they had was a long track record of "inequality before the law".

The truth commission asked the high court to review the amnesties granted to senior ANC officials or, alternately, to direct the amnesty committee to reconsider them afresh earlier this year. The move followed criticism of the amnesty decisions and legal advice that they might not comply with the law governing the commission's work.

Truth commission spokesman Vuyani Green said he was unable to comment on the ANC's intention to oppose their bid to have the amnesties overturned as the notice they were given "was very sketchy and did not outline the basis for their (ANC) opposition".

Sadtu protesters' pay to be docked

Primarashni Pillay

THE KwaZulu-Natal education department is to dock the salaries of teachers belonging to the SA Democratic Teachers' Union (Sadtu) who participated in a protest march in February.

The march was to protest against the termination of services of temporary teachers whose contracts were to have ended at the end of February. However, the contracts were extended to the end of last month. Last night department superintendent-general Mike Jarvis said some of these teachers would be re-employed.

Meanwhile, letters have been issued to schools stating that the salaries of Sadtu members will be docked unless they provide information that they were away from school on the day of the march due to illness, a source said. Sadtu's provincial secretary Ndaba Gcwabaza said as members other unions had also taken part in the march, docking the salaries of Sadtu members would be unfair.

Courts 'have no jurisdiction over parliamentary decision'

Vuyo Mvoko

CAPE TOWN — Propositions were put yesterday as National Assembly speaker Frene Ginwala's counsel concluded his arguments for the day in the case against Pan Africanist Congress whip Patricia De Lille.

De Lille's case, which entered its second day at the Cape Town High Court yesterday, is set to have vast implications for the freedom of speech under parliamentary privilege as well as the separation of powers between the judiciary and the legislature.

She is challenging her 15-day suspension from parliament following an allegation she made in October last year that certain African National Congress (ANC) senior members spied for the apartheid government. She insists her comments were no abuse of parliamentary privilege and that her suspension without pay by an ANC-dominated ad hoc committee that looked into the matter went against her right to free speech. De Lille demands that the decision be set aside.

Advocate Jan Heunis, representing Ginwala, spent yesterday advancing an argument the courts had no jurisdiction over the parliamentary decision.

Heunis contended the decision was immune from a court challenge or any judicial review.

Disobeying the orders and rules of parliament, insults and breaches of privilege, interference with offices of the house in their discharge of their duties — were some of the things parliament did not allow to be violated.

International precedent, Heunis said, suggested the courts could have a say, but in matters that had an effect on people outside of Parliament.

In De Lille's case, Heunis said, the court might reach a point where it might be constrained in its intervention.

Police swoop on bogus KwaZulu teachers

(321) CP 12/4/98

By CHRIS HLONGWA

ABOUT 20 more teachers are to be arrested from Tuesday after police swooped on 10 this week as they unearth a five-year diplomas scam in KwaZulu-Natal in which thousands of children, it is now believed, are being taught by hundreds of bogus tutors.

Some of the teachers to be arrested are believed to have fake degrees, an investigating officer of the government anti-corruption unit in Durban said.

"Top and well-known government officials," including inspectors, are being investigated, the officer said.

It is understood the Education Department began investigations into fraudulent qualifications after the degrees-for-sale scandal at the University of Zululand last year.

But the recent arrests have been a result of tip-offs to the anti-corruption unit's toll-free line by teachers who believe they may suffer from the controversial retrenchment of teachers in the province, an investigating officer who would not be identified, told City Press.

"People are helping a lot; they are phoning in all the time with information," said the officer, who was on his way to the Education Department head office at Ulundi to check the files of those to be arrested, and to meet an education director.

The police say some of those who have been arrested are now helping police with information about other bogus teachers they know.

Ten teachers have already appeared in court.

It is said some of the teachers do not even have a Standard 10 certificate, and that many lived in urban areas but teach in rural areas, where it is considered to be easier to pass oneself off as a teacher with no questions asked.

The other reason is that many qualified teachers do not like to work in outlying areas.

Investigations have shown that false qualifications cost between R2 500 and R5 000.

The teachers who have already appeared in court are alleged to have submitted false qualifications to the Education Department and were employed in Northern KwaZulu-Natal schools.

The ~~10~~ are: Balungile Dlamini (36) of Umlazi, Maureen Gwala (36) of Umlazi, Lawrence Ngubane (50) of Norwood, Walter Ntuli (40) of Hlabisa, Joyce Barlow (35) of Hlabisa, Eunice Bhengu (27) of Hluhluwe, Vernon Ngongoma (33) of Umlazi, Joyce Yaka (37) of Umlazi, Brian Sosibo (36) of Umlazi and another who did not appear because of sickness.

Ngubane is a principal of a school.

Ernest Yaka (35), a factory worker, is alleged to have been selling diploma certificates for up to R5 000.

It is alleged the widespread scam operated from 1993 to 1998.

The state alleges that Dlamini, a typist at the Umbumbulu College of Education, south of Durban, forged confirmation letters to the Education Department to say a teacher had received his or her teaching diploma from the college.

She was allegely paid R500 for each falsification.

The Education Department required teachers to submit certified copies of their qualifications when suspicions grew about bogus teachers last year.

The accused were not asked to plead and were released on R500 bail each.

Anyone with information can call Detective Sergeant Muzi Buthelezi on 082 9791893 or Det Sgt Paul Mabhida on 083 6277534.

The anti-corruption toll-free line is 0800 31 32 33.

Sadtu could strike if meeting fails

BD 14/4/98 (321)

Primarashni Pillay

THE outcome of today's meeting between top education officials, the SA Democratic Teacher's Union (Sadtu) and the National Economic, Development and Labour Council (Nedlac) could determine whether Sadtu will embark on mass action.

Sadtu's national executive committee will meet in Pretoria today with Nedlac officials, Education Minister Sibusiso Bengu, his deputy, and the nine provincial education MECs and their heads of departments, to discuss tackling socioeconomic inequities in education.

More than two weeks ago, Sadtu planned to embark on mass action over the retrenchment of temporary teachers. It postponed its decision when the education ministry threatened court action against what it said was illegal protest action.

At a meeting of Sadtu, Nedlac and Bengu late last month it was decided to meet today. Nedlac asked Sadtu for a memorandum on how issues should be addressed, and the MECs were also asked for input on how to tackle problems in education.

Sadtu general secretary Thulas Nxesi said on Thursday that the union was going into the meeting "not on the basis of strike action but to resolve issues. It is a very crucial meeting. We have been talking for a long time and this is D-Day. It's a make or break situation," he said.

Meanwhile, sources said Sadtu had now informed Nedlacof its intention to strike. A failure to come up with solutions today could mean that Sadtu could legally go on strike over the next few days.

Sapa reports the National Party (NP) reiterated its call yesterday for a national summit to address "the prolonged and worsening education crisis".

The party made a similar appeal last year which it said had gone unanswered.

NP media director Daryl Swanepoel said a central issue was Bengu's continued denial that there was a crisis in education.

He said Bengu's suitability as education minister needed to be evaluated as a first step in finding solutions to the problems.

Swanepoel said matters of concern included the destabilisation of education due to temporary teachers losing their posts while there was a shortage of teachers and the serious shortage of textbooks and stationery in most provinces.

Ex-teachers warned against drawing pay

(321)

BD 14/4/98

Primarashni Pillay

THE education ministry has warned teachers who have resigned from their jobs and are still drawing salaries that provincial education departments have "ruthless systems" in place to recover the money from them.

This follows allegations that temporary and permanent teachers in several provinces are still drawing salaries despite having resigned months ago. The payment of these teachers has continued largely due to problems provinces are having in switching from old salary payment systems to new ones — making it difficult to keep track of records.

Bheki Khumalo, press secretary for Education Minister Sibusiso Bengu, said provincial education departments were grappling with the problem, which was particularly prevalent in the former homeland areas.

"We are aware of steps being taken by the provinces to recover the money and we know of several teachers who have drawn their salaries and have had to pay back the money. If you are a teacher or a clerk and you have resigned, and are still getting paid, you have to pay back the money." Khumalo warned that provinces could either recover the money from the teachers' pension funds or teachers would have to make repayments within 12 months.

In KwaZulu-Natal there are allegations that some temporary teachers who resigned months ago are continuing to receive their salary cheques from the education department.

Sources at Maritzburg schools accused the department of inefficiency.

KwaZulu-Natal's education superintendent-general, Mike Jarvis, said there were 20 teams of consultants that were visiting schools to check on pupil and teacher numbers and staff had received training in the area of the termination of teachers' services.

Students are disorganised, says Bengu

ARGUS CORRESPONDENT (68)(321)

Johannesburg – Education Minister Sibusiso Bengu has accused student organisations, youth groups and teacher unions of contributing to the destabilisation of education through disorganisation in their structures.

Speaking at the ninth annual conference of the Congress of South African Students (Cosas), Mr Bengu said organisations in the education sector were very disorganised and he challenged delegates to marshall their members and become more effective.

An example of the confusion among education groups was the move by the South African Democratic Teachers' Union to meet the national Department of Education at the National Economic Development and Labour Council before the union had looked "within the democratic movement for a way to solve the issues".

He added: "What this act reflects is a lack of organisation in democratic forces in education which must end so that we can join and work with the Government."

The minister also suggested that some "apartheid teachers" should not hold positions in schools.

The Government appeared to be in constant "battle" with teachers and teacher organisations but placed the blame on forces opposed to transformation in education.

ARG 15/4/98

Minister Bengu rails against destabilisation of education

Star 15/4/98 (321)

By Jacqui Reeves
Education Reporter

Education Minister Sibusiso Bengu yesterday accused student organisations, youth organisations and teacher unions of contributing to the destabilisation of South African education through disorganisation in their structures.

Speaking at the ninth annual conference of the Congress of South African Students (Cosas), Bengu said organisations in the education sector were very disorganised. He challenged delegates to marshal their members and become more effective.

As an example of the confusion among education organisations, Bengu cited the move by the South African Democratic Teachers' Union to meet the Department of Education at the National Economic Development and Labour Council before the union had looked "within the democratic movement for a way to solve the issues".

"What this act reflects is a lack of organisation in democratic forces in education, which must end so that we can join and work with the Government," he said.

Student organisations and teacher unions were, however, not the only targets in Bengu's candid address.

The minister also elicited gasps from the packed Chris Hani Memorial Hall at Nasrec, south of Johannesburg, when he suggested that some "apartheid teachers" should not hold positions in schools.

"I suggest to you that some of the apartheid teachers should not be there. I say this not from hatred. But we have aimed to make a new system and cannot take all apartheid teachers into the new system."

Bengu said the Government appeared to be in constant conflict with teachers and teacher organisations, but he placed the blame on forces opposed to transformation in education.

He said these forces wished to create partial divisions and a lack of stability in education in an effort to undermine the power of the ANC.

The minister urged Cosas to find a role for itself and to develop a plan of action.

"You must devise a programme of action to help the country to stabilise education," he said.

ANC secretary-general Kgalema Motlanthe called on the organisation to link its membership to the voter registration campaign to encourage all 17-year-olds to secure identification documents so that they could take part in next year's general election.

Cosas president Lebogang Maile identified "counter-revolutionary forces" as a prime concern for the student organisation.

"There are forces that are hell-bent on derailing and reversing the democratic revolution, so it is important that this congress formulates a policy against this counter-revolution," he said.

The congress ends tomorrow.

Nedlac confident teachers' action will be averted

Star 15/4/08

The National Economic Development and Labour Council was confident last night that planned protest action by the SA Democratic Teachers' Union over inequalities in education would be averted.

Addressing a media briefing in Johannesburg during a meeting that sought to resolve various problems in education, Nedlac executive director Jayendra Naidoo said both Sadtu and the Department of Education had reacted positively to the council's consensus proposal on how to resolve the crisis.

The meeting, which began at 2pm, was expected to last until about midnight, with the target being to agree on broad terms on the way forward before schools re-opened today.

"We are confident that we can find a sensible solution. Of course there are no guarantees," Naidoo said.

Nedlac permanent member Bongani More said the meeting discussed the creation of a task team to spearhead negotiations over all issues in dispute.

He was confident that both Sadtu and the Government would

Task team mooted to help resolve all issues in dispute

321

agree on the setting up of the task team, its composition, reference framework and time-frame.

Yesterday's meeting was the second between government and the teachers' union since Sadtu gave notice about a month ago to engage in protest action over inequalities in the education system resulting from apartheid.

Among those who attended yesterday's meeting were Education Minister Sibusiso Bengu, all the provincial education MECs and the Sadtu executive.

In its notice to engage in protest action, Sadtu called on the Government to address the problems of insufficient resources at historically disadvantaged schools.

It asked the Government to prevent overcrowding at these schools and to create a funding mechanism to address disparities between these historically disadvantaged schools and the previously favoured ones.

On the other hand, the Government called on teachers to improve on their classroom delivery and instil in students a culture of learning. In addition, it said it did not have resources to meet some of Sadtu's demands. – Sapa

Nedlac upbeat over averting Sadtu protest

TROYE LUND
CT 16/4/98

THE South African Democratic Teachers' Union (Sadtu) is threatening a national strike if the national education department does not implement effective programmes to wipe out inequalities between disadvantaged and privileged schools.

But, the National Economic Development and Labour Council (Nedlac) was confident yesterday, after chairing a meeting between the department and the union that ended at midnight on Tuesday, that the planned protest action would be averted.

Nedlac executive director Mr Jayendra Naidoo said both Sadtu and the department of education had reacted positively to the council's consensus proposal on how to resolve the crisis.

Nedlac permanent member Mr Bongani More said the meeting discussed the creation of a task team to spearhead negotiations over all issues in dispute.

He was confident that both Sadtu and the government would agree on the setting up of the task team.

Tuesday's meeting was the second between the government and the teachers' union since Sadtu gave notice about a month ago to engage in protest action over inequalities in education.

In its notice to engage in protest action, Sadtu called on the government to address the problems of insufficient resources at historically disadvantaged schools.

On the other hand, the government called on teachers to improve on their classroom delivery and instil in students a culture of learning. In addition, the government said it did not have the resources to meet some of Sadtu's demands.

Teachers' union set to take on Govt

Sowetan 16/4/98

THE SA Democratic Teachers' Union has said it will press ahead with protest action over the retrenchment of teachers. (321)

"If the matter is not resolved, we will take the Government head-on within the next two weeks," Sadtu general-secretary Mr Thulas Nxesi said in Johannesburg yesterday.

He said a meeting on Tuesday between Sadtu, government officials and the National Economic Development and Labour Council (Nedlac) failed to address the union's major concern.

No agreement was reached on its call for a moratorium on the retrenchment of teachers. As a result, Sadtu earlier in the day resolved to submit a 14-day notice of protest action to Nedlac today.

"This means that we will embark on marches and pickets within the next two weeks. We will also consider the option of a strike," Nxesi said.

He said Tuesday's meeting was useful only to a certain extent. It was agreed to set up a working group to address logistical education needs and a crisis intervention mechanism to examine urgent issues such as downsizing.

However, Sadtu's call for a moratorium on teacher retrenchments in the meantime was rejected by the Government.

"We, therefore, believe that Nedlac has failed to deal with the critical issue of overcrowding in schools," Nxesi said.

After Tuesday's meeting Nedlac expressed confidence that the planned strike on April 21 by Sadtu would be averted. – *Sapa.*

Sadtu plans protest against layoffs

BD 8/7/4/98 (321)

Primarashni Pillay

THE SA Democratic Teachers' Union (Sadtu) is to serve a 14-day notice on the National Economic Development and Labour Council (Nedlac) of its intention to embark on mass action later this month, in protest over the downsizing of teachers.

Sadtu intended to embark on protest action more than three weeks ago over the termination of services of temporary teachers, but postponed its plans after it realised the action could be illegal.

On Tuesday, Sadtu met with high-profile national and provincial education officials, where, after a marathon meeting of eight hours, there was a deadlock over the issue of teacher retrenchments.

Sadtu asked for a moratorium on the retrenchment of teachers in order to avoid overcrowding in classrooms. However, the national education department refused to comply on the grounds that it did not have a mandate since this issue fell under provincial legislation, Sadtu's general secretary Thulas Nxesi said yesterday.

However, at Tuesday's meeting a working group was established to define and reach consensus on a concrete programme of action on meeting education needs such as toilets, classrooms and electricity; and how to finance the programme of action. It is to report back in a month to a meeting similar to Tuesday's.

Furthermore, a special crisis intervention mechanism is to be convened by Nedlac and it will deal with issues like teacher downsizing. This mechanism should report within two weeks to the working group.

Bheki Khumalo, press secretary for national education minister Sibusiso Bengu, said the ministry had noted Sadtu's intentions and was consulting with its lawyers and considering its options. "Mass action of whatever sort must not compromise the child. Mass action won't serve the nation" Khumalo said.

BD, 17/4/98

Extra teachers stretch budget

Primarashni Pillay (321)

THE Free State Education department would have to overspend on its budget by about R15m this year due to the employment of about 1 200 temporary teachers until the end of June, department official Teboho Sikisi said yesterday.

Sikisi is private secretary to provincial education MEC Diratsakgae Kganare.

The department initially intended ending the services of temporary teachers at the end of March, but the Suid-Afrikaanse Onderwysersunie was granted a court interdict against the department on Tuesday for the reinstatement of these teachers.

Kganare said the case would have to be tested in the labour court. "At the moment, we are repositioning ourselves in terms of preparations for the outcome of the labour court," he said.

He added that all affected temporary teachers were to report to work by today and failure to do so would result in an automatic disqualification.

Government backs out of Grove appeal

ARG 18/4/98 (321)

ADELE BALETA

In a major victory for the right of schools to appoint teachers of their choice, the Government has withdrawn its appeal against an earlier landmark court decision in favour of Grove Primary and 80 other city schools.

The 81 schools won a Cape High Court case in June last year in which the Government's teacher redeployment scheme was ruled unlawful.

The scheme required schools to fill each vacancy with a teacher nominated by the education department from a redeployment list. The court said the scheme contravened the right of school governing bodies to advertise posts, interview teachers and employ teachers using merit criteria.

Education Minister Sibusiso Bengu, the Education Labour Relations Council and the Cape Teachers' Professional Association appealed against the decision.

Early this week the minister and the Cape Teachers' Professional Association withdrew their appeal,

To page 3

Schools 'pleased' as Bengu backs down on Grove appeal

(321)

ARG 18/4/98

From page 1

and yesterday the council followed suit.

However, amendments to the South African School Act still give the minister the power to determine the requirements for the appointment, transfer and promotion of teachers in public schools.

Mr Bengu's requirements for such appointments are not yet known.

But Grove attorney John MacRobert said that, although he could not predict what they would be, "it was his present understanding that the requirements would not gainsay the net effect of the judgment".

Reacting to the withdrawal of the appeal, Helen Maree, the chairperson of Grove Primary's governing body, said she was "pleased" that the Government and other parties had realised that "this fight was not worth pursuing".

She added that it was time to "bury the hatchet".

"It's time to build bridges and to develop a shared vision between parents, teachers and education authorities about how to build excellence and equity throughout the public school system," Ms Maree said,

The school had embarked on its court action to create "proper employment" practices for the profession, she said.

The schools argued for the right to advertise positions, to draw up a short list of candidates and to interview candidates for posts.

Ms Maree said the sole rationale for the redeployment scheme was based on industrial relations and had nothing to do with education.

"You cannot formulate education policy through industrial relations compromises."

The appeal was scheduled to be heard from May 11 to 13.

JOBS NO LONGER GUARANTEED

Blow to teachers on transfers list (3 a l)

CT 20/4/98

NEW LAWS empower the Minister of Education to draft rules for teacher appointments, setting the stage for fresh confrontations, Education Writer **TROYE LUND** reports.

PARENTS and school governing bodies have won the battle to choose teachers — but this is bad news for about 10 000 permanent teachers on a redeployment list who have been waiting 18 months to be transferred to vacant posts.

Teachers on the list, who are being paid to occupy "excess" posts, will have to apply for vacant positions at other schools, competing with other applicants, including new graduates.

Those who do not make the grade will be retrenched. They are no longer assured of jobs as they were when the teacher redeployment and voluntary severance package schemes were launched in 1996.

This follows Minister of Education Dr Sibusisu Bengu's decision on Friday to throw in the towel in the court battle against Grove Primary School and the 80 schools that supported its application to stop the schemes.

Bengu's decision means that the High Court ruling of June 1997 stands: school governing bodies have the right to advertise vacant posts, interview applicants and appoint teachers on merit.

Explaining his decision, Bengu said the matter had become "academic" because he would use new laws to fill posts.

"Time has overtaken the importance of the case," said Mr Eben Boshoff, an advocate and adviser to the Department of Education.

"The principles (Grove) used to win the case have become obsolete because of the amended Educators Employment Act and new Education Laws Amendment Act."

Bengu may still have a surprise up his sleeve for parents and trade unions when he draws up employment requirements and determines how posts are to be filled in line with the new laws.



CALLING SHOTS: Sibusisu Bengu

The law allows Bengu to draft the requirements. Parents and teacher unions have not been consulted.

The 80 schools had been close to negotiating a compromise with the department to accommodate as many teachers as possible from the redeployment list. However, major teacher unions rejected the compromise.

Bengu's withdrawal from the court battle has angered the 165 000-strong South African Democratic Teachers Union (Sadtu), the largest teacher union in the country.

It is also angry that stakeholders will not be consulted about the employment requirements.

"Sadtu will never accept this," said spokesperson Mr Don Pasquallie.

"Technically this means that the teachers who were declared in excess and agreed to go on the redeployment list instead of taking a package will be retrenched. (They) will probably have the right to take legal action over broken promises of employment."

Sadtu believed that the chances of these teachers' finding posts were "bleak".

These events brought into question the future of unions and the Labour Relations Act — which were intended to protect employees' rights, Pasquallie said.

They would also have "dire consequences" for an education system already in turmoil.

"The original judgment now stands and this establishes significant principles," said Ms Helen Maree, chairperson of Grove Primary's governing body.

"This is not time for scoring points but for building bridges and working on a shared vision of how we achieve excellence and equity in all public schools.

"I hope that the requirements around the filling of posts will enable us to build quality and promote equity.

"These objectives are compatible. It makes no sense to guarantee teachers' employment irrespective of their past performance or teaching record."

Grove's governing body has said the principles of equitable employment are vital, but that they should be implemented in conjunction with the goal of putting an excellent teacher in every classroom. It had been accused of fighting the redeployment plan in court to protect an elitist status quo.

"If employment equity is not implemented along with merit and ability, public education will decline," Maree said.

Mr Mike Reeler, speaking for the National Union of Educators, said Bengu's withdrawing from the court battle was a "recognition" of parents' responsibilities in schools.

"This is a role Bengu should have recognised before the costly court battle began," Reeler said.

Several principals yesterday welcomed schools' having the right to employ the most suitable candidate.

Although the new ratios were making life difficult in the classroom, they accepted that ability had to dictate appointments.

Without good teachers, the classroom battle is lost

Unions challenged on their role in schools crisis

INSIDE STORY (321)

It is essential to establish an effective working partnership between the education authorities, parents and teachers, writes HELEN MAREE, chairperson of the board of governors at Grove Primary School in Claremont, in her personal capacity ARG 21/4/98

Now that the Government has withdrawn its appeal against the landmark High Court judgment in 'the Grove case', it may be possible to conduct a rational debate on how to secure the future of public schools – arguably the single most important policy issue our country faces.

It has been very difficult to address this issue in recent months because the controversy over the case has been defined by insults masquerading as analysis.

These tactics have become commonplace in national debates. If you don't want to answer criticism, all you have to do is label your critics "racist", and you can consider the matter closed.

The repeated use of this tactic is one of the main reasons why ill-informed symbolism has replaced substance in public policy debates.

The schools that brought the case to court were the target of these tactics – but this is no time to score points in response. .

It is a time to redouble our efforts to establish an effective working partnership between the education authorities, parents and teachers to ensure that all public schools work as well as possible for as many children as possible.

What do we have to do to achieve this? There are so many possibilities that it is crucial to identify the priorities. The key question is: What strategies will make the most difference to the most children?

This question has been asked before, in many countries.

There is a large body of cross-national research pointing to the same conclusion: the most critical success factor in education is an excellent teacher, applying good teaching methods, in every classroom.

This is far more important than class sizes, per capita spending, or hours of study per subject.

This is the reason Grove Primary School, and 80 others, opposed the scheme that combined voluntary severance packages and redeployment as a strategy to "rightsize" education.

Billions were spent on voluntary severance packages to entice teachers to leave state schools permanently, stripping these schools of their most experienced teachers; the redeployment scheme was designed to fill the resulting vacancies with candidates nominated by the department from a redeployment list comprising teachers "in excess".

Schools were obliged to accept teachers irrespective of their record or competence. Indeed, schools were not even allowed to interview nominees. If this method resulted in a good appointment, it would have been a coincidence rather than the result of deliberate policy.

It is obvious that this is not the best way to address the most critical success factor in public education.

In opposing this scheme, the 80 schools were obviously defending their rights and interests. But did their court action undermine the goal of equity in education, as the South African Democratic Teachers' Union (Sadtu) claims?

Even the most rudimentary analysis demonstrates the opposite. The principle at stake – a good teacher in every classroom – is particularly crucial for historically disadvantaged schools.

There are some excellent teachers in disadvantaged schools (you can tell where they are by the positive examination results their schools produce against extraordinary odds). These teachers are the unsung heroes and heroines of South Africa.

But there are far too many disadvantaged schools where teachers are frequently absent, arrive late, leave early, attend community events or "workshops" during working hours, and do private work or mark books during lessons.

In seeking guaranteed job security, irrespective of performance, Sadtu is defending the poor performance of these teachers and (wittingly or unwittingly) hastening the demise of disadvantaged schools.

It would be interesting to find out how many Sadtu teachers send their children to former Model-C schools to escape dysfunctional schools where trade-unionism has replaced professionalism.

Such writers as Carol Campbell, who equate the interests of Sadtu with the "needs of the poor" are hopelessly out of touch with reality and haven't begun to understand the issues.

The Government does not have the administrative capacity to resolve the crisis of mismanagement in many schools.

This is why the role of parents and governing bodies is critical: in the face of government incapacity, they are in the best position to insist on professionalism in the classroom and use the law to promote this.

It is obviously preferable to do this by co-operative rather than confrontational methods, and to agree on complementary roles for parents, teachers and the education authorities. It is an essential starting-point to re-establish the "norm" of the dedicated and professional teacher in every classroom.

Perhaps the most important "incentive" needed to achieve this is the introduction of effective performance appraisals that can be used as the basis of an employment policy.

This would enable the Education Department to fire or retrench poor performers and ensure that "rightsizing" retains the services of dedicated, competent professionals.

Conversely, it is equally important for former Model C schools (now public schools) to find a proper balance between their autonomy and their accountability to national policy goals in education.

Our schools receive public funds, we participated in the formulation of education policy and we relied on the law to protect our rights.

We also need to examine honestly how well we are fulfilling our responsibility towards the attainment of broad national objectives in education.

We must tackle this issue as vigorously as we defended our rights to appoint teachers.

The controversy generated by the recent decision of three public schools to spend R2-million on a synthetic hockey surface underscores the urgency of this matter.

Some have defended the schools' decision, on the grounds that the use of privately raised funds is no one else's business; and that it is only a matter of degree anyway, because many schools raise funds to provide facilities and staff beyond the "bare minimum" covered by state subsidy.

Speaking in my personal capacity (because I haven't had an opportunity to get a mandate from my governing-body colleagues), I believe these arguments miss the point.

My purpose is not to single out these schools for criticism – we all, in varying degrees, inhabit glass houses on this issue. My purpose is to emphasise the importance of identifying what we really need in order to produce literate, numerate, adaptable, balanced adults for the high-technology world of the 21st century, and to distinguish between these necessities and luxuries.

We must all ask ourselves whether we are doing enough to extend the opportunities of a proper education to as many children as possible through fundraising for bursaries, academic support and employment equity programmes.

Unless we do this, and are publicly seen to be doing this, we should not be surprised that people are suspicious of our motives and that debates on education continue to revolve around symbols instead of substance.



Stormy days: head of the SA Democratic Teachers Union in the Western Cape, Mzwandile Hewu, and Helen Maree discuss the education impasse at a protest in August last year

W Cape pupils get lion's share of state spending

Classroom pay differences blamed

ARG 24/4/98

CLIVE SAWYER
POLITICAL CORRESPONDENT

State spending per head on primary and secondary school education is highest in the Western Cape, Education Minister Sibusiso Bengu has told Parliament.

He was replying to questions in the National Assembly by Donald Lee of the National Party.

Dr Bengu said discrepancies in such spending in each province were because of differences in the average pay of staff and the average teacher-pupil ratio among the provinces.

A province's average remuneration of staff was related largely to the qualifications of the staff in each province.

In the Western Cape, state spending on primary-school pupils in 1996/97 was R3 740 per head and in secondary schools R5 569 – well above the national average of R 2370 for primary-school pupils and R3 380 for secondary-school pupils.

These figures included the administration costs of provincial education departments, but excluded specialised school education, technical college education and teacher training.

The next highest figures for state spending were those for the Northern Cape, at R3 656 for primary-school pupils and R3 812 for secondary-school pupils, and for Gauteng, at R2 951 for primary pupils and R4 315 in secondary schools.

Spending on primary pupils was lowest in the Eastern Cape, at R1 947 a head, and on secondary school pupils Mpumalanga, with R2 511, spent least.

Replying to a series of questions, Dr Bengu disclosed that of the 2 454 Western Cape teachers identified for redeployment, only 366 had been moved by December last year.

A total of 998 Western Cape teachers had applied for severance packages last year.

At the same time, 206 new teaching posts were created in the province last year.

Crackdown ahead for errant teachers

(321)

ARG 24/4/98

ARGUS CORRESPONDENT

Durban – Errant teachers will be brought to book from July 1 when the SA Council of Educators (SACE) begins investigations into violations of the profession's code of conduct.

Teachers found guilty of serious misdemeanours – such as sexual abuse of pupils, alcoholism (where this affects the profession), "gross periods" of absence, late coming and early departure – could expect to face the full extent of disciplinary action.

This would include being struck off the register of educators, a move that would prevent the teacher from teaching at any public school again, the chief executive officer of SACE, Reg Brijraj, said yesterday.

For lesser offences, they could be fined up to R1 000 or receive a warning or a period of probation during which "corrective measures" would be taken.

"In time it will become clear where the no-go areas in education will be," said Mr Brijraj.

Basil Snayer, a representative of the SA Democratic Teachers Union in the Western Cape, said the code of conduct was intended to develop the culture of teaching and learning in schools as well as disciplining people who step out of line.

"The code is meant to establish and uphold standards in our profession.

"We can't allow problems like sexual harassment, late coming, absenteeism and the general desertion of duties to continue in schools. Once the code is working properly this kind of behaviour should stop."

SACE was formed in 1996 with the purpose of enhancing the teaching profession.

All teachers, including temporary staff, are required to register with the council by July 1, the likely cut-off date. Anyone who had not done so by then would be deemed to have resigned from the teaching profession, Mr Brijraj said.

Until July 1, teachers would be required to pay a once-off registration fee of R20, but this would increase to R60 for new teachers after that date.

The council had been experiencing some difficulty in getting all teachers to register because it had been using an outdated address list. Over 200 000 applications had been received out of a total of 360 000 teachers and the balance was expected over the remaining months, Mr Brijraj said.

Teachers to be charged for chasing inspectors

By MOSES SHIBA
Education Reporter

CP 26/4/98

(321)

THE days of teachers and students chasing District Education Co-ordinators (DECs) from schools are over.

Teachers who refuse DECs, formerly known as education inspectors, entry into schools, will be charged with misconduct.

Gauteng Department of Education MEC for Education Mary Metcalf said the move was aimed at restoring discipline in schools.

"We will charge teachers, according to the Education Employers Act, who disturb education inspectors from doing their job," she said.

She said routine visits by education inspectors were vital to the learning process and should not be seen as intimidation.

"Education inspectors are not going to schools as apartheid-created inspectors, but to assist with the creation and implementation of Curriculum 2005.

"In some schools we have a resounding 'yes' when we visit. I know that's not a SA Teachers' Union (Sadtu) national position because it is not in support of Curriculum 2005."

When City Press contacted Kagiso Secondary school's principal, Charles Mandlazi, he said he was not prepared to discuss the matter because it is a labour issue.

When pressed to answer if his school teachers had participated in driving out 21 Gauteng Department of Education (GDE) officials who came to visit the school, Mandlazi said it is not a problem as outside people perceive it.

He said: "Sadtu is negotiating with GDE.

"But no (GDE) official was chased away from the school."

Psychologists and the directorate from GDE were told to leave after being allegedly stoned by some teachers and students.

The District's deputy director, Mnyamezeli Ndevu, said: "We went to the school with an invitaion and that was our second visit.

"Even the SRC accepted us, but a Sadtu delegation said we must leave. After some time they threw stones at us, and the SRC saved us."

Ndevu said they are worried because they got instructions from Metcalf to go to these schools.

Another worrying factor is that the school had a low pass rate last year, but Sadtu does not want the GDE to assist.

"Mosupatsela Senior Secondary is within the vicinity of Kagiso Secondary, and they had a 97 percent pass rate last year.

"We want to improve the standard of schools that did badly last year with the help of the Culture of Learning, Teaching and Services programme."

But Jabu Ngwenya, Provincial Secretary in Gauteng, denied that their members chased GDE officials.



RESOLVED... *Education MEC Mary Metcalf*

"We totally and flatly dispute that our members chased out DEC members in Kagiso.

"Those facts are not correct.

"As a union, we will defend our members and we have a right to represent them,"said Ngwenya.

He said there are bargainable issues that should be discussed with GDE and that they were not consulted on the implementation of a document for secondary schools to be visited.

☐ Meanwhile, the GDE is worried that schools in Gauteng are getting overcrowded because of students who come to Johannesburg "to have fun".

Some students stay in the inner city and attend illegal, fly-by night schools after failing their matric, GDE has discovered.

Deputy Chief Education Specialist Ephraim Maringa said some illegal schools that were exposed by City Press have ceased to exist.

He warned parents that if they took their children to unregistered schools, their children will suffer in the end because:

☐ Teachers there do not attend courses for the new Curriculum 2005

☐ Students are discredited when they want to change to legitimate schools

Fees soar at ex-Model C schools

ARG 27/4/98 (321)

ANDREA BOTHA
STAFF REPORTER

Parents of children at some former Model C schools in the Peninsula are reeling at fee hikes designed to keep standards up and teachers employed.

Wynberg Boys' High has already raised its school fees twice this year, first in January and again at the beginning of the second term. Effectively, fees at the school have increased about 11% since January and now stand at R5 300 a year, R500 more than at the beginning of the year.

Wynberg High principal Keith Richardson said fees went up after the national education department announced it would push through teacher-pupil ratios of 35:1 in high schools and 40:1 in primary schools, initially planned only for 2000. The increased fees meant the school could keep on 18 teachers it otherwise would have lost.

Mr Richardson said parents had agreed to the increases.

At Sacs High School in Newlands, school fees are set at R5 120 this year – almost R1 000 up on last year. Principal Gordon Law said fees had gone up only once this year and the school had waited until January to advise parents of the final increase, which saved the jobs of seven teachers. "The parents are not happy. They feel the state should pay for education," said Mr Law.

But parents accepted that the education department had no money and that what little there was should be spent on disadvantaged schools, he said.

Ishmoenie Taliep, principal of Trafalgar High School in District Six, said his school could not afford to raise fees high enough to re-employ teachers it had lost.

Trafalgar lost seven teachers through the cancellation of temporary teachers' contracts and this had resulted in jam-packed classes and difficult teaching conditions. Trafalgar's school fees were R200 a year and about 40 % of parents had not yet paid them.

Mr Taliep said he could understand why schools were raising their fees. He feared more teachers would take voluntary severance packages and leave the school because of the difficult teaching conditions.

Earlier this month, Dave Arguile, principal of Pinelands High, said his school had been drastically affected by the loss of teachers. But it would not raise school fees again as they had already gone up by 18% this year. Parents were paying R3 000 a year.

Mr Arguile said cuts had been made in several areas of the budget to enable the school to keep on 10 teachers.

Provincial Education Minister Nick Koornhof said all schools did not get the same per capita subsidies from the department, which also no longer paid the electricity and water accounts of former Model C schools. He quoted the example of a former Model C school which no longer got money for telephone accounts, photocopying expenses, hire of equipment or transport.

He emphasised that no pupil would be excluded from a school because his or her parents could not afford the fees.

Last week, Education Minister Sibusiso Bengu told Parliament the state was spending more per head on primary and secondary school education in the Western Cape than anywhere else in the country. This was because of higher teacher salaries and lower teacher-pupil ratios.

In the Western Cape, state spending on primary school pupils in the last financial year was R3 740 a head and R5 569 a head on secondary school pupils – well above the national average of R2 370 for primary school pupils and R3 380 for secondary school pupils.

Errant teachers will be made to toe the line

(321)

A national body aims to restore the tarnished image of the profession

Star 27/4/98

OWN CORRESPONDENT
Durban

Errant teachers will be brought to book from July 1 when the South African Council of Educators (Sace) begins its investigations into violations of the profession's code of conduct.

Teachers found guilty of serious misdemeanours such as sexual abuse of pupils, alcoholism – where this affects the profession – and "gross periods" of absence could face full disciplinary action.

Chief executive officer of Sace, Reg Brijraj, says this would include being struck off the register of educators, a move that would prevent them teaching at any public school again.

For lesser offences, they could be fined up to R1 000 or receive a warning or probation during which "corrective measures" would be taken.

"In time, it will become clear where the no-go areas in education will be," Brijraj said.

Sace was formed in 1996 with the purpose of enhancing the teaching profession.

Brijraj said all teachers, including temporary staff, were required to register with the council by July 1, the likely cut off date. Anyone who had not would be deemed to have resigned from the profession.

Until July 1, teachers would be required to pay a registration fee of R20, later increasing to R60 for new teachers.

More than 200 000 applications have been received from a total of 360 000 teachers, Brijraj told a parliamentary subcommittee.

The council representatives include 15 members from government, 15 from the South African Democratic Teachers Association and 10 from National Professional Teachers Organisation of South Africa.

A code of conduct adopted by the council in 1996 was a "very big achievement", Brijraj said.

"All educators agreed it would be used to guide the profession and that they would abide by it."

The council, which would begin looking at violations of the code from July 1, had already received more than 50 complaints from parents, educators and the community.

This included a severe case of corporal punishment, which resulted in the death of a child, neglect of duties and disrespect between colleagues.

"There have been complaints, from all provinces," he said.

Its work was not without challenges, however, the main one being the number of complainants who made allegations against teachers but chose to remain anonymous.

"The allegations must be in writing and the complainants must make themselves available for hearings," he said.

Brijraj agreed the teaching profession had been tarnished because of an increase in strikes and other protests.

"The perception of educators by the public over the years has changed

"We want to ensure that the public will have faith in educators," he said.

Law on teacher-pupil ratios leaves teaching posts at mercy of budgets

(321) Star 27/4/98

By Jacqui Reeves
Education Reporter

New legislation introduced by the national Department of Education has wiped out set teacher-pupil ratios, leaving teaching posts at the mercy of provincial budgets.

The legislation was gazetted this month, allegedly without the knowledge of teacher unions, and means that provinces will employ teachers according to their budgets instead of the needs of the province or predetermined class sizes.

Mike Myburgh, executive director of the National Union of Educators (NUE), said the union was primarily concerned that the Government would no longer guarantee a ceiling for the number of pupils per class.

"This legislation does away with the 35-to-one and 40-to-one ratios and means that every year, with the new provincial education budget, a different number of teachers will be employed."

Union president Suzanne Rees said both the union and the federation to which it belongs, the National Professional Teacher's Organisation of South Africa (Naptosa), are considering industrial action.

Though teacher unions are outraged at the move, the Government has warned them not to become emotional, calling on them to assess the legislation according to practical requirements.

Duncan Hindle, the department's director of human resources, said unions should see the legislation as a "principled framework" that will be discussed further.

"This legislation is a constitutional finance framework along principles that have been discussed with the unions ... we will continue this discussion," he said.

The NUE and Naptosa said changes to provincial allocations could also lead to a seesaw of staff with teachers being hired and retrenched as the budget dictates.

The Government said it will counter possible fluctuations in a meeting of provinces next week. This workshop will plan a medium-term framework for provincial education budgets to avoid year-on-year changes.

"Theoretically this legislation would allow for changes in staff ... according to budgets but this is what we will be avoiding by having this workshop," Hindle said.

General secretary of the South African Democratic Teacher's Union, Thulas Nxesi, would not comment.

Teachers to seek redress in disputes

Sowetan 28/4/98 (321)

By Victor Mecoamere

ARBITRATION in a dispute declared by the National Professional Teachers Organisation (Naptosa) against the Government's Education Labour Relations Council is due to be held at a yet to be disclosed venue on May 7.

Naptosa declared the dispute on the granting of annual notch increments on July 1996 to teachers who had completed 12 months of service on June 3 the same year.

The organisation's spokesman, Mr Andrew Pyper, said at the weekend that Naptosa was seeking redress for teachers who were not granted notch increments before their salaries were transferred to a new salary scale.

The dispute was supposed to have taken place last Friday. Naptosa is seeking redress against the government's inability to show the envisaged savings of R4,8 billion from the 1997-98 financial year.

This led to the inadequacy of funds allocated for improvements of conditions of service to phase in a new salary grading system for teachers who had served for more than three years.

Pyper said three other disputes would either be mediated or arbitrated between May 13 and May 15.

Mediation will take place on Naptosa's disputes in "the employers' proposed rationalisation and rightsizing policies and on the effect of the employers' proposals on the continued employment of educators and the continued employment of temporary teachers".

Arbitration will also take place between May 13 and 15 on "the failure of the employer to implement collective agreements governing the provision of educators and which seriously prejudice the right of educators in and outside education who are paid-up members of the affiliates of Naptosa", said Pyper.

"The large number of disputes which are in progress is a sad reflection on the current state of affairs regarding negotiations with the state and is in fact a matter of grave concern," said Naptosa president Mr Leepile Taunyane.

Sadtu reacts to Metcalfe's claims

By Winkie Dibakwane (321)

THE South African Democratic Teachers' Union yesterday said they would not fold their arms and see their members being harassed and victimised.

Sadtu was reacting to a report in a weekend newspaper that the education department is threatening to charge teachers who chase inspectors away from schools.

Gauteng MEC for education Mary Metcalfe said in the report that the department "will charge teachers, according to the Education Employers Act, for disturbing the education inspectors from doing their job".

Zukile Kosi, the newly elected secretary of Sadtu in the Gauteng Central region, was speaking after Sadtu's annual general meeting in Johannesburg at the weekend.

Kosi accused the GDE officials of not supplying schools with stationery, but were quick in sending their officials into such schools.

Kosi mentioned schools in Dobsonville such as Thabang, Enkolweni and Ithembalihle where books had still to be delivered, but added that the GDE had sent in their officials to visit these schools.

"They had visited these schools to see the extent of the work written in the books they (GDE) had failed to deliver," said a fuming Kosi.

Kosi said Sadtu endorsed the implementation of the Outcome Based Education (OBE).

"Many of our members are already piloting OBE in Grade two this year, and this is an initiative of Sadtu, not of the GDE," he said.

Sowetan 29/4/98

MEC considers legal action against teachers

(321)

Primarashni Pillay

DD 30/4/98

KWAZULU-Natal Education MEC Vincent Zulu is considering legal action against teachers and principals refusing to reshuffle teacher workloads to cope with the loss of about 2 750 temporary teachers.

The teachers' services were terminated at the end of March because of the department's budget shortfall. The department is operating on the basis of a teacher-pupil ratio of 1:35 at secondary schools and 1:40 at primary schools.

Yesterday Zulu said the SA Democratic Teachers' Union leadership in KwaZulu-Natal had sent circulars to schools instructing union members not to rearrange the workloads of permanent teachers.

"We will charge teachers who are not teaching and principals who are not implementing the rationalisation plan," he said. His department did not have the finances to re-employ more temporary teachers.

Sadtu provincial secretary Ndaba Gcwabaza confirmed that circulars had been sent to schools. These explained that while Sadtu's national leadership was engaged in negotiations about temporary teachers with the National Economic, Development and Labour Council, its position would be weakened if the department's plan was implemented.

Lessons at mainly former Indian schools in Durban and Maritzburg continue to be disrupted by pupil protests. In Maritzburg, about 12 000 pupils from 12 high schools will continue their protest today.

The Democratic Party chairman of the education committee in the provincial legislature, Roger Burrows, called for a debate on a recent government gazette suggesting teacher norms be set in accordance with provincial budgets. He said the reverse should apply.

Cosatu calls Cape strike over schools

Unions hold crisis summit

(321) (4820) ARG 30/4/98

ANDREA BOTHA
STAFF REPORTER

The Congress of South African Trade Unions has called on its 300 000 members in the Western Cape to strike on May 11 to draw attention to education problems in the province.

Nearly 20 000 teachers of the SA Democratic Teachers Union and other unions are expected to join them.

The education crisis was discussed yesterday at a summit between Cosatu, Sadtu, other teacher unions, the Western Cape Chamber of Commerce, teachers and school governing bodies.

The provincial administration withdrew at the last minute. Sadtu spokesman Zwandile Hewu said all the parties agreed to some form of protest and differed only on the form it should take.

"All of the parties agreed on the principle of protest. It was just a matter of deciding whether it should be a march, mass rally or a strike."

He said most participants felt that as nothing much was taking place in schools anyway, the loss of one day to a strike could be regarded as an investment rather than a loss to education.

Mr Hewu criticised the department for not attending the meeting and said they did not have any solutions to the problems.

"They don't even want to listen to other views. This shows their political agenda," he said.

The absence of the provincial government and governing bodies of former Model C schools showed they were not really committed to changing education and wanted to retain the privileges of the past, he said.

But Melvin Joshua, provincial chief director of labour relations, said Cosatu had already indicated on Friday that its 300 000 members would be on a 24-hour strike on May 11.

"The Western Cape government is committed to quality education in the province and to redressing the inequities, but we find it strange that Cosatu would give notice of their protest action way before the summit was scheduled to look at the options."

Mr Joshua said the administration had written to Cosatu to reaffirm its commitment to finding a solution.

New packages deadline set

Teacher applications pour into department

(321) ARG 30/4/98

ANDREA BOTHA
STAFF REPORTER

The Western Cape Education Department has given teachers more time to apply for severance packages after being inundated with applications.

Department spokesman Tony Eaton said Monday's deadline had been extended to May 15 at the request of teachers. The department had received 500 applications by last Friday and many more had come in since.

The deadline date had been awkward as it fell on a public holiday and was only a few days into the second school term of the year. Additionally, applying for a package was difficult as there were many forms to fill in and procedures to be followed, he said.

Voluntary severance was introduced earlier this year to help the department keep within its budget and reduce its R450-million debt.

The package includes the department's medical aid payments for six months, a housing subsidy for six months, severance pay at the rate of one week's pay for each year of service and any other amounts to which teachers are entitled.

Andrew Piper of the National Professional Teachers' Organisation said his experience of voluntary severance was that it was counter-productive. "The packages may benefit individuals, but they target the wrong people," he said.

In most cases, the most experienced and qualified teachers took the packages as they stood to benefit most.

Archie Lewis of the Cape Teachers' Professional Organisation said the governing body of each school had to be careful about granting the packages to teachers in key posts.

Mr Lewis is the principal at Beaconhill High in Mitchell's Plain where two teachers have applied for packages and three others could be redeployed to other schools where teachers have left. He said both teachers applying to leave were good ones, with about 10 years' experience.

"In June we stand to lose more temporary teachers but we will have to be creative and innovative. We cannot let the school disappear from the map," he said.

Voluntary severance was not a bad thing altogether, he said. Even though teachers with the longest service records stood to benefit most, the department was in dire straits financially and needed to cut expenditure. If not enough teachers took the packages, younger teachers would have to be retrenched, he said.

"Teachers with little experience now will soon gain it. There is hope beyond what is happening now," he said.

CAPE TIMES
THURSDAY, APRIL 30, 1998 ★

Way cleared for Cuban teachers

OWN CORRESPONDENT

PRETORIA: The way to employ Cuban teachers has been cleared after Education Minister Sibusiso Bengu repealed legislation forbidding the employment of foreigners as permanent teachers.

But the government has denied that this is the motivation for the new legislation, saying it follows a Constitutional Court decision which ruled that the clause in the Regulations Regarding the Terms and Conditions of Employment of Educators of 1995 was unconstitutional.

"As far as I know there is no such plan," said Mr Duncan Hindle, chief director of human resources in the Education Department.

The Constitutional Court case involved ex-patriot teachers from former Bophuthatswana, who were only employed as temporary teachers because of the old regulations.

They won their court case, making the Education Department's condition of being South African a prerequisite for employment, unconstitutional and thus invalid.

Rumours that the department planned to import Cuban teachers, to help teach maths and science, have persisted for some time.

Teacher unions said yesterday they would like to study the documents before commenting.

STRONG SUPPORT FOR STAYAWAY

Striking for an equal education

AFTER AN EDUCATION summit in Salt River yesterday, Cosatu announced that thousands of workers in the province will strike to highlight the state of poor township schools. Education Writer **TROYE LUND** reports.

(321) CT 30/4/98

COSATU'S 300 000-strong Western Cape workforce will strike on Monday, May 11, to protest against the lack of improvement in deteriorating black public schooling, and the lack of commitment by the provincial government to spend more on these schools, the union has announced.

The strike — which will cost the province R200 million for the day — was being backed by religious, parent and teacher groups who attended an education summit in Salt River yesterday.

The Cape Chamber of Commerce supported calls for a plan of action to ensure that poor pupils also received quality public education that would allow them to contribute to a strong economy. The chamber cautioned against "following an unhelpful process to get to this plan", and expressed regret that the provincial government was not there to present its case.

Provincial representatives pulled out of the summit at the 11th hour after Cosatu tabled its intention to strike on May 11.

The absence of provincial representatives as well as representatives from former white, Model C schools led the meeting to conclude that "everyone wanted equality, but no one wanted to pay for it."

Cosatu regional chairperson Mr Randy Pieterse said: "Nothing has changed since 1994. It is business as usual in the former white, Model C schools. Government spending is still the same and nothing has improved in township schools."

Several former Model C governing bodies, including Grove Primary School and Rondebosch Preparatory School, said they would have attended if they had been invited.

The provincial government's labour department said they were invited to the summit, but could not attend with a strike hanging over their heads. The province was still open to negotiation.

South African Democratic Teachers' Union spokesperson Mr Don Pasquallie said negotiations had failed because the provincial government had failed to come up with any definite figures that showed what the extent of repair was and what this was compared to the standards of Model C schools.

Education MEC Mr Nick Koornhof said although he was not invited to the summit, he was available for talks. "Most of the education money not spent on teachers' salaries over the past two years had gone to poor schools."

Unions warn of negative effect on teaching

TROYE LUND

DETERMINING the number of teachers who may be allocated to schools by pure economics would have a negative affect on the quality of education.

This is the reaction of the National Union of Educators and the National Association of Professional Teachers of South Africa to Education Minister Sibusisu Bengu's newly gazetted regulations.

Under these regulations, the allocation of teachers now becomes purely a provincial responsibility which must be determined by one factor — economic viability.

Teacher numbers could therefore change from budget to budget, and glaring disparities between the standards of education in each province are possible.

The unions believe that teacher numbers at each school should be calculated by educational criteria such as class sizes, subject demand and multilingual medium.

But Bengu's move was welcomed by the Western Cape Education Department.

Education MEC Mr Nick Koornhof said that the power to calculate what teachers the Western Cape could afford would "stabilise provincial education".

He intended to negotiate ratios with unions, saying he was in favour of ratios that were lower than the recently discarded teacher:pupil ratios of 35:1 in high schools, and 40:1 in primary schools.

But allowing debt-ridden provinces to determine the number of teachers to employ, has been contentious for other reasons.

Provinces and unions claim to have been taken by surprise by the move because the issue was still being negotiated in the bargaining chamber of the Education Labour Relations Council (ELRC).

Foreign teachers get official approval

(321)

PRETORIA CORRESPONDENT

Mar 30 1998

Minister of Education Sibusiso Bengu has repealed legislation forbidding the employment of foreigners as permanent teachers, opening the way for the possible employment of Cuban staff.

The state has denied that this is the motivation for the new legislation, saying it followed on a Constitutional Court decision which ruled that the clause in the regulations regarding the terms and conditions of employment of educators of 1995 was unconstitutional.

"As far as I know there is no such plan," said Duncan Hindle, chief director of human resources in the Education Department.

"The repeal is the result of a Constitutional Court decision."

The Constitutional Court case involved a number of expatriate teachers from the former Bophuthatswana who, as a result of the old regulations, could be employed only as temporary teachers. They won their court case.

Rumours that the Education Department was planning to use Cuban teachers, possibly to help with teaching maths and science, have persisted for some time.

There was an outcry about a year ago over the possible use of Cuban teachers after Bengu failed to get unions to agree to the hiring of foreign staff while he was on a visit to Cuba.

Many foreign teachers are already employed by the state, but only as temporary workers. They will now be able to compete with local teachers for permanent positions.

Teacher unions said yesterday they would not comment before they had studied the legislation.

CAPE ARGUS, **FRIDAY**, MAY 1, 1998

Teachers lose out as Bengu passes buck to provinces

ARG 1/5/98

Strikes threatened

(321)

STAFF REPORTER AND ARGUS CORRESPONDENT

Education Minister Sibusiso Bengu has approved controversial regulations that effectively by-pass labour negotiations on the retrenchment of teachers.

The newly gazetted regulations enable Professor Bengu to pass the buck to the nine provincial education departments to determine the number of teachers they can afford to employ – a move that could have a dramatic effect on teacher-pupil ratios in poorer provinces.

This could affect government-set, much criticised ratios of 40:1 in primary schools and 35:1 in high schools, and means effectively that each province can decide for itself.

But the legislation will not have an impact immediately in the Western Cape, where the education department has already begun reducing teaching staff to come within its budget by the end of the year.

"When we found out about the debt crisis at the end of last year we were reduced to letting the temporary teachers go," said education spokesman Tony Eaton.

The department has also made voluntary severance packages available to permanent teachers, and extended the application deadline to May 15.

More than 100% of the Western Cape education budget of R3,6-billion is spent on teachers' salaries.

"This legislation does not affect us at all, as we have already determined our course of action for the year," said Mr Eaton.

The regulations published in the April 17 Government Gazette took provinces and unions by surprise.

The unions are angry. Most have declared disputes with the national Department of Education over the past month and are threatening to strike.

The National Professional Teachers' Organisation of South Africa has described the move as regrettable.

President Leepile Taunyane said their main objection was that in future staff provisioning of educational institutions would be determined only on the basis of affordability and not on class sizes and other important criteria.

Mike Myburgh of the National Union of Educators said he was concerned that no maximum teacher-pupil ratio was set and teacher-pupil ratios might change from year to year.

This could result in inequity between provinces.

Bid to take legal action against teachers

DD 8/5/98 (321)

Primarashni Pillay

THE KwaZulu-Natal education department is seeking legal advice with a view to acting against school teachers who are refusing to take on extra work in the absence of temporary teachers whose services were terminated at the end of March.

The planned legal action will also target principals who are refusing to co-operate with the department and who have been closing schools.

Close to 200 former Indian schools in Durban have been involved in continuing protests in recent weeks over the termination of services of temporary teachers. Initially the department was to have terminated the services of 5 000 teachers but at the end of March about 2 750 teachers were released, on the basis of the teacher-pupil ratio of 1:35 in secondary schools and 1:40 in primary schools.

The most affected were the former Indian schools, while several former Model C schools opted to increase their fees in order to employ the temporary teachers they would have lost.

In recent days some schools in Durban have closed early or not opened at all in protest against the loss of teachers. In Maritzburg last week, pupils from about 12 mainly former Indian schools engaged in a "pens down" protest action over the same issue.

Department superintendent-general Mike Jarvis reiterated yesterday that there was no money to re-employ other temporary teachers and that his department was investigating options, such as sharing specialist teachers among schools or redeploying staff from colleges to schools.

Jarvis said principals had been informed they were employed by the department and were obliged to carry out the instructions of the department. They had also been told it was illegal to close schools.

He expressed concern over the loss of teaching time, adding that this protest action would affect the June examinations and that the lost time would not be made up.

Meanwhile, Preggie Naidoo, chairman of the Education Crisis Committee, said schools were being closed because several pupils were unattended to. "Jarvis should be charged for not providing teachers at schools," he said. If the department did not come up with solutions within a week, schools might be closed indefinitely.

Roger Burrows, chairman of the provincial legislature's education portfolio committee, said the committee "has been exposed to internal communication foul-ups which leave even the chief directors confused about the termination of services of temporary teachers and their rehiring".

Burrows said after years of threats of legal action against teachers, "no steps were ever taken by the department. Maybe now is the time."

Pupil protests saved teacher posts

(321) ART 11/5/98

MOSES MTHETHELELI MACKAY
STAFF REPORTER

Cape Flats pupils who are doing their best to succeed at school are finding that the system is stacked against them.

Their progress has been hindered by overcrowded classes, gangsterism and shortage of teachers.

Nomathamsanqa Tobi, 18, a Fezeka High matric pupil in Guguletu and secretary of the students' representative council (SRC), said the Western Cape pupils under the banner of the Congress of South African Students held marches for a week in February protesting against teacher retrenchments.

Ms Tobi, who is also a member of the governing body, said due to their protests and marches, no teacher was retrenched at the school.

Recently, she formed a study group aimed at achieving better matric results at the end of the year. Ms Nomathamsanqa is being financially supported by her pensioner father, Fanele Tobi.

Nceba Njobe, 21, also in matric and vice-chairman of the SRC at Fezeka High , said they had had meetings with parents, teachers and pupils in a bid to resolve the retrenchments problem. Pupils were also concerned about overcrowded classrooms.

He said in February this year the school governing body had suspended gangsters who were involved in crimes.

Langa High School SRC vice-president and matric pupil Thabisa Peter said his school had a shortage of teachers.

SRC president Nkosana Bebe, 17, who lives in Belhar, said the school needed another five teachers.

As a result the principal, Poobalan Murugan, was forced to teach classes from grade eight to matric due to a shortage of teachers. Mr Murugan also performed administrative duties.

In spite of this, Ms Bebe said, Mr Murugan and the rest of the staff were dedicated teachers.

Mr Peter said that the mass action in February had helped in fighting the teacher retrenchments. The Government had been about to terminate the contracts of nine temporary teachers at the school last term, but had relented.

Teacher crisis: 2 out of 3 think of leaving

ARGUS CORRESPONDENT

ARG 11/5/98

Pretoria – Over two-thirds of teachers and 88% of school principals and their deputies have considered leaving the profession – and a third would leave at any moment.

This is the finding of a new independent survey into teacher motivation conducted by industrial psychologist Dr Louise Holman.

Morale among educators, some believe, is at an all-time low.

Teachers were asked to assess present levels of motivation compared with that three to five years ago, for themselves personally, staff at the school and teachers generally, Dr Holman said.

It was found that motivation levels have dropped from 3 to 5 years ago by 24% for individuals, 29% for staff members and 37% for teachers generally.

School principals, science specialists and teachers at private schools are more motivated than other groups.

She said the large number of teachers wanting to leave the profession is even more startling considering that it applies to teachers left behind after the recent exodus of people taking packages and being downsized.

As the National Department of Education tries to focus this year on its Culture of Learning, Teaching and Service Campaign (Colts), the lack of motivation among educators is cause for concern.

South African Democratic Teachers' Union (Sadtu) president Willie Madisha gave a presentation on the subject at the Human Sciences Research Council this week.

Teachers aren't motivated at all, he said.

The high level of people who are feeling insecure is a matter of concern to professional bodies, said Andrew Pyper, spokesman for the National Association of Professional Teachers of South Africa.

However, Dr Holman's survey found that pupil behaviour, the effectiveness of school leadership and red tape ranked among the top reasons given by teachers for a lack of morale.

Salary and job security considerations rank only sixth, she said.

Classrooms swell, but staff levels dwindle

(321)

CAROL CAMPBELL
SPECIAL WRITER

ARG 11/5/98

While schools in the Western Cape are growing, the number of teachers is shrinking – and there is no money to address the imbalance.

There are 18 000 more children at state schools in the province this year than there were last year – and 2 200 fewer state-paid teachers.

The increase in the numbers of pupils, from 872 081 to 890 081, means the need of the province for teachers has risen by 2%. But the number of teachers has dropped by 7%.

These figures were calculated from information collected by principals on the 10th day of the new school year for the annual "snap survey" of state schools.

The survey is being treated as a "rough

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Fewer teachers as W Cape classes expand

ARG 11/5/98

(321)

From page 1

count" of children in Western Cape schools because many pupils, especially in rural areas, do not return to classes until the end of January, when their parents are paid. This means they are not included in the survey.

Principals across the country are doing a second, more comprehensive count which will include more specific information on age, language and even the subject choice of pupils.

There has been some anger that teachers have been asked to specify the race of children, apparently so the Government can calculate how much integration is taking place and how much money is needed for redress in poor black schools.

Western Cape Education Minister Nick Koornhof said more parents were sending their children to school in the province because of the high matric pass rate. Last year 76% of Western Cape candidates passed matric, the best result in the country.

"Another reason for the increase in pupil numbers is that people are migrating to the Western Cape, mostly looking for work in the city."

Another factor contributing to growing pupil numbers is that more parents, especially in disadvantaged communities, are sending their children to school.

The number of pupils in the province was expected to swell by between 2% to 3% a year for several years yet, Mr Koornhof said. The challenge for the education department was to meet this and manage dramatic budget cuts too.

Cosatu-aligned teachers threaten to call for minister's resignation

Primarashni Pillay

THE SA Democratic Teachers' Union (Sadtu) in the Western Cape warned yesterday that it would call for Education Minister Sibusiso Bengu's resignation if he did not ensure economic redress at schools.

Sadtu issued the warning during its protest action with the Congress of SA Trade Unions (Cosatu) in Cape Town yesterday. Sadtu, a Cosatu affiliate, joined thousands of workers under the Cosatu banner and marched on the National Party-led Western Cape provincial government to demand that it reshuffle its budget to reflect prioritisation of education in black working class areas.

Sadtu Western Cape secretary Don Pasqualie said that "although this protest action is taking place at a provincial level, central government and the national education department need to play a role in ensuring that redress takes place at schools".

Sadtu gave notice that if Bengu did not deliver in areas where the majority of the people were marginalised and disadvantaged, "we'll call for his head".

Meanwhile, Tony Ehrenreich, Cosatu's regional secretary in the Western Cape, said in a memorandum handed to Western Cape labour and transport MEC Piet Meyer that the provincial government had no "satisfactory programme to transform the inequalities which exist in this province". The memorandum also said the province "must accept the financial assistance offered from national government and use (it) to remedy the funding crisis in education".

Ehrenreich said the provincial government should not withdraw support measures such as subsidies to disadvantaged communities, should continue funding the municipal costs of schools and should put in place a funding mechanism that redressed the disparities between previously disadvantaged and advantaged schools.

Ehrenreich said pupil-teacher ratios in predominantly white schools were about 25 to one, while in some black schools they were as high as 60 to one, reports Reuter.

He argued that some of the state subsidy to predominantly white schools should be reallocated to black schools and extra money found elsewhere. Failure by the Western Cape government to put forward a substantial programme that addressed Cosatu's demands by May 31 could result in further mass action, he warned.

Cosatu national spokesman Noweta Mpati said last night that Cosatu "will support teachers in their struggle to ensure transformation occurs". Western Cape's refusal to apply for grants from the national government was "preposterous" and the NP "has no interest in advancing and developing a black child's education".

Jannie Roos, Western Cape labour relations director, said key roleplayers, including the provincial education department, would have to discuss Cosatu's demands.

Alan Fine reports from Cape Town that a spokesman for the Cape Chamber of Commerce and Industry said the strike was "patchy". About 25% of steel and engineering and 20% of clothing workers marched.

Buses were running normally.

Comment: Page 13

Bengu admits to 'chaos'

Teachers cost more in SA than overseas

ET 12/5/98 (3381)

TROYE LUND

THE cost of teachers to the government — and taxpayer — is more than double that in comparable countries, a study has found.

It also found that the country's 400 000 teachers take home between 20% and 30% more than fellow citizens of equal education.

"South Africa's teachers are paid as upper-middle-class citizens," said Mr Luis Crouch, economic consultant to the education department.

He has compared teacher salaries with those paid in 10 countries whose economic status is similar to South Africa's.

"Poor people are being taxed to pay for this. Teachers are posing a serious tax burden."

Yet SA teachers were also not as productive as they could be, Crouch said.

The ratio of a teacher's costs to gross domestic product (GDP) per capita was 4,30. This ratio in Chile was 2,00, in Argentina 1,80 and in Mexico 0,90.

If teachers are to be recognised as the income elite, they have to become a productivity elite

The average starting salary for a teacher with a university or technikon qualification was R3 876 a month, compared with the R1 878 that an equally qualified employee in another sector would earn.

The national Department of Education's director of human resources, Mr Duncan Hindle, emphasised that Crouch's findings were not necessarily the department's view. However, they explained in part why provinces were not meeting budgets.

Almost 100% of the Western Cape department's budget goes to teacher salaries.

The national department had about R1,5 billion to improve salaries this year, Hindle said. This was enough to employ between 25 000 and 30 000 more teachers.

Hindle expects there to be "hard talking" with unions in the build-up to July's negotiations about annual increases, especially now that Minister Sibusisu Bengu has given provinces the responsibility of deciding how many teachers they can employ.

Unions had to choose between the creation of more posts or the maintenance of salary standards.

However, if salaries were reduced, teachers would leave for better-paid jobs — so the only solution was a "productivity revolution in the classroom".

"If teachers are going to be recognised as the income elite, they have to become a productivity elite," said Crouch.

He believes teachers have no choice but to get used to large classes and find ways of teaching them.

"Lower teacher:pupil ratios of 1:25 are not economically viable in this country."

Crouch found there was no incentive for teachers to remain in the profession. Younger and less-educated teachers had the greatest advantage over fellow citizens of equal education.

Younger teachers who were more enthusiastic and had had good training were a better choice than older, more experienced teachers who had less training.

Unions, disputing Crouch's findings, point to another study that has found that motivation is at an all-time low because of unacceptable teaching conditions, job insecurity, gang violence, lack of resources and poor leadership.

Industrial psychologist Ms Louise Holman's independent national survey found that more than two thirds of teachers and 88% of principals had considered leaving, while the rest "would leave at any moment". Those at private schools were more motivated than others.

Mr Andrew Pyper, of the National Professional Teachers' Association, said Bengu had been warned about teachers' insecurity. "It is little wonder some are not as productive as they should be."

W Cape strike heralds new crisis in education sector

Disgruntled teacher unions threaten further action

Star 12/5/98 (391)

By Raphael Banda
Cape Town

A warning strike yesterday in the Western Cape appears to be the signal for a fresh crisis in the education sector.

The strike came after the biggest teacher union warned it would take its members to the streets to highlight grievances over the Government's rationalisation plans.

The protesters marched to the Education Department's offices in Cape Town yesterday under the Cosatu banner.

They demanded that the province adjust its budget to ensure that it reflected the prioritisation of education, said Don Pasquallie, provincial secretary of the SA Democratic Teachers' Union (Sadtu), which claims a membership of 17 000 in the region.

Yesterday's 24-hour action was a warning strike, which came on the heels of threats by the national leadership of Sadtu that it would embark on a full-blown stoppage to protest against the passing of rationalisation legislation by Education Minister Sibusiso Bengu.

The Western Cape Sadtu branch demanded a response by May 20 and an "acceptable programme of redress" by May 31.

About 3 000 temporary teachers have been retrenched in the Western Cape and the union is also protesting at rationalisation which has allegedly seen parents in underprivileged schools bearing the costs of school maintenance, electricity and water, and the buying of books.

"The education crisis is deepening in the Western Cape," said Sadtu spokesman Kate Skinner.

The protest followed a victory by the union in the Labour Court, which overturned an interdict by the Government halting protest action in the Western Cape.

Trouble is also brewing in KwaZulu Natal, where about 7 700 temporary teachers have been retrenched.

Skinner said "major problems" were being experienced in the province, where she claimed there was a danger that pupils might not write mid-term exams because of a teacher shortage.

She said a crisis was also fermenting in the Eastern Cape, where she claimed administrative bungling had allegedly led to teachers not being paid, materials not getting to schools, and pensions for teachers not being paid.

Sadtu has declared a dispute nationally over the determination of the pupil-teacher ratio, arguing that if this was set provincially, budgetary constraints could lead to retrenchments. Negotiations over the ratio have deadlocked.

Meanwhile, the 66 000-member National Professional Teachers Organisation, which has declared a dispute with the Government, is this week awaiting the outcome of separate mediation over a variety of issues, including rationalisation and collective bargaining.

New move for retrenched teachers

(321) Sowetan 14/5/98

By Joe Mdhlela

RETRENCHED teachers may be deployed at various community centres, including after-care units, a source close to the Gauteng department of education said yesterday.

This follows the announcement of the departments intention to retrench 3 500 temporary and permanent teachers in order to save R100 million to be used for textbooks, stationery and other educational essentials.

At a media conference this week, Gauteng MEC for education Mrs Mary Metcalfe said the department had spent R5,1 billion or 87 percent of its R5,8 billion budget allocation on personnel costs, the bulk of which went to teachers.

Metcalfe's spokesman, Mr Tsepo Mathodlana, said a reduction of 3 500 teachers would translate into a R100 million saving.

The South African Democratic Teachers Union, however, said it did not agree with the department's cost-cutting approach as it was based on "questionable statistics".

Sadtu spokesman Mr Jabu Ngwenya said while the union accepted the need for the provision of facilities, including textbooks, the union would insist that the department undertakes a proper audit.

"We have a feeling that the department wants an easy approach to resolving difficult problems. We believe their way of resolving issues will further affect teachers' morale, which is at present at a low ebb," Ngwenya said.

High salaries

He said if the department was serious about budgetary problems, it would need to consider cutting on the high level of "administrative inefficiency" and high salaries of bureaucratic staff.

National Party spokesman on education Mr Juil Killan said: "The African National Congress equity at all costs policy is to blame for the underfunding of Gauteng."

Killan also lashed out at the 25 subsidy cuts to independent schools, claiming that "it does not make sense".

"The NP therefore believes this decision is ideologically based to force the closure of schools over which they do not have total control," he said.



The community of Eldorado Park, Johannesburg, laid wreaths at the side of the Golden Highway yesterday in memory of those who have been killed on this notorious "road of death". In January alone six schoolchildren of Deldorado Primary School were killed while crossing the road to and from school. Some of the parents who have lost their children could not contain their emotions yesterday. They demanded that a bridge be built across the road.

PIC: CLEMENT LEKANYANE

ST 17/5/98 (3a1)

aware of teacher training problems. Steps were being taken, but details could not yet be disclosed.

Most provincial education departments said they would start delivering curriculum material soon.

● GAUTENG: Spokesman Aubrey Matshiqi said 99 percent of deliveries had been made. Three delivery companies still had to fulfil their contractual responsibilities and two delivery trucks had been hijacked. Schools that had received material were sharing with those that had not.

● WESTERN CAPE: Spokesman Tony Eaton said the department had allocated money to schools to buy stationery and textbooks. It was up to schools to order what they needed.

● KWAZULU NATAL: Spokesman Mandla Msibi said R45-million from this year's budget had been allocated for textbooks for all grades. He said orders had been placed with publishers and books would be distributed as soon as they were delivered.

● EASTERN CAPE: Spokesman Phamphama Mfenyana said support material would reach the 5 366 primary schools involved in the implementation of Curriculum 2005 when they opened for the third term in July. The department had been hampered by severe budgetary constraints.

●NORTHERN PROVINCE: Spokesman Bernard Matsane said the department had budgeted R2,2-million for primary education, including Curriculum 2005. A R6,9-million grant given to the department by the Irish government this week would be used to train Grades 1 to 3 teachers over three years.

●MPUMALANGA: Spokesman Peter Maminza said all 1 378 primary schools had received material. He said primary schools had placed orders for further material from publishers, which was sent to them during March and April.

● NORTH WEST: Spokesman France Batsi said all 1 605 primary schools had received material. However, some schools had experienced shortages, especially those which had changed their language of instruction from Tswana to English.

● Officials handling the new curriculum in the Northern Cape were training teachers in a remote area and couldn't be reached for comment. The Free State education department did not reply to questions faxed to them.

Teachers face the chop as funds run out

EDUCATION authorities are planning to sack 20 000 teachers in a bid to jump-start Education Minister Professor Sibusiso Bengu's floundering Curriculum 2005.

Bengu has steadfastly maintained that slashing staff costs is the only way to release funds needed for a more equitable system of education.

However, teacher unions and parents continue to reject mass retrenchment as a way out of the department's financial bind.

This week, the deputy director general for education, Ihron Rensburg, said the government would not have the resources to implement the new curriculum as long as more than 90 percent of provincial budgets were spent on the salaries of about 400 000 teachers and administrative staff.

The new curriculum, which for many provinces and teachers has proved to be more of a headache than an innovation, moves away from a content-based formula to one based on "outcomes" that will produce "competent future citizens".

It was introduced for Grade 1 this year, with the final phasing-in planned for 2005. But it has been hampered by problems ranging from shortages of learner support material to a lack of teacher preparedness.

The system has also had an uneven application, with provinces such as the Western Cape and Gauteng enjoying a greater measure of success.

These problems, coupled with a shortage of funds, have already led Bengu to slow the pace of implementation by scrapping the planned phasing in of the new curriculum at higher grades from next year.

However, Rensburg claims that the implementation of Curriculum 2005 is "on track". He said its success hinged on provincial departments reducing staff complements by a further 20 000 teachers. He said departments would need to reduce staffing costs from 92 to 80 percent of their total budgets.

The immediate priority, said Rensburg, was for the department to overcome what he described as "double parking" — the employment of temporary teachers in the positions of teachers who are still waiting to be redeployed two years after the rationalisation process began.

Rensburg said providing the absolute minimum of basic learner support for Curriculum 2005 at Grade 1 had proved enormously costly.

He said the department was "bitterly disappointed" at not being able to proceed with its plans.

Rensburg said provincial departments had already been advised against re-employing an estimated 20 000 teachers when their contracts expired. He said this measure, coupled with provinces being able to complete their earlier rationalisation process, would help reduce spending by about R1,4-billion a year.

This would free up resources for Curriculum 2005 and other key initiatives such as early childhood development and adult basic education training.

Discipline campaign meets with resistance from teachers

ET 21/9/98 (321)

OWN CORRESPONDENT

PRETORIA: The state campaign to restore discipline in schools is being met with resistance from teachers who are refusing to allow education authorities into their classrooms.

Throughout the country, isolated pockets of teachers are resisting the three-year national Culture of Learning Teaching and Service (Colts) campaign aimed at restoring discipline among staff, say sources in education.

While the Education Department says the campaign has met with overwhelming support, officials admit they have been concerned about isolated cases where teachers have refused access to those trying to implement it.

"It seems that teachers don't want to be (what they call) 'policed'," said Cheryl Kindon, vice-chairperson of the National Union of Educators.

"Fortunately it doesn't seem to be widespread, but there are pockets of resistance. Their attitude is: It is my democratic right to refuse you access to my classroom."

The campaign's aims include getting teachers and pupils to attend classes for a full five-day week and getting teachers to prepare for all their classes and mark all their students' work — issues regarded by the department as basic and non-negotiable if schools are to function effectively.

The resistance has caused sufficient concern for the matter to be addressed at a Hedcom (Heads of Education Departments Committee) meeting in March. In addition to the no-go areas being created by unions, there are also no-go areas being developed by gang warlords dominating schools, the minutes of the meeting read. It appeared that schools were becoming sites of struggle against government policy and resistance to co-ordinated action by the department.

Gauteng Department of Education spokesperson Aubrey Matshiqi said the project had been very successful in the province, but admitted that there had been some resistance. "There is a culture of defiance which is going to take a while to change. But we are not going to institute a culture of learning and teaching by remote control."

83 000 more teachers hired since start of cuts

CT 26/5/98 (321)

TROYE LUND
EDUCATION WRITER

THE number of teachers has grown by a staggering 83 000 in the two years since the national Department of Education implemented its policy to cut staff and spending.

In some cases, two teachers are being paid for the same post, costing the state an extra R95 million a month.

"We are investigating why teacher numbers have risen," Bheki Khumalo, speaking for Minister of Education Sibusisu Bengu, said yesterday.

Bengu was convinced that more teachers were employed than was necessary, he said.

Provincial audits have found that teacher numbers have increased from 360 000 in 1994 to 443 000.

Teachers' unions believe there is a shortage of teachers – and do not believe numbers have risen by such a large figure when 17 000 have been retrenched.

Don Pasquallie, spokesperson for the South African Democratic Teachers' Union (Sadtu), called for Bengu to publicise the audits.

"Where have these extra teachers been employed? If, despite the retrenchments, the numbers have increased by 83 000, provinces have been acting irresponsibly or unions signed the redeployment and right-sizing agreements (with) erroneous figures."

The Western Cape has lost 3 300 teachers this year and 2 000 more are to be granted severance packages before next term.

"Between 1994 and 1996, when the rationalisation was centrally controlled, the national Education Department succeeded in shifting resources to poor areas by 15% in the first year and by 20% the next year," Khumalo said.

"Then the provinces got powers to hire and fire teachers.

"They hired teachers to fill empty posts that were supposed to be filled with a redeployed teacher."

Ultimatum for student debtors

ALMOST 20 000 students will be kicked out of universities and technikons before the end of this year if they do not pay their outstanding fees.

This follows six months of talks about terms of payment and how to differentiate indigent students from those who can pay but don't.

Universities have recovered only about R100 million of the R500m owed in December.

Khehla Ndlovu, of the national Department of Education, said a probe was to be launched into student debt and how it was managed. Institutions had been asked to give monthly figures of debt recovery, but not all had complied.

Most institutions have warned students that those who do not meet the final payment deadline will be kicked out. — Education Writer

Teachers paid R1bn to quit

(321)

JOVIAL RANTAO
PARLIAMENTARY BUREAU

CT 27/5/98

THE government has spent close to R1 billion on severance packages for the 21 165 teachers who have left.

In a written reply to a question tabled by Democratic Party MP Ken Andrew in the National Assembly, Minister of Education Sibusiso Bengu confirmed that R990 314 501 was spent on 21 165 voluntary severance packages granted around the country. The figures exclude those from the North West Province, from which no information was available.

Bengu said 8 054 of the vacated posts had been filled. He said the national average paid out per teacher in the past 12 months was R46 790 and the provincial average varied from one province to the other.

Andrew said Bengu's reply showed that the government had "wasted" money on teacher severance packages.

"These latest revelations confirm the extent to which the government has been squandering taxpayers' money. Just about R1 billion has been spent on voluntary severance packages in education alone — a scheme which has devastated hundreds of schools around South Africa, particularly those in poorer areas. If one adds to that the billions of rands paid out by other departments on voluntary severance packages and to tens of thousands of public servants who have been identified as 'supernumerary', one can understand why there is a shortage of money to fight crime, improve job prospects and deliver decent education and health services," Andrew said.

He said Bengu and Public Service and Administration Minister Zola Skweyiya should hang their heads in shame for their irresponsibility in pursuing a policy that they were repeatedly warned would not work.

Bid to avert strike by 170 000 teachers (321)

Star 27/5/98

By Jacqui Reeves
Education Reporter

Senior national education officials are to meet officials of the South African Democratic Teachers' Union this week in an effort to avert a strike by the union's 170 000 strong membership.

But the Department of Education says it will not be swayed by Sadtu's deadline. The union has threatened to strike unless Minister of Education Sibusiso Bengu withdraws the department's regulations on the allocation of posts by Friday.

The controversial Regulation Gazette came into effect last month and effectively wiped out set teacher-pupil ratios, leaving teaching posts at the mercy of provincial budgets.

The legislation means that provinces will employ teachers according to their budgets and not according to their needs or predetermined ceilings on class sizes.

Bheki Khumalo, spokesman for the Department of Education, said officials would hold talks with Sadtu this week.

The union has accused Bengu of worsening the state of education with the "unilateral declaration of policy" in the form of the gazette.

Khumalo said teacher unions had been warned about the impending Post Provisioning Bill as far back as last year and that it had been an "open secret".

Thulas Nxesi, Sadtu's secretary-general, said the national executive committee would meet this week to discuss the union's plan of action if the minister did not meet its deadline.

Suzanne Rees, president of the National Union of Educators, said education in South Africa was already on its knees and did not need any additional blows to cripple it further: "The state was not acting illegally or unconstitutionally by passing the post provisioning regulations. We are facing such a crisis now that union leadership must take responsible decisions, and trying to hold the state to ransom is not the best thing to do right now."

