

TEACHERS — COLOURED

1992

The MINISTER OF NATIONAL HEALTH:

- (1) (a) R460.244 million and
(b) (i) R185.551 million and
(ii) R 18.087 million;

- (2) Department itself R409 920 million
local authorities and R 234 640 million
other agencies R 18 153 million

Please note that the Department's budget was reduced due to the fact that the Chief Directorate Pensions was transferred to the Department of Finance with effect from 1 September 1991.

SAP: current strength

59. Mr A J LEON asked the Minister of Law and Order:

- (a) What is the current strength of the South African Police Force, (b) how many persons have joined the Police Force for the first time since 1 June 1991 and (c) in respect of what date is this information furnished?

B147E

The MINISTER OF LAW AND ORDER:

- (a) 96 947
(b) 4 581
(c) 6 February 1992.

Wendy Orr Interdict: settlements

66. Mc E W TRENN asked the Minister of Law and Order:

With reference to the out-of-court settlements resulting from civil actions taken against the Minister of Law and Order and the South African Police following disclosures relating to what was commonly known as the Wendy Orr Interdict, when were the (a) amounts paid to each applicant, (b) costs paid by the State as compensation for the legal costs of the applicants and (c) State's costs in this matter?

B156E

The MINISTER OF LAW AND ORDER:

- (a) R120 500.00 was paid to 82 applicants. Compensation varies between R200.00 and R8 000.00 per applicant.
(b) R21 993.71 (provisionally).
(c) R8 425.00 (provisionally).

White population groups: births

74. Dr W J SINYMAN asked the Minister of Home Affairs:

How many births were registered in respect of the White population group in each calendar year from 1960 to 1991?

B185E

The MINISTER OF HOME AFFAIRS:

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1991
	76 300	75 725	76 581	75 569	76 781	77 342	79 456	81 635	84 100	85 758	88 368	89 115	89 890	89 965	83 224	79 811	Not available
	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990		(Since the repeal of the Population Registration Act, 1950, statistics in this regard are not kept on the basis of population groups.)
	78 513	73 998	73 073	73 183	74 760	79 058	77 686	81 139	81 534	79 863	72 955	70 431	69 189	70 964	69 649		

Own Affairs:

Teachers/promotion staff: services terminated

4. Mr R M BURROWS asked the Minister of Education and Culture:

- (1) Whether any teachers and/or promotion staff falling under his Department had their services terminated with effect from 31 December 1991; if so, (a) how many and (b) for what reasons;

(2) whether any of the above persons received additional pension benefits as a result of having their services terminated by his Department; if so, (a) what additional benefits, (b) who funded the additional benefits and (c) what total sum is involved;

(3) whether he will make a statement on the matter?

cont

B45E

The MINISTER OF EDUCATION AND CULTURE:

(1) Yes, the information, however, applies as from 1 January 1992.

(a) 1 769.

(b) attainment of retirement age, medical reasons and rationalisation.

(2) yes,

(a) full pension benefits in terms of the pension regulations which state that in respect of abolition of posts and retirement on medical grounds, a maximum of 5 years may be added to a person's total years of service.

(b) Department of Finance.

(c) the information may be asked from the Department of Finance;

(3) no.

National Senior Certificate examinations: results

5. Mr R M BURROWS asked the Minister of Education and Culture:

- (1) How many pupils at schools falling under the control of his Department (a) wrote, (b) passed, (c) failed, and (d) obtained matriculation exemption in, the 1991 National Senior Certificate examinations;

(2) how many of these pupils obtained (a) A, (b) B, (c) C, (d) D, (e) E, (f) F and (g) other aggregate symbols in these examinations;

(3) how many of these pupils passed in (a) Mathematics and (b) Physical Science in the above-mentioned year?

The MINISTER OF EDUCATION AND CULTURE:

- (1) (a) 509,
(b) 383,
(c) 126,
(d) 22;
(2) (a) 0,
(b) 6,
(c) 45,
(d) 163,
(e) 219.

(1) 43,
(2) 33,
(3) (a) 174,
(b) 95.

* Higher Grade, Standard Grade and Lower Grade included. Information refers to full-time candidates only.

Departmental schools utilised for other purposes

6. Mr R M BURROWS asked the Minister of Education and Culture:

Whether any schools owned or controlled by his Department are unutilised or utilised for purposes other than education; if so, (a) how many as at the latest specified date for which information is available and (b) for what other purposes were they being utilised?

B50E

The MINISTER OF EDUCATION AND CULTURE:

- (a) 11 as on 11 February 1992, ten schools are presently in the process of being alienated. One school is being considered for education purposes.

Non-White teachers: appointments

7. Mr A GERBER asked the Minister of Education and Culture:

Whether any non-White teachers have been appointed at schools under the control of his Department; if so, (a) at what schools, (b) how many and (c) in respect of what date is this information furnished?

(323)

B61E

The MINISTER OF EDUCATION AND CULTURE:

- (a) Date College Boys' Primary School (King William's Town)
Rondebosch Boys' High School
The Settlers High School (Beelville)
The Grange Primary School (Pietertunburg)
North Crest Primary School (Durban)

Tweespruit Secondary School (323)
 Malvern Primary School (Johannesburg)
 Orange Grove Primary School (Johannesburg)
 Troyeville Primary School (Johannesburg).
 (b) 18.
 (c) 30 January 1992.

*Seconded from the Department of Education and Training.

Various schools: number of pupils

8. Mr A GERBER asked the Minister of Education and Culture:†

- (a) How many (i) state quo, (ii) model A, (iii) model B, (iv) model C and (v) model D schools are there under the control of his Department at present; (b) how many (i) White and (ii) non-White pupils are enrolled at each of these types of schools at present and (c) in respect of what date is this information furnished?



B62E

THE MINISTER OF EDUCATION AND CULTURE:

- (a) (i) 1 233
- (ii) 1*
- (iii) 692*
- (iv) 51*
- (v) 6
- (b) (i) and (ii) official enrolment figures not yet available;
- (c) Cape and Transvaal: 31 January 1992
- Natal: 3 February 1992
- Orange Free State: 28 January 1992

* Approval granted, but models have not necessarily been implemented.

Model D schools

9. Mr A GERBER asked the Minister of Education and Culture:†

Whether he has declared certain schools under the control of his Department to be model D schools; if so, (a) which schools, (b) in what way was the parent community consulted in

the matter, (c) how many (i) White and (ii) non-White pupils are enrolled at these schools and (d) in respect of what date is this information furnished?



B6E

THE MINISTER OF EDUCATION AND CULTURE:

- (a) Orange Grove Primary School
- Troyeville Primary School
- Malvern Primary School
- Northeast Primary School
- The Grange Primary School
- Tweespruit Secondary School,
- (b) the parent community concerned was consulted in the normal way before each of the schools was closed,
- (c) (i) and (ii) official statistics for 1992 are not yet available,
- (d) 30 January 1992.

Rent-controlled premises: Hillbrow constituency



B62E

12. Mr L FUCHS asked the Minister of Housing and Works:

- (1) How many rent-controlled premises were there in the Hillbrow constituency as at 31 December 1991;
- (2) how many such premises were decontrolled in that year;
- (3) whether he will furnish the House with the (a) address and (b) description of each of the premises so decontrolled; if not, why not, if so, what are the relevant details?

B76E

THE MINISTER OF HOUSING AND WORKS:

(1) On 31 December 1991 there were still 775 units, comprising of 6 dwellings and 769 flats, subject to rent control;

(2) two blocks of flats comprising of 41 units were conditionally exempted from rent control during 1991 subject to the granting of continued protection to the tenants thereof if and for as long as such tenants comply with the prescribed requirements for continued protection.

cont.

(3) Yes
 (a) John Court
 23 Edith Cavell Street
 Hillbrow
 Tashin Heights
 out Clam and Koch Streets
 Hillbrow
 14 units
 27 units

Departmental schools closed

13. Mr K M ANDREW asked the Minister of Education and Culture:

Whether any schools falling under his Department were closed down in or at the end of 1991; if so, (a) which schools, (b) where were they situated and (c) what was the combined (i) pupil enrolment in 1991 and (ii) potential capacity of these schools?

B109E

THE MINISTER OF EDUCATION AND CULTURE:

Yes,

(a)	(b)
Middelpos Primary School	Middelpos
Golden Valley Primary School	Somerest East District
Midlands Commercial School	Craddock
Greyville Primary School	Craddock District
Copperton Primary School	Copperton
Martins Postma Primary School	De Aar
Langley Primary School	Kynasa District
Brakleone Primary School	George District
Thornton High School	Cape Town
Thorn Park Primary School	East London District
Macleantown Primary School	Macleantown
Kango-Sentral Primary School	Oudshoorn District
Brandhoek Primary School	Oudshoorn District
Juta Primary School	Oudshoorn District
J J du Preez High School	Parow
Veterville Primary School	Elands Bay
Trawal Primary School	Trawal
Het Krus Primary School	Pletberg District
Spidrift Primary School	Vredendal District
Southwell Primary School	Grahamstown District
Thornhill Primary School	Thornhill
Ethel Valentine Primary School	Port Elizabeth
Rietbeek East Primary School	Rietbeek East
Seven Fountains Primary School	Grahamstown District
Kruger Primary School	Uitenhage District
Cotswold Primary School	Port Elizabeth
Compacta Primary School	Bot River
Louisvale Primary School	Louisvale
Bloubaan Primary School	Vyburg District
Boschriver Primary School	Worcester District
Worcester East High School	Worcester
Die Bron Primary School	Worcester District
Hoerskool Saamwerk	Durban
Neandru Park Primary School	Newcastle
Klip Senior Primary School	Ladysmith
Keate Street Junior Primary School	Ladysmith
Forest Hill Junior Primary School	Pietermaritzburg
May School	Pietermaritzburg
The Grange Primary School	Pietermaritzburg
Butler Primary School	Pietermaritzburg
Pinetown Music School	Pietermaritzburg
Junior Primrose School	Pietermaritzburg
Voorreker Senior Primrose School	Pietermaritzburg
Voorreker Hoerskool Gert Maritz	Pietermaritzburg
Vryheid Coronation Primary School	Coronation
North Crest Primary School	Durban

Decision on teachers to be made soon

SI Times (CM) 23/2/92

By NORMAN WEST
Political Reporter

THE new Minister of Education in the House of Representatives, Mr Abe Williams, announced yesterday that a decision would be taken soon on an option to allow teachers to retire "early" with equal retrenchment packages to those offered to redundant white teachers.

"It would be in the interest of the child, education in general and the community to let teachers 'tired' of the job make way for better trained and better motivated teachers. Thus the retirement age must be reduced," he said.

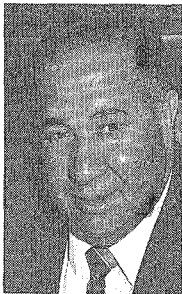
He said further that in future he, as minister, would not "autocratically" decide on the appointment of teachers.

"Political considerations in the appointment of teachers have been a bone of contention in the community for long enough. I want teacher appointments to be depoliticised.

Strife

"It was the style of my predecessors, as political heads of the Department of Education and Culture, to make final decisions on teacher appointments, sometimes because of political considerations, which resulted in serious strife — even violence — in local communities.

"This must stop. In future there must be no political involvement in appointments. It must be left to duly elected school committees,



ABE WILLIAMS

Reduce retirement age

school boards and the local communities to decide who they want as teachers at their schools."

But Mr Williams said his immediate mission was to negotiate an early retirement package for teachers. This would eventually affect the careers of all the 30 000-odd teachers under his department as well as hundreds of thousands of other civil servants whose conditions of employment differed little from those of teachers.

The current position is that all male teachers appointed on a permanent basis prior to June 25, 1955, may retire at 60 or, in the case of women, at 55.

Those appointed permanently after that date may only retire at 65, male or female.

Different rules apply to temporary appointees — such teachers, male or female, may retire at 60.

Own Affairs:

Certain school: undiplomated teachers

*1. M^S S OOSTHUZEN asked the Minister of Education and Culture:—

- (1) Whether any undiplomated teachers are currently employed at a certain primary school, the name of which has been furnished to the Minister's Department for the purpose of his reply; if so, (a) how many and (b) what is the name of this school;
- (2) whether any diplomated teachers applied for the posts concerned; if so, for what reason were they not appointed;
- (3) whether he will make a statement on the matter?

C9E

THE MINISTER OF EDUCATION AND CULTURE:

- (1) (a) One.
- (b) Meeting Primary School
- (2) The application of the first nominated teacher was incomplete and the second nominated teacher was already appointed in a post to which he allocated a higher personal preference.
- (3) No. A statement is not deemed necessary.

†M^S S OOSTHUZEN: Mr. Chairman, is the hon. the Minister prepared to reply to a supplementary question?

†THE MINISTER: I am quite prepared to reply to a question, but I would advise him to address his colleague. It was in his colleague's time that these problems existed. However, I shall still try to help the teacher if there is a problem.

†THE CHAIRMAN OF COMMITTEES: Order! The hon. the Minister is not prepared to reply to a question.

†M^T ABRAHAMS: Mr. Chairman, may I put a question arising out of the hon. the Minister's reply?

†THE CHAIRMAN OF COMMITTEES: Order! I think that the reply given by the hon. the Minister to the hon. member M^S S Oosthuizen, indicated that he is not prepared to reply to a supplementary question. Did I understand the hon. the Minister correctly?

†THE MINISTER: Mr. Chairman, I would advise the hon. member to put another question down for written reply. I shall then reply to it.

†THE CHAIRMAN OF COMMITTEES: Order! The hon. the Minister is not prepared to reply. The hon. member must rather follow the correct channels and put the question down for written reply.

*2. M^S S OOSTHUZEN asked the Minister of Education and Culture:—

- (1) Whether his Department has at any time received complaints about the principal of a certain primary school, the name of which has been furnished to the Minister's Department for the purpose of his reply; if so, what is the name of this school;
- (2) whether these complaints related to the employment of undiplomated teachers at the said school; if so, what are the relevant details;
- (3) whether any other complaints have been received about the principal concerned; if so, what complaints;
- (4) whether any steps have been taken against the principal in respect of the complaints referred to in paragraphs (2) and (3) of this question; if not, why not; if so, what steps.
- (5) whether he will make a statement on the matter?

†THE MINISTER OF EDUCATION AND CULTURE:

- (1) No.
- (2), (3), (4) and (5) Not applicable.

HOUSE OF DELEGATES

INTERPELLATION

The sign * indicates a translation. The sign +, used subsequently in the same interpellation, indicates the original language.

General Affairs:

University of Natal: Medical Faculty

Mr. M. RAJAB asked the Minister of National Health:—

- (1) Whether a task group has been set up by her Department to determine whether the facilities available at the Medical Faculty of the University of Natal comply with international requirements for the training of medical personnel; if not, why not; if so, what are its findings and recommendations;
- (2) whether she will make a statement on the matter?

D106E INT

THE MINISTER OF NATIONAL HEALTH: Mr. Chairman, the answer is yes. As a background I should like briefly to outline the present situation and the reasons for it.

The Cabinet decided recently that all planning regarding three new academic hospitals—Pretoria, Durban and Medunsa—should be suspended immediately due to a lack of funds. In view of the proved need for academic hospitals of a high standard, it was decided as an alternative to appoint a task group, firstly, to determine whether the present training facilities could be upgraded meaningfully; secondly, to determine whether additional facilities were needed; thirdly, to examine the possibility of employing alternative facilities in Durban and fourthly, to determine the manpower and financial implications of the recommendations.

The following people have been appointed to investigate the matter: the Director-General of the Department of National Health and Population Development or his representative; the Directors-General of the provincial administrations or their representatives; the deans of the faculties of medicine at the universities, persons, including members of the supervisory boards,

deemed necessary due to their expertise, and members of the KwaZulu health department.

It is fair to ask why the Cabinet decided to investigate the upgrading of these hospitals instead of building new academic hospitals, especially in view of the fact that the need for new academic hospitals in Durban and Pretoria was recognised as early as 1981. The answer is simply a lack of funds.

Mr. M. RAJAB: Mr. Chairman, I am pleased to hear the hon. the Minister say the task group has in fact been appointed. We welcome the fact that the people appointed to the task group are widely representative of all interested parties. I am also pleased to hear the hon. the Minister tell us very bluntly that the problem with this particular issue is one of funding. That is really the perspective from which we should view this matter.

However, there are two questions that arise out of this. The first question is: Would sufficient funds be available once this task group has completed its task for a massive upgrading and redevelopment programme at King Edward VIII to take place? I will explain to him. The other now why I believe this is important. The other question that arises naturally is: Has the hon. the Minister given this task group a time frame within which to operate? In other words, will this task group report back to her after a short period of time has elapsed? We believe it is important that the task group completes its work as quickly as possible.

In so far as the King Edward VIII medical school is concerned, let me say immediately that the decision by the Cabinet not to go ahead with the building of this academic hospital was shocking in the extreme, as far as we are concerned. We believe it deserves priority in order for it to overcome its disadvantage in relation to the other academic hospitals that exist elsewhere in the country. The implications for the Natal-KwaZulu region would be grave and far-reaching, were that hospital not to be built in the near future.

I want to take the opportunity this afternoon to appeal to the hon. the Minister. Firstly, because of the excellent record of the medical school in the provision of health care professionals in South Africa generally and, secondly, in the interest of justice and health care in the Natal-KwaZulu region.

Sacked head (323) gets job back

Staff Reporter

IN a surprise turn-about yesterday, the Department of Education and Culture announced it would reinstate fired headmaster Mr Randall van den Heever with immediate effect.

Mr Van den Heever, the general secretary of the SA Democratic Teachers' Union (Sadtu) was dismissed on Tuesday by the DEC (House of Representatives) for allegedly deserting his post as headmaster of Spes Bona High in Athlone.

Sadtu condemned the dismissal as "arrogant and senseless" and sent a delegation to the minister, Mr Abe

Williams, to demand that Mr Van den Heever be reinstated.