Rees said the majority of Sadtu's members worked in underprivileged areas and a strike would affect pupils who could least afford another disruption.

Teachers were paid out more than R1-bn

(321) Star 27/5/98

Money wasted on severance packages, says DP

By Jovial Rantao
Cape Town

The Government has spent close to R1-billion on severance packages for the 21 165 teachers who have left the service.

In a written reply to a question tabled by DP MP Ken Andrew in the National Assembly, Minister of Education Professor Sibusiso Bengu has confirmed that a total of R990 314 501 was spent on 21 165 voluntary severance packages granted around the country.

The figures exclude those from North West Province, for which no information was available.

Bengu said 8 054 of the vacated posts had been filled. The national average of money paid out per teacher in the past 12 months was R46 790.

The provincial average varied from one province to the other.

Andrew said Bengu's reply showed what the Government had "wasted" on teacher severance packages.

"These latest revelations confirm the extent to which the Government has been squandering taxpayers' money.

"Just about R1-billion has been spent on voluntary severance packages in education alone – a scheme which has devastated hundreds of schools around South Africa, particularly those in poorer areas.

Bengu and Skweyiya told to hang their heads

"If one adds to that the billions of rands paid out by other departments on voluntary severance packages and to tens of thousands of public servants who have been identified as "supernumerary", one can understand why there is a shortage of money to fight crime, improve job prospects, and deliver decent education and health services," Andrew said.

Andrew said Bengu and Public Service and Administration Minister Dr Zola Skweyiya should hang their heads in shame for their irresponsibility in pursuing a policy which they were repeatedly warned would not work.

In reply to a separate question from L J Swanepoel (NP) in the National Council of Provinces, Bengu said the national Education Department had not drafted any formula or guideline to be followed by provinces on the funding of independent public schools.

The minister, however, said the Government was in the process of redrafting the draft national norms and standards for school funding, which take into account comments received from a variety of stakeholders.

Pay shambles rocks teachers in E Cape

(321)
AR GT 29/5/98

Bisho – Thousands of temporary teachers who were not already employed by the Eastern Cape Education Department as at December 31 last year will not be paid their salaries.

This was confirmed here last night by the department's acting permanent secretary, Jonathan Godden.

Mr Godden said the decision was taken earlier this year when services of temporary teachers throughout the province were temporarily terminated but then later reinstated after an agreement in the provincial bargaining chamber.

Mr Godden said the chamber agreed that temporary teachers be given a reprieve and those who were already in the system as at December 31 would be taken on board.

This emerged after a delegation of the East London Governing Body's Association visited Bisho to discuss problems affecting schools in the greater East London area.

In a letter to Education MEC Shepherd Mayatula, association chairman Basil Haddad expressed "total shock" at the decision, saying the majority of schools were under the impression the department would meet its salary obligations to the temporary teachers.

He said these teachers were employed in good faith to fill substantive posts left vacant from January 1 this year.

Schools were never informed of the new policy either directly or indirectly through the press.

Mr Haddad said officials of both district and regional offices of the Education Department in East London had accepted and processed many appointment forms for the temporary posts.

The regional office on Wednesday informed the association that the forms had been submitted to Bisho for authorisation before being entered into the salary system to effect payments to the temporary teachers.

Mr Haddad said Mr Godden had also told the association delegation that no new teachers would be employed until all the approximately 2 500 teachers on the re-deployment list were fully redeployed or removed from the list. "This implies that it will be virtually impossible for any student studying to become a school teacher at any university, training college or other institution to obtain a teaching post in the Eastern Cape at any time in the foreseeable future," Mr Haddad told the minister in his letter.

Democratic Party provincial leader Eddie Trent accused Professor Mayatula of choosing to "abandon ship in favour of a globetrotting mission instead of sitting behind his desk to solve the crisis".

"Irrespective of our political affiliations, we are in this boat together. We either float together or we sink together, and in the meantime it is the children who suffer," he said.

Mr Trent called for a meeting of all roleplayers to find practical and realistic solutions. – Sapa

Millions of pupils may be left stranded by teachers' strike

CP 31/5/98 (321)

By MOSES SHIBA

MORE than 300 000 teachers are threatening to go on strike – which would mean that every school in the country will close down, leaving millions of pupils stranded.

Teachers are unhappy with present conditions – especially the threat to retrench thousands more teachers in addition to the 25 000 already retrenched.

For the first time, all three teachers' unions – black and white – are in agreement that no teachers should be retrenched.

They accuse the education ministry of acting in bad faith by retrenching teachers without proper negotiations with the unions.

The South African Democratic Teachers' Union (Sadtu), which has 200 000 members, will go on strike tomorrow. The two other unions – the National Professional Teachers' Organisation of South Africa with 66 000 members and the Suid-Afrikaanse Onderwysersunie with 34 000 members – are expected to join the strike by June 15.

All three unions have been negotiating with the education ministry for more than a year without success. On Friday Sadtu lost its patience, suspended talks and decided to strike.

The education ministry is making frantic efforts to stop the strike. It hopes Sadtu will agree to a meeting this week in an effort to avert it.

It has already made arrangements to meet the other two unions this week. If these talks fail, the two smaller unions may join Sadtu in the strike before June 15.

According to Willy Madisha, president of the Sadtu, the strike could last until the end of the year.

A spokesperson for Education said the ministry was not prepared to comment as it was still a labour matter. He referred City Press to Duncan Hindle, chief director of Human Resources, who said it was hoped a meeting could be arranged with Sadtu this week.

Hindle said: "The unions are aware of the process of industrial action – no work no pay. We have to find a solution instead of calling strikes."

Sadtu has made six demands to Education Minister Sibusiso Bengu:

- ☐ Classes must be smaller, with fewer learners for each teacher;
- ☐ The re-employment of retrenched teachers;
- ☐ The withdrawal of the regulation to retrench teachers;
- ☐ A moratorium on the retrenchment of permanent and temporary teachers;
- ☐ The immediate review of the education budget, at national as well as provincial level; and

An open and transparent process of determining the education budget, at national as well as provincial level.

Teachers vow to close 'every school'

CORNIA PRETORIUS (321)

ST 31/5/98

SOUTH AFRICA's biggest teacher union has vowed to close every school in the country unless the government gives in to its demands.

The 200 000-strong SA Democratic Teachers Union, which has threatened an indefinite strike from next Tuesday, wants the Minister of Education, Professor Sibusiso Bengu, to withdraw regulations promulgated in April that give provinces the right to set teacher numbers.

The union believes the regulations would lead to huge retrenchments. It wants decisions on teacher numbers to be negotiated between unions and education authorities on a national level.

Willy Madisha, the union's president, warned yesterday there would be no teaching and no examinations this year.

"Education is the victim but our members are prepared to strike until December," he said.

The predominantly Afrikaans union, the Suid-Afrikaanse Onderwysersunie, said it would follow suit with mass action if a meeting on Wednesday with the Education Department did not produce satisfactory results. It also wants policy on the employment of teachers to be negotiated nationally.

Pieter Martins, a spokesman for the 34 000-member union, said: "Despite ideological differences with Sadtu, we decided that something needed to be done. The manner in which Bengu, with a mere shrug of the shoulders, is attempting to shift his responsibilities onto the provinces is unacceptable."

But Duncan Hindle, the department's chief negotiator, said unions had acknowledged the need for the regulations.

"We cannot do away with these regulations, but we might give unions more involvement in setting education budgets."

Bengu's spokesman, Bheki Khumalo, said the minister was concerned about the strike and had instructed his department to review the matter. The deputy director general of education, Thami Mseleku, said the strike would have a big impact on an education system that was just taking off.

Provincial MECs condemned Sadtu's threatened actions. Mpumalanga MEC David Mabuza and Northern Province MEC Dr Joe Phaahla said a strike would severely undermine efforts to improve education. Kwazulu Natal MEC Dr Vincent Zulu said a strike would be "outrageous" and would affect disadvantaged pupils.

SOWETAN Monday June 1 1998

Teacher strike 'will hit the whole country'

By Saint Molakeng and Mbongeni Hlophe

SCHOOLING may be disrupted throughout the country from next Tuesday unless Education Minister Sibusiso Bengu responds favourably to demands made by the South African Democratic Teachers' Union.

Teachers belonging to the 170 000-strong union will teach for only two hours from next Tuesday until Friday. For the rest of the schooling period, teachers will stage industrial action, Ms Jabu Ngwenya of Sadtu told *Sowetan* yesterday.

Ngwenya said all Sadtu members would hold branch meetings on Tuesday. There will be pickets at all education department provincial offices on Wednesday and marches to provincial and national ministry offices will be staged on Thursday.

On Friday there will be pickets and sit-ins at the ministry's offices.

"Unless Bengu heeds our demands by next Friday, Sadtu will declare a full-blown strike. It will be reviewed from time to time according to our programme of industrial action," said Ngwenya.

She said Sadtu demands to the education ministry were:

- Negotiation of teacher-pupil ratios and employment of teachers at national rather than provincial level;
- The withdrawal of rationalisation regulations;
- The reinstatement of retrenched teachers;
- A moratorium on teacher retrenchments; and,
- A review of the educational budget and its prioritisation.

The education ministry has condemned Sadtu for its planned action. But Ngwenya said the ministry was to be held responsible for its disregard of mediation by lawyer Mr Brian Currin last week.

"Teacher retrenchments affect pupils adversely. And the department has further shown intransigence over Sadtu's rational demands," Ngwenya claimed.

In KwaZulu-Natal Sadtu has threatened to call for a total shutdown of schools if the more than 600 temporary teachers are not paid before Friday this week.

Six hundred teachers have not received their monthly salaries since they were reappointed to the Vryheid and Ladysmith regions in April.

They were among the 5 000 temporary teachers who were retrenched when the provincial education department cited budgetary constraints.

The looming strike will be part of a nationwide strike expected to take place on Friday this week after it was postponed last week.

KwaZulu-Natal Sadtu chairman Mr Daniel Mabuyakhulu said some of these teachers had been told verbally by circuit inspectors that their positions were being terminated.

Mabuyakhulu said the provincial strike would occur even if the national Sadtu office did not organise the Friday strike.

Labour problems may disrupt exams

Pule Molebeledi (321) 01/06/98

MID-year school examinations might be affected by labour problems as a result of the SA Democratic Teachers' Union (Sadtu) going ahead with its countrywide partial withdrawal of labour beginning today.

Sadtu president Willy Madisha said teachers would stop teaching and running examinations from 10am to attend mass meetings. A countrywide march would be held on June 11 and, if necessary, indefinite strike action would begin on June 15.

Education Minister Sibusiso Bengu's adviser, Thami Mseleku, said Sadtu was "just flexing its muscles as we might be closer to finding one another on issues before the strike". The ministry was doing everything in its power to avert the strike but the department would exercise rights to dock salaries.

Having received support from an unlikely ally in Afrikaans teacher union Suid-Afrikaanse Onderwysersunie, which said it would begin its labour action on Wednesday, Madisha said he would talk to the National Professional Teachers' Organisation of SA to bring it on board.

The teachers are protesting against the education department's "unilateral introduction" of regulations on the rationalisation of education, termination of the services of temporary teachers and threats of retrenchment for permanent teachers.

Archbishop slams teachers' threat to stage a chalkdown

Star 1/6/98 (321)

By Edwin Naidu and Cecilia Russell

The Anglican Archbishop of Cape Town, the Rev Njongonkulu Ndungane, has described the plan by more than 100 000 teachers to embark on an indefinite strike as "one of the most serious issues to confront our fledgling democracy since attaining freedom" in 1994.

The SA Democratic Teachers' Union (Sadtu) was scheduled to serve notice of their intention to strike today in a bid to end planned teacher retrenchments. Sadtu is supported by the Suid-Afrikaanse Onderwysersunie and the National Professional Teachers' Organisation. The unions have a combined membership of more than 100 000. The planned strike could severely affect mid-year examinations.

Sadtu spokesman Jean September said Education Minister Sibusiso Bengu would be given seven days to respond to Sadtu demands, which include the withdrawal of controversial regulations on the rationalisation of education.

But Bengu issued a stern "no work, no pay" warning at the weekend ahead of the planned chalkdown next week.

Bengu's adviser Thami Mseleku said the minister had responded to each of Sadtu's demands last week and agreed that problems could be resolved through negotiations.

He said if teachers stopped teaching from June 9, this could mean that the principle of "no-work-no-pay" would be implemented.

Sadtu has warned that at least 300 000 teachers would bring schools to a standstill unless Bengu gives in.

Ndungane said: "While there may well be aspects that require urgent attention on the part of the Government, nothing can justify action that will harm the education of our children."

Exams at risk as teachers' strike looms

Bengu in pay threat

(321)
ARG 1/6/98

ARGUS CORRESPONDENT

Johannesburg – Matric exams are under threat and teachers and Education Minister Sibusiso Bengu are heading for a clash after the SA Democratic Teachers' Union voted to go ahead with its indefinite strike next week.

Sadtu warned at the weekend that at least 300 000 teachers would bring schools to a standstill unless Dr Bengu acceded to their demands.

These include the withdrawal of controversial rationalisation plans to retrench teachers and increase pupil-teacher ratios.

But Dr Bengu issued a stern "no work, no pay" warning in response.

For the past 10 months the parties have been locked in tough negotiations around policy and the rationalisation of the national education system, which threatened the jobs of more than 43 000 temporary teachers.

Sadtu accused departmental representatives at the Education Labour Relations Council (ELRC) of negotiating in bad faith.

Willy Madisha, president of Sadtu, said there was no alternative but to embark on strike action "in the light of the way Sadtu has been treated by the Education Department".

Sadtu, which has 200 000 members, accused Dr Bengu of acting "unilaterally" when issuing policy on teacher retrenchments and rationalisation.

The planned strike, which has the support of the Suid-Afrikaanse Onderwysersunie and the National Professional Teachers' Organisation, could severely affect mid-year examinations. The other two unions have a combined membership of more than 100 000.

Sadtu said teachers were united in a decision to leave classes at 10am each day in the coming week until their demands are met.

But Dr Bengu's adviser, Thami Mseleku, said the minister had responded to each of Sadtu's demands last week and agreed that problems could be resolved through negotiations.

Mr Mseleku said if teachers stopped teaching from June 9, it could mean the principle of "no work, no pay" would be implemented.

Mr Madisha said Sadtu had made several attempts to negotiate, but officials had acted in "bad faith".

"Sadtu will remain steadfastly committed to negotiations but will flex its muscle when challenged," he said.

Although the union's actions would disrupt the June examinations, this was justifiable as hundreds of schools, including more than 100 in KwaZulu Natal alone had already closed down due to the unilateral termination of teachers' contracts. "Where there are still teachers, we are calling on them to withdraw their labour. We will stop everything – including June matric exams," said Mr Madisha.

"It is very unfortunate that the Department of Education has acted in a manner so contemptuous of its negotiating partner Sadtu, and of the procedures for resolution of disputes as agreed to at the ELRC."

The Education Department director-general, Chabani Manganyi, said the department condemned plans to disrupt schools. He appealed to Sadtu to reconsider.

Sadtu's demands include the withdrawal of the rationalisation regulations , a moratorium on the retrenchment of permanent and temporary teachers and an immediate review of the national and provincial education budgets.

Pay policy examined as teachers' strike looms

BD 2/6/98 (321)

Primarashni Pillay

THE heads of education departments' committee is to meet this week to discuss how to implement the no-work-no-pay stance that the national education department intends taking against teachers who take part in protest action next week.

The meeting comes in the wake of the SA Democratic Teachers' Union (Sadtu's) announcement of its intention to strike next week as a protest against the department's "unilateral introduction" of regulations on the rationalisation of education, termination of the services of temporary teachers and threats of retrenchment of permanent teachers.

Duncan Hindle, the chief director of education human resources, said yesterday the meeting would look at "practical steps" on how the no-work-no-pay approach would be implemented and whether the department would have the capacity to carry it out.

Striking teachers have not had their salaries docked in recent years. The last time their salaries were cut was in 1993.

Sadtu president Willy Madisha yesterday denied he said teaching would stop on Monday to allow teachers to attend meetings.

Madisha said yesterday that on Tuesday and Wednesday next week, teachers would stop teaching from 10am and on Thursday there would be nation wide protest marches. On Friday there would be picketing by teachers.

He said threats of teachers' salaries being docked would not stop the protest action.

Teachers' union preparing its members for nationwide strike

(721) Star 2/6/98

Education officials still hoping for meeting as Bengu stands firm

By Jacqui Reeves
Education Reporter

The South African Democratic Teachers' Union begins a series of mass meetings today to prepare its 200 000-strong membership, as well as parents and pupils, for a national teachers' strike.

The union issued the Department of Education with a formal notice to strike yesterday. The chalk-down, over new regulations which grant provinces the right to set teacher numbers, is due to start in the middle of this month.

The strike has the backing of South Africa's most powerful workers' unions, including Cosatu, but it appears that Minister of Education Sibusiso Bengu will not back down on his policy that gives provinces the power to determine how many teachers they employ.

Teacher unions are determined that teacher-pupil ratios be determined nationally to obtain a uniform standard. They fear Bengu's policy will encourage cash-strapped provinces to save money by cutting teaching posts, and that poorer provinces will end up with a lower standard of education.

> **"Sadtu still haven't said they will be at meeting"**

Deputy director-general of education Thami Mseleku said last night the minister would address Parliament on the strike today, but would reiterate that striking teachers would not be paid while on strike.

The strike would be preceded by protest action in the form of shortened classes, mass marches and picketing, beginning next Tuesday.

Sadtu will instruct teachers to be in their classrooms between 8am and 10am on Tuesday and Wednesday next week and to spend the remainder of the day in branch meetings.

On Thursday next week, Sadtu members plan to march through the country's major city centres, ending the week's actions on Friday by picketing in "highly visible areas".

The action would affect hundreds of thousands of pupils, and the Department of Education is clinging to the hope that last-minute meetings might avert the strike.

Mseleku said last night that his negotiating team were hoping to hold talks with Sadtu on Thursday: "They (the union) haven't said they will be coming, but the indications are good."

Sadtu president Willy Madisha said he was waiting for a response from the department before he commented on the union's next step: "Our plan is to spend this week briefing our members, the pupils and their parents on why we feel we have to strike."

He said members would not be swayed by the Government's "no work, no pay" threat and would fight for its demands.

Schools could be without teachers indefinitely — Bengu

ET 2/6/98 (321)

TROYE LUND

SCHOOLS across the country would be without teachers from next Tuesday and if the government had not accepted the demands of the SA Democratic Teachers' Union by the end of next week schools would be without teachers indefinitely, Education Minister Sibusisu Bengu said yesterday.

While Anglican Archbishop Njongonkulu Ndungane appealed to teachers to refrain from any action, industrial or otherwise, that would threaten growth and stability, the most powerful workers' unions have thrown their weight behind the strike, along with all the other major teacher unions.

Bengu announced yesterday that he would be making a major statement on the matter in Parliament today. President Nelson Mandela decided not to comment on the looming strike.

Central to the Bengu vs teacher battle is union power.

Teacher unions are demanding that Bengu withdraws policy that gives provinces power to determine how many teachers they employ according to budget.

The unions are adamant that teacher:pupil ratios be determined nationally to attain a uniform standard of education in the country.

Because the unions fear Bengu's new policy will encourage cash-strapped provinces to save money by cutting teaching posts and because unions fear poorer provinces will end up with a lower standard of education than wealthier ones, the unions are also demanding that procedures, rules and criteria for rationalisation and redeployment be determined nationally and not by provinces.

Bengu is expected to backtrack and concede to union demands when he makes his announcement today. But this may not be possible because the policy is in line with the government's move to make provinces independent, financial regions that have a legal obligation not to overspend.

Human resources director of the national education department Duncan Hindle said: "If provinces are autonomous, it is impossible to dictate ratios. This policy is in line with the powers provinces are given by the Constitution."

Principals in dark over teachers' strike as examinations go ahead

ARG 2/6/98 (321)

ANDREA BOTHA
STAFF REPORTER

Cape Town school principals will make contingency plans as soon as they are told next week's teacher strike is going ahead.

The SA Democratic Teachers' Union gave notice of its intention to strike to the national and provincial education departments yesterday.

But by yesterday afternoon many schools had not yet heard from the union and were in the dark about the strike, which is threatening to disrupt crucial mid-year exams.

Most schools have started the exams, which are especially important for matric candidates applying for bursaries, loans and places at tertiary institutions next year.

Education Minister Sibusisu Bengu said yesterday that if the Government did not bow to union demands, schools across the country would be without teachers indefinitely. He was to make a statement in Parliament today.

The action is due to start next Tuesday and continue until Friday.

The principal of Steenberg Secondary School in Retreat, Arnold Marsh, said he had not yet heard from Sadtu representatives at the school and that he knew of the strike only from reading newspapers.

He said the school would "carry on as usual with exams" in the meantime and would try to reach a compromise to enable pupils to carry on writing them.

Eddie Snyders, principal of Garlandale High in Athlone, had also had no word about the strike. Luhlaza Secondary principal Zwandile Hewu said he would meet staff today to discuss the strike.

Mr Hewu, who is also the chairman of Sadtu in the Western Cape, said the union had been lenient and considerate so far.

"In the interests of order and transformation, the minister (Dr Bengu) must move now and display leadership," he said.

The acting principal of Heathfield High, Pat Jones, SACS High principal Gordon Law and Livingstone High's Rhoda Hendricks said they had not been informed of the strike, nor had they made any special plans.

They said they would discuss the issue with staff and parents as soon as they received notice of the strike.

Sadtu president Willy Madisha said the union had decided at a meeting of the national executive committee last week that a strike was their last resort

The union has more than 200 000 members.

"We are trying to appeal to the minister through this action to resolve this chaos," said Mr Madisha. "We are not causing the disruptions. There already are disruptions in schools all over the country. More than 100 schools have closed because they have no teachers."

The National Union of Educators, representing 13 000 teachers in seven provinces, mainly at former Model C schools, has threatened to join Sadtu. Sadtu wants Dr Bengu to withdraw regulations giving provinces the authority to determine their own pupil-teacher ratios.

It also wants a moratorium on the cancellation of temporary teachers' contracts.

■ The South African Students Congress (Sasco) has come out in support of the intended strike and its members will join the industrial action.

Sasco president Jacob Mamabolo said the decision to join the strike was taken because they sympathised with the teachers' demands.

Sasco said its members would take to the streets with Sadtu.

Mr Mamabolo said his organisation would meet Sadtu this week to discuss the position of Sasco members at colleges.

iled opposition leader Etienne Tshisekedi.

Tshisekedi has made participation of his Union for Democracy and Social Progress in government conditional on a resumption of political activity. — Reuter.

Christmas Day last year on suspicion of involvement in a coup plot.

Zambian President Frederick Chiluba had agreed to withdraw the charges against Kaunda on condition Mandela persuaded him to quit active politics, the

terday. "Consultations started on what should be the role of the old man (Kaunda) and what the party should do now," a senior party member said. — Sapa, Reuter.

Zambia's image: Page 10
Comment: Page 11

University of Zimbabwe closed after student riots

BD 3/6/98

(321)

HARARE — Authorities closed the University of Zimbabwe indefinitely yesterday amid fears of a government clampdown after students went on a violent rampage in Harare on Monday.

Reports that the capital's three other education institutions were shut down could not be confirmed.

Hundreds of University of Zimbabwe students carrying their luggage left the campus on Monday as riot police stood by. About 10 000 students were sent home after the closure.

Riot police were also stationed outside the Harare Polytechnic and sealed off Africa Unity Square, the gathering point for demonstrations.

The students began demonstrating last Thursday to demand an inquiry into state corruption and President Mugabe's resignation. They are also demanding a 250% increase in state grants.

Monday's protest involved students charging through the city, smashing shop windows, overturning vehicles and hurling rocks through bus windows. At least one shop was looted.

Home Affairs Minister Dumiso Dabengwa claimed the students were being used by "sponsors of violence and destabilisation". He said they were given money for provisions during demonstrations. He refused to name the so-called sponsors.

On Monday, student leaders sent a petition to Mugabe calling for a commission of inquiry into graft allegations.

Mugabe denies his government is corrupt and has dismissed demands that he should quit in the face of an economic and social crisis.

However over the past six months Mugabe has been rocked by a wave of violent protests about taxes, food prices, war veteran payouts, corruption and student grants, which political analysts see as a vote of no confidence in his leadership. — Sapa, Reuter.

Pupils pledge support for teachers

Primarashni Pillay

THE Congress of SA Students (Cosas) warned yesterday that it would call on its members not to write final exams this year if more teachers were retrenched.

Cosas president Lebogang Maile said teacher retrenchments would affect pupils. Several already did not have teachers as a result of earlier retrenchments.

Several temporary teachers were retrenched at the start of the year as the provincial education departments could not afford to employ them. More temporary teachers could lose their jobs at the end of June.

"We will call on all students from all grades not to write the exams," said Maile. "What are we going to write if we don't have teachers from now to December?"

He called on government to declare education "a disaster area" and requested the urgent intervention of President Nelson Mandela, adding that Cosas had written to Mandela on the issue.

He said the organisation supported the SA Democratic Teachers' Union's (Sadtu) intention to go on strike next week to protest the "unilateral introduction" of regulations on the termination of services of temporary teachers and threats of retrenchment of permanent teachers.

Cosas called for the resignation of Education Minister Sibusiso Bengu, saying he lacked leadership ability "and was not doing enough to come up with solutions". Maile warned that if government fail to respond to their demands, the organisation would embark on mass action at the beginning of the third school term.

Vuyo Mvoko reports from Cape Town that Bengu warned yesterday he would apply the principle of no work, no pay to teachers who went on strike.

"The situation where whole education budgets of provinces are consumed by educator salary bills is not sustainable ... and therefore untenable," he said in Parliament.

He said he had told departmental officials to do everything possible to broker an agreement, but said "we cannot compromise the fundamental principle that the public service is budget driven".

Bengu said controlled only R5,5bn of the R36bn education budget, the rest was controlled by the provinces.

Opposition parties were concerned about the possibility of a strike but expressed sympathy for teachers. They insisted that Bengu take responsibility.

Sapa reports President Nelson Mandela was confident an agreement could be reached that would eliminate the need for the proposed strike, presidential spokesman Parks Mankahlana said yesterday.

Sapa reports from Durban that Sadtu in KwaZulu-Natal has demanded the payment of teachers it said had not received salaries since their reappointment in April. Sadtu official Ndaba Gcwabaza said the union had sent a letter to the provincial education department demanding the payment of members.

Meanwhile, the Natal Witness newspaper reported yesterday that the Natal African Teachers' Union had threatened to embark on actions which would harm the education department more than Sadtu's planned strike, but harm pupils less.

According to a Johannesburg report, Sadtu continued a series of meetings with union members and parents yesterday to discuss the proposed strike. By late afternoon it had shown no sign of accepting a government invitation for a meeting tomorrow.

ECN reported 40 000 Eastern Cape teachers would go on strike on June 12 if government did not respond to Sadtu's demands.

Bengu blames constitution for looming teachers' strike

(321)

ANC wants Government to have more clout on slicing up education budget

Star 3/6/98

By Jovial Rantao
Cape Town

The ANC proposed yesterday that the constitution be reviewed to give the Government a bigger say in allocating the education budget among the provinces.

The proposal was made as Education Minister Sibusiso Bengu took a hard line on the proposed teachers' strike, warning that the principle of no work, no pay would be implemented.

The call to amend the constitution was made by ANC education spokesman Blade Nzimande as opposition parties blamed Bengu for the problems that have led to the threatened general strike by members of the South African Democratic Teachers Union (Sadtu).

"In order to redress education imbalances, the national Government must have a bigger say in the allocation of the education budget both among and within the provinces than is the case at the moment. Educational transformation in the light of the apartheid legacy cannot be meaningfully undertaken through a fragmented and exclusively driven process," Nzimande said.

During a special address to Parliament, Bengu said the current situation where the entire education budget of some provinces was consumed by educators' salary bills was not sustainable in the medium to long term and was untenable in the medium term.

He said it was in Parliament's interest to urgently address the powers of the central Government in relation to the provinces in the field of education.

"It is not the Ministry of Education but the constitution which has empowered the provinces with financial independence where their education budgets are concerned. The unions' demands can therefore be addressed only via an amendment to the constitution, granting my ministry the power to allocate provincial education budgets," Bengu said.

The minister alerted Parliament to the fact that he controlled only R5,5-billion of the R36-billion education budget and yet he was expected to determine provincial educator-learner ratios.

Bengu said the Government was working round the clock to avert the threatened general strike but warned that the Government would not compromise the fundamental principle that the public service was budget driven.

"The learner should not and must not be turned into a pawn in the grand game of political shenanigans," Bengu warned.

He rejected allegations by Sadtu - which, with 170 000 members, is the largest education union in the country - that the ministry had unilaterally implemented a code of conduct and regulations regarding the staffing of schools.

Bid to avert teacher strike

By Jacqui Reeves
Education Reporter

A series of make-or-break meetings between Education Department officials and teacher unions begins today.

The outcome of these talks will decide whether the South African Democratic Teachers' Union (Sadtu) will embark on a nationwide strike independently or with the backing of smaller teacher unions.

The 34 0000-strong Suid-Afrikaanse Onderwysersunie (SAOU) will meet department officials today, while the National Association of Professional Teachers of South Africa (Naptosa), representing 66 000 members, has allocated the next two days to solving its disputes with Government.

Naptosa and the SAOU have been historically conservative unions, never before opting for industrial action. Union leaders said they now had a mandate from members to strike if no solution was found.

"We would probably go for industrial action, but if our negotiations are unsuccessful we will go to our members and secure a vote from them," said SAOU spokesman Piet Martins.

Suzanne Rees, president of Naptosa, an affiliate of the National Union of Educators, said NUE members had "overwhelmingly" agreed to embark on some form of industrial action if talks with the Government collapsed.

"We will not become involved in an unprotected action, but we are tired of the Government's high-handed attitude," Rees said.

The strike action, due to begin on June 15, would be preceded by countrywide protests next week. It comes in the wake of regulations on post provisioning gazetted in April.

▶ Bengu blamed ... Page 6

Cosatu ready to fight ANC over job cuts

Star 3/6/98 (321)

Federation rejects bid to axe 55 000, and voices support for teachers

By Hopewell Radebe
Political Reporter

The Congress of South African Trade Unions is heading for a showdown with the Government over its threat to axe 55 000 public servants and its handling of teachers' grievances.

Cosatu said its alliance partner – the ANC – was acting "provocatively" and accused it of breaking the country's laws.

Cosatu deputy secretary-general Zwelinzima Vavi said in Johannesburg yesterday the federation would resist proposed massive retrenchments in the public and private sectors.

Cosatu's central committee, which is scheduled to meet this month, would develop a "militant programme of action that will include its members in a campaign to defend their jobs", he said.

"We find it provocative for the Government to propose massive job cuts on one hand, then talk about job creation and the job summit on the other hand.

"The Government is making these threats while the alliance is in the middle of a debate to find a uniform approach on state restructuring," Vavi said.

The union also pledged to fight the battle for the teachers because the crisis in education was affecting their members who were parents of schoolchildren.

"The Government should make all attempts to avert the teachers' strike and we are prepared to assist in the negotiations," Vavi said.

He said Cosatu was dismayed by the refusal of the Government to meet the teachers' demands and also disturbed by Anglican Archbishop Njongonkulu Ndungane's pressure on teachers in asking them to withdraw their planned strike action.

"It is wrong for the archbishop to appeal to teachers to go back to work and not make an appeal to the Government to find a solution to the crisis.

"Cosatu and Sadtu are available to resolve the dispute before teachers embark on the strike. However, if the Government continues to be rigid in its approach, Cosatu will not have an alternative but to stand with its members," Vavi added.

He blamed the Department of Education for its unilateral declaration of policy on rationalisation of education, termination of temporary teachers' services, and a further threat of retrenchments of permanent teachers.

"This seeks to undermine the Government's own law – the Labour Relations Act ... negotiating in bad faith will not take this country anywhere."

Bengu takes hard line on strike

ET 3/6/98 (321)

TROYE LUND
EDUCATION WRITER

THE government will meet the threatened teachers' strike next week with steely resolve and apply the principle of no work, no pay, Education Minister Sibusiso Bengu told the National Assembly yesterday.

"This is no time to use pupils as pawns in a grand political game," said the minister, who was granted the unscheduled address in Parliament to explain why bargaining in the Education Labour Relations Council (ELRC) had failed to avert a national strike.

The unions demand that Bengu revoke his decision to allow the provinces to determine teacher numbers.

But Bengu argued that constitutional clauses giving discretionary power to provinces prevented him from withdrawing the policy. He said another obstacle was that he controlled just R5,5 billion of the R36bn budget.

He said he had to hand provinces the responsibility to determine teacher numbers according to their budgets.

All major teachers' unions are demanding that Bengu withdraw this policy, which he declared without their agreement.

The South African Democratic Teachers' Union (Sadtu) has given notice that it will begin striking next week.

Negotiations in the ELRC had reached deadlock and mediators had been called in to resolve the impasse, but Bengu declared the policy before mediation was complete.

After accusing Sadtu of "filibustering" during the negotiations on redeployment, he rejected the union's claim that there had been no consultation.

"There was consultation. But we could not consult until the cows came home. With the new financial year approaching I, as the minister, had no choice but to proclaim the regulation," Bengu said.

The previous system whereby provinces had to adhere to nationally determined teacher:pupil ratios had landed them with staff bills which consumed 100% of their education budgets.

Even if the Constitution was changed and teacher:pupil ratios were determined at a national level, schools would still have to be staffed according to available finances, and teachers would still have to be deployed according to school needs, Bengu said.

But the unions said although Bengu was restrained by the Constitution, this did not stop him from setting national norms.

Provinces would not be bound by these but there would be political pressure to adhere to them.

● See Page 15

More teachers planning to strike

BD 4/6/98 (321)

Primarashni Pillay

THE national education department has come under more pressure with the country's second-largest teacher union, the National Professional Teachers' Organisation of SA (Naptosa) announcing its intention to strike. Last week, the SA Democratic Teachers' Union (Sadtu) said it would strike next week.

Like Sadtu Naptosa, whose 66 000-strong membership consists largely of white and coloured teachers, is protesting against the national' education department's teacher rationalisation and retrenchment policies.

The grievances centre on the gazetting by the department recently of regulations that provincial education budgets should determine the number of teachers employed. The unions are aggrieved at the termination of services of temporary teachers.

Although Sadtu intends beginning its protest action next week, it is continuing negotiations with government.

Naptosa president Leepile Taunyane said yesterday that Naptosa met the department in a mediation meeting, but the department failed to meet the union's demands. "Naptosa has demanded the withdrawal of the regulations relating to the provision of educator posts," he said. "The employer is not prepared to do so."

He said the retention of these regulations was a threat not only to teachers' job security, but also to the provision of education in general. The successful introduction of outcomes-based education and the new curriculum would also be affected.

"In future the number of teachers at schools will be determined on a basis which does not take into account educational needs," he said.

Taunyane said Naptosa was sensitive to the inconvenience any strike action might cause, "but in the interest of educators and learners, it is forced to resort to strike action".

He said the union's executive committee would meet tomorrow to decide on strike action strategies.

Meanwhile, Sapa reports, the Catholic Institute of Education has urged roleplayers in education to avoid disruption in schools at all costs.

"We call on the national and provincial education departments and all stakeholders in education to proceed with caution and to do whatever is required to avoid disruption of teaching and learning programmes in our schools," institute deputy director Nathan Johnstone said yesterday.

He said stability in the education sector was critical to the transformation of SA.

The largest teachers' union, Sadtu, with 170 000 members, served the department this week with seven days' notice of its intention to go on an indefinite strike over rationalisation.

A third teachers' union, the SA Onderwysersunie, would take a decision on industrial action over the same issue today, CE Pieter Martins said.

ECN reports from Grahamstown that the traditionally white Eastern Cape National Union of Educators has not been asked to join the other unions in their planned nationwide strike.

The chairman of the Eastern Cape union Peter Hollely confirmed this yesterday.

"Most of my teachers are members of the union and we see striking as a last resort. The teachers are torn between going on strike and the education of their pupils."

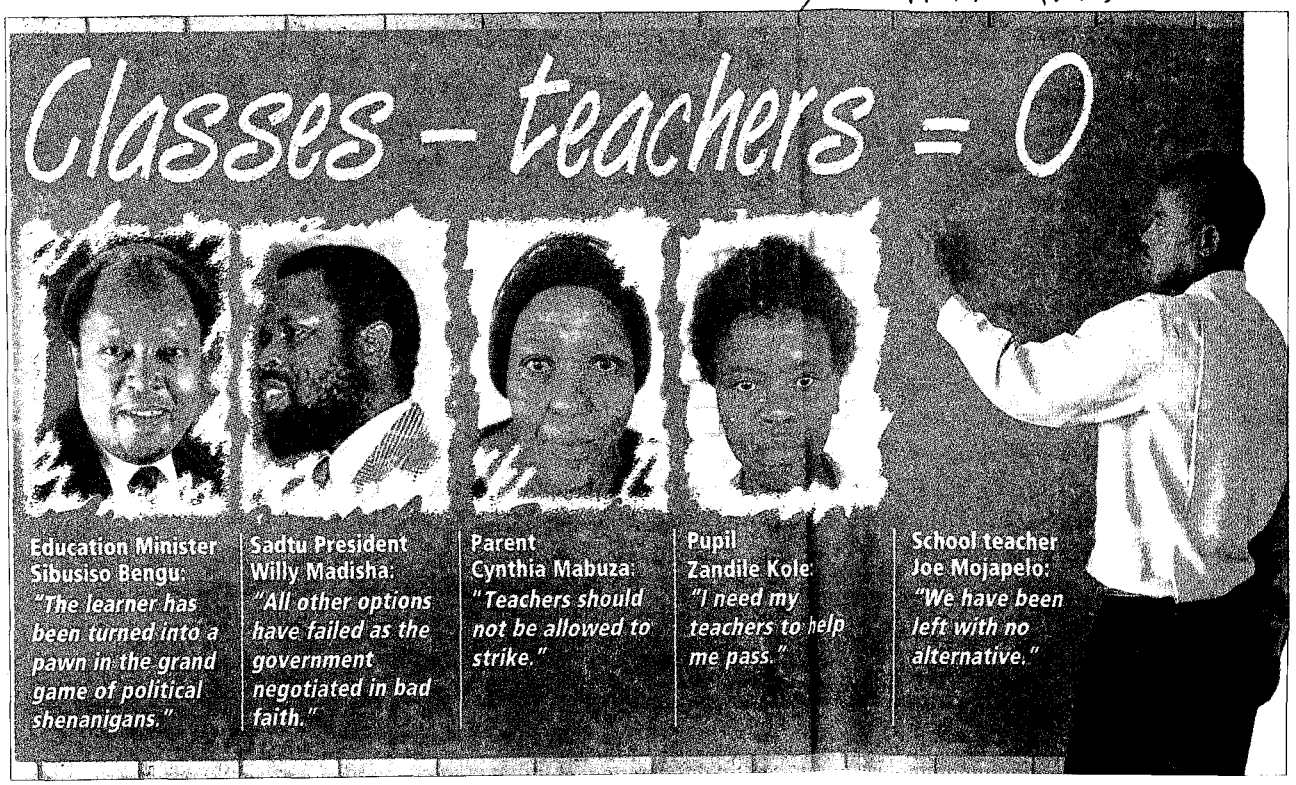
Duncan Hindle, chief director of human resources in the education department, said that at a meeting with Sadtu yesterday, proposals had been tabled and the department was still "reasonably" confident a solution would be found.



Teachers, parents, unions, officials and pupils share their views on the deepening crisis with The Star's education reporter Jacqui Reeves

Education poised for bitter showdown

Star 4/6/98 (321)



...e Problem

...e South African Democ... ...ic Teachers' Union ...dtu) this week issued the ...tional Department of Ed... ...ation with a formal notice ... strike.

The union's regions have ...nducted a series of na... ...nwide meetings this ...ek to explain the need for ...ike action to members as ...ll as pupils and parents ...o will be affected.

The planned chalk-down ...ll begin on Tuesday with ...otest actions that will in... ...ude shorter classes and ...arches through the city. ...e full-scale strike is due ... start on June 15.

Having negotiated un... ...ccessfully with the Gov... ...nment in various forums ...er the past ten months, ...dtu cried foul when the ...inister of Education, ...busiso Bengu, gazetted ...gulations on post provi... ...oning in April this year.

The regulations grant ...ovinces the right to set ...acher:pupil ratios and ...aves teaching posts at the ...ercy of provincial bud... ...ets. Provinces will have to ...nploy teachers according ... what their budget allows, ...ther than the area's needs ... predetermined ceilings ...n class sizes.

...he Pupil

...ndile Kole's entire de... ...eanour changed suddenly ...hen she heard that her ...eachers might be about to ...o on strike.

The 14-year-old girl ...lumped down in her chair ...nd shook her head despon... ...ently as she digested the ...ews. Kole's reaction was ...irrored by her friends, all ...upils at the Protea South ...rimary School in Soweto, ...arking nervous whispers ...d discussions.

"If it happens we will ...ever cope because we need ...ur teachers to help us ...ass," Kole said.

The schoolgirl's worries ...orsened when she consid... ...red what her parent's reac... ...ion to the strike threat ...ould be.

"We were not given text... ...ooks or writing books this ...ear so I asked my parents ...o buy them for me. They ...ave also paid the school ...oney and if I tell them I will not be writing my exams they will be very angry," she said.

The Teacher

One man who will be joining Sadtu's marching masses over the next two weeks is one of Kole's teachers – Joe Mojapelo.

Mojapelo was born and raised in Soweto and has taught there for 18 years. His 15 and 9-year-old children attend Soweto schools and are taught by Sadtu members, so when Mojapelo is out striking, his own children will be among those bearing the brunt of the union's actions.

"Obviously it concerns me that children will be without teachers but we have been left with no alternative," he said.

The 39-year-old teacher fears Gauteng will soon be facing the same education crisis the Eastern Cape and the Northern Province currently find themselves in, and believes control over educational budgets should not be devolved to individual provinces.

Mojapelo is concerned that Protea South's class sizes, some which already hover around the 56 pupils to one teacher ratio, may worsen if the province proposes more staff cuts. He is sceptical about the ability of the Gauteng Department of Education to keep schools going and has accused them of "not delivering".

Increasing financial burdens that schools are having to place on poor communities will, according to Mojapelo, be the catalyst that will spark support for the Sadtu strike from parents.

"I think parents will understand why we feel we have to strike when we tell them why the provinces should not be controlling the (education) budget," he said.

The Parent

Cynthia Mabuza is one of the parents that Joe Mojapelo will have to try to convince of the strike's merits.

Taking time out from sweeping the floors of her Protea South home, Mabuza sits down on one of the odd assortment of couches, frowning deeply.

Mabuza has two children, 13 and 16-years-old, both attending schools in Soweto. Her response to the news of the impending strike is swift and bitter.

"Well then they (her children) are going to fail," she said adamantly.

She also chastised Sadtu for threatening the strike action a week before the mid-year examinations were about to start. Her eldest child is due to write his first examination on Monday.

The Unionist

Sadtu president Willy Madisha this week defended the actions of his union, saying the Government had left them no other choice.

"All other options have failed as the Government negotiated in bad faith. The minister has flexed his power so what avenues have been left for Sadtu?" he asked.

Madisha said the strike action came as a last resort after ten months of negotiating in the Education Labour Relations Council, the National Economic Development and Labour Council (Nedlac), various bilateral talks and mediations.

The key issues of dispute all deal largely with educator provisioning. The norms and standards around this provisioning include teacher:pupil ratios, class sizes and workloads.

The retrenchment of both permanent and temporary teachers is another dispute and is closely linked to the broader rationalisation plans of the department. Sadtu is also disputing its perceived lack of involvement in the planning, discussion and finalisation of education budgets.

Madisha this week told The Star that the devolution of power to the provinces would lead to further inequalities between different parts of the country.

Though Sadtu admits that the Nedlac process of negotiations was successful and lead to the establishment of committees to deal with identified problem areas, Madisha said the department was rarely available, causing the meetings to be postponed.

During mediation on the issues of post provisioning and staff rationalisation, Bengu went ahead and gazetted his new regulations on the matter, leading to Sadtu's accusation of negotiating in bad faith.

The Minister

Education Minister Sibusiso Bengu this week denied allegations of heavy-handedness, saying teacher unions had been consulted throughout the post provisioning process.

"We could, however, not consult forever. Our business is governing and governing we did."

The Deadline

Tomorrow will be the last day that Sadtu, and various other teacher unions, will have to lock themselves in conference rooms with Department of Education officials and battle out their differences.

If the meetings do not result in some sort of amicable agreement, Sadtu's strike will proceed and industrial action from other unions will follow.

As we finished speaking the school bell rung signa... ing the end of the mornin... break at Protea South Pr... mary School. One of Kole... friends jumped up in ... panic when she realised s... had not finished the mat... homework.

"It doesn't matter an... way," was Kole's sullen r... sponse, "It seems that ... next week no one is going ... care."

Teacher crisis grows as second union serves notice to strike

By Jacqui Reeves
Education Reporter

The "strike fever" that is currently tearing through South African teacher unions could result in more than 270 000 teachers embarking on strike action within the next two weeks.

The National Association of Professional Teachers of South Africa (Naptosa) yesterday became the second union this week – after the South African Democratic Teachers' Union (Sadtu) – to submit a notice of intention to strike to the Department of Education.

Suid-Afrikaanse Onderwysersunie (SAOU) chief executive Piet Martins said the union would also have made a decision on whether to strike by tonight.

The SAOU has pinned its flagging hopes of resolving the dispute on a final meeting with Education Department officials scheduled for today.

Naptosa president Leepile Taunyane said mediation with the department on the state's rationalisation policies and the effect of this on teachers had not succeeded, leaving the union with no option but to strike.

Taunyane said the department's new regulations on post provisioning – the setting of teacher-pupil ratios by the Government – did not take educational needs into account and would spell trouble for the successful implementation of the Outcomes Based Education programme and the new curriculum.

The SAOU said action had to be taken to pull the country out of the "education crisis that it is in".

"I think everyone has now realised that we are in a crisis, but no progress is being made to end it. Our members are now expecting us to take some decisive action," Martins said.

Sadtu's strike action, due to begin on June 15, would be preceded by countrywide protests next week. The regulations on post provisioning were gazetted in April.

▶ **Bitter showdown**
... Page 8

(321) Star 4/6/98

More teachers to join strike

CT 4/6/98 (321)

TROYE LUND

WHILE South Africa's school principals appealed to the South African Democratic Teachers' Union (Sadtu) not to strike and urged Education Minister Sibusisu Bengu not to be so "high-handed", a second teachers' union gave notice yesterday that it, too, would join next week's strike.

"The National Professional Teachers' Association of South Africa has no other option but to go on strike from next Wednesday. Our employer has been unable to meet our demands, and mediation has failed," said Leepile Tauyane, president of the 66 000-strong union.

By yesterday all indications were that the disputes between the department, the National Union of Educators (NUE) and the Suid-Afrikaanse Onderwys Unie (Saou) would result in industrial action.

All major unions are united against Bengu, who has proclaimed a policy, without the unions' approval, that gives provinces the power to determine teacher/pupil ratios according to what they can afford.

This is unacceptable to teachers. They want norms for schools, which include how many teachers should be allocated to each school, to be set at a national level.

The most significant implication of giving provinces this power is that poor provinces would not be able to pay as many teachers as wealthier provinces. Development in different provinces would be uneven and different standards of education would be offered in different regions.



WILLING TO DEAL: Sibusisu Bengu

Another union concern is the huge debt the nine cash-strapped education departments have to repay.

Provinces could fire vast numbers of teachers during hard times, or they could hire the least experienced and cheapest teachers. The more experienced teachers would be attracted to wealthier provinces.

Principals, agreeing that the department has not done enough to narrow the gap between privileged and poor public schools, want teachers to keep the disastrous consequences of a strike in mind.

"A strike would also do most damage to former black schools," said the South African Principals' Association general secretary Melvyn Counsell. "Privileged schools can cope with a week off, but disadvantaged schools need all the time possible."

He said unions had a responsibility to continue negotiating a settlement.

Bengu said he was willing to broker a deal, but on the core issue of provincial power he could not budge because the power was given to provinces by the Constitution.

'A strike for the poor' – teachers' leader

We won't back down, says history master who heads Sadtu

(231) ART 4/6/98

ANDREA BOTHA
STAFF REPORTER

Willy Madisha is a high school teacher who worries about the state of education, job security, transformation, budget cuts and the impending strike – just like any other teacher in South Africa

But Mr Madisha is not your average history teacher – he is also president of the largest teacher union in the country, which is planning to lead thousands of teachers out on strike next week.

The South African Democratic Teachers' Union has called for mass teacher protests from Tuesday.

The union's main gripe is against regulations passed by Education Minister Sibusiso Bengu earlier this year giving provinces the authority to determine teacher-pupil ratios and the rationalisation programme.

The union also wants a moratorium on the retrenchment of permanent and temporary teachers, and the reinstatement of teachers encouraged or forced to leave the profession over the past year.

The teacher-pupil ratio regulation is the one that upsets the union most, as it will mean richer provinces, like the Western Cape, will be able to appoint more teachers than poorer provinces, like the Eastern Cape.

Mr Madisha has been a teacher for 16 years. At Ramavele High School in the Northern Province, he teaches history to grades 11 and 12 (standards nine and 10) and English to all grades.

"I understand how difficult it is to have 40 children in your class. It is a big workload and it is difficult to attend to everyone," he says.

Yet it was important that the ratio of 35:1 in high schools and 40:1 in primary schools be enforced as a national norm.

He says the unions can negotiate better ratios later, but this ratio would at least alleviate the plight of teachers in rural areas who are teaching up to 100 children.

The union has taken a firm stand on its demands and refuses to back down, in spite of a "no work, no pay" threat by Professor Bengu.

He has offered to withdraw one of the regulations affecting rationalisation, but the union is not impressed.

"It is all or nothing," says Mr Madisha firmly.

The union is a relatively young organisation, formed in 1990 by Mr Madisha and others to address apartheid education and help with transforming education.

It has grown steadily and is the only South African teacher union to be a part of Education International, which has 30-million members.

"We in Sadtu see ourselves as part and parcel of the working class in this country," he says proudly.

Mr Madisha, 40, is married with two daughters, the eldest in grade 7 at a state school.



All or nothing: union chief Willy Madisha

Third union joins strike by teachers

CT 5/6/98 (3)

PRETORIA: A third teacher union said yesterday it would embark on industrial action because of the rationalisation policies of the Department of Education.

The SA Onderwysersunie served 14 days' notice to this effect on the department, chief executive Pieter Martins said here.

"Our plan of action will be finalised soon, and will culminate in members withholding their services." A go-slow was one option under consideration, he said.

Last-ditch efforts to avert a national strike by the two larger teacher unions were underway yesterday afternoon.

The SA Democratic Teachers' Union on Monday notified the department that its 170 000 members would strike if the union's demands were not met.

On Wednesday the National Professional Teachers' Organisation followed suit.

Naptosa claims to represent 66 000 teachers.

SAOU said it was clear the state had no long-term solutions to the problems teachers faced.

All three unions demand the withdrawal of regulations published in April by Education Minister Sibusiso Bengu on the provision of teacher posts. They contend that the regulations could result in 43 000 teachers losing their jobs.

Martins said the SAOU would meet Bengu next week. The outcome would determine the union's final programme of action. — Sapa



Stationary ... sitting among a sea of teachers, this little boy was unable to keep his eyes open during a meeting of the Soweto branch of the South African Democratic Teachers' Union yesterday, at which members discussed an impending strike.

Last-ditch bid on Monday to keep teachers from striking

Star 5/6/98 Sapa

Failure expected to mean 250 000 will walk out of classrooms across the country

By Jacqui Reeves and Sapa

SA Democratic Teachers' Union and Education Department officials will on Monday make a last-ditch effort to avert a strike which could bring education in the country to a standstill.

If this final attempt to break the deadlock over planned teacher retrenchments fails, more that 250 000 teachers are expected to go on strike on Tuesday, Sadtu's general secretary Thulas Nxesi said today.

And yesterday two other unions, the 34 000-strong Suid-Afrikaanse Onderwysersunie (SAOU) and the National Association of Professional Teachers of South Africa, have threatened strike action as negotiations broke down.

Nxesi said although yesterday's lengthy meeting with the department had not yielded results, it had been agreed that the two meet again before Tuesday – the day Sadtu has given notice to start the strike – to resolve differences.

"We are going into that meeting with open minds. But it must be made clear that if the meeting fails to resolve the problems, then we have no choice but to go ahead with our strike," he said.

All three unions are demanding the withdrawal of regulations published in April by Education Minister Sibusiso Bengu on the provision of teacher posts. They contend that the regulations could result in at least 43 000 teachers losing their jobs.

The SAOU is to embark on protest action after a two-week "grace period" allowing for the legally required notice time as well as last-ditch efforts to avert the strike action.

A meeting between the union and Bengu is scheduled for Thursday.

Sadtu plans to begin countrywide protest action on Tuesday when its 170 000 members will abandon classes at 10am to attend branch meetings.

Though the SAOU has abandoned hope of reaching an agreement with the Government's negotiators, it will monitor the status of other discussions. The executive committee will meet after the grace period to decide what form the protest action will take.

The third teacher union, the National Association of Professional Teachers of South Africa, has given notice of its intention to strike.

Gauteng Education MEC Mary Metcalfe said last night she would be working in close contact with the national department to resolve the crisis. "We are very keen to find some middle ground and will work very hard in the next few days to try and find this," she added.

At a mass meeting of the Soweto branch of Sadtu yesterday, branch chairman Nkosana Kubeka warned teachers to be disciplined during the planned protest and strike action.

"Let us be disciplined, let us honour our actions, let us follow the directions of our leaders," he said.

CAPE ARGUS, **FRIDAY**, JUNE 5, 1998

Axed teachers to get pay this month

Process for temps 'takes longer'

ARG 5/6/98 (p21)

JERMAINE CRAIG
STAFF REPORTER

Permanent teachers who asked for severance packages will know by the end of the month whether their applications have been successful. All temporary teachers entitled to payouts will get them by the end of the month.

This is the goal of the Western Cape Education Department whose staff are working round-the-clock to process thousands of payments to permanent and temporary teachers who have left the profession since the end of last year.

By the end of last month only 139 of the 3 303 temporary teachers who were axed without notice in December had received the payments promised to them.

Financial manager of the department Andries van Niekerk said the department had also received about 2 500 new applications for packages from permanent teachers who would leave in July. Of these 1 725 had been evaluated and 236 turned down.

There has been widespread criticism of the department's handling of the severance payments. Some unions have slated the process as a fiasco.

South African Democratic Teachers' Union spokesman Don Pasquallie said six weeks was "a reasonable time" to wait for payment but six months was "ridiculous".

Mr van Niekerk said: "It is not a simple issue. We did everything we could – we threw all the money and resources we could into this project. There is a lot of dedication in this department. It is just that we are understaffed."

In spite of half the department's administrative posts being vacant, 10 people had been assigned to work on voluntary severance packages and another 10 to deal with inquiries.

Temporary teachers were promised they would be paid for leave they were due and a week's salary for every year of service.

Mr van Niekerk said it took three times longer to process payments for temporary teachers than for permanent staff as it was much more difficult to trace their employment history. But the most difficult work had been done and the process would now be "very quick".

Strike looms as last-ditch talks fail

ANDREA BOTHA
STAFF REPORTER

An emergency meeting last night between education authorities and union negotiators failed to avert the nationwide teacher strike planned for next week.

South African Democratic Teachers' Union chief negotiator Thulas Nxesi said after the eight-hour meeting in Pretoria last night that mobilisation for the strike was going ahead as planned.

"We have clarified our demands and heard new proposals from the department but these are still far from meeting our demands," he said.

Further meetings between education officials and unions would take place over the weekend and on Monday, he said.

Meanwhile momentum for the strike is building with the decision by two more teacher unions to join Sadtu's protest against the Department of Education's rationalisation policies.

The SA Onderwysersunie, representing 34 000 teachers from mainly Afrikaans schools, and the National Professional Teachers' Organisation, representing 66 000 teachers, have said they will take protest action next week but have not indicated what form this will take.

Strike could trigger exam crisis

(321)
Star 6/6/98

Another disastrous matric year is predicted as pupils will be left high and dry at critical mid-year period

The teachers' strike and go-slow planned for next week could spell disaster for matriculants at the end of the year, resulting in more failures and an increase in student numbers next year.

In 1997, a total of 147 894 pupils were forced to repeat a year of education after failing. More than 22 000 of these were grade 1 pupils, while 7 421 matriculants repeated their final year, at a total cost of R380-million to the government.

Providing stationery and equipment for these repeaters cost the Gauteng Department of Education a further R3-million.

If strike action continues as planned, these figures could increase at the end of 1998, plunging the cash-strapped Eduction Department into yet another dilemma.

Far from realistic

Gauteng Education MEC Mary Metcalfe is adamant that the 1998 matric results will show a marked improvement on last year's. With the matric June exams, which act as a foundation for the final exam, now in jeopardy, her predictions appear to be far from realistic.

"The strike will affect the exams but we are not that concerned with it right now," said Tshepo Mathoglana, Metcalfe's spokesman.

More concerned, though is, National Party spokeswoman on education Juli Kilian, who believes the planned strike action would have disastrous consequences.

"The pass rate in black areas was 27% last year. How can that improve this year if our teachers aren't teaching?" she asks.

Kilian says the culture of learning and teaching that Metcalfe often refers to "is a myth". She says Metcalfe has said she does not have the power to force teachers to conduct classes during holidays to help pupils to complete their syllabus.

"Those pupils at well-off, privileged schools will find their teachers putting in more effort and conducting extra classes, which you will not find in more disadvantaged communities," says Kilian.

It is this varied commitment among teachers that prompts her to condemn blanket increases for educators, especially matric teachers.

Kilian believes that matriculants will bear the brunt of the planned strike action.

Last year, 39 000 matrics failed and only 13 000 were accommodated at schools this year. This figure is set to increase, if educators' attitudes are anything to go by.

Laban Motlhabi Comprehensive School in KwaThema achieved a 29% pass rate last year. This year it faces the threat of a repeat performance.

"We are praying for the unions and the department to reach a compromise, because our matrics will suffer heavily if the strike goes on," says teacher Walter Mashego.

Another KwaThema school, which last year improved its matric results from a dismal 9% to 45%, fears that all its hard work and success will be wiped out by the strike action.



elliott SYLVESTER

Steven Nkosi, principal of Tlakula High School, said he feared his pupils would become demotivated and lose their drive to achieve good marks.

"We won't be able to finish our syllabus, and that means our pupils will not be ready for the external exam at the end of the year," Nkosi says.

Already faced with a shortage of teachers, a lack of funds and equipment, the strike comes at a bad time for all matrics.

"The June mock exam is vital preparation for the finals, and helps the confidence of the students when they have to write the external exam at the end of the year."

Nkosi is doubtful that the unions and Government will reach a compromise.

"It is hard for me to support or condemn the strike action because of its significance, but the Government is not playing its role in educating our children," a concerned Nkosi says.

Another emerging role-player in next week's planned demonstrations is the National Professional Teachers' Organisation of South Africa. Naptosa has joined the South African Democratic Teachers' Union only in the past week, which means any action it takes has to be preceded by a seven-day notice period. This effectively limits the start of any protests to Friday next week.

Spokesman Henry Hendricks says: "The interests of our pupils is very important to us and we are still hoping for intervention in the matter to avoid any detrimental action to our pupils."

He says the threat to matrics is a matter for concern but, "anything could happen between now and next week".

Even though the Congress of South African Students has come out in support of the strike, its president Lebogang Maile says matric results would be adversely affected.

"The results will be poor and we will be very lucky if we achieve a 50% pass rate at the end of the year."

Maile feels this is strong enough motivation to call for the postponement of the final exams.

"A demotivated student who has not prepared properly will fail, and we should try to avoid that."

Spending on repeaters

The end-of-year matric results will not serve just as an assessment of the year's education but is also an entry specification/requirement for tertiary institutions.

The Democratic Party's Brian Goodall says it is a great pity that money needed for equipment at schools will now have to be spent on repeaters. "The ANC created this culture of unrest in education to fight the struggle; now they need to fight the struggle to instil the culture of learning."

The main role-players will continue to lock horns at the weekend in an effort to carve out an amicable agreement, but till then, pupils all over South Africa must wait to see which direction education will be pushed at this critical time.

Education crisis looms

Matrics may bear the brunt of teachers' strike

(321)

AA LT 6/6/98

ELLIOTT SYLVESTER

The pending teachers strike and go-slow action planned next week could once again spell disaster for matriculants at the end of the year.

About 300 000 teachers are expected to go on strike if a meeting between the Department of Education and South African Democratic Teachers' Union (SADTU) on Monday fails to break the deadlock over planned teacher retrenchments.

Although the Congress of South African Students supports the strike, Lebogang Maile, its president, said matric results would be adversely affected.

"The results will be poor and we will be very lucky if we achieve a 50% pass rate," he said.

Last year, the matric pass rate in the nine provinces was the worst ever recorded, although Western Cape students outshone their counterparts.

But, in Gauteng, a total of 147 894 students were forced to repeat a year of education after failing. More than 22 000 of these were grade one pupils while 7 421 matriculants repeated their final year at a total cost of R380-million to the provincial government.

Although the Western Education Department outperformed its upcountry counterparts – the overall matric pass-rate in the province was 76,3% – principals now fear that the growing education crisis could result in a drastic drop in the pass rate in this province.

Due to budget cuts in the Western Cape, more than 3 000 teachers were axed without notice, while further cutbacks in the number of teachers are expected to follow.

Meanwhile, Mary Metcalfe, Gauteng's Education MEC, was adamant that the 1998 matric results would be a marked improvement on the dismal 1997 results.

Tshepo Mathoglana, Ms Metcalfe's spokesman, said: "The strike will affect the exams but we are not that concerned with it right now."

However, a National Party spokesperson Juli Kilian said strike action would have disastrous results on education: "The pass rate in black areas (in Gauteng) was 27% last year. How can that improve this year if our teachers aren't teaching?"

She said the culture of learning and teaching to which Ms Metcalfe often referred was "a myth".

She said Ms Metcalfe had said she couldn't force teachers to conduct classes during holidays to help students to complete their syllabus.

"Pupils at well-off, privileged schools will find their teachers putting in more effort and conducting extra classes which you will not find in more disadvantaged communities," said Ms Kilian.

Brian Goodall, of the Democratic Party, said it was a great pity that money needed for equipment at schools would now have to be spent on repeaters.

"The ANC created this culture of unrest in education to fight the struggle, now they need to fight the struggle to instill the culture of learning," he said.

Laban Motlhabi Comprehensive school in KwaThema achieved a 29% pass rate last year. This year they face the threat of a repeat performance. Teacher Walter Mashego said: "We are praying for the unions and the department to reach a compromise because our matrics will suffer heavily if the strike goes on."

Another KwaThema school, which improved its matric results last year from a dismal 9% to 45%, fears that all its hard work and will be annulled by the strike action.

Steven Nkosi, principal of Tlakula High, said: "We won't be able to finish our syllabus and that means our pupils will not be ready for the external exam at the end of the year."

Meanwhile, the National Professional Teachers Organisation of South Africa said this week that it would join SADTU in strike action. Its late arrival means the protests will have to start next Friday after a seven-day notice period.

Spokesman Henry Hendricks said: "The interests of our pupils are very important to us and we are still hoping for intervention in the matter to avoid any detrimental action to our pupils."

ANC meets to stop teachers' strike

CP 7/6/98 (321)

By MOSES SHIBA

A LAST minute settlement could avert what could become a crippling teacher strike this week.

This follows a high level meeting called by the ANC and attended by Education Minister, Professor Sibusiso Bengu and the South African Democratic Teachers Union.

City Press has learned that an agreement to avert the strike is already on the cards and could be announced when the parties meet tomorrow to iron out remaining issues at table.

A crisis meeting called by the ANC and attended by the South African Democratic Teachers' Union (Sadtu) and Bengu is set to have achieved success in reaching agreement on pertinent issues the teacher organisations had earlier raised.

The impending strike could affect millions of students as more than 270 000 Sadtu affiliated teachers take to the streets.

Friday's meeting at the Albert Luthuli House (formerly Shell House) was also attended by the South African Communist Party and the Congress of South African Trade Unions.

On Friday the Education Department proposed the withdrawal of its controversial retrenchment resolutions.

The outcome of tomorrow's meeting may also decide whether the second largest union the National Professional Teachers' Organisation of SA (Naptosa) and the Suid-Afrikaanse Onderwysersunie (SAOU) will also continue with their threat.

All the unions have informed the education ministry of their intention to strike because of the continued teacher retrenchments, rationalisation and right-sizing policies.

The unions have also demanded that the education department cut its teacher-pupil ratio to 34:1.

ANC director of information and publicity, Ronny Mamoepa, told City Press after Friday's meeting that the ANC/SACP/Cosatu alliance met because they wanted to avert the strike which could cripple education in the country.

"We discussed elements of the common education dispute and I want us to give Monday's meeting a chance by not pre-empting its outcome," said Mamoepa.

City Press asked him if Naptosa and SAOU were also invited to tommorow's meeting where all unions can reach a consensus.

He said: "The issue of meeting with SAOU and Naptosa didn't aris at this meeting.

"The ANC-led alliance will look at many elements to seek a common ground."

Naptosa this week took a decision to serve Bengu's department with a notice to strike - for the first time since their inception, but are willing to drop the strike threats if the education ministry comes up with an ammicable offer.

Henry Hendricks, Naptosa chief negotiator, said they wouldn't compromise on their demands when they meet this week with Bengu's ministry.

"After they meet Sadtu they have to meet us and we will study their offer as well and are prepared to call off the strike if they are favourable.

"But we won't compromise on our demands because this is not only about teachers and pupils, but the country's future," said Hendricks.

The SAOU on Friday held bilateral talks with the ministry where several proposals were which could see the strike called off-should they be met.

The outcome of the second meeting with Bengu on Thursday, will determine whether SAOU will continue with their strike action.

SAOU said a workable solution could be found if government could withdraw the April 17 law sacking temporary teachers. They demanded:

☐ The extension of contracts for temporary teachers from July 1, 1998 to December 31, 1998, despite Free State awaiting the outcome of a court interdict and while KwaZulu-Natal is in a process of advertising temporary posts for permanent appointments;

☐ That an average pupil-teacher ratio of 34:1 be considered, to make the jobs of educators more effective.

Meanwhile there were mixed reactions to the education crisis.

KwaZulu Education MEC Doctor Vincent Zulu, said they hoped that Sadtu would meet with them "because they walked out of our chambers."

"We have made it possible for 419 teachers to return and we will investigate the claims that we are paying 'ghost' teachers."

In Mpumalanga, Peter Maminza spokesperson for Education MEC, said there was effective schooling even though teachers were holding meetings, but said he hoped this week's meeting will be favourable.

MEC for Education in Northern Province Joe Phaahla, who was called on to resign by Congress of South African Students, said he welcomed Friday's meeting between the ANC alliances "because we are trying to improve the quality of education."

Gauteng MEC Mary Metcalfe said the meeting's resolutions were urgent for the sake of education and "I hope both parties will compromise.

Teachers paid R2m a month to 'twiddle their thumbs'

(321) ST 7/6/98

ANDRE JURGENS

NEARLY 300 teachers are being paid a total of R2-million a month to stay at home — in a province that cannot afford to pay office rentals, telephone and electricity bills or buy new textbooks.

This emerged on the eve of a threatened strike to protest against plans to retrench thousands of teachers because there is not enough money to pay them.

The idle Eastern Cape teachers and headmasters were forced out of their schools by pupils and community members for various reasons. They include community members being upset that they were not consulted about the appointment of principals, and accusations of misconduct against individual teachers.

Disciplinary proceedings have been taken against some teachers accused of misconduct.

The Democratic Party leader in the Eastern Cape, Eddie Trent, said: "With the education crisis we have here, surely the department should redeploy these people to other schools, rather than pay them to twiddle their thumbs at home."

Provincial education spokesman Phaphama Msenyama said: "We are negotiating to get these people back to their jobs. We cannot afford to have pupils without teachers. There is no money to give them replacement teachers."

The province has only R63-million of its R6,4-billion budget left, and it is expected to run out of money at the end of this month. In a blunt warning, provincial education minister Shepherd Mayatula said: "The department cannot operate with this level of funding."

The results of the cash crisis include:

- Thousands of pupils being stranded at home because the department cannot pay the bus company contracted to transport them to school;
- Electricity being cut off at schools because the department cannot afford to pay the bills;
- A number of schools having no working toilets or running water;
- Lujiza Public School in Duncan Village, East London, with more than 1 000 pupils, being declared a health hazard. The principal, Nomsa Lizo, said the school governing body had done everything possible to get six blocks of dilapidated toilets working again, but the department said there was "no money" to fix them. The school now faces closure; and
- A number of private schools in rural areas facing closure because their subsidies were cut.

The Eastern Cape chairman of the National Union of Educators, Peter Hollely, has blamed the department's "bloated bureaucracy" for siphoning off millions in salaries to non-teaching staff.

"The Eastern Cape has the highest ratio of non-teaching staff to teachers in the country," he said.

He said the problem started in 1994, when employees from six departments in the province were absorbed into one system.

● See page 4

Last-ditch bid to avert strike by teachers

(321)

BD 8/6/98

Primarashni Pillay

GOVERNMENT will meet the SA Democratic Teachers' Union (Sadtu) today in a last-ditch bid to avert a strike by the union's more than 100 000 members that could bring schooling to a standstill before the end of the week.

Other high-level meetings have been called as pressure mounts on the parties to resolve their differences.

In an attempt to end the impasse before tomorrow's strike begins, the African National Congress (ANC) and its alliance partners, the SA Communist Party and the Congress of SA Trade Unions, will meet Sadtu and government delegations.

The council of education ministers, which consists of Education Minister Sibusiso Bengu and the nine provincial education MECs, will also meet today.

Indications last night were that the education ministry and Sadtu were unlikely to reach a compromise that would induce the union to call off its protest. If the talks fail, Sadtu intends embarking on a partial withdrawal of staff tomorrow and on Wednesday and protest marches on Thursday.

Sadtu is protesting against the ministry's staff rationalisation regulations that say provincial education budgets should determine the number of teachers to be employed, and teacher-pupil ratios should be determined by provincial education departments. The union wants to revert to teacher-pupil ratios being determined by Bengu.

Sadtu president Willy Madisha said yesterday that if the regulations remained, "there will be massive job losses as every province will determine the number of teachers it wants to employ and the teacher-pupil ratios will not be the same. There will never be a balance and inequalities will remain."

He said meetings with the ministry last week resulted in proposals to withdraw the regulation that lets provincial budgets determine teacher numbers. The union was also told that seven provinces were willing to extend the contracts of temporary teachers.

Madisha said since Sadtu was a unitary organisation it could not allow seven provinces to be offered a good deal while two other provinces were left out.

To avert the strike the ministry would have to accept a "package" of demands that included withdrawing both regulations, he said. The package should also allow staffing norms and standards to be determined by Bengu; provide for a moratorium on teacher retrenchments while redeployment was being discussed; and allow Sadtu a say in provincial and national education budgets.

"These are core demands and we can't depart from them and neither can we compromise. If the department meets all but one demand we can not call off the strike," Madisha said.

Duncan Hindle, chief director of human resources in the education department, said while there was a commitment from both sides to finding a solution, education heads could not "employ more teachers than they can afford. You cannot appoint people when you cannot pay them. The same is applicable in departments other than education."

It's 'all or nothing' – t

Teachers' Union (321) Star 8/6/98

Hopes fade that education crisis can be averted at last-chance meeting today

By Jacqui Reeves
Education Reporter

As government officials try to bolster dwindling hopes for a solution to the education impasse, the South African Democratic Teachers' Union plans to enter today's final negotiations unwilling to compromise.

And there appear to be few plans about what to do with the millions of pupils who will be left without teachers.

Sadtu president Willy Madisha last night told The Star his union would accept only "all or nothing".

"We have already compromised on our demands over the past 10 months, so these are now our core issues, and we will not back down. It is all or nothing and we will not accept any partial offerings from the Government," he said.

Madisha said Minister of Education Sibusiso Bengu's "hardline position" had left the union with no alternative.

The chalk-down threat follows new regulations, gazetted in April, that grant provinces the right to set teacher numbers, thereby determining teacher-pupil ratios.

The regulations, which allow provinces to trim their personnel costs – a necessity identified at both provincial and national-government level – could see thousands of teachers losing their jobs.

Sadtu's more than 170 000 members plan to begin protest action, in the the form of go-slows and picketing, tomorrow morning.

Khume Kangala, director of communication at the national Department of Education, yesterday held out some hope for today's meeting, saying he did not believe Sadtu would maintain its uncompromising position at the final encounter.

"No parties can go into negotiations with an all-or-nothing attitude, as it defies the whole point of negotiation. Just as the department cannot be totally inflexible, neither can the unions, and I don't believe that is what will transpire in the negotiations," he said.

Gauteng MEC for Education Mary Metcalfe yesterday said the players would have to be willing to compromise.

"I'm just worried that people will dig themselves into a corner from which they cannot compromise," she said. Metcalfe was on her way to Cape Town where the country's nine education MECs will meet to discuss, among other issues, the threatened strike action.

Metcalfe said plans had been made in Gauteng for principals to keep records of staff turnout and to try to keep schools open.

Madisha said the union's 504 branches had been instructed to try to ensure the safety of pupils. The Department of Education has said parents will have to use their discretion in dealing with the situation.

The National Association of Professional Teachers of SA and the Suid-Afrikaanse Onderwysersunie will meet this week to decide the nature of their industrial action. The unions, which have a combined membership of 100 000, last week issued the Government with notices of their intention to strike.



Bonjour ... Bafana Bafana captain Lucas Radebe and members of the SA

Tight security for Bafana as they

By Mohen Govender
Vichy, France

French police cast a tight security net around the South African national football team yesterday after their arrival for the World Cup finals beginning on Wednesday.

The host nation is taking every step possible to guard against acts of terrorism and there was a strong police presence at the team's hotel last night.

Bafana Bafana manager Augusto Palacios warned the media that they would have to request their interviews with the players a day before or else they would not be allowed into the team's hotel. "There is

W Cape's white flag for teachers

OCT 8/6/98 (321)

TROYE LUND

WHILE the four major teachers unions that represent 300 000 of the country's 380 000 teachers make final plans for strike and other protest activity this week, Western Cape schools are hoping to escape the crisis unscathed.

This follows the white flag that Education MEC Nick Koornhof unfurled over the weekend, with his announcement that no more teachers would be axed in the province.

"The rationalisation process is over here," Koornhof said and promised to suspend the regulations that Education Minister Sibusisu Bengu had proclaimed so that the manner in which these would be implemented in the Western Cape could be negotiated with unions.

Teacher unions said they would have to be briefed fully on Koornhof's proposal but stressed that their concerns were of a national nature. Unions feared the effect that the new regulation would have on the country as a whole. No province could be seen in isolation, unions said.

The contentious regulation gives provincial MECs the power to determine, according to their budgets, how many teachers to employ.

Given the precarious financial position provinces find themselves in, unions warn that this power would result in teachers being hired and fired as provincial bank balances wax and wane.

Another union concern is that wealthier provinces will be able to employ more teachers who are more experienced, resulting in different provinces offering different standards of education.

Following Koornhof's announcement, education experts pointed out that he was in a far stronger position to negotiate with unions than MECs in other provinces, which had been hit by corruption scams and had inherited vast numbers of poverty-stricken communities and schools.

Following the retrenchement of 3 300 temporary Western Cape teachers at the beginning of this year, around 2 000 more would be granted voluntary severance packages this month. This would bring the rationalisation to an end in the province, said Koornhof.

"My administrative head office and regional offices will also remain as they are, understaffed by 39% and 60% respectively," said Koornhof.

Meanwhile, the country's largest teachers' union, the South African Democratic Teachers' Union (Sadtu), will meet Bengu in Cape Town today.

However, education and labour experts were still doubtful last night that the strike would be called off. They believe that only a government promise not to retrench any teachers will appease Sadtu and pave the way for other unions to call off their actions.

Last-ditch effort to avert strike

ANDREA BOTHA (321)
STAFF REPORTER
ARG 8/6/98

With the biggest teachers' strike in the country's history set for tomorrow, provincial education ministers held talks with national minister Sibusiso Bengu today.

In a last-ditch attempt to stop the strike, emergency meetings between the South African Democratic Teachers' Union (Sadtu) and the national Education Department are were due this afternoon with both sides claiming to be ready for a solution.

Nearly 200 000 Sadtu members will strike from tomorrow in protest against teacher redeployment and retrenchment, teacher-pupil ratios and the autonomy of provinces in appointing teachers. The union is also demanding a review of the education budget and claims Dr Bengu acted in bad faith when he passed regulations on April 17 as he had not consulted the unions.

PARENTS SPEAK OUT
'We understand, but we're worried about our children's education' – page 7

Other major teacher unions which have also decided to take action this week are the SA Onderwysersunie, representing 34 000 teachers from mainly Afrikaans schools, the National Professional Teachers' Organisation, with 66 000 members, and 12 000-strong National Union of Educators.

The unions are unhappy about Mr Bengu's retrenchment of temporary and permanent teachers countrywide and each will plan its own protest actions.

Western Cape Education Minister Nick Koornhof said today the province had stabilised teacher numbers and would not need to retrench any more. "Job security is back in the classroom," he said.

Payments to teachers taking voluntary severance packages and temporary teachers whose contracts were cancelled were expected to be finalised this month, he said.

Sadtu's, programme for the week is:

- Tomorrow – teachers report at school until 10am then leave for branch meetings and no further teaching or exams will take place.
- Wednesday – teachers will again report at schools until 10am and then continue with partial withdrawal of labour (no teaching, no exams after 10), leaving for meetings, pickets, sit-ins.
- Thursday – provincial marches throughout the country in major city centres, handing over memorandums to the minister and provincial MECs.
- Friday – teachers again report until 10am and then go for pickets, sit-ins. If their demands are not met by Friday, Sadtu plans to go on an indefinite strike.

Chalk may go down but exams go on, page 3



Concerned: Virginia Ngxiva from Khayelitsha thinks children will suffer



Aware: Julian Sleigh of Kenilworth thinks striking is not the way to go



Action: Basil Kannemeyer of Kuils River says he supports teachers

Parents speak out on teachers' strike

Concern over state of education

(321)
ARG 8/6/98

ANDREA BOTHA
STAFF REPORTER

Cape Town parents are worried about the impending teachers' strike.

They are also understanding of the plight of teachers and concerned about their children's education.

Basil Kannemeyer, a Kuils River father of two children, feels that the present government is putting too much pressure on teachers and that some teachers have to work "round the clock".

"How can you teach 60 children and give attention to each one?" he asks.

Although Mr Kannemeyer's last daughter has just left school, his wife and sister-in-law are trained teachers.

"If someone does not take action, nothing is going to happen. The teachers aren't doing it for themselves, they are doing it for the children," he says.

Willie Zaaiman of Welgemoed asked why the children should be the ones to suffer if the unions and the government could not sort out their problems.

"The question is whether the government is really interested in solving this problem or not," he said.

Virginia Ngxiva from Khayelitsha said a teacher's strike was not a good idea as it would cause children to suffer.

"If the children don't go to school, they just sit at home and do nothing.

"Eventually they get used to it and become skollies," says this mother of a nine-year-old boy.

Julian Sleigh, a Kenilworth grandfather of four, said: "I don't think the strike is a good thing because it holds people to ransom.

"It shows that negotiations have broken down and my main concern is the children," he said.

On the other hand, he said it was children in disadvantaged areas that suffered the most as they had to sit in overcrowded classrooms.

"I am not a teacher, but I can imagine what kind of grudges they have," he said.

He felt that a strike was just not the right way to go about protesting against teaching conditions and that a solution could be reached only through negotiations.

A Woodstock mother of three, Zurina Richards, said: "As a parent I am concerned at what's happening in schools at the moment.

She feels teachers are not as dedicated as they used to be and that a teacher's strike will only cause more problems, especially for adolescents who already dropping out of school.

Most of the parents asked what the education department was doing with all of the money they got from the government and expressed doubts about whether the money was actually spent on education or just went into hefty salaries and fancy cars for ministers.

Last-ditch effort to avert strike

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With the biggest teachers' strike in the country's history set for tomorrow, provincial education ministers held talks with national minister Sibusiso Bengu today.

In a last-ditch attempt to stop the strike, emergency meetings between the South African Democratic Teachers' Union (Sadtu) and the national Education Department are were due this afternoon with both sides claiming to be ready for a solution.

Nearly 200 000 Sadtu members will strike from tomorrow in protest against teacher redeployment and retrenchment, teacher-pupil ratios and the autonomy of provinces in appointing teachers. The union is also demanding a review of the education budget and claims Dr Bengu acted in bad faith when he passed regulations on April 17 as he had not consulted the unions.

PARENTS SPEAK OUT
'We understand, but we're worried about our children's education' – page 7

Other major teacher unions which have also decided to take action this week are the SA Onderwysersunie, representing 34 000 teachers from mainly Afrikaans schools, the National Professional Teachers' Organisation, with 66 000 members, and 12 000-strong National Union of Educators.

The unions are unhappy about Mr Bengu's retrenchment of temporary and permanent teachers countrywide and each will plan its own protest actions.

Western Cape Education Minister Nick Koornhof said today the province had stabilised teacher numbers and would not need to retrench any more. "Job security is back in the classroom," he said.

Payments to teachers taking voluntary severance packages and temporary teachers whose contracts were cancelled were expected to be finalised this month, he said.

Sadtu's, programme for the week is:

■ Tomorrow – teachers report at school until 10am then leave for branch meetings and no further teaching or exams will take place.

■ Wednesday – teachers will again report at schools until 10am and then continue with partial withdrawal of labour (no teaching, no exams after 10), leaving for meetings, pickets, sit-ins.

■ Thursday – provincial marches throughout the country in major city centres, handing over memorandums to the minister and provincial MECs.

■ Friday – teachers again report until 10am and then go for pickets, sit-ins. If their demands are not met by Friday, Sadtu plans to go on an indefinite strike.

Chalk may go down but exams go on, page 3

Govt tables new proposals in attempt to avert strike action by teachers

(Sal) DD 9/6/98

Vuyo Mvoko and Primarashni Pillay

GOVERNMENT tabled new proposals yesterday in a last-minute bid to avert strike action by the SA Democratic Teachers' Union (Sadtu).

Both parties were locked in negotiations late last night. There was no indication if the protest action would proceed today.

Sadtu planned a partial withdrawal of staff today and tomorrow and countrywide marches on Thursday.

The union is protesting against the national education department's staff rationalisation policies and has called for the withdrawal of regulations by which provincial education budgets determine the number of teachers to be employed. It is also demanding the withdrawal of a regulation empowering provincial education MECs to determine teacher-pupil ratios.

Sadtu wants these issues to be determined nationally and has also called for a moratorium on retrenchments. On Sunday Sadtu president Willy Madisha said the union would not compromise.

At a news conference in Cape Town yesterday, Education Minister Sibusiso Bengu declined to give details of government's proposals, saying he did not want to jeopardise the negotiations. "I don't even want to give an indication of what we've put on the table; it might change or be adjusted."

He said the proposals effectively amounted to addressing Sadtu's demands without creating a vacuum where initial regulations were meant to operate.

Bengu, who earlier held talks with provincial education ministers, said government was united in its determination to resolve the impasse.

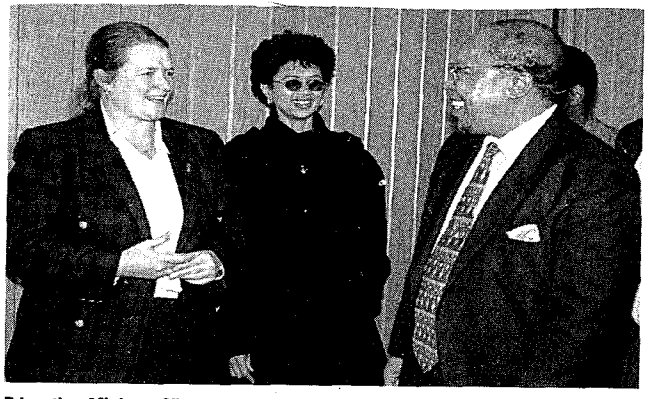
He said that throughout last week's and Monday's talks with Sadtu, contact had been maintained with Parliament, Finance Minister Trevor Manuel, Deputy President Thabo Mbeki and President Nelson Mandela.

Asked whether there was any possibility of extra funds being made available, Bengu said "once budgets are fixed, budgets are law".

Yesterday evening Sadtu negotiators returned to their principals with the proposals, education ministry spokesman Bheki Khumalo said. Negotiations resumed at 9pm and could last well into the night, he said.

Bengu said both sides had expressed a commitment to resolving the dispute and "continue meeting for as long as necessary to reach agreement".

Bengu under fire: Page 2
Comment: Page 11



Education Minister Sibusiso Bengu, far right, arrives at a news briefing in Cape Town yesterday. With him are Gauteng education MEC Mary Metcalfe and Northern Cape MEC Tina Joemat. Picture: ERIC MILLER/I-AFRIKA

Late-night compromise deal unlikely to avert teachers' strike

(321) Star 9/6/98

By Jacqui Reeves
and Jovial Rantao

Today's countrywide chalkdown looks set to take place - despite the late-night brokering of a compromise agreement between the South African Democratic Teachers' Union (Sadtu) and the Education Department.

The two opposing sides suspended their marathon meeting at 7pm last night to report to their respective executives. The meeting restarted two hours later and continued deep into the night.

The major agreement reached at yesterday's meeting was a concession by the Government to withdraw post provisioning regulations 593 and 594. And to replace them with interim mechanisms – agreed between the two parties – to address teacher provisioning, educator: pupil ratios, redeployment and rationalisation.

The Star was told by some negotiators that agreement had been reached in principle but the union did not want to be seen to have been persuaded by the senior ANC/SACP/Cosatu alliance, during meetings held at the weekend, to stop the threatened strike action.

It was expected that Sadtu will, once today's planned protest action proceeds successfully, call off the national strike.

An impression, the union hopes, will then have been created that agreement was reached only after protest action had pressurised the Government.

Duncan Hindle, chief director of human resources at the Department of Education, would not be drawn on the content of new proposals but described the mood of the meeting as "constructive".

Members of the Sadtu executive, who were in last night's meeting, were unavailable for comment during the break. But Sadtu representatives in Johannesburg said the late notice of the agreement made it unlikely that the protest action could be halted in time.

Gauteng education MEC Mary Metcalfe was in Cape Town yesterday for a regular meeting of the Council of Education, where provincial MECs and the minister discuss national and provincial legislation.

Metcalfe said the "mandating position" of Government negotiators involved with the impending strike action was discussed, and new proposals were put forward.

"There is enough room in those proposals for the Government and Sadtu to secure a total revolution of the present situation," she said.

The controversial post-provisioning regulations grant provinces the right to set teacher:pupil ratios and leave teaching posts at the mercy of provincial budgets.

Provinces have to employ teachers according to what their budgets allow, rather than the needs of the area or predetermined ceilings on class sizes.

CAPE TIMES
TUESDAY, JUNE 9, 1998 ★

TEACHER UNION KEEPS BENGU OUT OF SLEEP

Last ditch talks on strike

CT 9/6/98 (321)

ALLOWING PROVINCES TO determine teacher numbers would place teachers at the mercy of fickle provincial finances, say their unions. Education Writer **TROYE LUND** reports.

THE South African Democratic Teachers' Union and the Education Department were locked in negotiations until late last night trying to avoid a week-long Sadtu strike planned to begin today.

But by midnight no solution had been reached. At 11pm, shortly before Sadtu prepared to table counter-proposals to those put forward by the department, Western Cape spokesperson for the Union, Mzwandile Hewu, said: "The strike will go on until an acceptable proposal comes up. We're not going to back off."

Although negotiations continued into the early hours of this morning, the negotiators had made plans to resume talks today.

This follows a week in which the country's other three teacher unions also decided to take industrial action and a weekend dominated by a flurry of exchanges between Sadtu, the department, provincial education MECs, Deputy President Thabo Mbeki and President Nelson Mandela.

Action that leads to children not being educated could be a violation of the right to education

The tripartite alliance, consisting of the ANC, the SACP and Cosatu, to which Sadtu is affiliated, also held urgent talks over Education Minister Sibusisu Bengu's decision to allow the provinces to determine teacher numbers.

These talks were followed by letters to Bengu and the unions from the chairperson of the Human Rights Commission, Barney Pityana.

"Industrial action that leads to children not being educated could be a violation of the right to basic education," Pityana wrote in the letters.

"The children, to whom the Constitution grants a right to basic education, will have that right violated by the very people who the state has entrusted to protect it."

At a press conference yesterday evening, government negotiators said Sadtu — with 200 000 members the largest teacher union in the country — had said it was prepared to talk through the night if necessary to prevent millions of children from being teacherless today.

Schools with teachers belonging to the two other major teacher unions would only be affected by the strike later in the week, because the 66 000-strong National Professional Teachers' Organisation and the 17 000-strong Suid Afrikaanse Onderwysers' Unie were at different stages of dispute with the department and were able to give the required seven days' notice of any protest action only late last week.

The regulation that all the unions find unacceptable, proclaimed without their consent, gives MECs the power to employ or fire teachers according to their budgets.

● See Page 13

Jomosono! My money's on Bafana Bafana for the World Cup



LIKE many a white boy in Africa, I began to appreciate the fierce joys of football (the soccer variety) rather late in life.

For two reasons. First, there was a moratorium on soccer in high school. It was OK in primary school, but by high school soccer was an evil word, right up there with communism

In fact, I once asked a master if I could organise a Marxist-Leninist cell and he said fine, so long as we didn't play any soccer.

Obviously the ban was designed to ensure rugby's survival — after all, what boy would risk his neck in rugby football if he could play the association version?

I love rugby, but it's patently obvious that it's a spectator sport only. No one in their right mind would ever want to PLAY it.

The second reason was that SA football — to my untutored eye — used to be awful.

Whenever I switched on TV2 the game seemed to be not about scoring goals but about seeing which player could dribble through the entire opposition.

Somebody would get the ball in the middle of the field and go on a mad dash, while the commentator shouted "Jomosono! Jomosono!" and the crowd whistled.

The demon dribbler would beat three guys but lose the ball to the fourth, and it'd be the other team's turn to do the same.

Thanks to international re-inclusion and the Bafana I'm a changed man, happily talking about offside traps, four-four-two formations and what pep pills to take during the World Cup (oh to be on the same meridian as France).

But living in Hong Kong's expat community has made me realise that I'll never really be a footer fan — because I'm not British.

Sure, I could make the game the focus of my life, my religion even; but I'd always fall short because with the Poms supporting some (normally half-arsed) team is analogus with living and breathing.

The land is divided up not into counties, but team zones.

"I grew up a Carlton fan," someone will say, "but the blokes across the street supported Palace."

Most Manchester City fans could live with their sons growing up to be mass murderers, so long as they didn't become United supporters.

An otherwise normal guy I know has such a deep love for Ipswich (who?) he had their badge tattooed on his arm. He says he almost WANTS them to slip into the third division, just to prove how true his love is.

Of course, these passions lead to bloodshed. But it's more interesting in Hong Kong, a "free zone" where lack of territorial rights turns football into a strange *lingua franca*.

I used to watch the social applications of this arcane tongue while working in a crowded newsroom. Every afternoon a sandwich-seller would arrive, a scrawny chap who had committed the team loyalties of everyone in the building to memory.

"Height?" he'd say to the guy next to me (Liverpudlian for "all right?" which means "good day"). "Did you see that blinder by Bergkamp?"

This carefully calibrated compliment to the Arsenal fan would be repaid in kind. "Yes," the reply would come, "but your lot's doing all right, eh? And two games in hand!" The glow of this camaraderie would settle for a moment, and then: "So — want a sandw

"OK, what you got?" Good tendered and the sandwich-m move on to the next target, li ly dog sniffing his way thro bums in the neighbourhood.

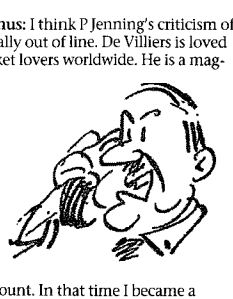
But if sport is the great le World Cup is the greatest lev For at least the next 24 hours my head up as high as any world.

And then I might have to In a moment of liquid-fuelled I bet R300 that SA would get f England. I am optimistic, c but maybe I should have stu ist-Leninism.

TELELETTERS

J Waterhouse, Kenilworth: To P Jennings (TeleLetters, Monday 8): I have met Fanie de Villiers and found him to be a very nice man. I wonder whether you can speak Afrikaans as well as he can speak English. He also knows more about cricket than you will ever know.

John Impey, Hermanus: I think P Jenning's criticism of Fanie de Villiers is totally out of line. De Villiers is loved and respected by cricket lovers worldwide. He is a magnificent sportsman and a fine gentleman. The fact that his English is not perfect is irrelevant. How good is your Afrikaans, Jennings?



B Rutter, Bergvliet: I tried to get through to Telkom for half an hour to query a telephone account. In that time I became a professor of music and I've learned to apologise in three languages. I suggest that the Minister of Posts and Telecommunications take over the education portfolio.

J Nicol, Observatory: Referring to yesterday's *Insight* article: "Paying the ultimate price on Everest". Mount Everest climber Trevor Johnston is mistaken — it was in May two years ago, not one year ago, that photographer Bruce Herrod died on the mountain.

Barbara Adams, Milnerton: I absolutely agree with Hendricks about reconciliation (Cape Times, June 3). With regard to P W Botha telling what happened during his presidency, he supplied 1 800 pages of written answers to all the questions from the TRC. Bishop Tutu has admitted that he has not read them. Does he know whether any of the other commissioners have done so?

Jacqueline Tommasini, Sea Point: Sincere thanks to Steve Kruger and Errol Dollman of I & J for coming to the assistance of Marisa on Friday (June 5) while she was being attacked by two men. Other people drove by but Kruger and Dollman stopped in Green Point underneath the highway when they saw her struggling with her assailants. Once again, many thanks.

LETTERS

Nuclear safety plans cause conflict

THE Council for Nuclear Safety and Eskom are not consistent in their handling of development within 5 km of Koeberg. Eskom appears to have been allowed to develop, subdivide and sell property at will in the area while private property owners have not been allowed to do the same.

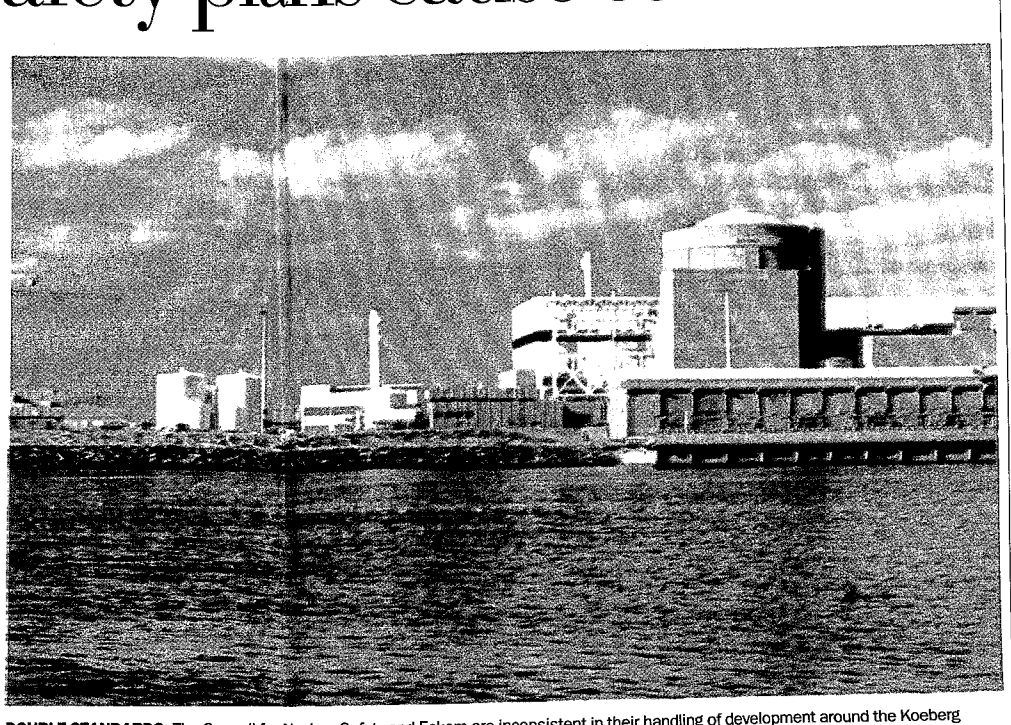
Eskom is directly responsible for most development and the accompanying population growth which has taken place within the 5 km "exclusion zone". While these developments may originally have been built for power station staff, in many instances they have passed on to private landowners. This has led to a vast increase in the non-power station population within the 5 km zone for which Eskom is directly responsible. Yet both Eskom and the Council for Nuclear Safety (CNS) are limiting the constitutional rights of property owners in the same area.

It appears that Eskom and the CNS are now also attempting to limit the rights of property owners within a 16 km radius. What will they do next — attempt to limit the rights of property owners and prevent development within a 30 or 50 km radius? It is in everyone's interests to stop them and ensure that they do not trample on anyone's constitutional rights.

Obviously, when something as potentially dangerous as a nuclear reactor is being run, measures must be put into place to ensure the safety of the public at large.

The CNS is responsible for putting these measures in place and thereby ensuring our safety. Three ways of ensuring this safety immediately spring to mind.

The first would be to do what the CNS is doing and that is to prevent development



DOUBLE STANDARDS: The Council for Nuclear Safety and Eskom are inconsistent in their handling of development around the Koeberg nuclear power station, argue a

POSTSCRIP

MY FIRST question concerns the r nuclear tests in India and Pakist

Would one of our many scientists opinion on the possibility that the re earthquake in Afghanistan was preci the underground tests?

Secondly, the current attack on ou by anonymous speculators is of great every person in South Africa. Why ca sons and organisations behind this r act be identified and exposed for wha

How can we allow these evil force erish our nation?

JOHN HARRIS
PAROW

IS IT perhaps time to give serious th introducing gold coins into our da

Wouldn't it be a pleasure to have and to know that its value cannot be down by "shark attacks" and the cru the money market?

Would it not be an appropriate c to commemorate Madiba? Only let than commemorative, let it be the c rency of our everyday lives.

C EMILY DIBB
MUIZENBERG

I WRITE in the hope that you will p letter in an attempt to trace my fat in South Africa.

My father's name was Reginald E born September 12, 1901 at the time War. I believe his parents were John Payne and his father was a lay preac time. There were four siblings, broth Victor and George and sister Effie.

My father left home at 16 to join chant Navy and, as far as I know, ne to take up residence again in Cape T he was born.

I am now 60 years old and feel v that I must have some family in the area. Perhaps many cousins.

Gordon F Abrahams, Southfield: There is a charge of R9 for a R50 postal order. Jay Naidoo should be sent packing on his bicycle.

D Gwynne-Evans, arts co-ordinator, Fine Music Radio: Congrats to the Nico and all involved in Sunday night's outreach programme of the *Cape Mixed Masala* concert. What talent we have in the Cape. For theatre-goers who are too nervous to try something a little different, you missed out on a great evening's entertainment — all for only R20. Well done to the Nico. Let's have more of this type of evening.



Neil Bailey, Sea Point: Referring to Jen Crocker's column. Whereas I agree with her comments about P W Botha regarding TRC admission, it's a great pity that she did not say all this 10 or 15 years ago when the country was in the grip of the apartheid regime. No doubt, being one of the privileged "white" community members, while she was living the high life she was hoping everything would be resolved peacefully by keeping her head "buried in the sand". It sounds like: "Thank you Nelson for not bestowing your wrath on me."

F Abrahams, Lansdowne: I would like to express my disgust at the way the SAPS conducted themselves during a Pagad convoy in Rylands on Saturday evening. As one of the policeman physically assaulted one of Pagad's members, it was discovered that the policeman was under the influence of alcohol. This was reported to the police captain and he replied: "Now is not the time for the matter to be dealt with." My question is: was it the intention of the captain to deal with the matter when the drunk policeman had sobered up and the evidence of his being inebriated destroyed? Is this corruption, or what?

❑ To comment on any issue, contact TeleLetters Monday to Friday from 10am-noon on (021) 488-4722.

Note: TeleLetters cannot be accepted from public phones or by post.

advantageous to Eskom as it does not cost them anything. It does, however, limit the constitutional rights of property owners in the area and it is therefore probably unlawful.

The second alternative would be for Eskom to buy up all the property in the area and keep development on their property at a level with which existing safety measures can cope.

The third alternative would be to allow property owners their constitutional right to develop their property and to force Eskom to upgrade safety measures to keep pace with the area's increasing population. These forced safety measures could include building new escape roads and keeping a fleet of buses on 24-hour standby for evacuation.

Jeff Leaver, general manager of CNS is quoted in *Table Talk*, May 28, 1998 as saying: "It is not within the power of the CNS to dictate to the local authority what it may or may not do as regards development. We can only advise."

While this is legally correct, the reality of the current situation is very different. There is a separation of decision-making and accountability. The CNS in reality makes the decisions regarding development in the area and the Blaauwberg Municipality merely rubber-stamps those decisions.

If the Blaauwberg councillors are serious about re-election then they should protect the constitutional rights of people living in their jurisdiction and should not trample on those rights to protect an uneconomical and potentially dangerous nuclear power station. If necessary, the Blaauwberg council could pass laws to force dangerous industries to upgrade safety measures to keep pace with population growth in the area.

Mike Bell
Melkbosstrand

Let's fight violence before it destroys us

WE HAVE spoken about violence in our communities so many times that we have almost forgotten that it is supposed to shock us. We have become immune to the effect tragedy, accidents and abuses are supposed to have on us. Through our immunity to the horrors that surround us we have forgotten to speak up — to shout out — to say that this is not acceptable.

In one day in my community there were the following violent deaths:

A boy aged eight died owing to a shooting incident. Later the same evening four more deaths as a result of shooting incidents were reported. In two separate accidents involving minibus taxis, six people died. Several incidents of robbery took place and one man lost his life due to knife wounds in one of those incidents.

Various violations took place against woman and children, many involving domestic violence, that were not even reported. The crisis centre at the local hospital had to treat two serious cases of women who had suffered serious mental and physical injuries.

We are sitting with an Aids epidemic that could lose us a major part of our population if a cure is not found in time. At the same time other illnesses such as cancer and tuberculosis are still not fought successfully.

The death toll on our roads is unacceptably high and is often caused by human error and carelessness.

The question which must be answered is are we are satisfied with this?

What happened to the rainbow nation, the nation that set an example to the world when we found a solution to the problems of our past? Why can we not take proper care of our fellow South Africans? Have we totally lost our respect for the lives and dignity of others?

We have one nation and one future but it must be said that if we do not take care we will soon be in a situation where we will not have the human resources and potential to realise our dreams for this country.

We have various national days but what is really needed in this country is a national day for people to unite against violence of any form. We should send a wake-up call to all our people asking them to unite against violence, to realise that violence is horrific and it can happen to anyone, that it tears apart the very democracy we are building, that its impact on the quality of life is of such a nature that it destroys the essence of human nature.

Let us unite as a nation and fight violence before it destroys us.

Ellen Mabille
Chairperson of the Executive Committee
Carletonville Transitional Local Council

Marais' remarks will play into hands of ANC

PETER MARAIS' latest utterances smack of a return by the National Party to ethnic politics. In suggesting that coloured voters may decide to follow their own political path should white voters continue to desert the NP in droves, Marais is building a solid case for the NP as a coloured ethnic political movement, fiercely conservative and anti-black in its endeavours to oppose the effects of affirmative action.

Marais should be reminded of the NP of yore — a party that also appealed to sectional interests and the resulting ideological quagmire that resulted. Marais' views indicate a desire to declare an NP UDI in the Western Cape and attempt a "go-it-alone" strategy in order to retain coloured votes at all costs.

This process holds many dangers. Should the NP become a coloured ethnic party, the Marais view might push the province back to the debate of secession — a debate that has reared its head before in the NP. Any attempt to become sectional in approach will leave this province isolated and deserted.

Marais has said that he wants nothing to do with a DP alliance and will ignore the NP's national directives on the issue.

Should Marais persist in painting the NP in the Western Cape into an ethnic corner, he is likely to damage any future relations between opposition parties. The DP would never associate itself with an NP adopting the Marais vision.

Marais must be aware that to create a new ethnic consciousness can turn into a damaging racial battle between the coloured and black communities. Marais criticises black empowerment with a venom that smacks of a new kind of racism and, should he be able to turn the NP into a coloured nationalistic movement, he is likely to set back economic development in this province irrevocably.

The NP in the Western Cape is simply suffering the same fate as the party in the rest of the country.

Poor political leadership and a lack of opposition to the ANC is losing the party support at the polls. To return to ethnic sabre-rattling will only serve to polarise race relations and play into the hands of the ANC in the province.

Daniel Silke, MPP
Democratic Party

Deception by tobacco companies unacceptable

EMPHYSEMA is a disease which causes irreversible lung damage. The walls between the air sacs within the lungs lose their ability to stretch and recoil. They become weakened and break. Elasticity of the lung tissue is lost, impairing lung function and causing breathlessness.

What causes emphysema? Smoking is responsible for 82% of chronic lung disease.

Tobacco-sponsored research proved the link between smoking and cancer in 1954 and suppressed the evidence. Surprisingly, the link was first proved in Nazi Germany in 1934.

There have been more than 3 000 non-tobacco sponsored research programmes since 1960; all have established the link.

Despite this evidence, Jabu Mtshali, consumer and regulatory affairs manager of British American Tobacco (South Africa), makers of Benson & Hedges, stated in a letter dated May 6, 1998: "The science on smoking and health is inconclusive, the mechanisms of diseases associated with smoking are yet to be established."

Deception and disinformation by tobacco multinationals is unacceptable. Lives are at risk. Ban all tobacco advertising!

J K Sheppard
Tobacco Action Committee

I WOULD like to thank Mathew Pat
trator of the Africa Christian Actio
his well written and concise article o
rights and abortion.

This information should be made
all in the interest of moral education

I have a teenage daughter living a
I know that the generally held view
among her peers is one of acceptanc
as a perfectly normal alternative to a
pregnancy.

This saddens me a great deal as m
peers, I am sure, do not understand t
tions. The facts as explained by Pate
ening (to adults and the younger gen
alike) and would surely provoke care
ation by many before deciding to abo

L K McDonald
Pinelands

THE good achieved by the "Stay Ali
paign has been sadly undermined
recent spate of serious road accidents.
feel, caused by the selfish attitude of d

I would like to suggest that "Stay A
sponsor to put car stickers with the sir
ing "Courtesy begets Courtesy".

Each sticker could be provided in al
languages, English, Afrikaans and Xhos
etc and sold for "Stay Alive" much nee

D Glen
Fish Hoek

WRITE TO:
The Editor, Cape Times, Box 11, CAPE TO
FAX: (021) 488-4744
e-mail: ctletters@ctn.independent.co

We reserve the right to edit all letters. Onl
providing a physical address will be consi
publication. This also applies to letters
via e-mail, which should be sent in Asc
with no attachments. Letters which have a
other publications will not be considere
publication on this page.

NOTE: Due to space constraints, letters typ
A4 page (or 200 words or less) will re
preference. — Editor

YOUR LUCK TODAY

ARIES
Mar 21 – Apr 20

Welcome a most entertaining round. You are sure to be a hit with the opposite sex. You can also excel in cultural or sporting activities and the attention and acclaim will boost your self-confidence and make your life very pleasant. (Star call: 083 9000 084)

TAURUS
Apr 21 – May 21

Your creative forces are now strong so you are sure to turn in excellent work and can thereby boost your earnings. Good health and extra vitality keep you going. Challenging and stimulating tasks should bring out the best in you. (Star call: 083 9000 085)

GEMINI
May 22 – Jun 21

Join forces with relatives and friends who respect your ideas and plans. With their assistance you can reap splendid rewards and dispose of problems. Most things go right when there is co-operation — even better than expected. (Star call: 083 9000 086)

CANCER
Jun 22 – Jul 23

Reject the past and make a fresh start, because you will benefit from your experiences and friendships. You are bound to have delightful surprises if your outlook is adventurous. You can probably make a lot of money this time around. (Star call: 083 9000 087)

LEO
Jul 24 – Aug 23

It is time to go after the big prizes because this is an especially expansive ambit for you. You will benefit by reacting quickly to new developments. With superb drive and energy to support your ideas, your aims are bound to succeed. (Star call: 083 9000 088)

VIRGO
Aug 24 – Sept 23

Concentrate strongly on your business affairs because you are due to get very good results. Resolve to be forceful and enterprising. Extra income will help to improve your family's circumstances. Your love prospects are very good. (Star call: 083 9000 089)

LIBRA
Sept 24 – Oct 23

You are easily able to influence people now and will attract a lot of favours and goodwill as a result. This is a good time to acquire influential friends and to enjoy group interests and club outings. Family life proceeds smoothly. (Star call: 083 9000 090)

SCORPIO
Oct 24 – Nov 22

Welcome a gradual easing of pressures in your personal affairs. You can start making important decisions about your future. Careful planning will pay off. Anticipate progress in business, social enjoyment and good health. (Star call: 083 9000 091)

SAGITTARIUS
Nov 23 – December 22

Your judgement is sound and your luck is holding up well so you are likely to have a very good round. Your growing confidence enables you to succeed in business and socially. Romance sparkles and domestic life is fulfilling. (Star call: 083 9000 092)

CAPRICORN
Dec 23 – Jan 20

Your financial situation should now begin to improve. Enterprising ideas come easily to mind so you will be kept very busy. New opportunities and fresh experiences open up everywhere. You will be pleased to sort out a love problem. (Star call: 083 9000 093)

AQUARIUS
Jan 21 – Feb 19

Do not be afraid to approach experienced people for assistance. Big results could accrue from the advice you are given. This cycle is fortunate for making new plans. Your happy and humorous manner will attract romance. (Star call: 083 9000 094)

PIS
Feb 20 –

Time to seek
tion of key m
your family.
achieve a lot
help. This ar
you with som
moments so
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new people
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083 9000 0

SCHOOLS DEAL IM

Breakthrough at all-night strik



Adversaries: Education Minister Sibusiso Bengu, left, and Sadtu president Willy Madisha

Referee on education battlefield

EDUCATION REPORTER

Brian Currin patiently reads the newspaper and has a cup of coffee at 9.30pm in the cold lobby of a city hotel.

He is waiting for negotiations to get going again between the SA Democratic Teachers' Union and education officials.



Mediator: Brian Currin

While the teams meet separately to discuss proposals, he is taking a welcome break from his role as facilitator.

Mr Currin is the lawyer behind the crucial negotiations on the eve on the nationwide teacher protest threatening to disrupt education. He is the one keeping the parties on track, ensuring that they address the issues and come up with solutions.

He does not make value judgments or take sides. It is crucial that he is seen to be objective and neutral and therefore takes his lunch, supper and tea-breaks alone and meets either party individually except when it is an agreed part of the process.

"It is a big challenge to remain totally credible with both sides. The moment you slip one iota, you're dead," he says.

Mr Currin got involved in the crisis about a year ago when the unions lodged a dispute with the Education Department.

He prepared a report and began mediating between the parties on redeployment, retrenchment and teacher-pupil ratios.

After he handed in the report, Mr Currin, a former director of Lawyers for Human Rights and a panellist for Independent Mediation Services of South Africa, was asked to remain part of the process as a facilitator.

ANDREA BOTHA
EDUCATION REPORTER

The teacher strike may be called off. A breakthrough was reached early today at an emergency meeting between education officials and the SA Democratic Teachers' Union (Sadtu).

The 13-hour marathon meeting at a Cape Town hotel ended at 4am when negotiators left to talk to their leaders.

Shortly after 12.30pm today, the make-or-break talks began at 120 Plein Street.

Negotiations were initially set for 10am. The delay was apparently caused by Sadtu officials who spent the morning in a lengthy meeting with their national executive committee.

Mediator Brian Currin ws upbeat after last night's marathon meeting. "I feel positive and confident there will be an agreement," he said.

However, because of the "sensitivity" of the issues, the parties did not want to make statements.

"Significant progress has been made and a framework for an agreement on all critical principles has been made."

Union and Education Department negotiators started discussions at 1.30pm yesterday and continued until 7pm, when they broke for the Sadtu executive to consider government proposals.

Sadtu negotiators then met their national executive committee until 10.30pm, when talks resumed with Education Department negotiators.

Sadtu president Willy Madisha came out repeating that the union would remain firm and not compromise on its edmands.

The two sides reconvened and at midnight the meeting broke again for Sadtu to discuss the department's proposals.

They went back in. Then, at 3am, weary-looking education officials came out to meet separately to discuss Sadtu's proposals.

During the early hours the negotiations seemed to be on the brink of collapse, with Sadtu coming up with a new demand and a deadlock seeming imminent.

The breakthrough apparently came soon afterwards and the meeting was adjourned just before 4am.



Learning stalled: these pupils from Vuyiseka Secondary School in District Six v

Negotiators were due to reconvene at 10am to iron out complications and strike a deal.

Agreement is expected on three crucial issues:

- The withdrawal of two regulations gazetted in April.
- National norms and standards.
- The question of moratoriums on future retrenchments.

Mr Currin said earlier that negotiators were trying to find a lasting solution to the crisis and not a quick fix to avert the strike.

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Meanwhile, the go planned by the 170 00 taken effect at some sc.

Yesterday, provin. ters met Education Mi in Cape Town to disc preventing the strike.

Township pupils furious as chalkdown

MOSES MITHETHELELI MACKAY AND CAROL CAMPBELL
STAFF REPORTERS

Children spilled into the streets of Cape Town's townships at 10am today as hundreds of teachers downed chalk in a national go-slow called by the SA Democratic Teachers Union.

But at many former Model C and Cape Flats schools teachers stayed at their posts and pupils finished their school day.

The chalkdown angered and upset many high school pupils, who said they had gone to school today wanting to learn, but their teachers were adamant they wanted to go home.

Buses arrived early to collect pupils at at Vuyiseka and Zinza Secondary Schools in District Six and those without transport wandered into the city.

Vuyiseka principal Pat Mazimela said the matric and Grade 9 (Standard Six) Xhosa exams were disrupted by strikers who demanded that invigilating teachers join the protest.

"The pupils were very upset and I am sure it has had an impact on them psychologically," he said.

Mr Mazimela said principals had been told by the Education Department to stay at their posts until 2.30pm even if their pupils and teachers had gone home.

"We are in a ver because we support t but we are also part have responsibilities."

At Thandokhulu H bray, teachers were u not to join the action.

Principal Diane M waiting for the outc between the Governme

Matric pupil Ma. Athlone said some teac any enthusiasm into th

His friend, Thabisa said the action would effect on pupils.

DEAL IMMINENT

at all-night strike talks in city

(21) ARG 9/6/98



OBED ZILWA

Learning stalled: these pupils from Vuyiseka Secondary School in District Six while away the hours today. Their teachers took part in a national go-slow

Negotiators were due to reconvene at 10am to iron out complications and strike a deal.

Agreement is expected on three crucial issues:

- The withdrawal of two regulations gazetted in April.
- National norms and standards.
- The question of moratoriums on future retrenchments.

Mr Currin said earlier that negotiators were trying to find a lasting solution to the crisis and not a quick fix to avert the strike.

In the early hours, he had noticed an improvement in the quality of the interaction between the parties.

The delegations from the Education Department and Sadtu had been giving all they had to find a solution, he said.

Meanwhile, the go-slow teacher protest planned by the 170 000-member Sadtu had taken effect at some schools.

Yesterday, provincial education ministers met Education Minister Sibusiso Bengu in Cape Town to discuss possible ways of preventing the strike.

pupils furious as chalkdown starts

Buses arrived early to collect pupils at at Vuyiseka and Zinza Secondary Schools in District Six and those without transport wandered into the city.

Vuyiseka principal Pat Mazimela said the matric and Grade 8 (Standard Six) Xhosa exams were disrupted by strikers who demanded that invigilating teachers join the protest.

"The pupils were very upset and I am sure it has had an impact on them psychologically," he said.

Mr Mazimela said principals had been told by the Education Department to stay at their posts until 2.30pm even if their pupils and teachers had gone home.

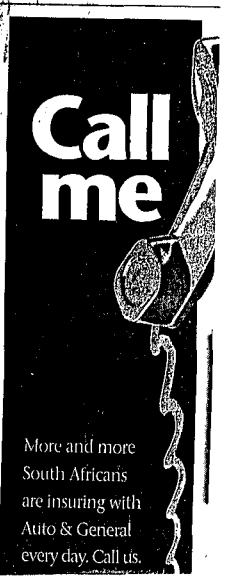
"We are in a very difficult position because we support the teachers' protest, but we are also part of management and have responsibilities."

At Thandokhulu High School in Mowbray, teachers were uncertain whether or not to join the action.

Principal Diane Moleko said staff were waiting for the outcome of the meeting between the Government and Sadtu.

Matric pupil Max Ntsondwa, 19, of Athlone said some teachers were not putting any enthusiasm into their classes.

His friend, Thabisa Pike, also 19, of Langa said the action would have a detrimental effect on pupils.



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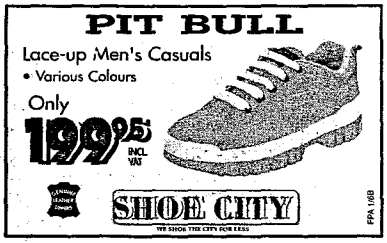


Teacher's protest proceeds as agreement eludes government, union

(321) BD 10/6/98

Primarashni Pillay

GOVERNMENT and the SA Democratic Teachers' Union (Sadtu) had still not reached agreement late last night on Sadtu's demands and the union's partial withdrawal of staff looks set to continue today.

Sadtu has threatened to participate in protest marches tomorrow if the education department does not withdraw regulations stipulating that provincial education budgets should determine the number of teachers to be employed, and that education MECs be given the power to decide teacher-pupil ratios.

The union wants these ratios to be determined nationally as it fears job losses. It also wants a moratorium on teacher retrenchments.

Sadtu and the department have been involved in marathon meetings over the past two days. If the department does not meet Sadtu's demands, the union has threatened to continue its mass action into next week.

While the union's leadership and the department continued negotiations in Cape Town yesterday, Sadtu members in several provinces went ahead with mass meetings and pickets, resulting in a disruption of lessons. Many schools closed from about 10am as teachers went to meetings.

In Soweto, most schools were empty by about 11am. Hundreds of teachers were bussed in to the Krugersdorp North 5 district offices of the education department, where they picketed and demanded Education Minister Sibusiso Bengu's resignation.

Sadtu's regional chairman in Soweto West, Nkosana Kubheka, said there were reports of intimidation by school principals against Sadtu members who wanted to participate in mass action. "If this is the case we'll take these principals to court as this is national mass action," he said.

Protest action in KwaZulu-Natal "started firmly", Sadtu provincial secretary Ndaba Gcwabaza said.

Gauteng Sadtu members will march to Pretoria today to hand over a memorandum to education MEC Mary Metcalfe and to Bengu.

The African National Congress stood by its support for Bengu yesterday, after calls by opposition parties to fire him. ANC spokesman Ronnie Mamoepa said the ANC was confident that Sadtu and Bengu would find an amicable solution to the problems.

Meanwhile, the National Professional Teachers' Organisation of SA said it would embark on industrial action on June 12 over the same issues that Sadtu was protesting against.

Picture: Page 3

DEBBIE YAZBEK



Class of '98 ... while teachers at Belle Primary school in Orlando West began their first day of protest action, some pupils amused themselves in the school playgrounds and others took to the streets or headed for shopping centres.

Soweto riots recalled as teachers gather at historical sites to launch protests

Star 10/6/98 (32)

BY MIKE MASIPA AND RAPULE TABANE

Belle Primary School is just a stone's throw away from the spot where Hector Petersen was shot dead by police during the Soweto student uprising 22 years ago.

Yesterday, hundreds of Soweto teachers gathered at the school to march – just as the Class of '76 did – on authorities whose education policies they consider unreasonable.

The school was one of several gathering points around Soweto from where about 2 000 teachers from the township and neighbouring Lenasia, Ennerdale and Eldorado Park marched on the regional offices of the Gauteng Education Department in Krugersdorp, to protest against, among others things, the retrenchment of teachers.

Ironically, as in 1976 – albeit in bloodless fashion – yesterday's march would claim as victims the schoolchildren, especially matriculants.

Across Soweto, teachers left their posts at 10am to attend the protest march, and to be briefed on developments in continued negotiations with authorities.

At Orlando West Secondary, a few hundred metres from a memorial site for Petersen and other victims of the June 16 1976 riot, matric pupils huddled around in groups and discussed ways of preparing for end-of-year examinations in yet another troubled year.

History pupil Phelisa Reshane said they would study in groups: "Things are already bad as they stand right now. The teachers have not been teaching much anyway and we fear for the worst at the end of the year."

Xolile Mangxaba said they hurriedly organised their study groups last week: "We are trying, but we don't have the knowledge to do the work as required by ourselves. We need our teachers."

In Katlehong on the East Rand pupils roamed the streets, played football or clustered in groups at schools as teachers went on a go-slow.

Pupils said they were uncertain of what was happening and felt inconvenienced by the teachers' action.

"They told us to come to school but we don't know what to expect. Are we writing or not? We were hoping to test ourselves through the half-yearly exams to see how far we can go, but now we don't know," said David Madlala, a matric pupil at Empilisweni High.

At his school, only one teacher was still at school, as all the others had gone to a branch meeting at Dinwiddie High school in Germiston.

Ironically, classes at Dinwiddie High, where the Sadtu meeting was being held, proceeded normally as most teachers there belong to the National Union of Educators, which only begins its action on Friday.

The chairman of Sadtu in Katlehong-Thokoza (Katho), Thami Dhlamini, who addressed over 200 teachers at Dinwiddie High, said teachers in the area would continue with the go-slow until the Government relented. "Our position is that the department has reneged on its promises. Instead of redeployment, they are now talking of retrenchment.

"We also believe that the department has the capacity to employ those teachers hired after July 1996."

Teachers call off strike after late night deal

Star 10/6/98 (3a)

By Jovial Rantao
and Jacqui Reeves

Industrial action by thousands of teachers has been called off after education officials and representatives of the South African Democratic Teachers' Union (Sadtu) reached agreement just before midnight last night.

The last-minute agreement, however, came too late to stop a march in Pretoria and a second day of countrywide walkouts by Sadtu members which have been scheduled for today.

"When you have invited a thousand people to a party, you can't stop it tomorrow," mediator Brian Currin told Sapa.

The two parties had spent close to 48 hours in intense talks facilitated by Currin.

After the meeting Sadtu president Willie Madisha told Sapa: "All the demands we made have been met. We therefore see this as a victory for Sadtu."

The Sadtu NEC was satisfied "to a large extent" with the proposed agreement. The NEC would now take the agreement to the Sadtu membership today and tomorrow for a mandate on whether or not to accept.

"We will recommend to our members to accept the agreement," said Madisha.

Sadtu would meet senior Education Department officials again on Friday. "If there is any signing (of the proposed agreement) to be done, we will do it then."

Negotiators haggled until late last night over the details of what sources described as a "major agreement" that would replace the Government's controversial regulations 593 and 594 and address teacher provisioning, educator/pupil ratios, redeployment and rationalisation.

The regulations, which came into effect in April, devolve powers of post provisioning to the provinces, affording this tier of government the ability to determine class sizes.

The Star was told that agreement was reached yesterday on the withdrawal of the controversial retrenchment regulations, which were vehemently opposed by Sadtu.

However, the union later tabled "new" issues which included a demand that temporary teachers who had been dismissed should be reinstated.

An agreement on this would mean that no temporary teacher would be dismissed while Government and Sadtu revised teacher/pupil ratios.

► **Soweto riots recalled**
... Page 3

Sadtu, govt strike a deal

ET 10/6/98 (321)

TROYE LUND

SOUTH AFRICA's most powerful teachers' union and the National Education Department have struck a deal to end the national teachers strike that began yesterday.

After 36 hours of negotiating, representatives of the 200 000-strong SA Democratic Teachers' Union (Sadtu) emerged from the talks victorious, shortly before midnight last night.

However, the Education Department is not yet out of the woods. It also faces industrial action by the National Professional Teachers' Organisation (Naptosa), which it will meet today, and the Suid Afrikaanse Onderwysers-unie, which will meet Education Minister Sibusiso Bengu tomorrow.

Sadtu secretary-general Willie Madisha said: "They have met our demands. We see the proposals now on the table as the basis of an agreement that we will recommend our members accept so that we can sign the agreement on Friday."



SIBUSISU BENGU

Pivotal to the new agreement, said Madisha, was that norms and standards for schools, which include the number of teachers employed, will be determined at a national level.

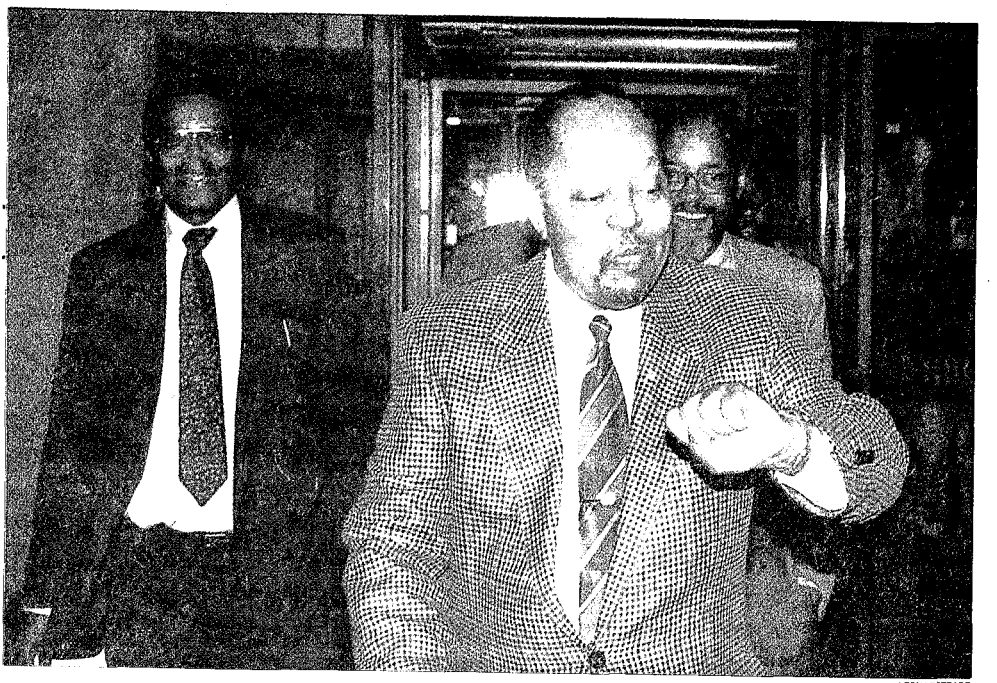
However, the department's director of human resources, Duncan Hindle, said the current agreement was far more nuanced than a simple withdrawal of the regulations the unions objected to.

These regulations handed complete power to provinces to determine, according to the funds available, how many teachers they would employ.

Sadtu said that last night's breakthrough did not mean that the strike action that began yesterday would stop immediately.

Madishe said: "It is not possible just to call it off. We have 504 branches and over 200 000 members to contact, inform and get a mandate to sign."

● See Page 5



LEON LESTRADE

Deadline pressure: Education Minister Sibusiso Bengu looks at his watch after a news conference where he said no more temporary teachers would be axed

Temporary teachers will keep their jobs

(321)
ARG 10/6/98

CHARLES PHAHLANE, BEAUREGARD TROMP AND ANDREA BOTHA
STAFF REPORTERS

Temporary teachers will keep their jobs for the time being.

Education Minister Sibusiso Bengu announced a moratorium on retrenching temporary teachers last night as part of a landmark agreement between the country's largest teacher union and the education department which is expected to avert a nationwide teacher strike.

The agreement has given a lifeline to thousands of temporary teachers appointed before July 1 1996 who will now be appointed permanently provided they adhere to certain conditions.

But there seems little hope of reinstatement for the 3 300 temporary teachers whose contracts were cancelled earlier this year.

The agreement came after two days of almost round-the-clock talks between the South African Democratic Teachers' Union (Sadtu) and education officials. The deal was announced at a 10pm press conference yesterday.

"We started negotiations to avert the strike but we have gone beyond just averting the strike," said Mr Bengu.

Sadtu leadership will take the agreement to its members today and it will probably be signed tomorrow, avoiding the full strike due to start on Monday.

"The agreement is only a concept agreement. It has to be accepted by our members and only then will the strike be averted," warned Sadtu Western Cape president Don Pasquallie.

But the Sadtu leadership seemed confident that the deal would be accepted by the 180 000 teacher members.

"The great achievement of all those who have participated in these negotiations is that we have a basis for averting an indefinite national strike by the members of the largest teacher union," Mr Bengu said.

In spite of the agreement, protest action will continue until the end of this week.

Other teachers' unions are still going ahead with their planned protests and have indicated that they are waiting to see if the Sadtu agreement is signed.

The National Professional Teachers' Organisation of South Africa and the Suid-Afrikaanse Onderwysersunie (SAOU) today

To page 3



BRENTON GEACH

Deep in thought: mediator Brian Currin outside the negotiation chamber

Temporary teachers get job security

From page 1

ARG 10/6/98
(321)

said they were cautiously optimistic about the agreement, which led Sadtu to cancel their national strike.

All three unions were demanding the scrapping of the government's teacher rationalisation policies.

Naptosa spokesman Andrew Pyper said Naptosa would only reconsider its intended strike if the Education Department responded positively to its demands at a meeting in Cape Town today.

The SAOU will meet Mr Bengu in Cape Town on Thursday, after which the union will decide on any action.

Sadtu president Willie Madisha said that the conflict centred on the fight to save teachers' jobs and ensure the quality of education.

It was also agreed that:

- Temporary teachers appointed before July 1, 1996 will be regarded as permanent staff.
- Temporary teachers will be treated as permanent staff for the purposes of redeployment.
- The parties will conclude negotiations in the education labour relations council by July 31 on nationally determined procedures for rationalisation and redeployment of teachers.
- Both sides accept the need for "educationally sound national norms and standards" in determining teaching posts.

Govt needs to agree on temporary teachers before costs mount

Primarashni Pillay,
Dustin Chick and Vuyo Mvoko

GOVERNMENT needs to reach a final settlement on the issue of teacher retrenchments by July 31 before costs of continued employment of temporary teachers begin to put pressure on the fiscus.

The education department and the SA Democratic Teachers' Union (Sadtu) agreed this week that temporary teachers would not be retrenched until the issue of rationalisation and redeployment had been finalised by the end of July.

The education department said yesterday there would be no financial burden on the provinces up to July 31, because provisions for these temporary teachers had been made in budgets. In December last year the department said it would save about R1,2bn a year if it retrenched 20 000 temporary teachers. Sadtu at that time said that the teacher loss would be about 43 000.

The department and Sadtu reached agreement over a number of issues early yesterday morning after earlier threats by Sadtu to embark on a national strike.

In recent weeks Sadtu had a "package of demands", including Education Minister Sibusiso Bengu withdrawing regulations which entitled provincial education MECs to determine the number of teacher posts in relation to the budget approved by provincial legislatures. The union also demanded the withdrawal of a regulation that devolved power to provincial MECs to determine teacher-pupil ratios.

In line with yesterday's agreement, which still has to be signed by Sadtu tomorrow, Bengu now has the prerogative to determine national staffing policies which provincial departments would be compelled to meet as a "ceiling or target". However provinces retained the power to determine the number of posts as well as ratios.

In terms of the agreement temporary teachers employed before 1 July 1996 will be hired as permanent staff, if they met qualification requirements.

These plans are to be informed by procedures for rationalisation and redeployment by the union and department. Negotiations would be complete by 31 July.

One Sadtu demand that the department has not met is the rehiring of temporary teachers already retrenched.

Education department chief director of human resources Duncan Hindle stressed by extending the contracts of temporary teachers, provinces would experience "no additional financial burdens".

Bengu's special adviser Thami Mseleku said the agreement "may or may not" require additional money. "Sometimes there might be an over-expenditure in one or all provinces, but redeployment of teachers does not require money," he said.

Hindle said the department and union had agreed there would be no negotiations on policy matters, but rather consultation.

Sadtu general secretary Thulas Nxesi said if its branches ratified the agreement, it would be signed tomorrow, and "normality would return to schools next week".

Schooling was disrupted on Tuesday in line with Sadtu's plans for a partial withdrawal of staff. Yesterday's planned protest march to the Union Buildings in Pretoria was converted to a victory parade.

Sadtu officials in KwaZulu Natal said marches in the province would continue, despite the agreement, because 600 temporary teachers re-appointed in April have not since been paid.

ECN reports that Sadtu's membership in the Eastern Cape will continue protests today as the union had not yet entered into a binding agreement.

Meanwhile government and the National Professional Teachers' Organisation of SA, the second-largest union, which had also given notice of a strike, were on the verge of an agreement during the adjournment of their first round of talks yesterday night. The union is demanding a moratorium on teacher retrenchments and redeployment.

BD 11/6/98 (321)



Members of the SA Democratic Teachers' Union took part in a vict yesterday after agreement was reached between the union and the of issues.

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Teachers' strike still possible

Star 11/6/98 (321)

Agreement between Government and the unions has not resolved all the issues

By Jacqui Reeves
Education Reporter

The last-minute agreement between the country's largest teacher union and the Government, to avoid next week's planned teacher strike, has only papered over the cracks and could still collapse if the two sides lock heads during the next phase of negotiations.

Thousands of teachers still face right-sizing actions and temporary teachers may be out on the street as soon as the end of August.

Though next week's planned strike has effectively been called off, South African Democratic Teachers Union members will continue with protest action for the rest of the week.

Sadtu general-secretary, Thulas Nxesi, told about 10 000 teachers at the Union Buildings yesterday that regions and branches had to be consulted over the next two days before the agreement could be signed.

"We will only go back to the Ministry of Education on Friday once all the regions have been consulted with so we cannot afford to call off the strike until then," he said

Though teaching posts will still be lost by the agreement, Sadtu has won ground from the Government, forcing them to set nationally determined procedures for this rationalisation and redeployment.

The two sides have set themselves a deadline of July 31 to have agreed on a Code of Good Practice for rationalisation and redeployment.

"We spent 10 months trying to agree on rationalisation and redeployment to no avail. Sadtu is a union and unions do not agree to job loses so I don't know how we will achieve this," said a senior official in the National Department of Education.

Thami Mseleku, a deputy director general in the Department of Education, denied this saying a deadline had been set for the first time.

Gauteng MEC for Education said the moratorium on temporary teachers would only be in place until a management plan for right-sizing was established.

The agreement also states that temporary teachers would only be appointed on a permanent basis if they were already working in a substantive post, one that is required by the curriculum needs of the school.

Sadtu branches countrywide meet today to discuss the proposed agreement.

■ Sapa reports that talks between the National Professional Teachers' Organisation of SA (Naptosa) and the Government were suspended last night to give the two sides time to put areas of agreement on paper.

The Government's chief negotiator, Thami Mseleku, said these would be tabled for further discussion when talks resumed in Cape Town today.

Youths play games or go home early amid confusion at Gauteng schools

By Rapule Tabane

As teachers rounded off their week of protest action with a march to the Union Buildings in Pretoria yesterday, schools remained deserted across Gauteng.

No classes were held after teachers left to join the protests two hours after schools opened.

In Soweto and on the East Rand, pupils went home early or loitered around school premises.

Some pupils said they were confused because they had heard reports on the radio saying the strike had been "averted".

"I thought today would be a normal school day because I heard that the strike was off," said Orlando High School matriculant Noel Motaung.

"But I was surprised to see teachers leaving early," he said.

Noel said he was going to stay on at school and study on his own until 2pm.

Teacher Archibald Kubayi said the news that Sadtu and the Department of Education had reached an agreement had had a positive effect on teachers' morale.

"Unlike yesterday, we are prepared even after 10am to help pupils who want to work. Therefore not all of our teachers went on the march," Kubayi said.

For most primary school children, it was time to relax as they remained at school to play football, netball and other games.

"Teachers gave us letters saying we have to go home at 10am every day until Friday," said Prudence Motaung of Mabewana Primary School in Phiri, Soweto.

New teachers' deal can put provinces in the red

CT 11/6/98 (321)

TROYE LUND
EDUCATION WRITER

PROVINCES, which are legally bound to keep spending within budget, suspect the draft agreement reached between teachers and the national education department to be equivalent to giving a person R100 a month, telling them to dine on gourmet food each day and not to over-spend.

Although all nine provincial education departments applauded the deal brokered between the two parties because it evaded a national teachers strike and chaos at schools, they were concerned about its long-term financial implications.

This worry, which teacher unions say is invalid, is based on the national plan to make provinces responsible for doing business within budget.

Bengu's regulation, the withdrawal of which is part of the draft settlement, would have given provinces unfettered power to decide, according to budget, on how many teachers to employ.

At the crux of the draft agreement are four factors that effectively prohibit provinces from retrenching any permanent teachers or temporary teachers occupying posts that are considered necessary or substantive.

According to the agreement, teacher:pupil ratios will be decided at national level. All temporary teachers that were employed before July 1, 1996 will be treated as permanent staff.

Temporary teachers appointed after the July date will have their contracts extended until December this year.

Finally, no permanent teachers will be retrenched. Teachers in posts declared to be in excess will be given the option of being redeployed.

But, as KwaZulu-Natal education department spokesperson Mandla Msibi said: "It is going to be difficult to have teacher numbers decided for us. If they say that we have to have a certain number of teachers, then they must pay us more money."

Eastern Cape education officials pointed out that most provinces were spending up to 100% of their education budgets on staff salaries because they had always had teacher numbers and salaries decided at national level.

The only way to reduce debt and make money available for resources was by cutting costs, including staff costs, but this may prove difficult if teacher numbers were set, said the officials.

The South African Democratic Teachers' Union (Sadtu) stressed that the intention of the draft agreement was not to be prescriptive. Provinces would still be able to decide on their own norms and standards like teacher:pupil ratios.

What would be negotiated at central level would be a framework that either prescribed a range, ceiling or target for provinces.

"All this will be done in a sustainable budget framework," said Sadtu's Western Cape spokesperson Don Pasquallie.

However, the national department still has two other teacher unions to negotiate with over the same issues.

Teachers' union signs agreement with Bengu

(321)

ARG 11/6/98

The government and the National Professional Teachers' Organisation of South Africa today signed an agreement averting a strike by 66 000 teachers.

Ministry spokesman Bheki Kumalo described the deal as a ground-breaking agreement and said education authorities hoped it would create conditions conducive to effective learning and teaching in schools.

The agreement was signed at a meeting with Education Minister Sibusiso Bengu at his office in Cape Town early today, after talks yesterday with Government negotiators. Naptosa is the second-largest teachers' union in the country.

Details of the deal were not immediately available.

After the signing Dr Bengu went into a meeting with another union, the Suid-Afrikaanse Onderwysersunie, for what Mr Kumalo said was a standing meeting to discuss matters of common interest.

Reports that the SAOU had served notice on the department of education of its intention to strike were incorrect and the SAOU talks would be routine, he said.

Dr Bengu and Sadtu will tomorrow ratify an agreement struck between Government and union negotiators in Cape Town late on Tuesday night.

Details of the deal were not immediately available.

Sadtu Western Cape provincial secretary Don Pasquallie said he was confident the Western Cape branches would vote for the agreement.

"Everyone is almost in a celebratory mood. The agreement is a major victory for the teaching fraternity and also for parents and those who supported us," he said. - Sapa

Naptosa, government sign agreement to end threat of strike action

Vuyo Mvoko

CAPE TOWN — Yet another breakthrough was made in education yesterday when government and the National Professional Teachers' Organisation of SA (Naptosa) signed an agreement, effectively ending the threat of strike action by the 66 000-strong and second-largest teacher union in the country.

The signing of the agreement means an effective withdrawal of Naptosa's intention to strike, and followed a similar undertaking on Tuesday by the 170 000-strong SA Democratic Teachers' Union (Sadtu).

Education Minister Sibusiso Bengu said that the SA Onderwysersunie (SAOU), the third-largest teachers' union, which has chosen to pursue its case via the National Economic, Development and Labour Council (Nedlac), agreed after a meeting with negotiators yesterday that it would study the agreements struck with Naptosa and Sadtu.

Bengu said that the SAOU would withdraw its notice to Nedlac and also strike a deal if it agreed with the agreements already signed.

"It's a milestone for education," Bengu said afterwards.

"It is a good thing that now, on the verge of total disruptions, we have come to agree on steps that would have to be taken. I have no doubt we are in a better position now to move forward."

He said the agreements spelled "out processes that must be undertaken with the commitment of teacher unions".

"If we had this position from teacher unions from the beginning, we would have right-sized and finished. There would have been stability in education."

(321) BD 10/6/98

Bengu dismissed views that he was under severe pressure and had therefore "capitulated", saying it had "never been the intention of this government to work against the needs of teachers".

"We are not saying we will comply with all the aspirations of teachers; no government will do that," he said, but "teacher interests are narrower than the interests of the general public".

The agreements still allowed education authorities to press ahead with right-sizing, Bengu said, but "in a way that accommodates everybody".

Bengu admitted, however, that education authorities still did not know exactly how many teachers had to be redeployed or retrenched.

EDUCATION (321)

TEACHING BY DEFAULT

FM 12/6/98

No light at end of the tunnel

Last week Coca-Cola Southern Africa signed an agreement to contribute R5,5m to the Department of Education's "culture of learning, teaching and service (Colts)" campaign. With teachers, egged on by their pupils, threatening to close every public school in the country for an indefinite period, Coca-Cola's action might be judged, if not too little, then at least too late.

Education director-general Chabani Manganyi pointed out at the signing ceremony that discussions concerning a Coca-Cola donation had been going on "for a long time". Given his enthusiasm for partnerships with business, where was the sense of urgency? Why, indeed, has the Colts campaign achieved so little in the 15 months since it was launched.

Judging by its recently released first report, the Colts campaign's first self-initiated task will be to produce a national education charter "expressing the educational values of the people of SA," as a departmental document puts it. The charter will not, however, be ready until next January. The total cost of getting it into the hands of those who are supposed to benefit from it will be close to R4m.

It remains to be seen whether the charter will be produced. As Centre for Education Policy Development director John Pampallis points out, there have been two other attempts in recent years to change teacher and pupil attitudes, "neither of which", he observes dryly, "could be described as a great success." Preparations for the latest attempt have been more thorough, but a departmental document on the charter points out that next year's general election could reduce public interest in contributing to the charter and/or have people dismiss it as an election stunt.

Even if a widely supported charter does materialise, it's not guaranteed to get teachers and pupils back into their classrooms, working effectively together. Colts head Palesa Tyobeka hopes it will produce "popular participation in solving problems". But she talks with greater enthusiasm about finding role models among schools and community organisations that have found they can turn things around despite a lack of material resources.

Whatever method is used, the challenge of raising morale in public schools is huge. Many schools lack basic amenities (see illustration); physical violence, drug peddling and rape are rife among township pupils; facilities are vandalised and equipment stolen. Most provincial education departments are seen by teachers as totally incompetent. And many teachers never wanted to work in education anyway.

The determination of teacher unions to strike is to be explained not so much by their unhappiness that they weren't sufficiently consulted by Education Minister Sibusiso Bengu on how to reduce education's salary bill. It's because they don't see any light at the end of the long and dark tunnel down which they're staring.

John Collings

THE PHYSICAL STATE OF SA's SCHOOLS



Without electricity	59%
Without water	24%
Without phones	62%
Without toilets	12%
Needing major repairs	17%
Without libraries	78%
Without science labs	69%

SOURCE: DEPT. OF EDUCATION 1997

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Pupils pay the price of discord

(321)

The moratorium on retrenchments means less money for books and stationery

Star 12/6/98

By Edwin Maidu

Pupils may end up paying for the deal struck between the Government and teachers to avoid a full-blown strike, educationists have warned.

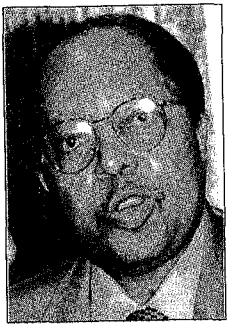
They said if more money was given to provincial education departments for teachers' salaries, there would be less left for textbooks and stationery.

As part of the agreement between Education Minister Sibusiso Bengu and the South African Democratic Teachers Union reached on Wednesday there will be a moratorium on any retrenchment of temporary teachers.

But this means the national Education Department may have to find millions of rands to fill the coffers of cash-strapped provincial education departments. Some schools around the country have no textbooks or stationery because the bulk of the education budgets are being spent on salaries.

Centre for Education Policy Development director John Pampallis said the success of the deal hung on whatever the Treasury did. "If no more money is given to provincial departments, it means they will have to keep existing teachers and take on those who have been retrenched. This means they are going to be in trouble, and of course this impacts negatively on pupils," he said.

Pampallis added that provincial departments in most parts of the country had very little resources left after meeting personnel costs. Some schools, especially in KwaZulu Natal and the Northern Province, are operating without textbooks and stationery.



Changing track ... Education Minister Sibusiso Bengu.

However, Dean of Education at the University of Durban-Westville, Professor Jonathan Jansen, said the moratorium could have no effect on the budget because it granted retrenched teachers a "stay of execution".

"It is clear there will be retrenchments at a later stage. The implications of the deal for the budget will not be catastrophic. As part of the Government's Growth and Redistribution (GEAR) programme, I cannot see more money being pumped into education when all Government departments have been instructed to cut down," he said.

Jansen added that the deal offered a short-term solution and ignored the long-term obligation to ensure that the quality of learning and teaching improved. "So much time has already been lost and even if teachers return to school at once, we are going to have a disastrous set of results, not just for matriculants but throughout all grades," he said.

KwaZulu Natal (KZN) education spokesman Mandla Msibisi said schools in the province required only 419 of the 2 800 temporary teachers with specialised training the province had retrenched. "We want to reappoint them but are waiting for the provincial treasury to go ahead.

"We cannot take back all 2 800 unless they (the national Education Department) give us more money," he said.

He said the KZN department would be unable to cut back on textbooks and stationery in the current financial year since it had paid the suppliers already.

However, depending on what happens at national level and the negotiations between Sadtu and the Education Ministry, cutbacks in spending on learning materials could be considered next year.

Sadtu deputy chairman Edwin Pillay revealed that Sadtu and Bengu had agreed that Bengu should draw up a national norms and standards policy, instead of letting it be handled differently by all the provinces. He was also asked to withdraw the controversial circular 593 in which Bengu relinquished power in favour of provincial departments, develop new procedures for rationalisation and redeployment and give temporary teachers employed before July 1 1996 permanent positions.

"The deal means we have saved at least 40 000 jobs," Pillay said. He added that money was a "sensitive" issue, but Sadtu had been given assurances by Bengu that Deputy President Thabo Mbeki and Finance Minister Trevor Manuel had agreed to negotiations "in the interests of the country".

Pillay said Sadtu leadership would sign the deal today once it had explained the implications to its members.

Bengu's spokesman, Thami Mseleku, confirmed that Bengu had agreed to establish national norms and standards in respect of the number of educators required. "But this does not mean he has taken authority from the provinces," Mseleku said.

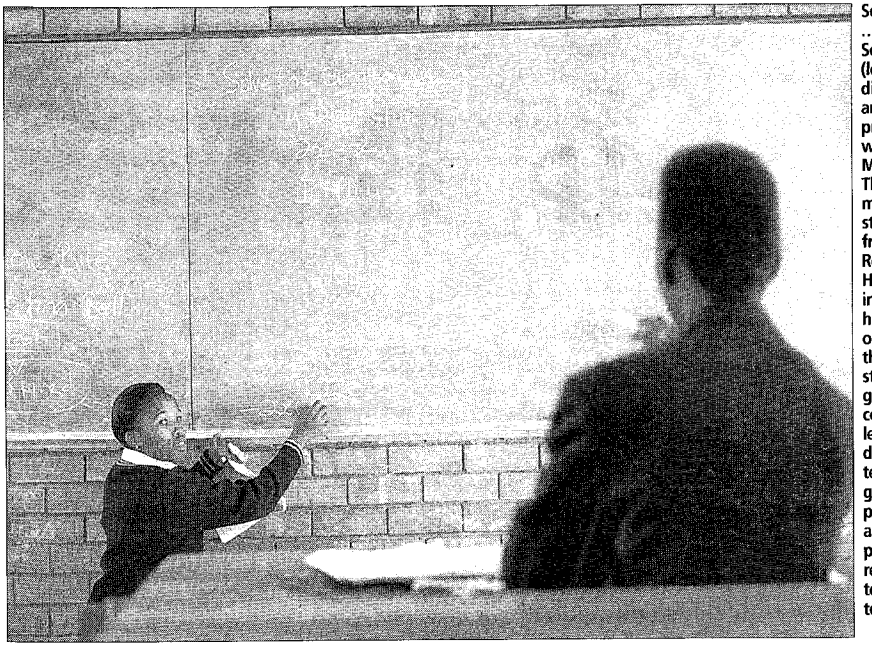
He added that the controversial circular 593 would be replaced and that temporary teachers employed before July 1996 would be appointed permanently. "It does not mean a blanket granting of positions to temporary teachers," he said.

"We are saying people who have held temporary posts for years should be given permanent jobs," he added.

Mseleku said it was unlikely money would be required since the process set up in consultation with Sadtu gave the department the green light to "legitimise the exit of temporary teachers".

"It may not lead to expenditure and if it does, we will cross that bridge when we come to it," he said.

NAASHON ZALK



Self service ... Kagiso Sejamoholo (left) discusses an algebra problem with Elfie Modise. The two matric students from Reâsoma High School in Soweto have organised their own study group to continue learning during the teachers' go-slow in protest against plans to retrench temporary teachers.

Another teachers' body strikes deal

Straw 12/6/98 (321)

Jacqui Reeves
Education Reporter

Members of the 66 000-strong National Association of Professional Teachers of South Africa (Naptosa) will remain in their classrooms on Monday morning, after their representatives reached an agreement with education officials yesterday.

Today's planned mass gatherings will, however, still go ahead to inform the union's membership of the details of the settlement.

The marathon talks between the South African Democratic Teachers' Union (Sadtu) and the Government that culminated in the strike-averting agreement on Tuesday night, somewhat eased the passage for the country's second largest teacher union.

The two agreements are virtually identical and focused on the issue of post provisioning.

The Government again agreed to withdraw regulations 593 and 594 and to place a moratorium on the termination of temporary teachers until a national Code of Good Practice on rationalisation and redeployment is determined.

Naptosa has, along with Sadtu, agreed to have the code established by July 31.

Naptosa president Leepile Taunyane, said the agreement laid a sound basis for addressing the current education crisis in South Africa.

The National Union of Educators, a Naptosa affiliate, said it was pleased the union had convinced the Government to make significant concessions.

"We are not a union which lightly takes to industrial action but we felt very strongly that the process and the issues involved were serious enough for us to embark on a strike," said NUE president Suzanne Rees.

It appears that it will now only be a matter of course, following the Sadtu and Naptosa agreements, for the Suid-Afrikaanse Onderwysersunie (SAOU) to settle with the National Department of Education.

The SAOU met with Education Minister Sibusiso Bengu yesterday and agreed to reconvene with Department of Education negotiators on Monday for discussions on the union's demands and the possible protest action.

The union will withdraw its notice of protest action if the final round of negotiations are successful.

Township pupils still out in the cold

Township pupils were again left to roam the streets, loiter in school grounds, study on their own or go home early yesterday as South African Democratic Teachers' Union members continued their three-day-old industrial action.

Teachers at some Soweto high schools stopped work at 10am to picket the Education Department's office in Gauteng, despite the much-publicised agreement between the union and the education officials.

But teachers at Orlando High, Tetelo Secondary and Reâsoma High said the planned strikes would not affect the mid-term examinations which were scheduled to start next week. – Staff Reporters

CAPE TIMES
FRIDAY, JUNE 12, 1998 ★

DISPUTE LINGERS IN W CAPE

It's back to school after deal struck

CT 12/6/98 (3A1)

THE department has agreed to set pupil/teacher ratios at a national level, but provinces still have to try to cut spending. Education Writer **TROYE LUND** reports.

NEGOTIATIONS between the country's three teacher unions and the education department have ended, as has the time off that most pupils in the country have enjoyed this week.

Operation "back to the blackboard" begins nationwide on Monday, but the Western Cape may not yet be out of the woods.

Western Cape teachers marched to Parliament yesterday, where they warned that they would declare a dispute with the National Party-led provincial government over retrenchments if the provincial department refused to re-instate over 3 000 teachers who were laid off earlier this year.

This follows the strike action that 200 000 members of the South African Democratic Teachers' Union (Sadtu) began on Monday.

Although Sadtu struck a deal with the department in the early hours of Wednesday morning, their members continued their stayaway for the whole week in order to attend briefings about the details of the draft agreement.

Members have given the agreement the green light and their leaders will sign it at Parliament today.

Some members of the 66 000-strong National Association of Professional Teachers of SA (Naptosa), which signed an almost identical agreement to Sadtu's yesterday, will also proceed with today's stayaway for briefing.

The deal that has been struck not only provides a permanent reprieve for temporary teachers who were faced with drastic retrenchment plans by cash-strapped provinces — ordered to pay back debts and stick to budget — but teachers in excess posts will be redeployed to understaffed schools instead of being retrenched.

Provincial power is also diluted by the agreement in that budgets will no longer be the only factor to determine teacher numbers.

A minimum teacher:pupil ratio or a ratio range that is binding on all provinces will be negotiated at a national level before the end of August this year.

Although this will ensure that teachers are not retrenched when provinces are short on funds, the concern is that provinces will not be able to cut staff costs, which currently consume up to 100% of their education budgets.

Now that the issue of numbers has been solved on paper at a national level, the teacher unions in each province have started fighting aspects affecting provinces individually.

During Sadtu's march to Parliament, chairperson Mzwandile Hewu said that while teacher demands had been met at a national level, teachers in the Western Cape had particular problems which were not shared by their colleagues elsewhere.

It was the only province that had gone ahead with the controversial retrenchment of temporary teachers.

The other provinces had observed a moratorium until the dispute could be settled nationally, he said.

'Absurdity' should go, says Bengu

JOVIAL RANTAO

EDUCATION MINISTER Sibusiso Bengu believes an amendment must be made to remove the "absurdity" in the Constitution through which he does not have control over the entire education budget but is expected to account for it to Parliament.

In an interview, Bengu said he had found it odd that he was accounting to Parliament for only R5,5 billion of a budget he knew to be R36bn.

He said, however, that in the remaining 12 months of the ANC-led government's term he would not waste time fighting for a constitutional amendment that could be spent doing "many of the good things that we ought to be doing".

If there was to be a change to the Constitution it might come after the elections.

It was strange that those same parties that pushed for "this absurdity in the Constitution are the ones who want me to account for what I'm not accountable for".

Deal focuses on teacher moves

Union and state agree to thrash out procedures

ARG 12/6/98 (321)

GLYNNIS UNDERHILL
SPECIAL WRITER

Education Minister Sibusiso Bengu's controversial teachers' redeployment policy came under the spotlight in an agreement he signed with the National Association of Professional Teachers of SA today.

The union and the Government agreed that by July 31 they would negotiate a set of procedures for rationalisation and redeployment.

It was agreed that the primary aim of any rationalisation and redeployment would be to pursue equity and redress.

All avenues will now be explored to ensure the continued employment of teachers and, where possible, to avoid retrenchments in education, the agreement states.

The retraining and upgrading of teachers will be pursued to enable their redeployment where possible.

The agreement, which is almost identical to that struck with the SA Democratic Teachers' Union, also addresses the issue of temporary teachers, who faced drastic retrenchments.

The agreement says temporary teachers who were appointed before July 1, 1996, and who meet the requirements for appointment should be appointed permanently.

For the purposes of redeployment, temporary teachers will be treated as permanent.

The Education Ministry committed itself to work with provincial education authorities and teacher unions to ensure no class would be without a teacher.

Now an urgent investigation is being launched to see how many classes have no teachers.

The deals struck with unions have diluted provincial powers, as budgets will no longer be the only factor to determine teacher numbers.

A minimum teacher/pupil ratio range that is binding on all provinces will be negotiated nationally before the end of August.

Operation "back to the blackboard" is intended to begin nationwide on Monday, but the teacher disputes are not yet over in the Western Cape.

The province went ahead with retrenching temporary teachers before the agreements were reached, while other provinces had a moratorium in place until the dispute was settled nationally.

Yesterday Western Cape teachers marched to Parliament to declare a dispute with the provincial government.

They demanded the reinstatement of 3 000 teachers laid off earlier this year.

'Not the last of the teacher strikes'

(321) M+G 12-18/6/98

Sechaba ka'Nkosi

The South African Democratic Teachers' Union (Sadtu) has warned there could be more disruptions in education if the ministry does not review some of its policies.

This week, barely hours after the union claimed its most important victory since its inception eight years ago, Sadtu officials said there could be further strikes to compel the government to include parents and teachers in its transformation process.

An issue most likely to renew tensions is funding norms. This was not raised by the union during its negotiations with the Ministry of Education this week, but the union believes the government expects poor parents to pay more to educate their children.

Sadtu says the issue was not raised because it was not part of the four demands which saw the union deadlocked with the ministry.

Says union president Willy Madisha: "When the government took power, it promised free education up to a certain level. Now the department is talking of introducing funding norms that will force parents to contribute a percentage to education.

"Our fear is that only parents who can afford to will be able to pay, and the millions who are unemployed may be excluded. This is as a result of continuing cuts by the Ministry of Finance in the past few years.

"I'm very definite that we have not heard the last of strikes by our members to defend the transformation process."

Sadtu's threats come after the union forced major concessions from the ministry on the restructuring of education, salvaging the jobs of some 34 000 teachers tipped to join the unemployment ranks as part of the ministry's rationalisation drive.

The lengthy negotiations saw Sadtu making a successful challenge to some of the constitutional arrangements political parties agreed on during the negotiations that led to democracy.

Sadtu believes these agreements stifled the transformation process because they give provincial education MECs more powers than the national ministry.

The union began as one of the most disorganised in the Congress of South African Trade Unions, but this week took a huge leap in stature, becoming one of the most important players in the public sector.

Sadtu expects its membership to increase drastically from its current 170 000 in the coming months. It plans to assume a crucial role in determining future relations between the government and the combined might of 500 000 public workers who will be brought together by a merger of unions.

In terms of this week's agreement, teachers who were temporarily employed before July 1 1996 will be given permanent employment with immediate effect. Other temporary teachers will be redeployed, but no new teachers will be hired until the redeployment process is completed.

Observers see the fact that Sadtu has managed to force the government into consulting more on issues as a first step in merging teacher unions. Labour commentator Andrew Levy says it is now up to the authorities to decide whether to use the agreement to rebuild relations with public sector unions.

"Unlike workers in other industries, teachers, because of what they are and what they do, can easily merge together. With the wage negotiations just around the corner, the government could find itself in a more difficult position than previously thought."

The national Department of Education remains cautious about what this week's deal achieved, beyond repairing its relationship with Sadtu. "We have to acknowledge this is only a framework agreement," says Duncan Hindle, chief director (human resources) and one of the department's main negotiators. "No one should believe the road ahead is smooth. There are still some difficult decisions to be made."

Among the most difficult are those that relate to the crux of the deal — policy on teaching numbers set at national level.

Minister of Education Sibusiso Bengu is proposing to set a national target for class sizes and also a ceiling. If a province fails to hit the target, it will have to at least stay within the ceiling, or will be hauled before Parliament to explain itself.

A province will be free to rationalise within these parameters, using a national retrenchment/redeployment mechanism soon to be agreed by the unions and the national department. "We're not prescribing to the provinces how they spend their money," Hindle says. "They are ultimately the employer, and they must decide on the size of their operations."

The ministry's class-size numbers will vary according to "what's affordable" — so if budgets are pressed class sizes will rise and jobs will be under threat. The department will seek union agreement on national numbers, but says it does not need this. Hindle stresses the union's role will be purely consultative.

The union will, however, have more say in the provinces. Union representatives will be consulted when provincial officials are figuring out how to hit the class-size target or (more likely) stay under the ceiling, while retaining enough money to spend on other elements such as textbooks. To date, the provinces have spent most of their money on salaries.

Hindle concedes the deal does not ensure any more money will be available for other items, nor that expenditure on personnel will drop. But, he adds: "All the provinces are aware of the need to downsize personnel costs."

Star 13/6/98

Union tells teachers to return to classrooms

Cape Town – The agreement hammered out this week to avert a strike by the South African Democratic Teachers' Union was formally signed by Sadtu representatives and Education Minister Sibusiso Bengu yesterday.

More than 170 000 members of Sadtu, the largest education union in the country, had threatened a full-scale strike from Monday if their demands were not met.