The notice of Mr Van den Heever's dismissal has been withdrawn and he has been granted unpaid leave from the DEC until the end of 1992 to fulfil his Sadtu duties, while retaining his headmaster status.

Mr Van den Heever said: "I am relieved that this matter of great personal concern has been resolved and that the union has won an important principle in collective bargaining, namely the right of the union to make full-time use of certain teachers to do the work of the union."

**China in
hold call**



**Police are
hoos find**

Blackboards still tangled in the jungle of apartheid

By Zubeida Jaffer



South 1473-19392

FOR THE PAST four weeks, the pupils at John Pama Primary School in Nyanga and the nearby Oscar Mpetha High School have been unable to concentrate on their studies as the grounds outside their schools have become a virtual battlefield.

The outbreaks of violence between rival taxi associations in pockets of the African townships have not paralysed the schools — rather they have added another dimension to the education crisis in the Western Cape.

As in other centres in the country, schools in the region are experiencing problems ranging from overcrowding, inadequate equipment and book shortages to teacher retrenchments.

Most schools in the Western Cape are administered by the (coloured) House of Representatives and here retrenchment of teachers constitutes a major problem.

There are 2 011 coloured schools accommodating 855 531 pupils.

The general secretary of the National Education Co-ordinating Committee (NECC) in the Western Cape, Mrs Mavis Makeleni, says teachers being retrenched in these schools have taught for long periods but were not given permanent status.

She says retrenchments of teachers are not necessary at coloured and white schools.

"This would not be happening if education was treated from a national perspective. Pupils could be moved around so that teachers do not have to be retrenched. There is a great need for our people to be empowered. They should not be roaming the streets," Makeleni says.

Attention was focused on overcrowding at coloured schools recently when parents of pupils at Belthorn Primary School demonstrated against overcrowding there.

Teachers are holding classes of more than 50 pupils in the staffroom and the foyer, says Parents' Committee chairperson Mr Hassan Karjiek-er. He says the school has been promised extra mobile units but these have not arrived.

Yet a spokesperson for the Department of Education in the House of Representatives, Mr Hennie Jansen, says there is no waiting list for pupils wanting to enter coloured schools.

With the opening of 304 white schools to all races in the Western Cape since last year — nearly half of all white schools here — considerable numbers of black pupils have moved to them.

Although all departments approached insisted that they kept no record of the racial composition of these schools, a rough survey indicates that at least one third of the pupils is black and their number is expected to rise next year.

For many white schools, admission of pupils of other races is the only way to continue existing. There are 695 white schools in the Western Cape, with a total enrolment this year of 233 235.

With mainly coloured pupils moving to these schools, principals at coloured schools are being confronted with having to admit more African pupils.

Indian schooling here is limited, with only 2 263 pupils enrolled this year at three high schools and two primary schools.

Problems vary for the racial groups, says Makeleni. African schools are the most severely affected — there are book shortages, overcrowding, violence and a general lack of facilities.

This often results in pupils clashing with their teachers in a bid to secure these basics, she says.

This year at least one school has been constituted without a school building, leaving more than 900 pupils "squatting" at a primary school.

These pupils at Intlanganisio High in Khayelitsha have to wait until the primary pupils have finished before they can be accommodated.

Principal Mrs Vuyelwa January says problems started when authorities did not honour a promise of finding premises for the school.

There are 102 African schools here (24 are high schools) accommodating 94 414 pupils.



MIXING: Black kids are attending white schools

According to a spokesperson for the Department of Education and Training, Mr Ephraim Belewa, 4 411 pupils are still waiting to be accommodated.

Progressive educationists do not believe there are simple solutions. But they say a single non-racial education system would go a long way in starting the rationalisation so desperately needed.

Last year old school desks of one education department in Cape Town were being burnt or used for scrap, while another education department desperately required them.

This year, qualified teachers are being retrenched in one department while another complains of not having enough.

There is some movement towards integration, but apartheid remains very much alive in education and will continue to hamper advancement towards quality learning. — AIA

College closes amid stand-off between students, rector

323

SOUTH 215-715192

THE Cape College of Education in Fort Beaufort has been closed down temporarily after students refused to sign a list of conditions outlawing political activity on campus.

A spokesperson for the South African Students' Congress (Sasco), Mr Archie Ralo, said students were told by the rector last Friday that the college would be closed for a week to allow them to "reconsider" their decision not to sign the document.

If students still refused to sign, the campus would be closed until May 18 and students would have to re-register.

Ralo said the conditions banned students from taking part in any protest action on campus or taking up issues like the exclusion of students.

The rector's decision to close the college followed four months of negotiations between the students representative council, Sasco and the administration around the exclu-

sion of 27 students.

Negotiations broke down in March, but after a two-day class boycott, the administration agreed to allow 14 students back and to negotiate about the other 13.

After the vacation, students were told the 13 would not be allowed back. When there were moves to resume the boycott, the administration threatened to close the college.

Ralo said: "We then decided to return to classes. But before we did the rector said we would have to sign a list of conditions."

The students refused to accept the conditions. Community organisations and the Chamber of Commerce were asked to intervene. They held a meeting with the rector last Thursday.

A member of the delegation, the Reverend Simon Kotsele, said the rector had agreed not to suspend classes, pending a further meeting.

The rector was unavailable for comment. — Ana

HOUSE OF REPRESENTATIVES

QUESTIONS

Indicates translated version.

For written reply:

Own Affairs:

Teaching appointments

2. Mr T R GEORGE asked the Minister of Education and Culture:

- (1) How many teaching appointments were approved in (a) the Transvaal, (b) the Cape Province, (c) Natal and (d) the Orange Free State in 1990 and 1991, respectively;

- (2) whether he will furnish the names of the successful applicants, if not, why not; if so, (a) what are their names and (b) to which posts were they appointed;

- (3) how many applicants were unsuccessful in each of the above years and (b) for what reasons were their applications refused?

THE MINISTER OF EDUCATION AND CULTURE:

- (1) (a) 1990—692; 1991—632;

- (b) 1990—4 198; 1991—3 401;

- (c) 1990—131; 1991—189; and

- (d) 1990—139; 1991—186.

- (2) and (3)

The volume of work involved in reply to the above questions, is too comprehensive to complete within a short space of time. If information concerning individual cases is required, the details can be obtained direct from my Department.

Shortages of textbooks: Transvaal schools

3. Mr T R GEORGE asked the Minister of Education and Culture:

- (1) Whether there are any shortages of textbooks at schools falling under the control of his Department in the Transvaal; if so,

(a) (i) in what subjects and (ii) what is the estimated extent of the shortage for each subject and (b) in respect of what date is this information furnished;

- (2) whether he will make a statement on the matter?

C13E

THE MINISTER OF EDUCATION AND CULTURE:

- (1) No. As far as my Department is aware, no shortages of textbooks at schools in Transvaal have been brought to its attention. Should there be any such shortages, it would be appreciated if it could be brought to my Department's attention without delay.

- (2) No. A statement is not deemed necessary.

Departmental schools: school committees per province

5. Mr T R GEORGE asked the Minister of Education and Culture:

- (1) How many school committees are there in each province in respect of schools falling under his Department;

- (2) whether he will furnish the names of the persons serving on each of these committees; if not, why not; if so, (a) what are their names and (b) in respect of what date is this information furnished;

- (3) what powers are given to each school committee?

C19E

THE MINISTER OF EDUCATION AND CULTURE:

- (1) Cape Province

— 918

- Orange Free State

— 47

- Transvaal

— 107

- Natal

— 46

- (2) The volume of work involved in replying to the above question, is too comprehensive to complete within a short space of time. If information concerning individual school committees is required, the details can be obtained direct from my Department.

- (3) A complete exposition of the powers and functions of school committees appears at Regulation F.9 of the regulations promulgated in terms of the Coloured Persons Education Act, 1963 (Act 47 of 1963).

INTERPELLATIONS UNDER NAME OF MEMBER

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Langley, Mr T—

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Chalk-down threat after union snubbed

STAR 12/5/92

(322)

(323)

CAPE TOWN — The national president of the 48 000-member SA Democratic Teachers Union (Sadtu) said in Cape Town yesterday that the union would resort to strike action next week after failing to gain recognition from education departments.

Shepard Mdladlana said Sadtu had met conditions set by the departments and been involved in drawn-out negotiations for recognition.

Sadtu had been talking to the 18 various education departments and so far only the Transkei department had accorded it full recognition.

Mr Mdladlana denied that Sadtu was embarking on a

strike to the detriment of schoolchildren and said time lost by teachers during the mass action would be made up on weekends or in extended school hours.

The refusal to recognise the union had led to the harassment and dismissal of members, he said.

Minister of Education and Culture in the House of Representatives Abe Williams appealed to Sadtu not to strike and to consider the safety and future of schoolchildren instead.

Mr Williams denied that Sadtu and the education authorities were at loggerheads and

said negotiations with the union were still under way.

He said that as far as he was concerned, Sadtu still had to fulfil certain conditions set out by his department.

These were to provide a copy of the union's constitution, a list of paid-up members and a code of conduct, as well as signing a written agreement with his department.

Mr Williams urged Sadtu to give up its demonstrations because these would not ensure the safety of the children and were an outdated practice in a new South Africa of negotiations. — Sapa.

Teachers strike over appalling conditions at Ennerdale school

By Phil Molefe
Education Reporter

All 26 teachers at the Ennerdale No 8 Primary School, south of Johannesburg, began an indefinite chalk-down strike on Tuesday, demanding the building of a new school.

The principal and staff declared yesterday that "enough is enough" and vowed to continue with the protest action until the authorities had addressed their grievances.

"We are not prepared to go back to the classroom until the contract to build a new school goes out on tender and we are given the dates as to when the new school would be built," said an angry teacher.

School chairman Fabian Mackoy said the school was accommodated in a prefabricated structure in 1985 and the

Department of Education and Culture (DEC) in the House of Representatives had not kept its promise to move the school to new buildings.

He said the asbestos structure was a health hazard. Because the school had no electricity, classrooms were very dark on cloudy days, causing eye-strain.

"The toilets are blocked, the classrooms are overcrowded. Children have to sit on crates ... in fact the whole place is a real mess."

The school had sent numerous memoranda to the department but received no positive response.

On Monday, said Mr Mackoy, the department had replied, saying it had no money to build a new school.

The DEC was not available for comment.

HOUSE OF REPRESENTATIVES

QUESTIONS

†Indicates translated version.

For oral reply:

Own Affairs:

Maladministration/fraud: Brentvale Primary School

*1. Mr G ROOSKRANS asked the Minister of Education and Culture:†

- (1) Whether he or his Department has investigated maladministration and fraud with school funds that has allegedly occurred at the Brentvale Primary School in the Bloemfontein region; if not, why not; if so, what are the (a) circumstances surrounding the alleged irregularities and (b) findings of the investigation;

(2) whether his Department has taken action against any persons and/or bodies as a result of the investigation; if not, why not; if so, what are the relevant details;

(3) whether the matter has been reported to the South African Police; if not, why not; if so, with what results;

(4) whether he will make a statement on the matter?

C25E

†The MINISTER OF HEALTH SERVICES AND WELFARE (for the Minister of Education and Culture):

(1) Yes.

(a) the School Committee alleged that the principal had used school funds for self-gain

(b) the principal admitted the allegation and has undertaken to repay the monies.

(2) No. The investigation has not yet been completed departmentally.

(3) No. The matter is still under consideration.

(4) No. A statement is not deemed necessary.

HOUSE OF REPRESENTATIVES

HOUSE OF REPRESENTATIVES

(3) whether it is the intention to put this complex to a different use in the future; if so, what are the relevant details?

C27E

†The MINISTER OF HEALTH SERVICES AND WELFARE:

(1) (a) (i) Thirty three (33)

(ii) Thirty one (31)

(b) None.

(2) (a) The complex was not acquired by the Administration. House of Representatives.

(3) It is intended for education purposes. Requests received regarding this are being considered.

(b) Institutional care, treatment and rehabilitation of TB and chronically ill patients.

(c) Unknown.

atives by means of a sales agreement, but came under its control with the institution of own affairs administration in 1984.

(b) Institutional care, treatment and rehabilitation of TB and chronically ill patients.

(c) Unknown.

Complaints by residents of Brentpark

*2. Mr G ROOSKRANS asked the Minister of Education and Culture:†

(1) Whether he or his Department recently received any complaints from an association of residents of Brentpark in the Kroonstad area; if so, (a) what is the name of the association concerned and (b) what is the subject of the complaints;

(2) whether these complaints have been investigated; if not, why not; if so, with what results;

(3) whether he will make a statement on the matter?

C26E

†The MINISTER OF HEALTH SERVICES AND WELFARE (for the Minister of Education and Culture):

(1) Yes.

(a) The Parent Committee of Brentvale Primary School.

(b) poor control and administration of the school, maladministration of school funds and absence of the principal from school functions.

(2) Yes. The matter has not yet been concluded.

(3) No. A statement is not deemed necessary.

For written reply:

Own Affairs:

Dr Stals Hospital complex: number of living units

9. Mr W J DIETRICH asked the Minister of Health Services and Welfare:

(1) (a) (i) How many living units are there in the Dr Stals Hospital complex in Westlake and (ii) how many such units were occupied as at the latest specified date for which information is available and (b) what recreational facilities are available there;

(2) (a) when was this complex acquired by the Administration. House of Representatives, (b) to what use is it being put at present and (c) what was the value of the complex when it was acquired;

HOUSE OF REPRESENTATIVES

31 Times (Cap. 40)
14/6/92
**Teachers will
soon be able
to retire at 50**

**By NORMAN WEST
Political Reporter**

PERMANENT teachers with 10 years' unbroken service will be able to retire at 50 in terms of a law to be passed this week. (323)

The chairman of the Ministers' Council in the House of Representatives, Mr Jac Rabie, said legislation to bring this new concession about will be piloted through Parliament during the last few days of the current session, which adjourns on Friday.

The "new deal" for teachers was initiated earlier this year by the former Minister of Education and Culture, Mr Tommy Abrahams, LP MP for Wentworth.

The current position is that all male teachers appointed on a permanent basis prior to June 25, 1955, may retire at 60 or, in the case of women, at 55.

Those appointed permanently after that date may only retire at 65.

Permanent appointees now hold the date of their retirement in their own hands, once they have reached 50 or are already over 50, with benefits commensurately scaled down.

Different rules apply to temporary appointees — who may retire at 60.

Handwritten: Hansard

No. The more suggestion that the State President or the Government would involve themselves with such activities is far-fetched.

Subsidies paid to companies transporting commuters

306. Mr W U NEL asked the Minister of Transport:

- (1) What total amount was paid out in subsidies to companies transporting commuters between (a) Owaqwa and Harrismith and (b) Owaqwa and Bethlehem for the 1990-91 financial year;
- (2) how many commuters were transported

THE MINISTER OF TRANSPORT:

- (1) (a) Owaqwa to Harrismith—R1 796 208,70
(b) Owaqwa to Bethlehem—R 170 522,75
- (2) Owaqwa to Harrismith—29 710 subsidized commuters per day (1 356 638 commuter trips during 1990-91).
Owaqwa to Bethlehem—3 078 subsidized commuters per day (135 572 commuter trips during 1990-91).

HOUSE OF REPRESENTATIVES

QUESTIONS

Indicates translated version.

For oral reply:

Own Affairs:

Questions standing over from Wednesday, 10 June 1992:

Provision of educational facilities/mobile units

*1. Mr P J BERGMAN asked the Minister of Education and Culture:

What steps he or his Department is taking in the interests of education in the Orange Free State regarding the (a) provision and erection of educational facilities and (b) (i) provision of mobile units in, (ii) transportation of such units to, and (iii) erection thereof in, areas where they are needed?



C30E

THE MINISTER OF EDUCATION AND CULTURE:

- (a) At present a primary school in Welkom and a secondary school in Bloemfontein are being erected in the Orange Free State.
- (b) (i), (ii) and (iii)
Applications for mobile units are considered on merit and the availability thereof determines where and when such units are being provided. As far as the Orange Free State is concerned, there are already 171 mobile units in use to address the education needs of this region.

OFFS: school buildings made available

*2. Mr P J BERGMAN asked the Minister of Education and Culture:

- (1) Whether the Department of Education and Culture of the Administration Buildings in the Orange Free State available for use by his Department; if so, which school buildings;
- (2) whether his Department has taken any steps to take possession of these buildings; if not, why not; if so, (a) how many

school buildings (i) have already been and (ii) are in process of being taken over by his Department and (b) in respect of what date is this information furnished.

- (3) whether he will make a statement on the matter?

THE MINISTER OF EDUCATION AND CULTURE:

- (1) Yes. Paardeberg Primary School and Tweespruit Technical School.
- (2) The Paardeberg Primary School Building has already been taken over by my Department but the offer for the Tweespruit Technical School has been withdrawn by the Administration: House of Assembly. This information is furnished in respect of June 1992.
- (3) No. A statement is not deemed necessary.

New questions:

- *1. Mr P A S Mopp—[Local Government, Housing and Agriculture.—[Discharged].]
- *2. Mr P A S Mopp—[Local Government, Housing and Agriculture.—[Discharged].]

Education colleges: Coloured population group

*3. Mr A J ROPER asked the Minister of Education and Culture:

- (1) What is the situation currently in respect of education colleges for members of the Coloured population group;
- (2) what, with a view to the future, is envisaged in respect of the (a) Brand Education College in particular and (b) other education colleges under the control of his Department in general;
- (3) whether he will make a statement on the matter?

C38E

THE MINISTER OF EDUCATION AND CULTURE:

- (1) Presently there are 13 colleges of education comprised under the control of the Department of Education and Culture: Administration: House of Representatives. Of the 13 colleges, 11 are in the Cape and one each in Natal and Transvaal.

Handwritten: culture

(3) Yes.

(257)

— discharge due to ill health.