Sadtu president Willie Madisha said at the signing ceremony that the strike was being called off with immediate effect.

"Teachers must teach a full school day henceforth, because the problems we had on the table have been resolved," he said.

He said the agreement recommitted Sadtu and the ministry to transforming education and had created an atmosphere of co-operation.

Sadtu called on all its members and teachers to go back to their classrooms immediately. – Sapa

(321)

Bengu closes 11th-hour deal with SA's teachers

Crippling strike averted, but education crisis not over yet

(321) ARG 13/6/98

HAZEL FRIEDMAN

The education crisis that threatened to disrupt schools throughout the country was finally officially resolved yesterday afternoon with the signing of an historic agreement between the Government and the country's largest teacher union.

"Teachers can at last return to doing what they do best", said a buoyant Minister of Education, Sibusiso Bengu, during the signing.

As a result, South Africa's national teachers' strike that threatened to further cripple education has been averted and 12 million pupils will not be subjected to the consequences of teacherless classrooms.

As the visibly relieved Professor Bengu put pen to paper, South African Democratic Teachers' Union (Sadtu) president Willy Madisha reaffirmed the union's commitment to the ANC-SACP-Cosatu alliance and hailed the accord as "historic", "unprecedented" and "a victory for education".

The 11th-hour agreement effectively prohibits the provinces from retrenching permanent or temporary teachers occupying posts deemed "necessary" or "substantive" and giving all temporary teachers employed before July 1 1996 permanent status. Targets for teacher-pupil ratios are now to be decided at national level.

The moratorium the agreement places on retrenchment is a significant breakthrough for a profession thrown into turmoil through hastily conceived, drastic cost-cutting plans.

In terms of the agreement and in order to achieve equity objectives, redeployment of teachers from privileged, overstaffed to historically disadvantaged, understaffed schools will continue.

But, while the fog of gloom covering education seems to have lifted for now, the crisis is far from over. Although the agreement has been welcomed by signatories, it remains strong on the "whys" but weak on the "hows" of implementation. And crucial questions still need to be answered concerning debt-ridden provinces who owe a total of R5-billion and spend up to 100% of their education budget on teachers' salaries.

Furthermore, Mr Bengu is tight-lipped on his plans to challenge an "absurdity" in the constitution which prevents him from exerting control over the entire education budget while having to account to Parliament for it.

An issue also likely to renew tensions between teacher unions, parents and the Government is funding norms.

Although Mr Madisha refused to confirm or deny whether further union strikes were in the pipeline around the issue of funding, Sadtu believes the Government expects poor parents to pay more to educate their children – a situation it finds unacceptable.

The negotiations also avoided mention of the fate of the 2 800 teachers who were retrenched from KwaZulu Natal schools and the 2 400 educators booted out of the system in the Western Cape during Christmas last year.

As a result many schools in the impoverished Natal Midlands and Cape Flats remain teacherless.

But Mr Madisha promised that the plight of retrenched teachers would not be forgotten. "We will fight to have them reinstated in schools through the courts."

CAPE ARGUS, **WEDNESDAY**, JUNE 17, 1998

Western Cape teachers 99% fire-proof now, says minister

(321)

ARG 17/6/98

'Numbers stabilised'

ANDREA BOTHA
EDUCATION REPORTER

About 99% of teachers in Western Cape classrooms next term will not be retrenched or have their contracts cancelled.

Provincial Education Minister Nick Koornhof has given this assurance to temporary and permanent teachers still in doubt about their future.

Mr Koornhof said 99% of the rationalisation process was complete and teacher numbers had been nearly stabilised. "We are computing the final figures and will only then be able to say how many teachers will have to leave service by the end of the year," he said.

The province still had "one or two percent" too many teachers, but their fate could be determined only after the voluntary severance package project was finalised.

The department would also be looking at "other plans" to reduce teacher numbers. "When I look at the absolute despair in other provinces, I feel positive about the Western Cape. We have come very far already."

At least the department was now spending only 92% of its budget on teacher salaries, compared with more than 100% last year.

"Our goal is to come within budget and we will do everything in our power to achieve this," Mr Koornhof said.

Commenting on agreements between national education officials and teacher unions last week, he said most stipulations did not affect the Western Cape, as teacher numbers here had basically been stabilised.

One of the most important points of the agreement between the SA Democratic Teachers' Union and the national Education Department was the withdrawal of resolution 593, which gave provincial education departments the right to appoint as many teachers as their budgets allowed.

But the withdrawal of this resolution did not necessarily mean provinces would lose their powers.

"It is back to the drawing-board. The resolution has been withdrawn but negotiations will start again," he said.

The constitution said provinces should be given greater power and this could not be changed unless amendments were made to the constitution.

CAPE TIMES
FRIDAY, JUNE 19, 1998 ★

COMPENSATION FOR DISCRIMINATION

Payouts for female educators suggested

CT 19/6/98 (p21)

A STUDY COMMISSIONED by the Cape Professional Teachers' Association details the discrimination female teachers have had to endure. Education Writer **TROYE LUND** reports.

THOUSANDS of female teachers will be queueing for cash payouts to compensate them for the discriminatory employment conditions they have been subjected to in the past if the proposals of new research are enforced.

The study by John Mobbs, a retired academic and former employee of the education department, details "gross salary, benefit and promotion sexism" that the department of education has used against women.

The Cape Teachers' Professional Association (CTPA) commissioned the study.

George Kronenberg, of the CTPA, said the study was commissioned after a task team that was set up by the Education Labour Relations Council's (ELRC) to look into the matter failed to meet once in the two years that it has existed.

The report said women classified as married or black were so poorly rewarded for their services that many of them would be entitled to lump sums close to R100 000 as well as monthly payments of about R2 000.

This is because, until 1984, the education department fired women the day they got married. Women who then wanted to continue working were employed on a "temporary-indefinite" basis. This meant that they were only allowed to continue working on condition that they waved their right to pension benefits for five years, promotion posts or housing subsidies.

After five years, women were allowed to start contributing to a pension again, but if they left for any period to have children or moved schools, they would have to wait another five years before being allowed to contribute again.

Also, married women had to apply each year for the teaching post they occupied because it was advertised annually as a vacancy.

These circumstances resulted in some women working without any pension or housing benefits for decades, retiring with a pension calculated according to the number of years they taught as a single person.

Female teachers were often forced to find jobs when they retired because of inadequate benefits, Mobbs found.

"Our ladies have been given a very bad deal," said Kronenberg.

Other findings of the CTPA report that will be tabled in the ELRC and with the Human Rights and Gender commissions are:

- Black female teachers not only earned less than black and white male teachers, they earned 50% less than white female teachers and were on the most inferior pension scheme.
- White teachers posted in black schools received "danger or inconvenience allowances".
- Single female teachers who fell pregnant were dismissed immediately, but unmarried male teachers that made women pregnant only had to pay a fine.
- Only white teachers were entitled to travel allowances.

"This is the culmination of a 20-year battle against female educators coming away with peanuts. They, especially those that taught as married people, have a right to be reimbursed," said Kronenberg.

Woman teacher poorly treated

IF Christina Joubert had been a white male she would have been R78 278 richer today and would have been receiving a monthly pension of R1 794 instead of R226.

Her starting salary was 50% less than white females, and 65% less than white males. But the most severe discrimination was her immediate dismissal when she married in 1945.

This was not only because the education department did not tolerate a husband and wife teaching at the same school, it was mainly because marriage changed her status as an employee, "or as a human", as Joubert said.

After her marriage, Joubert was allowed to continue teaching as an "indefinite temporary" at a different school to her husband's. Her new status meant she had to apply for her post each year, as well as waive her previous rights to contribute to a pension scheme.

Joubert continued her career with "stops and starts" until she retired at 60 in 1984. After 39 years she was entitled to only a R226 monthly pension.

Because of the breaks she was forced to take in her career to avoid teaching at the same school as her husband, and because of her temporary status, Joubert was effectively "done out" of 19 years of pensionable service. Without giving any reasons, the Coloured Affairs Department also denied Joubert a promised lump sum gratuity, and an accumulated 161 days leave.

"Being married and co-called coloured, I was on the lowest rung," said Joubert.

R30 m saving opens 400 jobs for troubled KZN educators

CP 21/6/98 (321)

By CHRIS HLONGWA

SPECIALIST subject teachers? Yes. General teachers? No.

That is the message from KwaZulu-Natal's embattled Education Department which announced this week it had somehow found money to employ only specialist teachers, hundreds of them.

With thousands of teachers still facing the axe because it cannot afford them, the acting Education Minister, Peter Miller, said savings in the budget are making it possible to employ more than 400 specialist educators as early as the beginning of next month.

It is estimated that the savings amount to about R30 million.

Specialist teachers included those who teach maths, science and geography. General teachers are out of the question.

"I wish to make it clear that the appointments will be post specific and that every teacher will have to be qualified for the specific post to be filled," said Miller.

"There can be no question of a general teacher employment-process being followed after this by way of negotiations for posts to be filled," he explained.

Miller said after re-evaluating the budget at the beginning of this month, "he was pleased to announce that sufficient funds have been identified from savings within the existing budget" to enable employment of 419 specialist subject teachers.

This, he said, will come into effect at the start of the third term of the current academic year on July 21, 1998.

New schools crisis looms

(3a1)

ST(CM) a1/6/98

Sadtu threatens action over filling of vacancies

AYESHA ISMAIL

WESTERN Cape MEC for Education Nic Koornhof and the South African Democratic Teachers' Union are on a collision course over appointments.

Sadtu has called on Koornhof to withdraw a circular on the procedure to be followed in filling vacancies left by teachers who have taken the voluntary severance package.

Sadtu says that in the light of agreements reached in the recent negotiations between Minister of Education Sibusiso Bengu and the teacher unions, Koornhof is obliged to withdraw the circular.

However, Koornhof has insisted that he will not withdraw the circular as he is "in an advanced stage" of restoring stability in schools.

Instead, last week he sent out a circular reiterating and enforcing the earlier instructions.

And the chief director of the national department, Duncan Hindle, says the circulars were not discussed at the negotiations.

In a letter to Koornhof this week, the union's spokesman, Don Pasquallie, warned that unless the department's circular was withdrawn and the criteria for appointments drawn up in consultation with the unions and agreed to nationally, Sadtu would have no choice but to declare a dispute with the Western Cape department.

"After our negotiations with the minister it was decided and agreed by all parties that procedures for rationalisation and the redeployment of teachers would be determined nationally," Pasquallie said.

"This means that Koornhof cannot go ahead, without consultation, in redeploying teachers and filling posts left vacant by voluntary severances."

Koornhof said this week that the agreements reached between Bengu and the unions "will have absolutely no impact on our rationalisation programme".

"We are almost through with getting job security back for our teachers through the voluntary severance packages," he said.

"We will start with redress and job security for all teachers at the education summit next month."

Hindle said there would be no rationalisation of teachers where this was unnecessary.

"So if the Western Cape has completed its rationalisation, then that's it," he said.

"But all this will come up during the national education workshop."

The workshop is to be held on July 7, 8 and 9.

Bengu deals

ST 21/6/98 (321)

The government's agreement not to fire teachers could be the straw that breaks Gear's back. THABO KOBOKOANE looks at the accord's economic effects

THE South African Democratic Teachers' Union may have achieved what its parent federation, Cosatu, has been seeking to bring about — the revision of the government's economic blueprint, the Growth, Employment and Redistribution strategy.

To date, the government — and, in particular, Trevor Manuel, the Minister of Finance — has remained decidedly quiet on Gear amid growing pressure on it to abandon its strict policy on reducing the deficit, which is the cornerstone of Gear.

Cosatu has for some time openly criticised the strict adherence to budget deficit targets, blaming this for the crisis in education and the public service.

Still others have criticised Gear for not having delivered on its job promises.

The accord reached between the Minister of Education, Professor Sibusiso Bengu, and Sadtu provided the ideal opportunity for the government to show whether or not it still held these targets dear.

The agreement, which has halted the retrenchment of teachers, may have averted a crippling teachers' strike, but it may yet prove costly to the government's economic centrepiece.

A vital component of Gear is the lowering of the fiscal deficit to three percent of gross domestic product in the 1999/2000 financial year from four percent of GDP in 1996/97 through tight fiscal policy.

This measure would be accompanied by a reduction in the government's consumption expenditure as a percentage of GDP to 18,1 percent in 2000 from 19,5 percent last year.

These steps — theoretically, at least — would have the effect of keeping inflationary pressures in check and releasing domestic resources for investment.

Gear identified a number of measures to achieve these targets, including "the careful management of the overall government wage bill".

The integration of the former TBVC states into South Africa has had the effect of increasing the size of the public service and, consequently, the government's wage bill.

To reduce this, the government undertook, among other steps, to reduce the size of the civil service through rightsizing.

The Bengu and Sadtu accord flies in the face of these targets.

In terms of the agreement between Bengu and Sadtu, the government would place a moratorium on the rationalisation of permanent and temporary teachers.

In addition, Bengu conceded that temporary teachers appointed in "substantive" posts before July 1 1996 would be appointed on a permanent basis.

A final settlement is due by the end of next month.

It is not clear how many teachers would have been affected by the retrenchments, but estimates suggest that close to 40 000 jobs were on the line.

The initial plan had been to lay off nearly 70 000 teachers, but this had been whittled down.

The agreement raises critical questions.

Has it created a precedent for other public-sector unions to seek similar concessions from the government?

Where are the additional resources to be found to pay the teachers' salaries?

What implication would this have on the government's attempt to reduce the budget deficit and government consumption expenditure?

Education received 22 percent, or R45-billion, of the R201-billion national Budget — the largest slice of the Budget given to any department.

A large proportion of it is taken up by personnel expenditure, such as salaries. In some cases, this accounts for 88 percent of provincial budgets.

The result is that there are not enough funds available for other purposes, such as buying textbooks and other learning materials.

In a sense, perhaps, the responsibility lies with the education ministry to find an efficient use of resources.

Given the high ratio of personnel expenditure as a percentage of the budget, retrenchments may prove to be inevitable.

Another option is to reprioritise the Budget, in other words, redistribute funds from non-strategic ministries to strategic ones.

But this in itself may not be enough — most departments have had their budgets cut.

Indeed, it may be impossible if other public-sector unions follow the precedent set by Sadtu.

The government could choose to use the proceeds from privatisation to fund the shortfall if it is once-off.

But this would fly in the face of its own objective of using the funds to reduce government debt.

It could increase taxes, but the Gear document expressly states that fiscal policy has been informed by a number of goals, including that of avoiding permanent increases in the overall tax burden.

Alternatively, the government could beef up tax revenue collection even further in the hope that it will net additional revenue for the Budget, which is projected at R186,7-billion, allowing for a budget deficit of 3,5 percent.

The temptation, as is the case with most governments, is simply to borrow — and herein lies the danger to the government's fiscal targets.

Any additional borrowings could place added pressure on the deficit and could be a major blow to the government, which has already brought the deficit down from 7,9 percent in the 1992/93 financial year.

What Bengu has done, whether he intended this or not, is merely postpone the inevitable retrenchment of teachers.

While he and Sadtu may have kept the teachers off the streets, at least for now, Manuel has been left with the task of calculating the cost of the deal.

He may well find that his numbers still do not add up, in which case he will have one of two options: he will either have to force Bengu to go through with retrenchments, or he will have to abandon his Gear targets and find the money needed to continue to finance the bloated civil service.

The only way he will be able to do this will be through additional borrowing, with all its negative implications

In the meantime, South Africa will have to live with an imperfect education system that is bereft of classrooms, books, toilets and electricity, but flooded with incompe-

Manuel a folding hand



tent teachers. The failure to educate schoolgoers properly will exact a further long-term toll as the economy finds itself without the skills it needs to build consistent economic growth.

What Bengu has succeeded in doing is concluding a short-term pact that has serious implications for the health of the South African economy.

If the professor does not realise this, Manuel must move quickly to point it out to him or he must concede defeat as another of his cabinet colleagues undermines his cherished objective of fiscal discipline.

19 teachers sit-in over pay

By GOBA NDLOVU

AS SCHOOLS closed for the winter vacation on Friday, 19 qualified teachers staged a sit-in at the Education Department offices over a pay dispute.

The teachers, from the Kempton Park/Tembisa area now called district N16 Khayalami, claimed they faced a bleak holiday as they had not been paid their salaries for the last two months.

Despite staging a sit-in they left the offices of the department empty handed after being forced out by security police.

(321) CP 28/6/98

No departmental official was prepared to speak to them.

In an apparent show of anger senior official Jeremiah Mokwele said "bafunani manje laba" (what do these people want).

Mokwele spoke as if he did not know the 19 teachers but it turned out later that he was directly involved with their problems and was their district Inspector.

Mokwele who is district Education Co-ordinator for district N16 handles problems which include Kanana primary school where all 19 teachers are employed.

He said: "All I know about these teachers is that I had an appointment with them on June 29. I'm only prepared to listen to them when we meet on Monday (tomorrow)".

But the teachers denied they have an appointment with Mokwele tomorrow. They said there was a circular which invited all teachers to a workshop tomorrow.

They added their sit-in was connected with the non-payment of their salaries.

The district director Babsie Matabane promised to deal with their problems as soon as the relevant information was supplied to him by the district Education Co-ordinator concerned.

Teachers furious over discrimination

Women civil servants say they've been 'short-changed'

(321) ARG 2/7/98

LINDSAY BARNES
STAFF REPORTER

Thousands of South African women will be short-changed in their retirement due to gender discrimination on a massive scale against female civil servants by the apartheid government.

For years to come, the women will count the cost of one of the most shocking legacies of the former National Party government – financial penalties for women teachers, nurses, doctors and other government workers who got married.

Four Cape Town women who recently realised the extent to which they had been robbed of their retirement nest eggs have taken up the fight on behalf of those women still in government service.

Former Turfhall Primary School teachers Ursula Andrews, Jocelyn Parsotam, Aldyth Steenveld and Jean Charles are out to recover from the state what they were effectively cheated of by the former government.

They want a better deal for women currently in service and a payback for those who left the teaching profession in 1996 when they took the Education Department's voluntary severance packages.

Before 1979, when a woman civil servant got married her employee status changed automatically from permanent, with all the attendant benefits, to "temporary indefinite" for the next five years.

"They called it temporary indefinite because it gave the department licence to hire and fire us at will," said an angry Ms Andrews.

If women broke service during those five years, such taking compassionate leave, they were "punished" for a further five years.

During those five years of temporary employment a woman could not contribute to the state pension fund, which reduced the sum paid out to her when she retired or was retrenched.

In recent years civil servants "punished" in this manner have been allowed to buy back those years of pension contribution they missed, – but at a high price.



Raw deal: retired teachers Jocelyn Parsotam, Ursula Andrews and Aldyth Steenveld

In 1996, when Ms Andrews applied for the voluntary severance package, she found out from the Western Cape Education Department that she was allowed to buy back nine years – but at today's pension rate "which is exorbitant and which few can afford", she said.

She had to pay R178 000, a figure few women could afford. "I could afford it only because when I took the voluntary severance package I opted for the lump sum," she said. She used her payout to buy back those years.

Even harder hit by the former government's discriminatory policy are women like Jocelyn Parsotam, who did not qualify for a lump sum retrenchment package.

Ms Parsotam taught for 40 years and married twice. After her first marriage she was paid out R450 – her pension contributions for the previous four-and-a-half years.

"When I took the retrenchment package in 1996 they told me they would only pay me (a pension) for the past 15 years, calculated from five years after my second marriage.

"Because I was over 55 I was told I had no option but to take a pension instead of a lump sum."

Her pension, after 40 years' teaching, was just R84 000 – compared with a male colleague with 28 years' service who got R700 000.

■ A study by John Mobbs, commissioned by the Cape Teachers' Professional Association, has found the Department "guilty of gross salary, benefit and promotion sexism" against women employees.

Teachers' pay is 'up-to-date'

Primarashni Pillay (3a)

02/7/98

MOST of the 5 000 temporary teachers in KwaZulu-Natal re-employed on April 1 were paid their salaries, provincial education department communications director Mandla Msibi said yesterday.

Msibi was responding to a believed threat by the SA Democratic Teacher's Union (Sadtu) to take legal action against the department for failure to pay these teachers.

Sadtu provincial secretary Ndaba Gcwabaza said Sadtu had declared a dispute over the retrenchment of the 8 000 temporary teachers as the agreement was that retrenchments would only take place after teacher redeployment.

Continued on Page 2

generate a track record for the market.

Liberty, Fedsure call off alliance talks

BD 3/7/98

Amanda Vermeulen

TALKS between life assurance groups Fedsure and Liberty Life about an alliance between the two groups had been called off, Sandy Barnes, Fedsure GM of marketing and information technology, said yesterday.

"Earlier this year we held informal discussions with a number of players in the financial services industry, including Liberty Life, when there were indications of major realignments taking place in the industry.

"However these discussions were taken off the agenda with the sudden acquisition of Norwich. Our attention is now totally focused on the integration of the two companies."

He said that in these circumstances it was unlikely that the discussions with Liberty would be resumed.

However it is understood Liberty has not closed the door on further discussions. Earlier talks between the life assurance groups were wide ranging, but one of the unresolved issues was whether Fedsure's single largest shareholder, Investec, would be party to the transaction.

Investec owns about 21% of Fedsure, with other institutions holding a further 32%. The balance of the shares — 47% — is held by Fedsure management and the public.

Liberty CE Roy Andersen said the group had held discussions with a number of parties, but none had progressed far enough to warrant a cautionary notice.

Investec CEO Stephen Koseff said yesterday that the group had not been approached by Liberty. He said Investec had stated publicly it did not want to go the bancassurance route, raising questions whether it would be in favour of participating in a Liberty-Fedsure merger.

If the deal is done, Liberty could face a price tag of about R12bn for Fedsure which comprises the premium to buy control, a possible offer to minorities, as well as taking out the preference shares.

Fedsure shares closed at R67 on the Johannesburg Stock Exchange yesterday. Based on its closing price, the group has a market capitalisation of about R10,7bn.

One analyst speculated that although it was difficult to assess the true value of Fedsure owing to the nondisclosure by insurance companies, Liberty could fork out as much as R80-R90 a share for the company. With about 159-million ordinary shares in issue, the cost to buy Fedsure could be more than R12bn.

The rationale for the deal, apart from cost-saving benefits, would be to merge the linked products businesses of both companies — Fedsure's TMA and Liberty's Millennium — to give the merged entity the dominant position in this market.

70% of Eastern Cape principals fail the test

BD 3/7/98 (321)

BISHO — Nearly 70% of principals at Eastern Cape schools were "unqualified or underqualified", the auditor-general found in his education performance audit for 1995.

The audit report, presented to the public accounts standing committee yesterday, said 42% of the department's 58 438 teachers were unqualified or underqualified — they did not have the minimum three years' professional training after matriculation.

It said 1 052 (29%) of mathematics teachers were "totally unqualified" because they had no training at all. Some had less than matric in the subject.

Of the biology teachers, 397 (26%) were unqualified, as were 1 161 (32%) of science teachers.

The audit showed that the drop-out rate of Eastern Cape pupils was "materially higher" than other provinces'.

The high drop-out rate of pupils in 1994 represented a loss of R1bn a year to the department.

Pupils at secondary schools spent an average 4,4 years longer than theoretically required in the school system. This cost the department an extra R3,2bn for the 1995 school enrolment.

The report said the department had spent R4,4m transporting secondary school pupils from Missionvale to their school at Booysens Park. A new school at Missionvale would have cost R5m.

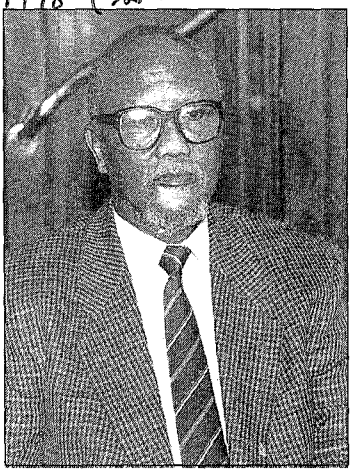
The report said electrical equipment had been supplied to schools without ensuring electricity was available. In 1996, 4 676 schools (76%) had no electricity.

Primarashni Pillay reports that national education ministry spokesman Bheki Khumalo said a joint task team of the departments of finance, state expenditure and education had completed investigations into the provincial education department's administrative and finance systems. "From this there is determination by government to put right the anomalies that exist in that province," he said.

Teachers to receive missing back pay

CP 5/7/98 (321)

By ZOLILE NQAYI



HONOUR ARBITRATION AWARD NOW...
says teachers' president, Leepile Taunyane

THE National Department of Education will have to pay out millions of rands to an undisclosed number of teachers who were underpaid for two years.

The National Professional Teachers' Organisation of South Africa (Naptosa) announced this after an arbitration was awarded in their favour this week.

Naptosa had declared a dispute against the Department of Education last year.

When a revised salary scale became operational on July1, 1996, the Department of Education failed to give increments to teachers who had completed a year's service and were entitled to a notch increase. According to Naptosa's executive director, Andrew Pyper, on the date of appointment or promotion, each teacher – after working for a year – was entitled to a raise of one notch.

He said the matter was raised with the department but nothing was done to rectify it at the beginning.

"These teachers were disadvantaged and this arbitration award means some of them could receive between R10 000 and R12 000 in back pay," he said.

☐ Early last year a similar award was made in favour of public sector employees, but it excluded educators because they wer not included in the dispute declared by the Public Servants Association.

Pyper said the award in their favour would mean "a substantial relief to the teachers who had endured two years without their increments".

He said it was difficult to quantify the number of teachers entitled to back-pay, but said "since not many teachers take up their appointments at the beginning of July, not so many are involved".

"Naptosa therefore calls on the Department of Education to institute the necessary investigation in order to determine the cost involved to adjust the salaries of educators and to give effect to the arbitration award," Naptosa President Leepile Taunyane said.

Meanwhile, Duncan Hindle, of Human Resources in the Department of Education, confirmed that "the department does not know the exact number of educators affected" but said the cost would "not be too much", as a limited number of teachers were involved.

Teachers' union wants government spending programme

(321)

Primarashni Pillay

THE SA Democratic Teachers' Union (Sadtu) called yesterday for the departments of education and finance to draw up a spending programme aimed at achieving equity and the redress of racial imbalances in education. Sadtu's call is in response to the financial hardships of provincial education departments, with about 90% of their budgets consumed by personnel costs.

Provincial legislatures determine the budgets of their respective education departments, and teacher unions have complained that they have not been allowed to contribute to the budget process.

BD 9/7/98

Sadtu and other teacher unions were taking part in a three-day workshop attended by officials from the national and provincial education departments. The workshop is part of an agreement reached in June by the national ministry and unions in an attempt to make the budget process open and transparent.

Sadtu said that equity in education could not be reached overnight and that an implementation plan setting priorities and timeframes should form part of an agreement between the education and finance departments.

"The budgeting process should start from a consideration of the needs on the ground."

'Rebel' teachers warned of tough action

ST 12/7/98 (CM) (321)

BOBBY JORDAN

THE Western Cape Education Department has vowed to clamp down on "rebellious" teachers who refuse to follow government instructions at former Department of Education and Training schools.

The warning follows accusations that teachers have driven colleagues out of two Khayelitsha schools.

"It is wholly unacceptable that public money is being wasted and the proper running of our education system is being interfered with in this way," said department spokesman Tony Eaton.

A task team was investigating and trying to find a solution, he said.

Earlier this year, Nthabiseng Khasuli, 30, of Hopolang Primary School, was allegedly driven from her classroom for the third time. She said she had also been assaulted by her headmistress.

Khasuli is at home, but is still drawing a salary.

The principal of the Ntwashahlobo Primary School, Harold Mdleleni, 43, was allegedly banished from his school in February. He is working from the department's regional headquarters in Bellville. He has threatened to sue the school's governing body unless he is allowed back.

However, teachers at both schools have denied expelling staff.

They have claimed that they are merely protecting pupils' interests.

The department says it intends to crack down on offenders.

"If our investigations find evidence of misconduct by any Western Cape Education Department employee, the procedure for cases of alleged misconduct will be followed," Eaton warned.

Aggrieved parties would be encouraged to lay charges or file suits.

Crisis for matrics at Cape school

(321) ARG 20/7/98

CHANTEL ERFORT
STAFF REPORTER

The departure of four teachers, including the principal and deputy principal, of Wolseley Secondary School has prompted a crisis and the 600 pupils have not been to classes since school re-opened last week.

However, the Western Cape Education Department is hoping the matter will be resolved by today.

By 10.30am on Friday all the classrooms at the Wolseley school were locked. The school was deserted except for a handful of matric pupils and the 20 remaining teachers.

By the time the new term started last Wednesday, no one had yet been appointed to replace the lost teachers. One of the teachers taught the matrics maths, physical science and English, while former principal C P Collins taught history.

When the staff approached the Western Cape Education Department about the situation, they were told that a staff member would have to act as principal, but by Friday no one had volunteered to do so.

But teachers said they had their own classes for which they were responsible and would not be able to handle the added responsibility of administering the school. Teacher Cornel Joseph said: "The department is demanding that one of us take the responsibilty, but we can't do it."

Teachers said they were concerned that classes had come to a halt and were worried about the matrics.

Staff spokeswoman Soekie Strauss-Loff told the Cape Argus: "We are depriving these young people of one of their basic rights - education.".

But, the teachers said, the staff's hands were tied as they were getting no co-operation from the school's governing body.

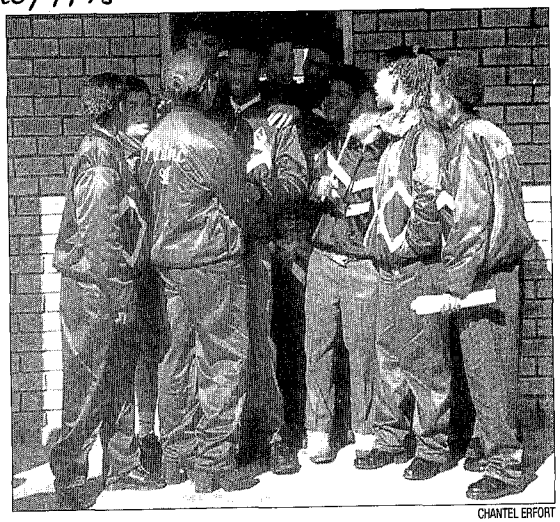
A few teachers had considered resuming lessons with their own classes, but the pupils didn't think it fair that some should be "left out in the cold without a teacher".

Pupils put the blame squarely on the shoulders of the department.

Esmeralda Davids said: "We wanted to march. We are angry because we want to do well and the department is standing in our way of doing that."

The staff has also approached the SA Democratic Teachers Union and according to Mr Joseph, who is the school's representative, the union "views the matter as top priority".

Education department spokesman Tony Eaton said that the matter would be discussed at a meeting with the staff today and that one of the teachers had volunteered to fill the position of principal.



CHANTEL ERFORT

Idle: matric pupils at Wolseley Secondary School in front of one of the empty classrooms

Teacher chaos hits schools

ARG 20/7/98

Principals lash out

ANDREA BOTHA (321)
EDUCATION REPORTER

Many Western Cape schools have been thrown into confusion after nearly 2 000 teachers opted for severance packages.

Many schools have had to reshuffle timetables, drop subjects and merge classes to make up for empty positions which will not be filled by the Education Department.

But now the department is not sure how many teachers will actually have to go in the end.

Many granted packages have now said they want to stay, and others denied packages have appealed against the decision.

Eddie Kirsten of the Education Ministry said: "It's all in a bit of a state at the moment."

The ministry will announce today how many teachers have taken the package and how many more will have to go before the province reaches its goal of 35 pupils to one teacher in primary schools and 40 to one in high schools.

Brian Isaacs, principal of South Peninsula High School and chairman of the Western Cape Teacher Parent Student Forum, said his school had lost six teachers. Four had taken packages and two others had been redeployed to other schools.

The school had dropped home economics and was hoping to get a teacher for Xhosa. "I am really angry at the department for having such a nonchalant attitude towards education. We are bursting at the seams."

Greg Vlotman, principal at Sid G Rule Primary in Grassy Park, said his school was stretched to the limit. Although no teachers had taken the voluntary severance package, three had been redeployed to other schools.

He said it was impossible to plan for the unexpected, and that if a single teacher went on sick leave, it hit the school badly.

"There is an element of struggling here, as we are a dual-medium school and in the Afrikaans classes we have a lot of students from disadvantaged areas."

Merle Poggenpoel, senior administrative clerk at Lentegeur Secondary School, said the school was coping well with the loss of teachers as it had planned ahead and had adjusted the timetable last term.

The school has lost 10 teachers and in most classes there are 50 pupils and more.

See page 2

KwaZulu-Natal aims to root out corrupt teachers

DD 21/7/98 (321)

Primarashni Pillay

THE KwaZulu-Natal education department's attempts to stamp out corruption have been boosted by the provincial cabinet's approval of the employment of 175 people to enforce the department's audit and financial control measures.

Department spokesman Mandla Msibi said yesterday that about 1 900 administrative posts in the department had been frozen early this year.

However, after allegations of corruption, the executive council had decided to approve these new posts, which would be spread between the department's head office and eight regional offices.

He said the department was intensifying its investigations into fraudulent teacher qualifications by sending inspectors to all the regions to verify qualifications. About two weeks ago, about 100 teachers in the Empangeni region were found to have fake qualifications and 35 were arrested.

The department had paid out about R720 000 in salaries to these teachers. If they were found guilty, this money would be deducted from their pension funds, Msibi said.

He said that the signatures on the diploma certificates did not correspond with the signatures of rectors who had served at teacher training colleges in Durban. Fake matric certificates had also been discovered, and while there was a concentration of suspects in Empangeni, there were fears that such abuses might be more widespread. "If people can purchase fake qualifications in one region, it's possible that they can do it anywhere in SA. We're lucky we're exposing it," Msibi said.

Meanwhile, police are investigating a group that allegedly tried to defraud the department of R2,5m between August and December last year.

Earlier this month, police said department employees had identified other employees who qualified for housing subsidies, and had allegedly topped up the subsidy by about R10 000. The money was then deposited into the accounts of those who qualified, while the suspects had the additional amount transferred into their own accounts.

Some KwaZulu-Natal pupils returning to school today after the winter holidays still face uncertainty over whether they have specialist teachers.

After the retrenchment of about 2 700 temporary teachers in March this year, several schools were without subject teachers.

The provincial cabinet approved 419 specialist teacher posts a few weeks ago, meaning that schools which qualified had to fill the posts themselves. It was unclear if schools had located specialist teachers.

About 170 other posts have not been approved, as applications were apparently sent late to the department.

CAPE TIMES
TUESDAY, JULY 21, 1998 ★

Severance packages (721) cost R500m

TROYE LUND CT 21/7/98

THE 2 000 voluntary severance packages that have been granted to Western Cape teachers in the latest and final round of teacher cuts will cost over R500 million.

The Western Cape Education Department (WCED) said it would have to pay R96 million of this.

Unions warned yesterday that the department may have to refill hundreds of posts that teachers have been paid to leave if negotiations they are holding with the government are successful.

Though the unions approve of the voluntary method of reducing teacher numbers, because it avoids retrenchments, the unions are critical of the chaos that the sudden exodus of 2 000 teachers has caused to schools.

Many schools returned from the June holidays to find they did not have certain subject teachers, principals or vice-principals. And, according to the severance package agreements, schools were not entitled to substitutes for posts made vacant by package deals.

Although governing bodies approved all the applications that teachers made for packages, the department only announced the names of the successful applicants at the end of last term. The holiday period meant the teachers did not serve a notice period.

"Schools have had no time to plan for the vacancies," Helen Sleborger of the National Union of Educators said.

South African Democratic Teachers' Union spokesperson Don Pasquallie said some of the packages had been granted despite the fact that they would have disastrous consequences.

The National Union of Educators agreed with Pasquallie, saying some schools had allowed teachers to apply for the packages even though they would not be able to cope without them.

This exodus follows on the WCED's announcement in May that 2 000 more teachers would have to leave for it to meet budget and set national teacher to pupil ratios of 35:1 in high schools and 40:1 in primary schools. However, these ratios were scrapped recently to allow provinces to employ teachers according to the money available to them.

This caused an outcry and the ministry of education agreed to negotiate new national norms with the unions. These are being debated in the Education Labour Council in Cape Town.

If the council settles on the 32:1 that the unions want, the WCED could find itself re-appointing people to the posts it has just paid teachers to leave.

End of agony nears for schools as Koornhof set to close

ANDREA BOTHA
EDUCATION REPORTER

The end of the rationalisation battle is in sight for schools which have struggled with problems caused by the loss of 1 818 teachers who have taken voluntary severance packages.

Western Cape Education Minister Nick Koornhof said although the packages were costing his department a total of R96-million, they would lead to a saving of R48-million in salaries this year and nearly R200-million for the next financial year.

The package includes six months' pay and requires that the teacher does not work again for the province's education department.

Mr Koornhof said the province was nearly ready to close the chapter on teacher rationalisation.

Once the department knew exactly how many teachers had taken the package, it could say how many surplus teachers were still in the system.

The department is aiming for a ratio of 35 pupils to one teacher in high schools and 40:1 in primary schools.

The fate of several hundred teachers has not yet been decided, as they are either appealing against being rejected for severance packages or are still deciding whether to take the offer.

The department made voluntary severance packages available last term in its latest attempt to come in under budget.

Mr Koornhof described the voluntary packages as an "unquestionable success".

"We ... thought there were more pros than cons," he said.

book on teacher axings

(321) ARG 22/7/98

Schools facing problems with a shortage of teachers, lack of a range of subjects and unworkable timetables as a result of the severance package process, should re-examine their selection process, he said.

Every teacher's application had to be approved by the school principal and governing body before it was granted by the department.

Mr Koornhof said the province was very close to the target number of teachers and could offer job security to almost all teachers in classrooms this term.

The Western Cape Education Department was still spending 92% of its budget on salaries, he said.

Education, finance officials to discuss Sadtu agreement

Star 23/7/98 (321)

By Edwin Naidu

There will no bail-out for the education department, which is expected to run hundreds of million of rands over budget, because of a deal with the South African Democratic Teachers Union (Sadtu) in June to avert a nationwide teacher strike.

Education Minister Sibusiso Bengu, Finance Minister Trevor Manuel and provincial education and finance MECs are to meet today to discuss the deal's financial implications for the Government.

The implications of the deal struck between Bengu and Sadtu are expected to dominate proceedings. Last month's agreement halted the retrenchment of teachers and also ensured that teachers appointed to temporary posts before July 1996 would be appointed on a permanent basis.

In addition teachers are to receive an arbitration award backdated two years, which would cost between R250-million to R300-million.

Bheki Khumalo, spokesperson for Bengu, said the ministry would ask provincial departments to consider implementing cost-cutting measures because it did not expect the finance ministry to make up the deficit.

Logan Wort, spokesperson for Manuel, said the meeting was part of a routine one held between the finance ministry and all other ministries.

He said the finance ministry had always maintained that the deal was between the education ministry and the unions.

Deal betrays teachers' interests

CT 27/7/98
(Sa1)

TROYE LUND
EDUCATION WRITER

THE deal the South African Democratic Teachers Union (Sadtu) struck with the national Education Department may have avoided a nationwide teachers strike, but is a betrayal of teachers' interests and of education.

This is the line leftist critics like the Workers International Vanguard League have taken after analysing the agreement that was made last month.

The league has called on Sadtu to break its alliance with the government because it believes that as long as the union is an ally of the government it will be incapable of representing workers' interests effectively.

The June agreement, the league claims, highlights this because it accepts the constraints of the government's economic strategy (Gear — Growth, employment and redevelopment) and its three-year budget plan to increase education budgets by 3% a year.

"This means a cut in real terms of about 3% per annum over this period if inflation is put at 6% per annum," league secretary Shaheed Mohamed said.

Also, according to the budget review figures, school enrolment will increase by 1,2 million pupils over the three-year period from 12 million in 1997/8 to 13,2 million in the year 2000.

"This means, taking a pupil to teacher ratio of 40:1, a further 30 000 teachers will be needed.

"If a serious back to school campaign is launched then the number of teachers needed will be substantially higher given the 800 000 pupils that should be in school and are not," Mohamed said. "The budgets do not take the extra costs of these teachers into account."

He emphasised that the agreement did not make allowance for a salary increase over the three-year period.

"Or put another way, if a real salary increase is taken into account, then it must mean mass retrenchment of existing teachers," he warned.

He added that, in the league's analysis, the government's plans would not alleviate apartheid inequality but maintain it and shift more of the burden on to the poor.

Although University of the Witwatersrand education policy unit spokesperson Salim Vally agreed that the unions alliance was problematic, he said the league's analysis was "too simplistic".

But, Vally does not believe the alliance is sustainable in the long-term because unions "could represent their members interests more effectively outside of an alliance".

The University of Westville's Jonathan Jansen agreed with Vally, saying it was inevitable that the unions would leave the alliance.

Parents threaten to bring schooling to halt

(301) CT 27/7/98

TROYE LUND

PARENTS are threatening to bring schooling to a halt unless they are consulted in negotiations on the number of teachers to be employed in public schools.

School governing bodies have been barred from talks between the four major teachers' unions and the national Education Department.

These talks, conducted over the past month, end on Friday. They have concentrated on cutting teacher numbers to suit stretched budgets and redeploying teachers without harming education or job security.

Negotiations will resume in August to finalise norms and standards for public schools and set staffing targets, ceilings or ranges. The negotiations follow the agreement between teachers' unions and the department last month that, instead of provinces being able to hire and fire teachers according to their education budgets, teacher to pupil ratios will be determined at the national level. It also put a moratorium on retrenching permanent teachers.

Federation of Associations of Governing Bodies of South Africa chairperson, Paul Colditz said: "As parents, we are involved in everyday education at schools. We pay the bills, perform essential management functions, fundraising and provide expertise for the job of administering the schools. If we cease to do this, which we will if we are not consulted on issues of norms and standards for our schools, schooling will come to a standstill. This is not what we want. But, if it is in the interests of our children, we will do so."

School governing body protests are based on the new responsibilities given to them by the Schools Act of 1996, which emphasises a partnership between parents and government and aims to devolve maximum decision-making and power from education departments to governing bodies.

Governing bodies in Khayelitsha and Guguletu agreed with Colditz.

Human resources director of the national Education Department, Duncan Hindle, said he was aware of parents' concerns, but the matters being discussed were essentially "employee/employer" issues.

Parents, Hindle said, were getting upset prematurely, as there was no intention of excluding them. "Policy on norms and standards will only be finalised by the end of August. Parents and many other stakeholders will be consulted," he said.

See Page 3

SA teachers queueing up to head for foreign classrooms

Recruitment agencies flooded with queries

ARG 29/7/98 (3a1)

South African teachers are scrambling for posts overseas, where they are in demand and highly paid.

Teacher recruitment agencies say they have been flooded with queries by teachers who want to go overseas as they cannot get work here or have lost their jobs.

Schools in Europe, especially Britain, recruit foreigners as temporary substitute, or "locum", teachers and since South Africa's re-entry to the Commonwealth, local teachers qualify.

Heather Dutton-Brown, of Masterlock Recruitment's education division in South Africa, said more than 200 teachers had asked about temporary posts in Britain since December. Only 60 met all the requirements and found posts.

Ms Dutton-Brown said consultants representing British teaching agencies had mushroomed in South Africa and were snapping up disgruntled teachers to keep up with the demand for classroom staff in Britain.

ANDREA BOTHA



EDUCATION REPORTER

South African teachers were popular because they were hard-working and knew how to work with children from different cultures and a variety of backgrounds.

Ms Dutton-Brown said most applicants were graduates who could not find jobs. Teachers who had taken voluntary severance packages were the second biggest category, but not all qualified for visas.

Karen Gamblin of Timeplan, the biggest teacher recruitment agency in London, confirmed that South African teachers were eager to work overseas.

"We get hundreds of inquiries a month from South African teachers who want to go to the UK," she said.

South African teachers had a "refreshing touch" and "energy and enthusiasm" and were therefore popular, she said.

A teacher who wants to work overseas must have a recognised qualification, work permit clearance and a clean police record.

Applicants under 28 are automatically eligible for work permits, but those older must have British or European Union passports to get working holiday visas for up to four years.

Teachers are paid about £16 000 a year (about R160 000). Temporary teachers have to pay British taxes but can reclaim some of these if they are eligible.

The agencies warned that because of the demand for South African teachers, numerous recruitment companies had sprung up which were not above board and charged fees for their services, unlike the reputable companies.

Masterlock is giving free lectures in the Western Cape – at the Wellington College of Education today and at Stellenbosch University's education faculty tomorrow.

Teacher unions, Govt make headway

Star 4/8/98 (321)

Negotiations on retrenchments and redeployment 'on track' despite new delay

By Jacqui Reeves
Education Reporter

The honeymoon between the newly reconciled teacher unions and the Government appears to be continuing despite a new delay in their already protracted negotiations on teacher retrenchments and redeployment.

Last Friday's deadline for an agreement on rationalisation and redeployment of teachers has been moved forward to the end of this week. But the agreement will still have no practical application until the post-provisioning issue – the number of posts at each school – is resolved at the end of August.

Human resource director for the Department of Education, Duncan Hindle, last week said the state and teacher unions had agreed on "90% of the issues". Although negotiators have agreed to remain tight-lipped outside the bargaining chamber, some union representatives described that assessment as "over-optimistic".

Hindle said it was difficult to identify particular issues as stumbling blocks as the negotiations were all towards "agreeing on a process".

"I wouldn't want to try and specify as we have all agreed to wait until the August 7 deadline," he added.

Problem issues the negotiators will be dealing with will be the all important teacher: pupil ratio, the fate of temporary teachers and the manner in which rationalisation and redeployment will take place.

Geared to agree on a process

Processes of rationalisation will have financial implications for provincial departments in the form of severance packages while the Grove Primary School precedent will be a serious consideration for redeployment issues. Grove Primary School in the Western Cape this year contested the state's insistence on a redeployment list from which all staff vacancies have to be filled.

The case sparked debate over the constitutionality of this list and will be an issue the negotiators will be wrangling over.

Apart from the key issues of teacher posts and rationalisation, negotiations on "side issues" such as staff appraisal, job descriptions and working hours have also been considered. A system to assess the performance of teachers has been agreed upon and will be implemented in January next year.

National Professional Teachers' Association of South Africa negotiator, Henry Hendriks, described the atmosphere at the negotiations as "encouraging".

"We are jointly looking at the problems and are trying to find solutions together in an atmosphere that is a lot more constructive and very focused on reaching our deadlines with agreements," he said.

ARG 10/8/98

End in sight for education crisis – but redeployment is still the key issue

ANDREA BOTHA
EDUCATION REPORTER

(321)

The national Education Department and teachers' unions are expected to reach agreement about the teachers' crisis before the end of the month.

The crucial negotiations follow nationwide strikes by teachers in June which drew attention to the loss of temporary teachers, budget cuts and the determination of norms and standards for teacher numbers in each province.

One of the key issues is the matter of redeploying teachers from schools with an excess number of teachers to schools where there are too few.

Paddy Padayachee, a negotiator for the South African Democratic Teachers' Union (Sadtu), said negotiations were slow as there was a lot of work to be done – but he felt positive.

"We are being very careful and trying not to make the mistakes of the past."

He said Sadtu had given its full support to the redeployment programme and would have liked to see it implemented even before the end of the year, to ensure that schools in dire need got more teachers soon.

Duncan Hindle, one of the negotiators for the national education department, said national determination of norms and standards was another discussion point at the negotiations. Teacher unions objected to provinces deciding on teacher numbers according to their budgets.

Mr Hindle said the department also wanted to promote representivity at schools that extended to staff as well as pupils.

He said the department would look at ways to ensure that schools did not disguise their staff make-up in order to retain teachers who should be moved. On the other hand, the department also wanted to empower governing bodies.

The department had recommended the establishment of an inter-provincial redeployment task team to look into moving teachers across provinces.

Though he could understand that teachers would not want to move to schools in other provinces, he felt it was not unreasonable to ask teachers to move from one side of Cape Town to another.

Re-employment of teachers under scrutiny

(321) Star 12/8/98

Investigators take another look at staff numbers in light of Mandela's edict that every classroom be manned

By Jacqui Reeves
Education Reporter

Task teams began travelling through the country yesterday to assess teaching staff numbers at various schools who are lobbying to re-employ their temporary teachers after a recent agreement between the Government and teacher unions.

Teams of investigators, facilitated by the National Economic Development and Labour Council, will visit schools in Gauteng, KwaZulu Natal, Free State and Western Cape which are said to have been hindered by the withdrawal of temporary teachers.

The teams yesterday visited schools in KwaZulu Natal and have tentatively agreed with the province's department of education to reinstate 19 temporary teaching posts.

To qualify, schools must prove that their efforts were fruitless to reorganise staff after temporary teaching posts were cut, even with shifts in teaching workloads.

"Another important area where schools have suffered is where they lost teachers with specialist skills, such as maths and physical science, that other teachers couldn't just take over," said the coordinator of Nedlac's Development Chamber, Khanyi Mjiyako.

She said Nedlac had become involved in the project after President Nelson Mandela's statement earlier this year that no classroom should be without a teacher.

"We will investigate the situation in the provinces that have been identified and then each provincial department will have to negotiate with the national department on the number of posts that can be reinstated," she said.

Working in parallel with the Nedlac process are the ongoing negotiations between teacher unions and the Government on teaching posts and processes for rationalisation and redeployment.

The fifth draft of the agreement on rationalisation and redeployment, reached between the Government and the teacher unions, has been directed to the independent senior counsel facilitating the discussions.

This draft, as well as a draft on national norms and standards for providing teaching posts, will be discussed at the next meeting of the national bargaining chamber on August 20.

While the discussions continue, negotiators have agreed that no temporary teachers will be dismissed, keeping thousands of educators living from week to week on contracts that may, or may not, be renewed.

Henry Hendriks, negotiator for the National Professional Teachers Association, said negotiations were "on track" for the end of this month.

CAROLINE FLETCHER

Many South Africans are toying with the idea of emigrating. Some of them have given up on the idea of a new South Africa and, as ***ADELE BALETA*** *reports, some are simply exhausted with all the problems facing the new democracy. Others are here to stay and are prepared to find solutions*

Top teacher joins exodus from SA

ARG 22/8/98

Educator loses heart as punishing subsidy cuts leave private schools in the lurch

(321)

One of Cape Town's top educationists has given up the constant battle with the Government over the future of private schools in South Africa and is emigrating to New Zealand.

Robin Cox, the acting principal of St Joseph's College in Rondebosch, said this week that the Government should stop punishing private schools by drastically cutting their subsidies and, instead, let them get on with the job of educating.

Mr Cox says he has been "exhausted" by the constant fight for education in the country and has decided to leave South Africa for New Zealand.

Subsidies to private schools, he says, have been cut by about 65% over the past three years and the message from the Government is that it does not matter if the schools disappear.

He says independent schools like St Joseph's are being dismissed, incorrectly, as "elitist" and "well off" and that the Government appears to have overlooked their valuable contribution to education.

St Joseph's has a history of outreach programmes for disadvantaged communities and continues to forge links with other schools. It is also cheaper than many Model C schools, whose teachers are paid by the State.

Mr Cox says most independent schools are struggling because of punitive subsidy cuts and the fact that most donor funding dried up after the 1994 elections.

He says it seems as if the Government has forgotten the contribution these schools, especially Catholic schools, made to education during the apartheid era.

Many teachers have become disillusioned, he says.

"Teachers need to be motivated and this is not happening. At Government level, there is too much politics and too little talk about educating children."

The shrinking purse for education is where the talk starts and stops, he says.

"Why is the Government so intent on closing down schools that have been offering quality education. They (private schools) should be left to do what they are doing."



HEADS IN CLOUDS: teachers say policy makers are guided by ideology and do not have their feet on the ground

According to Mr Cox, "there is too much ideology in decision-making at national level".

He believes education authorities "do not have their feet on the ground", illustrated by the fact that when outcomes-based education was introduced the necessary books were not available.

This happened in spite of warnings from people "on the ground".

Mr Cox has worked as a deputy principal for about eight years and describes himself as having been at "the cutting edge of negotiations and consultations with Government to keep education alive".

"I have been fighting for many years (against apartheid), but still do not feel free. I don't want my children to have to apologise for apartheid when they were never part of it," he said.

Although he has 22 years of teaching experience, only one will be recognised if he goes into public education.

"I am exhausted and someone with more energy needs to pick up the fight now," he says.

Mr Cox says St Joseph's was and is making a valuable contribution to education and it would be a pity if all its efforts came to nothing.

The school has set up an adult education programme, the brainchild of two parents, which has been instrumental in providing people from disadvantaged areas with skills.

The courses, which are open to anyone, include computer skills, languages, writing, dressmaking and photography. The programme also offers bursaries.

Last year the school distributed 20 000 books, donated by the International Book Bank in the United States, to 14 junior schools in t Western Cape.

With the help of an outside don the school also offers a teache training course in Montesso education, which is similar to o comes-based education.

A teacher-training centre h been built for pre-school and jun primary.

The long-term goal of this p gramme is to establish teachers their own communities.

The school has tried the "tw ning concept" through whi teachers share their resources w other schools.

The twinning programme h been carried out successfully w the Esangweni High School Khayelitsha.

Esangweni made internatio headlines in 1995 when its pup occupied an empty school Ruyterwacht to highlight the gl ing shortage of education faciliti for black children.

Residents of Ruyterwacht resi ed the move and a race row ensue

The pupils moved back Khayelitsha in June this year.

Don't jump yet, says **BRADLEY BORDISS**

I am writing in response to Jurgen Gregersen's column in Saturday Argus (August 15), to all those spineless, ethically ambivalent, issue-comatosed white flighters that have either already emigrated to Australia or are on their way, and to those white South Africans who are fiddling with the parachute chord but haven't decided to jump from the new South Africa aeroplane just yet.

The rest of us white South Africans who have either decided to stay or can't afford to leave have to listen *ad nauseam* to the Gregersens of this world moaning and groaning about the crime, the filth, the affirmative action and the general failure of the new South Africa. By contrast, we are told how wonderful Australia is.

How clean, how safe, what a great success. It seems that the apartheid-sponsored education on which all of us were suckled was finally successful in its purpose with Gregersen.

It managed to bludgeon out of him any morsel of moral conscience, so that when faced with the challenges of the new South Africa the only emotion he can muster is boredom.

Does the irony of the bigger picture – that white colonisers, after three-and-a-half centuries of abuse, subjugation and exploitation, are leaving South Africa after they failed to wipe out the locals – escape him?

For those white South Africans playing with the parachute chord, don't jump! Stay for the wide open African spaces and the most magnanimous president in the world.

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Surely when my life is lived, and the octogenarian me is reflecting in my wheelchair on a life full of challenges as a white South African who didn't run away, this life will have been more worthwhile than one in clean, safe sterile lily-white Australia.

I'm white and proud to be South African – and I'm not going anywhere, writes **PADDY HARPER**

I am white. I am male. I am South African (although I was born in Ireland). I am an African. Of all these things, I am proud. What I am not is packing, either for Perth, Pittsburgh, Pomland, Poland or anywhere else.

I, like some 30 million fellow South Africans who aren't fluffing up their tail feathers in anticipation of joining the great chicken run to these wonderful places where "standards" are not falling, belong here.

My identity, both as a human being and as a journalist, was shaped by this country. It was South Africa that accepted me (albeit for all the wrong reasons as the powers-that-were wanted additional white breeding stock at the time) when I arrived here in 1976, a virtual refugee from a 300-year-old war that has been (and still is) destroying the land of my birth.

It was South Africa that educated me, although it did fail to fill my head with the kind of twisted ideology on which Christian National Education was based and which has resulted in so many of my fellow white South Africans being unable, because of their own racism – either acknowledged or hidden – to accept that they are Africans.

It was also South Africa that provided me with the skills to earn a living, and a relatively good one at that. It was South Africa that gave me a wife (although I did all the spadework myself), two children and a future – both for myself and my family.

Like my fellow South Africans, I am concerned about crime and about the falling rand. But unlike the chicken-runners, I am willing to stick around and do something about it. I am not prepared to run away to another country and sit on my butt – well-upholstered as a result of decades of white privilege – moaning about the "decline" of South Africa.

The reality is that this competition to, firstly, relocate to a country where the bulk of the population is white and, secondly, run down the country and continent that gave them so much, is a sickening cocktail of racism, laziness and cowardice.

They are, quite frankly, scared (and incapable) of living life without the many layers of unearned protection and privilege that they automatically had under a series of apartheid governments.

They cannot stomach the reality that their days of dominating every facet of life in South Africa are over, that they are not the chosen race, that they can no longer trample over their fellow South Africans just



because they have a pale skin.

Is it so awful to be treated like everyone else? I don't think so. After all, it was the desire to be treated like citizens in the land of their birth that motivated so many South Africans to fight and even die for that vote they finally cast on April 27 1994.

Just what do the chicken-runners think awaits them in those places for which they have packed? Will the citizens of these countries – many of whom threw their weight behind the struggle against the white supremacy the chicken-runners so sadly miss – open their borders, hearts and business concerns to a bunch of racists who can't handle life in their country because it is no longer ruled by a vicious white clique? I wonder.

And what about this "decline" they talk about with such passion? Is it a "drop in standards" that you now no longer automatically have a head-start on the rest of your countrymen and women, just because you happened to be born with a lighter skin than the next person?

Is it a "drop in standards" for your children to go to the same schools as those of the majority of South Africans? Is it a "drop in standards" that you have to stand in the same queue as everyone else? Is it a "drop in standards" that this country now needs people who are willing and able to make a useful input, rather than those that sit back and bemoan the end of the "good old days" of fascist government and minority privilege?

Or is it, rather, underneath all the excuses used to convince themselves and the rest of the world that South Africa is doomed because a black government is at the helm, th reality that they are unable an unwilling to accept that, despite th pale skin, they are both Sout African and African?

For me, the path to Perth is not a option. I have a place here that believe I have earned. I have a co tribution to make to this society, contribution that I feel that, as a African, I have a duty to make. have skills and talents that are nee ed. So, I'm staying.

And as far the chicken-runner are concerned, maybe their depar ture is not such a bad thing after all

It does free up jobs which the have not, in very many cases, reall earned.

It also removes that constan whining that "things have gon down since Mandela was released garbage which they spout so bitter ly, and creates a space for peopl with the attitude, the commitmen and the energy that South Afric needs. So maybe more of the moan ing brigade should join the chicke run and get out of the way and let th rest of us get on with it.

■ *Paddy Harper is a senior jour nalist for Independent Newspapers*

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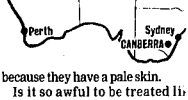

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them have given up on the idea of a new South Africa and, as ADELE BALETA reports, ie new democracy. Others are here to stay and are prepared to find solutions

ns exodus from SA

ARG 22/8/98

osidy cuts leave private schools in the lurch

22/8/98 (321)



' makers are guided by ideology and do not have their feet on the ground

ground", illustrated by the fact that when outcomes-based education was introduced the necessary books were not available.

This happened in spite of warnings from people "on the ground".

Mr Cox has worked as a deputy principal for about eight years and describes himself as having been at "the cutting edge of negotiations and consultations with Government to keep education alive".

"I have been fighting for many years (against apartheid), but still do not feel free. I don't want my children to have to apologise for apartheid when they were never part of it," he said.

Although he has 22 years of teaching experience, only one will be recognised if he goes into public education.

"I am exhausted and someone with more energy needs to pick up the fight now," he says.

Mr Cox says St Joseph's was and is making a valuable contribution to education and it would be a pity if all its efforts came to nothing.

The school has set up an adult education programme, the brainchild of two parents, which has been instrumental in providing people from disadvantaged areas with skills.

The courses, which are open to anyone, include computer skills, languages, writing, dressmaking and photography. The programme also offers bursaries.

Last year the school distributed 20 000 books, donated by the International Book Bank in the United States, to 14 junior schools in the Western Cape.

With the help of an outside donor, the school also offers a teachers' training course in Montessori education, which is similar to outcomes-based education.

A teacher-training centre has been built for pre-school and junior primary.

The long-term goal of this programme is to establish teachers in their own communities.

The school has tried the "twinning concept" through which teachers share their resources with other schools.

The twinning programme has been carried out successfully with the Esangweni High School in Khayelitsha.

Esangweni made international headlines in 1995 when its pupils occupied an empty school in Ruyterwacht to highlight the glaring shortage of education facilities for black children.

Residents of Ruyterwacht resisted the move and a race row ensued.

The pupils moved back to Khayelitsha in June this year.

d to be South African – and I'm not going anywhere, writes PADDY HARPER

that they are Africans.

It was also South Africa that provided me with the skills to earn a living, and a relatively good one at that. It was South Africa that gave me a wife (although I did all the spadework myself), two children and a future – both for myself and my family.

Like my fellow South Africans, I am concerned about crime and about the falling rand. But unlike the chicken-runners, I am willing to stick around and do something about it. I am not prepared to run away to another country and sit on my butt – well-upholstered as a result of decades of white privilege – moaning about the "decline" of South Africa.

The reality is that this competition to, firstly, relocate to a country where the bulk of the population is white and, secondly, run down the country and continent that gave them so much, is a sickening cocktail of racism, laziness and cowardice.

They are, quite frankly, scared (and incapable) of living life without the many layers of unearned protection and privilege that they automatically had under a series of apartheid governments.

They cannot stomach the reality that their days of dominating every facet of life in South Africa are over, that they are not the chosen race, that they can no longer trample over their fellow South Africans just



because they have a pale skin.

Is it so awful to be treated like everyone else? I don't think so. After all, it was the desire to be treated like citizens in the land of their birth that motivated so many South Africans to fight and even die for that vote they finally cast on April 27 1994.

Just what do the chicken-runners think awaits them in those places for which they have packed? Will the citizens of these countries – many of whom threw their weight behind the struggle against the white supremacy the chicken-runners so sadly miss – open their borders, hearts and business concerns to a bunch of racists who can't handle life in their country because it is no longer ruled by a vicious white clique? I wonder.

And what about this "decline" they talk about with such passion? Is it a "drop in standards" that you now no longer automatically have a head-start on the rest of your countrymen and women, just because you happened to be born with a lighter skin than the next person?

Is it a "drop in standards" for your children to go to the same schools as those of the majority of South Africans? Is it a "drop in standards" that you have to stand in the same queue as everyone else? Is it a "drop in standards" that this country now needs people who are willing and able to make a useful input, rather than those that sit back and bemoan the end of the "good old days" of fascist government and minority privilege?

Or is it, rather, underneath all the excuses used to convince themselves and the rest of the world that South Africa is doomed because a black government is at the helm, the reality that they are unable and unwilling to accept that, despite the pale skin, they are both South African and African?

For me, the path to Perth is not an option. I have a place here that I believe I have earned. I have a contribution to make to this society, a contribution that I feel that, as an African, I have a duty to make. I have skills and talents that are needed. So, I'm staying.

And as far the chicken-runners are concerned, maybe their departure is not such a bad thing after all.

It does free up jobs which they have not, in very many cases, really earned.

It also removes that constant whining that "things have gone down since Mandela was released" garbage which they spout so bitterly, and creates a space for people with the attitude, the commitment and the energy that South Africa needs. So maybe more of the moaning brigade should join the chicken run and get out of the way and let the rest of us get on with it.

■ *Paddy Harper is a senior journalist for Independent Newspapers*

Tensions cripple learning drive

(321) BD 24/8/98

Bonile Ngqiyaza

TENSION between the Gauteng education department and teacher unions over a range of issues, including the remuneration of teachers, has inhibited the successful implementation of the Culture of Learning and Teaching Services (Colts) campaign in the province.

The campaign was launched last year at a conference attended by representatives of teacher and student organisations, business, labour and civil society.

In a report prepared for the Gauteng legislature's education standing committee, the department has recommended a wide range of proposals and strategies in a bid to give the campaign impetus.

The report notes that the campaign has been successful in some schools. However, it makes adverse comments on some aspects of the campaign and pinpoints stumbling blocks and constraints.

The department says differences with the SA Democratic Teachers' Union (Sadtu) on issues such as classroom support for teachers have constrained the campaign.

There is no agreement also on common tests and examinations for students.

The report cites differences, too, over long breaks and co-curricular activities which, it says, have led to tensions that have disrupted the implementation of the campaign in some schools.

The department acknowledges that it has not developed a system to ensure payment of all its teachers every month and says that, in some instances, teachers are paid on a wrong salary scale.

It says extra funding to help implement the Colts strategy will be used from the 5% matriculation improvement plan under which each secondary school is required to submit plans to improve its Grade 12 results by 5%.

Once the plans have been approved, schools will receive R5 000 each to buy needed resources, while disadvantaged schools will be given an opportunity to apply for an additional R14 000 to go towards improving the schools.

Dispute over right to control teachers

Star 25/8/98 (32)

Powers of governing bodies to promote, hire or fire come under spotlight in debate over Employment of Educators Bill

By Jovial Rantao
Cape Town

The right to promote, transfer and fire teachers has become a major point of contention among political parties represented on the National Assembly's portfolio committee on education.

Clause 6 of the Employment of Educators Bill, which deals with the powers of employers of teachers, has become a sensitive area because it also has implications for teacher redeployment.

According to the bill, the appointments, promotions and transfers to a post on the staff of a public school shall be made on the recommendations of the school's governing body.

If the number of posts at a school were to be varied because of operational requirements, the head of department would have the power to appoint, promote or transfer teachers.

While most parties did not have major problems with the provision, the National Party has expressed its unhappiness and wants the clause changed to give the governing body the sole power to take decisions to hire, fire or transfer.

The NP's position is diametrically opposed to that of the powerful SA Democratic Teachers' Union, which, in a submission to the committee, has argued that the powers of governing bodies must be curtailed to prevent their being abused for political purposes.

Committee chairperson Dr Blade Nzimande said the committee wanted the legislation to balance the powers of the state and governing bodies as well as the rights of teachers.

'Governing body must have power'

"The issue is that the governing body must select teachers from a list supplied by the department in order to facilitate redeployment. We need to strike a balance."

Governing bodies needed to employ teachers, while the state had to be able to transfer teachers when requirements arose, Nzimande said.

The legislation committee has also referred some provisions of the bill back to the department for changes and reformulations.

The committee has requested that the bill should be changed to allow teachers to give a minimum notice of 90 days when they resign.

This was done to enable schools enough time to recruit replacements.

As it stands now, the bill allows teachers to give 30 days' notice.

The department has also been asked to rewrite a clause on incapacity and misconduct because it conflated physical incapacity and professional incompetence.

The legislation also has to be reviewed to take in the latest agreements between the Government and teacher unions on equity and other industrial relations issues.

The committee is scheduled to vote on the bill today.

The legislation is set for debate in the National Assembly next week.

CT 25/8/98

Debate on hiring and firing of teachers

(321)

JOVIAL RANTAO

WHOSE right is it to appoint, promote, transfer or fire teachers? This has become a point of contention in National Assembly's portfolio committee on education.

The controversy centres on Clause 6 of the Employment of Educators Bill, which also has implications for teacher redeployment. According to the bill, the appointment, promotion and transfer of educators to public schools shall be made on the recommendation of the governing body of a school.

If the number of posts needs adjustment, the head of the affected academic department would have the power to appoint, promote or transfer teachers.

Most parties concurred with this provision. But the National Party wants the clause changed to give all power to the governing body.

The South African Democratic Teachers' Union strongly opposed the NP view.

The committee is scheduled to vote on the bill today. It goes to the National Assembly next week.

Schools get help (321)

MOTSHIDISI MOKWENA
CT 31/8/98

THE National Business Initiative (NBI) is ploughing money and skills into Western Cape schools through the Education Quality Improvement Programme (Equip).

Initiated three years ago, its main aim is to help schools develop and function as organisations.

With the aid of companies such as Guardian National and Foschini, it has donated more than R3 million for computers, stationery and teacher training workshops.

"With the changes in education in our country there is a need for communities and schools to forge new relationships for the better running of these institutions," said Susan Meyer, NBI's policy analyst for education and training.

Teachers in schools were trained to formulate development plans, she said.

The programme was intended to give schools a "clear direction" in devising and implementing measures that would sustain them.

Brenda Sonn, Equip's facilitator in the Western Cape, said the programme also focused on human resource development and effective governance. It had gone a long way towards making parents and teachers aware of issues surrounding Curriculum 2005.

"Parents and teachers have begun to understand their new role as facilitators of their children's education," Sonn said.

Govt expects agreement with teachers

(321)
DD 4/11/98

Primarashni Pillay

AGREEMENTS were expected to be reached on Friday between teacher unions and the education department on the issue of teacher rationalisation and redeployment, and teachers' job descriptions and workloads, the department's deputy director-general of human resources, Thami Mseleku, said yesterday.

The meeting which will be held under the Education Labour Relations Council could bring to an end several months of negotiations on teacher rationalisation and redeployment, which almost brought education to a standstill in June this year, when unions threatened industrial action.

Department chief director of human resources Duncan Hindle said that the department, in consultation with unions and provinces, had come up with a proposed distribution model for teachers, based mainly on curriculum needs.

He said it was recognised that some subjects required smaller classes.

"Some schools operate from a dual language medium and one would have to look at the number of learners with special education needs".

The model entails schools being notified about what their staff complement should be next year and the number of excess teachers they have. These excess teachers will have to move to start the new school year at schools that require their posts.

Historic pact reached between teachers,

BD 12/11/98 (321)

The agreements set an agenda for the transformation of education

Primarashni Pillay

GOVERNMENT and teacher unions reached historic agreements on teacher rationalisation and redeployment yesterday, averting a repeat of the strike which forced the parties to talks earlier this year.

The new agreements, which were supposed to have been reached within a month of the June protests by teachers, are aimed at achieving equity in staff numbers at schools, benefiting mainly disadvantaged and rural schools.

Unions took issue earlier this year with regulations that enabled provincial education MECs to determine teacher-pupils ratios and allowed provincial education budgets to dictate the number of teachers to be employed. The unions feared that thousands of temporary teachers would lose their jobs.

To end the strike, Education Minister Sibusiso Bengu withdrew the regulations and temporary teachers were kept on while negotiations started afresh.

The education department and some unions refused to disclose details of the agreements yesterday as there would be a formal signing ceremony next week. However, it is clear that staff complements will be determined by their curriculum needs, based on a distributive model formulated by the department in consultation with stakeholders.

Schools with a shortage of teachers in technical subjects will gain additional posts, while those (largely disadvantaged schools) that have never before had deputy principal and head of department posts will receive such posts.

Provincial education departments will inform schools by the end of this term on what their complements should be and teachers who are in excess will be supplied with the names of schools at which vacancies exist. If they refuse "reasonable offers" of alternate employment, teachers will be deemed to have resigned. Temporary teachers with provincial departments stand to gain from the agreements as they could apply for vacant posts.

Meanwhile, the legal rights of school governing bodies will remain intact as they still have the responsibility of recommending the appointment of applicants.

Sources said it was unlikely that there would be a large number of excess teachers as they were needed in the township and rural schools, but it was inevitable that rationalisation would mean job losses.

The department had tried to work out a plan that was fair and entailed minimum job losses.

Bengu has yet to declare a national teacher-pupil ratio and in the interim ratios will differ slightly from province to province.

The department's chief director of human resources, Duncan Hindle, said the department was "extremely relieved" that agreements had been reached and he was confident that this would bring about stability in schooling. Henry Hendricks, negotiator for the National Professional Teachers' Organisation of SA, said the "agreements tried to work out a fair way for rationalisation and minimum job losses".

SA Democratic Teachers' Union deputy president Edwin Pillay said the agreements set in place an agenda for education transformation.

SOWETO

Bad teachers face life ban from classrooms

ARLT 13/11/98

JACQUI REEVES (321)
STAFF REPORTER

A new education body has the power to blacklist teachers found guilty of gross professional misconduct and bar them from teaching for life.

It comprises national and provincial education representatives, school governing bodies and teacher-union representatives.

Although the main aim of the South African Council of Educators will be to maintain and enhance professional standards in the teaching profession, the tongue-lashing meted out to rogue elements earlier this year by Deputy President Thabo Mbeki will be in the forefront of councillors' minds.

The council plans to have registered all 360 000 South African teachers by early next year, after which it will be illegal to employ a teacher not registered.

Registration manager Charlotte Ngobeni said teacher development was a prime goal of the council.

"Yes, teachers have to be accountable for their conduct and we do have disciplinary structures, but our main focus is professional development for teachers, and making teaching more professional," she said.

Disciplinary procedures, such as those against the drunk, tardy and unmotivated teachers targeted by Mr Mbeki, would still be handled at regional and provincial level.

The council would act only on specific and very serious complaints warranting investigation.

Teachers found guilty of "gross professional misconduct" could be fined, suspended or, as a last resort, barred from teaching.

Edwin Pillay, deputy president of the South African Democratic Teachers' Union, said: "The aim of this body must be to develop the teacher holistically and not to be a watchdog.

"By enhancing their qualifications and developing them professionally, motivation and commitment will improve," he said.

It's redeployment or bust for schools

Unions agree to equity deal

(321) ARG 13/11/98

VENILLA YOGANATHAN
ARGUS CORRESPONDENT

Durban – A hardline new education deal will finally pave the way for equity at schools countrywide.

An agreement between teacher unions and the Education Department will mean excess teachers at privileged schools being redeployed to areas where they are needed most – or facing the sack.

This was part of the agreement finalised yesterday by the Education Labour Relations Council for rationalisation and redeployment at schools.

It follows months of intense negotiations between teacher unions and Education Minister Sibusiso Bengu.

At the heart of the plan is the redistribution of teachers in a way that will benefit schools mainly in the rural and disadvantaged areas.

The agreement, also given the thumbs-up by provincial education departments and unions, is intended to ensure that classroom sizes, especially in poor areas where teachers battle with as many as 60 pupils per class, are more manageable.

The full details are expected to be announced by Dr Bengu in Pretoria on Tuesday, when an official signing ceremony for the agreement will be held, involving unions and his department.

Meanwhile, schools identified as having excess teachers will be expected to determine themselves which of the teachers on their staff complement are to be placed in a pool for redeployment.

Teachers in the "excess pool" will be told of vacancies in other areas for which they may apply.

If they did not wish to work in other areas, "there are other options open", which were also to be announced by Dr Bengu on Tuesday.

These were likely to spark much controversy, said KwaZulu-Natal education spokesman Mandla Msibi yesterday.

He was referring to the possibility of the "retrenchment tool" without severance packages, which has been on the negotiating table for several months now.

The redeployment plan will help the department to implement its targeted teacher/pupil ratios.

Brain drain rocks Cape classrooms

ARG 17/11/98

Principals' exodus

(221)

GLYNNIS UNDERHILL
SPECIAL CORRESPONDENT

A major brain drain of principals and deputy principals from Western Cape schools means hundreds have acting heads, many of them seriously underqualified.

A total of 261 Western Cape school principals and deputies took voluntary severance packages in the first half of this year.

Many schools have lower-graded teachers acting as principals and deputies until permanent appointments can be made. The provincial education department expects to fill the posts by promotions.

An acting principal in Ceres, who asked not to be named, said he believed some of the acting principals were class teachers too inexperienced to cope with the job.

No extra pay was given to acting principals or deputies, he said.

He knew of a junior teacher who had been appointed acting principal at a school.

"She is apparently willing to learn. But some of the acting principals can't cope with all the work they are given. In some of the rural schools they are expected to work in an office running the school and also teach and manage their classrooms," he said.

An education department spokesman said principals were granted severance packages on condition their schools' governing bodies agreed their posts would be "carried" for the second half of this year and filled permanently next year.

"The point of the voluntary severance package offer was to reduce the strain on the education budget by reducing the number of teachers," said the spokesman.

In the first half of this year, 1 794 teachers left with severance packages, said the department.

Allowing principals and deputies to take packages served the aim as the vacant positions would normally be filled from within the system by lower-ranking teachers.

Archie Lewis, president of the Cape Teachers' Professional Association, has resisted taking a package.

As principal of Beacon High in Beacon Valley, Mitchell's Plain, Mr Lewis has seen other heads in his area come and go. "Somebody has got to stay behind to help with the transformation and rebuilding of our education system," he said.

Mr Lewis said he and his colleagues were "taking serious strain" because 11 teachers had taken packages in the past year.

Although the maximum teacher-pupil ratio in high schools is 1:35, the grade eight and nine classes at his school each have 50 pupils.

Govt, teacher unions sign redeployment deal

Accord allows provinces to determine teacher-pupil ratios and aims to redeploy excess teachers to schools where they are needed

PD 18/11/98 (321)

Primarashni Pillay

GOVERNMENT and teacher unions signed a deal yesterday aimed at teacher rationalisation and redeployment that is budget-driven and gives provinces the power to determine teacher-pupil ratios.

The deal intends to achieve equity in staff numbers at schools by redeploying excess teachers to schools where they are needed. At the same time, it will result in inequities in teacher-pupil ratios between provinces — an issue that sparked teacher protests in June.

Unions at that time opposed department regulations which stipulated that teacher-pupil ratios should be determined by provincial education MECs and that provincial education budgets should determine the number of teachers to be employed.

Strike action was averted when Education Minister Sibusiso Bengu withdrew the regulations and agreed to start negotiations afresh.

The new agreements could result in the loss of about 20 000 jobs, but those affected are most likely to be temporary teachers who will be able to apply for vacant posts.

The draft regulations, which prescribe how MECs should determine the number of posts to be created in their departments, will soon be put before a meeting of the council of education ministers.

The approach entails MECs dividing their personnel expenditure budgets by the average teacher salary to work out the number of posts they can afford. The majority of these posts would then be divided into the total pupil population of the province which would result in an affordable teacher-pupil ratio. The ratios could be adjusted annually depending on budget allocations.

The department's chief director of human resources, Duncan Hindle, agreed there would be inequities in ratios between the provinces "because of the context of each province".

However, he said that the recently released census figures could result in a shifting of funds to certain provinces and this could alleviate the problem of inequities.

SA Democratic Teachers' Union general secretary Thulas Nxesi said that more funds were needed in the education budget while the Suid-Afrikaanse Onderwysersunie said it would be their "continued endeavour to see more equity in teacher-pupil ratios between provinces".

Provincial departments would inform schools in the next few days what their staff complement should be and pupils at all schools will be weighted depending on the subjects they are studying.

Pupils taking certain technical subjects would get a slightly higher weighting which would result in some of these schools getting more posts based on their curriculum needs.

Excess teachers would have to apply for posts at schools where vacancies existed. There was a possibility of severance packages being offered to educators, depending on their circumstances.

Teacher temps face chop under new deal

ART 18/11/98 (321)

JACQUI REEVES
STAFF REPORTER

Thousands of temporary teachers could lose their jobs after yesterday's signing of the long-awaited agreement between the Department of Education and teachers' unions.

Temporary teachers, of whom there are 2 233 in the Western Cape, have for months survived from contract to contract awaiting the rationalisation and redeployment deal.

Under the agreement, education MECs will determine how many posts individual schools may be allocated, within the provincial budget.

Where the number of posts allocated is fewer the number of staff already employed, the area manager and school principal will have the task of deciding which teachers are "in excess", and should be put on a provincial list for redeployment.

A position at present filled by a temporary teacher will be considered "vacant" during this redeployment process. Once a permanent teacher is redeployed to such a "vacant" position, the temporary teacher will be required to leave.

Tony Eaton, spokesman for the Western Cape Department of Education, confirmed vacant posts were to be reserved for redeploying "excess" permanent teachers.

"This means that a temporary teacher's contract will be terminated as and when an 'excess' teacher on the redeployment list becomes available for that post," he said.

The present temporary contracts will expire on December 31, but Mr Eaton would not be drawn on the details of the province's redeployment plans. He said circuit managers would visit schools today to inform staff about the agreement.

Temporary teachers will have to remain in limbo for a few more tense weeks as provinces and area managers draw up their "excess lists".

Teachers who turn down "reasonable" redeployment offers may also find themselves in hot water. The agreement gives the Department of Education the right to consider the refusal of a redeployment position as a resignation.

AGREEMENT WELCOMED

Bengu's new teacher plan

(321)

CT 18/11/98

TEACHERS' UNIONS have welcomed four new agreements signed in Pretoria yesterday that are expected to herald a better quality of service in the education system in the new school year. Education Writer **PRISCILLA SINGH** reports.

THE four agreements on teachers signed yesterday cover procedures for rationalisation and redeployment, procedures for advertising and filling posts, and duties, responsibilities and workloads.

The workload agreement states that teachers will now have to be at school for at least seven hours a day and spend 92% of their time teaching.

The latest settlements were thrashed out between the government and the SA Democratic Teachers' Union, the National Professional Teachers' Association of SA and the Suid Afrikaanse Onderwysersunie after preliminary agreement was reached in June to prevent a strike by 300 000 teachers.

Within the framework of the new agreements, the nine education MECs will determine the number of posts to be created within provincial education departments. A model for the distribution of such posts has been created and its application is mandatory when department heads are allocating posts to schools.

Education Minister Sibusiso Bengu said yesterday that the protracted negotiations with the unions were characterised by "frank and robust" debate and "sometimes deadlocks".

However, the talks led to sound agreements that will contribute to the transformation of education.

Bengu stressed that the agreements will make a difference chiefly in "the cold face of the classroom".

The agreements on rationalisation and redeployment, and on procedures for the advertising and filling of posts, deal with how teachers will be provided in the new school year.

Identifying teachers who are in excess of the post establishment in each school up to the point where they are absorbed in new posts has also been outlined.

"The Ministry of Education, together with our provincial colleagues, is determined to ensure that these agreements on rationalisation and redeployment are implemented in time to meet the target of the beginning of the new year," Bengu said.

"In this regard, our provinces are already finalising their management plans and it is envisaged that schools will receive information about next year's post establishment in the next few days."

Redeployment and rationalisation will work according to the following process: The MEC will determine the total number of posts in a provincial education department. A proportion of these will be reserved for administration functions and a further proportion will be retained for discretionary allocation to schools that need staffing. The remaining posts will be distributed according to the model.

Bengu called on teachers to embrace the spirit of the agreements and to make themselves available for redeployment when called upon to do so.

"I am fully aware that this is not an easy decision, especially when for many years teachers have been deployed according to specific racially determined strategies."

Where schools are "overstaffed" according to the new allocations, the circuit inspector and school principals will decide which teachers are in excess, using agreed principles. Unlike before, there will be no "right-sizing committees".

Where there are vacant posts at a school, these will be advertised and a full list of all applicants will

See Page 3

Bengu announces new teacher plans

From Page 1

(321)

be sent to the school governing body. Only if a suitable candidate is not found on this list will a second list be compiled — including other applicants and temporary teachers.

Once a permanent teacher is deployed into a vacant post, the temporary teacher in that post will be required to leave. If this is before the end of their contract, then 30 days' notice must be given. A temporary teacher who is successful in applying will be appointed in a permanent capacity if they qualify.

Western Cape Education MEC Nick Koornhof yesterday welcomed the agreements.

"I look forward to the maximum co-operation ... in ensuring the success of this essential step in stabilising our schools and completing the process of restoring job security to our educators," he said.

Suzanne Rees, president of the National Union of Educators, said her union also supported the agreement and recognised the need to redress the imbalances in the distribution of teachers.

However, she added, the NUE believes that any agreement must be realistic and achievable. To this end, Rees says that procedures to identify excess teachers require careful attention, as do curricular needs.

In Bengu's final words on the agreements, he said to teachers: "This therefore calls for more than just a sense of patriotic duty. I know you will not disappoint us. Let me also call on the nation as a whole to support this initiative and to give teachers all the support they need. We owe it to our children to make this work."

CT 18/11/98

Thousands of temp teachers lose jobs

Sowetan 18/11/98 (321)

By Makhudu Sefara

THE Northern Province department of education has sent notices to 3 400 temporary teachers telling them that their services will be terminated at the end of next month, *Sowetan* learnt yesterday.

Department spokesman Mr Barnard Matsane confirmed yesterday that the letters had been sent. He said the lay-off should have taken place last year but did not as the department had not completed the redeployment of teachers.

He said the results of a survey conducted by the department had indicated that there were too many teachers at various schools while other schools were understaffed.

"The uneven distribution of teachers in schools throughout the province has been a matter of concern.

"The letters we have sent simply say that the contract we had with them will come to an end at the end of the year.

"This does not mean it is finished with them. We will look at the schools that have a shortage of teachers and try to place them. The new contracts we will enter into with them will have different terms on the period and conditions of employment," Matsane said.

This was "just a legal exercise" and most teachers would be absorbed during the redeployment phase. He said the national department had an agreement with the unions on the matter.

Mr Charles Mosehle, the general secretary of the Professional Educators Union, said the move was "regrettable". He said the union would discuss the move at their meeting tomorrow.

"We will do all we can to try to prevent these impending retrenchments. We will even consider forging links with affected trade unions in a bid to stop the implementation of a move likely to disillusion many people in the teaching field."

Contrary to a moratorium placed on the employment of teachers in the province, Mosehle said more teachers were needed to decrease the teacher-pupil ratio.

South African Democratic Teachers Union (Sadtu) provincial general secretary Mr Ramokone Segoa said he needed more time to look into the latest developments before he could comment.

Sadtu president Mr Willie Madisha was reported to be in China yesterday, while their national spokeswoman, Ms Annabelle Gordiens, was reported to be attending a media conference.

Minister of Education Professor S'busiso Bengu's spokesman, Mr Bheki Khumalo, referred *Sowetan* to national deputy director-general Mr Thami Mseleku, who could not be reached for comment.

Deal spells out working hours for educators

(321) Sowetan 18/11/98

By John Mojapelo



Minister of Education Sibusiso Bengu.

LIKE all other employees in the broader public service, educators in the country are expected to work 1 800 hours a year. In fact, every educator must be able to account for 1 800 actual working hours per annum.

An agreement to this effect on the workload of educators in South Africa was signed by Minister of Education Professor Sibusiso Bengu with representatives of the major teacher unions in Pretoria yesterday.

The National Professional Teachers Organisation of South Africa, the Suid-Afrikaanse Onderwysunie and the South African Democratic Teachers Union signed on behalf of their members.

The agreements signed also deal with the transfer of serving educators; advertising and filling of educators' posts; and the procedure for rationalisation and employment of educators in the provisioning of educators' posts.

On the workload of educators, the agreement states: "It is only fair to expect of educators, as part of the broader public service, to work a minimum of 1 800 actual prescribed hours per annum.

"Posts in the broader public service are provided for at 1 800 actual working hours after allowance for absences such as leave and sick leave and for rest periods.

"With broadbanding, educators and Public Service Act staff are remunerated according to the same structure."

Recently educators were severely criticised for their lack of commitment to their work. Now, for the first time in South Africa, educators know exactly the working hours expected of them.

And now the workload agreement spells out the details of core duties to be covered by educators during a formal schoolday (with or without contact with the pupils) and outside the formal schoolday.

Activities during the formal school day include:

- Scheduled teaching time;
- Relief teaching;
- Extra and co-curriculum duties;
- Pastoral duties (ground, detention, scholar patrol and so on);
- Administration;
- Supervisory and management functions;
- Professional duties (meetings, workshops, seminars, conferences and so on); and
- Planning, preparation and evaluation.

Recognised activities outside the formal school day are:

- Planning, preparation and evaluation;
- Extra and co-curriculum duties;
- Professional duties (meetings, workshops, seminars, conferences and so on); and
- Professional development.

Each post level in a school has different duties and responsibilities, encompassing the above core duties, but to a varying degree.

"There should be an equitable distribution of the workload between the various post levels and within a post level, to ensure that one or two of the levels or an educator is not overburdened," the agreement states.

All educators are expected to be at school during the formal school day, which should not be less than seven hours per day, except for special reasons and with the prior permission of the principal.

The principal will exercise his discretion in this regard based on provincial policy.

The seven hours a day includes the breaks and the period(s) in which pupils are not at school. Scheduled teaching time during the formal schoolday will be specified with time allocation per post level.

The allocation of subjects, timetable and resultant teaching time will be determined by the principal after consultation with the educator staff.

All other duties are specified and allocated by the principal after consultation with the educator staff.

"Educators will be expected to perform the core duties, both within and outside of the formal school day, and with the understanding that none of these may diminish the overall amount of scheduled teaching time or negatively impact upon the curriculum," according to the agreement.

All educators may be required by their employer to attend programmes for ongoing professional development, up to a maximum of 80 hours per annum.

These programmes are to be conducted outside the formal school day or during the vacations. The time allocated for teaching in respect of different post levels will differ according to the size of the school.

"In smaller schools principals and their deputies are required to do more teaching than in large schools with a bigger staff establishment," states the agreement.

The actual hours must therefore be established in relation to the curriculum needs of the school, the timetable and staff establishment of the school.

General guidelines in determining the scheduled teaching time are:

● Primary school:

Post level 1: Between 85 and 92 percent.

Post level 2: Between 85 and 90 percent.

Deputy principal: 60 percent.

Principal: Between 10 and 92 percent, depending on which post level appointed to (principals at post level 1 are expected to teach 100 percent of the scheduled teaching time).

● Secondary school:

Post level 1: Between 85 and 90 percent.

Post level 2: 85 percent.

Deputy principal: 60 percent.

Principal: Between five and 60 percent, depending on which post appointed to.

The agreement concluded: "It is acknowledged that the professional commitment of the educator, and the nature of the work, will serve to ensure that most educators will work more than the requisite hours of the public service, rather than less."

(The writer is the Department of Education's chief director of communication and liaison services.)

Unequal teacher-pupil ratios may be sustained

Education unions adamant they will fight inequity, writes **Primarashni Pillay**

EDUCATION analysts warned yesterday that current inequities between provinces' teacher-pupil ratios would be perpetuated in the future as provinces now had the power to determine their own ratios based on their individual budgets.

Agreements reached between teacher unions and the education department this week entail the unions waking up to the reality that teacher rationalisation, redeployment and the distribution of posts have inevitably to be budget driven.

Provinces have to determine how many educators they can afford to employ and what their teacher-pupil ratios should be, based on their budgets.

The department and unions conceded this process would result in unequal teacher-pupil ratios between provinces as provinces had different resource bases and pupil populations.

It is an issue the department and unions are concerned about and the unions are adamant that they will fight tooth and nail for funds to be shifted so that these inequities can be corrected.

The inequities and the provincial prerogative to decide how many teachers to employ were among the grievances teacher unions had in June this year when they threatened to go on strike. They opposed the budget-driven approach and argued that the inequities were unfair.

Since then, the department and unions have spent months arguing about the same issues.

Education analyst John Pampallis, a director of the centre for education policy development, evaluation and management, said yesterday inequities between provinces were "cause for concern and undermine government's stated policy that equity should exist".

"It looks like the situation is going to remain the same unless there is a redistribution of funds between provinces."

However, education analyst Salim Vally of Wits University's education policy unit warned that when provinces worked out their ratios on the basis of the number of posts they could afford, the posts would include noneducator staff. While the "ratios may look great on paper, they could in actual terms be higher".

To tackle the inequities, the education budget had to be increased and "wastage in the system has to be cut down".

"The education budget in real terms has declined by almost 5% to 6% if you take into account a pupil growth of about 400 000 and inflation. The pot is getting smaller and when people say there is no money you can question this if you consider the recent arms deal of R29bn."

Pampallis meanwhile conceded that several of the issues around redeployment and rationalisation should have been resolved earlier, so that the process could now be well ahead.

Unions and the department admit the agreements are hardly different to agreements that were initially proposed months ago. They both see the negotiation process as a learning experience.

Paul Colditz, the chairman of the Federation of Associations of Governing Bodies of SA Schools (Fedsas), however said he was "saddened by the wastage of time, but it was a learning experience the country will benefit from in the long term".

However, Pampallis's major problem with the rationalisation model is that it could be hijacked if the provinces lack the capacity to implement it.

Colditz warned if government refused Fedsas's input on the formulation of ratios and the allocation of posts, it would not regard the policy binding and could take legal action against the department.

BD 19/11/98 (321) ~~(321)~~ ([illegible])

Uncertainty grips teachers

Schools face new agreement on staffing

(321)

ART 19/11/98

Gusts of wind whip empty cigarette boxes, soft-drink cans and discarded sweet wrappers against the school fence, forming a trashy collage around the perimeter of Spine Road Secondary School.

Within the fence, the flat, open grounds look virtually clinical, dotted with a few straggly bushes and not a bit of rubbish in sight.

In spite of this superficial order, there is a sense of unease at the school. Yesterday morning, teaching staff had not yet been briefed on how the school would be affected by the crucial rationalisation and redeployment agreement between the Government and teachers' unions signed in Pretoria this week.

The agreement covered issues of rationalisation, re-deployment, workloads, job descriptions and education redress.

Asked for his opinion of the agreement, deputy principal Iqbaal Isaacs sighed and said he believed his work was just beginning.

"We have just finished all our planning for next year, taking into account the number of teachers we thought we would have. Now, we are going to have to do it all again."

JACQUI REEVES



STAFF REPORTER

The agreement is that, in future, provincial education ministers will determine how many posts individual schools may be allocated.

When the number of posts allocated is fewer than the number of staff already employed, the area manager and school principal will have to decide which teachers are "in excess" and should go on a provincial list for re-deployment.

Spine Road principal Riyaadh Najaar said that, in recent months, all schools had been asked to submit statistical information to the Western Cape Department of Education. Staff believed this would be used to help the department allocate posts and draw up re-deployment lists.

Although Mr Isaacs and Mr Najaar consistently emphasised their commitment to educational redress, they felt the months of uncertainty had begun wearing them down.

"What is so frustrating is that, while this agreement has been negotiated, everything has been left on hold and the impact on staff morale and motivation has been devastating," said Mr Najaar.

Spine Road has 1 380 pupils and an average class size of 45.

Six classes have more than 50 pupils and the waiting list for grade 8 is 350 long.

The Mitchell's Plain area is served by 50 primary schools, but only 15 high schools. With an estimated 100 000 pupils entering high school each year, there is a lot of pressure on these schools.

"For many teachers, coming to school has become like practising crowd control every day.

"Classes are too large, textbooks are outdated, resources are few and the pay is not good," said Mr Najaar.

Attractive packages being offered teachers at schools in New Zealand were luring staff away.

Mr Najaar believed the agreement represented a victory for schools in that it allowed governing bodies to get integrally involved in the appointment of teachers.

He attributed much of his school's successes in discipline, security and quality teaching to the governing body, saying it was "deeply committed". "We believe schools succeed when they are made community schools that are respected by all."

A clause in the agreement dictating teachers' working hours drew criticism from some teachers.

They did not like the implication that they may not have been working their "full quota" and would be expected to be at school for at least seven hours a day.

But others said only those who had not been pulling their weight would find that section unreasonable. A clause accepted enthusiastically was the agreement of the state to supply detailed job descriptions.

Western Cape principals told of 'in excess' plan

ANDREA BOTHA
STAFF REPORTER

The Western Cape Education Department has launched its plan for stabilising education in the province only 26 hours after the landmark teachers' deal was signed between the national education department and teachers' unions.

Via a special satellite television broadcast to school principals, Education Minister Nick Koornhof, department head Brian O'Connell and Labour Relations Director Eugene Southgate told schools of the department's plan for 1999.

This entails the redeployment of "in excess" teachers. Each school must now inform the department before the end of the year how many teachers they will place on the redeployment list. By tomorrow each school in the Western Cape will have been told how many teachers they qualify for, together with the resolutions that were signed by teachers' unions and the national education department yesterday.

Teacher-pupil ratios will vary from school to school according to their curriculum and special circumstances, but no school will have more than one teacher to 33 pupils in high schools and one teacher to 39 pupils in primary schools, said Mr Southgate.

Redeployment will at first happen on a voluntary basis.

All temporary teachers with the department before June 1996, who have protected status, now get permanent status.

Teacher unions sign work agreements

(321)

By Victor Mecoamere
Education Correspondent

Sowetan 19/11/98

THE Department of Education and three teacher unions have signed four agreements that will pave the way towards a process for "rationalisation and redeployment of teachers".

Rationalisation and redeployment goes about cutting the number of teachers where there is a surplus and relocating these to places where there is a shortage.

The process has been fraught with controversy over the past two years as teacher organisations accused the education authorities of failing to disclose the amounts it would save through voluntary retrenchments packages which were part of the deal between the parties.

On the other hand, teachers who had taken retrenchment packages complained of not receiving their dues on time. They said their departure caused gaps which were not filled on time, or have not been filled yet at most of the affected schools.

Western Cape-based schools successfully opposed some aspects of the redeployment process in court.

The organisations that signed the agreements are the SA Democratic Teachers' Union, the SA Onderwysersunie and the National Professional Teachers' Organisation of SA (Naptosa).

The first agreement includes draft regulations which prescribe how each of the nine education MECs should determine the number of posts in their provinces.

In terms of the agreement, some posts will be set aside for administrative functions and others for discretionary distribution to redress past imbalances.

The second agreement is on the advertising and filling of teacher posts, which will have to provide a balance between the rights of school governing bodies and the obligation of the state to protect its employees.

The third agreement outlines the duties and responsibilities of teachers while the fourth is about teachers' workload, which calls for teachers to be at school for at least seven hours a day, spending 92 percent of that time teaching.

Naptosa president Mr Leepile Taunyane said the agreements came after almost two years of negotiation and representation, and were a major step in the transformation of education.

On the other hand, National Union of Educators president Mrs Suzanne Rees said her organisation could not accept the provision that would find teachers to have resigned if they did not accept redeployment.

● See Comment on page 12.

TEACHER NUMBERS (321)

THE RIDDLE REMAINS FM 20/11/98

Natural attrition a better bet

The Education Department believes the agreements it reached last week with teacher unions will end redeployment problems and give public schools staffing stability from early next year. It's likely to be disappointed.

The unions have had to accept a reduction in total teacher numbers. With no real increase likely in education budgets, the 90% consumed by salaries has to be reduced to provide textbooks, equipment, maintenance and new classrooms.

But reducing teacher numbers won't be easy. Chief director of human resources Duncan Hindle says the department's strategy will be to redeploy permanent, but excess, teachers to schools where there is either an unfilled post or it is filled by a temporary teacher who then "exits the system". Should a teacher refuse a "reasonable" redeployment, he will be deemed to have resigned. Such redeployment assumes a neat match, in terms of numbers and subjects taught, between teachers in excess here and needed there. Far more probable is that schools have had to employ temporary teachers — or failed to find anyone — to teach "difficult" subjects like maths, science and accountancy. These teachers are in short supply among those permanently employed. National Professional Teachers' Organisation of SA executive director Andrew Pyper tells of one school in which all five maths teachers have only temporary status.

Hindle admits there is likely to be frequent dispute between teachers nominated for redeployment and their departments of education over what is a "reasonable" relocation. Transvaal Onderwysers Vereeniging MD Huw Davies also believes many communities will not accept outsiders into their schools.

The strategy of not renewing temporary teachers' contracts to reduce the salary bill could also, Davies says, harm recruitment. No permanent posts have been created since July 1996.

Davies believes a better approach to reducing teacher numbers and spreading posts more equitably through the system is to let natural attrition, which averages 8% a year, do most of the work. It might take longer than present proposals — but it could prove a more effective strategy.

John Collings

Teachers' fears to be addressed

By Thabo Thulo (321)

AMID fears that thousands of temporary teachers may lose their jobs next month, representatives of KwaZulu-Natal's department of education will meet teacher unions in Durban today.

Temporary teachers charge that they have fallen prey to corrupt officials who steal their salary cheques because of the confusion surrounding their status.

To add to their anxiety, those who may lose their jobs have not received official letters like colleagues in Northern Province. They were told by school inspectors.

South African Democratic Teachers Union spokesman Mr Ndaba Gcwabaza said corruption was rife among the clerical staff in the department. His union had solved a numbers of cases in which the department had released temporary teachers' salaries but the money had not been deposited in the teachers' bank accounts. It had been diverted to accounts belonging to clerks.

Spreading panic

Gcwabaza also lambasted school inspectors who went around schools telling temporary teachers that they were going to be retrenched.

"Inspectors in this province are notorious for spreading panic and lowering morale among temporary teachers. We are aware of this practice and we are going to demand the dismissal of those officials involved," Gcwabaza said.

"In June we managed to have more than 400 temporary teachers reinstated after their services were unfairly terminated."

"Temporary teachers form part of the redeployment programme and the implementation of the management plan agreed upon by unions and the national minister Professor Sibusiso Bengu last Tuesday. Their services will still be needed."

Spokesman for the education department Mr Mandla Msibi admitted that there was corruption in his department but added that it was being rooted out. He said the fate of temporary teachers would be discussed at today's meeting of the provincial labour chamber.

Sowetan 23/11/98

CAPE TIMES
TUESDAY, NOVEMBER 24, 1998

308 'EXCESS' EDUCATORS

Teachers: Learning who will win, lose or draw

CT 24/11/98 (321)

SCHOOL PRINCIPALS now know whether they stand to gain or lose teachers next year. And not all the principals are happy with the results. Education Writer **PRISCILLA SINGH** reports.

THE new teacher allocation structure may be a bitter pill to swallow for principals who cannot afford to replace the "excess" staff they will lose according to the new schedules drawn up by the Western Cape Education Department (WCED).

Principals across the province were addressed by their respective circuit managers late last week and received letters stating whether they stood to lose or gain teachers.

Education departments across the country were engaged in similar processes last week following the agreement between teacher unions and the government on rationalisation and redeployment.

The WCED was charged with determining new staff quotas for each school and the number of teachers a school could gain or lose.

Some schools were unaffected by the changes. Those schools that gained staff were understandably happy; those which suffered losses cannot afford to make replacements.

At Trafalgar High School, principal Ishmoenie Taliep said he would "have to lose" two teachers, bringing his new staff complement to 22. He is in the difficult position of determining who those teachers will be.

The new staff establishment for 1999 is effective on January 1 and is based on the enrolment of 720 pupils.

"We have three temporary teachers. However, I have a massive problem because one of them is my only woodwork teacher. The other two teach biology and English respectively, and both are key posts," Taliep said.

Manenberg Primary will also have to lose two teachers and some classes will swell to about 50 pupils per class.

Principal Ebrahim Cader said the school is unable to pay for extra teachers out of its own pocket.

"This year the school fees were R20 per pupil and only about 50% have paid. Next year we've had to increase it to R30 per pupil and hope that parents are going to pay. So there is no way we are going to be able to afford replacement teachers," he said.

Next year there will only be 14 teachers, including Cader, to teach 550 pupils.

A closed vacancy list will be circulated to schools in the first term next year for "excess" teachers to apply for redeployment. Until they can be placed, these teachers will remain at their schools.

WCED spokesperson Tony Eaton said yesterday that the "affordable basket" of posts that the department has budgeted for in the new financial year is 28 652. The number of teachers in the province today is estimated at 28 960 — 308 more than the department's projection.

Eaton said the gap will be eliminated as temporary teachers' contracts expire.

"We have just started a new phase which will determine how many teachers are in excess.

"Staff will be consulted for their opinions, but at the end the final decision is made by the principal in conjunction with the circuit manager," Eaton said.

Groote Schuur High School in Newlands will gain a teacher on a level one post, increasing the staff establishment to 15. The school has 468 pupils.

Bishop Lavis Primary School will also gain one teacher, which is a much-needed addition, said principal Steven Less: "That one teacher can make a vast difference. Teachers can work better now. We were hoping for at least two, but one is better than nothing."

Sarepta Senior Secondary in Kuils River will have to lose three teachers, cutting the number to 41 next year. Principal Averill Corneliusen said this is definitely going to hurt.

"There's no argument about it. It's a money thing — we can't get enough people to fill in key posts," he said.

Settlers High School principal Trevor Webster said he was impressed with how the WCED handled the new allocations.

"Teachers are no longer in a state of insecurity. We didn't lose anybody at our school. But the overall picture ... is relief. The government is giving us 32 teachers to cope with 1 032 pupils, and the governing body is paying for an additional 13," he said.

Wynberg Boys High School head Bruce Probyn commended the department on its work.

Sopa slams deal between teachers and department

By Victor Mecoamere
Education Correspondent

THE Socialist Party of Azania has criticised the recent agreement on the rationalisation and redeployment process between the Department of Education and teacher organisations.

"Contrary to what the co-signees of the plan would want the general public to believe, this plan amounts to retrenchments in the ultimate analysis," Sopa's political commissar Console Tleane, said.

The South African Democratic Teachers Union (Sadtu) has expressed regret at having been co-signatories to the four-part deal.

The deal was signed last week.

The other two organisations that signed the deal were the National Professional Teachers Organisation of SA and the South African Onderwyserunie. The agreement includes draft regulations that prescribe how each of the nine education MECs should determine the number of posts in their provinces, the advertising and filling of teacher posts, an outline of the duties and responsibilities of teachers, and an agreement about teachers' workloads.

Sadtu general secretary Mr Thulas Nxesi said the agreement, "which provides a stable framework for labour peace in the education sector and for the enhancement of quality public education", had been soured by the Northern Province education department's announcement that it was terminating the services of 3 400 temporary teachers in December.

"This is contrary to the moratorium negotiated by Sadtu after its protest in June this year," said Nxesi.

He said previous national agreements between the union and the Department of Education had failed at the point of implementation by provincial education departments.

The reasons for this include inadequate funding, lack of management capacity and priorities which were at variance with national policy.

New turmoil hits teaching

THE WESTERN CAPE will face a serious shortage of teachers in three years because of a drop in the number of first-year students applying to tertiary institutions to begin studying for a teaching qualification next year. Education Writer **PRISCILLA SINGH** reports.

EDUCATION faculty deans at some of the leading universities and colleges in the Cape said this week that the "teacher turmoil" in the education department over the past few years has discouraged prospective students from applying to do a teaching degree or diploma.

Sally Michelle, vice-rector at the Cape Town College of Education in Mowbray, said they had received only 18 first-year applications for 1999 by the August 31 deadline.

The benchmark figure calls for at least 90 first-year students.

"There is a terrible sense of apathy and disinterest among youngsters on the outlook of our education system, particularly teaching as a profession. It came as real shock to us when we received only 18 applications, the lowest we have ever experienced," Michelle said.

The past four years have seen clashes between teachers and the government over conditions of employment and uncertainty regarding the rationalisation and redeployment process, coupled with numerous chalkdowns and strikes.

Michelle said they were forced to extend the closing date to October 31, and had embarked on a massive advertising and recruitment campaign.

"We even sent flowers to every high school in the province, at great expense to the college, in the hope of enticing prospective applicants.

"It was an exhausting exercise and in the end we only managed to increase the first-year applicants to between 50 to 60," Michelle said.

She added that the smaller student numbers would mean that fewer lecturers were needed and their staff establishment faced further cuts.

She said the other downside was that two years ago, the Western Cape Education Department had withdrawn its bursary programme, and there was no longer that incentive for poor students to apply.

The University of Cape Town also reported a decline in enrolment figures for the education faculty. There has been a drop in enrolments for education and the humanities generally, said UCT director of communications Helen Zille.

"This is usually related to students' perception of the job market, and the perceived problem of 'excess teachers' in the education system. In a few years, when we anticipate a shortage of teachers, the trend may change, if past experience is anything to go by.

"We have also introduced coherent degree programmes throughout the university, particularly in the humanities, to ensure that all our graduates are well prepared for the world of work and specific career opportunities.

"We think this will have a positive impact over time in reversing the downward trend of enrolments in the humanities, where there are plenty of career opportunities," Zille said.

Michelle said the main fear voiced by students was that there weren't enough jobs available.

Between 250 and 300 students completed their diplomas and higher diplomas at Cape Town College this year. Some now have governing body posts, some have temporary government posts and those who have the money have opted to go to London to teach, Michelle said.

"One of our senior primary teachers has had to accept a job in a crèche," she added.

She said Bengu's new deal with the unions, signed last week, as well as the nationwide cut-back of colleges, was not going to help new teachers.

Bengu has proposed that there be 20 colleges throughout the country, with an average enrolment of 2 000 students to make them viable institutions.

In a meeting last week with the other provincial education departments and their college representatives, the WCED proposed that by March 2000, there should be only one teacher training college in the Western Cape, with two campuses.

At the Cape Technikon, assistant registrar of admissions Dirk Carstens, said teaching enrolment figures had also definitely dropped and he had received only a "handful" of applications compared with this time last year.

"This is a bit disturbing, but given the teaching situation in South Africa, students have been put off applying for a teaching diploma. However, we hope there will be more applications in January," Carstens said.

SA Democratic Teachers' Union provincial secretary Don Pasquallie said he feared that very soon there would be a shortage of educators.

"The reason we have 'excess' teachers is that the government is applying high ratios. If we look at what is educationally sound and not at what is affordable, it will become clear that we need more teachers than we have.

"It is a sad day when matrics, especially, show a lack of faith in our education system by not applying to universities and colleges.

"There is a dire shortage of maths, science and technology teachers. We need youngsters to start applying at tertiary institutions," said Pasquallie.

He added that bursaries had to be offered to students as an incentive for them to study.

(321) ET 26/11/98

Teachers' union warns of strike if provinces, govt renege on accord

Primarashni Pillay (321)

THE SA Democratic Teachers' Union (Sadtu) yesterday warned that if provinces and government reneged on recent agreements reached on the teacher redeployment and rationalisation process, it would embark on strike action as a last resort.

The agreements, reached last week after months of talks, stipulate that provincial education departments should determine how many teachers they can employ on the basis of affordability. Provincial budgets would also dictate the teacher-pupil ratio in provinces.

Provinces are currently working on their management plans and in the next few days will be informing schools what their staff numbers should be and excess teachers will be identified. The redeployment process will take place at the start of the new school year.

Several temporary teachers are still in the employment of provinces and while they are entitled to apply for vacant positions, some could lose their jobs. BD 26/11/98

Sadtu's general secretary, Thulas Nxesi, said some provinces had informed the temporary teachers their contracts would expire at the end of next month. He gave an example of a school with 19 temporary teachers out of 25.

If their contracts expired at the end of December, the school would start the new academic year with only six teachers, he said.

He warned that retrenchment of temporary teachers at the end of December could result in chaos at schools in January and that "it would mean that the negotiations took place in bad faith. If government and the provinces renege on agreements, we're likely to see labour unrest between January and March", he said.

However, John Maluleke, Sadtu's Gauteng provincial chairman said that after Sadtu's intervention, letters were being sent out to schools this week by Gauteng's education department informing temporary teachers their contracts would expire at the end of March.

Meanwhile, Nxesi stressed that "as long as there was no additional money from government (for the education budget) the agreements reached would be meaningless and "unless some pressure is exerted on government nothing will happen".

He said Sadtu did not expect a high matric pass rate and teachers would be used as scapegoats, bearing the brunt of criticism from parents and government.

Teachers face salary cuts for striking

(321)

By Tefo Mothibeli
Education Reporter

Star 27/11/98

Thousands of teachers countrywide are to have their salaries docked next year for embarking on an unprotected strike against the rationalisation process in June.

Education Ministry spokesperson Bheki Khumalo said yesterday that they were determined not to back down on applying the no-work, no-pay rule: "We are governed by the law and do not have a mandate to deviate from it."

He said the matter could be referred to the Education Labour Relations Council for debate.

South African Democratic Teachers' Union general secretary Thulas Nxesi said they had no grounds to oppose the decision.

Nxesi said it would be difficult to determine which teachers participated in the action and which did not.

He said his organisation was disappointed because the Government would not consider ways for teachers to make up the four days they were absent from work.

"For instance, our view was that the days teachers were going to assist in the voter registration process would compensate for the hours they were on strike. We also feel that teachers can be asked to put in extra hours to offset the deficit."

Education department open to talks on 'no work no pay'

Primarashni Pillay

THE education department was still open to proposals from teacher unions on how to implement the "no work no pay" policy following a loss of teaching time during protests in June this year, Duncan Hindle, the department's chief director of human resources, said on Friday.

He said a national decision was taken by the council of education ministers and the heads of education departments' committee to dock the salaries of teachers who participated in the stayaways.

Teachers were protesting against the manner in which teacher-pupil ratios were to be determined, as well as against the termination of services of temporary teachers. The SA Democratic Teachers' Union (Sadtu) was involved in protests for about five days.

The docking of teachers' salaries was proposed by the department a few months ago at a meeting in the bargaining chamber of the education labour relations council. "However, unions were not keen on this and the issue was taken off the agenda," Hindle said. At that time, the department was willing to discuss the policy's implementation.

The department would have considered, for example, staggering the salary deductions over a three-month period. Another alternative would have been to deduct these days from the 12 days' leave that teachers were entitled to each year.

Since the start of the protests in the 1990s, teachers have never had money deducted from their salaries, but after protests in 1993 they had days deducted from their leave, Hindle said.

Hindle stressed that the department could not wait "indefinitely" for proposals from the unions and there were plans to implement the policy early next year.

Meanwhile, Sadtu general secretary Thulas Nxesi said the union was ready to discuss the deduction of leave, but warned that individual presence or absence on strike days would have to be considered. A "blanket approach" to salary deductions was unacceptable.

BD 30/11/98 (321)

Dept takes tough steps to nail 'ghost teachers'

(Sat) Star 1/10/98

KwaZulu Natal education department hopes for huge savings

By Sipho Khumalo
Ulundi

The cash-strapped KwaZulu Natal education department is hoping to make "substantial" savings once the massive programme aimed at weeding out hundreds of "ghost teachers" has been completed.

These teachers fleece the administration of millions of rands in salaries.

The tough measures, which will see a head-count of more than 77 000 teachers, 9 000 administration staff and close to 2,4 million pupils in the province, was launched by education MEC Dr Vincent Zulu in Ulundi and immediately swung into action yesterday.

Zulu said yesterday that his department was getting "tough" on corruption, adding that one such "ghost" teacher was sentenced in the Durban Regional Court yesterday.

Mavele Khumalo, from Empangeni where more than 100 "ghost teachers" had been uncovered, was sentenced to three years in jail with an option of a R6 000 fine suspended for five years.

These teachers, who claimed to have been in possession of degrees, diplomas and matric certificates, were paid close to R3,2-million by the department.

But it was discovered that some of them only had matric and even only a standard eight certificate.

The massive head-count, being overseen by a team of accountants from major accounting houses in the province, started yesterday and would cost the administration more than R5,2-million.

"It is expected that the project will result in savings which, if substantial, could be used to finance improvements in the delivery of education in the province," said Zulu.

He said there were different kinds of "ghost teachers", including people who died or resigned but their salaries were still being paid and being collected by certain people.

There are also those "ghost" teachers who have fake certificates and the department was also hoping that those people who were "placed" into the system by clerks, principals or inspectors would be uncovered.

Teacher bodies poised to sign work accord

Farouk Chothia (721) BD 2/10/98

AN AGREEMENT to ensure that teachers worked to their maximum capacity was likely to be signed with teacher organisations in the next two weeks, Thami Mseleku, the education department's deputy director-general of human resources, said yesterday.

Negotiations to seal the agreement come against the backdrop of Deputy President Thabo Mbeki's recent scathing attack on teachers aligned to the SA Democratic Teachers' Union (Sadtu).

He accused the teachers of being lazy and concerned only about their financial wellbeing.

The African National Congress (ANC) yesterday organised a meeting for teachers in Eshowe, KwaZulu-Natal, where they were given an opportunity to interact with Education Minister Sibusiso Bengu, his advisor Themba Mhambi and Mseleku.

The main concern that teachers raised was the termination of contracts of temporary teachers and issues related to their working conditions.

Mseleku said he was disappointed that teachers only raised questions related to their employment. "Not a single one said anything about pupils, classrooms and questions about Curriculum 2005," Mseleku said.

He said teachers worked less than nurses and policemen. SA teachers were also less productive than their colleagues in other countries.

The accord to be signed with teacher organisations would result in job descriptions for teachers and dictate how their eight-hour day should be spent.

Bengu was more diplomatic, saying teaching was a noble profession. He was encouraged by the fact that Sadtu decided at its recent conference that it would not retain as members teachers who came to school drunk, or who did not teach.

Teachers at the meeting complained retrenchments had negatively affected schools. Bengu replied the ANC-led government promised in 1994 no public servant would be retrenched in its term of office.

Mseleku said teachers identified for redeployment from schools with a teacher surplus to those with a shortage would be informed of their redeployment in November. Redeployments would take place in the new year, he said.

Work accord 'a draconian step aimed at keeping tabs on teachers'

(321) DD 5/10/98

Primarashni Pillay

SA Democratic Teachers' Union (Sadtu) president Willy Madisha said yesterday his union was unaware of a work accord that was to be signed between the education department and teachers which would result in job descriptions for teachers and dictate how they spent their working days.

The announcement of the accord was made last week in Eshowe, KwaZulu-Natal, by education department officials who addressed a teachers' meeting.

The department's deputy director-general of human resources, Thami Mseleku, said at the meeting that the agreement would be signed to ensure teachers worked to their maximum capacity.

He said teachers worked less than nurses and policemen and that SA teachers were less productive than their colleagues in other countries. Mseleku's comments followed a recent scathing attack by Deputy President Thabo Mbeki who accused teachers of being lazy and concerned only about their financial well-being.

Yesterday, Madisha said that "there has never been a time in the country when a scientific audit has been done on the work performance of police, nurses, teachers and other members of the public service and therefore there is no grounds to conclude that teachers are not performing as well nurses and police".

However, he conceded that there was a minority of teachers who did not perform and who were lazy.

He stressed that while Sadtu had been talking to the department on the issues of class sizes and workloads over the past few years, he knew of "no such agreement" that was going to be signed.

He accused the department of wanting to implement draconian measures which would keep a check on teachers.

"Sadtu and the department will have to come together to discuss issues of teacher discipline.

"We've always emphasised that the department can through school principals deal with undisciplined teachers.

"We've said that our leaders at a school level must identify teachers who drink during school hours and who sexually abuse pupils and that these teachers should be expelled from the union," Madisha said.

Mseleku said the matter of teacher job descriptions and workloads had been on the table for about three years and that he had said last week agreements were likely to be signed in a few weeks.

Furthermore, "there is no implication whatsoever that teachers in SA are lazy. We are talking about the level of workloads in terms of teachers here and in other countries." Mseleku said that it was known that teachers in SA to some extent had a lower workload than teachers overseas.

However, he stressed that this should not be equated to laziness.

He said the workload in some provinces was higher than in others. "We are talking about workloads and are saying that because we have not agreed on workloads it is therefore not regulated if you compare it with other professions in the public sector where in some situations teachers have lower workloads," Mseleku said.

'Abuse of teachers must come to an end'

(321) Sowetan 6/10/98

By Victor Mecoamere
Education Correspondent

HUMAN rights abuses that affect teachers and pupils should come to an end, South African Democratic Teachers Union (Sadtu) president Mr Willie Madisha said yesterday.

"Teachers in Liberia have not received their salaries for six months. In central Africa, especially in countries like the Democratic Republic of Congo, teachers are forced into combat, while others are denied their pensions in countries such as Lesotho.

"These inhuman practices must come to an end," said Madisha.

Sadtu, the National Professional Teachers Organisation of South Africa (Naptosa) and the South African Council of Educators (Sace), teamed up to wish teachers well on World Teachers Day, which was celebrated by 50 million teachers worldwide yesterday.

"We also celebrate Sadtu's eighth birthday today and we repeat the urgent call made at our annual conference last month for teachers to rededicate themselves to the provision of quality public education," he said.

"We can celebrate events such as the World Teachers Day happily if governments in Africa start treating teachers with dignity."

To Naptosa, World Teachers Day meant a time to revive the organisation's belief that the teacher's role cannot be underestimated, said Naptosa director Dr Willem Boschoff.

"The teachers sow the good seed, giving the children valuable education to make the country less violent through the production of better-informed individuals who have the potential to grow into effective leaders," Boschoff said.

Naptosa spokesman Mr Andrew Pyper said: "There can never be an epitaph for teachers because, despite the tremendous advances made in the fields of technology, information and communication, the task of the teacher is a neverending one.

"World Teachers Day is not meant to be just a symbolic day in which teachers are thanked.

"It is, in fact, a day on which teachers can dedicate themselves with enthusiasm to rendering excellent service and reaffirm their missions as professionals."

Sace executive director Mr Rej Brijraj said: "On this auspicious day we reaffirm our commitment to the culture of learning, teaching and service, the provision of high quality lifelong learning for all South Africans, the code of professional ethics, professional development and the transformation of the education system."

In his address to affiliates, World Confederation of Teachers president Mr Louis van Benden said: "To invest in education for all and in teachers is to invest in the future; to ensure a sustainable development; to build a world in which peace and tolerance are prevalent and all citizens readily take part in democracy."

SOWETAN Friday October 16 1998

800 teachers to lose their jobs

(329

Sowetan 16/10/98

By Makhudu Sefara

MORE than 800 teachers in Northern Province at the department of education's finishing centres, will be out of work at the end of the year, MEC for education Dr Joe Phaahla said yesterday.

Phaahla said the retrenchment of the teachers followed a decision by the department to close down the estimated 127 finishing centres, set up three years ago to offer help to pupils who failed matric.

He said the centres were fast becoming a parallel form of education where the pass rate was dwindling.

Phaahla told *Sowetan* in an interview: "A decision has been taken to phase out finishing centres from January 1 1999.

"People will remember that the establishment of these centres was a result of pressure to provide relief to those schools that were congested by pupils who failed matric.

"We have noted with concern that some of the pupils who attend these centres are not really finishing," he said.

Phaahla said the teachers, who were seconded to the centres from other schools, would be absorbed by the schools system.

He could not indicate how many of those teachers there were. He said alternatives would be found for pupils who found it difficult to pass grade 12.

Phaahla indicated that the department was in consultation with a number of organisations and institutions to look into mechanisms that could be put in place to assist matric pupils.

"We are considering, for example, establishing community colleges where it is anticipated that the emphasis of learning would be on skills development.

"Those who will want to complete their senior certificates could make use of opportunities created for adult basic education and sit for the examinations as part-time candidates.

"Community colleges could be exploited by those who need basic skills in technical and commercial as well as other useful skills for the job market," he said.

Sadtu hails assessment proposals

(3a1)

Primarashni Pillay

THE SA Democratic Teachers' Union (Sadtu) welcomed yesterday the education department's proposals for a holistic and continuous assessment of school pupils which is not based solely on tests or examinations.

The department's proposals were gazetted this week and call for a radical change in assessment. Pupils have to write tests or examinations to progress to the next grade but the department says the best way to achieve a balanced assessment is to provide them with opportunities to demonstrate their competence in different ways.

However, Grades 3, 6, and 9 should serve as benchmarks for the gauging of standards and common examinations may be administered by provincial education departments.

Sadtu president Willie Madisha said continuous assessment would take into account the concept of lifelong learning as well as the child's whole experience.

This system would force pupils to attend school regularly as they would be assessed often. Teacher retraining was also needed in order to ensure that assessment occurred successfully.

John Pampallis, the director of the Centre for Education Policy Development, Evaluation and Management, said the move was in line with international trends.

Paul Colditz, chairman of the Federation of the Association of Governing Bodies of SA Schools, said the principle of continuous assessment was a sound one but a sampling systemic assessment at the benchmark grades would not be fair.

BD 29/10/98

School governing body threatens to sue

(321)

Primarashni Pillay

THE education department could face legal action from a school governing bodies' organisation for its failure to include the organisation's input in the teacher rationalisation and redeployment process.

Paul Colditz, chairman of the Federation of Associations of Governing Bodies of SA Schools (Fedsas), which represents 3 000 school governing bodies, warned that it was considering legal action against the department or asking the Public Protector to intervene.

He said that Fedsas had appealed to the department since June for a say in the process, but the organisation had been ignored. The department instead had signed an accord with teacher unions.

The accord dealt with provincial education budgets, teaching posts and the number of posts per school. Excess teachers would be redeployed to schools with vacancies.

Colditz said Fedsas opposed the exclusion of governing bodies in the drawing up of lists of excess teachers as "governing bodies have to recommend the appointment of teachers from a list they did not play a role in compiling".

BD 4/12/98

Union fails to end illegal deductions

(321)

THE controversy surrounding money deducted from the salaries of teachers in Gauteng by a company in Pretoria is far from over.

Over 1 300 teachers who are members of the Transvaal United African Teachers Association (Tuata) – now known as the Professional Educators' Union (PEU) – have each had R30 deducted from their salaries for more than 21 months.

Following the disputed deductions the PEU decided to lodge an application with the Pretoria High Court requesting that the court stop the company, Herbert Baker Incorporated (HBI), from continuing with the deductions.

PEU president Mr Leepile Taunyane says they asked the court to stop HBI from deducting money from salaries of teachers "because they do not have authority from either the association or our members".

Taunyane says they also want HBI to refund the money in full should the court find that the deductions were unlawful and fraudulent.

"We have also asked the court to exercise its authority to stop further fraudulent and unlawful deductions," Taunyane told *Sowetan*.

Unauthorised debits

For almost two years now, hundreds of teachers in Gauteng have had money deducted from their salaries on a monthly basis – in spite of the fact that they have never authorised such debit orders.

Although it is illegal to effect unauthorised debits, the affected teachers have over the period tried without any success to either get the situation reversed or stopped.

HBI, on the other hand, maintains that the deductions are in order as the Gauteng branch of Tuata signed a contract with the company for HBI to act as tax advisers and legal consultants.

Hundreds of teachers were eagerly waiting for December 1, the day the case was to be heard, but shocks and surprises awaited them.

The matter was postponed because it was said the court papers were missing.

Taunyane says they were very disappointed by "the mishap of missing files" because he thought "the matter would have been wrapped up and perhaps given direction to our members who have been waiting so long".

"I received a letter from our lawyers saying that the matter could not go on because the High Court documents pertaining to the case were missing," says Taunyane.

We contacted the registrar of the Pretoria High Court, Mr Dave Petersen, who says his office could not be held responsible for the missing documents.

Petersen says it is possible any of the parties could have removed the documents from the file.

He does not think the missing documents will result in the case being thrown out because copies of the documents can be made.

The Gauteng education department has advised teachers who wish to have the debit orders cancelled to report at their offices in Johannesburg.

One teacher confirmed that this information was contained in their November pay advice slips.

A month ago the department ordered an investigation into the issue after teachers and Tuata told them that they had not authorised HBI to debit their accounts.

However, when contacted spokesman Mr Aubrey Matshiqi told *Sowetan* he was unable to get feedback from those charged with the investigation.

The PEU says most of the teachers affected are its members and that information at hand shows that R41 000 has been diverted to the HBI coffers every month.

This means that over the past 22 months, R902 000 has been deducted plus interest earned over the same period.

Tuata members Mrs Marlene Raborife and Ntombiyodwa Masinga are just two of the 1 300 teachers affected.

They are adamant that they have never authorised HBI to deduct any money from their salaries and they argue that the continued deductions of R30 each month from their salaries is tantamount to fraud.

Deductions

Raborife says this is not the first time money has been deducted from her salary.

In 1994 there were similar deductions but then she thought it was for Tuata subscription fees.

Tuata, she says, has never approached them about the apparent arrangement they had entered into with HBI.

According to the teachers interviewed, Tuata concedes that they signed a contract with HBI to serve as tax consultants in 1994.

But this arrangement was stopped shortly afterwards by a court order.

Tuata advised the teachers then to approach the company (HBI) if they wanted to have the debit order stopped, Raborife says.

"At present we do not know what we are supposed to do because when we approached HBI we were told they have a standing contract with our union and as a result there is absolutely nothing they will do."



Khangale Makhado

Consumer Wise

Consumer Wise is a weekly column dealing with a wide variety of consumer issues and advice. Those interested in sharing their problems are asked to contact us at (011) 471-4000 from Monday to Thursday between 3pm and 4pm, or send details through fax number (011) 474-8834.

Star 15/12/98

10 000 teachers face dismissal if they fail to upgrade skills

(391)

By Tefo Mothibeli
Education Reporter

More than 10 000 unqualified and under-qualified teachers across South Africa have three years to improve their qualifications or face dismissal.

Khume Kangala, the Education Department's deputy-director of communications, said most of the teachers concerned had been in the profession for more than 20 years.

"Only people who are not interested in practising as educators would not take this generous opportunity to improve themselves," Kangala said.

Most of the teachers, who previously worked under the now-defunct Department of Education and Training and the homeland authorities, required only one subject to qualify for their diplomas.

DOUBLING THE DIVISIONS

CT 15/12/98

Transforming the SAPS

NATIONAL Police Commissioner George Fivaz yesterday announced the creation of five new divisions within the SAPS, a move which would effectively transform the service, report **WILLEM STEENKAMP** and **GILL GIFFORD.**

VIRTUALLY the entire top level of the SA Police Service is to be restructured to simultaneously allow for more effective policing, address transformation and fall in line with new employment laws, national commissioner George Fivaz announced yesterday.

In a statement, Fivaz said five new divisions — crime prevention, crime intelligence, career management, training and personnel — would be created by the restructuring, doubling the number of divisions to 10.

Fivaz said the pending changes would allow responsible managers to focus on fighting crime, freeing other managers to manage administrative and development issues.

The moves would bring command and control structures more in line with operational needs.

The changes were decided upon after consultation with SAPS chief executive officer Meyer Kahn and Safety and Security Minister Sydney Mufamadi.

In addition, 38 deputy area commissioners would be appointed in the provinces to "ensure that quality service is enhanced to optimally address local policing needs" by taking work pressure off area commissioners.

The key changes in the SAPS top structure include the following:

- Separating the crime intelligence and detective functions, which both presently fall under the detective services division, to "further enhance and focus our capacity to manage crime intelligence in support of the prevention and investigation of crime".
- Separating operational response services, which include public order policing units and flying squad units, from the crime prevention services, to enhance local policing management, crime prevention, victim support and service delivery.
- Abolishing the human resource management division and splitting its functions between three new divisions, career management, training and personnel services.
- Splitting logistics and finances into separate divisions.
- Also, the removal of information management services from management services by creating a separate component.

He said the five new divisional commissioner posts created by the restructuring would be advertised in January.

Fivaz said the appointment of the 38 deputy area commissioners, which was "crucial" for effective policing at local level, had been tested for six months in the Johannesburg area, "with much success in achieving focus, greater ownership of the problems and improved efficiencies.

"It is important to note that this process of restructuring is an attempt to create a fair and balanced distribution of our operational resources on all levels of policing in the best interest of the country of South Africa and its inhabitants," Fivaz said.

Mufamadi said in a statement that he was "gratified" by the restructuring.

"The restructuring process allows those members of management responsible for fighting crime and implementing transformation policies to pay effective attention to their respective areas of focus.

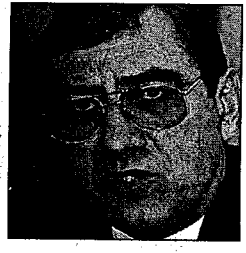
"The move takes the momentum of transforming the SAPS through affirmative action and more rational institutional design," Mufamadi said.

Detective services spokesperson Faizel Kader welcomed the splitting of detective services and crime intelligence.

He said the increased emphasis on intelligence gathering was expected to complement and benefit investigative work.

"Detectives will be able to concentrate only on classical investigative duties. The crime intelligence guys will take over the analysis and research work and also look at modus operandi and tendencies and feed this directly to the units concerned," Kader explained.

The SAPS Black Officers' Forum yesterday applauded the plan, welcoming the new emphasis on affirmative action, transformation and development issues.



PENDING: George Fivaz outlined changes to the police service.



GRATEFUL: Sydney Mufamadi welcomes restructuring.

Teachers must learn or be fired

(321)

CT 15/12/98

TEFO MOTHIBELI

JOHANNESBURG: More than 10 000 under-qualified teachers across the country have three years to improve their qualifications or they will be fired.

Education Department deputy-director of communications Khume Kangala said most of these teachers have been in the profession for more than 20 years. "Only people who are not interested in practising as educators would not take this generous opportunity to improve themselves."

Most of the teachers — who previously worked under the now-defunct Department of Education and Training and homeland authorities in Transkei, Bophuthatswana, Venda and Ciskei — require only one subject to qualify for their diplomas.

Kangala said previous education authorities had, in November 1985, given permission for these under-qualified teachers to be evaluated in the classroom by a circuit inspector, who checked their ability to teach the relevant subject — most often mathematics.

Since this evaluation system had been phased out, Kangala said it was necessary that these teachers be given the chance to complete their studies.

SA Teachers' Union director for labour relations matters Chris Klopper welcomed the initiative.

The SA Democratic Teachers' Union said it reserved comment pending formal notification.

Panel of peers will judge teachers

ARG 1/9/98 (321)

A new teacher appraisal system, replacing controversial external inspections, will be introduced countrywide at the beginning of the 1999 school year.

The new system, based on self-appraisal and peer evaluation, was designed to help teachers identify their strengths and weaknesses and would not be directly linked to promotion and salary, education department officials said yesterday.

Schools will elect staff development teams to co-ordinate appraisals by panels including fellow-teachers, union representatives and educators from other institutions. The teacher being assessed will sit on the panel, and draw up a personal growth plan.

Education Minister Sibusiso Bengu said hard-working teachers had nothing to fear and everything to gain, since their efforts would be recognised. – Sapa

Bengu announces appraisal system for teacher evaluation

Star 1/9/98 (321)

OWN CORRESPONDENT

Cape Town – Teachers who are not performing up to scratch will be identified when a new "teacher appraisal instrument" is implemented at the beginning of the 1999 school year.

Education Minister Sibusiso Bengu announced yesterday that a task team had been appointed to oversee its implementation during the next few months and the training of people who will be responsible for working on assessments.

Teachers who are supposed to be redeployed to understaffed schools could also be required to report to their new posts at the beginning of the new school year.

Bengu said the aim was to have the redeployment process in place by the time schools reopened in January, although unions and the department had still not reached finality on the issues of teacher rationalisation and pupil-teacher ratios by yesterday – the initial agreed-upon deadline.

He said the unions and the department had done their part on both these matters, but technical matters had delayed them.

"On rationalisation, we decided to take our proposed agreement to senior counsel for legal advice," he said.

Bengu said unions and the department would meet within the next two weeks over the issue of norms and standards.

"I am confident that we will find a way to finalise our agreements on these matters very soon."

The National Professional Teachers Organisation of SA welcomed the appraisals, which it said were aimed at the development of teachers.

Bengu said they were a form of self and peer evaluation that enabled teachers to work on their weaknesses and strengths.

Agreement between govt, teachers delayed

(321) BD 1/9/98

Vuyo Mvoko

CAPE TOWN — Government and teachers' unions have given themselves two more weeks to reach an agreement on two of the most crucial matters that almost precipitated a strike in June, Education Minister Sibusiso Bengu said yesterday.

"The unions and we have done our part, but technical matters have delayed us," Bengu said.

He pointed out that agreement had, however, been reached on "virtually all" the other matters including the question of classes without teachers, mechanisms for opening up the budget processes for educator participation and amendments to particular pieces of legislation.

On the rationalisation and redeployment of teachers, Bengu said government had taken its proposal, which was a basis for agreement, to senior counsel for an opinion on whether it was legally possible to sign the document.

A document detailing agreements reached between government and the SA Democratic Teachers' Union (Sadtu), released yesterday, showed that the two had agreed to measures that would have to be guided by certain principles.

These included ensuring continued employment of teachers currently in service and an avoidance of retrenchments, the protection of long-serving temporary teachers, the pursuance of "equity and redress", and the retraining and upgrading of educators so that they could be redeployed.

The issue of norms and standards on post provisioning and teacher-pupil ratios, Bengu said, was "also under control".

Government would "soon" be instituting consultations with a view to determining national policy on teacher-pupil ratios, as well as preparing regulations for the determination of posts in provinces.

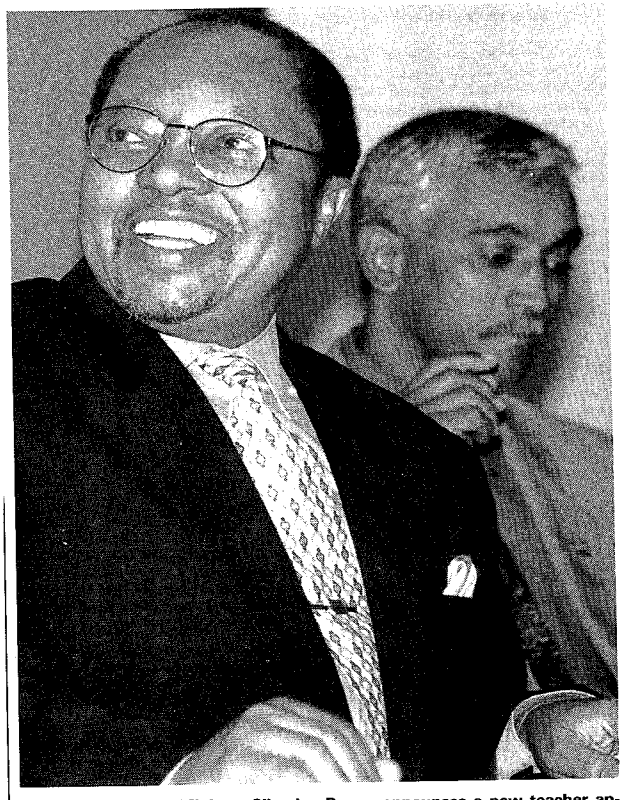
In the agreement documents between the ministry and Sadtu, and between the ministry and the National Professional Teachers' Organisation of SA, the parties have acknowledged the need for "educationally defensible" national norms and standards.

These norms and standards might be expressed as a ceiling or a target, and should be defensible financially and in terms of quality of education.

The ceilings or targets would be considered flexible and might differ for each province.

Bengu also announced the signing of an agreement between government and unions providing for a system of performance appraisal.

A joint steering committee, comprising all provinces and teacher unions, would drive the training and implementation process, Bengu said.



National Education Minister Sibusiso Bengu announces a new teacher appraisal system at a news briefing in Cape Town yesterday. Picture: TYRONE ARTHUR

Bill sorts the school bosses from workers

ARLT 4/9/98 (321)

Provides clarity on employment

CLIVE SAWYER
POLITICAL CORRESPONDENT

The Employment of Educators Bill has been approved by the National Assembly with the support of all parties.

The bill spells out the roles of national and provincial government and boards of governors in teacher labour relations,

Education portfolio committee chairman Blade Nzimande said the bill closed the loophole which allowed Grove Primary School to challenge the redeployment of teachers.

Dr Nzimande said the bill's most important achievement was to provide clarity on who were the employers in the education sector.

Most importantly, it assigned the determination of conditions of employment and salaries to the Government, protecting centralised national bargaining. This was vital to overcoming the divide-and-rule tactics of the apartheid era.

The legislation retained the right of governing bodies to interview and recommend educators for employment in each school.

The bill clearly spelt out the roles of national and provincial government and school governing bodies without weakening any of these, said Dr Nzimande.

It protected the powers of governing bodies provided by the 1996 Schools Act, while retaining the Government's right to redeploy teachers "to sort out the apartheid mess of unequal distribution of teaching personnel".

He called on teachers to fulfil their part of the new deal by ensuring that they "teach, teach, teach".

African National Congress MP Ismail Vadi said the most significant aspect of the bill was the recognition given to the South African Council of Educators (Sace), the new nonracial body with which all teachers will have to register. Sace will enforce a code of ethics.

Education bill given top marks by parties

KERRY CULLINAN

WOMEN teachers will no longer be regarded as temporary staff once they marry, forfeit their years of service when they take maternity leave or get lower housing benefits than male teachers.

The Employment of Educators Bill, supported by all political parties in the National Assembly, ensures that women and men teachers will be treated equally.

Hailing the bill as evidence of the "new relationship" between government and teacher unions, Education Minister Sibusiso Bengu said that it clarified "conditions of service, productivity and professional conduct".

Bengu said the government was not only concerned that teachers had job security, but also that their productivity levels were raised.

"Two days ago we launched an agreement (with the trade unions) on teacher appraisals which will see teachers appraised by themselves, their peers and appraisal teams," said Bengu.

"We are also discussing job descriptions for educators and are about to finalise consultations on workloads," he said, adding that negotiations on redeployment and salaries were still being finalised.

Blade Nzimande, chairperson of the Portfolio Committee on Education, said the bill "gives clarity for the first time on who the employer is".

Teachers employed by a province are responsible to the provincial head of the education department. Those who work in the national education department report to the director general.

"Most importantly, it assigns the determination of conditions of employment and salaries to national government, thus protecting centralised national bargaining," said Nzimande.

Provincial governments were responsible for establishing teaching posts in each province, while school governing bodies "retain the right to recommend educators for employment", said Nzimande.

He added that the NP and DP supported the bill because they "cannot afford to alienate those teacher unions that support them". — Parliamentary Bureau.

Hundreds of children at a Gauteng primary school have had no lessons since January. Teachers sit in the sun while pupils climb through classroom windows or run about aimlessly outside. VICTOR KHUPISO and CORNIA PRETORIUS report

Where it's the teachers who are at play

Kids forgotten as some staff take all-day break

(321) (ES) ST 6/9/98

NO-ONE really knows how the trouble started at Gugulesizwe Primary School in Daveyton, on Gauteng's East Rand. What is known is that for many children there have been no classes since January, when some of their teachers walked out after they began fighting among themselves.

The principal, who daily locks herself in her office in fear of the teachers, seems powerless to do anything about the matter, and the Gauteng department of education, despite an investigation, has still not got to the bottom of the problem.

A parent on the school governing body, Bizza Zabane, said the problems at the school started early this year, when teachers protested against a teacher whom, they alleged, was instigating pupils to throw eggs and tomatoes at them.

Parents told the teacher to stay home, but when 15 of her colleagues also did so in support of her, parents decided that she should return to school.

Another version is that problems started after Hazel Khumalo was appointed principal and not the teacher allegedly involved in the egg and tomato incident, splitting the 26 teachers into two factions.

One teacher, who did not want to be named, said on Friday: "All 10 of the grade 1, 2 and 3 teachers have been teaching their classes through all this, but the subject teachers from Grades 4 to 7 have been playing hide and seek. Some are always having meetings, but about four or five have been teaching."

Khumalo did not want to comment on the problems at the school, but said: "I'm not going anywhere until the problems are resolved, otherwise people will say I am running from the problems."

But while the fighting continues it is the children who are suffering. The mother of a Grade 5 pupil, Nomawethu Mhlungu, said her child's books were still blank. "They never wrote their mid-year exams. If I had money I would've taken my son out of the township. If the problem was tackled when it started, it wouldn't have escalated to this. The department must come to our rescue."

This week, the school was in the grip of confusion and anxiety; the principal locked herself in her office, some teachers taught and others did not, and the 728 pupils did not know what was happening. One of a group of Grade 7 pupils said: "The teachers are teaching us, but we didn't write our mid-year exams." Another said there was no teaching.

A teacher who has been teaching said it was discouraging when some taught and others basked in the sun. "Pupils sometimes do nothing for the whole day because we are demotivated."

The teachers who have allegedly not been teaching did not want to comment. One said: "There has been an investigation. We are waiting for the report."

However, the education department's investigation has not produced results. Conflicting recommendations about the causes and the solutions at the school were made, and a second investigation into Gugulesizwe will now begin.

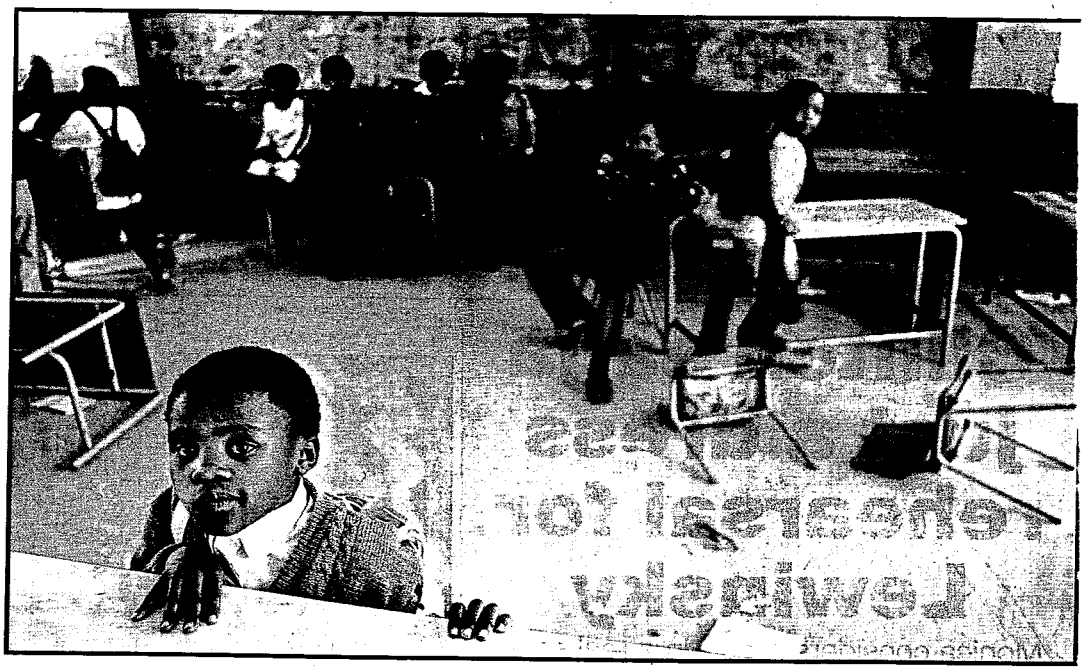
Dr Brahm Fleisch, district director of the department, said the office was monitoring the situation as closely as possible, but the one official who had to go out to the 120 schools in the district could not be at Gugulesizwe every day. "It is clear that human relations at the school are frail, but in our assessment teaching and learning are happening there. We haven't had any report from the principal stating the contrary."

He said that after parents came to see district officials an investigator was sent to the school for an initial investigation. But there was not enough evidence to suspend anyone while a full investigation was being launched. Three investigators made conflicting recommendations about the problems at the school, which was why a second investigation would start soon, he said.

Gauteng MEC for education Mary Metcalfe received the report on the first investigation on Friday, but she has not studied it yet. She said relations at schools often became strained due to competition for more senior positions.

"One could provide management training to such a school, but in the end it is individuals competing." She admitted it had been taking too long to solve the problems at the school.

Now parents have threatened to take the matter into their own hands, warning they will remove the teacher they say has caused all the problems. Zabane said: "If the department doesn't intervene they'll find the teacher outside the gate soon. I challenge anyone from the department who says there's normal schooling to come during school hours and see the chaos for themselves."



FOR WHOM THE BELL TOLLS: Pupils at Gugulesizwe Primary School, where chaos has ruled since some teachers downed chalk in January after a dispute

Picture: BRETT ELOFF

CAPE TIMES
MONDAY, SEPTEMBER 7, 1998 ★

MBEKI ADDRESSES SADTU

'Toyi-toying teachers' tarnish profession

ET 7/9/98

(391)

DURBAN: Unprofessional behaviour among teachers is tarnishing the image of educators, Deputy President Thabo Mbeki has warned. **KATHY MOLONEY** reports.

THE prestige and respect previously held for teachers in South Africa is fast disappearing and being replaced by contempt and derision, according to Deputy President Thabo Mbeki.

Speaking at the opening of the fourth South African Democratic Teachers' Union (Sadtu) congress in Durban last night, Mbeki lashed out at educators who were more concerned with their union ambitions and toyi-toying for better pay than in teaching.

"Thanks to a form of behaviour, perhaps among a few of our educators, and especially teachers in schools, the prestige of the profession is fast disappearing," he said.

Mbeki warned that there was a "worrying level of unprofessional behaviour that is bedevilling the teaching profession".

"Drunkenness among some teachers, even if they are few, is unacceptable," said Mbeki, who urged the union to expel from its ranks any members who were caught drunk during school hours.

"I am sure you will agree with me that it is unacceptable that teachers should persistently come late to school, leave early and seek to do as little work as possible."

Mbeki said accountability to the people was one of the defining elements of the ANC yet it was strange that the most militant opponents of any system of school supervision were to be found among the members of Sadtu, an affiliate of the ruling party.



OUTSPOKEN: Thabo Mbeki

Many of the best-run schools in the country, and many of the best teachers, were managed by and belonged to "older teachers and teachers' organisations" who were unfamiliar with the revolutionary-sounding phrases which pervaded the teaching profession these days.

Mbeki said that as a result there were many African schools which regularly produced excellent results. "We all know this and, I suspect, you also know better than I do why this happens".

"Compared with the devoted and competent professionals who manage to produce these results, we, the members of Sadtu, stand out as competent practitioners of the toyi-toyi," Mbeki told the audience of teachers who, minutes before the speech, had toyi-toyied and sung well-known struggle songs.

"We come across as militant fighters for a better pay cheque at the end of the month. We are seen as excellent tacticians as to when to disrupt the school programme so that we can extort from government the greatest material benefit for ourselves."

In the past teachers were respected and accorded a special place, particularly in African society. "This was so because of the importance which the masses of our people attached to education and because the conduct of our teachers was exemplary.

"The danger we now face is that producing the good citizen through education, particularly among Africans, is becoming the exception rather than the rule."

Mbeki warned that members of Sadtu had a responsibility to demonstrate a level of of dedication, responsibility and consciousness for the renewal of the country.

Mbeki has harsh words for Sadtu members

(321)

Sowetan 7/9/98

DEPUTY President Thabo Mbeki last night called on black teachers to "open the doors of learning and culture to the millions of our people whom the system of apartheid sought to imprison behind a wall of ignorance, darkness and death".

"We must approach this as the most important strategic task during this stage of our continuing struggle for genuine liberation," he said.

Opening the fourth national congress of the SA Democratic Teachers Union (Sadtu) in Durban, Mbeki said it was unacceptable that teachers should persistently come late to school, leave early and otherwise seek to do as little work as possible.

"Let us make those who behave in this way aware that they do not belong among us. We should not allow the situation that the misbehaviour of one or more members of Sadtu condemns your organisation to be identified with the conduct of traitors and criminals.

"Accountability to the people is one of the defining elements of our movement. And yet the strange reality is that the most militant opponents to any system of school supervision and inspection are to be found among the members of Sadtu," he said.

Mbeki said many of the best run schools in the country and many of the best teachers were managed by and belonged to the older teachers and the teachers' organisations which were viewed as reactionary, simply because they did not know the revolutionary-sounding phrases which many present-day teachers liked to shout out loud.

These schools, both in the rural and urban areas, regularly produced excellent results in terms of pass rates.

"We all know this and, I suspect, you also know better than I do why this happens. Compared to the devoted and competent professionals who manage to produce these results, the members of Sadtu stand out as competent practitioners of the toyi-toyi.

"They come across as militant fighters for a better pay cheque at the end of the month. They are excellent tacticians as to when to disrupt the school programme so that they can extort from the Government the greatest material benefit for themselves and create the space for themselves to improve their own qualifications," Mbeki said. – *Sapa.*

Teacher training gets a multimillion-rand boost

BD 8/9/98 (3a1)

Primarashni Pillay

THE Training of teachers in outcomes-based education has received a major boost after the launch yesterday of the multimillion-rand Shoma Education Foundation, which uses technology to convey training programmes to pupils and teachers in all parts of SA.

The foundation, launched at the Teachers' Training Centre in Soshanguve north of Pretoria, is a collaborative project drawing on the skills of companies such as M-Web, Orbicom, Multichoice and M-Net.

M-Web GM Bruce Cohen, whose company funds the foundation, said Shoma had supplied about 25 computers to schools in the Western Cape and KwaZulu-Natal and to the Soshanguve Teacher Training Centre.

Teacher training programmes can be transmitted through a satellite link from Randburg, Johannesburg, to the Internet facility of computers in the three provinces serviced by the foundation. Transmissions can also be received on television.

To ensure accessibility and equality, each centre will get the same broadcast message and the same level of access to resource material on the Internet.

"Through the Internet, teachers can download the programmes and store them as a resource."

He said participants had gone through a nine-week pilot project based on aspects of the schools' curriculum.

The project was constantly being assessed and adapted and there was a possibility that it would be expanded into other parts of the country.

The technology could also be used in health initiatives.

Education Minister Sibusiso Bengu, who addressed the foundation's launch via a link-up from Cape Town, welcomed the initiative and said government "needs and deserves the material support of business in the reconstruction and development agenda our unequal past has created for us.

"Fortunately, there are businessmen and -women who are cognisant of that and who have therefore proactively assumed leadership roles in that direction."

Posts, Telecommunications and Broadcasting Minister Jay Naidoo warned that "putting more money into education doesn't mean that education will get better".

There was a need for enthusiasm among teachers and pupils.

"We need that missionary zeal we had when we defeated apartheid policies," Naidoo said.

He called on people to abandon a "culture of entitlement" and start making a contribution to transformation.

Teachers to get increases of up to 7%

BD 9/9/98 (321)

Primarashni Pillay

THE majority of teachers could expect a salary increase of between 6,8% and 7% this year, while most educators in management could expect an average 6%, following recently reached agreements between the SA Democratic Teachers' Union (Sadtu), the National Professional Teachers' Organisation of SA (Naptosa) and the Public Service Co-ordinating Bargaining Council.

Last year the increases ranged from 8% to 11% with the majority of teachers receiving 9%.

Sadtu has agreed in principle to this year's increases, but still has to ratify the agreement at its national conference being held in Durban this week.

The Suid Afrikaanse Onderwysersunie (SAOU) has, however, refused to sign the agreement.

Salary ranges in the public service consist of 16 levels of which teachers slot into levels 5 to 8.

The sliding scale salary increases for these levels range from 4,7% to 7%.

Teachers who are highly qualified and received promotions in the past can expect a 6,8% increase, while those who received merit awards in the past, which advantaged them, can expect increases of 4,7%.

This would enable them to be brought in line with the salaries of the majority of teachers so that equity can be achieved, a government source said.

Meanwhile, the majority of heads of departments, deputy principals and some principals can expect an average 6% increase.

They slot into salary levels where the increases range from 4,7% to 6%.

Naptosa's chief negotiator Henry Hendricks said yesterday that Naptosa had initially demanded a 9,2% average increase, but settled on the latest offer as "we'd been fighting since June 4 and this had to be a give-and-take situation. We believe this offer will slowly close the salary gap and we are happy with the sliding scale system," he said.

The education department's chief director of human resources Duncan Hindle said yesterday the increases would be backdated to July 1 this year and emphasised that no provision had been made for merit-related increases.

Sadtu welcomes new teacher appraisal system

(321)

Sowetan 9/9/98

By Shobana Khumalo

THE South African Democratic Teachers Union (Sadtu) has welcomed the completion of the new teacher appraisal system but rejected the idea of performance-related remuneration.

Presenting his report at the fourth national congress of the organisation in Durban, Sadtu president Mr Willie Madisha said the union did not believe that the time had come to consider the debate on performance-related remuneration. The concept of performance-linked remuneration is being mooted by the Ministry of Education as part of its three-year teacher salary grading system.

However, Sadtu is opposing the system with its general secretary Mr Thulas Nxesi calling it a "sensitive issue" which could divide teachers.

"We warn the congress that this is a dangerous notion that will not only cause problems for our members but will also lead to the destruction of teacher organisations," said Madisha.

He also told delegates that teacher organisations, like all worker unions, were about bargaining for better remuneration for their members and fighting for better union rights.

"If we agree to relegate the issue of remuneration to individual teachers proving they can deliver, then the union has no business to exist," he warned. Furthermore, said Madisha, the majority of the country's teachers would be condemned to life without any increase to their salaries.

"Let us not play with these words simply because they sound attractive."

Teachers' appraisal

However, the union accepted the new system for the appraisal of teachers, saying it had for a long time called for the assessment of the work of educators.

Madisha said the new system should be scientific and should be different from old methods of inspection that led to low teacher morale and victimisation.

"We hope an emphasis will be placed on guiding and developing teachers and identifying their weaknesses."

This should be done with an intention of overcoming such weaknesses through continued in-service training of teachers, he said.

Sadtu to oppose privatisation

BD 10/9/98 (321)

Farouk Chothia

DURBAN — The SA Democratic Teachers' Union (Sadtu) vowed at its national conference in Durban yesterday to campaign against the privatisation of education in the country.

In a declaration adopted by conference delegates, Sadtu said it did not believe that education should be subjected to the "laws of the market" or "market-driven reforms".

Privatisation was creeping in, with user fees having been introduced at schools, the declaration said.

Sadtu deputy president Edwin Pillay said the campaign would not lead to disruptions in teaching, as it would be waged through lobbying and publicising Sadtu's viewpoint.

Pillay said Sadtu was only opposed to privatisation in government schools.

The declaration also rejected "restrictive" fiscal policy, and "educational federalism" as militating against equal access to education.

Pillay said government should increase its revenue base and reduce payment of the national debt in order to have more funds for education.

Sadtu general secretary Thulas Nxesi denied a report in Business Day yesterday that Sadtu had agreed to a salary increase of between 6,8% and 7% for the majority of teachers, and an average 6% increase for teachers in management.

Delegates were also debating a resolution on discipline among teachers.

This followed calls by both Deputy President Thabo Mbeki and SA Communist Party (SACP) general secretary Blade Nzimande for the removal of teachers who lacked discipline.

Pillay and Nxesi were re-elected unopposed to their posts, along with president Willie Madisha, assistant general secretary Solly Mabusela and treasurer-general Xavier Macmaster.

□ Sadtu had established an investment holding company, which would have financial services and industrials subsidiaries, Sadtu treasurer-general Xavier Macmaster said yesterday.

He said Sadtu was in talks with a leading black empowerment group to come in an as a partner providing operational capital and expertise.

"Some insurance companies are falling over their feet for our investments," Macmaster said.

He said that the industrials subsidiary would include printing and packaging and the financial services subsidiary would have insurance-related portfolios.

Sadtu had collected R35m in subscriptions from 187 000 members during the last financial year.

The idea behind the formation of an investment holding company was to increase Sadtu's financial base. Sadtu had spent R5m to R6m last year on the professional development of teachers.

Teacher union fights schools 'privatisation'

(321) ARG 10/9/98

ARGUS CORRESPONDENT

Durban – The SA Democratic Teachers' Union has resolved to campaign against privatisation of education, claiming it widens the gap between rich and poor.

The resolution – one of several, including the adoption of a draft code of conduct for its members – was taken at the end of the four-day congress in Durban yesterday.

At a press conference, Sadtu deputy president Edwin Pillay said the union believed schools should belong to the Government and remain in the hands of the public.

Mr Pillay said the union did not object to individuals setting up private schools, but rather to the Government privatising previously public schools.

"There has been a growing trend in this direction over the past few years. Privatisation leads to a situation where education becomes the privilege of the rich, and the poor are deprived of a quality education. This a worldwide phenomenon," he said.

President Willie Madisha said the Government was moving away from its responsibility to provide free and compulsory education.

"In a number of provinces ... the payment of fees in ... primary education is being shifted to the parents."

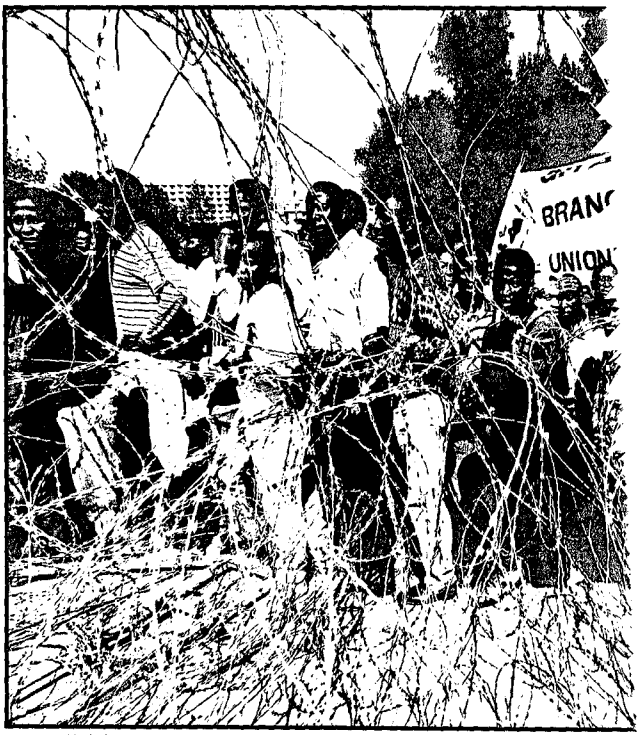
Teachers who live by the rules of criminals



Thanks to the behaviour of some of our educators, the prestige of the teaching profession is fast disappearing, writes THABO MBEKI

ST 13/9/98

(321)



ON THE MARCH: The Deputy President says some members of the South African Democratic Teachers'

AMONG the black masses of our country, the only people who played no role in freeing our people from the chains of slavery were the puppets and the criminals.

Two features consign the puppet and the criminal to the same camp. These are the absence of any sense of morality and a destructive devotion to the fulfilment of the personal, animal needs of the individual.

I speak of the treacherous puppet and the criminal beast because I fear that the values that inform their behaviour have infected many others.

As we worked together to elaborate the Reconstruction and Development Programme, we fell victim to the view that such reconstruction and development would consist of meeting the material needs of the people and creating the economy and institutions that would make this possible.

Strangely absent from that work was the fundamental consideration that the better life we sought and continue to struggle for would come about as a result of the conscious activity of our people and their democratic organisations.

The fundamental renewal of our society means and requires the education and training of our people to attain the objectives spelt out in both the Freedom Charter and the RDP.

The success of the revolution in which we are engaged depends on what happens in our schools, colleges and other educational institutions and processes. You will agree that your profession is a calling.

Teachers used to be respected and were accorded a special place, particularly in African society. This was so both because of the importance which the masses of our people attached to education and because the conduct of our teachers, both at school and in the community, was exemplary.