(4)

The conditions for early retirement on full benefits are generally described in section 15 of the Education Act. To qualify for a monthly pension, a teacher must have contributed to the pension fund for at least 10 years.

The following early retirements qualify for full pension benefits

— discharge on account of abolition of post, reorganising, or rearrangement of staff;

— discharge in terms of the "burn out" clause.

In short, persons who are compelled to retire through no fault of their own, qualify for full pension benefits.

HOUSE OF DELEGATES

INTERPELLATION

The sign * indicates a translation. The sign +, used subsequently in the same interpellation, indicates the original language.

General Affairs:

Louis Botha Airport: investigations

1. Mr M RALAB asked the Minister of Transport:

- (1) Whether the Chief Directorate of Civil Aviation has completed its investigations into the technical and financial implications of the future of Louis Botha Airport; if not, why not; if so, what are its findings;
- (2) whether he will make a statement on the matter?

D215E.INT

The MINISTER OF TRANSPORT: Mr Chairman, with regard to the first part of the interpellation, the first report determining the technical constraints, shortcomings and potential of the Louis Botha Airport site was completed in November 1991 and has been distributed to interested parties.

This report concluded that the shortcomings of the site were the surrounding topography and structures, and the fact that the present runway was too short for long-range aircraft taking off on direct international flights to destinations in Europe, the East and Australia. Nevertheless, the report indicated that the site could be further developed to accommodate approximately 10 million passengers annually.

However, the future of Louis Botha Airport does not hinge only upon the analysis of its site, but also on the other site available for airport development in the Durban region, namely the La Mercy site. My Department is at present finalising a report which has as its objective the examination of various alternative strategies available for the development of State airports in the Durban region.

With regard to the second part of the interpellation, I shall be in a position to make a statement on this matter only once I have had an opportu-

nity to study the report which I have just referred to.

Mr M RALAB: Mr Chairman, I find it incredible that after 21 years, and at an estimated cost to the taxpayer of some R100 million to date, the Government has not yet taken a final decision on whether Louis Botha Airport is to be constantly upgraded or whether the proposed La Mercy Airport needs to be developed and completed on an urgent basis.

It has been suggested by a spokesman of the Department of Civil Aviation that the delay in getting the La Mercy project off the ground was due to the economic recession and the consequent unavailability of funds. Not only do I find this unacceptable, but I find that this displays a sense of false economy on the part of the Government, taking into account the present and future needs of the area, the ever-increasing costs involved and the millions of rands that have been lost or squandered, or provided by the Government for ill-conceived and/or badly planned projects such as Moosgas.

Furthermore, I do not believe that Natal deserves to be treated like a Cinderella province.

There is no doubt that with its present facilities Louis Botha Airport will be unable to accommodate the increasing numbers of aircraft and passengers in the next few years. I think the hon the Minister alluded to that as well.

What is important, however, is that with the opening up of South Africa to tourism, as the Government has correctly mooted, Jan Smuts Airport will not be able to cope with the increase in air traffic, and Durban can expect to become far more important as an entry point to South Africa. This means that Durban will eventually need a new airport to cope with this increase in tourism and a population of about 8 million by the year 2000.

The hon the Minister has indicated that Louis Botha Airport has various problems in respect of topography and size, which inhibit further expansion. It cannot use and support the power running system that is increasingly being used around the world today. The length of the runway is a problem, and being hemmed in by industry and a freeway, Louis Botha Airport does not have much potential for growth.

Handwritten: Fausel
THE MINISTER OF LAW AND ORDER:

- (1) No.
 After the inquest into the death of Mr. Jacobs was concluded, the magistrate found that the death was due to a gunshot wound inflicted by an unknown person. At present there is insufficient evidence to charge a specific person for the murder.
- (2) No.
- (3) No.

Handwritten: Own Affairs:

**Shortage of school hostel facilities:
 Orange Free State**

11. Mr. P J BERGMAN asked the Minister of Education and Culture:

- (1) Whether he or his Department is taking any steps to make good the shortage of school hostel facilities in the Orange Free State; if not, why not; if so, what steps.

- (2) whether an increase in the establishment of informal hostels is being experienced in this province; if so, (a) why, (b) to what extent and (c) what steps his Department is taking in respect of the (i) transport costs of pupils living in such hostels and (ii) maintenance of hygienic standards at these hostels;

- (3) whether he or his Department has enquired of the Department of Education and Culture of the Administration: House of Assembly whether there are any alienated or unutilized hostel facilities in the Orange Free State; if not, why not; if so, (a) whether he or his Department has made any attempts to acquire such facilities; if not, why not; if so, (a) what attempts and (b) with what result?

C32E

THE MINISTER OF EDUCATION AND CULTURE:

- (1) Yes. School hostels have been erected at Bloemfontein and Kroonstad.

Handwritten: Howard
THE MINISTER OF EDUCATION AND CULTURE:

- (1) 40.
 (b) 1 January 1992. *Handwritten: 323*

- (2) (a) Yes.

- (i) 1 January 1992.

- (ii) The staff establishment of all colleges of education is reviewed annually, according to personnel provisioning scales, based on student figures as prescribed by the Commission for Administration.

- (b) Yes.

- (i) 1 January 1993.

- (ii) The same as for (a)(ii) above.

- (3) (a) 90.

- (b) As yet the figure has not been determined.

- (4) (a) Yes. Students who fail are not excluded from re-admission to an education college. As a result of other disciplinary action against a student, however, re-admission of a candidate who failed cannot immediately take place in the year that follows but may be approved at a later stage.

- (b) If women students become pregnant between the time of selection of students and the time of joining the college, they will not be approved for teacher training. If a woman student has her studies interrupted in her first year because of pregnancy, she may be part of the first year quota of the following year.

- (5) Year (a) Students enrolled (b) Qualified for final year teachers
- | | | |
|------|-----|-----|
| 1988 | 193 | 159 |
| 1989 | 185 | 161 |
| 1990 | 151 | 116 |
| 1991 | 144 | 131 |
| 1992 | 176 | |

Pupils who passed Standard 7, certain schools 18. Mr. P T C NAPIER asked the Minister of Education and Culture:

- (a) How many pupils passed Standard 7 at the (i) Dundee Primary School, (ii) Lunt Hill Primary School, Newcastle, (iii) Vryheid Primary School, (iv) Utrecht Primary School and (v) Pietermaritzburg Primary School at the end of 1991 and (b) how many such pupils were attending the (i) Haythorne High School, (ii) Harding Senior Secondary School and (iii) Sunningdale Senior Secondary School as at the latest specified date in 1992 for which information is available?

C46E

THE MINISTER OF EDUCATION AND CULTURE:

- (a) (i) 25

- (ii) 23

- (iii) 28

- (iv) 24

- (v) 13

- (vi) 0. The curriculum extends up to and including Standard 5 only.

- (b) (i) 53

- (ii) 0

- (iii) 11.

School hostel accommodations: Estcourt

19. Mr. P T C NAPIER asked the Minister of Education and Culture:

- (1) Whether any school hostel accommodation is available in Estcourt for pupils falling under his Department; if not, why not; if so, where;

- (2) whether any pupils will be accommodated there in 1993; if not, why not; if so, what are the relevant details;

- (3) whether he will make a statement on the matter?

C51E

Teachers turn down 'disappointing' offer

SOUTH 2716-117192

(323)

THE UNION of Teachers Associations of South Africa (Utasa) has rejected a government offer of a 9,9 percent salary increase.

The umbrella body representing the Cape Teachers' Professional Association, Transvaal Association of Teachers, the Society of Natal Teachers and the Orange Free State Teachers' Association, said it was disappointed by the Minister of National Education's offer.

Utasa president Mr George Strauss said his organisation was hoping for a 14 percent increase.

"With the existing inflation rate and the spiralling rise in living costs, educators are becoming increasingly impoverished.

"Utasa participated in protracted negotiations and the fact that its recommendations were disregarded makes a mockery of the principle of positive negotiation."

Strauss said Utasa had insisted on a 14 percent increase to address the backlog in salary increases which had built up.

The organisation called on the government to "redress this injustice" and to provide the necessary funds to eradicate the backlog in salaries for teachers.

Women teachers will benefit most by the July increase, the deputy director of the National Education Department, Dr Rolf Stumph, said this week.

Stumph said in addition to the 9,9 percent increase, salaries of women teachers would go up one notch, and would almost equal those of their male colleagues.

CTPA heads for teacher unity

South 417-817192
(323)
By Justin Pearce

THE CAPE Teachers' Professional Association (CTPA) could soon be forging links with other teaching bodies, CTPA president Mr Archie Vergotine said in his address to the association's 25th annual congress in Kuils River.

Vergotine said a working committee of members of the South African Democratic Teachers'

Union (Sadtu) and the Union of Teachers' Associations of South Africa (Utasa), to which the CTPA is affiliated, had recommended that the two unions enter into a formal working relationship until the Utasa conference which will be held in September.

The committee had agreed that Sadtu and Utasa were potential allies, and should pursue unity by presenting a common position to

the various education authorities.

"In this period of transition we must keep our options open, reaffirm our beliefs and declare ourselves open to talks about unity in such a way that our faith, our values, our way of doing things find resonance in the new organisation of which we hope to be a part," Vergotine said.

The CPTA will release details of congress decisions on July 13.



REPUBLIEK VAN SUID-AFRIKA

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FOR THE REPUBLIC OF SOUTH AFRICA

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Vol. 325

KAAPSTAD, 8 JULIE 1992

CAPE TOWN, 8 JULY 1992

No. 14117

KANTOOR VAN DIE STAATSPRESIDENT

No. 1901.

8 Julie 1992

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

No. 113 van 1992: Tweede Wysigingswet op Onderwys vir Kleurlinge (Raad van Verteenwoordigers), 1992.

STATE PRESIDENT'S OFFICE

No. 1901.

8 July 1992

It is hereby notified that the State President has assented to the following Act which is hereby published for general information:—

No. 113 of 1992: Coloured Persons Education Second Amendment Act (House of Representatives), 1992.

Wet No. 113, 1992

TWEDE WYSIGINGSWET OP ONDERWYS VIR KLEURLINGE
(RAAD VAN VERTEENWOORDIGERS), 1992**ALGEMENE VERDUIDELIKENDE NOTA:**

_____ Woorde met 'n volstreep daaronder, dui invoegings in
bestaande verordeninge aan.

WET

Tot wysiging van die Wet op Onderwys vir Kleurlinge, 1963, ten einde die
uitdienstreding van sekere persone verder te reël; en om voorsiening te maak vir
aangeleenthede wat daarmee in verband staan.

(Afrikaanse teks deur die Staatspresident geteken.)
(Goedgekeur op 2 Julie 1992.)

DAAR WORD BEPAAL deur die Staatspresident en die Raad van
Verteenwoordigers van die Republiek van Suid-Afrika, soos volg:—

Wysiging van artikel 12 van Wet 47 van 1963

1. Artikel 12 van die Wet op Onderwys vir Kleurlinge, 1963, word hierby
gewysig deur die volgende voorbehoudsbepaling by te voeg: 5

“: Met dien verstande dat so iemand wat—

(i) 'n lid is van die Regeringsdienspensioenfonds ingestel by artikel 3
van die Regeringsdienspensioenwet, 1973 (Wet No. 57 van 1973); 10

(ii) minstens 10 jaar aancenlopende pensioengewende diens voltooi
het, 15
met pensioen uit diens kan tree te eniger tyd nadat hy die ouderdom van
50 jaar bereik het, indien hy die Direkteur-generaal minstens drie
kalendermaande skriftelike kennis gee van sy voorneme om met
pensioen uit diens te tree.”.

Kort titel en inwerkingtreding

2. Hierdie Wet heet die Tweede Wysigingswetsontwerp op Onderwys vir
Kleurlinge (Raad van Verteenwoordigers), 1992, en tree in werking op 'n datum
deur die Staatspresident by proklamasie in die *Staatskoerant* bepaal.

COLOURED PERSONS EDUCATION SECOND AMENDMENT ACT Act No. 113, 1992
(HOUSE OF REPRESENTATIVES), 1992

GENERAL EXPLANATORY NOTE:

Words underlined with a solid line indicate insertions in existing enactments.

ACT

To amend the Coloured Persons Education Act, 1963, so as to further regulate the retirement of certain persons; and to provide for matters connected therewith.

*(Afrikaans text signed by the State President.)
(Assented to 2 July 1992.)*

BE IT ENACTED by the State President and the House of Representatives of the Republic of South Africa, as follows:—

Amendment of section 12 of Act 47 of 1963

1. Section 12 of the Coloured Persons Education Act, 1963, is hereby
5 amended by the addition of the following proviso:

“: Provided that such person who—

- (i) is a member of the Government Service Pension Fund established
by section 3 of the Government Service Pension Act, 1973 (Act
No. 57 of 1973); and
10 (ii) has completed at least 10 years' continuous pensionable service,
may retire on pension at any time after he reaches the age of 50 years,
if he gives the Director-General at least three calendar months' written
notice of his intention to retire on pension.”.

Short title and commencement

- 15 2. This Act shall be called the Coloured Persons Education Second Amendment Act (House of Representatives), 1992, and shall come into operation on a date fixed by the State President by proclamation in the *Gazette*.



REPUBLIEK VAN SUID-AFRIKA

STAATSKOERANT

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FOR THE REPUBLIC OF SOUTH AFRICA

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Vol. 325

KAAPSTAD, 8 JULIE 1992

CAPE TOWN, 8 JULY 1992

No. 14116

KANTOOR VAN DIE STAATSPRESIDENT

STATE PRESIDENT'S OFFICE

No. 1900.

8 Julie 1992

Hierby word bekend gemaak dat die Staatspresident sy goedkeuring gegee het aan die onderstaande Wet wat hierby ter algemene inligting gepubliseer word:—

No. 112 van 1992: Wysigingswet op Onderwys vir Kleurlinge (Raad van Verteenwoordigers), 1992.

No. 1900.

8 July 1992

It is hereby notified that the State President has assented to the following Act which is hereby published for general information:—

No. 112 of 1992: Coloured Persons Education Amendment Act (House of Representatives), 1992.

Wet No. 112, 1992

WYSIGINGSWET OP ONDERWYS VIR KLEURLINGE
(RAAD VAN VERTEENWOORDIGERS), 1992

ALGEMENE VERDUIDELIKENDE NOTA:

[] Woorde in vet druk tussen vierkantige hake dui skappings uit bestaande verordenings aan.

_____ Woorde met 'n volstreep daaronder, dui invoegings in bestaande verordenings aan.

WET

Tot wysiging van die Wet op Onderwys vir Kleurlinge, 1963, ten einde vir die diensstaat van sekere vakkundige poste en vir die aanstelling van persone in daardie poste voorsiening te maak; en 'n sekere uitdrukking te emendeer; en om voorsiening te maak vir aangeleenthede wat daarmee in verband staan.

(Engelse teks deur die Staatspresident geteken.)
(Goedgekeur op 2 Julie 1992.)

DAAR WORD BEPAAL deur die Staatspresident en die Raad van Verteenwoordigers van die Republiek van Suid-Afrika, soos volg:—

Wysiging van artikel 1 van Wet 47 van 1963, soos gewysig deur artikel 1 van Wet 76 van 1967, artikel 1 van Wet 53 van 1973, artikel 1 van Wet 29 van 1976, artikel 1 van Wet 95 van 1976, artikel 1 van Wet 15 van 1980, artikel 1 van Wet 85 van 1983 en artikel 1 van Wet 76 van 1985 5

1. Artikel 1 van die Wet op Onderwys vir Kleurlinge, 1963 (hieronder die Hoofwet genoem), word hierby gewysig deur die volgende omskrywing na die omskrywing van "tehuis" in te voeg:

"vakkundige pos" 'n pos waarin 'n persoon kragtens hierdie Wet 10 aangestel, oorgeplaas of bevorder word om behulpsaam te wees met sekere vakkundige onderwysdienste, te wete beplannings-, vakadvies- en inspeksiedienste;".

Vervanging van artikel 8 van Wet 47 van 1963

2. Artikel 8 van die Hoofwet word hierby deur die volgende artikel vervang: 15

"Aanstelling, bevordering, verplasing en ontslag van personeel by Staat-, nywerheid- en verbeteringskole en sekere Staatsondersteunde skole, en van personeel in vakkundige poste

8. (1) Ondanks andersluidende bepalings van enige ander wet word die diensstaat van 'n Staat-, nywerheid- of verbeteringskool, of 'n 20 Staatsondersteunde skool wat nie 'n Staatsondersteunde beroepsskool is nie, of die diensstaat van vakkundige poste in die afdeling Onderwys van die Departement, deur die Minister bepaal, en wel op 'n grondslag wat hy van tyd tot tyd na oorlegpleging met die Minister van [Finansies] Staatsbesteding en op aanbeveling van die Kommissie vir 25 Administrasie vasstel.

(2) Ondanks andersluidende bepalings van enige ander wet, maar

COLOURED PERSONS EDUCATION AMENDMENT ACT
(HOUSE OF REPRESENTATIVES), 1992

Act No. 112, 1992

GENERAL EXPLANATORY NOTE:

[Words in bold type in square brackets indicate omissions from existing enactments.

 Words underlined with a solid line indicate insertions in existing enactments.

ACT

To amend the Coloured Persons Education Act, 1963, so as to make provision for the establishment of certain professional posts and for the appointment of persons in those posts; and to amend a certain expression; and to provide for matters connected therewith.

*(English text signed by the State President.)
(Assented to 2 July 1992.)*

BE IT ENACTED by the State President and the House of Representatives of the Republic of South Africa, as follows:—

Amendment of section 1 of Act 47 of 1963, as amended by section 1 of Act 76 of 1967, section 1 of Act 53 of 1973, section 1 of Act 29 of 1976, section 1 of Act 95 of 1976, section 1 of Act 15 of 1980, section 1 of Act 85 of 1983 and section 1 of Act 76 of 1985

1. Section 1 of the Coloured Persons Education Act, 1963 (hereinafter referred to as the principal Act), is hereby amended by the insertion after the definition of “primary school” of the following definition:
- 10 “‘professional post’ means a post to which a person is appointed, transferred or promoted under this Act to assist in certain professional educational services, to wit planning, subject advisory and inspection services;”.

Substitution of section 8 of Act 47 of 1963

- 15 2. The following section is hereby substituted for section 8 of the principal Act:

“Appointment, promotion, transfer and discharge of staff at State schools, schools of industries, reform schools and certain State-aided schools, and of staff in professional posts

- 20 8. (1) Notwithstanding anything to the contrary contained in any other law the establishment of any State school, school of industries or reform school, or any State-aided school other than a State-aided vocational school, or the establishment of professional posts in the division of Education of the Department, shall be determined by the Minister, on such basis as he may fix from time to time after
- 25 consultation with the Minister of **[Finance]** State Expenditure and on the recommendation of the Commission for Administration.

(2) Notwithstanding anything to the contrary contained in any

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behoudens die bepalings van hierdie Wet, berus die bevoegdheid om iemand aan te stel in 'n pos wat inbegrepe is by die diensstaat van 'n Staat-, nywerheid- of verbeteringskool, of 'n Staatsondersteunde skool wat nie 'n Staatsondersteunde beroepsskool is nie, of in 'n vakkundige pos wat inbegrepe is by die diensstaat van die afdeling Onderwys van die Departement, en om iemand wat so 'n pos beklee, te bevorder, te verplaas of te ontslaan, by die Minister." 5

Vervanging van artikel 11 van Wet 47 van 1963

3. Artikel 11 van die Hoofwet word hierby deur die volgende artikel vervang:

"Diensvoorwaardes van persone in diens by Staat-, nywerheid- en verbeteringskole en sekere Staatsondersteunde skole, en van persone in vakkundige poste 10

11. (1) Ondanks andersluidende bepalings van enige ander wet, maar behoudens die bepalings van subartikels (2) en (3) van hierdie artikel, word die diensvoorwaardes, salarisskaal, toelaes en verlof- 15
voorrregte van persone (behalwe beamptes) in diens in 'n pos wat inbegrepe is by [die] 'n diensstaat [van 'n Staat-, nywerheid- of verbeteringskool, of 'n Staatsondersteunde skool wat nie 'n Staatsondersteunde beroepsskool is nie] bedoel in artikel 8(1) deur die Minister na oorlegpleging met die Minister van [Finansies] Staatsbesteding en 20
op aanbeveling van die Kommissie vir Administrasie bepaal of voorgeskryf.

(2) Die salaris, salarisskaal, toelaes en verlofvoorrregte van iemand wat uit hoofde van die bepalings van subartikel (1) van artikel 9 geag word in 'n pos aangestel te wees ingevolge die bepalings van hierdie 25
Wet, bly dieselfde asof hy aangebly het in die pos wat hy onmiddellik vóór die inwerkingtreding van hierdie Wet beklee het, tensy of totdat die Minister bepaal dat die bepalings van subartikels (1) en (3) van hierdie artikel ten opsigte van hom van toepassing is.

(3) Vanaf die datum waarop iemand ingevolge die bepalings van artikel 10 na die diens van die Departement oorgeplaas word, word sy salaris aangepas by die salarisskaal wat op sy pos van toepassing is, en 30
wel op die kerf van daardie skaal wat die Minister bepaal.

(4) Behoudens die bepalings van hierdie Wet word die ononderbroke voltydse diens van iemand vermeld in artikel 10 by 'n 35
Staatsondersteunde skool onmiddellik vóór die datum in daardie artikel vermeld, vir verlofdoeleindes geag diens by die Departement te wees: Met dien verstande dat siekte- en oopende vakansieverlof waarop so iemand op genoemde datum geregtig is, geag word, onderworpe aan die voorwaardes wat die Minister op aanbeveling van 40
die Kommissie vir Administrasie bepaal, verlof te wees wat ingevolge hierdie Wet verdien is."

Vervanging van artikel 12 van Wet 47 van 1963

4. Artikel 12 van die Hoofwet word hierby deur die volgende artikel vervang:

"Pensioenregte en aftredingsvoordele van persone in diens by Staatskole en sekere Staatsondersteunde skole, en van persone in vakkundige poste 45

12. Ondanks andersluidende bepalings van enige ander wet, maar behoudens die bepalings van artikel 13, word iemand (behalwe 'n beampte) wat op 'n voltydse grondslag en in 'n permanente hoedanigheid in diens is by— 50

(a) 'n Staatskool; of

(b) 'n Staatsondersteunde skool, indien sy salaris ten volle deur die Departement betaal word; of

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other law but subject to the provisions of this Act, the power to appoint any person to any post included in the establishment of any State school, school of industries or reform school, or any State-aided school other than a State-aided vocational school, or in any professional post included in the establishment of the division of Education of the Department, and to promote, transfer or discharge any person occupying any such post, shall be vested in the Minister.”.

Substitution of section 11 of Act 47 of 1963

10 3. The following section is hereby substituted for section 11 of the principal Act:

“Conditions of service of persons employed at State schools, schools of industries, reform schools and certain State-aided schools, and of persons in professional posts

15 11. (1) Notwithstanding anything to the contrary contained in any other law but subject to the provisions of subsections (2) and (3) of this section, the conditions of service, salary scales, allowances and leave privileges of persons (other than officers) employed in any post included in [the] an establishment [of a State school, school of industries or reform school, or a State-aided school other than a State-aided vocational school] referred to in section 8(1) shall be determined or prescribed by the Minister after consultation with the Minister of [Finance] State Expenditure and on the recommendation of the Commission for Administration.

25 (2) The salary, salary scale, allowances and leave privileges of any person who is, by virtue of the provisions of subsection (1) of section 9, deemed to have been appointed to a post in terms of the provisions of this Act, shall remain the same as if he had continued occupying the post occupied by him immediately prior to the commencement of this Act, unless or until the Minister determines that the provisions of subsections (1) and (3) of this section shall apply in respect of him.

30 (3) As from the date on which a person is in terms of the provisions of section 10 transferred to the service of the Department, his salary shall be adjusted to the salary scale applicable to his post, at such notch on that scale as the Minister may determine.

35 (4) Subject to the provisions of this Act any continuous whole-time employment of any person referred to in section 10 at any State-aided school immediately prior to the date referred to in that section, shall, for leave purposes, be deemed to be employment in the service of the Department: Provided that any sick and accumulative vacation leave to which such person is entitled on that date shall, subject to such conditions as the Minister on the recommendation of the Commission for Administration may determine, be deemed to be leave earned in terms of this Act.”.

45 Substitution of section 12 of Act 47 of 1963

4. The following section is hereby substituted for section 12 of the principal Act:

“Pension rights and retirement benefits of persons employed at State schools and certain State-aided schools, and of persons in professional posts

50 12. Notwithstanding anything to the contrary contained in any other law but subject to the provisions of section 13, any person (other than an officer) employed on a whole-time basis and in a permanent capacity at—

- 55 (a) a State school; [or]
(b) a State-aided school, if his salary is paid in full by the Department; or

(c) die afdeling Onderwys van die Departement in 'n vakkundige pos,

ten opsigte van pensioenregte en aftredingsvoordele behandel asof hy 'n pos beklee wat inbegrepe is by 'n afdeling van die Staatsdiens vermeld in paragraaf (a) van subartikel (1) van artikel 3 van die Staatsdienswet, 1957 (Wet No. 54 van 1957)."

Vervanging van artikel 14 van Wet 47 van 1963

5. Artikel 14 van die Hoofwet word hierby deur die volgende artikel vervang:

"Verplasing en afstaan van sekere persone in diens by Staat-, nywerheid- of verbeteringskole en sekere Staatsondersteunde skole, en van persone in vakkundige poste

14. (1) Iemand (behalwe 'n beampte) wat 'n pos beklee wat inbegrepe is by [die] 'n diensstaat [van 'n Staat-, nywerheid- of verbeteringskool of 'n Staatsondersteunde skool wat nie 'n Staatsondersteunde beroepskool is nie] bedoel in artikel 8(1) kan, behoudens die bepalinge van subartikels (2) en (3), verplaas word van die pos waarin hy diens doen na enige ander pos in genoemde skool of enige ander sodanige skool, of in enige ander inrigting onder beheer van die Departement, hetsy dit ingevolge hierdie Wet of 'n ander wet ingestel is, en hetsy dit 'n verplasing na 'n pos met 'n laer graad is of nie.

(2) Indien 'n verplasing ingevolge subartikel (1) 'n vermindering van die betrokke persoon se pensioengewende verdienste vir die doeleindes van enige wet sal meebring, kan sodanige verplasing nie sonder sy toestemming geskied nie, tensy dit geskied ten gevolge van 'n verlaging van rang kragtens artikel 17 of 18.

(3) Indien iemand ingevolge subartikel (1) sonder vermindering van sy pensioengewende verdienste vir die doeleindes van enige wet, verplaas word na 'n pos met 'n graad laer as dié van die pos wat hy beklee het, moet hy, sodra 'n geskikte vakature ontstaan, weer verplaas word na 'n pos met 'n graad wat by sy salaris pas.

(4) Iemand vermeld in subartikel (1) kan, behoudens die bepalinge van subartikel (5), deur die Minister op die voorwaardes wat die Minister na oorlegpleging met die Minister van [Finansies] Staatsbesteding bepaal, tydelik afgestaan word—

(a) op aanbeveling van die Kommissie vir Administrasie aan die diens van die Staat [of die administrasie van die gebied Suidwes-Afrika of die diens van die Staat] in 'n ander hoedanigheid; of
(b) met sy eie toestemming, aan die diens van die regering van 'n ander land of van 'n persoon.

(5) Indien iemand aldus afgestaan word, raak dit nie die toepassing, ten opsigte van hom, van enige wet wat ten opsigte van hom van toepassing sou gewees het indien hy sy pos by die betrokke skool bly beklee het nie."

Vervanging van artikel 15 van Wet 47 van 1963

6. Artikel 15 van die Hoofwet word hierby deur die volgende artikel vervang:

"Ontslag van persone in diens by Staat-, nywerheid- en verbeteringskole en sekere Staatsondersteunde skole, en van persone in vakkundige poste

15. (1) Iemand (behalwe 'n beampte) wat op 'n voltydse grondslag 'n pos beklee wat inbegrepe is by [die] 'n diensstaat [van 'n Staat-, nywerheid- of verbeteringskool, of 'n Staatsondersteunde skool wat nie 'n Staatsondersteunde beroepskool is nie] bedoel in artikel 8(1) kan deur die Minister ontslaan word—

(a) weens bereiking van die pensioenleeftyd soos bepaal by of ingevolge 'n wet wat ten opsigte van hom van toepassing is, indien hy nie iemand is vir wie subartikel (1) van artikel 13 geld nie;

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(c) the division of Education of the Department in a professional post,

shall in respect of pension rights and retirement benefits be dealt with as if he occupied a post included in a division of the public service referred to in paragraph (a) of subsection (1) of section 3 of the Public Service Act, 1957 (Act No. 54 of 1957).”.

Substitution of section 14 of Act 47 of 1963

5. The following section is hereby substituted for section 14 of the principal Act:

10 **“Transfer and secondment of certain persons employed at State schools, schools of industries, reform schools and certain State-aided schools, and of persons in professional posts**

14. (1) Any person (other than an officer) occupying a post included in **[the] an establishment [of a State school, school of industries or reform school, or a State-aided school other than a State-aided vocational school] referred to in section 8(1)** may, subject to the provisions of subsections (2) and (3), be transferred from the post in which he is employed to any other post at the said school or any other such school, or at any other institution under the control of the Department, whether established under this Act or any other law, and whether or not it is a transfer to a post of a lower grade.

(2) If a transfer in terms of subsection (1) will involve a reduction of the pensionable emoluments of the person in question for the purposes of any law, such transfer shall not be made without his consent, unless it is made in consequence of a reduction of rank under section 17 or 18.

(3) If a person is in terms of subsection (1) transferred, without a reduction of his pensionable emoluments for the purposes of any law, to a post of a grade lower than that of the post which he occupied, he shall, as soon as a suitable vacancy occurs, be re-transferred to a post of a grade appropriate to his salary.

(4) Any person referred to in subsection (1) may, subject to the provisions of subsection (5) and upon such conditions as the Minister after consultation with the Minister of **[Finance] State Expenditure** may determine, be seconded by the Minister—

(a) upon the recommendation of the Commission for Administration, to the service of the State **[or the administration of the territory of South-West Africa or the service of the State]** in any other capacity; or

(b) with his own consent, to the service of the government of any other country or of any person.

(5) If any person is so seconded such secondment shall not affect the application in respect of him of any law which would have applied in respect of him if he had continued occupying his post at the school in question.”.

Substitution of section 15 of Act 47 of 1963

6. The following section is hereby substituted for section 15 of the principal Act:

50 **“Discharge of persons employed at State schools, schools of industries, reform schools and certain State-aided schools, and of persons in professional posts**

15. (1) Any person (other than an officer) occupying on a whole-time basis a post included in **[the] an establishment [of a State school, school of industries or reform school, or a State-aided school other than a State-aided vocational school] referred to in section 8(1)**, may be discharged by the Minister—

(a) on account of attaining the pensionable age as fixed by or in terms of any law which applies in respect of him, if he is not a person to whom subsection (1) of section 13 applies;

- (b) weens voortdurende swak gesondheid;
- (c) weens die afskaffing van sy pos of 'n vermindering, reorganisasie of herindeling van die personeel van die betrokke skool;
- (d) behoudens die bepalings van artikel 18, weens ongeskiktheid vir sy pligte of onvermoë om hulle op bekwame wyse uit te voer; 5
- (e) indien, om ander redes as dié in paragraaf (d) vermeld, sy ontslag, volgens die oordeel van die Minister, doeltreffendheid of besuiniging by die betrokke skool sal bevorder;
- (f) behoudens die bepalings van artikel 17, weens wangedrag soos omskryf in artikel 16; 10
- (g) in die geval van 'n vrouspersoon, indien sy in die huwelik tree.
- (2) Iemand vermeld in subartikel (1) wat sonder verlof van die Direkteur-generaal of die hoof of bestuursliggaam van die betrokke skool—
- (a) vir langer as 'n maand van sy diens afwesig is; of 15
- (b) van sy diens afwesig is en ander werk aanvaar het, word, behoudens die bepalings van subartikel (3), geag ingevolge subartikel (1) weens wangedrag ontslaan te wees, en wel met ingang van die datum wat onmiddellik volg op die laaste dag waarop hy diens verrig het. 20
- (3) Indien iemand vermeld in paragraaf (a) van subartikel (2) hom te eniger tyd na verstryking van die tydperk vermeld in genoemde paragraaf vir diens aanmeld, kan die Minister op die voorwaardes deur hom bepaal, so iemand in sy vorige pos herstel of in 'n ander pos vermeld in subartikel (1) aanstel, en in so 'n geval word die tydperk 25 van afwesigheid van diens geag afwesigheid te wees met vakansieverlof sonder betaling of verlof op die ander voorwaardes wat die Minister bepaal."

Vervanging van artikel 18 van Wet 47 van 1963

7. Artikel 18 van die Hoofwet word hierby deur die volgende artikel vervang: 30

"Optrede in die geval van onbekwame persone in diens by Staat-, nywerheid- en verbeteringskole en sekere Staatsondersteunde skole, en onbekwame persone in vakkundige poste

18. (1) Indien beweer word dat iemand vermeld in subartikel (1) van artikel 15 ongeskik is vir die pligte wat aan sy betrekking verbonde is of nie in staat is om daardie pligte op bekwame wyse uit te voer nie weens oorsake wat buite sy eie beheer is en nie aan die uitvoering van sy pligte in die diens van die Departement of die betrokke skool toe te skryf is nie, kan die Direkteur-generaal iemand aanstel om ondersoek na die bewering in te stel. 35 40
- (2) Die bepalings van subartikels (9), (10), (11), (13), (15) tot en met (21), en (23), paragrawe (a) en (c) van subartikel (25) en paragraaf (a) van subartikel (29) van artikel 17 is *mutatis mutandis* van toepassing ten opsigte van 'n ondersoek vermeld in subartikel (1) en die persoon ten opsigte van wie die bewering gedoen is: Met dien verstande dat by die toepassing van genoemde subartikel (23) die Direkteur-generaal slegs kan aanbeveel dat die betrokke persoon uit die diens van sy werkgewer ontslaan word of dat sy rang verlaag en sy besoldiging tot die maksimum vir die verlaagde rang verminder word." 45 50

Vervanging van artikel 19 van Wet 47 van 1963

8. Artikel 19 van die Hoofwet word hierby deur die volgende artikel vervang:

"Bevoegdheid van persone in diens by Staat-, nywerheid- en verbeteringskole en sekere Staatsondersteunde skole, en van persone in vakkundige poste, ten opsigte van aanvaarding van ander werk of vergoeding 55

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- (b) on account of continued ill-health;
- (c) on account of the abolition of his post or a reduction, reorganization or rearrangement of the staff of the school in question;
- (d) subject to the provisions of section 18, on account of unfitness for his duties or incapacity to perform them efficiently;
- (e) if for reasons other than those referred to in paragraph (d), his discharge will, in the opinion of the Minister, promote efficiency or economy in the school in question;
- (f) subject to the provisions of section 17, on account of misconduct as defined in section 16;
- (g) in the case of a female, if she marries.
- (2) Any person referred to in subsection (1) who without the permission of the Director-General or the head or the governing body of the school in question—
- (a) is absent from duty for a period exceeding one month; or
- (b) is absent from duty and has accepted other employment,
- shall, subject to the provisions of subsection (3), be deemed to have been discharged on account of misconduct in terms of subsection (1) with effect from the date immediately succeeding the last day on which he was on duty.
- (3) If any person referred to in paragraph (a) of subsection (2) reports for duty at any time after the expiry of the period referred to in the said paragraph, the Minister may, on such conditions as he may determine, reinstate such person in his former post or appoint him to any other post referred to in subsection (1), and in that event the period of absence from duty shall be deemed to have been absence on vacation leave without pay or leave on such other conditions as the Minister may determine.”