The imminent danger we now face is that producing the good citizen through education, particularly among Africans, is becoming the exception rather than the rule.

Thanks to a form of behaviour among a few of our educators, and especially teachers in our schools, the prestige of the profession is fast disappearing, to be replaced by contempt and derision for you, the professionals without whom the new society for which we yearn can never be born.

I must emphasise that here I am talking about a few among us whose behaviour tarnishes the image of the majority of dedicated teachers.

In some instances, even when your government has intervened to begin the process of addressing these enormous problems, those who live according to the rules of the traitors and the criminals — and I speak here of black people — have not hesitated to steal food from schoolchildren, to rob pupils of their textbooks and to deny us the capacity to employ teachers who are willing to serve, by collecting the salaries of phantom teachers.

This worrying level of unprofessional behaviour includes those who describe themselves as members of the revolutionary cadre of our country by virtue of their membership of Sadtu, the ANC and Cosatu.

Drunkenness among some teachers, even if they are few, is unacceptable. I would like us to agree that Sadtu should expel from its ranks any of its members who are found to be drunk during school hours.

I am sure you will also agree with me that it is unacceptable that teachers should persistently come late to school, leave early and otherwise seek to do as little work as possible.

Let us make those who behave in this way aware that they do not belong among us.

Many who are your members allow the collapse of discipline to prevail in their schools and classrooms, enabling them to join in the abuse of children, to betray their responsibilities as people who must act *in loco parentis*, and to violate their basic contracts to convey to the young of our country their prescribed quantum of education and information.

If we had the courage to be honest with ourselves, we would admit that many of the best-run schools in the country are managed by the older teachers. Furthermore, many of the best teachers belong to the teachers' organisations which we view as reactionary simply because they do not know the revolutionary sounding phrases which many among us are competent at shouting out aloud.

As a result of this — and indeed the invaluable contribution of others who are members of Sadtu — there are African schools in both rural and urban areas, no better endowed than any other of our schools, which regularly produce excellent results in terms of the pass rates among their students.

Compared to the devoted and competent professionals who manage to produce these results, we the members of Sadtu stand out as competent practitioners of the toyi-toyi. We come across as militant fighters for a better pay cheque at the end of the month.

We are seen as excellent tacticians who know when to disrupt the school programme so that we can extort from the government the greatest material benefit for ourselves.

We behave in a manner which seems to suggest we are alienated from the revolutionary challenge of the education of our youth and masses, and greatly inspired by the value system which motivates the traitor and the criminal.

I know that even as you meet at this congress, there are some who have come here dress any of the fu questions we ha Rather, their greates is that they should be senior positions in S basis that they are executioners of the

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We behave in a manner which seems to suggest we are alienated from the revolutionary challenge of the education of our youth and masses, and greatly inspired by the value system which motivates the traitor and the criminal.

I know that even as you meet at this congress, there are some who have come here not to address any of the fundamental questions we have raised. Rather, their greatest ambition is that they should be elected to senior positions in Sadtu on the basis that they are the best executioners of the toyi-toyi.

These people want to be seen as the greatest pretenders to the title of representative of the revolutionary agenda and militant opponents of Gear.

They want to pose as the most steadfast proponents of the spirit of "no compromise" in the promotion of the trade union rights of the members of Sadtu, against the positions of the self-same government without which the workers and the masses of our country would not have achieved, and will not achieve, the advances which have been made.

In this self-serving struggle, which has nothing to do with the revolutionary tasks facing our movement as a whole, little regard is paid to the fact that much that is done in the name of militancy both does not serve the interests of the teachers and the people, and is a welcome and perhaps organised gift to the forces of reaction.

Mother Teresa, the missionary of charity, once defined herself in this way: "By blood and origin I am all Albanian. My citizenship is Indian. I am a Catholic nun. As to my calling, I belong to the whole world. As to my heart, I belong entirely to the heart of Jesus."

By blood and origin, you are all African. Your citizenship is South African. You are teachers drawn from all faiths.

As to your calling, you belong to the children of whom you take charge every day and the parents and communities to which the young return when the school hours are over.

With regard to your hearts, this is a matter which you, like all of us in the organisations of the democratic movement, can only answer through practice and not simply on the basis of the membership cards you carry in your wallets.

● *This is an edited extract from a speech delivered by Deputy President Thabo Mbeki at the fourth national congress of the SA Democratic Teachers' Union in Durban this week*

Samsung's PAX.
A Phone, Photocopier, Plain

Breathalysers on cards for Mr, Ms and Mrs Chips

ST 13/9/98 (321)

PREGA GOVENDER

BREATHALYSER tests may be introduced in schools to crack down on drunken teachers.

This is one of the tough measures education authorities are considering in the wake of Deputy President Thabo Mbeki's tongue-lashing of drunken teachers as "criminals and traitors" in his speech to the fourth national congress of the South African Democratic Teachers' Union in Durban last Sunday.

KwaZulu-Natal education MEC Vincent Zulu said errant teachers would be taught a "hard" lesson if they persisted in coming drunk to school.

"We may be forced to use breathalyser tests to establish whether a teacher is drunk," he said.

Zulu's spokesman, Mandla Msibi, said: "What we are envisaging is a partnership between the department and the police whereby we could use their breathalyser equipment for testing purposes at school."

Msibi said one of the reasons for teachers "hitting the bottle" could be because of the frustration of heavy workloads. "But teaching while drunk will never be condoned by the department," he said.

Zulu said he was pleased with Mbeki's comments: "Now that someone from the very top has spoken out . . . it seems we are finally getting somewhere.

"Those teachers with a drinking problem will be identified and asked to go on rehabilitation programmes. But if they revert to drinking [at school], they'll be fired."

The Minister of Education, Sibusiso Bengu, also caned drunken teachers during his debate on the Employment of Educators Bill in Parliament last week.

"Let your minds travel . . ." he told MPs, "and listen to the teachers angrily debating the fact that the government has not said anything about when they are getting their salary increments.

"Just listen to their rising voices as they shout curses at the minister of education over glasses of cognac or whisky, not knowing what time of the day it is."

A teacher from Wembezi in KwaZulu-Natal said at least 10 of the 30 teachers at the school where he worked reported late every day.

"Four women and at least six male teachers come to school drunk regularly. Some of the teachers also encourage our pupils to join them."

He said the teachers used the school's science laboratory as their pub.

"Some of them leave their classes unattended and duck into a shebeen a few streets away to drink before returning to school — if they do."

Bengu's spokesman, Bheki Khumalo, said the minister had complied with Mbeki's call for improving discipline in schools with the Employment of Educators Act, which provided guidelines for action in cases of drunkenness, sexual abuse and incompetence.

"We are appealing to school governing bodies to report teachers who come to school drunk and who violate the code of conduct," Khumalo said.

Allies give educators a caning

the attacks

This week teachers faced a barrage of criticism. CAROL PATON looks at what lies behind

(321)

ST 13/9/98

AT A recent school play festival in Gauteng, organisers were alarmed to see that while children from suburban schools performed skits about a variety of issues, pupils from township schools performed plays almost exclusively about teachers who were drunk and lecherous.

The drama festival, which was intended to build a culture of learning and teaching in schools, could not have better illustrated the burning issues.

This week, at the congress of the South African Democratic Teachers' Union, teachers came in for harsh criticism from their political allies: the ANC, the SA Communist Party and Cosatu.

Deputy President Thabo Mbeki set the tone. His criticism was frank and relentless: teachers were increasingly viewed with contempt and derision, some were drunk at school, they came late, left early and did as little as possible.

They spoke of service to the people as a pretence and were solely concerned with advancing their own personal interests.

But more surprising was the criticism which came from Cosatu, which raised once again the fact that teachers drank during working hours, molested children and did not bother to prepare lessons.

Cosatu's criticism of Sadtu, said general secretary Mbhazima Shilowa afterwards, was raised in the context of the pressing need for a better work ethic in the the public sector. "As workers, our aim should be to deliver a quality of service that is different to what it was in the past. Communities have been subjected to poor service — primarily by white civil servants. Surely they expect a better level of service from our own people?"

For Cosatu, which has called for a code of ethics in the public sector and is launching a campaign to improve service in the public sector soon, quality of service is the positive part of its package of proposals to the government.

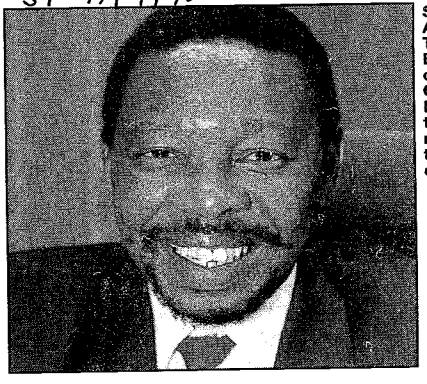
While trying to get the government to agree to a moratorium on retrenchments in the public sector, including teacher retrenchments, and to expand public sector employment through public works, its commitment to good ethics and service is an important part of proving its willingness to contribute to the country.

But Sadtu, which has been slow to act on corruption among teachers, has been letting the Cosatu side down.

The motivations of the SACP in joining Sadtu's critics this week were similar.

Blade Nzimande, the general secretary of the SACP, said after the congress: "Times have changed. The government has removed racist and sexist legislation, there are schools for all South Africans by law, the government is committed to equity and there is a new political climate.

"But unless we get our schools right, we won't have real democracy. A teacher who doesn't teach is threatening democracy."



SPARE THE ROD AND SPOIL THE TEACHERS: Blade Nzimande of the SA Communist Party, who says teachers who do not teach are threatening democracy

Frustration that new policies and funding formulas have failed to change the lot of those in township schools is partly what prompted the government to crack the whip at teachers this week.

But the criticism came amid worsening industrial relations, which culminated in the teachers' strike in June. Since then, when teachers put a stop to moves to give provinces the right to control their education budgets through retrenching teachers, relations between Sadtu and the Department of Education have been bad.

In his address, Mbeki said Sadtu members came across as "competent practitioners of the toyi-toyi" and "militant fighters for a better pay cheque at the end of the month" who were able to "extort from the government the greatest material benefit" for themselves.

While Sadtu has recognised the problems raised by its critics this week, adopting a resolution to root out indiscipline and unprofessional conduct, it did so with a mixture of consent and anger.

Thulas Nxesi, Sadtu's general secretary, asked after this week's congress: "Why should people lambaste us when there is a serious problem with management?

"What have they [the government] been doing about these problems if they know they are problems if they know they have not been doing anything.

"Absenteeism and such problems are not just problems among teachers but with the education authorities too. Some principals are hardly at school, inspectors are never there — it's a deep-rooted crisis and an indication of the collapse of management in schools."

While Sadtu has decided it will take steps to suspend or expel members for unprofessional conduct, it is also emphatic that it "will not do the department's dirty work".

"To prove Sadtu is committed we haven't dismissed the criticisms but have responded positively," said Nxesi.

"But unions are about conditions of service — they are about the interests of members — and we have to balance those with the interests of the profession."

● See page 25

Deal crucial for teacher redeployment — Bengu

Primarashni Pillay

IT was "absolutely" critical that agreement around pupil-teacher ratios be concluded this week to enable provinces to start "proper" planning for teacher redeployment, Education Minister Sibusiso Bengu said on Friday.

This emerged during a progress report to the National Economic and Development Labour Council executive committee meeting on agreements reached with the teacher unions in June, when they threatened to go on strike.

The dispute revolved around a number of issues including the education ministry's teacher rationalisation regulations that said provincial education budgets should determine the number of teachers to be employed and that teacher-pupil ratios should be determined by provincial education departments.

To avert a strike, the ministry withdrew these regulations and said temporary teachers would not be retrenched until agreement on teacher redeployment and rationalisation had been finalised with the unions by July 31. Agreements on teacher-pupil ratios (norms and standards) also had to be finalised by August 31, but the unions and government missed both these deadlines. (321)

One problem around teacher redeployment and rationalisation was that the ministry and unions had to seek legal opinion on an issue related to the SA Schools' Act giving school governing bodies rights and powers to recommend the employment of excess teachers from a redeployment list.

The Labour Relations Act meanwhile spells out government's obligation to ensure that excess teachers find alternative positions to avoid retrenchment.

The unions said recently that problems could arise if governing bodies did not find a teacher suitable while government did. The question then remained of how the ministry would avoid a clash between two sets of powers and legal action from governing bodies and teachers.

A task team comprising union members and members of the national education department has been appointed to work out teacher-pupil ratios for each province, but no consensus has yet been reached.

Bengu said if consensus on ratios was not reached this week, "our provinces will be in serious trouble because they will not be able ... to make sure that teachers do move to where they will be redeployed at the beginning of the new school year".

The issue of teacher redeployment and rationalisation could receive attention at a meeting of the bargaining committee of the Education Labour Relations Council scheduled for today and tomorrow.

BD 14/9/98

GONE

Now SA exports teachers to Kuwait

(321)

CHANTEL ERFORT
STAFF REPORTER

ARG 16/9/98

South Africa is exporting trained and experienced teachers to Kuwait.

Last night, the first "consignment" – 15 teachers aged between 22 and 63 – left Cape Town for new jobs in the desert cities of Rumaithyea and Kuwait City.

They will earn double what they earned here – between R7 000 and R10 000 a month – pay no tax, live in subsidised accommodation and get petrol for next to nothing.

South Africa is also desperately in need of teachers, but mainly in remote rural areas where there is little or no accommodation and where salaries are far lower than the enticing numbers being offered in the oil-rich Gulf state.

The South Africans will teach in private schools from 7.30am until 2.10pm and do two hours' extra-mural teaching each week in subjects of their choice.

Former teacher Robert Howard, whose company Eduplace found the teachers their new jobs, said he was confident more South Africans would be snapped up once their reputation for hard work and good humour was established.

"There are no jobs for teachers here. One of those who left last night was a temporary teacher for 15 years before she was axed last December. She has been walking the streets looking for work ever since."

He said it was the first time South African teachers had been "exported" to Kuwait and many more were expected to follow.

"Another two will fly from Cape Town this Sunday and two more from Johannesburg next week."

The teachers will live in furnished flats and for the first month they will be ferried around by their new colleagues until they get their bearings. The 15 were all unemployed or received severance packages.

Opposition to teacher-pupil ratios grows

(321) Star 17/9/98

Unions fear that some classes could have more than the maximum 39 pupils

By Jacqui Reeves
Education Reporter

Teachers' unions have rejected the state's proposed ceiling of 39 pupils to one teacher, saying a loophole would allow classes to swell beyond that.

A school with 390 pupils, for example, would qualify for 10 teachers, including staff such as the principal, librarian and physical training teacher.

Although these staff are qualified teachers, none of them are able to teach full-time, leading unions to believe that class sizes will be forced above the 39:1 ratio.

Duncan Hindle, the Education Department's chief director of human resources, said a two-day workshop in Cape Town had not been a decision-making forum, and Minister of Education Sibusiso Bengu would consult further on the ratio.

"The minister will still consult all stakeholders and we should not regard this proposed figure as final," he said.

In addition to the national ceiling on the number of pupils that can attend one class, provinces presented their own expected ratios, according to what their budgets allow.

Gauteng proposed a 35:1 ratio while KwaZulu Natal and Mpumalanga came out the worst with 36:1 and 38:1 respectively.

Andrew Pyper, spokesperson for the National Professional Teachers' Association of South Africa, said he was disappointed by the outcome of the discussions and was concerned that the ratios would allow classes in excess of 40 pupils.

"We are disappointed that despite a long and drawn-out process, the Department of Education did not place more acceptable ratios on the table," he said.

Dave Bolt of the National Union of Educators said the state's proposal would not develop equity among provinces.

He said provinces such as the Eastern Cape, KwaZulu Natal and Northern Province would be disadvantaged by the ratios and the tight budgets within which they operated, deepening divides between advantaged and disadvantaged provinces.

Provincial departments of education must now use these ratios to devise management plans for rationalisation and redeployment of teaching staff.

Pyper said provinces claimed retrenchments would not be necessary but added he was sceptical of this assertion. He said not all provinces had information such as staff numbers and expected natural attrition, and could therefore not discount retrenchments.

Despite the rejection of the proposed ratio ceiling by teacher unions, Bolt said it was crucial that provinces drew up their management plans and began the rationalisation and redeployment process.

"When we open next year, all schools must know exactly how many teachers they will have, so that they don't have to chop and change and live in limbo like we have been doing," he said.

Pupil-teacher ratio set at 34-38 range

BD 18/9/98 (321)

Moses Mlangeni

THE education department announced its projected class sizes for next year yesterday, saying the classes will range from 34 to 38 students for every teacher.

These figures came out of a three-month consultation programme conducted by the education department and teacher unions which ended in Pretoria yesterday.

In terms of agreements concluded, Education Minister Sibusiso Bengu will consult the unions on national norms and standards to be set for the provision of teaching posts.

However, the National Professional Teachers' Organisation of SA said the department's projected figure was unrealistic.

Association president Leepile Taunyane said: "The spectre of retrenchments is bound to raise its ugly head again."

However, Duncan Hindle, chief director in the education department, said the new standards would result in a greater degree of security for teachers.

There would be no immediate retrenchments.

Absenteeism sparks fear for results

ARG 29/9/98

MANDLA MNYAKAMA
SPECIAL CORRESPONDENT

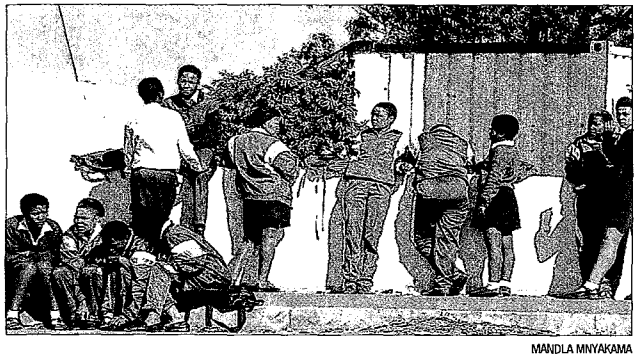
Township schools in Guguletu, Nyanga, Crossroads, Mitchell's Plain and Manenberg are battling with the problem of teachers and pupils who arrive late for classes, leave early – or never turn up at all.

On any given weekday, pupils in these areas can be seen roaming the streets, sitting outside their schools or just basking in the sunshine. Principals said teachers were often faced by a sea of empty desks. Pupils, on the other hand, cite transport problems as one of their main reasons for arriving late at school. They also complain of teachers arriving late – or dismissing classes if pupils don't turn up.

Between teachers and pupils missing classes, educators fear for this year's matric results.

Schools like Saambou Primary in Manenberg, Guguletu's ID Mkhize High School and Fezeka High School, Khulani High School in Langa, Guguletu Comprehensive High School, Langa High School and Mandela High School in Crossroads struggle with the same problems in varying degrees. Principal Edwin Philander of Saambou Primary said: "This is a major problem. We have no fence and children just disappear."

He said 20 to 30 children in the school of 620 were absent on any given day. When teachers tried to talk to parents about their children's poor attendance, the parents either did not know or were not willing to co-operate with the school.



MANDLA MNYAKAMA

Waiting: pupils from Oscar Mpetha bask in the sun as they wait to be let into their school

Said principal Mongezi Memani of Guguletu's ID Mkhize High School: "It's a hell of a big problem. The Student Representative Committee suggested that the school start 20 minutes later because pupils complained that 8am was too early."

Some schools have a policy of locking late pupils out until the lunch break.

Fezeka High principal Bucks Baloyi said: "We prefer them to go home and come back at lunchtime because it can be easy for them to be victimised by unruly youths in these townships."

At Khulani High School in Langa, principal Mathemba Nduna said that pupils coming late to school used to be a huge problem but it had now been controlled.

This had been done by reporting every latecomer to the school's governing body.

Deputy principal Raja Gopal at the Guguletu Comprehensive High School said late pupils claimed they had been delayed by trains running late, while others said they had to walk long distances from distant parts of Guguletu and other townships.

"Its not a problem that could be solved overnight. It's something that has been there for long time."

Mr Gopal said parents as well as pupils had to make an effort to ensure that the children went to school.

Poobalan Murugan, principal at Langa High school, said the school had problems with pupils from areas outside Langa who had financial and transport problems.

Mr Murugan said if parents got more involved in the education of their children by visiting the schools frequently to inquire about their progress, the problem could be eradicated.

At Mandela High school principal Zalisile Mkhontwana said that a note was made of teachers who were late, and if the problem persisted they had eventually to report to the school's management and the school circuit manager.

But Mr Mkontwana said it was difficult to punish pupils when more than 500 were late on one day.

Grade 11 pupil Funeka Nyali from Sthembele Matiso High was spotted at 9am, rushing to get to school.

She acknowledged that being late could affect pupils' results at the end of the year but said that due to the shortage of teachers, she was not interested in attending early-morning classes because teachers were usually late.

Many principals said as soon as pupils had realised it was now illegal in terms of the constitution to cane them, they had lost respect for school hours.

Others who had realised they were late would turn back and go home.

Maths, science 'must be relevant'

(321) DD 30/9/98

Pumarashni Pillay

GOVERNMENT had to put in place programmes for the retraining of teachers in maths and science so that the teaching of these subjects became relevant to the knowledge and experience of learners, said a team of experts discussing the role of science and technology in the African renaissance.

The experts were part of a delegation of academics and other key people from business and other sectors who attended a two-day conference in Johannesburg on the African Renaissance.

Dr Namane Magau, executive vice-president of human resources at the Council for Scientific and Industrial Research, said there was a need to develop science and maths teaching and learning materials in African languages.

There was also a need to develop main African language groups for use in science and technology, such as the creation of glossaries and dictionaries of scientific terminology.

The experts called for programmes that encouraged science and technological involvement among females. "It was males who encouraged girls not to get into science and technology," Magau said.

The role of science and technology in Africa had to be redefined so that it reflected a commitment to peace, security, prosperity and a commitment to bridging gaps between "the haves and have-nots".

She said Africans had always been involved in science and technology and that indigenous technology should be a starting point for scientific and technological development.

Magau said that there was a need to "reverse the African science and technology brain-drain" by transforming existing science and technological organisations and attracting and retaining African scientists and technologists.

Furthermore, there was a need to create high-tech projects in Africa which were attractive to African scientists and technologists and to establish exchange programmes for African scientists and technologists.

Magau said that there was a need to raise awareness of science among communities and to demystify it as people "are alienated from it and do not realise the positive impact of science and technology".

Education Bill will weed out the 'apes and dogs'

ET 30/9/98 (32)

PRISCILLA SINGH
EDUCATION WRITER

THE Employment of Educators Bill was unanimously approved by the National Council of Provinces yesterday. In introducing the bill, Education Minister Sibusiso Bengu said he would not allow "apes and dogs" to teach in our schools.

The draft legislation will regulate the employment of teachers and other matters related to their conditions of service, and establish where responsibility for the creation of posts for educators lies, as well as the distribution of these posts to schools.

The bill will be a yardstick to measure the ability and productivity of teachers in the classroom. It also clarifies the provincial education department's role as the physical employer of teachers; that of the minister in applying the conditions of service such as salaries; and that of the provincial MEC, who will be responsible for the creation of teaching posts.

The bill was previously approved by the National Assembly, and will now be handed to President Nelson Mandela to sign into law.

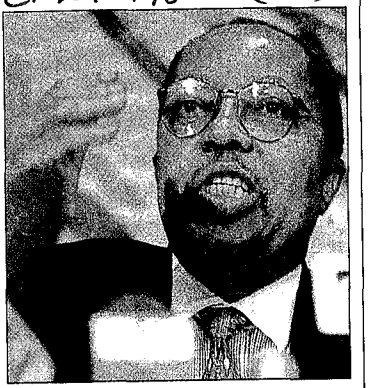
In his speech yesterday, Bengu quoted from a poem by William Blake: "... And wilt thou take the ape for thy counsellor, or the dog for a schoolmaster to thy children?", saying he felt it was directed at him.

He said he took a long hard look at some of the educators who worked under difficult conditions, defying "Verwoerdian unprophetic predictions" to become nuclear scientists and mathematicians, and this was the level of excellence to which he wanted teachers in South Africa to aspire.

He singled out five educators for praise: mathematician Thamsanqa Kambule, nuclear scientist Gordon Sibiya, author Professor Es'kia Mpahlele, Neville Alexander and Winkie Direko.

"In the past four years, the ministry and teacher organisations have been working hard to create a climate in which all our teachers can realise the levels of excellence that these teachers have achieved.

"They are a living example of the wisdom and love we demand from our teachers. We have also come to agree that we want no 'apes' as counsellors or 'dogs' as schoolmasters to our children," he said.



PROFESSIONALISM: Education Minister Sibusiso Bengu lays down the law for teachers".

"But more than anything, the bill outlines how teachers who are alleged to be 'apes'— that is teachers who for one reason or the other are incapable of handling particular subjects or classes, and 'dogs'; that is teachers who are accused of misconduct — should be dealt with," Bengu told the NCOP.

The bill also establishes the South African Council for Educators, a body that will be responsible for the maintenance and development of a high level of professionalism among teachers.

Thami Mseleku, deputy director-general of human resources, says the bill had the blessing of all the unions and various teacher bodies, and had been drafted in consultation with them from the start.

"There were one or two queries where Sadtu (SA Democratic Teachers' Union) wanted the minster to be the employer, and the governing body to be the authority on rationalisation. But we managed to iron out those problems, with all the teacher bodies agreeing at the end that the bill was a good one."

New plan to clean up education system in SA

(321)

By Ido Lekota

THE Government, with the assistance of various teacher organisations, has committed itself to ridding South Africa's education system of educators who are nothing less than "apes" and "dogs", Parliament was told yesterday.

Speaking in the National Council of Provinces during a debate on the Employment of Educators Bill, Education Minister Professor Sibusiso Bengu said over the past four years his department, together with teacher organisations, had been working hard to create a climate in which teachers could achieve levels of excellence.

"We have come to agree that this requires us to pay attention to both the employment conditions of teachers, and their professional development. We have also come to agree that we should expect a high level of professionalism from our teachers, no less," Bengu said.

"But more than anything, in line with the fact that we do not want any apes or dogs in our system, the Bill outlines how teachers who are alleged to be 'apes' – that is teachers who for one reason or the other are incapable of handling particular subjects or classes – and 'dogs', that is teachers who are accused of misconduct, should be dealt with," Bengu said.

He said his ministry and the teacher organisations "have to come to agree that we want no 'apes' as counsellors, nor 'dogs' as schoolmasters to our children".

The Bill calls for all educators to be registered with the South African Council of Educators (SACE), a body that will be responsible for the maintenance and development of high level professionalism among teachers.

In terms of the Bill only teachers who are registered members of the SACE will be employed by the Government in public schools.

SACE also has the power to take disciplinary action against teachers accused of unprofessional behaviour. Sanctions include a fine of not more than R1 000 or cancellation of membership – meaning the culprit may then not be able to teach.

Sowetan 30/9/98

TEACHERS

1999

Teachers' unions to back move

(321)

Sowetan 6/1/99

By Russel Molefe

TEACHERS' trade unions this week reiterated their support for the redeployment of hundreds of teachers next year as long as this was done in line with agreements negotiated with the Ministry of Education.

The ministry agreed with the National Professional Teachers' Organisation of South Africa (Naptosa) and the South African Democratic Teachers' Union (Sadtu) to redeploy teachers to "achieve equity in educator staff provisioning".

Naptosa spokesman Mr Andrew Pyper said the organisation foresaw no problem in redeploying teachers as long as authorities stuck to agreements.

"However, female teachers may have a problem leaving their husbands and children in Gauteng to work in Northern Province. It will be better if the teachers are redeployed within the province," Pyper said.

Sadtu general secretary Mr Thulas Nxesi said teachers would have three options concerning the area they would be redeployed to.

Nxesi earlier warned that previous agreements between unions and authorities failed at the point of implementation by provincial departments.

Soon after the signing of the agreement on redeployment in November, he said, Northern Province's department of education announced it would dismiss 3 400 temporary teachers.

"The responsibility for implementation and for realising these lofty ideals now lies with provincial MECs.

"They can be assured that Sadtu and all education stakeholders will be closely monitoring their performance," Nxesi said.

In a statement, the department said redeployment did not mean redundancy and retrenchments.

"All avenues should be explored to ensure the continued employment of teachers who occupy posts which are classified as in excess in terms of the redeployment procedures," the department said.

Teachers still uncertain about posts

11/1/99

(321) Star

As schools reopen, confusion reigns over retrenchments

By Moshoeshoe Monare
Pretoria Correspondent

About 2 800 Gauteng teachers are expected to lose their jobs this year – but district offices and schools are still not certain who must actually leave.

In most cases, schools and district offices have figures of how many teachers to retrench but no information about who must go.

Duncan Hindle, deputy-director: human resources at the national Department of Education, said yesterday this was due to the provinces' failure to report well about their situation on redeployment at Friday's inter-provincial meeting.

"We will be sending questionnaires for provinces to fill in order to speed up the (redeployment) process," he said.

The national and provincial departments said teachers would know their fate before the beginning of the term.

There were 2 300 temporary and 500 permanent teachers in Gauteng to be retrenched – the end-result of an accord signed by Education Minister Professor Sibusiso Bengu and the three major unions last November.

Pretoria's four districts were able to tell the number of those who were supposed to be retrenched.

"The preliminary number we have is that 205 educators were among the 2 800 teachers who might exit the system. But not all of them, because we are still waiting for a directive from the provincial department about existing vacancies," said Dr Martin Human, director of District N1.

In district N2, 50 permanent teachers were declared in excess and 108 temporary teachers face retrenchment.

"But with resignations that we received at the end of the year and posts that are being advertised we are expecting the number of those facing (job losses) to decline," said Eeufus de Lange, N2's deputy-director.

District N2 had 224 teachers who might be retrenched, but director Sathia Pillay, said the number was not final. Eighty-nine teachers must go and 135 temporary teachers are protected until the end of March. Which means they, with the 89, have a chance to apply for the posts advertised, Pillay said.

Moses Nkonyane, District N4 director, could not disclose how many teachers might be retrenched.

Hindle said the provincial heads of departments were allocated a number of posts to be filled should there be a need.

Such posts are determined by, among others, teachers resigning and a rise in the number of pupils at some schools, Hindle said.

Although the Gauteng department was regarded by Hindle as far ahead of other provinces in compiling their redeployment list, the province could not tell why there were uncertainties at district and school level.

Tshidizi Ratshitanga, provincial spokesperson, said such information would be available at a briefing in Johannesburg today.

Textbooks will be on time, says Government

With schools reopening tomorrow, the Education Department is optimistic that all learner support materials – particularly textbooks – will be delivered by the end of this month.

The department said the delivery of textbooks and stationery in Gauteng, Northern Province, Western Cape, Eastern Cape, Mpumalanga and KwaZulu Natal was on schedule.

Gauteng is one of the six provinces which Education Minister Professor Sibusiso Bengu said would receive textbooks and stationery on time as directed by President Mandela.

The total cost of books for these six provinces is R342-million.

Rachelle Seymore, spokesperson for the national department, said yesterday the remaining three provinces had already placed their orders and would be monitored closely as to when their textbooks would be delivered. The department said the total financial cost for the provision of textbooks was in the region of R886-million.

Dr Bengu said in terms of prioritising textbook distribution, preference would be given to Grades 1 and 2 because of the implementation of Curriculum 2005. But with the country's education performance measured by its matric pass rate, Grade 12 would also be given top priority.
– Pretoria Correspondent

2 800 to lose jobs

(321)

Ill-disciplined teachers: MEC sounds a warning

Beeld 12/1/99

By Victor Mecoamere and Sapa

THE Gauteng education department announced yesterday that it will shed 2 800 posts – resulting in an estimated 1 500 permanent and temporary teachers leaving the system.

The department's acting director of labour relations, Ms Colette Clark, said an as yet unknown number of permanent teachers would receive letters today informing them they had been declared "in excess".

These teachers would join 3 665 temporary teachers in competing for 4 960 new posts created when the national agreement on rightsizing and redeployment is implemented at the end of March. The contracts of temporary teachers would expire at the end of March, Clark said.

She said district education offices would have the names of all teachers declared in excess by Friday and would then announce the number who would have to re-apply for new posts. "By Friday we should have more accurate figures."

Meanwhile, Gauteng MEC for education Mrs Mary Metcalfe warned yesterday that the department would crack down on ill-disciplined teachers this year.

She said teacher discipline was receiving serious attention through the South African Council of Educators, which was about to complete the registration of all teachers. The council "has the power to discipline teachers by withdrawing their professional registration, thus preventing them from ever teaching again".

"The vast majority of teachers carry their responsibilities with high levels of commitment and dedication, despite the often difficult conditions under which they teach.

"However, there is a small number of teachers who offend the standards we rightfully expect from our teachers.

"We have in the last year charged 128 teachers with misconduct, of which 93 were found guilty of offences including fraud, theft, sexual abuse, gross insubordination, indolence, negligence, drunkenness and absenteeism.

"Teachers who believe that they can indulge in such practices with impunity are warned that we are in the process of strengthening our capacity to deal with such unacceptable behaviour," Metcalfe said.

National Professional Teachers Organisation of South Africa (Naptosa) spokesman Mr Andrew Pyper and his counterpart in the SA Democratic Teachers Union (Sadtu) Mr Thulas Nxesi said yesterday they both supported teacher discipline in schools.

"Naptosa is in favour of a code of conduct for teachers which is administered (by the council) and has been designed and developed by all the parties. We adhere to this conduct," Pyper said.

Metcalfe said than 4 900 teaching posts have recently been advertised: 118 for principals and 3 665 for temporary teachers. The closing date for applications was January 29.



Administation clerk Nonceba Ngombane registers lower primary school pupils at Emaweni Lower Primary School in Sinawane, Soweto. Tebogo Moloi, Nhlanhla Ngombane and Hlomiphini wait for their turn with their granny Olga Dlamini. PIC: MBUZENI ZULU

Row over teacher union talks during school hours

ARG 4/2/99 (321)

Experts warn of disruption to 'fragile' education system

ANDREA BOTHA
STAFF REPORTER

Education experts have warned that schools could be disrupted by teachers' union meetings that fall within school hours.

This follows the announcement by the Western Cape branch of the South African Democratic Teachers' Union (Sadtu) that it would hold its first meeting at 1pm on February 9.

It would be the first of a series of meetings, said Sadtu provincial secretary Don Pasquallie.

Sadtu has 16 000 members in the Western Cape. Teachers' unions signed an agreement with the national education department following negotiations in the Education Labour Relations Council, which allowed for them to call union meetings during school hours.

The agreement specifies that the unions may use eight hours of school time a year.

Mr Pasquallie added, however, that schools would not be disrupted as the meetings would only started at 1pm. The meetings would take place in each of the six regions of the Western Cape, so teachers would not have to travel far to attend, he said.

But worried observers have pointed out that many Sadtu members will still have to take time off to get to the meetings and that at many schools almost all teachers were Sadtu members.

Western Cape head of education Brian O'Connell said Sadtu had the right to call the meetings in terms of the Education Labour Relations Council agreement, but expressed personal concern about calling them in school time.

"It is the spirit of the thing which concerns me. We need every teacher in every school every day."

Mr O'Connell said school time was not used effectively and that schools were "fragile at the moment". Changing routines to accommodate union meetings could be "utterly disruptive".

The national department of education also expressed cautious concern.

Palesa Tyobeka, director of the Culture of Learning, Teaching and Service campaign (Colts), said it was regrettable that teachers had to hold meetings in school time.

But Zwai Hewu, principal of Luhlaza High School in Khayelitsha, said the meetings would not disrupt classes.

Periods might be shortened by 10 minutes to ensure that all the work was done, he said.

Salaries take up to 97% of education budgets (321)

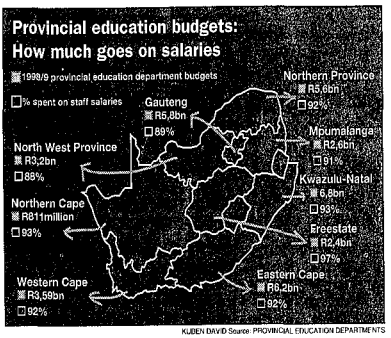
BD 8/2/99

Backlogs across SA are unlikely to be addressed

Primarashni Pillay

SA's provincial education departments are spending up to 97% of their budgets on staff salaries. In some cases, education officials cannot use departmental vehicles to visit schools due to the lack of funds.

Teachers' salaries take up the bulk of these budgets, but departments also pay salaries to management, secretaries and security guards. The remainder is used to build schools, maintain buildings, purchase equipment and learning materials.



KUBEN DAVID Source: PROVINCIAL EDUCATION DEPARTMENTS

Departments throughout the country view funds available for nonsalary expenditure as inadequate to tackle backlogs in the education system.

Northern Province education spokesman Bernard Matsane said 92% of the department's 1998/99 budget of R5,6bn was spent on salaries.

"We had to ground state vehicles for visits to schools in November and December last year, so that we could shift funds to the running of examinations."

The department was conducting head counts of teachers and pupils to enable the teacher redeployment process to get under way. However, officials were not using all the department's vehicles to access schools. It cost about R24 000 a month for petrol for about 80 vehicles, Matsane said. The department was "gradually releasing the vehicles".

KwaZulu-Natal spent 93% of its 1998/99 budget of R6,8bn on salaries, spokesman Mandla Msibi said. Several schools had no telephones or electricity, and the department was underfunded.

Msibi said redeployment to schools where there were teacher shortages would mean the contracts of some temporary teachers would be terminated. This would result in savings.

The Free State spent 97% of its R2,4bn budget on salaries, and the department was "struggling to maintain schools", said department spokesman Senne Bogatsu.

John Pampallis, director of the Centre for Education Policy Development, said SA spending on education personnel was among the highest in the world. Education needed to get more money, but this was not likely, given SA's economy.

Booby Soobrayan, chief director of education planning in the national education department, said said it was moving towards spending a more "acceptable" 85% of budgets on salaries.

New teaching posts open

ET 9/2/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

AT least 1 210 teachers throughout the Western Cape have been earmarked for redeployment to schools with vacant posts.

The Western Cape Education Department has released a comprehensive list of posts to principals and it is hoped that those teachers affected will scan the lists and find a school and position that suits their qualifications, to facilitate the redeployment process.

Department spokesperson Tony Eaton said that when the national agreement on rationalisation and redeployment processes in the nine provinces was signed last November, the department was "ready" and able to act immediately.

"We had the new post provisioning model ready and derived each school's establishment in terms of the number of teachers it was required to have.

"It was a complicated statistical exercise, applied to all schools and training colleges, and we had to consider things like how much could we afford, given the budget and how we distribute the excess."

Applications must submitted to the Head: Education Sifting Committee, Private Bag 9114, Cape Town 8000, for the attention of Dr A Volschenk, or handed in to the WCED client services office.

The closing date for all applications is February 23. Application forms are available from all schools, teaching centres and the WCED client services office on the corner of Hans Strijdom Avenue and Lower Long Street. The date of appointment is April 1 or the beginning of the second term, as determined by the WCED.

● See the list of posts on Page 6

Task team to probe redeployment

(321) BD 17/2/99

Primarashni Pillay

A TASK team of education department officials and union representatives would visit KwaZulu-Natal next week to investigate alleged abuses of the teacher redeployment process, Duncan Hindle, chief director of human resources in the national education department, said this week.

This follows allegations from teacher unions that job reservation and "teacher trafficking" were prevalent in the redeployment exercise.

In November last year the unions and the education department signed an agreement on the redeployment of excess teachers to schools with shortages.

The agreement was aimed at achieving teacher equity and its terms were that provincial education departments would determine the staff complement of each school, using pupil numbers and curriculum needs as a guide.

Provinces had to identify excess teachers and publish a list of vacancies which these teachers could fill.

In terms of the agreement, school governing bodies were given the right to recommend the appointment of these teachers to their schools. The deadline for the completion of the exercise was the end of March and provinces were at various stages of completion, with Gauteng being among those in the lead.

However, the SA Democratic Teachers' Union (Sadtu) in KwaZulu-Natal said redeployment was in chaos as the provincial education department had not yet released the list of vacancies.

Union provincial secretary Ndaba Gcwabaza said formerly white model C schools were reserving posts for white teachers.

"If there are teacher shortages at one school and excesses at another former model C school, governing bodies traffic teachers and fill posts with their own kind," Gcwabaza said.

He said this started in November and the appointed teachers had reported to their new positions this year. Gcwabaza said this was illegal and that it was blocking the transformation of education.

Gcwabaza said in some cases principals and circuit inspectors had not followed correct procedures in identifying excess teachers.

"At black schools in particular, excess teachers are being made to physically visit schools in search of jobs as there is no vacancy list for them to apply for jobs."

Henry Hendricks, chief negotiator for the National Professional Teachers' Organisation of SA, said there were allegations that schools across the colour lines wanted to retain their present characteristics and they had been organising themselves around this. "We are absolutely against this."

Mandla Msibi, spokesman for the KwaZulu-Natal education department, conceded "teacher trafficking" was rife. "The trafficking of teachers is not allowed and we will declare this (the transfers) null and void."

He said the issue was being discussed with the unions and the vacancy list for the province would be published within the next few days.

Swoop on bogus teachers and dishonest principals

Primarashni Pillay and Pule Molebeledi

THE KwaZulu-Natal education department plans to intensify its anticorruption measures by giving pupils identity numbers to prevent school principals from inflating their pupil populations.

The department is also checking the qualifications of 85 000 staff members to root out imposters. It has collected certified copies of qualifications and engaged private consultants to interview all staff. The checking process starts soon.

According to department spokesman Mandla Msibi, the plan to allocate identity numbers to pupils comes in the wake of principals inflating pupil numbers and requesting additional teachers.

"This is ... prevalent at most schools."

Pupils would keep their identity numbers for the duration of their school years even if they changed schools, he said.

"There will be no duplication of numbers as the computer will reject this. The system has to be watertight so that we can correct irregularities."

The system, expected to be launched in about May, aimed to stop pupils getting fake matric certificates. School histories would be on computer.

"If universities wanted to link up to the computer they could, and it would be easy to verify anything about a pupil," Msibi said.

Meanwhile, the department is still searching for "ghost" teachers who have cost it at least R20m.

This week, the department will publish in KwaZulu-Natal newspapers the names of teachers at its 5 500 schools. This will enable communities to identify names that should not be there.

"Ghost" teachers are people who draw salaries in the name of teachers who are dead, have resigned or never existed. The department has also identified "ghost schools" that are registered with the department but exist in name only.

Already, 377 ghost teachers and workers have been deleted from the system.

'Ghost' teacher paid for 6 years

BOBBY JORDAN

THE Western Cape education department has uncovered a "ghost teacher" who has been drawing a salary for six years since she walked out of her school.

The high school teacher, a Miss Songica, has not set foot inside Intlanganiso high since she walked out in 1993 when the school was still situated in a vacant building in District Six and run by the now defunct Department of Education and Training.

Teachers at the school who remember Songica say she was recruited by the former principal and left when he left in 1993. The two were allegedly close friends.

But while the principal had formally resigned, Songica's name continued to appear on the department payroll.

Nobody seemed to know where she lived — or even her first name. Her salary has been deposited into her bank account every month despite numerous complaints from school officials.

"None of the kids at the school know her anymore. Half the staff don't know her," said headmaster Willy Maliwa. "We used to be a staff of 24. Now there are 45 staff members. We refer to her simply as teacher number 45 — a ghost teacher."

He raised the matter with provincial education chief John Linus who had promised to investigate.

The problem has also raised the ire of department area manager Ntombi Dwane who, when she was appointed in 1996, found Songica was one of several teachers not reporting to their schools.

"When I arrived I listened to all the (teachers') stories. Everybody's case was heard — Songica also; she surfaced from wherever she had been," Dwane said.

"The first time I met her was in my office. She said she'd heard there was a new area manager and wanted me to know her story."

She said Songica had claimed she'd been chased away from her school by teachers and parents who were unhappy with her appointment. The department had considered her story and found there were no longer valid reasons for her staying away.

In 1997 she had been ordered to return. This prompted a round of lawyers' letters. Songica wanted the department to guarantee her safety and recognise her status as a head of department — a post to which she had never been appointed, Dwane said.

The matter has subsequently reached stalemate. Songica refuses to return, but her name continues to appear on the payroll — a situation likely to be terminated shortly.

Dwane said it seemed Songica had taken advantage of the transitional period between the old DET system and the new Western Cape education department.

"The system hasn't been very steady. Nobody has wanted to take tough action. Instead of tackling cases with boldness there has been a tendency to be slack."

Intervention was further complicated by a growing distance between the department and schools' governing bodies, resulting in a reluctance to take tough legal action.

"That is changing. We have decided as an area to take a tough line," Dwane said. Other teachers in similar situations who'd clashed with other teachers or governing bodies had been transferred or given alternative appointments.

"Everybody else has been placed somewhere except Songica because she refuses to co-operate.

"The main problem is that schools are allocated a certain number of teachers. If Songica is still on the roll then the school can't use that post. In the end it's the learners who suffer."

Maliwa said this could partly explain why Intlanganiso High received only a 40 percent matric pass.

"Somebody has to carry her load," he said.

(321) ST (CM) 28/2/99

More teaching posts being sought as classes expand

CT 5/3/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

OVER 120 schools in the Western Cape have applied for extra teaching posts following the swelling of classes to abnormal sizes at the start of the academic year.

Many schools that submitted figures indicating the pupil and teacher populations for last year have experienced a far bigger influx of children at the beginning of this year than had been expected.

Now that those schools faced losing one or more posts, classrooms were bulging with 50 or more pupils to a teacher.

Earlier this week the *Cape Times* highlighted Nduli Primary in Ceres, which has 842 pupils and a staff of 16, including the principal and deputy principal.

While there are various reasons for schools experiencing huge pupil numbers in the classrooms — such as lack of space, fewer teachers and few schools in a particular area — some schools have been flooded with children from the Eastern Cape, particularly the former Ciskei and Transkei.

The Western Cape Education Department (WCED) cannot respond to requests for more teachers until the 1999/2000 budget has been finalised.

Thembelitsha Primary in Knysna has a "main school" in the midst of the Concordia informal settlement, with a "satellite school" catering for grades 1-4 in White Location, about five kilometres away. Both schools use the same name and fall under one principal.

Principal Gertrude Maki said that at the beginning of the year the school had an influx of children from the Transkei and the Ciskei that boosted the number of pupils by 264 to 1 429. The school has 30 teachers, including Maki.

Four of the teachers were employed at Thembelitsha on a temporary basis and their contracts expire at the end of this month.

"We advertised the posts with the (education) department and have received profiles of teachers in excess.

"We will await the outcome of these advertisements, but in the meantime the work continues," Maki said.

At present there are 65 children in the smallest class and 80 in the biggest.

Maki said they needed extra teachers. Last year, she had a staff of 31, "but even they couldn't cope with the numbers".

Other schools that have asked for extra staff include Bernadino Heights Secondary, Blackheath High School, Cravenby Secondary, Dunoon Primary, Esangweni Secondary, Fairmount Secondary and Mazivuke Primary, Manzomthambo Secondary, Mountview Secondary, Nonzamo Primary, Weston Secondary, Phakama Senior Secondary and Simunye Secondary.

Ukhanyo Primary School in Masiphumelele informal settlement is a relatively "new" school.

It was rebuilt two years ago, but building defects have disheartened teachers and principal Nikiwe Ndyalvan.

Pipes leak, the science room cannot be used and the school has been flooded several times because of poor drainage.

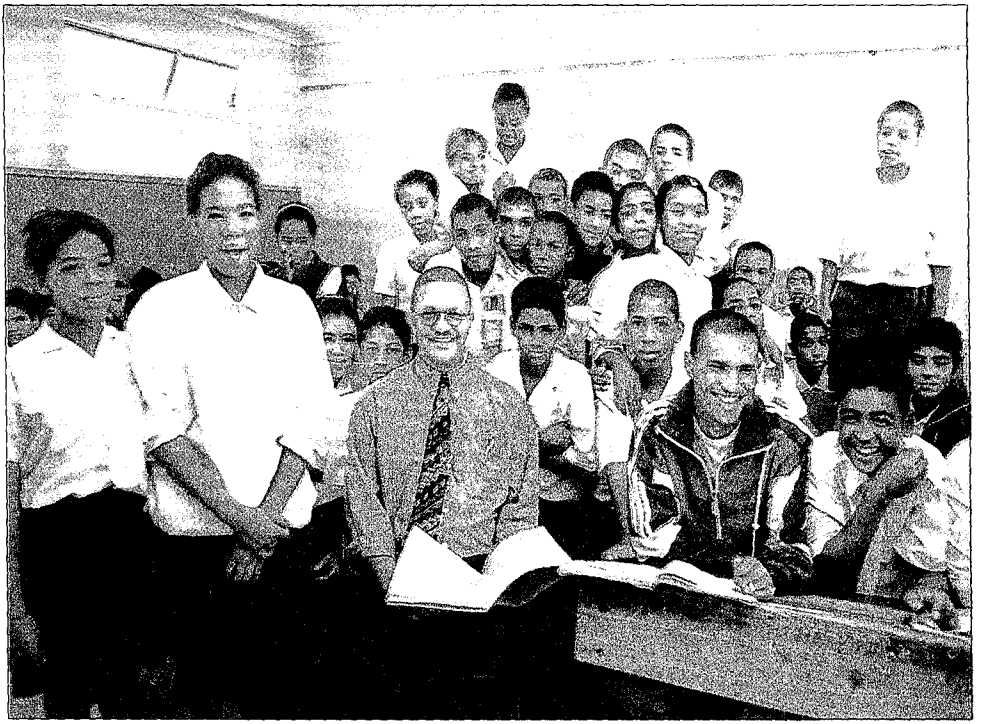
A resource room, which is large enough to accommodate at least 80 pupils, has not yet been passed for occupation by the WCED, and this is proving to be a problem because classrooms are overcrowded.

"The children ask us every day why they cannot use the classroom, because they are sitting at least 50 and 60 to a class.

"I cannot tell them anything because we don't know why the department hasn't passed it," she said.

An adjoining room, fitted out with shelves, is empty because it also has not been passed for occupation.

WCED spokesperson Tony Eaton said extra teachers could only be considered once the department starts spending money from the new budget, and the extra teachers were more likely to be posted to schools in the second term.



HELP FOR THOSE WHO HELP THEMSELVES: Teachers Michael Thomas (wearing the tie) and Gerarde Osman have jobs — thanks to the pupils of Summit Primary School and their innovative fundraising. ***PICTURE: DENZIL MAREGELE***

At the summit of innovative schooling

(3a1) CT 5/3/99

RIEDWAAN JACOBS

PUPILS at the Summit Primary School in Hanover Park, one of the poorer communities on the Cape Flats, are setting an example for other schools by paying out of their own pockets for extra teachers.

Gerarde Osman and Michael Thomas said yesterday they appreciated the contributions made by the pupils, and were grateful for the opportunity afforded to them by Summit Primary,.

"As a young teacher with qualifications and on the redeployment list, I was very thankful that I was able to use my skills to teach the children at Summit," Osman said.

The need arose when the previous headmaster and two other teachers opted for the voluntarily severance packages offered by the education department last year. Two senior classes were left without teachers and a quick-fix solution had to be found in order for the school to function efficiently.

"We couldn't wait for the department to come up with a solution because it already had its hands full dealing with other schools and their problems," said newly-appointed principal Erefaan Isaacs, adding that the school always operated as "one big family that always stayed in touch with the community".

Meetings were held last year with parents and the governing body, and it was unanimously decided that the pupils would each contribute R2 towards the salaries of the much-needed extra teachers.

Isaacs said because of the poor socio-economic conditions in Hanover Park, they did not expect a 100% response from the communities. However, fundraising ventures were organised to make up the difference.

Pupils wore casual clothes on a Friday and paid R1 as a fine. At the end of the year the school raised about R5 000 from the proceeds of a school concert and a bazaar.

This year the school increased its school fees from R20 to R40 in an effort to cover the extra salaries. The "casual wear day" is still in full swing on a Friday, except this year they pay R2 per pupil.

More fundraising events are being planned this year to continue paying the teachers a competitive salary.

"It's so surprising that these impoverished pupils can pay, where money is really scarce and some of them probably go to bed without food", said Sylvia Josephs, who's been teaching at the school for the past 23 years.

Grade 8 pupils Cynthia Stoffels and Dale Williams felt it was the "right thing to do" and that the two teachers could have been sitting at home without work.

"We are helping them and they are helping us," they said.

But the school's next teaching crisis already looms — on April 1 one teacher, who has been declared "excess" by the education department, will leave Summit Primary for redeployment to another school. This will leave the school with 15 teachers, including Isaacs, and average class sizes of 40 to 45 pupils.

Isaacs said the school would beg for a "good Samaritan" — a retired teacher to work for free — or they would have to employ another teacher using their innovative scheme.

Teacher salaries rethink

Community service being considered for some SA educators

BD 10/3/99 (321)

Farouk Chothia and Sapa

CAPE TOWN — About a third, or 112 000, of SA's teachers were not properly qualified, the education department's labour relations chief director, Duncan Hindle, said yesterday.

Hindle told the National Assembly's education portfolio committee that the department's financial constraints made it difficult to upgrade these teachers' skills.

Committee chairman Blade Nzimande said the figure horrified him. It showed the criminality of the apartheid system — an attempt at the "destruction of a nation".

Hindle said the introduction of community service for teachers, along the lines of that performed by newly-graduated doctors, was being considered. Community service for teachers could not be ruled out "if other professions are doing it", Hindle said.

The matter was being looked at extensively in the education labour relations council, where national and provincial departments and teacher unions were all represented.

Hindle said the council was investigating the possible restructuring of the salary and grading system. Among the issues it was looking at were starting salary levels in relation to the labour market, and regular pay hikes to retain good staff. A possible consequence was that education would have different salary scales from the rest of the public service.

The council was considering the introduction of a "pre-qualifying period" for new teachers, either as an internship or community service, and for longer than the current teaching practical that graduating students did.

Hindle said there was a need to get teachers into rural areas, but he did not think government would ever want to force them to work in a particular setting if they did not like it.

If it was accepted, community service would be more of an internship — as part of the completion of training — rather than a mechanism for redistributing teaching skills.

Department deputy director-general Thami Mseleku said the department wanted to move away from raising the salaries of teachers each time they improved their academic qualifications.

Nzimande welcomed this, saying this happened at universities. Salary increases for university staff was tied to promotions, rather than acquiring an "extra piece of paper".

Community service for teachers mooted

Sowetan 10/3/99 (321)

COMMUNITY service for teachers, along the lines of that performed by newly graduated doctors, is being considered in an investigation by unions and the national and provincial education departments, MPs heard yesterday.

The national department's chief director for labour relations, Mr Duncan Hindle, told the parliamentary portfolio committee on education that this could not be ruled out "if other professions are doing so".

He said the education labour relations council (ELRC) was investigating the possible restructuring of the salary and grading system in education.

Among the issues it was looking at were starting salary levels in relation to the labour market, and regular pay hikes to retain good staff.

A possible consequence was that education would have different salary scales from the rest of the public service.

The ELRC was considering the possible introduction of a "pre-qualifying period" for new teachers, either as an internship or community service, and for longer than the current practical teaching that graduating students underwent.

Pre-qualifying period

Hindle said after the committee meeting that the pre-qualifying period would not apply to people who were currently studying.

He said there was a need to get teachers into rural areas, but he did not think the Government would ever want to force them to work in a particular setting.

If it was accepted, community service would be more of an internship – as part of the completion of training – rather than a mechanism for redistributing teaching skills.

No time frame had been set for the conclusion of the investigation.

Meanwhile, four provinces would complete their teacher rationalisation and redeployment programmes by the March 31 target date, the Education Department's director for labour relations Mr Kenny Govender said yesterday.

It was expected that the others would finish by June, he told the National Assembly's education committee.

He said Northern Province was lagging furthest behind because it had had major problems getting statistics from schools. – *Sapa.*

Schools ruining promotions process – Sadtu

(321) CP 21/3/99

By MAX MARX

TWO Vosloorus schools have been accused of hijacking the promotional posts selection process by selecting incompetent candidates from within their schools so as to avoid losing teachers in the redeployment process.

The South African Democratic Teachers Union (Sadtu) has accused Thuto-Lesedi Secondary School and Masithwalisani Secondary School of such practices.

Sadtu's Vosloorus branch chairperson, Kenneth Twala, and his deputy, Richard Masemola, submitted some of their grievances to the Gauteng education department's Boksburg-Germiston district director, Basil Haworth, on March 14.

Haworth told City Press the department's grievance committee had reviewed some of the grievances received and had ruled that something was amiss with the interview process undertaken at one of the schools.

Haworth said he had informed the school it needed to reconduct the interviews.

He would not say which of the two schools was involved.

Sadtu's main grievances at Masithwalisani include:

- ☐ That candidates from outside the school were treated unfairly and did not receive the same treatment during the interviews as candidates who were already employed at the school;
- ☐ That Masithwalisani candidates were given preferential consideration and were marked higher in their interviews than candidates from outside; and
- ☐ That candidates were appointed who did not have the necessary qualifications to fill the posts and that the panel did not choose the best person for the job.

Sadtu has also accused the Masithwalisani school governing body (SGB) of embezzling R20 000 from the school and claims a teacher was loaned R10 000 that was never repaid.

It maintains the school has failed to produce auditing statements and has called on the education department to investigate Masithwalisani's financial status.

Sadtu has also claimed the promotional posts process at Thuto-Lesedi has been a farce.

Twala claims the chairperson of the school's governing body, a member of the interview panel, was advised to adopt a child who had failed Grade 9 at another school but was placed in Grade 10 at Thuto-Lesedi, so as to remain the SGB chairperson.

He also claims the school's principal influenced the promotional post selection process by telling the panel of candidates' strengths and weaknesses.

Twala said Sadtu wanted the education department to appoint neutral panels to conduct these interviews.

Amon Twala, treasurer of Masithwalisani's governing body, who was also present at the interviews, said Kenneth Twala had only become upset after the panel had released the names of the candidates it had chosen.

"Before we released the name, Kenneth commended us on the professionalism displayed by the panel.

"It was after we failed to select Sadtu's deputy chairperson Richard Masemola as deputy principal and his wife as head of department (HOD) for Accounting, Economics and Business Economics, that he became upset.

"He asked us how we could leave Mr Masemola out when he was involved in helping to resolve a crisis at the school. This is not a barometer for giving a post to an individual," said Amon Twala.

Twala said Sadtu's chairman had also used Mrs Masemola's pregnancy as an excuse to try and get the panel to ask her only two questions when she came to a second interview for another HOD position.

"Because the questions were similar to those in the first interview she had already been to, he suggested we only ask her two questions and give her marks for the others that we don't ask her.

"We decided the only fair thing to do was to set new questions for all the candidates," he said.

He added that Kenneth Twala had his own interests at heart.

"We chose people who we felt would be best for the job and would uplift the school's standard."

Amon Twala also challenged Sadtu's allegations that the SGB had misappropriated the school's funds and invited Kenneth Twala to look at the school's financial statements.

He also challenged him to name the teacher who had allegedly borrowed R10 000 from the school.

In response, Kenneth Twala denied having praised the professionalism of the panel.

"I had a problem with the unequal way in which they treated candidates."

He defended his presence at the interviews as a Sadtu observer.

"I was not there to try and influence the panel into giving the Masemolas the positions they had applied for. Mrs Masemola was not the only person who was pregnant at the interviews. Pregnancy was not the issue at hand, it was one of competence."

Haworth said any teacher who had a problem with the promotion process had four days to lodge a grievance after the department had received the list of people recommended for appointment.

The department did not have the capacity to set up neutral panels and it was very rare to receive a vote of no-confidence in a governing body.

He said the complaint against the chairperson of the governing body at Thuto-Lesedi was being investigated.

He added that he knew nothing about the allegations of misappropriation of funds at Masithwalisane.



DEMANDING ACTION . . . The South African Democratic Teachers Union's (Sadtu) Vosloorus branch chairperson, Kenneth Twala (right), and his deputy Richard Masemola want the department of education to appoint neutral panels to conduct interviews in the promotional posts selection process. ■ *Pic: MAX MARX*

133 000 applications for 4 800 teaching posts in Gauteng – Metcalfe

Star ab/3/99 (321)

By Tefo Mothibeli
Education Reporter

The rationalisation and redeployment of teachers is almost complete in Gauteng, according to Education MEC Mary Metcalfe.

Metcalfe said those who were critical often did not have a clear understanding of what the process entailed.

In the face of strong opposition, Metcalfe said the department proceeded with the plans because they believed it was a necessary process to go through.

She was, however, concerned that inaccurate information had been disseminated which had caused enormous anxiety among teachers.

Some will be given preference for jobs

"For an individual teacher I accept that it is a painful experience because you feel as if you are rejected. Out of the whole school you are the one who has to go. But it is not anything to do with your competence or the contribution you can make towards education."

Metcalfe urged these teachers to move with confidence and excitement to a new situation.

"A teacher in excess is not a rejected teacher," she said.

Through this process, she said the Government was aiming to redress the inequalities of the past.

She said there was a need to achieve equity in the way teachers were used. Historically, education departments had different teacher-pupil ratios which had led to the unequal distribution of teachers – who were a major resource.

Metcalfe said it was desirable that schools in the townships and suburbs had classes with the same teacher-pupil ratios.

She added that the rationalisation and redeployment process was a corrective measure through which the department could achieve equality in the way teachers were deployed so that schools with the same size would have an equal number of teachers.

"Schools with the same size and the similar curriculum complexity must have the same number of teachers. That has never been case before," she said.

"We have to move towards a national norm so that not only do we have equality within a province, but also nationally," she said.

Last year's average teacher-pupil ratio was 1-to-32 but this would be adjusted to 34 this year.

To determine which schools were overstaffed and understaffed, the education authorities had issued post establishment guides to schools based on enrolment of pupils, the number of teachers and the curriculum needs of the school.

Metcalfe went on to explain that when a school had more teachers than it was entitled to, the additional teachers were declared to be "in excess". A school with less than its entitlement would have to have more teachers.

"That is what this process is all about," she said.

The department had identified an excess of 2 885 teachers in Gauteng while there were 4 800 permanent posts that had to be filled. Already 133 000 applications for the positions had been received.

"People who have been declared in excess will get first preference. They will be followed by protected temporary teachers, who had been employed on a temporary basis before July 1 1996," she said.

After these two categories of teachers, any teacher who had recently been employed on a temporary basis would have a chance to fill a vacant post. Newly graduated teachers would only be considered last.

Metcalfe said so far there had been 702 cases of teachers lodging grievances over the flouting of the procedure after they had been declared in excess by their principals.

"Of those cases, 687 were resolved and so far only one formal dispute has been declared. In most cases people had alleged that principals had declared them in excess, not because of curriculum needs of the school, but because they did not like them," she said.

According to Metcalfe the grievances are heard at district levels under the auspices of a Provincial task team which comprises representatives of teachers' unions and government officials.

The team is being chaired by a neutral person.

Axe falls on rotten teachers

Those who breach code of conduct will be banned from profession

ST 28/3/99 (321)

CORNIA PRETORIUS

RUNKEN, ill-disciplined and truant teachers will get their marching orders from Friday when a new register comes into effect to get rid of the profession's rotten eggs.

All public school teachers must have applied by Friday to be entered on the register, run by the South African Council for Educators, and any teachers who are found to have broken a code of conduct could be barred.

Rej Brijraj, council head, said the body "will not hesitate to deal with those who violate its reputation".

"The time has come for sloppy teachers to pull up their socks," he said.

The council will operate like the Health Professions Council of South Africa, which has the power to ban doctors from practising if they bring the profession into disrepute.

The code of conduct deals with matters such as child abuse, sexual harassment, behaviour towards colleagues and the use of bad language.

Brijaj has called on the public to approach the council with complaints against teachers.

He said the council would investigate each one and call disciplinary hearings. Teachers found guilty will be cautioned or reprimanded, fined by up to a month's salary (a minimum of R2 000), or be struck from the register, effectively banning them from teaching in public schools.

The disciplinary committee includes representatives of the teacher unions and the education authorities.

"Judgments won't be from out there. It will be the profession in judgment of itself," Brijaj said.

Bheki Khumalo, spokesman for Education Minister Sibusiso Bengu, said: "The time for some teachers basking in the sun has come to an end. Lazy teachers will be disciplined."

The council has already received about 100 complaints against teachers ranging from serious assault to sexual abuse and alcoholism.

But they were lodged before the council gained legal powers in terms of the Employment of Educators Act, passed by Parliament in September last year.

The council has been in existence since 1994, when it was established by unions and education authorities under the Education Labour Relations Council.

Under the Act it is compulsory for teachers to register with the council.

By this week the council had received about 250 000 applications to register from a total of about 330 000 teachers.

Once the registration process has been completed, Bengu will announce a date after which it will be illegal for unregistered teachers to practise at public schools.

The Act states that schools may not appoint a person "unless such a person is registered or provisionally registered with the South African Council for Educators".

Sue Rees, president of the National Union of Educators, described the introduction of the register as an important development.

"There is a common incorrect perception that the majority of teachers are no good. That's nonsense.

"Even in the rural areas there are teachers who are running excellent operations.

"They are the ones who will welcome the steps to restore discipline, because their reputations are being affected," said Rees.

The council also wants to work with the teacher unions and the education authorities to improve the qualifications of the estimated 20 percent of teachers who are underqualified.

Teacher reshuffle 'no downsizing exercise'

Primarashni Pillay

THE education department was not heading for the large-scale downsizing of teacher numbers and so the granting of voluntary severance packages was highly unlikely, said Duncan Hindle, the department's chief director of human resources.

The department and teacher unions signed agreements on teacher redeployment and rationalisation last year. The aim was to achieve teacher equity and mainly schools in the township and rural areas stood to gain additional teachers.

The deadline for the process was yesterday, although none of the provinces had finalised teacher appointments. Gauteng and the Western Cape were among the four provinces that were ahead of the others, Hindle said.

Each provincial education department had to assess staff numbers for each school, based on factors like curriculum needs. Vacancies at schools with teacher shortages had to be advertised.

However, in several provinces, teachers accused department officials of procedural irregularities, saying some principals were using redeployment to punish teachers.

Hindle said yesterday that provinces were at various stages of redeployment and the school holiday period would help speed up the process.

"We are confident that we will accommodate the permanent teachers as well as a large number of temporary teachers as there are several vacancies," he said.

Hindle said there was no mechanism to retrench teachers. Yet if an excess teacher could not be redeployed for valid reasons the department could, as a last resort, offer a voluntary severance deal.

The granting of such packages would be based on merit, and would be minimal. Many teachers would thus stay in education, preventing an exodus of skills and expertise from the system.

(321) BD 1/4/99

Severance deal was a bad bargain for some

Many of the 15 000 teachers who took packages almost two years ago are now penniless, and are literally begging for jobs, writes **Primarashni Pillay**

DD 1/4/99 (321)

ZAKHELE Madlala (his name has been changed), a teacher with 20 years' experience, thought his financial woes were over when government offered teachers voluntary severance packages.

He was one of 15 000 teachers who opted for the package when government decided to reduce the number of public servants to meet its rationalistion and transformation targets.

The packages were also offered to workers in different sectors of the public service.

In the case of education, apart from the pensions teachers received, a taxable average of R60 000 was paid out in leave gratuity and other benefits.

The latter category cost government almost R1bn.

The feeling among education analysts was that many highly qualified teachers with years of experience were allowed to exit the system prematurely, leaving behind a gap.

Madlala, 44, who holds an honours degree in Afrikaans and a teaching diploma, earned a gross monthly salary of R9 000 in 1997 as a head of department at a Gauteng secondary school.

However, he had various debts that were giving him sleepless nights.

He became starry-eyed at the prospect of receiving a package and believed his problems would be resolved if he set himself up in business.

"I owed a lot on my credit card. My wife was unemployed and I wanted to set her up in business," he said.

His leave gratuity was R55 000 after tax and his pension pay-out was R227 000.

Armed with almost R300 000, Madlala paid off his debts, bought a car for R23 000 and paid off R40 000 on his mortgage bond.

He bought a butchery housed in a container for R40 000 and this was the start of his small business in Soweto.

"I put R100 000 into unit trusts", he said.

The business failed because demand was not high and he did not get the support he was promised from the company that sold him the container, he said.

Today he is penniless and is desperately looking for any job to support his family.

He, like the other former public servants who took the package, cannot be re-employed by any government department as this was part of the severance agreement.

"I seriously wish I did not take the package and if I had continued working, most of my debts would have been paid," said Madlala.

He said when an investment company tried to explain investment options that were available at the time, he was hesitant.

"I thought the company was out to make money out of me."

Madlala is an example of the broader picture of people in various public service sectors who took early retirement packages, hoping to offset their debts and go into business, but are now trying to eke out a living.

A retired senior management educationist from KwaZulu-Natal said several teachers "did no planning whatsoever and the education department did not provide them with counselling around the consequences of taking the package".

He said that the attraction to the packages was influenced by job insecurity at that time — there was talk of teacher redeployment to schools where teacher shortages existed.

Furthermore, there were fears that pension pay-outs would be heavily taxed in the future.

The educationist, who is still involved in the administration of a private college, said "many of these highly qualified teachers come to me begging for jobs. Others are working parttime in private finishing schools or they depend on their working wives, who have now become breadwinners."

Despite the bleak situation, some teachers had invested their money wisely and in rare cases some of their newly started businesses were doing well.

Others have opted to teach overseas.

Duncan Hindle, chief director of human resources in the education department, is adamant the department cautioned teachers about taking the package.

"The department produced brochures which spelt out guidelines on investments and suggested that ... (teachers) use some money to retrain themselves to enter other professions."

"These brochures were sent through the provincial departments to teachers who were granted the packages.

"It is regrettable if their money is finished but we can't take that responsibility," Hindle said.

Madlala, meanwhile, spends his day searching through newspaper job advertisements in the hope of finding a job.

He has acquired a diploma in human resources management, but still cannot find work.

He has three children to educate and his financial commitments are growing.

The only reminder he has of his quest for financial independence and wealth is a freight container he is now trying to sell.

Classroom chaos as teachers reshuffled

(321) ARG 10/4/99

JEAN LE MAY

Two days before a Cape Town school re-opened for the second term on Wednesday, its principal was informed that his senior maths and science teacher was leaving for another school.

The teacher had applied for redeployment but he and the two schools concerned were only told of his new appointment on Monday.

"The school he was leaving had to scramble on Tuesday to find somebody to teach matric maths and science while it went through the long process of finding a suitable teacher," said Mike Reeler, of the National Union of Educators.

"This is typical of the administrative chaos in the Western Cape's education department."

Educationist Helen Zille Maree, the former chair of the governing body of Grove Primary, said industrial considerations, imposed during negotiations with trade unions, had been given priority over children's interests.

Three years ago Grove successfully challenged the original teacher redeployment scheme. Ms Zille Maree said the situation would not have arisen if the department had not agreed to an unworkable severance system.

"In the circumstances, the present scheme is probably the best compromise, but the fact that it was left so late has caused the hassles."

As chaos reigned over the plan to redeploy teachers from overstaffed to understaffed schools, the department said about 700 of 1 000 "excess" teachers in the Western Cape were still waiting to find permanent posts.

At the same time, some schools had filled vacant posts with substitute teachers, who are costing the department R4,5-million a month.

The department said: "Late last year agreement was reached between the State and the teachers' unions. The Western Cape department told all schools what their new staff complements would be. Some schools gained posts, others stayed the same, others lost posts."

Each school that had to lose posts was asked to decide which posts had to go. The teachers in those posts would become "teachers in excess" and the challenge would be to match those teachers with the schools that had been earmarked for extra posts.

About 1 000 teachers were identified as being "in excess" and there were about 3 000 vacancies.

Vacancy lists were published and excess teachers were given first preference, said the department. The target date was March 31 as any delay would be costly because excess and substitute teachers had to be paid.

But things did not go according to plan. Some schools could not find suitable applicants and some "did not apply their minds". By March 31, only 309 posts had been filled.

However, the union believes it was the department that failed to apply its mind. Mr Reeler said notices of staff complements and lists of vacancies were sent out only in November, when schools were in the middle of exams and preparing for the five-week summer holiday.

"The department treats people like checkers on a board," he said. "Naturally, it has turned into an administrative nightmare for some schools."

Redeployment back at square one

BD 13/4/99 (321)

Series of errors in KwaZulu-Natal's teacher allocation process hits learners, says Primarashni Pillay

A FRUSTRATED Durban high school principal, who does not want to be named, will be submitting his teacher and pupil numbers for the fourth time to the KwaZulu-Natal education department.

This exercise is for teacher redeployment and rationalisation, in line with agreements signed between the education department and unions last year.

The process aimed to achieve teacher equity and mostly disadvantaged schools in the townships and rural areas stood to gain additional teachers. The deadline for the process was March 31. Provinces are at various stages. Gauteng, for example, is finalising new appointments at schools which had teacher shortages.

The redeployment entailed provincial education departments dividing their personnel expenditure budgets by the average teacher salary to work out the number of posts they could afford.

Most of these posts were then divided into the total school population of the province, resulting in "affordable" teacher-pupil ratios.

Schools were then to be told their staff complement, depending on the subject-weighting of pupils. Technical subjects in some cases warranted more teachers. Surplus teachers would have to apply for posts at schools where vacancies existed.

The Durban principal said the provincial department "did not get its facts and figures on time. Meetings with principals were held at the end of November, which was late."

In January this year, the teacher and pupil numbers in the province changed as "ghost teachers and learners" had been discovered. Other problems included different interpretations of the process by department officials and schools.

He said the model used to work out staff complements may have been too complicated.

The latest problem, detected more than a month ago, was that the provincial education department had used a computer model which erroneously allocated extra teachers to primary schools, instead of secondary and technical schools.

This week the department will send a corrective management plan to schools. Principals have to give the department their teacher and pupil numbers and the whole process starts again. It should be completed by June 11.

Department spokesman Mandla Msibi said the computer programme had been corrected.

Bronwyn Fisher, president of the Association of Professional Educators of KwaZulu-Natal, said communication problems compounded the situation.

The redeployment document should have been translated into Zulu to make it accessible to more teachers.

While the process was workshopped at high levels in the province, the information passed to schools did not always tally with the initial process.

She said the model used to work out staff complements was "not too sophisticated". However, the weighting of technical subjects was problematic and principals provided incomplete information.

Fisher said the national department should have done more of the ground work, by providing a standardised system of subject weighting and a standardised computer programme which calculated staff components.

She is adamant that redoing the process is "checking and confirming things. It doesn't have to take time."

The principal, meanwhile, argues that teachers are going to be affected by the change in formula. "The disadvantaged pupils who have never had senior teachers will continue waiting. The sooner we can get this done the better."

Teachers idle away R1,5-million a year

(321)

ANDREA WEISS
STAFF REPORTER

ARG 14/4/199

The Western Cape Education Department is paying hundreds of thousands of rands to teachers and principals sitting at home awaiting the outcome of disciplinary inquiries which are being delayed because of staff shortages.

This has emerged following a query by the Cape Argus about the principal of Good Hope Primary School in Vredehoek, who has been on special leave with full pay since August 28, 1997.

The principal, Pushpakanthi Moodley, was charged with misconduct on April 30 last year, eight months after she left the school. Her case is to be heard only at the end of this month.

The charges against Ms Moodley arose from her management of the school. She pleaded not guilty and a tribunal had to be set up. The tribunal, however, was appointed only in January this year, and the hearing date has been provisionally set for April 30.

The department said there were 16 other teachers and principals in a similar position.

Although the department would not give details about these teachers' salaries, it said the average remuneration package was R88 000 a year. Over a year, this would mean that about R1,5-million would be spent paying salaries to teachers who were not in the classroom.

Recently, the principal of the Porter School in Tokai, his deputy and five teachers were put on special leave, after a boy was found hanged in a school cell.

Department spokesman Tony Eaton said that at any given time it might be dealing with 35 to 40 misconduct cases, and until very recently had only two officials at head office working on them.

To page 2

Thousands of rands for inactive teachers

From page 1

(321)
ARG 14/4/99

Misconduct cases had to be dealt with strictly in terms of the Employment of Educators Act, or the teacher charged with misconduct could be acquitted on a technicality.

Part of the process sometimes needed to be handled by the province's legal services division, which dealt with all departments and not just education.

The institution of criminal procedures could also cause delays, and these delays could mean witnesses were hard to trace.

Since 1995, the department had been grappling with the demands of setting up a new education department.

Mr Eaton said the department had had to deal with "right-sizing" in 1996 and the consequent budgetary crisis of 1997.

These issues had placed large workloads and "crushing burdens" on officials.

Mr Eaton said: "Luckily, this difficult transitional period is now nearing its end."

Teaching survey points to rising confusion, violence and disillusionment

(321) ARG 17/4/99

ELLIOTT SYLVESTER

An independent survey has found that more than half the country's teachers and school principals would leave the beleaguered profession if they could.

But the National Department of Education says it has no evidence to corroborate the findings and has even threatened legal action to prevent their publication.

Levels of motivation among teachers countrywide have plummeted by a staggering 37% in the last three to five years, according to the survey which was conducted by industrial psychologist Louise Holman.

The report also highlighted pupil misbehaviour and violence as a huge problem steadily on the increase.

Dr Holman said that the majority of teaching staff felt national education authorities "chase their own tails" most of the time.

South African Democratic Teachers Union (Sadtu) president Willy Madisha welcomed the report's findings. While Sadtu has a good working relationship with education departments in terms of policy consultation, Mr Madisha said teachers became disillusioned when plans needed to be implemented, and also pointed to a breakdown of communication in government structures.

According to the National Union of Educators' Helene Siebörger, teachers are experiencing frustration at authorities not being able to answer their queries or allay their fears.

"Teachers can't get straight answers from the department," she said.

According to two Johannesburg principals, the report's findings are not far off the mark.

"The difference is that we work towards human development while the department focuses on budget," one principal commented.

She added that the increase in teachers taking sick leave due to stress and depression was not "a ploy to get time off" as the department had suggested.

"It is a sign of the conditions under which our teachers have to work, and the department must recognise and remedy the situation before all our good teachers leave the profession."

Dr Holman also discovered that even though the Department of Education wielded the axe in terms of retrenchments, "decisions made at ministerial, regional and provincial levels were seen as being less effective than decisions made by student representative councils".

"As far as teachers are concerned, the department is irrelevant."

Sadtu will be holding talks with the Government next week to discuss these issues. Mr Madisha said that Sadtu would also launch its own research project into the matter.

But National Education spokesman Bheki Khumalo was sceptical about the report.

"We have no evidence to corroborate the findings, even from teacher unions. Neither are we clear on the methodology of the survey, which in our eyes makes it speculative."

He added that the department had been concerned with teacher welfare since 1994 and had made great strides in that direction, especially with the passing of the Employment of Educators Act.

Dr Holman's survey was conducted in the form of a questionnaire which required the participant to rate different categories on a scale of one to 10.

According to Dr Holman, the Department of Education has not been receptive to her report and has even threatened legal action if she publicised the results. Despite the Government, however, she said teachers still managed to maintain a high level of education.

"Teachers don't work for the money because their reward is in the response from the children."

The survey also detects a clear increase in violence between pupils and disobedience coupled with a sharp decrease in honesty.

Mr Khumalo admitted to the increase in violence but countered by blaming the situation on the persistence of corporal punishment.

Ms Siebörger said that the increase in pupils "standing up to teachers" was noticeable.

"Pupils are demanding their rights and so are parents but they often overlook the rights of the teacher, who is trying to do a good job under harsh circumstances."

Dr Holman's report does, however, make recommendations on how to improve the current situation.

"Policy-makers need to tackle issues close to teachers instead of getting bogged down in red tape. Introduce programmes to improve pupils' respect and encourage extramural activities because the culture of learning is jeopardised when you only concentrate on academics."

Dr Holman is planning a second survey after being approached by teachers and principals fed up with low levels of morale.

Teachers ready to flee classes

Most of the country's educators are gatvol, survey finds

Star 17/4/99 (3a) (321)

By ELLIOTT SYLVESTER

An independent survey has found that more than half the country's schoolteachers and principals would leave the beleaguered profession if they could. But the national Department of Education says it has no evidence to corroborate the findings, and has even threatened legal action to prevent their publication.

Levels of motivation among teachers countrywide have plummeted by a staggering 37% in the past three to five years, according to the survey, which was conducted by industrial psychologist Dr Louise Holman.

The figures are even more shocking when it is considered that the 68% of teachers and 88% of principals ready to leave are those who opted to stay in service and not take severance packages when these were offered as part of government "rationalisation" of the public education sector.

The report also highlighted pupil misbehaviour and violence as a mammoth problem steadily on the increase.

MIXED REACTION: Louise Holman's findings have been cheered, jeered

Most teachers and principals believe that national education authorities are caught up in their own processes and "chase their own tails" most of the time, Holman said.