Substitution of section 18 of Act 47 of 1963

- 30 7. The following section is hereby substituted for section 18 of the principal Act:

“Action in the case of persons employed at State schools, schools of industries, reform schools and certain State-aided schools, and of persons in professional posts, who are inefficient

- 35 18. (1) If it is alleged that any person referred to in subsection (1) of section 15 is unfit for, or is incapable of performing efficiently, the duties attached to his post from causes not within his control and not attributable to the performance of his duties in the employment of the Department or the school in question, the Director-General may
- 40 appoint a person to enquire into the allegation.
- (2) The provisions of subsections (9), (10), (11), (13), (15) to (21), inclusive, and (23), paragraphs (a) and (c) of subsection (25) and paragraph (a) of subsection (29) of section 17 shall *mutatis mutandis* apply in respect of any enquiry referred to in subsection (1)
- 45 and the person in respect of whom the allegation was made: Provided that in the application of the said subsection (23) the Director-General shall only have the power to recommend that the person in question be discharged from the service of his employer or that his grade be reduced and his emoluments be reduced to the
- 50 maximum for the reduced grade.”

Substitution of section 19 of Act 47 of 1963

8. The following section is hereby substituted for section 19 of the principal Act:

- 55 **“Powers of persons employed at State schools, schools of industries, reform schools and certain State-aided schools, and of persons in professional posts, in respect of acceptance of other employment or remuneration**

19. (1) Iemand vermeld in subartikel (1) van artikel 15—
- (a) moet sover doenlik al sy tyd ter beskikking stel van die skool waarby hy in diens is;
 - (b) mag nie sonder die toestemming van die Direkteur-generaal of iemand wat met magtiging van die Direkteur-generaal handel, ander besoldigde werk verrig of hom verbind om sodanige werk te verrig nie; en
 - (c) kan nie aanspraak maak op bykomende besoldiging ten opsigte van enige diens of werk wat hy verrig op las van 'n bevoegde gesag nie.
- (2) Indien iemand vermeld in subartikel (1) enige besoldiging of toelae ontvang anders as ingevolge of uit hoofde van die bepaling van hierdie Wet of 'n ander wet, moet hy dit in die Gekonsolideerde Inkomstefonds stort, en indien hy versuim om dit te doen, kan die Minister van **[Finansies]** Staatsbesteding dit deur middel van geregtelike stappe of op die ander wyse wat dié Minister goedvind, op hom verhaal en in daardie fonds stort.”

Wysiging van artikel 34 van Wet 47 van 1963, soos gewysig deur artikel 4 van Wet 76 van 1967, artikel 4 van Wet 53 van 1973, artikel 39 van Wet 94 van 1974 en artikel 10 van Wet 85 van 1983

9. Artikel 34 van die Hoofwet word hierby gewysig deur paragraaf (g) van subartikel (1) deur die volgende paragraaf te vervang:
- “(g) betreffende die aanstelling van persone vir diens by Staat-, nywerheid- en verbeteringskole, en Staatsondersteunde skole wat nie Staatsondersteunde beroepskole is nie, en van persone in vakkundige poste, en die gradering, besoldiging, bevordering, verplasing, ontslag, tug, gedrag, bevoegdhede, pligte, diensure, verlofvoorregte en ander diensvoorwaardes van, en die bewoning van kwartiere vir onderwysers deur, en die betaling van reis-, verblyf- en ander toelaes en vergoeding vir diens buite die voorgeskrewe diensure aan, sodanige persone en persone wat geag word ingevolge hierdie Wet aangestel te wees;”

Vervanging van uitdrukking in Wet 47 van 1963

10. Die Hoofwet word hierby gewysig deur die uitdrukking “Minister van Finansies”, waar dit ook al voorkom, deur die uitdrukking “Minister van Staatsbesteding” te vervang.

Oorgangsbepaling

11. Persone wat onmiddellik voor die inwerkingtreding van hierdie Wet kragtens die Staatsdienswet, 1984 (Wet No. 111 van 1984), in poste aangestel was wat ingevolge die Wet op Onderwys vir Kleurlinge, 1963 (Wet No. 47 van 1963), vakkundige poste is, word geag ingevolge artikel 8(2) van laasgenoemde Wet, met behoud van hul besoldiging, toelaes en ander voordele, in daardie poste aangestel te wees, en die diensstaat van sodanige poste word geag ingevolge artikel 8(1) van die Wet op Onderwys vir Kleurlinge, 1963, vasgestel te wees.

Kort titel en inwerkingtreding

12. Hierdie Wet heet die Wysigingswet op Onderwys vir Kleurlinge (Raad van Verteenwoordigers), 1992, en word geag op 1 Januarie 1992 in werking te getree het.

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19. (1) Any person referred to in subsection (1) of section 15—
- (a) shall, as far as is practicable, place the whole of his time at the disposal of the school at which he is employed;
- 5 (b) shall not, without the permission of the Director-General or a person acting on the authority of the Director-General, perform or bind himself to perform other remunerative work; and
- (c) shall not have the right to claim additional remuneration in respect of any duty or work performed by him by order of a competent authority.
- 10 (2) If any person referred to in subsection (1) receives any remuneration or allowance otherwise than in terms or by virtue of the provisions of this Act or any other law, he shall pay it into the Consolidated Revenue Fund, and if he fails to do so, the Minister of **[Finance]** State Expenditure may recover it from him by legal proceedings or in such other manner as the said Minister may deem fit, and pay it into that fund.”
- 15

Amendment of section 34 of Act 47 of 1963, as amended by section 4 of Act 76 of 1967, section 4 of Act 53 of 1973, section 39 of Act 94 of 1974 and section 10 of Act 85 of 1983

- 20 9. Section 34 of the principal Act is hereby amended by the substitution for paragraph (g) of subsection (1) of the following paragraph:
- “(g) as to the appointment of persons for duty at State schools, schools of industries and reform schools, and State-aided schools other than State-aided vocational schools, and of persons in professional posts, and the grading, remuneration, promotion, transfer, discharge, discipline, behaviour, powers, duties, hours of attendance, leave privileges and other conditions of service of, and the occupation of teachers’ quarters by, and the payment of travelling, subsistence and other allowances and remuneration for services outside the prescribed hours of attendance to, such persons and persons deemed to be appointed in terms of this Act;”.
- 25
- 30

Substitution of expression in Act 47 of 1963

10. The principal Act is hereby amended by the substitution for the expression “Minister of Finance”, wherever it occurs, of the expression “Minister of State Expenditure”.
- 35

Transitional provision

11. Persons appointed to posts under the Public Service Act, 1984 (Act No. 111 of 1984), immediately prior to the commencement of this Act, which are professional posts in terms of the Coloured Persons Education Act, 1963 (Act No. 47 of 1963), shall be deemed to be appointed to those posts in terms of section 8(2) of the last-mentioned Act, retaining their remuneration, allowances and other benefits, and the establishment of such posts shall be deemed to be determined in terms of section 8(1) of the Coloured Persons Education Act, 1963.
- 40

45 Short title and commencement

12. This Act shall be called the Coloured Persons Education Amendment Act (House of Representatives), 1992, and shall be deemed to have come into operation on 1 January 1992.

TEACHERS in Karoo towns have begun training to help them give street children reading and writing skills. (322) (208)

At the weekend teachers of De Aar's Masifundisane Aid Centre and representatives from Namaqualand, Prieska, Warrenton, Pampierstad and Kimberley attended a workshop. Potential sponsors are being urged to give R15 a child for educational materials.

26/1/92
LH JOM/15

Police probe 'an attempt to pressure ANC'

same
Reports of a high-level police investigation into past crimes involving ANC leaders were a "cynical attempt" to pressure the organisation into accepting a general amnesty, the ANC charged yesterday. *(232)*

It is understood a tentative agreement between the Government and ANC on the release of remaining political

7/19/92
prisoners — one of three key issues delaying a summit meeting between ANC president Nelson Mandela and President F W de Klerk — broke down after the Government insisted on linking the releases to a blanket amnesty, which would include State officials. *(13)*

The ANC is opposed to a general amnesty without the indemnified non-

ple disclosing their crimes. *(23)*

Reacting to reports yesterday that a "special unit" had been set up by the police to investigate ANC leaders, Law and Order Ministry spokesman Captain Craig Kotze said the police probe into acts of terrorism was not aimed at the ANC "as an organisation per se". — Political Reporter. *(23)*

Teachers may reject retirement package

JOHN VILJOEN

Education Reporter

FILED 25/1/92

HOUSE of Representatives teachers are considering legal action to halt a controversial early retirement plan.

They have until October 12 to respond to a Department of Education circular offering an early retirement package.

The package is part of an attempt by the department to cut spending and trim teacher numbers by more than 5 000.

A department spokesman yesterday declined to comment on the uncertainty surrounding teaching posts saying the minister, Mr Abe Williams, was expected to make a statement early this week.

But at a meeting called by the South African Democratic Teacher's Union (Sadtu) in Bonteheuwel yesterday, teachers were told the legality of the package would be tested.

Mr Dullah Omar, director of the Community Law Centre at the University of the Western Cape, and a member of the ANC national executive, said the best legal brains available would review the package.

The retirement scheme was immoral and racist and, if a case could be established the department would be taken to court, he said.

Teachers should not expect too much from the courts however, and would have to support any possible legal steps with some form of physical action, said Mr Omar.

He said the government was unilaterally restructuring education and the retirement package offer was designed to divide teachers.

"Golden handshakes" of more than R150 000 plus monthly payments were mentioned at the meeting, but there is uncertainty over the exact terms of the package.

Teachers were given pledges of support for possible mass action by the National Education Health and Allied Workers Union, Congress of South African Trade Unions and Dutch Reformed Mission Church speakers.

Teachers were asked to place the interests of education above the opportunity to "get rich quick".

At the end of the meeting, teachers resolved not to respond to the department's request for applications for the plan, pending greater clarity.

They resolved that teachers who had applied for the scheme should withdraw their applications.

Sadtu will seek an urgent meeting with departmental officials over the scheme.

The union will also discuss it at its national council which starts in Johannesburg today.

Furore over education cuts

323

CT 30/9/92

By YVETTE VAN BRED A

A FURORE is brewing between enraged teachers and coloured education department officials following the recent shock government request to cut costs.

Several schools and colleges will close and more than 5 000 teachers will be invited to leave the profession in the wake of the recent announcement by House of Representatives education minister Mr Abe Williams that savings measures are to be introduced.

There is an excess of 5 790 teachers in HoR schools and part of the cost-cutting measures is an early-retirement package offered to teachers with 10 years' or more service.

At a mass meeting called by the SA Democratic Teachers' Union (Sadtu) on Monday, teachers expressed their anger at the cuts and their confusion as to the ex-

5 000 teachers expected to retire early

act terms of the package. They resolved to get clarity on the issue and demand a meeting with the department.

HoR education executive director Mr Awie Muller said the department would be placing an "informative advertisement" in several weekend newspapers in an attempt to clear up the issue and a statement by Mr Williams was expected later this week.

The package was a "humanitarian way of dealing with staff establishments at schools. We are forced to streamline the whole school and college structure and

85% of the budget is personnel expenditure".

Cost-cutting measures include: The curtailment of service records and inspection services; no new appointments; a freeze on posts advertised from January 1, 1993, on text book orders from March 31, 1993 and on maintenance work; the release of temporary teachers whose service ends at the end of this year; cancellation of transport allowances, study or long leave for teachers, merit awards, substitute teachers and subsidies for special schools; and the curtailment of posts at training colleges.

Sadtu spokesman Mr Kevin Gouyias said they were angry at the closure of schools and the retrenchments and condemned rationalisation while there was a shortage of teachers for black children.

● Upton Teacher Training College is to close and its 125 students will be transferred to institutions of their choice.

**Workers find
body of girl**

Hundreds of teachers face axe — union

3240 21/9/92
Education Reporter

HUNDREDS of teachers employed by the House of Representatives face the axe by the end of the year, the South African Democratic Teachers' Union has claimed.

It had learnt "with great alarm" of the retrenchments and a programme of action would be discussed next week.

A delegation from the union would then meet the executive director of the Department of Education, Mr Awie Muller, on October 5.

Unions join teachers to combat layoffs

By Nehama Rossouw
Sout'W 3/10-11/10/92

Cape teachers' campaign against retrenchments was given a boost this week when five public sector trade unions and employee organisations joined forces with the South African Democratic Teachers' Union (Sadu) to plan joint action to combat government layoffs.

Their concern stems from announcements that up to 30 000 public servants are to be retrenched or retired following government restructuring.

The unions intend drawing in as many stakeholders in their campaign — including communities which are beneficiaries of their services.

A march on parliament on October 12 has been suggested as one of their protest actions, and will be discussed at a meeting next week to which more employee organisations have been invited.

On Tuesday, Sadu, the South African Municipal Workers' Union (Samwu), South African Nursing Association, the Public Servants League, the South African Health and Social Services Organisation and the National Education Health and Allied Workers' Union (Nehawu) met to discuss a joint strategy to halt the restructuring of government departments.

"We are calling for a moratorium on the unilateral restructuring



TEACHERS IN TURMOIL: At Monday's meeting in Bonteheuwel Photo: Yunus Mohamed

of the public service and demand that the government enter into negotiations on this issue, not only with unions, but community-based organisations which are beneficiaries of the services we render," said Nehawu spokesperson Mr Wilfred Alcock.

The unions are concerned the government's offer of "golden handshakes" to teachers and other public servants who retire early

could have a crippling effect on the economy.

"The state pension fund is already R40-billion in deficit and the golden handshakes given to police generals and white teachers recently could not have helped matters much," said Alcock.

"A bigger deficit is going to create serious problems for a future democratic government and for people who reach retirement age in

a few years' time.

"The state is also showing no social responsibility. They are creating more unemployment at a time when the country can ill afford it."

At a Sadu meeting on Monday attended by more than 300 teachers, speakers blasted the Department of Education and Culture (DEC) in the House of Representatives for "unilaterally" restructuring

ing education without consulting people involved in education.

They warned that the government's restructuring was a concerted attempt to destabilise a democratic government.

"They want to ensure that when a democratic government comes to power, it will not be possible for it to rule in the way it wants to and improve life for South African people," said Samwu president Mr Salie Mame.

"The programme of privatisation, retrenchment, rationalisation and restructuring must be seen in this light."

Sadu president Mr Shepard Mthadana said it was common knowledge that the government was facing a serious financial crisis and that teachers should ask where the funds were coming from for their "golden handshakes".

"They're probably borrowing the money from the World Bank and expecting a future government to honour that debt," Mthadana said.

"Don't be tempted by their special offer. Your colleagues, friends and family will probably suffer the consequences of your actions in a few years' time."

Sadu has planned more public meetings at Carletonville Senior Secondary School on Tuesday and St Mary's Hall in Retreat Road, Retreat on Thursday at 2.30pm.

HoR can't pay, so teaching posts go

ST (Times) (metro) (312) (257)

THE Department of Education (DEC) in the House of Representatives will exceed its budget by R94m — and if it does not abolish 3 200 posts, it will not be able to pay teachers from January 1 to March 30 next year. 411092.

But the Director-General of the House of Representatives (HoR), Mr Patrick McEnery, yesterday gave the assurance that apart from the DEC's cash crisis, all other departments under the HoR administration are operating within their budgetary parameters.

He also said the HoR was not facing "bankruptcy" because of the cash crunch in the DEC and that old-age pensions and other social grants falling under Health and Welfare Services would continue to be paid.

This week confusion and anger grew among teachers following the apparent back-tracking by the DEC on the retirement package it offered two weeks ago to all teachers with 10 years' experience.

By NORMAN WEST
Political Reporter

White educators also complained to the Sunday Times this week that the offer originally made to teachers falling under the House of Representatives did not appear to apply to white teachers working for the DEC in the House of Assembly.

However, a full-page advert placed by the DEC in the HoR, says: "The retirement package has been laid down by the Department of National Education and is applicable to all college and school (CS) educators in the various education departments".

Deal

Recently HoR educators of all races were invited to apply for early retirement with full benefits, plus five years of service added as a bonus to their existing pensionable service for the calculation of gratuities and pension benefits.

Many teachers, some of whom say they feel "burnt out" and others who are "fed up" with the profession, have applied for the "one-off" offer. They have moved fast to ensure that their applications make the October 12 deadline to accept the "deal of a lifetime".

The Chief Executive Director of the DEC, Mr Awie Muller, said yesterday indications were that 7 000 teachers would apply.

However, "only 3 200 posts are being considered for abolition" he said.

Dozens of teachers keen to take advantage of the offer contacted Cape Metro this week and said they were "dismayed", "frustrated" and felt "cheated" with the new turn of events.

The teachers said the initial offer — in a circular dated September 10 — put no restrictions on the number of applications and did not identify any posts that would be scrapped.

Principals said that if the intention had been to abolish only certain posts, the circular should have been directed only at teachers in specific posts already earmarked for abolition, as these were "already known to the DEC".

Mr Muller said this week "it would appear that the majority of applications will have to be turned down".

Educators told the Sunday Times Mr Muller's explanation contradicted the September 10 circular "otherwise we are not educators, but illiterate fools" said an angry 57-year-old headmaster, who had hoped the offer would "free me to enjoy the rest of my life with less stress".

Angry

The Union of Teachers' Associations in South Africa (Utasa) which held two lengthy discussions with the Minister of Education, Mr Abe Williams, are also angry with the DEC.

Utasa said after the discussions that they had managed to persuade the Ministry to "suspend" certain cost-saving measures by getting the money to keep them going "elsewhere".

Mr Muller refuted this claim, saying it was "a misconception" on the part of Utasa. The government "had stated clearly to all state departments that no additional funds would be made available" he said.

Teachers 'angry' ⁽³²³⁾ over cuts — union

Education Reporter

HOUSE of Representatives teachers have reacted angrily to announcements of cost-cutting measures and staff ration-alisation.

Up to 12 teachers could be cut from the staffs of certain high schools, Mr. Fabre Vergot, the president of the Union of Teacher Associations of South Africa (Uasa), claimed.

He described the mood among teachers following the announcements, which were carried in full-page newspaper advertisements at the weekend, as 'angry'.

The measures seemed to be designed 'to break the morale' of teachers.

The union, which has 26 000 members, informed Education and Culture Minister Mr. Abe Williams at a meeting last month that the moves were unacceptable, Mr. Vergotine said.

Mr. Williams told teachers then that he would ask his department to reconsider the measures.

The announcement of the measures with no improvement in conditions for teachers came as a surprise to the union.

Uasa would no longer negotiate with the department, Mr. Vergotine said.

The measures could not in any way be in the best interests of education.

The department said it would exceed its budget for 1992/93 by about R94 million.

If savings measures were not implemented, teachers' salaries for the first quarter of next year would not be paid.

Teacher numbers in schools and colleges would have to be cut from January 1.

Advert fails to stem anger over cutbacks

TEACHERS are still confused and angry about the cutbacks in the House of Representatives' education department, despite the department's placing of full-page advertisements in weekend papers in an attempt to clear up the issue.

The adverts said the 1992-1993 budget would be exceeded by about R94 million, and explained the DEC had been forced to introduce the cuts to remain within their budget.

If the measures were not enforced,

teachers faced losing their salaries for three months, there would be a cancellation of pupil transport schemes and a withdrawal of education projects, the advert said.

A spokesman for the teachers, Mr Archie Vergotine, said: "We reject these measures in the strongest possible terms. We have reached a point where we cannot see sense in negotiating with the DEC and have to resort to other measures to resist these savings measures."

Teachers to join parliament protest

JOHN VILJOEN
Education Reporter

TEACHER anger over House of Representatives rationalisation will be expressed in national protest, the South African Democratic Teachers' Union has announced.

Nearly 6 000 teaching posts will be cut from schools in one effect of cost-saving plans announced at the weekend.

The union announced at a meeting in Athlone yesterday that a campaign against government restructuring of education would begin on Monday.

In Cape Town, teachers

323
AZC 7/10/92
would join in protests marking the opening of the short parliamentary sitting that day.

Before then, this Friday, the union would demand that a cancelled meeting with education department officials take place, Western Cape Chairman Ms Vivien Carelse told teachers yesterday.

House of Representatives education officials had called off the proposed meeting with union representatives, she said.

The department informed the union by letter that such a meeting would serve no purpose. Full-page advertisements placed in weekend papers had

adequately explained the department's position and decisions had already been taken, the letter said.

But union representatives from around the country who had planned to meet the department would go to its Cape Town offices on Friday morning to demand a meeting with officials, Ms Carelse said.

At yesterday's meeting teachers decided that a delegation of five teachers from each school would accompany union representatives when they demanded a meeting at the department offices.

Teachers gather in city for protest talks

JOHN VILJOEN, Education Reporter

HOUSE of Representatives teachers are expected to turn out today to support a union delegation when it demands a meeting with education officials over rationalisation.

A national delegation from the SA Democratic Teacher's Union is in Cape Town for a meeting with education officials at their Roeland Street offices.

The delegation has arrived in the city even though department officials cancelled a proposed meeting today after placing full-page advertisements in the weekend press.

The union yesterday issued pamphlets to its members giving details of proposed protest action on Monday. Teachers will march to parliament from Zonnebloem at 12.30 pm.

Teachers' union pulls out of talks

THE 26 000-strong Union of Teachers Association of South Africa (Utasa) has accused the Department of Education and Culture (DEC) of failing to keep undertakings made to them during negotiations.

President of Utasa, George Strauss said the minister in charge of the DEC Abe Williams undertook to freeze certain proposed measures aimed at cutting costs by raising funds for the department.

The measures included retrenchments and early retirement of teachers.

Learning Nation in New Nation
9/10 Compelled

"Because it appears that the department received instructions from the National Party (NP) which forced it to carry out the measures, Utasa is compelled to withdraw from further negotiations with the department," said Strauss.

DEC should be warned that these drastic measures will have detrimental consequences on education. "We call upon all interested parties, especially teachers and parents, not to accept these measures," he said.

The decision to end negotiations with the DEC was taken during the recent Utasa meeting held in Cape Town.

Freezing

During the meeting, Strauss said his union learned that the DEC would be:

- freezing of textbook and setwork book orders until March 31 next year.
- cancelling travelling subsidies.
- reducing leave benefits.

Strauss also said his union also learned that the DEC would no longer appoint newly-graduated teachers. It will also not be filling advertised posts and will cut back on the establishment of new schools.

He said the union had discovered that the measures were to be implemented despite the minister's undertaking. He said Utasa would only negotiate with the DEC after being assured that the DEC's plan had been frozen.



TEACHER PROTEST ... A national delegation of 11 SA Democratic Teachers' Union members staged a sit-in at the House of Representatives Education Department's Roeland Street offices yesterday after talks with the executive director, Mr Awie Muller, reached a deadlock on the question of retrenchments and early retirements. The union wants a moratorium on the closing date (Monday) for applications for the retirement package. Shortly before the sit-in, union leaders addressed about 100 teachers waiting outside.

CT 10/10/92 (323)

Picture: ANNE LAING

Sadtu to fight education changes

By Rehana Rossouw

A NATIONAL campaign against the restructuring of education is to be launched by the South African Democratic Teachers Union (Sadtu) on Monday with a march to parliament.

The union hopes that, hours after parliament is surrounded by ANC supporters on opening day, scores of teachers, public servants and concerned parents will march to the building to express their dissatisfaction with recent cost cuts announced by the Department of Education and Culture (DEC) in the House of Representatives.

The restructuring will involve retrenchment and early retirement

of teachers, freezing of posts and cutbacks on textbook requisitions.

At Sadtu's national council last week, attended by delegates from 15 regions, the union decided to embark on an immediate program of action to combat the unilateral decisions taken by the DEC.

"We decided to call for an urgent meeting with the director of education on Friday to discuss these threats to teachers' job security," Sadtu said in a statement.

The meeting was cancelled, however, but Sadtu has decided to go to the DEC's offices and demand a meeting.

"Sadtu's call for a national campaign and days of action in its various regions is not a call for a stay-

away or disruption of the tuition program at schools," the union said.

"Teachers' action will entail picketing before and after school, calling assemblies and workshops to discuss with parents, students and teachers the implications of unilateral restructuring of education.

"Sadtu is deeply concerned at the arrogance with which the government departments are carrying on with unilateral measures which fundamentally affect the welfare of teachers.

"Sadtu is committed to combating this authoritarian and high-handed approach with all means at its disposal."

South 10/10 - 14/10/92



TEACHERS PROTEST ... South African Democratic Teachers' Union general-secretary Mr Randall van den Heever briefs teachers outside the education department offices in Roeland Street Picture: JACK LESTRADE

Teachers vow to continue sit-in until HoR minister meets them

By **AYESHA ISMAIL** (323)

ELEVEN members of the South African Democratic Teachers' Union (Sadtu) who have been occupying the Cape Town offices of the House of Representatives education department since Friday, have vowed to stay put until they meet with Education Minister, Mr Abe Williams. *Sf Times*

The national delegation, including the union's general secretary Mr Randall van den Heever, staged a sit-in after talks on the "unilateral restructuring of teachers" by the department deadlocked. *C/WO/VO*

The union members met a department delegation led by executive director Mr Awie Muller on Friday. *11/10/92*

Mr Van den Heever said the union was not

against retirement packages, but that the one offered by the department was not equivalent to severance pay.

More than 3 000 teachers would be retrenched early next year. Temporary teachers would be affected most, he said.

Mr Muller said in a statement that education officials had explained the financial constraints on normal departmental functioning to Sadtu.

The Union of Teachers Association of South Africa (Utas) said in a statement that the unilateral action by the government in instituting rationalisation programmes could lead to "serious repercussions for the education department".

The organisation called for the resignation of the government and Mr Williams.

Seven picketing teachers arrested

223

CT 13/10/92

SEVEN teachers picketing outside the House of Representatives education department offices in the city were arrested yesterday.

Police arrested them for holding an illegal protest outside the department's Roeland Street offices in solidarity with 12 SA Democratic Teachers' Union members.

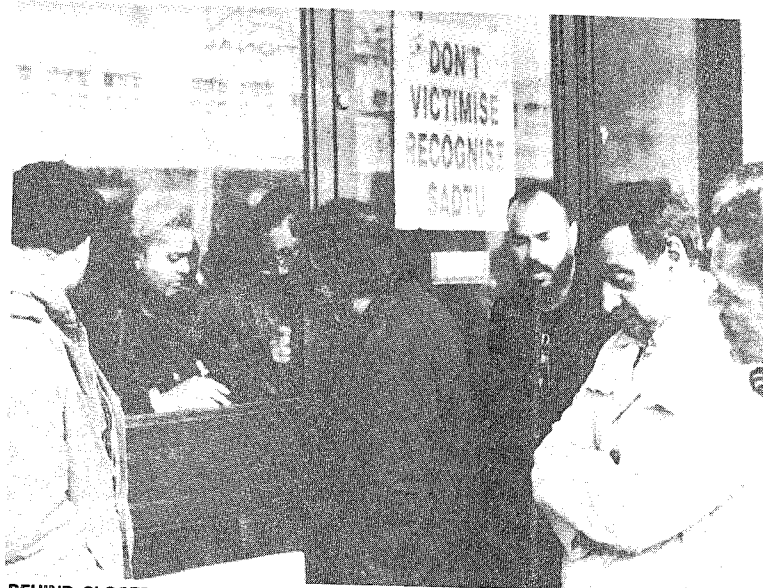
The 12 had held a sit-in since Friday after a deadlock in talks over retrenchments and cost-cutting measures announced by education authorities.

The teachers were released after an hour.

Sadtu's demands were not met after a two-hour meeting yesterday with the department's director-general, Mr Patrick McEnry, regional chairwoman Ms Vivienne Carelse said.

The demands included the withdrawal of retirement and rationalisation circulars, a moratorium on retirement packages and all retrenchments and a full inquiry into the department's "suspect" budget.

Sadtu said the measures would lead to the retrenchment of 3 200 teachers and the non-employment of thousands of newly-qualified and temporary teachers.



BEHIND CLOSED DOORS . . . Lawyers Mr Essa Moosa, centre, and Mr Dullah Omar, right, confer yesterday with sit-in protesters, SA Democratic Teachers' Union regional chairwoman Ms Vivienne Carelse and general secretary Mr Randall van den Heever, through the locked doors of the Liberty Life Building in Roeland Street yesterday.

Picture: HAROLD KING

Sit-in protest link to march

THE sit-in by 11 teachers now under way at the House of Representatives (HoR) Department of Education and Culture offices in Roeland Street will be linked to the mass action protest march to Parliament today, spokesmen for the 11 said yesterday.

And, in a development yesterday, lawyers for the SA Democratic Teachers' Union (Sadtu) announced they intended applying for an urgent Supreme Court interdict to stop the HoR from implementing plans to retire more than 3 000 teachers and to restructure teaching posts.

The 11 Sadtu teachers, including general secretary Mr Randall van den Heever and regional chairwoman Ms Vivienne Carelse, began the sit-in on Friday morning, after talks broke down with education executive director Mr Awie Muller on the "unilaterally decided" restructuring plans.

Protest

Sadtu members said yesterday a call had been made on all education officials to march on Parliament today and join the ANC's mass action protest.

The sit-in protesters would join the march.

In a statement at the weekend, Mr Muller said the demands by Sadtu — which is not officially recognised by the HoR — were "unrealistic".

© About 25 Sadtu members demonstrated yesterday outside the Kraaifontein home of Mr Muller. — Staff Reporter, Sapa

New colour codes for SA road signs from next year

PRETORIA — The blue background on some regulatory and all warning road signs is to be changed to white in accordance with international practice, Transport Minister Piet Welgemoed said yesterday.

He said the blue background had several disadvantages. It faded more rapidly, decreasing effective life, and visibility was not satisfactory under all conditions.

The regulatory signs affected by the colour change are prohibition and restriction signs such as for maximum speed limits.

The blue background will be retained for mandatory regulatory signs such as "keep left only", "buses only" and parking signs.

The lifespan of traffic signs varied between seven and 10 years. To minimise the cost of new colour codes, the project would be phased in from 1993 to 2000.

Welgemoed said the increased complexity of road and street systems traffic flow conditions and traffic control had necessi-

GERALD REILLY

tated the implementation of new regulatory and warning signs. A new series of signs with a yellow background had been developed for deviations, as well as a brown series of tourist signs.

Welgemoed said the display of interchange and route numbers on guide signs, new offramp sequence signs, and various diagrammatic and revised road paint markings, as well as a standard policy for decision-making regarding the display of place names on destination signs, would also be implemented.

Welgemoed said it was illegal to permit left turns at red traffic lights.

The use of locally modified stop and yield signs to encourage traffic movement was undesirable and would no longer be allowed at controlled intersections.

It had been decided to provide for the use of a red flashing arrow on the left side of traffic lights.

Teachers suspend protest over 'raw deal'

POLICE yesterday arrested, but later released, seven teachers belonging to the SA Democratic Teachers' Union (Sadtu) who formed part of a delegation staging a four-day sit-in at the House of Representatives' Cape Town offices.

The delegation suspended their protest yesterday afternoon when house education department executive Awie Muller agreed to discuss the department's retrenchment and early retirement measures. A meeting with house Education Minister Abe Williams has still to be arranged.

The sit-in began on Friday after discussions between the two parties deadlocked

over the department's "unilaterally decided" education restructuring plans.

"Sadtu is demanding that the department place an immediate halt on its rationalisation schemes which will lead to the initial retrenchment of 3 200 teachers, and the non-employment of thousands of newly qualified and temporary teachers," a statement issued by Sadtu said.

The union believes teachers are being given a raw deal in the offer of early retirement, and that education standards will be lowered by the measures.

KATHRYN STRACHAN 323

Protest body formed

Teachers welcome moratorium

By YVETTE VAN BREDa

TEACHER unions yesterday welcomed the government's announcement to delay implementing the planned retrenchment, rationalisation and cutbacks programme at House of Representatives institutions.

Education Minister Mr Abe Williams told a press conference yesterday that the planned actions, including the announced savings measures, would be postponed.

A final decision would be made when further discussions and investigations had been completed and the steps to implement the rationalisation programme had been determined.

Drastic changes could be made to the savings measures, he said.

His announcement follows weeks of teachers' protest action against the cuts.

It was hoped a final announcement could be made by the end of November, but this depended on "the keenness of the various organisations to come forward with their input".

Mr Williams said white schools were in the same position and many switched to Model C schools, "but our community, cannot afford Model C schools".

He attacked the SA Democratic Teachers' Union (Sadtu) over the sit-in at the

department's Roeland Street offices, saying it was unacceptable behaviour for teachers.

Sadtu general secretary Mr Randall van den Heever welcomed the moratorium on the retrenchment schemes and said in a statement it was a "victory" for Sadtu's "persistent efforts", which included a march to Parliament. They would meet Mr Williams today.

The Union of Teachers' Associations of SA (Utasa) head, Mr Archie Vergotine, said his union was happy that Mr Williams realised it was not in the interest of education to implement the measures before consultation with all parties.

Teachers protest at delayed cuts

DURBAN. — About 2 000 teachers and parents marched through central Durban yesterday in protest against the rationalisation programme by the House of Representatives education department. (322)

The protest came just hours after HoR Education Minister Mr Abe Williams announced that the programme had been postponed. But march organisers said the minister had not gone far enough. (323)

"We want the rationalisation actions totally scrapped," Durban teacher Mr Henry Hendricks told the cheering crowd from the steps of the City Hall.

● Harold Cressy High School Parent-Teacher-Student Association yesterday said it was common knowledge the country needed more, not fewer, teachers. — Sapa, Staff Reporter

Teacher strike looms over retrenchments

CT 17/10/92

323

Staff Reporter

TEACHER strike action loomed yesterday as House of Representatives Minister of Education Mr Abe Williams once again stalled over a decision on retrenchments.

The long-awaited meeting between the two parties over restructuring was described by SA Democratic Teachers' Union (Sadtu) general secretary Mr Randall van den Heever as "disappointing" and by Mr Williams in a statement as "cordial".

Sadtu national delegates will report back to teachers in their various regions on Monday but regional representatives echoed the sentiments of their general secretary.

At a Salt River press conference Ms Salome Houghton of Natal said "there was no clear commitment on retrenchments" and her members were already balloting on an "indefinite chalk down".

Eastern Cape Sadtu delegate Mr André rbes said teachers were already "militant and unhappy" in his region. "A strike is the last alternative", he said.

Free State vice chairman Mr Peter

DET principals quit meeting

MORE than 100 principals of schools of the Department of Education and Training in the Western Cape yesterday walked out of a meeting with senior officials of the department in Cape Town.

Among the officials were director-general Mr Bernard Louw and Cape chief regional director Mr Bill Staude.

A spokesman for the Western Cape Black Principals' Forum, Mr Mlawuli Mvmbi, said the walk-out was triggered by "the arrogance of the director-general".

Mr Mvmbi said yesterday's meeting was a sequel to a series of failed meetings with other officials of the department's Western Cape directorate.

A DET official said no statement would be issued because the matter was "internal". — Sapa

Jafta said he was "concerned" there was "no clear answer" on retrenchments.