SA Democratic Teachers' Union president Willy Madisha welcomed the report's findings. He said pupils' behavioural problems and the drop in morale were of great concern to Sadtu's leaders.

The union, with 230 000 members, has a good working relationship with education departments in terms of policy consultation. But, Madisha said, teachers became disillusioned when plans needed to be implemented.

And according to the National Union of Educators' Helene Siebörger, teachers are experiencing frustration because authorities are unable to answer their queries or allay their fears.

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P.TO

Unions to be brought in line

BD 21/4/99

Learners' needs are undermined by teachers' unions, the DP says

(321)

Linda Ensor

CAPE TOWN — Teachers' trade unions will be brought in line if they jeopardise the interests of learners in terms of the Democratic Party's (DP's) education policy for the Western Cape, which was released yesterday.

The DP, confident of holding a post-electoral balance of power in the province, has formulated policies for the two critical service delivery departments: health and education.

Schoolchildren in the Western Cape get only 50 to 60 teaching days a year instead of 200 days, the party said.

"The power of trade unions is central to the problems we are facing," Helen Zille Maree, DP candidate and architect of the education policy, said yesterday. "The interests of unions are considered more important than the interests of learners."

Maree said that the unions had declared no-go zones for school inspectors in some areas and were also protecting the jobs of weak teachers whose jobs were at risk.

"The power of teachers' unions and their national bargaining position enables some unions ... to demand salary increases unrelated to performance indicators, productivity increases or the availability of resources.

"As a result, major agreements and policy decisions are determined by industrial relations interests rather than educational considerations," Maree said.

She said that the DP respected the right of teachers to organise themselves, but only if they accepted the educational rights of learners.

Key elements of the DP's "back to basics" educational policy is a core school subsidy based on student numbers, with parents being given the choice to take their children out of underperforming schools.

There would be minimum interference in schools that function well, the party said, and the middle class would be encouraged to keep their children in government schools.

Because of a looming teacher shortage, ways would be sought to get teachers who took voluntary severance packages back into teaching.

Maree said the DP's policy was aimed at getting education to work well for 80% of children at government schools by 2015. This would be achieved by securing quality education for middle-class learners and extending it to poor learners.

Crisis looms over science teacher fall-off

ANDREA WEISS
STAFF REPORTER

a(321)
AKG 28/4/99

The drop in the number of people training to become high school science or maths teachers is causing concern in education circles.

This year the three major universities in the Western Cape have reported only a handful of teachers training for high school science and maths education, compared to the scores who registered for the same courses just five years ago.

The University of the Western Cape has only two trainee science teachers this year. The University of Stellenbosch has 10 and the University of Cape Town just five.

About five years ago UWC had 90 science teachers in training.

Among the factors cited for the decrease is a drop in teacher morale and, in the absence of a bursary programme, students are turning to the private sector.

Faan Jordaan, lecturer in science education at Stellenbosch, said the pattern over the past few years had been one of steady decline.

Dr Jordaan said the university had tried to encourage teachers to upgrade their qualifications through a further diploma in education, but this had not attracted numbers.

Last year only two teachers enrolled for this course.

Brian Gray, a senior lecturer in science education at UWC, said he was "very concerned".

"I think there is going to be an incredible shortage quite soon," said Mr Gray.

A knock-on effect of the shortage was that teachers who were trained to teach science to junior classes were being bumped up to higher levels, leaving the junior classes to be taught by "anyone they can get".

More than 7 000 posts for teachers

(321)

By Mbongeni Hlophe

THE KwaZulu-Natal education department has announced the availability of 7 415 new teaching posts to alleviate the plight of thousands of teachers who have already been declared redundant at their former schools.

They were declared in excess after the department embarked on a head-count exercise last year, which proved that teaching posts were concentrated at urban schools while rural school teachers had to carry a load of more than 50 pupils a class.

More that 5 000 teachers have been eagerly waiting for the announcement of the teaching posts after they were declared in excess at their schools.

But the department said only teachers who were once part of the education system and were in possession of personnel numbers should apply for the posts.

"Educators declared in excess as well as unprotected teachers, including those currently out of service, are advised to obtain the necessary forms and apply for posts stating their expertise at any school listed as having a shortage," said department spokesman Mr Madury Moodley.

Moodley said posts open to newly qualified teachers would be announced at the end of May.

He said no application reaching the department after May 31 would be considered.

Thousands of recently qualified teachers have been without work for at least two years since the national Education Department instructed provincial departments to embark on a rationalisation programme.

The programme will result in the removal of excessive teachers from urban to rural schools where shortages have been identified.

CAPE ARGUS ISSUES

Abandoned stepchild of education

Where have all the science teachers gone – and what can be done about it?

A cycle of mediocrity marks technical subjects in our schools. MICHAEL KAHN lays out a five-point plan to reverse the decline

The lament about the dismal science (and mathematics) matriculation results grows louder.

To this clamour are added voices concerned at the supply of science teachers (Sunday Argus, April 18). The public asks how the mess arose. What is the scale of the shortage? What should be done to rectify it? Who should do it?

Apartheid education, which deemed mathematics irrelevant to blacks, bears much of the blame. Under apartheid there was vast expansion of black schooling while spending was contained. South Africa was left with a mass education system staffed with inadequately trained teachers.

Quality science education in black schools was a rarity. But the white schools did produce sufficient quality for the professions, government and industry.

And today it is still the case that from the number entering the school system, the schools produce one black student with higher-grade passes in science and mathematics for every 50 white children who manage this.

This carries over to higher education. Blacks cannot meet entry criteria for science-based careers at university. So the science and technology professions (and university staff) remain largely white.

Similarly, few quality black (or white) science students train as teachers. These teachers in turn leave students poorly prepared in science and mathematics.

The cycle of mediocrity continues. The recipe for disaster should be followed through. To the cycle of mediocrity, add the reality that science teachers are low-paid compared with other science professionals, combine with the lure of the voluntary severance package, stir in large quantities of teacher politics, simmer gently with fiscal discipline, season with uncertain employment prospects, and finally roast over constitutional coals. Serve. It tastes lousy.

Low interest in becoming science teachers and continued dysfunctional science education in schools equate to long-term weakened economic performance.

If this is the situation, who is to turn it around? Regrettably no champion for the cause exists at national level. Science education, though pronounced to be important, is a stepchild that sits on the white line in Schoeman Street, Pretoria, vainly hoping that the Department of Education on the south side or the Department of Arts, Culture, Science and Technology on the north side will adopt it.

'If students don't readily opt for science teaching as a career, make it an attractive choice'

But the departments are preoccupied with bigger things. Teachers, governance, Curriculum 2005, universities, science councils and cultural squabbles wear them down.

In any case, the constitution says that schooling (and thus science in schools) is a matter for delivery by provincial education departments.

A national attempt at redress, the System Initiative of the Department of Education, foundered on the lack of ownership, resource constraints and the national-provincial divide. By now this initiative should have had more than a thousand trainee science teachers in stream. The current figure is around 90.

So we leave constitutionally gridlocked Pretoria and visit a fictitious province, Inequitia.

"How many science and maths teachers do you have on the books, what are their qualifications, and what is the expected demand?" we ask of the Department of Education.

The answer: "We don't know."

This despite the 1996 audit of seven provinces that estimated secondary level shortages in the two subject areas as between 4 000 and 12 000! The higher figure arises if the teacher:student norms are met.

"Few Inequitia science teachers took the package, but a shortage will appear in about four years. Oh yes, many of our temporary teachers who were laid off did cover the sciences. Our own audit is in progress. Come back in two months for the data. No, we have no data on qualifications, but our teachers do need in-service support."

At the University of Inequitia the story continues: "Students with science find commerce more attractive, and anyway, there are no bursaries for science teachers."

Vague and messy. So let us proceed stepwise to a solution, albeit based on insufficient data. Here is a five-point plan.

■ Assume that quality science education is a national priority. Give special responsibility for dealing with the school science crisis to a cabinet minister.

■ Recognise there is an unquantified shortage of science and mathematics teachers. This means that a demand for science and mathematics teachers exists. Quantify the demand.

■ If students don't readily opt for science teaching as a career, make it an attractive choice. For a start, give full fee remission to prospective science and mathematics teachers. Design an exciting course of study with sensible attainment levels that allows linkage to later career possibilities.

■ In-service support is needed to raise quality. Consider importing science teachers on fixed-term short contracts to release nationals for in-service development.

■ Seek community support to designate selected schools as specialists in higher-grade science and mathematics. Build the cadre of future teachers, scientists, engineers, technicians. Citizens.

Which comes first? National competitiveness or quality science and mathematics education?

Some argue that the Asian tiger economies reached their levels of expertise by investing in their people. Are we so averse to science that we cannot do the same? Why the continued lip service?

■ *Michael Kahn is professor of science, mathematics and technology education at the University of Cape Town and a former analyst of the Centre for Education Policy Development*

EDUCATION (321) FM 7/5/99

SCIENCE AND MATHS TEACHER SHORTAGE NOW CRITICAL

Cape to produce only five new senior science teachers this year

SA's output of maths and science teachers has slowed to a trickle, creating a severe teacher shortage that poses a long-term threat to SA's competitiveness.

The number of students majoring at university in physical science for teaching plummeted by about 33% between 1992 and 1996, and since then enrolments have continued to fall steadily (see table).

This year, the Western Cape's three universities will produce only five students qualified to teach science up to matric. They are the only institutions training senior high school science teachers in the province and all five students will be snapped up by the best schools — if they don't emigrate.

In the early Nineties, the University of the Western Cape (UWC) enrolled 50 trainee science teachers on average each year. This year it has two.

A survey by the Education Foundation and Pro-civitas Education Consultants commissioned by the Education Department concluded in 1997 that SA was producing only 40%-50% of the maths and science teachers needed to replace those lost through annual attrition.

It predicted that at this rate, there would be a shortage of about 3 000 maths and 3 600 science teachers annually up to the year 2000.

Since then, the situation has worsened, but the Education Department does not have any updated statistics. And despite repeated attempts by the *FM* to find out what the department is doing about the crisis, the responsible education officials could not be reached for comment.

The steep decline in enrolments began about four years ago when government stopped providing teaching bursaries.

The policy of voluntary retrenchment and teacher redeployment has resulted in the loss of many experienced maths and science teachers, and has undoubtedly made the profession unattractive to matriculants, especially those gifted in maths and science, who usually turn to more lucrative professions anyway.

"It is a crisis," says UWC senior science education lecturer Brian Gray. "We are going backwards."

The shortage of maths and science teachers is so acute that some former Model C schools are considering paying for science students' studies to secure their services after graduation.

Importing scarce skills is not really an option, as Trac SA (a private project to upgrade science teaching in schools using computers) found this week. Home Affairs refused to grant permanent residence to one of its employees, Vincent Ehiaghe (40), a highly qualified Nigerian scientist with 13 years' teaching experience.

Gray says that in many poorer high schools, teachers with matric-level science and maths are being forced to teach these subjects in the crucial foundation years of grades eight and nine. Underqualified teachers in grades 10-12 (matric) have to make up the lost ground, but judging from the poor matric results, they aren't coping.

In the UK, teachers attend compulsory in-service training each year. In SA, allowing teachers time off for professional development is almost unheard of. No wonder SA is often placed last in international science and maths school Olympiads.

SA's youth has the potential to do well in these fields, says Council for Scientific and Industrial Research (CSIR) director Roy Page-Shipp, judging from the wealth of talent unearthed by the council's annual technology competition, "but it has to be

BLEAK OUTLOOK

Final year maths and science student teachers

Wits University

	Maths	General science*	Physical science*	Biology
1996	18		9	15
1999	1		2	1

University of Cape Town

1996	14	5	6	9
1999	9	3	2	2

University of Stellenbosch

1996	15	13	5	12
1999	3	9	1	4

*Can teach science up to grade 7
•Can teach science up to grade 12 (matric)
UCT: These are HDE students specialising in these subjects

cultivated by good and inspired teachers".

"As the CSIR our job is to produce technology, so we need a resource pool of talented kids who want a career in science and technology. We also believe that if a nation is going to be competitive then knowledge of science and technology, and its relevance to society, must be widespread across the population."

The Institute for Development Management's *World Competitiveness Yearbook* rates science and technology among the eight factors that determine a country's competitiveness. It is therefore worrying that SA's science and technology ranking has fallen 13 places over the past four years to 44th position (out of 47), while this year SA's human resources are ranked last for the first time.

Government is paying lip service to the need to increase the output and quality of science and maths teachers, says Faan Jordaan, senior science education lecturer at Stellenbosch University.

He says that if universities aren't producing sufficient maths and science teachers then the quality of teaching in these subjects will deteriorate, especially at former Model C schools, where these graduates are typically employed. That will jeopardise SA's ability to produce professionals such as doctors and engineers.

Prof Jan Smit, who heads Potchefstroom University's Science Education Research Unit, says Curriculum 2005 cannot be implemented without sufficient numbers of highly qualified teachers, particularly of matric maths and science.

However, he praises the North-West provincial government for the way it is tackling the crisis. Their education department is co-operating with the university on various projects, including a two-year in-service training scheme in which almost 200 science teachers have enrolled part-time to upgrade their skills.

A further 10 teachers are enrolling in a pilot project at the university to obtain their higher education diplomas over the Internet. Several private maths and science colleges, too, have sprung up.

Gray calls on the department to acknowledge the severity of the problem and to devote resources to raising the output and quality of science and maths teachers. He suggests that government introduce special bursaries for teachers of these subjects; provide in-service support for science and maths teachers, including courses to upgrade their teaching methodology and subject content; and train teachers from other disciplines to teach maths and science.

Claire Bisseker

'Up to 5 000' Gauteng teachers still not paid for April

Star 8/5/99 (321)

By PETA KROST

Up to 5 000 Gauteng teachers have still not been paid for working last month, according to the South African Democratic Teachers' Union, which does not believe the Education Department's promise that all these teachers will be paid by Wednesday.

While Sadtu Gauteng provincial chairperson John Maluleke reckons that as many as 5 000 have not been paid, Education MEC Mary Metcalfe's spokesperson Sybilla Hilzinger-Maas says she is "sure the number is nowhere near that figure" and believes it was more like hundreds of teachers who are affected.

Nevertheless, all the affected teachers – who have temporary three-month renewable contracts – have been unable to buy groceries and pay bonds and other household bills. Some are even unable to pay for their own children's schooling while they continue teaching children without pay.

Their contracts were terminated at the end of last term, as part of the redeployment and rationalisation process, and then renewed. However, various problems arose in the renewal process in a number of districts, so salaries were not sent out.

Hilzinger-Maas said: "We apologise profusely for this, but with the redeployment process under way, the whole system has been challenged, so many temporary teachers have been affected.

"We are rectifying the situation and everybody will be paid by Wednesday at the latest. We understand how this affects morale and inconveniences people with bonds and bills, and we are sorry for their plight. We promise this will never happen again."

Sadtu's Maluleke scoffed at these promises. "No fewer than 5 000 teachers have not been paid, and after meetings with district directors, we still have no answer as to when they will get their money."

■ To Page 2

Teachers haven't been paid

Star 8/5/99 (321)

■ From Page 1

He said each region "has a different answer for us". He asked how one could expect teachers to be dedicated, with high morale, when they were not paid. "Nevertheless, they continue to teach despite being embarrassed by this disgusting treatment."

Affected teachers were afraid to speak out in case they lost their already unprotected jobs, so the *Saturday Star* agreed not to identify them.

"This is totally ridiculous," said one. "They knew exactly what to expect with the termination and renewal of three-month contracts, and could have pre-empted this.

"It is bad enough that we have no job security, no medical and or housing allowances, but now we have to go without salaries."

One teacher, whose husband is unemployed, travels 100km a day to work and back. "I am totally demoralised and stressed, and I feel like a fool because I am fulfilling my side of the bargain but the department is not," she said.

Another teacher, who is the sole supporter of a little girl, is not sure how she will survive this weekend without her salary.

Another fears the bank's response when his bond money does not go through on time. "This is humiliating. I will have to phone the bank manager and explain my situation," he said. "I should not have to do this – I work so hard to do my job well and this is the thanks I get."

Shock teacher shortage looms

Dramatic fall in enrolments at training institutions will trigger education crisis within two years

CORNIA PRETORIUS and JANET HEARD

(321) ST 9/5/99

A NATIONAL teacher shortage is on the horizon following a dramatic decline in student enrolments at training institutions.

Enrolments have halved since 1994 at some colleges, universities and technikons and experts say the shortage will hit schools in two years time.

The decline is attributed to several factors: poor pay; the tarnished image of the teaching profession; a perception that there are no jobs or job security; bigger classes and workloads; no money for equipment and books; limited bursaries, and unsafe environments.

"We will have a major teacher supply crisis on our hands," says Albert Weideman, education professor at the University of the Western Cape.

He says the oversupply of teachers is a myth. Last year the country faced a shortage of about 600 secondary teachers, almost double the figure forecast in the 1995 National Teacher Education Audit.

By next year, says Weideman, the shortage may be substantially higher than the 4 064 forecast, and by 2003, the country will face a crisis.

It is made worse by other problems, including:

- Government's financially driven trimming of the teacher core;
- A decision to retrain an estimated 100 200 underqualified teachers, rather than recruit new entrants;
- A growing HIV/AIDS crisis in the teacher population; and
- "Natural attrition" as teachers die, retire or leave the profession.

Experts warn that the subjects worst hit will be maths, science and technology. This will affect the introduction of the outcomes-based Curriculum 2005, the further education and training policy and the future training of teachers.

The Durban College of Education had room for 100 students last year, but found only 60 suitable candidates, and the Johannesburg College of Education could have enrolled 300, but found only 265 students.

In the Northern Province, applications to the Giyani College of Education have dropped from 4 000 in 1994/95 to about 700.

Universities experience a similar trend. At Wits numbers have halved since 1994; at Unisa they have dropped by 20 percent and at the University of Durban-Westville only about 50 students applied this year compared to 300 in 1994/5.

Dr Jane Hofmeyr, co-author of the 1995 teacher audit and national director of the Independent Schools Council, says the audit predicted a shortfall in high school teachers.

"We found that the largest number of children in the population were 10 to 14 years old then. They are now moving to high schools.

"The projected shortage will hit schools in 2001, but maybe even from 2000," Hofmeyr says.

But Professor Jonathan Jansen of the University of Durban-Westville denies there will be a crisis.

He says limited data on the number of teachers with HIV/AIDS makes long-term predictions difficult.

He also says it is a myth that there is a shortage of maths and science teachers.

A survey conducted in KwaZulu-Natal two years ago found that 80 percent of maths and science teacher graduates taught English and history.

The government encourages maths and science teacher training through bursary schemes and by enrolling only students in the natural sciences at some institutions.

But colleges say matric students interested in maths and science are snapped up by the private sector.

A programme in the Northern Province to produce maths and science teachers hoped to attract 100 candidates. But last year it had only 40 first-year students and this year only 10. The expected shortfall will also affect other subjects such as African languages.

The national Department of Education failed to respond to requests for comment.

Its reduction in teaching colleges — from 105 in 1994 to 10 to 15 in the next few years — is taking its toll on institutions which don't develop programmes in line with Curriculum 2005 because they face closure.

Basil May of the Committee of College of Education Rectors of South Africa, says if the curriculum works well, there will, in fact, be an increased need for teachers.

Don Pasquallie of the South African Democratic Teachers' Union says schools face "having 80 to 90 pupils per classroom in the long-term" if the shortage is not dealt with.

Public and private schools have launched bursary schemes and training programmes to attract teacher training students.

"It is the route the country as a whole has to explore, otherwise we will wake up with a tremendous shock," says Hofmeyr.

Gauteng offers help to unpaid teachers

Primarashni Pillay (321) BD 11/5/99

THE Gauteng Education Department has asked temporary teachers who have not yet received their April salaries to immediately contact district offices for help.

This follows complaints by the SA Democratic Teachers' Union (Sadtu) that a number of teachers had not received their salaries.

Sadtu's Gauteng chairman John Maluleka said: "Each region in Gauteng gives different explanations for the problem and the non-payment of these teachers has become very demoralising."

Sadtu said that some regional offices of the education department were not co-operating with district directors and, therefore, there was a delay in payment.

However, Colette Clark, acting director of labour relations in the department, said payment was delayed as a result of teachers' documents being submitted late to the regional offices. This was partially due to the school holidays in March. "The regional offices have assured us that they have processed the backlogs," she said.

The teachers have been in temporary positions for several months while the department completes its staff rationalisation process.

Meanwhile, Education Minister Sibusiso Bengu shrugged off news reports yesterday that SA was heading for a teacher shortage in two years. "It is crazy for someone to put forward such a projection," he said.

Since 1994 it had been the ministry's "deliberate policy" to cut down student intake at teacher-training colleges by 40% aiming to "produce teachers for the market and not to be in excess", Bengu said.

30% of KZN teachers below par

ARG 14/5/99 (321)

Durban – More than 30% of teachers in KwaZulu-Natal were inadequately qualified, provincial Education Minister Eileen ka-Nkosi Shandu said.

She was speaking yesterday at the official opening of the province's first official distance learning institution for teachers, the SA College of Open Learning (Sacol).

Distance education, Ms Shandu said, could be used as an effective strategy to ensure teachers acquired qualifications without having to leave their classrooms or their posts. – Sapa

Bengu urges a change in teachers' development

(321) Sowetan 19/5/99

By Victor Mecoamere
Education Correspondent

IT was crucial to reskill and retrain teachers in line with the new learning system, Education Minister Sibusiso Bengu said during a three-day conference in the Vaal Traingle yesterday.

He was addressing more than 200 delegates, among them Government representatives, teacher unions, teacher training institutions and international donors at the Riverside Sun Resort in Vanderbijlpark.

Bengu said the apartheid-inspired partitioning of "education provisioning" had resulted in a skewed pattern in the spreading of educators, subjects and resources in the country's education system.

"In pursuit of access and equity as pronounced by our Constitution, we had to devise a rationalisation programme to undo the inequalities bedevilling the system.

"The thrust of the resultant rationalisation strategy was a programme of redeployment of teachers from areas of minimal need to those of greater need.

"Coupled to this was a re-orentation in favour of learning areas most demanded by national development imperatives," Bengu said.

He said there was a need to train more teachers in "the critical learning areas identified as nationally strategic", like science, technology, mathematics and engineering.

Bengu also received the findings of a study by the President's Education Initiative on planning, delivery of educator development and support programmes.

He accepted the report behalf of President Nelson Mandela. It was commissioned by the Teacher Development Centre on behalf of the Education Department.

Mandela launched the PEI in 1996 to raise funds from internal donors for the retraining and further development of teachers in South Africa.

He said "a concern had been raised from the need to redeploy teachers and to ensure that their skills were appropriate to the transformed educational context".

The Joint Education Trust assisted with the management of the research.

Unpaid teachers to go on strike and won't vote

By ELIAS MALULEKE

HUNDREDS of Adult Basic Education and Training (Abet) teachers in North West Province have not been paid their monthly salaries since February and will not vote on June 2 as a sign of protest.

The Abet teachers on Friday handed the North West department of education (NWDE) a memorandum of their intention to embark on a chalk-down strike from tomorrow.

They also intend to stage a protest march to the NWDE in Mafikeng to highlight their plight.

NWDE director Innes Karoadia told City Press on Friday that he had not been made aware of the salary problem until late on Friday.

He confirmed, however, that a similar problem disrupted education in the province last year.

He said the problem seemed to be with the NWDE finance department and salary section.

Karoadia confirmed receiving the memorandum on the intended strike but said it was unreasonable of the teachers to expect him to address their problems at such short notice.

He tried to contact the deputy director of finance in the NWDE when he became aware of the problem on Friday, without success, and could not explain what the hiccups were in paying the salaries.

"The intention to strike is not a democratic practice because the teachers should have highlighted their problems before embarking on such a strike. I was not aware of their problems," he said.

NWDE spokesperson Patricia Boikanyo said the problem was squarely with the NWDE finance department.

She said they have received numerous complaints about the salary problems, and these were forwarded to the finance department.

She declined to give details of the problems in the finance department and referred inquiries to the director of finance, Francis Conradie, and his deputy, K E Mabe.

Conradie said he was also not aware of the problems in his department and had tried to contact Mabe for an explanation on Friday but Mabe could not be reached.

Abet deputy director Thabo Ndlovu also placed the blame for the salary problem with the NWDE finance department.

Ndlovu said the problem started last year when the teachers went for months without any pay.

"I cannot give details because the policy is that all media communications should be handled by our media section," he said.

Boikanyo said she had also tried to contact Mabe but was unable to do so because he could not be reached.

Another official told City Press that the "buck stops with Conradie and Karoadia".

"They should not try to sidestep the issue," he said.

City Press was unable to get comment from Mabe.

The Abet teachers, who have been struggling to make ends meet and have survived by borrowing from neighbours and friends since January, said the major reason for the non-payment of their salaries was corruption in the department.

The teachers said they had inquired about their pay cheques and discovered that, among other problems, the cheques had been cashed by unknown people.

They suspect corrupt officials and a criminal syndicate are involved in stealing their pay cheques.

Most of the teachers have also not been paid for their invigilation work from 1996 when they were called up to mark matric exam papers.

The Abet teachers have also complained about working very long hours.



TEACHER TROUBLE: Halfway through the year and still the top desk is unoccupied Picture: KAREL PRINSLOO

Please give us a teacher, beg the matrics of '99

Science pupils fear for their futures, writes CORNIA PRETORIUS

(391) ST 23/5/99

WEEK after week for five months, matric students Johannes Ramose and Jonas Lebese have knocked on the door of principal Hester Vos's office to find out if they will be getting a science teacher.

Mamoratwa Combined School, a farm school 20km from Ottosdal in North West, hasn't had a matric science teacher since the beginning of the year.

"The 28 science pupils have fallen so far behind that I am not sure if even a university professor would be able to help them pass science in the examination," said Vos.

To make matters worse, matric biology and history lessons started only in the second term after teachers arrived in the last week of the first term.

The school serves the children of farm workers and can't afford to appoint a teacher.

"We have R3 000 a year available for special needs. That's not even enough to pay a science teacher for one month," said Vos.

By now the matrics should have completed at least half of the year's syllabus, but as the matric examination draws closer, hope is fading for Mamoratwa's class of '99.

The matric disaster faced by the school follows months of delays in the redeployment and rationalisation process of teachers — aimed at an equal distribution of teachers between rich and poor schools and a reduction in the provincial education department's salary bill.

Vos, who wanted an experienced matric science teacher to fast-track the children who had fallen behind, said she turned down the science teacher they were offered because the teacher had never taught matric before.

One of the other teachers they were offered also did not have matric experience, but Vos decided to accept her.

Since then she has faxed, phoned and visited the department's circuit office but they have been unable to help her.

Inquiries revealed that the head office was not informed by the local education office in Ottosdal that the science teacher was unacceptable.

Patricia Boikanyo, spokesman for the North West Education Department, said: "This was not communicated to us." She said the department would make the matter a priority.

The national Department of Education said this week that no matric class should be without teachers because of redeployment.

"We cannot afford to have matric classes without teachers now. The province has to address the matter," said Duncan Hindle, chief director of Education Human Resources.

He explained that there was provision in the redeployment plan to deal with key posts.

Such posts could be filled either by appointing a temporary teacher or extending teachers contracts, or through the voluntary transfer of excess teachers — those identified as being above the government's set quota for a school.

Hindle said that if these steps failed, the province could advertise a closed vacancy list in the Government Gazette, which would enable teachers employed elsewhere to apply for the position.

Chris Matabane, manager of the Ottosdal education office, said the science post at Mamoratwa would be advertised in the North West Gazette since voluntary redeployment had failed.

"But good science and maths teachers are hard to find. Schools guard them jealously," he said.

The gazette is due to be published on Tuesday, which means that posts will be filled only by July 21 — the beginning of the third term.

However, this may be too late for the matrics of Mamoratwa.

Johannes Ramose said that even if the 28 matrics studying science got a teacher now, he feared that slow learners would not be able catch up quickly enough.

His classmate, Nathaniel Bojang, 18, said he didn't believe he would pass matric. "I am very angry. I wanted to do electrical engineering. I need maths and science. In the absence of teachers I don't know what I am going to do."

Vos's hope of improving the school's matric pass rate by 10 percent also seems impossible. There is no way we are going to achieve it now," she said.

In 1996, the first year that the school had a matric group, Mamoratwa had teachers in all matric subjects.

The school scored a matric pass rate of 68 percent and became one of the Sunday Times' top schools.

In 1997 the pass rate dropped to 24 percent. That year the school didn't have biology or history teachers.

Then last year the pass rate climbed to 34 percent, even though the school was still short of a biology, a history and an English teacher.

Teacher problems have negative outcome on education

(340) (321) Aec 26/5/99

Teachers do not know how to interpret Curriculum 2005 and this is impacting on learners, research shows. Special Correspondent **LINDA VERGNANI** reports

Startling information on how poor teacher training, loss of teaching time and lack of resources is impacting on pupils has emerged from the President's Education Initiative Research Project.

Based on the results of 35 research projects in 250 South African schools, mainly at primary level, the report says teachers do not have the knowledge either to interpret the broad guidelines of Curriculum 2005 or to ensure that it results in learners developing sound conceptual frameworks.

Curriculum 2005 is an outcomes-based programme in which a new style of teaching aims to break away from rote learning and prepare pupils to meet set goals.

"The paucity of books and the inability of teachers to use them constructively are the greatest sources of illiteracy in our schools," according to the project report entitled *Getting Learning Right*.

The report said it was "not surprising, given the teaching practices, that researchers found learners' levels of reading and writing were very poor and they performed badly on maths and science tests".

The landmark project was commissioned by the Teacher Development Centre and was managed by the Joint Education Trust on behalf of the Department of Education.

The findings, which are likely to result in a major review of teacher training and classroom practice were released at a Department of Education conference at Van der BylPark last week.

Nick Taylor, director of the trust, said President Mandela had personally approached heads of state and asked them to donate to the initiative. The main component was a national teacher development programme to which foreign governments had committed R250-million while the research aspect was funded by the Danish International Development Agency (Danida).

The report says progress made in the massive task of restructuring the apartheid education system represents a "major achievement" for the new government.

"However, the efficiency of public schooling must be one of the lowest in the world."

Strengthening the capacity of the school sector to achieve more effective delivery is a "matter of national priority".

Researchers found evidence of very poor teaching and learning.

For example when principals in an unnamed province examined their time tables over the past year, they found that out of 191 possible teaching days, 170 had been lost through factors like registration or pupils, union meetings, pay-days, marking and other causes.

'The efficiency of public schooling must be one of the lowest in the world'

A "major problem" in disadvantaged schools was teachers' poor grasp of fundamental concepts in subjects they were supposed to teach. For example one study of Grade 4 and 7 geography teachers showed their knowledge of their subjects was weak and they made a number of factual errors.

"The researchers suggest that teachers' low level of reading skills is a very large part of the problem."

Another study of Grade 4 maths teachers in townships around Cape Town and in Mamelodi found maths teachers frequently committed systematic errors.

Similar findings were made in two studies of science teachers.

The lack of knowledge among teachers in disadvantaged schools impacted on pupils in various ways.

These included:

■ Pupils hardly ever read and books were little in evidence.

■ Children hardly ever wrote. When they did it was more often in the form of single words or phrases.

■ Learning topics were dealt with at a lower level than expected for pupils of particular grades. For example Grade 4 learners had only limited knowledge of how the number system worked past two digits (tens) when they should have been working with four digit numbers (thousands).

■ Tasks were set at a low level of challenge.

In maths, pupils lagged far behind their counterparts in 26 countries and also "way below the expectations of Curriculum 2005".

The various studies found "very few teachers are using textbooks in their classes in any systematic way" even when these were available.

The most worrying observation was evidence that "many teachers were unsure as to whether reading is specified as an outcome of Curriculum 2005". Because of this uncertainty, some teachers are not teaching reading.

The report concluded that reform initiatives must come to grips with the massive upgrading of teacher's conceptual knowledge and skills. Few teachers were able to translate the "very complex logic and vague outcomes of Curriculum 2005" into appropriate learning programmes.

Among key recommendations to emerge from the report were:

■ In-service and pre-service training was needed to improve conceptual knowledge of both primary and high school teachers.

■ Teachers needed far more explicit information on specific outcomes for each grade.

■ Quality assurance mechanisms must be established at all levels of schooling – particularly for assessments in Grades 3, 6 and 9. A simple assessment of literacy and numeracy at Grade 3 level would diagnose the extent of this problem.

Penny Vinjevold, co-editor of the report comments: "Outcomes-based education is so vague that teachers lose the plot and forget teaching is about numeracy and literacy."

Hopes and fears of new curriculum

(3A1) ARG 27/5/99

How teachers make it work

LINDA VERGNANI
CONTRIBUTING EDITOR

Attracted by a box of alphabet letters, children clamber on to the table at Impendulo Primary School to ferret out letters for a spelling project.

The 54 children in this Khayelitsha Grade 1 class come from the surrounding informal settlements and are among thousands of primary schoolers nation-wide who are the guinea pigs for the new Curriculum 2005.

The children are organised in groups and there is a lot of noise and interaction as they earnestly find the letters to form specific words.

Instead of being drilled for tests, children are taught in small groups and work towards specific "outcomes".

All the subjects are integrated and children work on themes like transport, counting wheels instead of numbers and spelling the names of different vehicles.

Watching the pupils, Impendulo Primary School principal Audrey Bam says: "It's a sort of discovery method. Learners become so active, so deeply involved in discovering things for themselves that they never forget. This new curriculum equips them for the long lifetime."

'We have a bunch of young teachers who are willing to work and want to see the change'

At Impendulo, teachers are so enthusiastic about the new outcomes based education (OBE) that they have organised their own training workshops and are implementing it in Grade 3 – a year ahead of schedule.

This is in contrast to elsewhere in the country where the President's Education Initiative Research Project has shown teachers are struggling to implement the system.

Professor Jonathan Jansen, for Helderkruin Primary School at Eerste River, said that while the 12 Grade 1 and 2 teachers at his school initially struggled with OBE, they were now managing well.

"We have a bunch of young teachers who are willing to work and want to see the change.

"They were not keen at first but now find it is working – especially those who went to training and saw how it could be done.

"The older you are the more difficulty you will have with coping with it. This system needs a lot of energy."

Mr Vallentyn says that whereas the old system produced pupils who were "a lot of parrots" the new system produced problem solvers.

The teachers could adopt lessons to suit children from their communities and "now have the space to move in. If you don't change the education system, you won't change anything".

At Sakumlandela Primary School in Khayelitsha, where there are 1 098 pupils and only 28 teachers, principal Pat Fanqane, said: "The first year we ran amok with this system, but now we have grasped it."

She said people were always reluctant to try something new, but for her the solution lay in going to an OBE course organised by the department.

Ms Fanqane said the Grade 1 and 2 teachers were doing well, but when it came to first language teaching in Xhosa, particularly in Grade 7, there was a problem with teaching material.

Almarie Mead, principal of Sea Point Primary School, said in theory the new system was "fabulous" and allowed enormous freedom.

The old system was very exam orientated, whereas now the focus was on thinking skills.

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Professor Jonathan Jansen, formerly director of the Centre for Education Research, Policy and Development and one of the researchers who contributed to the report, said two surveys done by the centre in Mpumalanga, KwaZulu Natal and the Northern Province "prove outcomes based education is not working".

Professor Jansen, now deputy vice-chancellor at the University of Durban Westville, says the studies, which involved 150 Grade 1 teachers, show the majority of teachers are not implementing the new curriculum.

Although teachers are keen on the concept of the new system, "most teachers complain they find the language completely inaccessible and cannot make sense of what it means in terms of day-to-day practice".

"All the teachers studied said we need a lot more training and support to do it. In black schools they said we need a lot more materials, textbooks and teacher guides."

Interviews with Cape Town primary school principals showed that while there was a great need for better teaching materials, local teachers are coming to grips with the new system.

The principals head schools which are situated in areas ranging from middle class suburbia to poverty-stricken townships.

The key to coping appears to have been training workshops organised by the Western Cape Education Department.

These workshops enabled teachers to interpret the obscure language of Curriculum 2005.

Adolph Vallentyn, principal of Sea Point Primary School, said in theory the new system was "fabulous" and allowed enormous freedom.

The old system was very exam orientated, whereas now the focus was on thinking skills.

However, the big question was whether OBE would maintain standards.

She was worried that in poor schools which lacked facilities and where many teachers were underqualified, the system might be difficult to implement.

Mrs Mead said: "It appears there is not much emphasis on the basics, so I am worried we could end up with a generation of illiterates."

She said teachers were "very apprehensive" about implementing OBE and she did not think the three-day workshops offered by the department had made them sufficiently confident.

Teachers needed more support and training in how to implement OBE. In spite of the "daunting task" ahead, Mrs Mead believes "it will be wonderful if we can implement this system in our schools".

Nombeko Ngambu, deputy principal of Impendulo School, says the Grade 3 teachers decided to try out the system so that "we can practice it this year so we can be perfect next year. Personally I think it's a great method."

Tony Eaton, spokesman for the Western Cape Education Department, said the department had thrown its weight behind the OBE system from the top downwards.

The province was fortunate to have some of the best qualified teachers in the country.

He said the "real problem" would come when OBE was introduced at Grade 7 level, when a lot more work would have to go into providing materials and textbooks.

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'We have a bunch of young teachers who are willing to work and want to see the change'

Shock findings on education spark probe

(321) ARG 1/6/99

LINDA VERGNANI
CONTRIBUTING EDITOR

The Government has promised to review and improve Curriculum 2005 after a report which showed teachers had serious problems interpreting the system and, in some instances, were not even teaching pupils how to read.

Khetsi Lehoko, chief director of further education and training, said that in future the Department of Education would provide teachers with more detailed guidelines on "what they are expected to teach and what learners are expected to master".

The department will also appoint a committee of international and local experts to review Curriculum 2005 and "see whether we are on the right track". The review committee will help the department in making "necessary adjustments" to Curriculum 2005.

However, Mr Lehoko made it plain the department would go ahead with implementing Curriculum 2005 in grades three and seven next year.

Mr Lehoko was responding to the shock findings of the President's Education Initiative Research Project, released recently, which revealed enormous problems.

Based on 35 studies in 250 schools, the research was commissioned by the Department of Education's Teacher Development Centre and managed by the Joint Education Trust.

A book on the research findings, *Getting Learning Right*, concluded that in many schools "what students know and can do is dismal".

By the end of the foundation phase, many children had not been taught to read. The majority of learners in grade four had limited knowledge of how the number system worked beyond two digits. Few teachers used textbooks and the reason was probably "because they do not have the content knowledge or reading skills to use these books".

The "most worrying observation" was that many teachers were unsure as to whether reading was specified as an outcome of Curriculum 2005.

Because of this, some teachers were not teaching reading.

Mr Lehoko said there was something wrong when teachers said they were not expected to teach learners to read and write.

However, the department accepted there was a "problem" in the way it had written policy documents on Curriculum 2005 and outcomes-based education, so it would rewrite them.

"We will write it in language that teachers can understand. We can't make it difficult for teachers to do their job," said Mr Lehoko.

The Government also would provide more textbooks and resource materials to enable teachers to implement the curriculum.

Mr Lehoko said teacher development was critical and there was a need to "rekindle a passion for teaching".

The department would continue using the services of non-governmental organisations to do in-service teacher training, but would expect proof in future that the training led to an improvement in pupil results.

Mr Lehoko said teachers, like all civil servants, should be held accountable for performance in their schools.

Part of the detail the department intended giving teachers was showing how much time should be given to subjects like writing and arithmetic.

Penny Vinjevold, co-editor with Nick Taylor of *Getting Learning Right*, said research showed that poorly trained and unsophisticated teachers had neither the experience nor the time to design their own materials and curriculum.

Ms Vinjevold, an independent consultant, said that because the curriculum did not detail specific academic goals which pupils had to reach, children were not achieving required literacy and numeracy levels.

Johan Muller, professor of education at the University of Cape Town, said the research proved the curriculum had to be more explicit about what children should be taught.

"What is necessary is systematic benchmarking – setting standards for the various phases and testing whether pupils meet them."

Professor Muller said it was essential that core materials be provided for every phase of teaching.

Teachers head for showdown

(321)

BOBBY JORDAN

ST(Cm) 6/6/99

THE provincial government is heading for an ugly showdown with a group of teachers in Faure, who are refusing to move out of their school — despite the fact that it has closed down.

The six teachers and their families live in a row of state-built houses adjacent to Faure Boys School, which was closed at the end of March to make way for a refuge for homeless people.

The teachers — some of whom have been living there for 30 years — say they, too, will be homeless if the government chucks them out. However, the department of economic affairs, agriculture and tourism has given them until the end of the month to leave.

Stuck in the middle of the dispute is the Ark "sanctuary" that looks after over 900 people, including hundreds of refugee children, who had to be relocated from Westlake earlier this year because of a multimillion rand development project.

Ark officials say they desperately need the space occupied by the teachers. They also blame the government for landing them in the middle of a hostile situation.

"We would never have accepted the lease deal if we knew we wouldn't get those houses," said Ark spokesman Pastor Jack Mahoney, adding that the situation almost turned violent when Ark people tried to move into vacant teachers' houses.

Teachers' spokesman Marius Hendriks said the government was trying to "bulldoze" them out of their homes without any consultation and accused it of "inhumane" tactics.

The department's property development head, James Slabbert, said the teachers had been given an extra three months' notice to find alternative accommodation.

Monday to Friday. 7am to 11am today

Wednesday June 9 1999 SOWETAN

Teacher union still unhappy with talks

(321)

9/6/99

By Victor Mecoamere
Education Correspondent

THE next round of salary negotiations involving public service employees is due to be held in Pretoria on June 24.

"Today marked another sad day for millions of public service employees as parties in the Public Service Coordinating Committee reached deadlock in salary negotiations," said National Professional Teachers Organisation (Naptosa) president Dr Musa Shezi.

The last round of education and labour relations council negotiations collapsed on March 29.

Naptosa and the South African Democratic Teachers Union (Sadtu) are among the unions that walked out of the salary talks in March.

"The employers' proposal to establish a task team to look into salary progression in the entire public service is unacceptable," said Shezi.

He felt that the establishment of a task team was tantamount to taking the negotiations "out of the main forum to a smaller forum" and would "not achieve anything but further derail the negotiation process".

Teachers trained in new system

(321)

By Ndivhuwo Khangale

SEVENTY Eastern Cape volunteer educators attended an intensive training programme to implement transformational outcome-based education (OBE) as the first phase of an exiting Delta Foundation pilot project, an OBE initiative.

The three-week programme, which benefited teachers from Port Elizabeth and Uitenhage, takes place from May 12 to June 1 this year.

It is presented by Dr Bill Spady, director of "Breakthrough Learning Systems" in Colorado, United States, who teamed up with Professor Roy Killen, senior lecturer in teacher training at the University of Newcastle, in Australia.

Spady was one of the original designers of the OBE system in America – more than 25 years ago – while Killen, who is on a visiting fellowship to Vista University in Port Elizabeth, is a pioneer of OBE in Australia.

Project coordinator Des Collier said the programme is one of several positive events which are happening behind the scenes in Eastern Cape education.

"Our first intention, during this first phase, is to establish a core team of fully trained change leaders. They will provide an essential support structure to selected schools to facilitate their transformation to the OBE system, while promoting the very best of Curriculum 2005," Collier said.

Speaking at the opening of the programme, the Department of Education's acting regional director, Mr Wilson Tyali said he was excited to see a broad spectrum of teachers eager to make a difference.

He said the Delta Foundation has become a visible change agent in local education.

"We are grateful to the foundation for planting this seed and pioneering so many exciting educational models making it possible to ensure transformation in regional education."

Delta Foundation general manager, Mr Roger Matlock said the project needed to be supported.

Anybody who would like to play a role in the OBE partnership can obtain further information from Des Collier at telephone and fax number (041) 732-032 or Cell 083-269 4242.

Sowetan 11/6/99

Teachers threaten legal action

(321)

Sowetan 16/6/99

By McKeed Kotlolo

SCORES of teachers in North West, who have not been paid for more than a year, have threatened legal action against the provincial education department.

The majority of disgruntled staff started teaching at the Adult Basic Education Training (Abet) centres in the Eastern District of North West in 1997.

According to a letter of demand from the Legal Resources Centre to the director general of education in the province the teachers "have either been paid late or have not been paid their monthly salaries at all".

Attempts to get comment from the office of the director-general Mr Tebogo Job Mokgoro were unsuccessful yesterday.

Mokgoro and other senior officials were attending the first legislature meeting.

The letter by the Legal Resources Centre director in Pretoria Mr Charles Pillai dated June 11 stated: "At this stage, amounts of the arrear salaries vary in each instance and we do not propose to set them out, save to say that the arrears run into several hundred thousand rands."

Pillai said some of his clients were still waiting to be paid for invigilating during the examinations conducted last year.

He said the "education authorities will agree that the situation is untenable and that our clients cannot be expected to continue to render dedicated service if they are treated in this unfair and clearly unlawful manner".

Remedy situation

The letter urges the department to remedy the "poor administrative procedures that exist and arrange for the payment of the arrear salaries without any further delay".

Pillai also threatened to institute proceedings in respect of each of his clients for payment of all the arrears, including interest and legal costs.

About three weeks ago, the teachers unsuccessfully appealed to outgoing President Nelson Mandela and Education Minister Professor Sibusiso Bengu to intervene in the matter.

Cape teachers challenged

'Education hasn't changed much in 100 years and is dull'

(321)

CHANTEL ERFORT
STAFF REPORTER

ARG 19/6/99

Peninsula Technikon chancellor Merlyn Mehl has challenged teachers to take advantage of available resources to make learning and skills development fun.

Professor Mehl told representatives from West Coast schools at the opening of the West Coast Schools Career Choice Project: "We've made the really important things, like education, quite dull.

"If skills development is going to be a bore, transformation within schools is not going to work," he warned.

Professor Mehl pledged his support for the Career Choice Project, which he said was exactly the kind of thing needed in schools to "break the mould".

"If you bring a doctor from the 19th century into our time, he'll be very nervous and won't know what to do with all the equipment, but bring a teacher from 100 years ago into our century and he'll do exactly what teachers are doing today.

"Education hasn't changed much, and it's really time to re-think the relevance of what we are teaching our children."

The West Coast Schools Career Choice Project arose from the need to solve the national problem of skills shortage and unemployment along the West Coast, which has been identified as one of eight industrial development zones.

The initial idea was to build a resource centre, but because the West Coast stretches all the way from Atlantis to Vredendal, and experience had shown that pupils were reluctant to visit such centres outside of school hours, plans were altered.

The idea of the current school-based project was born out of a computer-aided guidance programme, called Career Mentor, developed by the Human Sciences Research Council.

The aim of the West Coast Schools Career Choice project, a joint venture by Matie Community Service, the West Coast Area Office of the Education Department, the West Coast Investment Initiative and the Careers Research and Information Centre, is to empower pupils to make informed decisions about their fields of study, as well as their career choices.

"As a result of the rural nature of the West Coast region, its youth have little chance of being exposed to the range of opportunities available to children growing up in metropolitan areas," said a spokesman for the project.

Work begins this month, and the project will be divided into four main phases.

The first phase, called the Career Resource Initiative, is the foundation of the project. Each of the 25 secondary schools along the West Coast will be supplied with at least one computer loaded with the Career Mentor Package.

This package allows students to complete an interest questionnaire that analyses their interests and produces a list of possible careers, as well as the subject requirements for that career.

Included in the package is a complete data base of tertiary and technical institutions and bursaries, so that where to study, how long it will take and how much it will cost becomes clear immediately.

Students who have identified their career options can then be channelled through the Eduction Work Partnership Programme to gain first-hand information and experience of their chosen profession.

The third stage of the project, the Integrated Training and Placement Programme, involves those who are more technically inclined, but don't have the necessary subject combinations to study at university level.

The fourth stage, the Entrepreneurship Programme, targets those who have the potential to open their own businesses.

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Teacher dispute nears resolution

BD 23/6/99 (321)

Primarashni Pillay

A YEAR-long dispute between the education department and teacher unions over implementing the no-work-no-pay principle for teachers involved in industrial action in June last year, could be resolved soon.

This follows a proposal by the education department under the Education Labour Relations Council to deduct days from the 12 days' annual leave teachers are entitled to, instead of docking their salaries.

It is believed that both parties are close to a settlement, and technical details are being finalised.

Last year school education was near standstill when teacher unions threatened to go on strike over contentious regulations introduced by then education minister Sibusiso Bengu.

The regulations stipulated that provincial education budgets should determine the number of teachers to be employed, and that provincial education MECs should determine teacher-pupil ratios.

Some unions embarked on protest action, threatening to participate in a full-blown strike.

Bengu then withdrew the regulations and negotiations continued into November last year when unions agreed to what they had initially opposed.

However, teaching time was lost when teachers across the country were involved in protest action.

Last year, a national decision was taken by the council of education ministers and the heads of education departments' committee to dock the salaries of teachers who had participated in stayaways.

Teachers welcome Asmal

(321)

Sowetan 22/6/99

By Victor Mecoamere
Education Correspondent

THE restoration of the pride and commitment of the teaching force will be the greatest challenge for new Education Minister Kader Asmal, according to National Union of Educators president Mrs Suzanne Rees.

Rees said Asmal, about whose appointment her union was happy, was inheriting the most important portfolio with education standing at a critical crossroads.

"He may choose to follow a high road which will see the education department's forward-looking policies bringing about genuine equity and a fair chance for all the country's children," said Rees.

She said Asmal also had a choice of choosing the low road, where the collapse of any meaningful public education was inevitable. "The key is the teachers and this force is at its lowest ebb in South African history."

Rees said recent surveys had shown that very few teachers would enter the career again and the number of new entrants to the profession was at an all-time low. The collapse of teacher morale had very serious implications for schooling in South Africa, she said.

"Unless teachers are empowered to reclaim their role as professionals with a mission to provide quality education, there will be no chance of an improvement to our already shaky system and the pockets of excellence which still exist will be whittled away," said Rees.

Asmal's appointment has also been welcomed by the SA Democratic Teachers Union, National Professional Teachers Organisation of SA, SA Universities Vice-Chancellors Association, Federation of Associations of Governing Bodies of South Africa and the Congress of South African Students.

Asmal, who is due to make policy statements in a month, has asked senior national education department officials for a report on the state of education within two weeks.



BRENTON GEACH

Tough line: education minister Helen Zille

Shape up or ship out, Zille tells heads

B ART 23/6/99 (321)

LYNNETTE JOHNS
EDUCATION REPORTER

Good principals make good schools, and if they don't come up to standard they could face dismissal.

This is the no-nonsense message from new provincial education minister Helen Zille, 48.

Ms Zille has a personal as well as a professional interest in educational excellence in Western Cape schools: she is the mother of Paul, 14, in grade 9 at Westerford, and Thomas, 10, who is in grade 4 at Grove Primary.

She says there can be a dramatic improvement within three years at struggling schools if they have better management, a really good principal and a dedicated governing body.

Ms Zille intends to introduce a three-year plan for schools with milestones by which "you would measure whether improvement targets are being met".

Warning that failing appraisals could have career-related consequences, she said it was up to individuals to make use of the opportunities provided to improve their performance. "If the department is doing what it needs to be doing to address the human resource problems and the capacity-building problems, we must expect an equal commitment by individuals to make use of those opportunities to improve their performance," she said.

If there was still no improvement the department would be forced to institute disciplinary measures.

For the next three months she will be going to schools to listen to teachers and pupils, and getting to know exactly how the department operates. "I know a lot but have a lot to learn. I am going to be in the field a lot, listening to teachers, teacher organisations, pupils, and people who deal with special educational needs."

Armed with knowledge at a grassroots level, Ms Zille will then work with top management to establish a strategic plan with key objectives.

She says what she has seen in the past two days has impressed her. "There are

To page 2

From page 1

many extraordinary projects and the extent to which the department has thought innovatively and the way in which it has been co-ordinated to look at schools holistically is impressive."

One of Ms Zille's first priorities will be to ensure that teachers are given job security, afer four years of uncertainty over redeployments and voluntary severance packages. The redeployment process is almost complete and with that she believes teachers will be more secure and better committed.

Her vision is to have an "excellent, committed teacher in every classroom, good resources which teachers can use, and a good physical environment as far as we possibly can".

"Those sound like three basics but we are quite a long way from implementing them."

Ms Zille says she wants to "build on the role models of those teachers in extremely difficult circumstances, who are doing quite an amazing job".

She is committed to improving the quality of the system as a whole and particularly the quality of the most disadvantaged schools.

Even though Ms Zille had only been in office for two days when interviewed, she had already had a number of meetings with education officials and had read up on a number of issues.

A Democratic Party member, she drafted the party's provincial education policy document before the election. The basis of the document was that a "good average school" should be the backbone of public education.

"The system works best when there is a partnership. It starts with a very good principal who manages his or her staff well. If the governing body is prepared to help build the governance of the school in partnership and not in competition with the principal and staff, that is the beginning of success for a school."

Ms Zille knows discipline is a major issue facing her but says programmes like the Safer Schools Project will play a major role. "It tries to address problems related to gangsterism and the by-products of the breakdown of society by integrating the school with the community."

Working to increase community involvement with schools is a key element to the successful long term handling of discipline she says.

However, for her, the Presidential Education Review's most startling find is that some pupils get an average of only 21 days of learning out of a possible 190 to 200 in a school year. She says children at other schools get more than 200 days a year due to extra time committed teachers put in.

"So you are getting that enormous disparity. If we could really begin by ensuring that children are getting their full and committed time for learning and teaching each day by well prepared, committed teachers we would really have done a great deal to transform education."

But transformation takes time, and she does not have a magic wand, she says. Her estimate is that schools will reach international public school levels in 15 years if the department sticks to the plan.

Maths and science teachers a priority

CT 24/6/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

CONCERN over an imminent shortage of science and maths teachers in the country has people in various industries scuttling to fill the void in our education system.

The drop in the number of students training to become high school maths and science teachers is the root the problem. The University of Western Cape has only two trainee science teachers, the University of Stellenbosch 10 and the University of Cape Town (UCT) has five.

National efforts to improve the situation, such as the system initiative of the department of education, appeared to have failed. By now this initiative should have had more than a 1 000 trainee science teachers, but the present figure is only about 90. A 1996 audit indicated that there was a shortage of between 4 000 and 12 000 maths and science teachers at secondary level.

Now UCT plans to make a significant contribution to solving the problem. The recent appointment of Michael Kahn to the university's first chair of science, mathematics and technology education, in the faculty of science, is a reflection of the campus' commitment to boosting the number of science and maths teachers.

The aim of the new post is to develop a programme in science, maths and technology education across all sectors and at all levels. Kahn has held positions at the Centre for Education Policy Development, the Science Education Project and the Gauteng provincial government.

He said his first priority would be to determine the needs on the ground and to design a new programme in teacher education — one that was based on research, looked forward and was strongly rooted in school practice.

"Apartheid education, which deemed mathematics irrelevant to blacks, bears much of the blame," said Khan. "While white schools managed to produce suitably qualified graduates for the professions, government and industry, quality science education in black schools remained a rarity," Kahn said.

As a result, schools now produced one black student with higher grade passes in science and maths for every 50 white children who managed this.

"This carries over to higher education. Blacks cannot meet entry criteria for science-based careers at university. So the science and technology professions — and university staff — remain largely white," he said.

"Low interest in becoming science teachers and continued dysfunctional science education in schools equate to long-term weakened economic performance."

Telkom, together with the Sowetan and Protec, have announced the launch of its 1999 Mathematics and Science Teacher of the Year awards.

The awards aim to promote and recognise outstanding efforts made by maths, science and technology teachers. These teachers should have successfully motivated and inspired their students to excel at these subjects during the past 10 to 20 years.

They must also have shown willingness to try new, improved teaching ideas and instill a love for their subjects by interacting with new students.

Nomination forms for the awards, which will be presented in November, can be obtained by writing to Mathematics and Science Teacher of the Year Awards, PO Box 3322, Parklands, 2121.

MAIL & GUARDIAN
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Teachers fail Curriculum 2005

M+G 4-10/6/99 (32)



Philippa Garson
CLASS STRUGGLE

There's nothing like an avalanche of blunt facts to send politicians and theorists scuttling back to the drawing board — at least one hopes so.

When confronted with the disturbing, grainy footage of real life, rather than the crisply sanitised version stamped on to the pages of our many White Papers and legislative and policy documents, you have the choice of covering your eyes with all the papers or sitting up and taking stock.

Time will tell what the policymakers in the Department of Education will do with the alarming findings of the President's Education Initiative Research Project, the subject of intense discussion at a secretive departmental meeting in Vanderbijlpark recently.

Getting Learning Right, the tome to emerge from a sweeping and in-depth research process done by 36 research agencies in more than 300 schools around the country and authored by Nick Taylor and Penny Vinjevold, is a stark warning that unless the quality of teaching is improved on a massive scale and budgets are redirected to give more money to teacher training and classroom resources, our education system is headed for the dustbin.

So far, the education department appears to be suitably concerned by the findings, the product of a government-sponsored project after all. When President Nelson Mandela invited foreign governments to help us solve our pressing education problems, they crowded around the table, hypnotised as usual by Madiba magic, and donated R250-million towards the president's education initiative's various projects. The Danish International Development Agency gave the R4-million necessary for this particular research endeavour, and some of its many findings are horrifying, to say the least.

They confirm what many of us have suspected all along: foundation-phase teachers, who lack proper knowledge of their subjects, are so confused about what Curriculum 2005 requires of them that they have abandoned the traditional "three Rs" approach and not replaced it with anything resembling outcomes-based education. Many are not even teaching basic reading or numeracy in the foundation phase. They are locking away perfectly good textbooks because they do not have outcomes-based education scrawled all over them.

Yet because teachers' knowledge of content is so poor, they are unable to replace the old with much else. They simply cannot do what Curriculum 2005 requires of them, like design their own learning programmes and develop their own assessment strategies. Their inadequate content knowledge and failure to come to grips with Curriculum 2005 are having a negative impact on their pupils, who are suffering in both the lower and higher grades.

Researchers found that "what students know and can do is dismal". Grade four and five pupils are using worksheets more suitable to grade one and are writing words and phrases instead of sentences; little or no reading is taking place. Where students should be using four-digit figures in maths they are still doing basic one-digit sums. The tragic list goes on. Some teachers tested on the same work as their pupils were no further ahead. This research also showed that teachers who performed well in the tests produced students who performed well.

The writing is on the wall: high-quality preservice and in-service teacher training that helps teachers master the subjects they teach and that eases them into outcomes-based education is required on a massive scale. Hopefully the findings of *Getting Learning Right* will put the brakes on plans to implement grade seven in the new curriculum next year.

The research on language use in the classroom shows that people do not fit into the neat, politically correct categories that theorists and political ideologues would have us believe. Though the virtues of mother-tongue learning have been much touted, and tie in well with fashionable "African renaissance" thinking, it is clear that most parents want their children to learn in English. Not only do they "see English as the language of power and access to higher education and jobs" in a global society, but they experience the emphasis on mother-tongue learning as uncomfortably close to the ethnic stereotyping of apartheid days.

The research argues that the notion of a single mother-tongue language is being eroded by urbanisation and the tremendous movements in the school system. Most urban township dwellers speak different languages or at least a mix of more than one language. Children are schooling in far-off places that bear little resemblance to home circumstances. Not surprisingly, none of the schools researched in the project had developed their own language policy, which is supposed to promote multilingualism and mother-tongue instruction in the early years.

Research into teachers' practices also showed an endemically bad work ethic, widespread absenteeism on monthly pay days, time wasted on union activities, no working after school hours, and months of teaching time wasted on preparing and marking exams.

Some education officials have criticised the research for looking only at badly functioning schools and for failing to capture some of the many good and innovative educational practices around the country. Indeed that may be true. But sweeping research done by many agencies into many schools around the country — schools that researchers argue are at worst minimally functioning rather than nonfunctional like so many others — surely resonate with weighty truth. The researchers say that these arguments and counter-arguments take place in a vacuum as there is no database reflecting the numbers of good, poor and nonfunctioning schools to begin with.

Shake-up for Cape colleges

Teacher training rationalised

(54)(321)

LINDA VERGNANI
Contributing Editor

ARG 117 199

The Western Cape's three teacher training colleges are likely to be incorporated into the Cape and Peninsula technikons, according to plans announced by new national Education Minister Kader Asmal.

Mr Asmal has invited representations on plans to declare the Cape Town College of Education and the Onderwyskollege Boland in Wellington as sub-divisions of the Cape Technikon, and to convert the Western Cape College of Education into a sub-division of the Peninsula Technikon.

As part of plans for the rationalisation of South Africa's tertiary education sector, the number of colleges of education will be reduced from 76 to around 20. Most will be incorporated into universities and technikons.

Ahmed Essop, chief director of higher education in the national education department, says the move will bring the surviving colleges of education into the higher education system for the first time and "lead to a major restructuring of teacher education and improvement in the quality of teacher training".

In terms of the Higher Education Act, most colleges of education will become sub-divisions of universities or technikons while a few will become independent public higher education institutions.

All the colleges will in future fall under jurisdiction of the national education department instead of the provinces.

There is concern among some educationalists that the massive rationalisation of colleges of education could lead to a shortage of primary school teachers within a few years. The colleges, including many previously segregated and homeland institutions, produce the bulk of the country's primary school teachers, while most high school teachers are products of universities and technikons.

'If you rationalise the colleges, you will turn off the supply tap for primary school teachers'

But Mr Essop says the technikons and universities together with the remaining colleges are able to provide sufficient teachers to supply demand. "If there is a need for more teachers in future we can plan ahead and expand the capacity of these institutions."

On Tuesday Mr Asmal advertised details of his plan to declare specific colleges of education in five provinces as public higher education institutions. In most cases the colleges will be incorporated into universities and technikons from January 2000.

Professor Brian Figaji, vice-chancellor of the Peninsula Technikon, said while Pentech had had preliminary discussions with the Western Cape College of Education, it would now start discussions with the education department about what it intended to do and "what we want to do".

People would be able to object to the process and raise their concerns before anything was finalised.

Professor Figaji said in terms of an agreement with the Cape Technikon, Pentech currently concentrated on training high school science, maths and technology teachers and wanted to continue specialising in this. Training primary school teachers was a new field "and we are happy to do it".

Willie Smith, associate director of commercial education at the Cape Technikon said the Cape Town and Boland education colleges had opted to seek incorporation into the Cape Technikon's School of Teacher Education and "we've accepted that".

Mr Smith said that the move would definitely lead to an upgrading of teacher education. The technikon would draw up a new teacher training curriculum in consultation with the two colleges and students would qualify with a national diploma, enabling them to teach pupils up to grade nine.

Basil May, executive director of the Committee of College of Education Rectors of South Africa, said while his group supported rationalisation it was concerned that it had not been consulted. Mr May said the committee, which represents the rectors of the 76 remaining colleges of education, had been "excluded" by government from negotiations about the future of the colleges.

On the one hand, Mr May said: "We support rationalisation because of the way the apartheid government went about establishing colleges of education." There was a massive duplication of facilities which the country could not afford.

But on the other hand his committee believed there had been a lack of centralised planning. "The government is being over-hasty in getting rid of colleges built with taxpayers' money. It is almost exclusively the historically advantaged colleges that are being incorporated into technikons and universities while the historically disadvantaged colleges are uncertain about their futures. So the divide between the haves and have-nots continues."

Mr May said between 1994 and 1998 the number of colleges had decreased from 96 to 76 nationally and the number of students had dropped from 86 630 to 31 824.

"Our sense is that in five years, if the government's policies work out, there will be a shortage of teachers. We believe the college infrastructure should be retained as much as possible so that if there is a need, more teachers can be produced."

Professor Albert Weideman, professor of didactics at the University of the Western Cape, said the colleges of education had been "tossed around politically since 1910". The effort by government to take them out of the political arena and include them in the tertiary sector was "laudable".

But he was concerned that the government might cause a future shortage of primary school teachers. "I have a suspicion that they may have turned the supply tap off and that could quite quickly impact on the number of professionals available. If we don't do something about it now, by the year 2005 we will have a shortage of up to 13 000 secondary school teachers.

"If you rationalise the colleges of education you will turn off the supply tap for primary school teachers and increase the potential deficit.

"; he moment you rationalise on the scale they intend doing, you are preventing people choosing teaching as a career. My forecast is that in the next four years we will be facing one of the biggest crises in teacher supply in our history."

But Mr Essop contended: "The fact we need more teachers in future is not merely dependent on keeping all 76 colleges open. We will have to ensure that the existing institutions – technikons, universities and remaining independent colleges – have the capacity to produce the teachers."

Mr Essop said the national teacher education audit of 1995 showed that "in general the standard of teacher training was abysmal". In most cases colleges had been run like schools by provincial education departments.

Incorporating colleges into universities and technikons would "contribute to focusing on quality".

Benefits of teacher redeployment

The implementation process contains lessons about successful dispute resolution and organisation building, argues **Dhaya Pillay**

BD 2/7/99 (321)

MUCH negativity persists about the education department's Redeployment and Rationalisation programme for teachers.

It has been a source of anxiety for educators and pupils. The uncertainty of not knowing where and when one will be transferred or even retrenched is not easy to endure. The delays that protracted what was meant to be a three month programme to more than six months also did not boost morale.

However, important long-term gains have been made. The obvious gains were the primary objectives of the programme. First, the equitable redistribution of human resources to underprivileged communities. Second, it "exorcised" the "ghost" workers so that the department to say whether there was a teacher in each classroom.

It is the less obvious benefits that warrant attention lest their significance for future development work be lost.

The programme was embodied in a collective agreement called resolution 6, signed by three of the most representative trade unions in the education sector and by the education department. Resolution 6 set out the principles and procedure for the programme.

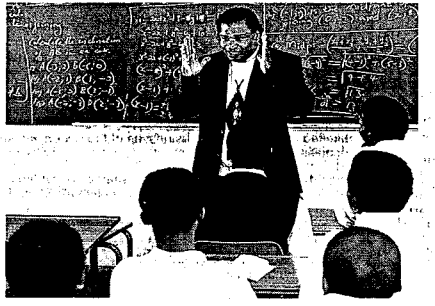
The first step was to establish provincial task teams in each of the provinces. An interprovincial task team was also set up to which these teams reported. The teams included representatives of the unions and the department. Independent chairmen were appointed to facilitate each task team.

The teams met initially about three times a month. The chairmen had to present written reports at monthly interprovincial task team meetings.

The task teams' function was to monitor the programme, principally by checking that the management plan was on track. If it was not, then the causes of the delay had to be identified and remedied. Many problems emerged along the way, and the management plans were adjusted time and again. The way these problems were overcome has lessons for dispute prevention and for building sustainable organisations.

The dispute systems were designed so that grievances and disputes could be addressed in forums that were most accessible to educators. In KwaZulu-Natal, for example, educators who were aggrieved by the process of identifying excess educators and declaring vacancies at schools could refer a grievance to the district dispute committee. If this committee failed to resolve the grievance, it could be referred to the regional dispute committee and thereafter to the provincial dispute committee.

Each dispute committee was made up of representatives of the three unions and the department. The chairman of the provincial task team also chaired the provincial dispute committee. No grievance or dispute would be considered by the provincial committee unless the educator had undertaken to be bound by its decision. No trade union would assist a member who rejected a unanimous decision of the committee.



The redeployment of teachers has caused great anxiety for those involved, but there have been positive aspects to the process.

Several hundred grievances were resolved at district level in Kwa-Zulu Natal, with only 54 disputes referred to the provincial dispute committee.

Thus, the first lessons to be learnt from the programme are in the field of dispute prevention.

The critical success factors can be listed as follows:

- There was a high level of co-operation between the trade unions and the department. This must be attributed mainly to their common need to address a mutual problem and to do so urgently. At times when the enormity of the tasks became overwhelming, the trade unions pitched in to assist. A breakdown in relations and the consequences for the programme were too ghastly for any of the parties to contemplate;
- The union and the departmental representatives were experienced and knowledgeable about resolution 6 specifically and labour relations in the education sector generally. The rules of the game were clear. All that the parties needed to do was to apply them. It was clear what the criteria were and the order of priority in which they should be applied when identifying excesses and declaring vacancies. Those principals who selected educators as excess to punish them were asked to redo the process;
- The process was entirely transparent and there was a regular flow of information between the parties; and
- Transparency bred mutual accountability. Managers had to account publicly for their failures. Trade unions had to act consistently with resolution 6, however hard a pill it was for their members to swallow.

The process also made possible the building of a sustainable organisation. Once it became evident to the managers in the districts and regions that their successes and failures were scrutinised by the various task teams, they realised that they were personally responsible for the correct implementation of the programme. The buck stopped with them.

The experience in the Eastern Cape was particularly heartening. In May, the provincial task team observed despondently that the districts were not complying with the management plan and the prognosis was that the programme would not be completed as targeted by the end of June.

The team diagnosed the problem to be ineffectual communication between the province and the districts. Bringing district managers to a central venue meant that some of them had to travel a long distance over difficult terrain which was tiring and impeded participation and concentration at the briefings. Furthermore, given the short time over which the briefings were held, not every district had its problems heard and addressed.

The task team decided to send a joint team to visit each district to hear what their difficulties were and to make sure that they understood Resolution 6 and the urgency of the programme. Seeing the trade union leaders co-operating with the department instilled confidence in managers and educators at district level. The "district drive", which took more than a week and long hours of work, brought about the turnaround in the Eastern Cape.

The lessons in dispute prevention and the building of organisation at district and regional levels can provide the foundation for substantive reconstruction and development work.

The first phase of identifying excesses and declaring vacancies is almost over. The next phase of appointing educators is underway in some provinces. We must not lose sight of the positive spin-offs from what is a painful process for educators.

Pillay is chairman of the provincial task team for KwaZulu-Natal and the Eastern Cape. The article is written in her personal capacity.

BD 7/4 1999

Province considers severance packages

Primarashni Pillay (321)

THE Northern Cape education department said yesterday it was considering offering teachers voluntary severance packages as part of its teacher rationalisation process.

KwaZulu-Natal, the Western Cape, Gauteng and Mpumalanga officials said they would not offer teachers severance packages as they had more vacancies than excess teachers in the system.

The teacher redeployment and rationalisation process began more than three years ago and is aimed at achieving equity.

It entailed provincial education departments redeploying excess teachers to schools where there are shortages. Largely the rural and township schools were to benefit.

About 15 400 teachers were granted packages about two years ago at a cost of more than R1bn in leave gratuity and other benefit payouts by government.

The national education department was condemned by political parties for this move as these teachers took with them experience and expertise.

Thereafter the department attempted to redeploy teachers to areas that had shortages but it clashed with teacher unions.

Last year the unions and the department agreed on processes to circumnavigate redeployment but severance packages were seen as a last resort.

Meanwhile, Northern Cape education department spokesman Annelie Potgieter said there were 359 excess teachers and 502 vacant posts. The department had redeployed more than 100 teachers but "there are 232 who cannot be redeployed because they are not properly qualified or their qualifications do not fit the profiles of existing vacancies", she said.

Potgieter said these teachers would be kept on and would teach non-examinable subjects or would be used to fill in for teachers who were on leave.

"We would consider offering teachers packages if it has cost saving implications," she said.

She also said that the department had planned for the possible retrenchment of a small number of teachers.

The Western Cape was in the final lap of the redeployment process and education MEC Helen Zille said "it would be completely unacceptable for the province to spend large amounts of money on voluntary severance packages when we have vacancies for teachers".

KwaZulu-Natal's education department spokesman Mandla Msibi said there were 8 119 vacant posts and 6 700 excess teachers: "We don't have the budget for packages. We have jobs for all permanent teachers."

Duncan Hindle, chief director of human resources in the national education department, said the option of packages was open to provinces provided that the provinces had their own financial means to do so.

Cape MEC keen to get teachers into top gear

BD 12/7/99 (321)

This includes increasing teacher's time in class and improving quality

Linda Ensor

CAPE TOWN — Increasing the number of hours teachers spend in the classroom and improving the quality of the education they provide will be high on the priority list of the Western Cape's new education MEC, Helen Zille.

Zille said that improving the quality of education and achieving a good return on investments were the key issues, rather than the amount of money government spent.

Other priorities would be improving security at schools — a critical issue on the Cape Flats — and recruiting good students to enter the teaching profession. She said there was a dramatic fall-off in the number of students in training, especially in the crucially important subjects of maths, science, languages and information technology.

Within the next few months Zille and her cabinet colleagues will be outlining five-year targets for the department. Premier Gerald Morkel has pledged his government will set out objectives after 100 days in office.

Zille said her targets would be modest and achieveable. "If we can ensure what many schools take for granted — that teachers are in the classroom for the full teaching and learning time, are prepared and focus on the curriculum — we will have achieved a great deal."

A major problem was the little time some teachers spent in the classroom, partly because terms and the school day started so late.

Research found that principals of about 250 schools in the country estimated that about 21 days of schooling were happening a year, compared with more than 200 days in good schools.

Zille was adamant that training of teachers should take place in such a way that teaching time was not lost.

She said she was keen to select as models schools which would benefit most from intervention. These should have a committed principal, good staff and an involved parent body.

A key principle would be that improvements in the quality of the weakest schools should not destroy the standards of institutions of excellence.

Zille said she would also like the reintroduction of quality assessment. This had been absent since the school inspectorate collapsed under pressure from teachers' trade unions which refused to have members scrutinised.

"My view is all employees should be subject to performance targets from the top down, and performance appraisals should have career or pay-related consequences," Zille said.

An obstacle in achieving this, however, was that she was bound by national labour agreements and could not introduce local management systems not agreed to at national level.

The lack of a national retrenchment mechanism for public servants would also stymie the retrenchment of 490 extra teachers in the Western Cape.

Zille said her list of priorities would include installing a sound managerial infrastructure. Senior staff at schools and members of governing bodies would also have management training.

North West's surplus teachers vie for posts

(321)

Sowetan. 19/7/99

By Victor Mecoamere
Education Correspondent

A TOTAL of 6 570 surplus teachers will compete for 4 186 vacancies in North West, the province's education, MEC Mr Zacharia Tolo, said in Rustenburg at the weekend.

Sixty additional vacancies are yet to be advertised.

This leaves out 1 444 teachers who would be out of a job from the third term, which begins today, had it not been for a standing agreement with the South African Democratic Teachers Union, according to Tolo.

"The appointment of 3 391 teachers as principals, deputy principals and heads of department will be effected in October. We have set aside R105 million for the filling of these promotional posts, with the aim of strengthening the school management system.

"This means that the number of vacancies available will not cover all the teachers declared redundant. However, teachers who are not allocated posts at the end of the process are to remain in their respective institutions and should be fully utilised," said Tolo.

Only 162 teachers have opted for voluntary redeployment. The majority, most of whom live and work in urban areas, declined to relocate to rural areas where there is an acute shortage of staff.

Tolo said his department was investigating rumours of the existence of ghost teachers in the province. A preliminary probe has revealed that rumours of ghost teachers could have emanated from teachers being transferred to other schools.

Another possibility was a teacher being transferred to another province and the process being finalised when the teacher resumes duties in another province.

A teacher may have resigned and the information only reaches the head offices after three months. In all three situations, salaries were deposited in the affected teachers' bank accounts but will be recovered from their pension payouts.

University project aims to supplement teacher training

Primarashni Pillay

TEACHER training at schools in the Pretoria region will be given a boost with the launch of a project led by Pretoria University and academics and schoolteachers from Oklahoma in the US.

Johannes Slabbert of Pretoria University said the project aimed to expose pupils and teachers to outcomes-based education and the concept of lifelong learning. It would do so by getting schools to network with one another and with teachers from the US.

He said four schools from the area, including Soshanguve and Mamelodi, had been identified for the project and they would each network with about four other schools. Some members of the US contingent, which is in SA for two weeks, would help the schools form clusters.

"The schools in the clusters will network with one another and clusters will network with other clusters," Slabbert said.

He said SA teachers were not well trained in implementing outcomes-based education. This concept of teaching required them to interact with others in the field.

"There will be constant contact between teachers, both physically and through the internet, so the process will be continuous," Slabbert said.

Another aim of the project was to form tertiary institution clusters which would share information on higher education.

The institutions would supervise the research that teachers are required to do. In line with recent education policies teachers are required to spend 80-hours a year attending in-service training outside school hours and to conduct research.

Meanwhile, Education Minister Kader Asmal embarks on a four-day "listening campaign" today in which he will meet representatives of various sectors in education, including student organisations, university principals and teacher unions.

The campaign's aim is for the newly appointed Asmal to be informed of the concerns of these people before he takes policy decisions. Asmal will announce his policy decisions next week.

(321) MD 20/7/99

Placing of excess teachers is halfway there

CT 22/7/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

IT has been at least six months since the redeployment of teachers started and more than half the excess teachers in the Western Cape have found new posts.

Just over 600 teachers, of about 1 000, have found posts, said Western Cape Education Department (WCED) spokesperson Tony Eaton yesterday.

About six weeks ago, the WCED passed the halfway mark, with 553 excess teachers finding posts, leaving 367 teachers in excess.

During this term officials will be matching teachers and schools to finally see the process completed.

According to an advertisement placed by the WCED some months ago, the redeployment process had not achieved the success the department had hoped for. This was because some schools "could not find suitable applicants from the list of those available, while others did not apply their minds adequately to this task and other (schools) sent their responses too late".

When the national agreement on rationalisation and redeployment was signed last year, the WCED had a new post provisioning model which determined how many teachers each school should have. It was based on statistics and applied to all schools and technical colleges. About 1 000 teachers in the Western Cape were chosen for redeployment.

Now, the WCED has put out a new promotion list, inviting all teachers to apply for about 700 posts. Excess teachers may also apply, and it is also hoped that the vacancies created by the promotions of current teachers will open jobs for excess teachers.

Teachers have until August 2 to submit applications.

The redeployment process has meant that provincial education departments had to divide their staff budgets by the average teacher salary to work out the number of posts they could afford.

These posts were then divided among the total school population of the province, resulting in "affordable learner ratios".

Schools were allocated their teachers, the number depending on the types of subjects — certain subjects warranted more teachers.

● Trainee teachers' enrolments at colleges, universities and technikons have decreased dramatically since 1994.

Contributing factors include no job security, the perception that there's an oversupply of teachers, the tarnished image of the profession, the unsafe environment, bigger classes and work loads and limited bursaries for aspirant teachers.

'All 40 000 redeployed teachers will be placed'

(321)

By Russel Molefe

ALL 40 000 teachers who were found to be redundant at their schools will be posted to other institutions, the Department of Education has said.

However, a fair number of teachers to be redeployed are still in the dark about their future as they have not been posted since the schools reopened on Monday.

The Northern Province is hardest hit. It is still far from completing the redeployment process because of errors committed by principals and area managers.

National education spokesman Mr Duncan Hindle said the majority of the 40 000 teachers to be redeployed have already been posted, with Gauteng leading the way.

"We are trying to accommodate all the teachers who have been identified as being in excess at their schools. We are at 'a mopping up stage' – dealing with those that are still left out.

"We appreciate teacher unions' support during the whole process. However, we have received individual complaints from some teachers who felt they were wrongly identified as being in excess," Hindle said.

For teachers who will be qualify this year and enter the job market next year, Hindle said it will be business as usual. "All the students who will be qualifying at the end of this year will be able to apply for any vacancies available." Northern Province education spokesman Mr Bernard Matsana said the delay in the redeployment of the 4 300 teachers in the region was due to the principals and area managers who returned unsigned forms.

"The forms were sent back to the schools. During school holidays when some principals and managers were not available.

"But everything is back on track now," Matsana said.

23/1/96

Asmal warns teachers: No work, no pay

er · 23/7/99

(321)

PRISCILLA SINGH and ZINE GEORGE

EDUCATION Minister Kader Asmal has expressed his "deep regret" over the planned labour action of teachers today, saying that if it results in a loss of teaching time he will implement a "no-work, no-pay" policy.

The action, spearheaded by Cosatu, will take the form of protests around the country from 10am to noon today.

Asmal said the action is premature and unnecessary because salary negotiations are continuing. The state's current offer to teachers means that about 90 percent of teachers would receive an increase of 6,5%, he said.

Apart from these negotiations, the Education Department is holding talks with teachers' unions aimed at improving the status of teachers, which will include the development of a "proper basis" for salary progression, Asmal said.

He added that Education MECs have been advised of the "no work, no pay" policy and have made plans to implement it properly. "The disruption of schooling at the start of the new term is unfortunate, particularly as the government has given top priority to education, as evidenced in the state-of-the-nation address by the President," Asmal said.

Meanwhile, the country's biggest Afrikaans teachers' grouping, the Suid-Afrikaanse Onderwysersunie, has also voiced its dissatisfaction over the wage negotiations.