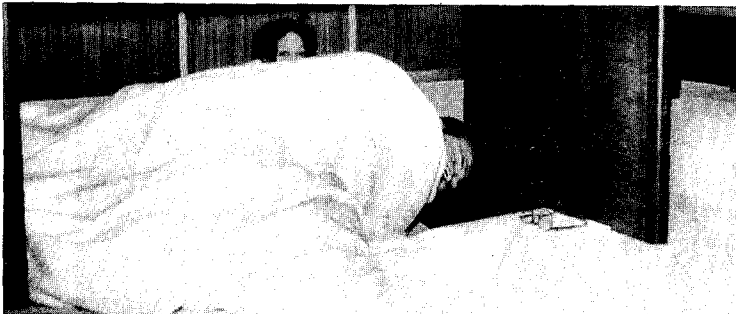
Of the three demands presented to Mr Williams the minister only agreed to accede to one.

Mr Randall said the minister had agreed to retract circulars and advertising outlining the department's rationalisation programme.

Mr Williams asked the union to submit a memorandum to substantiate claims of mismanagement within the department.

Mr Williams's statement said "education is a priority and the schools must under no circumstances be disrupted".

Angry teachers take to streets



SLEEPING IN THE LION'S DEN: Teachers bed down under curtains during their sit-in at the offices of the Department of Education and Culture

Photo Yunus Mohamed

By Diane Coetzer

South
17/10-21/10/92

HOSTS of teachers joined Monday's march on parliament to register their anger at the very real possibility that next year many thousands of them will join the country's ever-increasing unemployment lines. And angry they were.

Those in the crowd who spoke to SOUTH said they were prepared to embark on a chalk down campaign to demonstrate to officials in the Department of Education and Culture in the House of Representatives their serious intent.

The message of one to Mr Abe Williams was: "Retrench yourself and all your puppets and don't take a retrenchment package with you."

"Not everyone here is unionised," said a young woman teacher, "but teachers and parents are very concerned at the measures and the uncertainty they bring is going to lower the morale in schools.

Earlier, the teachers heard South African Democratic Teachers' Union (Sadtu) general secretary, Mr Randall van den Heever, exhorting them to resist being led like "lambs to the slaughter".

Van den Heever had just emerged from a three-day sit-in at the offices of the Department of Education and Culture with 11 other Sadtu members.

According to teachers who occupied the offices after talks between the union and the department dead-locked on Friday, conditions during the sit-in were rough.

"No food was allowed in until late on Sunday and we were forced to sleep on the floor with curtains as blankets," Sadtu regional chairperson, Ms Vivienne Carelse, told SOUTH.

"We also had some difficulty in getting medication in.

"Still, spirits were high throughout the three-day period," she said.

(323)

By Edwina Booysen
and Diane Coetzee

STUDENTS, parents and teachers are mobilising throughout the Western Cape in preparation for a campaign against the House of Representatives' education cutbacks.

A mass meeting is being held at City Hall on Monday to announce the formation of an Action From, which will include the National Education Health and Allied Workers Union, the main teachers unions, parents and students.

Sadru president Mr. Shepard Mdahlana warned this week that teacher anger should not be underestimated.

He said they had the "ability to affect examinations and education".

"I appeal to all teachers to go to the community and discuss the precise implications these lay-offs have for parents and children."

Already a number of meetings have taken place as the community attempts to deal with the crisis.

A Harold Cressy High School Parent Teachers Student Association (PTSA) general meeting recently condemned the cutbacks.

In a strongly-worded letter to SOUTA, the association said it was common knowledge that more, not fewer, teachers were needed.

"As more schools are built to

Schools getting ready to fight staff cutbacks

South 17/10 = 21/10/92

accommodate many of the children for whom no schools are available at present, the real shortage of teachers will become more glaringly apparent over the next few years."

It was clear, the PTSA said, that the state wished to transfer its obligation to provide education to already overburdened parents.

"We call upon the entire community to become involved in the fight for the establishment of a non-racial, state-funded system of free and compulsory education."

"In the system we envisage qualified teachers will be in great demand to play a vital role in equipping students to become enlightened citizens capable of contributing to the attainment of a truly just and happy South Africa."

On Wednesday Hewan Teachers' Training College hosted a report-back meeting during which students and teachers committed themselves to making the public aware of the consequences of teacher cutbacks.

A representative of the National Teachers League, Mr. Ivan Abra-



Albe Williams

hams, told the gathering that community involvement was vital.

"Parents, students and teachers should be drawn into everything."

"The big fear is that as days go by and other issues arise, the crisis we are now facing might be forgotten," Abrahams said.

Mr. Basil Snayen, chairperson of the South African Democratic Teachers Union (Sadru) Athlone

central branch, said: "We are living in a crisis community — when there's a crisis we rally."

Over 500 parents supported teachers at a meeting at Groenvelt Senior Secondary recently.

Sadru meanwhile has launched a legal attack as part of its bid to force the House of Representatives to halt education cutbacks.

On Tuesday lawyers for the 45 000-strong union sent a letter to chief executive director of Education and Culture in the House of Representatives, Mr. Awele Muller, calling for an undertaking that no action would be taken on early retirement or retrenchment without fair warning. If no such undertaking was given, the union would lodge an application with the Supreme Court.

Although the director promised to respond by 2pm on Wednesday, after the deadline was extended, lawyers said nothing was received.

The basis of the Sadru action is that Education Minister, Mr. Albe Williams, has no power to discharge

teachers.

The minister may only discharge a specific person in circumstances specified out in the Act.

Sadru is also preparing to call for a commission of inquiry into cutbacks if the Department of Education and Culture fails to provide criteria it intends using to select candidates for early retirement and retrenchment.

Regional chairperson Ms Vivienne Carleise said all attempts to get this information from the department in meetings had failed.

"It is vital for teachers to have this information," she said.

Carleise said democratic leaders should be included on the commission as well as representatives of both sides and a neutral party.

Sadru has been joined in its demand for a halt to the cut-back programme by the Union of Teachers' Association of South Africa (Utas), Utas, which includes the Cape Teachers' Professional Association, said in a statement it had no principled objection to early retirement of teachers, provided it does not leave a vacuum in any post that has been vacated.

"Such posts must be filled to continue and maintain acceptable standards in education."

"Should the Department not stop with its unilateral action, Utas will not hesitate to take such legal action as may be necessary."

Schools crisis: money the root of the evil

(3232)

South 17/10 - 21/10/92

THE House of Representatives, in which the National Party has the majority, has a deficit of R100-million — and to balance its books it is prepared to decimate coloured education.

The R100-million deficit has to be reduced and education is an obvious target.

However, it could result in the doubling of the teacher-pupil ratios next year, with classes of 50 pupils per teacher.

The impetus for the huge cutbacks in education is mainly economic, says the director of the School of Education at the Peninsula Technikon, Mr Brian O'Connell.

Among the measures to restructure education are retrenchment and early retirement of teachers, freezing of posts and cutbacks in textbook requisitions.

Unionists claim that more than 10 000 teachers will eventually be given the axe — and not 5 000 as earlier reported.

The South African Democratic Teachers Union (SADTU) regional chairperson, Ms Vivienne Carrese, says Sadtu members who occupied the Roeland Street offices of the Department of Education and Culture over the weekend learned that 3 200 teachers are regarded by the department as "surplus".

Added to that number were 8 000 temporary teachers who also, stood to lose their jobs.

Carrese said this would bring the teacher-pupil ratio closer to the cur-

rent Department of Education and Training figure of 1:50.

Ratios for 1990 supplied by the House of Representatives to the South African Institute of Race Relations (SAIRR) show one teacher for every 26 pupils in primary schools and one teacher for every 18.5 pupils in secondary schools.

These figures have been dismissed by Sadtu as "laughable".

According to O'Connell, the Minister of Education and Culture, Mr Abe Williams, and the Director-General, Mr Awele Muller, are prepared to allow the teacher/pupil ratio and standard of education to deteriorate to erase the deficit.

"The Nationalist government has shot themselves in the foot on this one."

"My understanding is that over the years there has been massive mispending, misappropriation of funds and money disappearing, resulting in a dramatic need for cutbacks."

"In white schools the cutbacks took place with the introduction of Model C schools where the community takes responsibility for a large amount of spending."

The other arm of the cutbacks in white education was a reduction in teaching staff whose salaries form the largest proportion of spending."

To induce white teachers to leave, keep them happy and buy their loyalty, a sweetener in the form of a good early retirement or retrenchment package was offered from funds drawn from the pension fund.



CRISIS CALL: A protest march in the city recently

This course of action was really a way of "booting" the funds of the country, says O'Connell.

What the state failed to see was that this form of rationalisation set a precedent now being followed by the House of Representatives.

Unlike the days when the Labour Party was the majority party in the house and overpending was easily

work, national needs are being ignored.

Muller and Williams are nothing more than sinners at a political level and should resign, O'Connell says.

Figures with the SAIRR show that at a pupil growth rate of 4.7 percent a year, schools under the Department of Education and Training alone need 4 500 new teachers a year for the next three years.

Significantly, these figures do not include the requirements of government-designated homelands. They also do not reflect the needs of the estimated 3.5-million children who are not at school, nor the fact that thousands of teachers in the DET are underqualified.

"There is no such thing as redundant teachers," says Carrese.

"Educational needs need to be examined across the board, in every department and in the DET especially there is a dire need for qualified teachers."

Carrese says the top echelons of the administration may also use the rationalisation as an opportunity to "take the money and run" before a new government takes power.

Another worrying aspect of the restructuring fiasco is the filter-down effect.

Indications are that the cutbacks in the House of Assembly and House of Representatives will soon be followed by a shake-up in the House of Delegates.

Attempts by SOUTH to meet with Williams this week proved fruitless.

DEC's secret plan to retrench teachers? ³²³

South 24/10 - 28/10/97.
By Diane Coetzer

THE DEPARTMENT of Education and Culture has denied it has a "Master Plan" to retrench teachers after a union produced purported departmental documents which detail such a plan.

"This is part of a disinformation campaign by the South African Democratic Teachers Union (Sadtu)," Minister of Education in the House of Representatives, Mr Abe Williams, said on Wednesday.

However Sadtu officials have stated their belief in the authenticity of two documents which bear signatures of the most senior officials in the department.

Details in the documents are:

- The department plans to retrench 2 414 Secondary School teachers, 3 376 Primary School teachers and 50 college lecturers.

- Out of 5 790 teachers to be retrenched, 4 290 will be temporary teachers who would receive a

month's notice. Teachers would be retrenched in order of temporary, temporary-indefinite, teachers on probation and permanent teachers.

- Following this, there would be reductions of another five percent.

Williams said he was not aware of any such document.

"Even if there was such a document it would be for discussion purposes only."

Sadtu regional chairperson, Ms Vivienne Carelse, said Williams was "flippant about the livelihood of thousands of teachers".

"These measures will fundamentally affect the quality of teaching and lead to the destabilisation of education."

She said Sadtu was still demanding an enquiry into the matter including priority cut-back measures in a DEC circular of October 8 in which study leave was rescinded and vacation leave suspended. If the DEC refused this Sadtu had recourse to strike action.

Abe: 'It's like this ... but then, it's not'

By Diane Coetzer

Swif
24/110 - 28/10/92

(323)

inf. "But my real concern at this stage is for the children."

ABE Williams is not a worried man. The person teachers and Saldanha residents have branded a "liar" and "untrustworthy" remains firm in his belief that he has the support of his constituents and satisfied he has done the best job possible.

Seated beneath a large, framed photograph of State President FW de Klerk in his plush offices in Marais Building near parliament, the Minister of Education and Culture (DEC) in the House of Representatives (HoR) said his confidence was such that he would without doubt make himself available for re-election in a democratic election.

However, contradictory statements by Williams show a man confused and out of touch with his department and constituency.

"I have sold all my houses in White City," he told me in reaction to complaints that he was an uncaring landlord. But when pressed a minute later he admitted still owning several. (See Profile, page 7).

Focusing on the education crisis, Williams denied he was attempting to "get out" teachers. "I will probably be out of a job before teachers are," he said, smiling.

Asked whether he could unambiguously tell parents their financial burden would not increase in 1993, he said: "Parents won't be called on to pay any extra."

A moment later Williams blithely admitted the HoR had a huge budget deficit and parents who could afford it would be asked to pay for textbooks and other resources.

From then on it got worse. Williams said places would be found for newly-trained teachers. Then he stated: "There is no money available and we cannot take new teachers."

He claimed the cutbacks had nothing to do with the state's attempt to rationalise the public sector by five percent and condemned the programme of public sector "rolling mass action" as unjustified.

"This is purely an internal matter to cut the deficit by reducing spending on teachers' salaries."

However, the watershed of the crisis, a DEC circular dated September 10, opens with the words: "The Public Sector is being rationalised and the Department must therefore embark on its own rationalisation programme with

effect from 1 January 1993." Just how money will be saved is unclear.

Williams said he could "promise" the community expenditure saved on teachers' salaries would be used to build classrooms (currently a backlog of 5 000) and upgrade prefabricated schools, especially those in rural areas.

Furthermore, Williams claimed, the circular was "not clear".

Pressed for clarification, he said the intention of the circular was to "sound out" teachers to assess how many were interested in early retirement before the new staffing schedule was applied.

"Anyway, everything is now on hold until I consult with all the interested parties," Williams said.

Asked to comment on criticisms that teacher cutbacks ignored the dire need for staff in the Department of Education and Training, Williams said coloured teachers could not be placed there without national consent.

However, eventually conceding the need for teachers in black schools was a point of agreement countrywide, Williams said: "Black schools are free to appoint coloured teachers."



Abe Williams and leader

Photo: Yunus Mohammed

City march to focus on education cutbacks

PARENTS, teachers and students would march on Parliament on Saturday in protest against cutbacks in the "coloured" education department, the South African Democratic Teachers' Union (Sadtu) said yesterday.

But, far from bowing to the pressure, the Minister of Education and Culture in the House of Representatives, Mr Abe Williams, yesterday issued a statement accusing Sadtu of spreading "disinformation" among teachers and said this had caused considerable confusion.

He threatened to call off a meeting with Sadtu scheduled for November 5.

Sadtu had been invited to make a contribution and alternative proposals to the budgetary problems, but nothing had been received, he said.

... as principals join fight against DEC cutbacks

By Diane Coetzer

PRINCIPALS from schools throughout the Western Cape are set to formally join the fight against cut-backs in the Department of Education and Culture.

Although details are sketchy, SOUTH has learned of the launch of a Principals' Forum which will include principals from all regions of the Western Cape.

The Forum was launched this week with a mass meeting at a school in Cape Town.

A letter informing principals of the action said it was being taken as principals felt "threatened, uncertain and frustrated" at restructuring in the department.

Various meetings have been held over the past week in preparation for the launch of the Forum.

Earlier in the week 16 principals of the Wynberg region met to draft a statement against the rationalisation measures.

The principals said: "As educators we are interested in maintaining a high standard of education." They challenged the entire Inspectorate of teachers, including Directors of Education, to make public-

their positions on rationalisation measures.

SOUTH has also discovered a further cut in education services in DEC schools proposed for next year.

Adult education classes, attended by hundreds of adults studying to attain matric certificates, will be cut back drastically from January 1993.

In the Wynberg region alone the programme will be suspended at seven of the nine schools which this year offered adult education.

"We were not even given a decent warning that this would happen," said an angry Wynberg teacher who did not want to be named.

"We have 51 people at our school who are still working towards their matric certificates and we have now had to tell them to look elsewhere for assistance.

"The department is not taking into account the demands of a new South Africa and the fact that there are so many people out there who cannot find decent jobs because they do not have matric."

Attempts to determine how many classes are affected and why the department did not announce this move early enough to notify affected students were unsuccessful.

Meanwhile parents, teachers and

students will continue their mass action against cut-backs with a march to Parliament on Saturday.

The march is being organised by the South African Democratic Teachers' Union (Sadtu) at the behest of parents and a petition and memorandum of demands by parents will be handed over to Mr Abe Williams, the minister of Education and Culture in the House of Representatives.

Sadtu said in a statement: "Parents have come out in support of Sadtu's demand for the total withdrawal of the rationalisation scheme and any actions teachers may deem necessary to protect the future education of their children.

"Refusal or delay by the Minister to the demands of Sadtu and parents could jeopardise the final year examinations."

Warnings that end-of-year examinations may not be written if the government fails to stop retrenchment of DEC teachers have also been issued by the National Education Crisis Committee (NECC).

NECC said the government was to blame for strikes and the disruption of matriculation examinations.

● Saturday's march will start at 10am at Kaisergracht Street (opposite the Cape Technikon).

Minister stalls plans for teacher cutbacks

STimes [Cape Metro] 11/11/92 (323)

PERMANENT teachers have been assured they will not be retrenched and that the rationalisation programme has been shelved by the Minister of Education and Culture in the House of Representatives.

The about-turn came in the face of strong protests and a threatened strike.

It followed hours after a march by more than 2 000 teachers and parents in central Cape Town yesterday and an ultimatum on Friday by school princi-

By **AYESHA ISMAIL**

pals that the Minister give them a satisfactory reply by tomorrow.

Ministerial representative Mr Billy Ross said yesterday he had been instructed by Mr Abe Williams to "assure teachers and all concerned with education that the status quo remained regarding the service conditions under which teachers were employed and that proposed measures regarding retrenchment of teachers have been withdrawn".

Teachers could again apply for study leave and furlough and substitute

teachers would be provided, he said.

The department would still provide free books and stationery to schools.

Speaking for Mr Williams, Mr Ross said the proposed offer of voluntary early retirement for teachers would be withheld until negotiations had taken place with "several role players". After these an announcement would be made.

"There were vague and misleading reports and misinterpretations from several sources which caused uncertainty and confusion in the ranks of the teaching profession and this is regrettable."

Meanwhile, teachers are to decide tomorrow whether to embark on strike action—putting the end-of-year examinations in the balance.

Teachers and principals have been opposed to the department's proposed rationalisation programme, expected to entail the retrenchment of more than 3 000 teachers early next year.

Unjust

The South African Democratic Teachers' Union (Sadtu) met education officials for discussions, but were dissatisfied that Mr Williams would not give them an undertaking that teachers would not be retrenched.