"The new average salary increase of 6% is a slap in the face of educators who have been victims of the breaching of agreements by the state and uncertainty about their positions due to the sword of redeployment hanging over their heads.

"The introduction of a revised remuneration system to enable the state to decrease benefits such as pension and housing is unacceptable and only contaminates the present serious salary dispute," said the union's president, Corn Booysens.

Meanwhile, the Western Cape Education Department has advised parents to send their children to school today in spite of the industrial action called for by the Congress of South African Trade Unions (Cosatu) and its three major affiliates.

The public-sector unions of Cosatu — the South African Democratic Teachers' Union (Sadtu), the National Education, Health and Allied Workers' Union (Nehawu) and the Police, Prisons and Civil Rights Union (Popcru) — are embarking on a labour action today in protest against the 6% increase offered to public service employees.

Of the 27 304 teachers employed in the Western Cape, about 12 000 are Sadtu members.

Teacher absenteesm will mainly affect historically disadvantaged schools, as about 80% of their staff are Sadtu members.

STRIKES, PROTESTS PLANNED

Teachers set to down chalk for two days

CT 26/7/99

(321)

PUBLIC-SECTOR unions not aligned to Cosatu will picket for higher wages at lunchtime today and threaten to strike on August 3 — a few days after the strike planned by Cosatu. **JUDITH SOAL** reports.

SCHOOLS in former coloured and black areas are likely to close on Thursday and Friday if Cosatu's threatened "full-scale" strike goes ahead. Its impact on essential services like hospitals, police stations and prisons is harder to predict.

Most teachers in former model C schools — still largely attended by white pupils — do not belong to the Cosatu-aligned South African Democratic Teachers' Union (Sadtu) and so these schools will stay open. However, non-Cosatu unions said yesterday they were planning their own protests if the government did not increase its wage offer.

A Sunday newspaper reported that Finance Minister Trevor Manuel had said the government would not offer a new wage deal when talks continue tomorrow. His office later denied this.

"Contrary to the impression created by weekend reports, the minister did not suggest the doors of dialogue were closed," said Manuel's adviser, Murray Michell. He would not say whether this denial meant there would be a better offer. "That is up to (Public Service and Administration Minister) Geraldine Fraser-Moleketi."

Fraser-Moleketi declined to comment until after tomorrow's meeting.

The unions yesterday called the reports "unfortunate".

"We have already indicated that if we do not have confirmation of a better offer by (Wednesday) there will be a full-scale strike on Thursday and Friday," said Sadtu's Don Pasquallie.

Cosatu unions Sadtu, Nehawu (National Education, Health and Allied Workers' Union) and Popcru (Police and Prisons Civil Rights Union), representing 500 000 workers, want a 10% increase for public servants; the government's latest offer is 6,5% for teachers and an average of 6% in other sectors.

The dispute, which was put on hold for the government and Cosatu to present a united face during the election, is being billed as a test of strength within the alliance. There are no clear predictions yet as to who will win.

Pasquallie hinted that the unions would accept a wage increase of around 8%.

"Since inflation is at 7,9%, any increase below that would be unacceptable. The government can read into that what they like."

He said the union considered Friday's protest marches to be "a huge success" and an indication of the scale of disruption that the real thing could cause.

"We called for teachers to leave schools only from 11am and we didn't call out the rural areas. Some schools were able to make alternative plans so as not to close but we can't guarantee this will happen on Thursday and Friday."

He predicted that schools where the majority of teachers belong to Sadtu would have to close. "It is unfortunate that it is the previously disadvantaged pupils that will suffer but that is the government's responsibility."

The head of labour relations in the provincial health department, Alan Frauenstein, said yesterday that some essential-services staff had broken the law on Friday.

"Our preliminary reports say there were some individuals from essential services who participated," he said, "although there was no disruption to clinical services."

The law states that support staff — like cleaning workers and caterers — are included under the definition of essential service workers and may not strike. The law allows unions to negotiate for a skeleton staff to maintain support services during a strike, but Frauenstein said this agreement had not yet been put in place.

The majority of Nehawu and Popcru members are therefore not eligible to strike, though both unions have supported the strike so far. Breaking the law is deemed "misconduct" and leaves offenders vulnerable to disciplinary action, which includes being fired.

Meanwhile, the Federation of Unions of South Africa (Fedusa), which represents the Public Service Association (PSA), hospital personnel union Hospersa and Public and Allied Workers' Union (Pawusa), met at the weekend to discuss its own protest plans.

"We will call our members to a picket at lunchtime today and tomorrow," said Hospersa's Michael Vermeulen. "Then we will march to Parliament on Friday and there will be a stayaway on August 3."

SA teachers chalk up fair pay – report

But study rates productivity low as strikes loom

(321)

ARG 27/7/99

LYNNETTE JOHNS
EDUCATION REPORTER

Thousands of teachers are preparing to down chalk and take to the streets to demand more money – even though South Africa spends more on its teachers than many comparable countries.

A recent study by Luis Crouch, who was an economic consultant to the Education Department at the time he issued his report, said the cost to the Government and taxpayer of the teachers' wage bill was more than double that in comparable countries.

One of the findings was that South African teachers were not as productive as they could be. An indication was in the matric results.

Last year, just over 50% of all matric candidates passed. In the Western Cape the pass rate was 79,2%.

Yet teachers take home between 20% and 30% more than fellow citizens of equal education.

Mr Crouch compared teacher salaries with those paid in 10 countries whose economic status is similar to South Africa's.

The ratio of a teacher's cost to gross domestic product (GDP) per capita was twice that for teachers in Chile and nearly four times greater than in Mexico.

Education Minister Kader Asmal says one of his primary objectives over the next five years is to lower the proportion of the education budget spent on personnel and boost expenditure on books and materials.

But teacher unions argued that although state spending on teachers was high, performance had been affected by unacceptable conditions, job insecurity, gang violence, lack of resources and poor leadership.

More than 90% of the provincial education budget goes on salaries.

The Crouch report says last year the average starting salary for a teacher with a university or technikon qualification was R3 876 a month, compared with the R1 878 an equally well qualified employee in another sector would earn.

Now teachers are demanding a 10% increase and teacher unions will be locked in wage negotiations with Minister of Public Works Geraldine Fraser-Moleketi today.

The Government has offered a 6% increase.

DP's rescue mission for country's education crisis

Get rid of those teachers who don't really want to teach

(321) ARG 28/7/99

JOE SERAMANE, the Democratic Party's education spokesman, offers his solutions to what he calls South Africa's education crisis

No one with children at school, or with any interest in education, is likely to view the departure of former education minister Sibusiso Bengu with regret.

His reign, characterised by flashy plans holding more ideological conviction than common sense, has been a significant factor in the steady disintegration of educational services over the past few years and the worst matric results in 20 years.

The education system is in a crisis of quite mind-boggling proportions and it needs urgent and drastic action.

President Thabo Mbeki's appointment of Kadar Asmal sets the tone for what, we hope, will be a new, more effective and constructive era.

In light of the changes to the control of this crucial ministry, I believe it is a good opportunity to offer some of the Democratic Party's education proposals to the new Minister of Education as workable, feasible blueprints for a much-needed new beginning.

Firstly, Curriculum 2005 must be abandoned.

It has achieved exactly the opposite of its stated aim to improve schooling to the poor. Utopian demands placed on under-prepared and demotivated teachers in overcrowded classrooms has served only to widen the chasm between former white and former black schools.

In its place, we propose a radical plan which does not look at the education system through the murky, warping lens of idealism, but which goes to the root of the crisis.

As a practical first step to rescue children living in the most educationally deprived areas, the DP proposes to establish Education Enterprise Zones (EEZ).

Within these zones, prescribed teacher/pupil ratios and zoning regulations will be scrapped, and procedures involved in setting up new schools relaxed.

The EEZ concept has been tested with success in several poor, inner-city areas in the United States, where it has rescued thousands of pupils from low quality public schooling systems.

Pupils will be allocated an amount equal to the current state subsidy.

The pupil will be able to attend any registered public or private school, in or outside the pupil's own zone.

This system will give parents

'Stronger steps must be taken to improve the lot of dedicated teachers in the worst-off schools'

value for money by putting a greater degree of direct control over schooling into their hands.

Funding for each school in an EEZ will be directly tied to the number of pupils it is able to attract.

Under-performing schools will be compelled to offer a better service and if a school fails to fill a prescribed proportion of its capacity, it will be closed down.

This proposal is aimed at areas where education is particularly bad.

In addition to this, it will be necessary to implement some structural changes to the system.

In his opening of Parliament speech the President emphasised the importance of improving in-service training for teachers. This is undeniably important.

But, while there are many teachers who would be more effective with additional training, there are also too many others who lack sufficient commitment to teaching to ever be effective.

These teachers must be rooted out – an issue which Dr Bengu avoided with great success for the five years of his reign.

The Government has an obligation not only to improve training for teachers who are willing but underskilled, but also to remove those teachers who are not willing.

A programme to improve skills training must be linked to a formal and rigorous performance appraisal system, which in turn should be linked to a retrenchment mechanism for those teachers who have systematically failed to fulfil their obligations.

At the same time, we believe that much stronger steps must be taken to improve the lot of dedicated teachers in the worst off schools.

Based on the School Register of Needs Survey, we propose that schools be placed in categories, ranging from high to low priority, according to their degree of deprivation.

Schools which fit into the lowest category will be entitled to certain benefits. For example, teachers in these schools will be paid higher salaries to attract better teachers.

These schools will be allocated more teachers per pupil than other schools, and will have priority in the allocation of teachers working to pay back bursaries.

Dr Asmal's tenure as Minister of Water Affairs and Forestry showed him to be creative in finding solutions, but also realistic enough to accommodate his ambitions into the limited resources available.

These are exactly the skills which his predecessor lacked but which are crucial for the revitalisation of education.

The DP welcomes this change. We hope that the new era will see bold, resourceful leadership in the forging of a healthier education system which allows all children to reach their full potential.

Two more unions may join Sadtu

CT 28/7/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

TWO more teacher unions are considering supporting the South African Democratic Teachers' Union (Sadtu) strike call if the government does not improve the 6,8% wage increase offer.

The Suid-Afrikaanse Onderwysersunie (SAOU)and the National Professional Teachers' Organisation of South Africa (Naptosa) said the state's offer tabled in the Central Bargaining Council yesterday was not enough to meet teachers' demands and that the state apparently did not appreciate the seriousness of the matter.

They said they would be consulting their members on what further action was necessary to achieve a bigger increase. If industrial action is agreed upon, the former Model C schools would also suffer the effects of the planned teachers' strike.

All unions want a general salary increment linked to the 8% core inflation rate determined by the Reserve Bank, and an effective salary progression model for teachers.

Naptosa president Musa Shezi said the state had only improved its previous offer by 0,3%, which in many cases amounted to an increase of less than R20.

CRISIS AT EVERY LEVEL IN EDUCATION, SAYS ASMAL — PAGE 5

Meanwhile, Sadtu president Willy Madisha said they were still prepared to negotiate with government officials to avert a stand-off between the two, and SAOU president Corn Booysens said the present crisis had its roots in the constant negation of collective agreements and undertakings since 1996, when teachers abandoned the notch increases on the promise that an improved salary progression would follow.

"Four years later, and in spite of promises by the state, teachers are still on the same salary notch.

"The members of this union have exhibited great patience and responsibility in the dealings with this matter and now rightly demand that a proper salary progression model be implemented," Booysens said.

The SAOU will decide tomorrow on whether it will embark on industrial action.

Shezi said that Naptosa was fundamentally against any action that could damage the culture of learning and teaching. However, the state's latest offer fell far short of their demand and he would consult his members on what course of action to follow.

"The morale and confidence of our members will be negatively affected by the attitude of the state and this will have unfortunate consequences," Shezi said.

Offer doesn't close the gap

A TEACHER on the lowest salary scale will have spent at least three years studying after matric, but earns about R1 750 a month. The state's proposed 6,5% increase will take that up to R1 860.

A teacher with five years experience on top of a degree or a diploma will earn about R4 500 a month — the government is offering to increase that to R4 783.

At the top end of the scale, a director in the education department earns about R18 500. Even though this person will get a lower percentage increase of 3,5%, his or her salary will go up to R19 100.

Sadtu says this doesn't make sense.

"The lowest paid workers will receive a monthly increase of only R110 before tax while the highest managers will receive R607 before tax. Clearly this scenario is not addressing our demands for closing the wage gap in the public service." — Staff Writer

Strike affects 400 W Cape schools

(152) (321) ET 30/7/99

JUDITH SOAL

MORE than 400 Western Cape schools were affected by yesterday's public sector strike, but health services and police carried on pretty much as usual.

It is not unreasonable to expect the "comrades" and the "bosses" to disagree during a labour dispute. You might guess they would differ on whether the workers' demands are reasonable; they are sure to clash over which party will emerge the victor and they may even have a contradictory interpretation of the laws governing industrial action.

That's only natural. It's when they present different "facts" that the media's job is difficult.

Take the National Education, Health and Allied Workers Union (Nehawu).

At an 11am press conference Nehawu's Andrew Madella announced that its 14 000 members had joined the national strike to protest against the government's offer of an average of 6,15% increase for public servants. He said only health workers directly involved in patient care — the minority of Nehawu members — were on the job. All health services had been severely affected.

Yet Health MEC Nick Koornhoff said later that services hadn't been affected at all. "According to my reports the impact was even less than last Friday when 181 health workers left their posts to join the march. We can only confirm 35 absentees."

The *Cape Times* went to Groote Schuur Hospital and was told not one worker was on strike. The same at Red Cross Children's Hospital. Tygerberg and Somerset hospitals said there had been a picket and protest at lunchtime, but healthcare continued uninterrupted. No disruptions were noted at the day hospitals either.

Now Koornhoff put this down to staff loyalty and thanked health workers for rejecting the union's call. But the people the *Cape Times* spoke to said they were just waiting for the word.

"We haven't heard anything; the shop steward hasn't been around," said one Nehawu member at Groote Schuur Hospital.

"Of course we are ready to strike. We will strike as soon as they tell us to," said another member at Red Cross Children's Hospital.

It was the same story for policing. Popcru leader Mack Manuel said about 2 000 members — those not defined as essential service workers — were on strike. The prison authorities reported that no one had been missed.

It was in the schools that the strike caused the greatest disruption, but even here there was no consensus on just how great. Don Pasquallie of the SA Democratic Teachers' Union (Sadtu) said 12 300 educators had downed chalk; the education department put the figure at 4 000.

"There were 427 schools affected out of 1 700 in the province," said Eugene Southgate, director of labour relations in the education department. "There was one school were all the teachers attended but many parents kept their children at home."

Some schools arranged for parents and volunteers to babysit when teachers left at 11am, but 202 schools closed early.

The schools affected were largely the former Department of Education and Training and House of Representatives schools — in other words, the schools still largely attended by black and coloured pupils.

The "comrades" must be secretly disappointed with yesterday's turnout; the "bosses" admit it could be worse today.



ANDREW INGRAM

h in Mitchell's Plain meet in the staffroom

Kids roam streets as teachers strike

'What about us?' demand angry pupils due to write matric soon

ARG 30/7/99 (152) (321)

LYNNETTE JOHNS AND TARZAN MSITA
Staff Reporters

Children throughout Cape Town were wandering the streets aimlessly for the second day today as striking teachers gathered to picket in support of their wage demands.

And an indefinite public service strike looms if the Government does not increase its offer from 6.15% to at least 8.15%.

Yesterday, teachers who were members of the South African Democratic Teachers' Union, Sadtu, were huddled in meetings, sitting in the sun or talking in staff rooms. Union members had been instructed to report to schools, but to withdraw their labour.

Monday is expected to be a normal school day, but if the wage negotiations don't succeed by then, teachers could stop again from Tuesday.

But at Athlone High, where only four teachers are Sadtu members, noisy students were settling in for lessons.

Deputy principal Mary-Ann Wilson, however, refused to allow a Cape Argus news team to photograph teachers at work.

"We do sympathise with the cause, but our teachers are still waiting on a mandate from their union, the Teacher's League of South Africa," she said.

She said teachers did not want to cause a rift between their union and Sadtu.

Down the road from Athlone High, at Blossom Road Primary, teachers downed chalk at 10.30am and, after a staff meeting, decided to support the strike.

Most former Model C schools in Cape Town were unaffected by the strike.

Children not in class yesterday found different ways to amuse themselves. A group of boys was having a great time playing cricket close to Silverlea Primary in Klipfontein Road, Athlone, until they were herded back to school by the principal, even although other children had already left the school.

For many pupils, the strike provided a chance "to sleep late and relax", but for matric pupils the situation looked grim.



ANDREW INGRAM

Where's the bus? with no teachers on hand to give them lessons, pupils from Silverlea Primary in Athlone wait patiently for a bus to take them home

Belgravia High School pupils, waiting for buses and taxis in Klipfontein Road said they would not go to school today because of the strike.

"It will just be a waste of time," Khululwa Mdinia said. "What if they decide to strike indefinitely? What about us?"

With only 30 school days left before mock matric exams, Khululwa, from Bulemko High in Khayelitsha, said she was getting nervous.

Her friend, Babalwa Mngxekezo, who wants to study fashion design next year, said: "If the strike continues, how will we pass? I am so scared I will fail."

Other pupils, who did not want to be identified, said that if they failed Grade 11 this year the teachers would say it was because they had not studied enough.

"However, they are the ones who are not teaching enough," said one angry pupil.

Teachers said they would go back to work only after getting an inflation-related increase.

It is expected that a strike ballot could be called today.

Jonavon Rustin, Sadtu's inland regional chairman, said that if an indefinite strike was called, communities would be consulted.

"Sadtu does not want to disrupt education, but we need commitment from our employer to treat bargaining seriously. Their shift from 5.7% to 6.15% is not serious negotiation," he said.

At Glendale High in Mitchell's Plain, pupils went home, but teachers remained at school, debating union issues. They were convinced the Government could not enforce the no-work no-pay rule, as teachers had reported for school.

"We told the children about the strike and they took the decision to leave," said principal Achmat Choatia.

At Zingisa Primary in Guguletu, teachers were sitting in the middle of the quad, enjoying the winter sun and their lunches, while a schoolgirl guarded the gate.

At Bonga Lower Primary, most of the classrooms were deserted, but a group of young girls sat in a circle working on an assignment.

answered

say unions

ARG 30/7/99

what may," Mr Madela added.

Workers have threatened to go on an indefinite strike unless the government revises its wage offer by Tuesday.

The government is offering a 6.3% wage increase for the majority of public servants and 6.5% for teachers.

Department of Public Service and Administration spokesman Collen Msibi said the strike had not affected essential services at institutions like hospitals.

While the department had no monitoring systems, he was convinced that not much damage had been done by the strike.

Teachers picketed at various points on the Cape Flats today. Don Pasqualle, SA Democratic Teachers Union (Sadtu) provincial secretary, said teachers at many primary schools had been at schools yesterday as parents had not been informed of the strike.

"Because of the time factor, many schools did not have time to convey the message of the strike to parents. This meant that primary school teachers remained in their classes until the schools closed."

But teachers would not be in their classrooms today.

Meanwhile the Democratic Party (DP) and Inkatha Freedom Party (IFP) have called on workers to return to work.

Schools the most affected by civil sector strike

(152) (321)

Sowetan 30/7/99

By Sowetan Reporters

EDUCATION was the main casualty when many teachers heeded the call by public service unions to strike yesterday after their wage talks with the Government deadlocked this week.

Areas of the public service affected by the strike included hospitals, schools, courts, police stations, prisons, and home affairs.

The strike has been called by Congress of South African Trade Union (Cosatu) affiliates, the South African Democratic Teachers Union (Sadtu), the National Education, Health and Allied Workers Union (Nehawu) and the Police and Prisons Civil Rights Union (Popcru).

The strike started slowly yesterday morning with teachers reporting to their schools and then later abandoning classes.

In Soweto teachers picketed and held meetings.

In Mpumalanga and Northern Province teachers did not even report to work as was the case with teachers in Lenasia, the Vaal and the East Rand.

However, teachers in mostly white schools reported for work.

But there was confusion among civil servants around Johannesburg when the strike started with some workers still on duty while others were toyi-toying in the streets.

The Home Affairs offices in Johannesburg were shut down with notices saying that the industrial action had disrupted services until further notice.

However, at the Home Affairs offices in New Canada, outside Soweto, workers were officially on duty. But some were waiting outside because there was an electrical breakdown.

Warders and staff at the Johannesburg Prison were also on duty.

The justice system took a knock as well as the Johannesburg Magistrate's Court almost ground to a halt yesterday as members of the Nehawu embarked on a picket.

A group of court-officials who are also members of Nehawu disrupted court proceedings.

There was little disruption at many of the big hospitals in the province, including Chris Hani-Baragwanath hospital with many departments reporting a 100 percent turnout.

At the busy casualty department, all the staff turned up for work, according to chief professional nurse, Ms Lucy Tshabalala.

During his visit to Soweto, Minister Kader Asmal told irate teachers who were picketing that the Government regretted the strike but everything was being done to resolve the dispute.

Government employees in the health, safety and security, correctional services and education departments were not supposed to go on strike because they are employed in essential services, said Public Service Administration Affairs Department spokesman Mr Colin Msibi.

However, Cosatu said yesterday that their members in essential services would ensure that there was a skeleton staff left behind to carry out duties.

Spokesman for the department of health Mr Stephen Hendricks said: "Our staff will be on duty and those who go on a strike will be dealt with as stipulated by the Labour Relations Act.

"We hope it will not have to come to that. We are monitoring the situation and getting reports on an ongoing basis."

Police spokesmen Superintendent Srini Govender said police, in terms of the labour relations and police Acts, are prohibited from participating in any strike. Doing so would be a contravention of both Acts, he said.

The impact of the first day of the strike forced three major hospitals in Pretoria to limit the intake of patients.

Meanwhile, spokesperson for the Department of Correctional Services Mr Vusi Shabalala told *Sowetan* that as far as they were concerned more than 90 percent of staff reported for work yesterday.

The Eastern Cape region of Cosatu reported yesterday that their strike would start today when services were expected to be disrupted by the non- attendance of civil service workers.

Teachers to back Asmal's plan

By Victor Mecoamere
Education Correspondent

TEACHERS will support Education Minister Kader Asmal's nine point plan to revive the education system, said national Professional Teachers Organisation of South Africa director Dr Willem Boschoff in Pretoria yesterday.

He was reacting to Asmal's announcement in Pretoria on Tuesday that the education system is in a crisis and dysfunctional and will have to be rescued through a nine point plan over the next five years.

Asmal's nine point plan is aimed at tackling current education failures, including rampant inequality, low teacher morale, failure of governance and management in educational provincial education departments and in educational institutions and the poor quality of learning.

The nine point plan aims at:

- Ascertaining that provincial systems work by making cooperative government work;
- Breaking the back of illiteracy among adults and youths in five years;
- Turning schools into centres of vibrant community life;
- Ending conditions of physical degradation in South African schools;
- Developing the professional quality of the teaching force;
- Ensuring the success of active learning through outcomes-based education;
- The creation of a vibrant further education and training system to equip youth and adults to meet the social and economic needs of the 21st century;
- Implementing a rational, seamless higher education system that grasps the intellectual and professional challenges facing South Africa in the 21st century; and
- Dealing urgently and purposefully with the HIV-Aids emergency in and through the education and training system.

"Professor Asmal's ideals, which basically call for partnerships through the mobilisation campaign called Tirisano in the urgent revival of the education system, are easy to support because Naptosa has also advocated for partnerships over the years," said Boschoff.

Student organisations, the South African Students Congress (Sasco) and the Congress of South African Students (Cosas), also welcomed the "visionary spirit" of Asmal's revival campaign.

Sasco president Mr Mashudu Kutama said: "We are impressed by the visionary spirit of the plan, especially when it comes to the issues of higher education and illiteracy.

"Currently student financial assistance is in the form of loans. We would like to see this happening differently, and would like to suggest bursaries instead, with students engaging in different forms of community services to reciprocate."

Cosas president Mr Lebogang Maile said all stakeholders had to be "mobilised to see the crisis and the seriously dysfunctional nature of education being positively transformed, and we will lend our support to see it happening".

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Sadtu teachers take a working break

JOHANNESBURG: Some public servants are expected to return to work today, while others will continue striking indefinitely for better pay increases.

Success Mataitsane, speaking for the National Union of Public Service and Allied Workers, confirmed that the union's 88 000 members would go on strike today.

The Public Service Association (PSA), with 190 000 members, would stage a one-day strike tomorrow, a spokesperson said.

Depending on the outcome of union discussions, members of Cosatu-affiliated unions may also strike tomorrow.

Cosatu chief negotiator Willie Madisha, president of the South African Democratic Teachers' Union (Sadtu), said members would be told today whether to resume their strike.

Last night, leaders of Sadtu, the Police and Prisons Civil Rights Union (Popcru) and National Education, Health and Allied Workers Union (Nehawu) met to discuss whether their strike should be resumed tomorrow.

"We will assess whether we've been able to drive any message home and whether there has been any movement from the employers' side," Madisha said.

"Our members know that they will go back to work (today) and that they will be told during the day if the strike will start again."

The results of a strike ballot by the South African Teachers' Union are expected tomorrow. — Own Correspondent

CT 2/8/99

(321)

'Remove teachers' rights to strike'

By MALOSE MONAMA and SIMBA MAKUNIKE



TEACHER + DECENT SALARY = GOOD IDEA ... Protesting teachers march on the Gauteng department of education offices to demand a 10 percent salary increase for public servants *Picture: Sipho Maluka*

THE FACT that education in traditionally black areas ground to an almost complete halt during the two-day strike action by Cosatu-aligned public sector unions, has resulted in calls to withdraw the right to strike from teachers.

Many township and village schools were desolate on Thursday and Friday as teachers heeded calls for a stay-away to press for a 10 percent wage increase. Ironically, it was business as usual in traditionally white schools.

Mosibudi Mangena, Azanian People's Organisation (Azapo) president, and Rudi Heine, Democratic Party spokesperson for labour, this week called for an amendment to the Labour Relations Act to have teaching classified as an essential service, thus preventing teachers from going on strike. They called for the amendment of Section 71(10) of the LRA to include teachers.

Heine said: "The DP believes teaching is as important as policing and should therefore be included in this category."

Mangena argued that education was crucial for the future of "innocent children" and should be protected by the act. Sectors such as health, policing and defence which are classified "essential services" barely felt the strike pinch.

Heine said the DP called on Education Minister Professor Kader Asmal to support its call to change the "essential services" provision in the LRA to include teachers.

Teachers are expected to return to work tommorow while their unions assess the impact of the strike charting the way forward.

Although the impact of the strike is difficult to measure in Rand terms, labour analysts and economists interviewed by City Press said it had had little effect on government's operations.

Labour expert Duncan Innes said: "What happened on Thursday and Friday was not very serious. "The government was still able to provide basic services (except for education)".

He said the government would only begin to feel the pinch if the strike continued. "At the moment the two parties seem to be digging in. I think the government will want to settle below the 7,3 headline inflation and the unions will probably accept an eight percent increase.

"Both sides are still sampling the other's might and the one who feels the pinch first will settle," he said.

Finance Minister Trevor Manuel and his public service counterpart, Geraldine Fraser-Moleketi, were adamant that government could not afford a 10 percent increase.

Giving in to the workers' demands would entail suspending some relief programmes and failure to meet the Growth, Employment and Redistribution targets set by the government.

They have since improved the government offer from R3 billion to R3,2 billion, representing a 6,3 percent offer. The unions turned it down.

Another labour expert, Gavin Brown, said the government was in a precarious position and could end up in a "no win" situation if no settlement is reached soon. "The government's options are clear. If it gives in to the unions and agrees to the unbudgeted expenditure, it will trigger an inflation spiral. Interest rates will stop dropping and confidence in the monetary system will be shattered.

"If it sticks to its latest offer and the workers do not budge the economy will suffer a backlash."

He said a jobs for wages deal, in which the government substantially cuts the civil service and uses the savings to reward key personnel like nurses, teachers and policemen, could be a lasting solution to the public service wage problem.

■ The strikes coincided with the 78th anniversary of the SACP which held a series of meetings around the country this weekend.

Clashes between government and the ANC's alliance partners, Cosatu and the SACP, over the public sector wage dispute and earlier threats to retrench at parastatals will be one of the topics discussed at next week's alliance meeting.

The ANC National Executive Council met this weekend to prepare for the alliance meeting and to discuss isssues such as the next session of parliament.

Making the kids pay

When teachers go on strike the wrong people – the pupils instead of the employer – are worst affected. **Ngila Muendane** suggests a new approach

(321) (152)

THE first time restrictions prohibiting trade union association were repealed was in 1884 in Britain – the most important achievement of the workers' movement.

The next most important achievement was the establishment of the right to strike. In turn, the right to strike defends and protects all the other achievements of the working class.

The *raison d'etre* for the right to strike is that it forces the employer to satisfy the legitimate needs of his employees when less confrontational methods have failed.

Strikes are intended to inflict the pain of cost on the employer. The employer is in business for profit, and when his/her ability to maintain or maximise this is threatened, he/she is bound to look for ways to avoid the threat.

The strike method always works, unless the employer has a vast reserve of resources to assuage the pain until he/she drains the strikers (as happened during the mineworkers' strike in Britain in the 1980s).

It is appropriate to use the strike method on a profit-motivated employer. However, when the employer is the government and the product or service is education, the issue becomes complicated.

It becomes not just an issue of resources but of conscience as well as considerations about the future and quality of the nation.

There is no profit involved, in the strict sense of the word, in providing education. The pain is therefore transferred from the employer to the students. The students control neither the resources nor the administration of the service.

What are the consequences? The immediate outcome is of course loss of lessons.

This further results in a string of other events. Studies become more difficult and students' interest in their studies is diminished by loss of information and prolonged absence from their studies.

The signal they get is that learning is not important. The longer they stay away from the classroom, the more they forget what they learned previously. This, in turn, increases the number of dropouts.

There are other more serious implications, not least because they affect the community beyond the students and their families. Students who hang around in the streets inevitably focus on other things, including crime.

The longer they stay out of class, the more vulnerable they become to the lures of crime. Even if they escape involvement in criminal activities, they still become victims of economic and social disadvantage.

While teachers from predominantly black schools are on strike, the majority of their white counterparts go to work and so do the majority of white students.



Teachers at a protest march in Pretoria during their two-day strike last week.
PIC: PETER MOGAKI

Come the next generation, black children, who are then adult employees, do menial or inferior jobs with obviously less pay, while the educated workers, obviously white, hold senior positions.

The causes will then not be the legacy of apartheid as it is now. I wonder if any teacher in his/her right senses will be happy to replace apartheid as the cause of the disempowerment of our own children. I do not want to hold teachers entirely responsible. But perhaps they should look at other methods to deal with the Government instead of strikes.

As it is, the Government cannot meet all the demands of the teachers. The Growth Employment and Redistribution (Gear) policy forbids it. One of its imperatives is the reduction of government expenditure.

Teachers' salaries become one of the casualties. This makes it difficult to understand why the Congress of South African Trade Unions and South African Democratic Teachers Union continue barking up the wrong tree.

They asked their members to vote for the African National Congress, yet they knew very well that the ANC is committed to a macroeconomic policy that negates the advancement of workers in terms of earnings.

How can they ask the working class to support a government that is committed to an ultra-capitalist ideology such as Gear?

Can't they see that the conflict they have with the Government now is a manifestation of class contradictions between capitalism, as represented by the neocolonial ANC, and labour?

And how can they fail to see that their actions are reactionary, as they destroy the future of helpless children by keeping them out of class?

As for the Government, how can it finance the purchase of arms for R3 billion at the expense of financing the salaries of the most important section of the working class, the teachers?

Teachers are caught in the middle between a reactionary government that lacks vision and an opportunistic union leadership.

I would suggest that teachers of conscience disengage from the influence of the present reactionary union leadership and form an alliance with parents.

They can then use this alliance, for instance, to generate solidarity with parents, who incidentally are workers. Concerned parents can go on a general strike in support of teachers' demands, while the latter stay in class.

In this way teachers will win parents' sympathy and the attention of the corporate world, which is better placed to put pressure on the Government collectively.

In addition, this will create an opportunity for the Government to persuade companies to get involved in the education of our children by making certain contributions, thus reducing the burden on the Government.

Everybody wins, especially pupils, who will be free from involvement, as the ultimate victims. If this nation has any conscience at all, it must be stimulated by the welfare of our children.

(The author is general secretary of the Pan Africanist Congress.)

Upgraded training for unqualified teachers

(321)

Many do not understand the subjects, writes Primarashni Pillay

BD 5/8/99

THE education department is expected to make an announcement soon on how the upgrading of underqualified teachers should be done. The training will be a mammoth task and careful decisions have to be made.

SA has more than 110 000 underqualified teachers and this year the education department allocated R50m for a skills audit and upgrading programme.

Duncan Hindle, chief director of human resources in the department, said earlier this year that underqualified teachers who had less than a three-year qualification were concentrated in rural areas.

Some had two-year qualifications awarded by historically black tertiary institutions during apartheid. Other teachers were short of a few subjects. Hindle said maths, science and the teaching of languages featured prominently among the outstanding subjects.

He said then that a high-profile task team would be appointed to conduct a skills audit.

The team would also advise the department on how these teachers should be accredited.

These teachers are employed on a "temporary indefinite basis" because of their incomplete qualifications. Completing them would mean getting permanent jobs, opening the way for promotions.

Education Minister Kader Asmal is yet to decide on how these teachers should be trained.

Research has shown that most teachers do not understand the subjects they teach — which affects the quality of teaching.

Some educationists believe underqualified teachers should be taken out of the system and be given a rigorous six-month training course while final-year student teachers replace them at schools.

Others believe this would be disruptive to the system and that the teachers should be kept on and receive their training through correspondence courses.

Wits University education analyst Salim Vally says that keeping the teachers in the system and conducting the training through distance education "is not ideal".

But if distance education is combined with contact training over weekends and on holidays, when teachers could stay at the institutions, it could work.

"However, given the time pressures on teachers, it would be difficult to get a large group of teachers together," Vally said.

A worrying factor is that if the teachers are kept in the system and receive their training either through distance or contact programmes, they could use their class teaching time to complete their assignments. Their pupils would consequently be neglected.

John Gultig, an education lecturer from Natal University, argues that would only happen if teachers were sent to evening classes.

He suggests a flexible training system which allows them to stay in the system and participate in distance education as well as have monthly and vacation meetings with tutors.

"One should go for a mixed media course where you have good printed material and the course is interactive and user-friendly. When the teachers have monthly workshops they can practice their skills," Gultig says.

He stresses that assignments must be based on teacher development and that the content of the subject should be standardised.

Government should outsource to universities and colleges which would not conduct the teaching but would offer support. These institutions can then accredit these teachers with confidence.

Gultig says most teachers do not understand their subject matter and that they need up to two years training to obtain a "deep conceptual understanding" of the subjects they teach. The courses should be open to all teachers and "the costs won't be great".

Taking teachers out of the system for a long period of time and replacing them in the interim with student teachers would create a logistical headache.

"Student teachers would need supervision as they would be new to the job. They could, however, be sent for short periods so that the underqualified teachers are allowed the time to catch up with their work," Gultig said.

Prof Johannes Slabbert of Pretoria University argues that replacing underqualified teachers with student teachers for short periods of time could work.

His university has developed a model which entails student teachers spending different amounts of time from second year until fourth year at the schools, while underqualified teachers spend time at colleges and universities, where they focus on content knowledge.

"It is a cost-effective model. If government wants students to go far out into the rural areas, then they must pay for their transport and accommodation," he says.

Student teachers would then be mentored by masters degree students whose course work would entail supervising these students.

The SA Democratic Teachers Union believes a skills audit is necessary and the planning of the training needs to be fast-tracked but the department should not take the attitude "anything will do".

The department cannot implement short-term solutions on training, for the sake of delivery. This could have disastrous results — teachers could end up with complete but poor qualifications.

WAR OF WORDS

Zille blasts singing teachers

(321) ET 11/8/99

PROVINCIAL EDUCATION MEC Helen Zille is going to take a hard line against teachers who absent themselves during school hours to attend extra-curricular courses, or to sing in a choir, for that matter. Education Writer **PRISCILLA SINGH** reports.

A WAR of words is raging between Education MEC Helen Zille and Cosatu over the teacher choir that sang at last week's signing of the Women's Day pledge in Cape Town.

So much so, that Zille is going to implement a policy to prevent teachers using valuable teaching time for anything other than teaching.

Cosatu is adamant that the teachers who sang in the choir were there legitimately, and had not played hooky from school, as reported.

Zille countered that she and her department knew nothing of the choir's participation and conducted her own investigation, which found that the Western Cape Education Department was not involved in the planning.

Education Minister Kader Asmal also rapped the teachers for not being in school and said that in future, if teacher choirs wanted to perform, they should do it after school hours or at the weekend.

Cosatu acting chairperson Gloudia Stevens said the comments made by Zille — that the teachers should have been in school, teaching and not singing — were misplaced.

Cosatu did not direct any of its criticism to Asmal though and chose instead to lambaste Zille.



COMMENTS 'MISPLACED': Education MEC Helen Zille



ALSO CRITICAL: Education Minister Kader Asmal

Stevens said the planning committee for the event included the Western Cape Education Department.

"The teachers who took part in the event reported to their respective schools, obtained permission to participate in the event and only arrived at the occasion at 1pm, when they were supposed to perform," Stevens said, adding that the attack on the teachers brought into question their future relationship with the WCED and particularly Zille.

Zille said Cosatu's statement was riddled with misrepresentations and was extremely "economical with the truth, if not fundamentally dishonest".

"Kader Asmal was as critical as I was of the fact that teachers had taken time off work to sing in a choir, during school hours. The Cosatu statement conveniently ignores this fact.

"It is dishonest to say that the teachers only arrived at the function at 1pm. There are many witnesses to the fact that they arrived and sang between 11am and 12pm, which means that they must have left their schools between 10am and 11am," she said.

"I have strongly encouraged teachers to demonstrate a commitment to gender equity by raising these issues in the classroom, particularly in the week before Women's Day.

"It is not necessary to take a day off school to demonstrate this commitment, especially when two days have already been lost to a strike," Zille said.

The President's Education Initiative Research Project found that, in some schools, pupils received only 21 days effective teaching and learning a year, instead of the 190 days they should get.

"It is my job to ensure that these pupils get a better deal. It is their constitutional right to get a decent basic education."

Zille's investigation also revealed that the only WCED official involved in the event was a staff member who is currently on a management training course outside the department.

An organiser said that Sadtu was invited to the event, but did not reply to the invitation and surprised organisers by turning up unexpectedly.

The Sadtu group then had to be accommodated in the programme.

Zille said she was concerned to learn, from the organisers, that Sadtu told them that, if teachers reported at their schools until 10am, they could leave without being registered absent for the day.

"If this is so, it is a serious abuse of a system intended to cater for teachers who are genuinely ill," Zille said.

"I am currently actively engaged in determining whether this abuse does indeed take place, or took place in this case.

"If so, I will find ways to put an end to this unacceptable practice, which could be a significant contributing factor to the otherwise inexplicable loss of teaching and learning time in many schools."

MANY MORE CASES PENDING

'Teachers' jailed for faked qualifications

(321) ET 12/8/99

DURBAN: The courts are getting tough with unqualified so-called teachers who use fake certificates to obtain jobs. **TANIA BROUGHTON** reports.

CHEATING doesn't pay was the message given to two KwaZulu-Natal "teachers" yesterday when they were sent to jail for using fake matric certificates to get jobs with the provincial education department.

But while the courts are meting out stiff sentences to these fraudsters, the department continues to employ them in the classrooms and, in some instances, they are kept on the payroll even after being sentenced.

This emerged during yesterday's sentencing in the Durban Regional Court of two women who had been found guilty of fraud relating to false matric certificates.

Patrinah Zulu, 37, of Ngwelezane township, who taught at a local school for more than a year, pleaded guilty to the charge, as did Esme Lukhele, 37, of Nseleni township, who was employed from January 1997 until now.

Although both are mothers of young children, the magistrate, S H Cele, showed them little mercy.

Zulu, who fraudulently earned R30 800, was given 40 months in jail, and Lukhele, who earned almost R50 000, was given a four-year sentence. Both will qualify for correctional supervision after serving two-thirds of their sentences.

In most cases of this kind, the "teacher" has been given a suspended sentence and ordered to refund the department.

Cele commented that this gave the impression that fraudsters could commit fraud, pay back the money and, none the richer, none the poorer, not really suffer for their crimes.

When it emerged that the two women were still employed as teachers, prosecutor Mueedha Haroom told the court she had not been able to get an answer from the department about this.

She said later that this was particularly disturbing when so many qualified teachers were unemployed.

Investigating officer Inspector Vincent Cele of the government fraud team — who has been investigating these cases since March last year — said he too was puzzled by the department's attitude.

"I am having a meeting with officials tomorrow and this will be one of the key issues under discussion."

He said the department was riddled with bogus teachers who had either used fake certificates or those belonging to friends and relatives to get jobs.

Many of the cases had been identified by the department's internal auditors and handed on to the police for prosecution.

"Twenty cases have already been finalised, another 40 are ready for trial and new ones are coming in all the time. And so far we have only concentrated on Eshowe, Richards Bay and parts of Nongoma.

"I am very pleased with the sentences being given. Some have had to pay big fines, and I am aware of two others who have been sent to jail, one for two years and another for four years."

Education department spokesperson Mandla Msibi said he knew of "about 50" people who had been charged and fined who were still employed by the department.

He said they were being paid "reduced salaries" in line with their real qualifications.

"Unfortunately there is a procedure for termination. It is not automatic on conviction. But a committee representing our internal auditors, legal and labour people are looking at a speedier system and we should see results in a month."

Msibi said the department had recently collected 85 000 certificates from teachers in order to verify their qualifications and more prosecutions would result from this.

"Fake certificates are a common problem in all sectors in South Africa, not just our education department.

"The fact is we are addressing it — dealing with it head-on — in order to resolve it."

Teachers withdraw from bargaining council

BD 16/8/99 (321)

Renee Grawitzky

THE 210 509-strong SA Democratic Teachers Union (Sadtu) has gone on the offensive in response to government's decision to implement its final offer wage of R3,28bn and will withdraw from the public service co-ordinating bargaining council.

The union said it would withdraw from the council and the education bargaining council, and only participate in talks on wages.

Sadtu warned that government's stance would threaten its overall transformation programme in the public service. The union would not participate in talks on a new wage policy. The union would adopt a "nonco-operative" approach.

It would adopt a balanced approach to industrial action and teachers would go to work but embark on a work to rule action.

The Hospital Personnel Trade Union (Hospersa) said government's transparent attempt to undermine the negotiation process could not be condoned.

All 12 public service unions planned to continue with mass action on August 24 and the arbitration for essential services will take place next month.

In view of perceptions that government is increasingly adopting a hard-line attitude to labour, the union decided it was now not appropriate to release its president, Willie Madisha, to stand for the position of Congress of SA Trade Union (Cosatu) president.



South African Democratic Teachers' Union general-secretary Thulas Nxesi and political education officer Emanuel Mdawu at a news conference in Johannesburg yesterday. Picture: TREVOR SAMSON

As a result the only contender remains the National Education Health and Allied Workers Union (Nehawu) president Vusi Nhlapo.

The Cosatu special congress starting on Wednesday, will focus on the election of four new office-bearers to replace those that went into Parliament after the elections.

The position of assistant general secretary is being hotly contested by the general secretaries of the Transport and General Workers Union, Randall Howard and the Chemical Energy Paper Printing Wood and Allied Workers Union's Musi Buthelezi.

Nominations for election for first vice-president include Josef Nkosi from the National Union of Mineworkers and Peter Malepe, acting Cosatu president and formerly second vice-president.

In terms of the Labour Relations Act, an employer is not prohibited from implementing its final wage offer once all dispute resolving mechanisms have been utilised.

At the last meeting of the bargaining council, government informed the unions that their final mandate was R3,28bn. Government said "the current situation is one that reflects no possibility of concluding an agreement".

From the outset of negotiations government was seeking, as part of a total package, agreement to negotiate the abolition of rank and leg promotions and a new wage policy.

The promotion system does not cover all public servants and costs government about R1,2bn a year. A cheaper, more equitable system was planned which extended to all public servants.

If an agreement had been signed, the parties could have immediately started such talks. However, in view of a failure to settle, government will now have to again table these demands in the bargaining council.

Teachers paid well enough, says head

(321) ART 17/8/99

LYNNETTE JOHNS
EDUCATION REPORTER

Teachers should be paid according to productivity and, because the profession is a calling, there should be no need to strike for more money, says a Mitchell's Plain principal.

Spine Road High's Riyaad Najaar, who is also a South African Democratic Teachers' Union member, said teachers were paid enough. Most had cars and houses.

Agreeing that civil servants needed to receive an inflation-related increase, he said the police should, however, be a priority.

"Teachers should be paid according to their productivity. The only way a teacher's productivity can be measured is through pass rates."

The strike did not harm the Department of Education, he said, but the children.

Mr Najaar's comments come as further union action is pending after Public Service Minister Geraldine Fraser-Moleketi's decision to implement the state's final offer.

The state is offering a 6,3% wage increase to the majority of public servants and a 7% increase to teachers and the lowest-paid workers.

On August 24, Sadtu will be one of 12 public sector unions which will take to the streets in protest over pay and other issues.

Mr Najaar said he was a Sadtu member because he had to belong to a union, but he had never gone on strike. He saw no need to do so.

He was happy with his salary and said teachers started at R5 000 a month, excluding a housing subsidy.

"With matric exams just six weeks away we owe it to the children to be in class.

"The future of society cannot be held to ransom by selfish demands. Look at our schools in the townships. Only our teachers are the ones who are absent frequently and take time off for personal business.

"The only way children from township schools can compete with those from former model C schools is if we put our shoulders to the wheel and come back with renewed vigour and commitment," he said.

But not all principals think the same way. At Glendale High, another Mitchell's Plain school, principal Achmat Choatia said when Sadtu had asked them to vote for the African National Congress they had gladly done so.

"But now it is extremely difficult for teachers to come to terms with the Government's attitudes. We are denied an increase because second-term MPs voted themselves a 10% increase."

He said many teachers had to assist needy children and parents in small financial matters.

The teaching staff at Glendale had voted to accept the offer of 7%.

SAHRC to probe teachers' strike

(152)

By Charity Bhengu (321)

THE South African Human Rights Commission (SAHRC) will make certain recommendations to strike a balance between the rights of the teachers to strike against those of pupils' right to education.

This would follow an immediate inquiry by commissioners into the violations of children's rights by members of South African Democratic Teachers Union who will be joining the national strike today by public sectors unions.

SAHRC chairman Dr Barney Pityana acknowledged yesterday that teachers had a right to strike but there was a feeling that certain rights of children to education were being violated.

He said: "The inquiry seeks to redress the rights of children and to make recommendations to representatives of both parties on how to balance their interests."

The SAHRC's intervention follows complaints by schools governing bodies at Phefeni and Thulasizwe High Schools, both in Orlando West, Soweto.

The parents raised concerns about how the the strike was affecting their children's education, especially when Grade 12 pupils were supposed to write trial examinations in September.

Sowetan 24/8/99



REPORT WANTED: Western Cape Education MEC Helen Zille

Zille expects full report on extent of disruption at schools

(301)
CT 25/8/99

GUSTAV THIEL

A SPOKESPERSON for the Western Cape Education Department, Tony Eaton, says it will "take a few days to get a complete picture of the disruption caused by the strike at schools around the province".

Eaton adds that at least half the schools in the province "were affected in some way or another".

According to him, this ranged from one teacher staying away for the day to entire schools being closed for the day.

Initial indications are that 20 % of schools in the province closed for the day.

It is also believed that Mitchells Plain and Kuils River were the areas worst affected.

This means that more than 300 of the 1 650 schools in the province closed as a result of the strike.

The MEC of Education in the Western Cape, Helen Zille, told the *Cape Times* that she is expecting a full report of the effect of the strike by Friday.

"At this stage it is clear that some schools did not lose any teaching time, but other schools were closed for the entire day. It is very important to get a full report as soon as possible so that we can establish which teachers did not turn up for work, to apply the 'no work — no pay' rule," she said.

A spokesperson for the police in the Western Cape, Superintendent Wicus Holtzhausen, says the strike caused "no disruptions" for which the police had to be called in.

"As far as I am aware, everything went smoothly," he said.

Although many workers from the health sector joined the march, it was — for the most part — services as usual in clinics and hospitals around the province.

Most of those who took to the streets were either off-duty or had taken leave for the day, but Health MEC Nick Koornhoff's office said 487 hospital workers, who were supposed to be on duty, from all categories except doctors, had joined the march. Koornhoff did not know how many workers from clinics and day hospitals had participated.

Medical superintendent of the Peninsula's day hospitals Edmund Michaels, said Khayelitsha Site-B clinic and Gugulethu Day Hospital had been hardest hit, and had a skeleton staff and were able to treat only emergencies, he said. "The other day hospitals are fine, although there have been some delays because drivers are on strike."

Groote Schuur was missing 161 workers, but the hospital reported there have been no disruption of services. Red Cross Children's Hospital missed 16 workers, Tygerberg 33, Somerset 70, Hottentots Holland six, GF Jooste 53, Stellenbosch two and Oudtshoorn nine.

'Teachers not worth the money'

(321)

EDWIN NAIDU ET 27/9/99

DURBAN: Three weeks before the start of the 1999 matriculation examinations, Education Minister Kader Asmal has launched a stinging attack on teachers, claiming that the public does not believe they are worth the money that the government is paying them.

Asmal had harsh words for teachers, some of them members of the South African Democratic Teachers' Union (Sadtu), whom he accused of neglecting their professional duties, taking drugs, being involved in child abuse and using the union as a shield whenever they faced action from the authorities.

"I have met parents in the governing body associations that have told me stories of how they are treated with disdain by teachers," he said.

Speaking at Sadtu's provincial congress here yesterday, Asmal said his comments about teachers, particularly Sadtu members, reflected the growing frustration of parents, especially black parents, at the manner in which teachers conducted themselves under the shelter of the union.

"I take the view that this is a case of a few rotten apples contaminating the rest of the otherwise dedicated and highly professional teachers," Asmal said.

He lambasted the union for its insulting treatment of his colleague, Public Administration Minister Geraldine Fraser-Moleketi, during strikes over salaries last month.

"No one would expect a progressive teachers' union to dish out such sexist insults as saying her place is in the kitchen," he said.

Asmal said to turn her name into "Njandini" (dog), and a struggle song into a song insulting Fraser-Moleketi and her supposed level of education, was "something we cannot countenance".

He added that a trade union that saw balaclava-clad "teachers" driving other teachers and students out of school at gunpoint, as the parents of Soweto alleged had happened there during the strike, could not be associated with the movement of teachers which included in its ranks the likes of John Dube, Matthew Goniwe and others.

"At the moment I do not believe the public out there believes you are really worth the money we spend on you.

"They have reasons for that. Let us together get rid of those reasons," he urged.

Sadtu president Willie Madisha yesterday refused to comment on Asmal's attack.

Asmal lays down law to teachers

(351) BD 27/9/99

Minister intends to teach 'undisciplined' union members a lesson on professionalism

David Greybe

CAPE TOWN — Education Minister Kader Asmal has warned "undisciplined" members of the SA Democratic Teachers' Union (Sadtu) to mend their ways or face government's wrath.

"We cannot continue this way," Asmal said in a tough speech at the union's provincial conference in KwaZulu-Natal yesterday.

He also told Sadtu that he was going to engage it "in a vigorous debate" about what were regarded as professional matters and matters for bargaining. "Service delivery in education demands that we act and act swiftly to get things right," Asmal said.

"We cannot and should not subject everything to bargaining. To begin with, I am very keen to de-unionise the SA Council of Educators, and I am looking forward to this debate." As a professional body, the council could not be subjected to the dominant ideological orientation of the time among teachers.

"Instead it should be a teachers' body which is there to promote professional standards, and therefore should reflect public interest and the interest of teachers, not as union or nonunion members, but as professionals."

Asmal said he also wanted to involve the public in this debate, as this was a matter of public interest.

He had met a wide range of people since becoming the education minister in June, "and there is an overwhelming consensus that the public is viewing teachers in a negative light".

"The public out there does not see Sadtu as a teachers' union that is working to lead our teachers, as workers, and therefore our country, into the next century," he said.

One of the central concerns among cabinet colleagues was "the level of dysfunctionality in the majority of township and rural schools caused by the lack of discipline and professionalism among teachers", Asmal said.

He therefore had come to the Sadtu conference "to invite you to work with me to change the negative image our society has of a teacher. I want to take the teaching profession back to a time when it was the most respected profession in the community."

Asmal also announced the introduction of a new mechanism "for whole school appraisal", which will complement the teacher appraisal process currently being implemented.

"Schools must be held accountable to their communities for their performance, and I am going to make sure that they do account to the public in terms of clear critieria," Asmal said.

From next month, he would be sending officials to visit areas identified "by the president (Thabo Mbeki) as needing urgent attention, both rural and urban, to work with teachers, parents, students and other stakeholders to get education right in those pilot areas".

He singled out for criticism Sadtu members who, "using the union as a shield", refused to be disciplined, neglected professional duties and took part in activities such as substance abuse and child abuse.

While he knew Sadtu had "come out openly against such behaviour", it was important that the teachers' union and government together "be seen acting against these kind of things, not just condemning them from a distance".

"Let us reclaim the professional status of our teachers, and let us do so together," Asmal said.

Teachers under fire

(321) Sowetan 27/9/99

By Victor Mecoamere
Education Correspondent

ILL-DISCIPLINE and lack of professionalism among teachers have brought them under fire from both the Government and the leadership of the South African Democratic Teachers Union.

Speaking at a Sadtu KwaZulu-Natal provincial conference in Durban yesterday, Education Minister Kader Asmal said such unprofessionalism and lack of discipline have led to a wide public opinion that teachers "were not worth the salaries the Government was paying them".

Asmal said lack of professionalism and discipline were rife in township and rural schools.

He attacked the theme of the conference: "Defending public education", adding that parents in the townships and rural areas did not see teachers as defending public education.

"They don't even think you are concerned with service delivery.

"They argue that the reason you are prepared to down chalk at the slightest provocation is because many of you do not have children in the schools you are said to be disrupting," said Asmal.

He cited the "ethnic, racial and sexist insults" hurled at Public Service and Administration Minister Geraldine Fraser-Moleketi, as well as the alleged forceful removal of pupils and teachers from schools by Sadtu members during the public sector unions strike as examples of lack of professionalism and "negative unionism".

Last Thursday Sadtu president Mr Willie Madisha also launched a scathing attack on unprofessional and ill-disciplined teachers.

Addressing delegates at the Gauteng provincial conference, Madisha said teachers who were acting unprofessionally included those sexually molesting pupils and those coming to school drunk.

"This is a new enemy in Sadtu. It affects the profession, damages the image of Sadtu, and is bound to leave us without pupils to teach, leading eventually to retrenchments," said Madisha.

Speaking at the same conference Gauteng education MEC Mr Ignatius Jacobs attacked bad behaviour by teachers.

Jacobs cited a number of instances where he found teachers in shebeens during school hours, and when pupils were left to write trial examinations without invigilators.

He said it was, therefore, not surprising that most black parents were sending their children to independent and private schools.

There was also agreement that there were some committed teachers who were executing their duties diligently.

This was a sentiment shared by the teacher union leadership, government as well as independent education experts.

Speaking to the *Sowetan* yesterday, National Professional Teachers Organisation of South Africa (Naptosa) executive director Mr Henry Hendricks and educationist Mr Solomon Kgogophana Matseke warned against sweeping statements about lack of professionalism and ill-discipline among teachers.

Hendricks pointed out that Naptosa's motto was making sure that the interests of the pupil came first.

"Our members are driven by that motto and we are prepared to work with the Education Minister and any other organisation to sustain professional ethos in teaching," he said.

Sadtu hits back at Kader (321) Asmal

THE South African Democratic Teachers Union hit back at Education Minister Kader Asmal yesterday, saying he was reneging on agreements with the union, and showed a "serious lack of knowledge and understanding".

On Sunday, Asmal told the union's congress in KwaZulu-Natal that teacher professionalism was at its lowest, and that its brand of trade unionism was not worth defending.

He also told the Sadtu delegates he would engage them in a vigorous debate about what were regarded as professional matters, and the matters for bargaining.

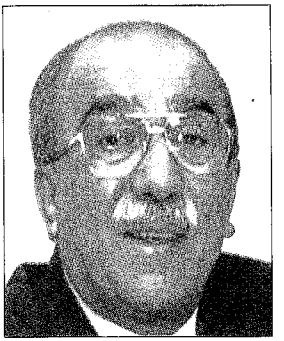
And yesterday Asmal said he did not regret the response his remarks had evoked, because they had been designed to initiate debate.

However, he denied he had suggested that all teachers, or even the large mass of teachers, were "rotten", and regretted that this was the message conveyed in some news headlines and broadcasts.

Sadtu, the largest teachers' organisation in South Africa, said that it saw no dichotomy between professionalism and trade unionism.

"The minister's comments on the need to separate professional matters from collective bargaining display a serious lack of knowledge and understanding," it said.

Agreement had been reached with the Government in 1998 on the introduction of a system to identify individual teachers' weaknesses and train them.



Education Minister Kader Asmal.

The tragedy was that there had been little attempt by provincial governments to implement the system. The union said the issues raised by Asmal were not new and had been part of Sadtu's transformation agenda for the past 10 years.

Sadtu president Mr Willy Madisha had raised the same concerns and issues at the union's Gauteng congress last week and the media apparently had not found that newsworthy. – *Sapa*

SOWETAN 28/9/99

Sadtu aims to discipline unruly teachers in its ranks

(321) CT 29/4/99

CHARMAINE PILLAY

DURBAN: The South African Democratic Teachers' Union (Sadtu) is to establish disciplinary committees within its structures to deal with undisciplined teachers who taint the image of the teaching profession and the union.

The decision was taken at the union's provincial conference yesterday, following the criticism levelled at it by Education Minister Kader Asmal, who lambasted teachers, especially Sadtu members, for their lack of professionalism.

Sadtu's provincial secretary-general, Ndaba Gcwabaza, said the conference had discussed the issue of undisciplined teachers for two days and had decided that Sadtu needs to take practical steps to end the criticism.

"The union's constitution allows for the establishment of disciplinary committees, which can hear charges of misconduct and decide on disciplinary action. We want our members to go to work on time and not to leave earlier than they should. If members leave schools to attend protest marches and so on, we don't expect them to go shopping."

The conference also took resolutions on the implementation of curriculum 2005, the new wage policy, teacher appraisal and job security. Sadtu wants teachers to be enrolled in programmes and workshops to prepare them for next year's implementation of Curriculum 2005.

The union believes that the new teacher appraisal system should be implemented at the same time, as this would allow the education department to identify the curriculum's areas of strength and weakness and determine how teachers are coping.

On the question of job security, the union is to look at ways to prevent retrenchment.

Regarding the new wage policy, Sadtu members will be given about a month to make submissions on salaries, pensions, housing subsidies and medical aids.

AIDS 'reprieve' for colleges

(92)(321)

Kader Asmal to rethink closure of teacher training centres

ARCT 12/10/99

LYNNETTE JOHNS AND DI CAELERS
STAFF REPORTERS

The closure of teachers' training colleges is being reviewed in the light of the AIDS epidemic, Education Minister Kader Asmal announced today.

Mr Asmal said the review would take place because "we don't know the impact of the AIDS epidemic on teachers".

Several teachers' training colleges have either closed down or amalgamated with others in the past two years owing to rationalisation in the teaching profession.

However, recent press reports have been that 45 000 of the country's more than 300 000 teachers are infected with the HIV/AIDS virus.

According to department of health figures, the prevalence of HIV infection rose more than 30-fold between 1990 and 1998.

In terms of the 1998 data, the highest rates were found in women in their 20s.

Between 1997 and 1998, there was a 65% increase in the estimated infection rate among teenage girls aged between15 and 19, from 13% to 21%.

Statistics from the United Nations' UNAIDS show that there were 22,5-million people living with HIV/AIDS in Sub-Saharan Africa at the end of last year, with the number of new cases in this region in that year estimated to be 4 million.

By the end of this year, it is estimated that 11,5% of South Africans will be infected with HIV.

This is compared with less than 0,5% in 1990, translating to almost 5 million HIV positive people.

By the year end, there will be 2 500 new infections a day. Between 140 000 and 150 000 AIDS deaths will have taken place in 1999.

A chief education specialist, who cannot be identified, said the department of education had not yet done an impact study, even though they would "very much like to."

He said there were no official figures on how many teachers were infected with the virus.

Mr Asmal's spokesman, Bheki Khumalo, said the minister's announcement did not mean that colleges facing closure would now remain open.

"A study will most likely be done before the minister takes any action."

The study, similar to the Curriculum 2005 study being done by the Human Sciences Research Council, would give the department a clearer indication of what the needs would be as more of the country's teachers fell victim to AIDS.

He said the impact of AIDS on education would be huge and "something has to be done."

Mr Asmal would consult with his provincial ministers and other stakeholders before further action was taken.

In the Western Cape, Hewat College, Good Hope in Khayelitsha, South Cape in Oudtshoorn and the Roggebaai Distance College in Cape Town were either closed or amalgamated with other colleges at the end of 1996, in a move that was to save the department R26-million.

At present, the Athlone Technical College used the old Hewat College premises.

At a meeting in Botswana last week to discuss the distribution of R600-million from pharmaceutical company Bristol-Myers Squibb to fight AIDS in southern Africa, Botswana's President Festus Mogae said the HIV/AIDS virus was making its devastating impact felt in all sectors of his country's economy.

"Increases in labour costs are inevitable as we see regular absenteeism and the quality of the workforce deteriorating.

"There will be a consequent decline in productivity, with people dying before they become productive and before society can reap the benefits of the investment made in their education and training," he said.

CAPE TIMES
TUESDAY, OCTOBER 19, 1999 ★

ASMAL, PRINCIPALS MEET

'Strikes must not close schools' (321) (152) CT

THE COUNCIL of Education Ministers (CEM) reached several strategic decisions at a meeting in the city yesterday, including a new labour policy for principals. Education Writer **PRISCILLA SINGH** reports.

PRINCIPALS and education managers belonging to a trade union will in future have to give the education department at least 48 hours notice of intent to embark on strike action.

The CEM decided specifically to conduct a review of labour relations legislation and regulations on the role and responsibility of principals and other education managers during negotiations and industrial action.

At the same time, the CEM acknowledged principals' right to participate fully in the collective bargaining process, Education Minister Kader Asmal said.

"During times of strikes, some schools have been closed by principals. The principal is the metaphorical key to the school and the school must remain open at all times.

"The principal is paid to ensure the smooth functioning of the school, and if he or she wants to go on strike, then a minimum of 48 hours must be given to the provincial head of department so that other arrangements can be made to keep the school open," he said.

Also, during strike action a register must be kept by the school of any violence and intimidation, with names of individuals involved.

"At all times the principal must keep a register of attendance of teachers, from the time when they come to schools until they leave, and this must be available to the governing body and inspectors."

At the meeting yesterday it was also decided that private schools would adopt the national age admissions policy for public schools, which states that a child entering Grade-1 must turn seven in the year of admission.

The CEM also committed itself to examining issues of diversity and multiculturalism in schools, and policies on language and religion were being drawn up for implementation in the new year.

The review of Curriculum 2005 will continue, as will the implementation of Outcomes Based Education in Grade-3 and Grade-7.

It will establish progress, made from last year, in keeping with the pre-defined objectives of curriculum change and examine the extent to which the system has been able to support this.

Other items discussed by the CEM included a single national exam for matrics, the establishment of a national association of governing bodies, the teaching of sign language in schools, and a progress report on the incorporation of Colleges of Education into the higher education system.

The quarterly report, to be presented to Mbeki and the premiers next month, will include the provinces' 1999 preparations for the matric exams, the provincial preparations for textbooks and stationery, to be delivered to schools within the first seven days next year, the policies for the national age admissions and the norms and standards for funding.

He said he would also look at the gender disparities for high school principals "because there were more men than women".

"I want schools to be the centres for community life and I will be looking at the progress of schools next year.

"Next year will be the real basis for assessment of progress, and if there has been no progress, then heads must roll," Asmal said.

Asmal tightens strike rules for principals, managers

BD 19/10/99 (152) (321)

Linda Ensor

CAPE TOWN — School principals and school managers wishing to participate in strike action would have to give 48 hours' notice to their heads of department, Education Minister Kadar Asmal announced yesterday.

He said the Labour Relations Act would be reviewed with a view to possibly creating a discrete negotiating sector for principals and education managers who would be subject to different rules.

Trade unions representing teachers said they were not consulted about the new policy. The SA Democratic Teachers' Union said it would regard the strike as covering all its members until persuaded otherwise.

Asmal stressed that the new rules would not impinge on the right of principals to join trade unions or to go on strike, but would enjoin them to meet their professional obligation to keep schools running smoothly at all times.

During strikes a register would have to be kept of nondelivery of education, incidents of violence and the number of students attending school.

Guidelines would also be drawn up by the department for pupil discipline. The alternatives to corporal punishment could include community service, detention, school work or special projects.

Asmal also announced that the Council of Education Ministers had decided at their meeting yesterday to introduce an outcomes-based education programme in grades three and seven next year. A religious policy would also be introduced in schools in January.

Sadtu and Fedsas in row over procedure

(321) Sowetan 20/10/99

THERE is widespread corruption, nepotism and bias among school governing bodies, South African Democratic Teachers Union (Sadtu) general secretary Mr Thulas Nxesi said yesterday.

"We have been informed that the process of redeployment in education is not progressing very well, because of the role of school governing bodies," he told Parliament's education portfolio committee, which is holding public hearings on the Education Laws Amendment Bill.

The governing bodies should not be allowed to hamper transformation by delaying recommendations to the education department on the appointment, transferral and promotion of teachers, Nxesi said.

Sadtu legal adviser Mr Anton Roskam welcomed a provision in the Bill which will allow the education department – once the legislation is promulgated – to appoint teachers if it has not received recommendations from the governing body within two months.

However, the Federation of Associations of Governing Bodies of South African Schools (Fedsas) has pleaded for a stronger position for these bodies.

Fedsas chief executive officer Mr Bernard du Preez said it seemed that whenever governing bodies – in negotiations with the Government – pointed out some obstacle, their powers regarding that matter were taken away in the next round of legislation.

The federation had no objection to the time limit on recommendations.

However, if the governing body found none of the nominated candidates suitable, and could not make a recommendation, the Bill would allow a head of department to override the body and make an appointment.

This was a gross violation of the rights of governing bodies, he said.

National Professional Teachers Organisation executive director Mr Henry Hendricks said if governing bodies refused to make recommendations on appointments, the head of department should be allowed to do so.

Mr Gordon Khosa of the Centre for Education Policy Development, Evaluation and Management said allowing a head of department to temporarily transfer a teacher, without having to give a reason to the teacher, principal or governing body, had the potential for abuse.

Du Preez said the amendments dealing with the expulsion of pupils lent too much weight to the offender's right to education and not enough to the right of other pupils to an orderly, disciplined learning environment.

The Bill allowed a head of department to decide, on recommendations from the governing body, whether or not to suspend a pupil pending a decision to expel.

If the governing body was then told to allow the pupil back, it knew it could not expect a fair disciplinary hearing.

Du Preez said he wanted expulsion to be done in conjunction with the authorities, but more support from department heads was necessary to maintain discipline at schools. – *Sapa*

Police made the arrest at Goeden State, Inspector Jcep Joubert [illegible]

SABC to beam Nyerere

THE state funeral of Tanzania's f[illegible] Julius Nyerere will be broadcast li[illegible] from 8am to noon tomorrow. It will [illegible] later in the day on SABC 3 from 2pm

We regret the mistake

SOWETAN incorrectly reported "Vuvuzela" Mafokate was appointed sador by the Human Rights Commiss[illegible]

In fact he was appointed by Right[illegible] of their campaign to integrate human [illegible]ular culture. We regret any inconven[illegible] both organisations.

How to reach Soweta[illegible]

Johannesburg (011) 471-4000
Pretoria (012) 325-6213
Pietersburg (015) 291-1607
Durban (031) 309-1341
Cape Town (021) 403-2756
E-mail: swtnedit@sowetan.co.

Opposition fumes over 'steamrollering' of bill

(321) CT 26/10/99

ROBERT BRAND
PARLIAMENTARY BUREAU

JOHANNESBURG: The controversial Education Laws Amendment Bill will be debated in the National Assembly today, despite the objections of opposition parties who claimed the bill was being "steamrollered" through Parliament.

The bill, which has been rushed through Parliament, gives provincial education departments to power to transfer or re-deploy teachers without waiting for recommendations from relevant school governing bodies.

But opposition parties claim the "fast-tracking" process has been misused to force through measures which would reduce the powers of school governing bodies. "This bill reduces the functions of school governing bodies considerably... (it) draws a line through (Education) Minister Kader Asmal's statements that parents should become more involved in schools," NNP education spokesperson André Gaum said at the weekend.

Opposition parties, including the DP, the NNP, the UDM and the United Christian Democratic Party, formally objected to the fast-tracking process but their concerns were ignored, Gaum said. "The NNP will not tolerate this kind of behaviour by government."

Crisis looms in SA as teachers quit

(321)

ARG 27/10/99

Pretoria – South Africa is likely to have a serious shortage of teachers within five years, the National Professional Teachers' Organisation of South Africa warned today.

Spokesman Henry Hendricks said scores of trained teachers were leaving the profession, while the numbers joining it were falling rapidly.

He said: "Young people no longer see a future in teaching. We are going to be in serious trouble within five years."

In Gauteng alone there was expected to be shortage of between 1 400 and 1 600 teachers.

Mr Hendricks said Afrikaans-medium schools were already struggling to find qualified staff.

"The major national crisis lies in subjects such as mathematics and physical science, with projected shortages of 14 000 and 16 000 respectively."

"Nor are there enough competent teachers speaking English."

The profession was on average losing about 18 000 teachers a year through natural attrition – excluding those leaving in the rationalisation process, and: "The way things are going now, they are not being replaced," Mr Hendricks said.

The national council of Naptosa yesterday resolved to call on the Government to intervene to avert a crisis. – Sapa

Shortage of schoolteachers looms

ET 28/10/99 (321)

PRISCILLA SINGH
EDUCATION WRITER

A TEACHER union has predicted a crisis in the supply of teachers in South Africa and called for drastic measures to curtail the dwindling numbers.

The National Professional Teachers' Organisation of South Africa (Naptosa) said at its biennial meeting in Pretoria that the teaching profession loses 18 000 out of the 360 000 teachers every year.

This attrition is due to death, retirement and emigration and amounts to about 5% of the teaching core lost, said Naptosa spokesperson Henry Hendricks.

These figures were sourced mainly from research by Professor Graham Hall and Professor Charles Simkin, added Hendricks.

"In the last year, although there was a drastic reduction of teacher training colleges, the intake of students at the remaining colleges also diminished. The intake is not going to keep pace with the attrition.

"In the secondary schools, we will face a crisis very soon when the bulge of primary school pupils move into high schools. Subjects like maths, science and technology will be affected by fewer teachers, as will Afrikaans-medium schools.

"In the next three to five years, there will be a shortage of 15 000 maths teachers, as well as 15 000 science teachers.

"We are trying to alert Kader Asmal to what we believe is a looming crisis," Hendricks said.

He said producing a teacher was "not like baking a loaf of bread" and it took years to train a properly qualified educator.

"One of the problems is that we are not attracting students to colleges, and education is not looking attractive enough to prospective students. Teacher employment is not seen to be as secure as it used to be.

"In some of our schools, principals have told us that they are battling to find suitably qualified teachers. The rector of a teacher college in Durban said that next year not a single primary school teacher will qualify from his institution.

"The potential in our country is worth developing, but we have to find ways and means to attract it," Hendricks said.

Education spokesperson Bheki Khumalo said the figures quoted by Naptosa were "way off the mark and incorrect".

"It is an exaggeration by Naptosa and is unnecessary. The Education Sector report which was drafted by Professor Roland Hunter, and commissioned by the education and finance minister, shows that we are not losing 18 000 teachers a year but only 9 000, and this is through attrition," Khumalo said.

He said there were 20 000 qualified teachers without jobs in the Northern Province because of the large number of teacher training colleges there.

"The fact is we have a skewed distribution of teachers whereby the advantaged schools have the more qualified teachers and a greater number per school than the disadvantaged schools.

"That is why we were talking about redeployment to ensure an equitable distribution of the teaching core in our school system.

"It is designed to ensure the cost-effective utilisation of human resources," Khumalo said.

At the meeting Naptosa also expressed concern at the lack of safety measures for teachers and pupils in schools and colleges.

Naptosa president Musa Shezi called for the finalisation of the rationalisation and redeployment process so that all teachers, including those who are currently unemployed or soon-to-be qualified, will be free to apply for any vacant teaching post.

He also spoke about the increasing impact of HIV/Aids on teachers. Khumalo said that Asmal intimated he was reviewing the situation about three weeks ago at the Council for Education Ministers meeting.

Ref CT 29/10/97 (321)

No work, no pay slip for protesting teachers

PRISCILLA SINGH

WHEN Western Cape teachers get their October salary advice slips today they will face the hard fact of "no work, no pay" deductions for every day they participated in the recent wage strikes.

The Western Cape Education Department said yesterday the deductions this month were for time taken off in July and will be reflected as such in the salary slip.

Those who were absent from school in August will have their pay docked in November.

Earlier this year the national Department of Education, prompted by Education Minister Kader Asmal, instructed the nine provincial education departments to apply the "no work, no pay" rule to teachers and non-teaching personnel who stayed away from work to take part in the strike.

The strike was part of a nationwide campaign of mass action by public servants after wage negotiations deadlocked between them and the government.

The South African Democratic Teachers' Union, and eventually all the other teachers' unions, were part of the strikes and several days of school were lost.

The "no work, no pay" rule was applied in strict accordance with the labour legislation and the national agreements on related matters entered into by the teachers' and non-teachers' unions and the state.

Acting on this, the provincial education department is now making the deductions from the salaries of those who absented themselves from duty to take part in the strikes.

The department's spokesperson, Tony Eaton, said it was difficult to ascertain how much a teacher earned a day because this was commensurate with qualifications and experience.

He said at the last check, Western Cape teachers earned an average of R88 000 a year, which included bonus pay.

The strike deductions are determined by the amount of time and the number of days taken off from duty, and the onus was on principals to give the information to the area office, to be passed on to the national department before being communicated to the respective provincial departments.

Where principals were unable to give the information, the responsibility fell on the circuit managers.

Inquiries may be directed to the department at (021) 403-6323/6292/6286 or 6288.

Teachers' union protests over 'unlawful' deductions from salaries

PRISCILLA SINGH
EDUCATION WRITER

THE executive council of the Suid-Afrikaanse Onderwysersunie (SAOU) has instructed its legal representatives to issue civil summons against provincial departments of education to recover "unlawful" deductions made from its members' salaries.

This action follows the protest action in which teachers and other public servants took part on August 24 and for which salary deductions were made.

"SAOU members took part in the protest action on a voluntary basis and therefore, by far the majority of members did not participate and continued with their work uninterrupted," the statement said.

"Provincial departments of education have nevertheless proceeded to make salary deductions from all SAOU members whether they were on duty or not. The fact that those members who did participate in the union's activities had previously applied for leave, has also been negated."

The deductions come as no surprise because teachers and unions were notified by the national department of education that "no work, no pay" apply to teachers who absented themselves from school during the public servants' mass action.

SAOU president Corn Booysens said some of the provinces handled the process in an orderly fashion.

"However, it seems clear that others used this process to intimidate SAOU members. The SAOU has repeatedly, without success, attempted to resolve the dispute in some of the provinces."

He added that it was clear that "certain provinces are seeking confrontation" and he appealed to Education Minister Kader Asmal to make an input.

CT 1/11/99

(321)

Unions to fight docking of days' pay for striking

(152) (321)

By Victor Mecoamere
Education Correspondent

TWO teachers unions will join another union in taking legal action against the education authorities for docking a day's pay from the salaries of their members after the public sector strike in August.

South African Democratic Teachers Union (Sadtu) president Mr Willie Madisha and National Professional Teachers Organisation of South Africa (Naptosa) director Dr Willem Boschoff told *Sowetan* yesterday that they were considering legal steps against the authorities.

Boschoff and South African Teachers Union (Satu) spokesman Mr Chris Kloppers and Satu president Mr Corne Booyens said the deductions were unlawful because the affected teachers who were not part of the nationwide strike on August 24.

Satu announced its intention to sue last Friday. The threat was repeated yesterday. Kloppers and Booyens said 12 000 teachers were affected by the salary cuts.

This prompted Satu to instruct its lawyers to issue civil summonses against provincial education departments to recover deductions made from the salaries of the union's members.

"Our executives are talking to other unions, including Sadtu, on possible joint actions on the matter, including legal action which, like Satu, we could carry out alone or jointly with one other or more teachers' organisations," said Boschoff from Pretoria yesterday.

Boschoff said the entire staff at a technical college in Gauteng had all reported for duty on August 24 but had one day's salary deducted. Another example was that of teachers who had been on leave on that day but were still penalised.

"Yes, our members have been affected by the salary cuts. But we are not contesting the cuts which we feel are a result of the Government's application of the principle of 'no work, no pay', in terms of the Labour Relations Act.

"But were are having problems with the modalities that have been used in the application," said Madisha.

Education Minister Kader Asmal's spokesman Mr Bheki Khumalo said teachers claiming to have been unlawfully affected by the cuts should make written submissions.

Sowetan 4/11/99

Teachers to get performance-related pay

LYNNETTE JOHNS (621)
EDUCATION REPORTER

Teachers will be paid according to their performance in a bid to lift the standard and quality of education, says National Education Minister Kader Asmal.

He was speaking at the Claremont Civic to 200 constituents.

He and fellow ANC parliamentarian Sue van der Merwe share the constituency. ERG 11/11/99

In August, Mr Asmal said education in the country was in crisis and urgent intervention was needed.

And last month he lambasted teachers at the South African Democratic Teachers Union conference saying they were "lazy and ineffective".

Last night he said: "There will be performance appraisals, there will be payment by performance not by bargaining terms."

Negotiations would take place with unions, "but there is a point when negotiations end and decisions have to be taken".

Mr Asmal said he was also trying to get provinces to use their authority to take action against errant teachers.

Turning to his provincial counterpart Helen Zille, he said even though she had adopted most of his priorities, literacy – one of his main priorities – had been left off her list. She said there was not enough money to adopt the literacy campaigns, Mr Asmal said.

He appealed to governing bodies at better-off schools to volunteer their services at previously disadvantaged schools. "Your governing bodies have accountants in them. You have lawyers, business people, doctors, psychologists. We need to share this vast pool of experience and knowledge with the schools next door."

Twinning with other schools gave schools an opportunity to share their resources, and also enabled children from different backgrounds to come together and learn from one another.

Absent school principals still drawing salaries

ART 16/11/99 (321)

KRISENDRA BISETTY
STAFF REPORTER

More than 30 KwaZulu-Natal school principals have mysteriously absconded from their posts, fled in fear of being attacked or killed, or left after being rejected by teachers, parents and in some cases, even pupils.

The incidents came to light yesterday when a schedule of principals who were not on duty was submitted to the KwaZulu-Natal education portfolio committee.

Committee members were stunned by the report and called for a full investigation, which should also include teachers who were not at their jobs.

In several instances, school heads have not been at their posts since May 1997. Some are still being paid while the salaries of others have been suspended.

Several principals who were away from their classrooms for months claimed to have been ill. They included Mrs C S Mthethwa, who has been away from her school, Esiqandulweni Combined Primary, in the Port Shepstone region, since July 27.

But, others have stayed away for much longer, without providing reasons. Mr M H Ngubane, from the Sihangwane school in Ulundi, is believed to have deserted his post as he has not been at the school since October last year.

Mr J P Mbatha has been away since February 2 1998, without providing a reason.

Of the 34 principals not at their posts, eight claimed it was due to intimidation and threats on their lives, in some cases by pupils. A few, however have since resumed duties.

In the south Durban region, Mdepha Secondary School principal, Miss B G Khumalo survived an ambush on her way to her school in May.

Three shots were fired at her car. Mrs Khumalo was temporarily placed at another school as an assistant teacher last month.

Deputy director-general of provincial education Simeon Shamase, who compiled the schedule said that in all the cases, temporary replacements had been sent to the schools. Investigations were also being done at regional level and cases had also been referred to the department's labour relations section.

African National Congress spokesman and committee member Mtholephi Mthimkhulu described the situation as "very disturbing" especially because some of the principals were still being paid.