About 200 principals gathered outside the department's offices on Friday and handed over a memorandum to the chief director of education, Mr Johannes Arendse.

Principals condemned the proposed rationalisation programme, saying they would refuse to implement any "unjust measures".

They demanded that all "adverse measures be forthwith declared null and void and that an official announcement be made to the principals by Monday".

In a letter posted to schools this week, the department said it had decided to "withhold the proposed savings measures for the present and invite afresh the views of all role players... to find solutions".

School strike: Teachers meet

(323)
CT 2/11/92

By RONNIE MORRIS

THE South African Democratic Teachers Union (Sadtu) would call off its planned strike by up to 30 000 teachers only if it got an undertaking from Mr Abe Williams, Minister of Education in the House of Representatives, that there would be no retrenchments of teachers.

The department had announced earlier that "rationalisation" would be implemented from next year and that 3 000 teachers would be retrenched.

Regional meetings are to be held throughout the Cape today to decide whether teachers across the country should go on strike tomorrow. Should the strike take place, Sadtu members would not administer the end-of-year exams, but would be prepared to work well into the holidays or even early next year to process results, Mr Randall van den Heever, Sadtu general-secretary, said yesterday.

His comments followed a statement on Saturday by ministerial representative Mr Billy Ross that proposed measures for the retrenchment of teachers had been withdrawn.

The proposed early retirement of teachers would be withheld until negotiations had taken place, Mr Ross said.

Mr Ross's statement came soon after teachers, parents and pupils marched on Parliament.

Mr Van der Heever said a strike in Natal was to begin today and teachers in the Transvaal were also planning action.

A national strike would involve between 25 000 and 30 000 teachers.

"Teachers are concerned that if they do not take a



DEMANDS . . . Ms Vivienne Carelse hands a list of demands to Mr Johan Muller of the department of education and culture.

Picture: HAROLD KING

general of education, Mr Awie Muller, last week whether newly-qualified teachers would be unemployed next year. He had replied: "I think you can take it as a fact they will be."

Mr Muller and the Minister, Mr Williams, said on September 19 that there would be a moratorium on all vacant posts.

Sadtu gave the department October 30 and later November 5 as deadlines to meet its ultimatums for satisfactory replies.

"Many of us are concerned that the exams should go ahead. We are concerned not to lose the support of parents," Ms Carelse said.

"We had indications from southern Transvaal parents that they would support a strike even if it meant a postponement of the exams until early next year."

"Our responsibility is solely to the parents and pupils and not to the department."

stand now their jobs will not be safe after exams are over," Mr Van den Heever said.

"They feel this matter is important to their livelihood and they're prepared to withhold their labour until they get an assurance that their jobs are safe."

Ms Vivienne Carelse, chairwoman of Sadtu in the Western Cape, said although the majority's "feeling is for strike action" today's regional meetings might not lead to a strike.

The strike had been suggested for between November 3 and 6, after which Sadtu would review its position.

Ms Carelse said she asked the director-general of education, Mr Awie Muller, last week whether newly-qualified teachers would be unemployed next year. He had replied: "I think you can take it as a fact they will be."

Mr Muller and the Minister, Mr Williams, said on September 19 that there would be a moratorium on all vacant posts.

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"Our responsibility is solely to the parents and pupils and not to the department."

'U-turn'

saves 3 000 teachers

323

ARC 3/11/92

SHARON SOROUR
Labour Reporter

IN a last-minute bid to avert a strike by thousands of teachers countrywide, a proposed rationalisation plan — which would have led to the retrenchment of about 3 000 teachers — has been withdrawn.

In a statement, the Education and Culture Minister in the House of Representatives, Mr Abe Williams, said he decided to "cancel all saving measures and rationalisation of personnel due to serious requests in the interest of education by the United Teachers' Association of SA (Utasa)."

The announcement followed a meeting between Mr Williams and a Utasa delegation in Cape Town yesterday.

Mr Williams said all promotion posts, as well as advertised admittance posts, would be filled as soon as possible.

He said: "It has come to my attention that certain organisations are planning to totally

and irresponsibly destabilise normal teaching at our schools.

"I call on all interested parties and teaching personnel to provide calmness and normality in our schools and communities, to ensure exams can progress normally."

Utasa president Archie Vergotine said the association had told Mr Williams it could not guarantee the "orderly continuation of education for the rest of the year and in the new year" if the measures were not scrapped.

Utasa appealed to teachers to work together to "make this year a fruitful one for the pupils".

Meanwhile, it was not certain whether the SA Democratic Teachers' Union would go ahead with plans for a country-wide strike, putting the end-of-year exams in the balance.

Union general secretary Randall van der Heever earlier said 12 000 Transvaal teachers were already on strike while their colleagues in the Western Cape were to decide yesterday.

Victory for HoR teachers

323

CT3/11/92

Staff Reporter

TEACHERS employed by the House of Representatives scored a victory yesterday when Education and Culture Minister Mr Abe Williams backed down on a retrenchment scheme for about 3 000 teachers.

Mr Williams' decision, taken after a long meeting with the United Teachers' Association of SA (Utasa), also means staff allocations at HoR schools will remain static and all advertised teaching posts will be filled by January 1.

The move has averted strike action by teachers in the middle of matric exams.

Strike talks

The proposed cutbacks had caused controversy nationwide and led to a number of teacher members of the SA Democratic Teachers' Union (Sadtu) staging a sit-in at the HoR offices in Roeland Street last month after talks with the authorities broke down.

Sadtu regional groups also met yesterday to discuss strike action by up to 30 000 teachers nationwide.

Utasa president Mr Archie Vergotine, who also leads its 20 000-strong Utasa Western Cape affili-

Govt backs down on job cuts

ate, the Cape Teachers' Professional Association (CTPA), said yesterday Utasa had approached Mr Williams because "it is vital that our students are not negatively affected".

"Utasa is serious about its role in education and we feel education is the only way our students can come to take a meaningful position in society," Mr Vergotine said.

Sadtu general secretary Mr Randall van den Heever said yesterday that the union was "awaiting a communiqué from Mr Williams before we call off action".

"Sadtu will review its actions only after receiving communications from the minister. We want a black-on-white answer — the minister owes it to us," Mr Van den Heever said.

He said the minister had been "vague" on the position of temporary teachers and "the whole

question" of early retirement for teachers.

In a statement yesterday, Mr Williams called on "all interested parties and teaching personnel to provide calmness and normality at our schools and communities, to ensure exams can progress normally".

Save

"Furthermore, I call on every school, school committee, principal, teacher and scholar, where possible, to try to save on expenditure," he said.

● The ANC yesterday demanded an immediate halt to retrenchments of teachers. It also demanded "proper" negotiations with their union representatives, Sapa reports.

ANC Western Cape regional chairman Dr Allan Boesak said the government had to take full responsibility for the disaster it had caused in education.

"We give our wholehearted support to the SA Democratic Teachers' Union and the courageous stand its members have taken against the shocking lack of concern shown by the authorities."

The ANC's regional conference had resolved to take up the cudgels on behalf of the teachers, Dr Boesak said.

News in

Deficit discussion (323)

A SIX-PERSON deputation from the United Teachers Associations of South Africa yesterday met the Minister of Education and Culture in the so-called Coloured House of Representatives, Mr Abe Williams, to discuss the department's attempts to balance its budget.

It is estimated that the department is more than R170 million in the red.

The Utasa delegation was led by its chairman, Mr Archie Vergotini, while the director-general of the department, Mr Patrick McEnery, and the chief executive director of education, Mr Awie Miller, made up Williams' contingent.

South African 3/11/92

W Cape posts for principals

Political Staff

ABOUT half of the 63 acting principals in black schools in the Western Cape may be given permanent positions, the Minister of Education and Training, Mr Sam de Beer, has told the principals. **CT 4/11/92**

His statements follow a protest by principals who occupied the DET Foreshore offices last week. **(323)**

Mr De Beer has admitted there were shortages of non-teaching staff, classrooms, recreational facilities and funds but said the priority was the provision of teaching positions.

Sadtu opts for total ³²³ strike _{CT4/11/92}

THE South African Democratic Teachers' Union (Sadtu) has called for a total strike at Coloured schools in the Western Cape on Friday.

In a statement yesterday, Sadtu announced four days of mass protests in support of its demands for jobs for all teachers.

The union's Western Cape regional executive committee also resolved not to co-operate with the Department of Education and Culture (HoR) when administering year-end exams and marking scripts.

Its programme of action included go-slows with normal lessons until noon; meetings at schools and mass demonstrations at regional offices tomorrow, culminating in a strike on Friday.

According to Sadtu Western Cape mass mobilisation had forced the Minister of Education and Culture in the HoR, Mr Abe Williams, to stop job and cost-cutting plans.

Mr Williams could not be reached for comment yesterday and the Director of Education Mr Awie Muller refused to comment last night. — Sapa

Teachers (323) to march ET 5/11/92 on offices

TEACHERS and principals are to march on the offices of the Department of Education and Culture today to protest against a decision to cut teaching posts.

The decision has since been rescinded by the Minister of Education and Culture in the HoR, Mr Abe Williams, after a meeting with the Union of Teachers' Associations of SA.

However, the SA Democratic Teachers' Union (Sadtu) are carrying on with mass action until they are informed "in writing" about the decision. Principals' Forum members will also march.

Pupils from the Alexander Sinton held a placard demonstration yesterday in support of their teachers' demands.

The Democratic Party yesterday slammed Sadtu for calling for a total strike in coloured schools tomorrow.

Education spokesman Mr Roger Burrows said the DP condemned "the use of pupils and school time to justify positioning between competing teachers' organisations". — Staff Reporter, Political Staff

the nation in brief

Sowetan 6/11/92 Prison deaths probe

A POLICE general and 12 former magistrates have been appointed to prevent and investigate deaths in detention, Law and Order Ministry spokesman Captain Craig Kotze said yesterday.

Twenty former police generals have also been appointed to visit police cells at any time.

Law and Order Minister Hennis Kriel had given an undertaking to appoint a team of retired magistrates to look into deaths in police custody.

In the meantime, General Louw Malan, of police headquarters, would investigate every death in detention.

Sowetan 6/11/92 Tutu, Buthelezi meet

ANGLICAN Archbishop Desmond Tutu met Inkatha Freedom Party president Mangosuthu Buthelezi at Ulundi yesterday to discuss a proposal for a joint meeting of all black political leaders.

"The Archbishop's request was part of the continuing efforts by church leaders to work for an end to violence and to facilitate a lasting political settlement which accommodates the aspirations of all South Africans."

"Since this was an issue under discussion in the National Peace Committee, the meeting resolved to await the outcome of current discussions in the committee," a statement from Buthelezi said.

Sowetan 6/11/92 323 March on Parliament

SEVERAL hundred members of the Western Cape Principals' Forum marched on Parliament yesterday to demand a single, democratic and nonracial education department.

A memorandum was handed to Mr Boetie Arendse, the chief inspector of extra-curricular activities in the Department of Education and Culture in the so-called coloured House of Representatives, to shouts of "We want Abe" (HoR Education Minister Abe Williams). - Sapa.

EDUCATION Government accused of unilaterally restructuring education departments

Need for one department

Soweto 6/11/92
SETBACK Education on
 323

way down from the gutter:

By Sonti Maseko

THE strike by thousands of teachers at coloured schools across the country was yet another compelling reason for a single education department for all.

Teachers in the Transvaal, Natal, Eastern and Western Cape abandoned classes for two weeks. They held pickets along major routes to the cities in the mornings and evenings.

They met with parents to explain that about 6 000 teachers were to be retrenched by the Department of Education and Culture in the House of Representatives (HoR).

The House had devised a "rationalisation" package that was meant to save on expenditure and rationalise personnel.

Apart from the planned retrenchment, some 8 000 temporary teachers would not have their contracts renewed and they could be retrenched at one month's notice without any benefits.

The package also meant severe cutbacks in State expenditure on education.

The plan, ready to be put into operation, was uncovered through a leak from the HoR.

The Government was seen to be unilaterally restructuring education without involving parents, teachers or any of the parties involved. That has created suspicion, anger and resentment.

More seriously what it means is that although the Government has stated that it was moving away from grand apartheid, the approach was still very much that of the old order, observers says.

Coloured education was addressed through the HoR, Indian education through the House of Delegates, the DET handling black education and the "homeland" governments controlling their own education departments.

Misguided theory

The decision to "rationalise" education is based on the theory that there is a surplus worked out by the department. The teachers on the ground argue strenuously that there is in fact a shortage of teachers.

They say there is a need to increase spending on education.

Teachers in areas like Bosmont and Eldorado Park which border on black townships report that their schools have been taking more and more children from Soweto and other areas where schooling is unstable.

They argue that the surplus seen by the Government is artificial.

The South African Democratic Teachers Union which has been at the forefront of the campaign estimated that the teacher-pupil ratio would increase to 1:60, that essential educational equipment would not be provided or repaired and that the financial burden for education will be borne by parents.

One teacher at Riverlea High School, where fees are R30 a child a year, said with unemployment and the state of the economy, more than half of the parents at the school were unable to pay the school fees.

It would be disastrous if the Government implemented financial cutbacks, he said.

"Our education will move from the gutter to nothing," he added.

Teachers argue that the crisis in the department was precipitated by bad management of the budget.

They are calling for a commission of inquiry into the use of funds.

Faced with large scale resistance from teachers who were threatening to leave the internal examinations unsupervised as a bargaining chip, the Minister of Education and Culture in the HoR, Mr Abe Williams, has announced the scrapping of the "rationalisation" package.

However, as a lasting solution it would seem that the long standing demand by black political parties and education bodies for a single education structure and consultation was the only sensible thing for the authorities to do.

Minister's R20 000 meeting on school lay-offs

5 Times (Cape metro)
8/11/92

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By NORMAN WEST
Political Reporter

THE Minister of Education and 44 committee members spent R20 760 at Club Mykonos, where they discussed House of Representatives teacher retrenchment proposals — which have since been dropped.

This was disclosed this week in the Minister, Mr Abe Williams's written reply to Parliament to questions about the two-day gathering at Club Mykonos.

The questions had been tabled on October 15 by Mr Clifford Nasson, a member of the Democratic Party and MP for Bokkeveld (Ceres).

In his reply, Mr Williams said he and members of the Department of Education and Culture's Management Intelligence Committee had spent two



ABE WILLIAMS
Under fire

days at Club Mykonos and that this had cost the taxpayer R20 760.

He denied similar meetings had been held last year.

He said the Club Mykonos meeting had been "to address rationalisation and education budgetary problems".

Mr Nasson was overseas on parliamentary busi-

ness and could not be reached for comment.

Mr James Selfe, a spokesman for the DP, said yesterday that Mr Williams's reply indicated that in the short time Nationalist Party members had been in charge of the HoR administration, "they have become just like the rest of the NP (in the government) — complacent, smug and out of touch".

Referring to the Club Mykonos meeting, Mr Selfe said it was "disgraceful" that at a time of financial stringency, when teachers' jobs were threatened, the department could "indulge in such a junket".

The amount could have supported a teacher in a job that was desperately needed.

Retrench

The department had offices where such meetings should be held, he said.

On Thursday, disgruntled principals and teachers of the Western Cape Principals' Forum marched on the offices of the Department of Education to demand a single, non-racial education department.

They handed a memorandum to Mr Boetie Arendse, chief inspector of extra-curricular activities.

Teachers said they wanted an assurance "in black and white" from Mr Williams that they would not be retrenched, even though the government had rescinded its decision to cut teaching posts.

CT 11/11/92

(323)

Teachers' new threat over retrenchments

HOLISE of Representatives teachers in the not to co-operate "in principle" over the controversial retrenchment programme. Western Cape will adopt a policy of non-cooperation with coloured education authorities in the education department. The action early next year.

Local SA Democratic Teachers' Union (SADTU) spokeswoman Ms Vivienne Carstairs said last night teachers had decided not to co-operate "in principle" over the controversial retrenchment programme. The Department of Education and Culture.

This could entail "non-submission" of marks and worksheets to the department. This could result in a series of protest marches and demonstrations.

Other "savings measures" include the cancellation of study leave. Ms Carstairs said details of Sadu's strike and non-co-operation strategy would be finalised on Monday. Teachers would continue to mobilise around threatened education cutbacks and had formed a strike committee to ballot teachers on strike. If the education strike was not resolved, Last week Mr Williams was summoned to a meeting with the Education Minister. Williams assured teachers that the retrenchment package would be shelved.

1993

South African

ured teachers still face retrenchment • Reader wins R2 000

No job security

President de Klerk confirms cut-backs: 12/11/92

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By Sonit Maseko

THOUSANDS of teachers at coloured schools across the country are still faced with retrenchments next year under the Government's rationalisation in education plan, despite an undertaking two weeks ago that the controversial plan would be scrapped.

The "no retrenchments" undertaking given to striking teachers two weeks ago by the Minister of Education in the House of Representatives, Mr. A. Williams, was only temporary it seems.

At a meeting with the SA Democratic Teachers Union on Tuesday, the minister would not give any undertakings in respect of the rationalisation plan for next year.

The threat of retrenchments was strengthened by an announcement last week by the State President, Mr. F. W. de Klerk, to the effect that

cut-backs in education were unavoidable.

Already a confrontation is looming between teachers and the department, according to Sadiu, as teachers in some regions have expressed the intention of withholding mark schedules and reports as bargaining chips to resolve the issue amicably with the department.

The plan, if implemented next year, would result in about 6 000 teachers being retrenched and others being forced to take early retirement. Hundreds of temporary teachers might not have their contracts renewed at the beginning of the year.

The plan could also mean that hundreds of newly qualified teachers at training colleges will not find jobs.

Sadiu believes the crisis of unemployed teachers remains a potential flashpoint which could lead to major clashes between the department and teachers within the next month.



Schools assembly

504 Tfr
14/11-18/11/92
By Diane Coetzer

ATTEMPTS are being made to convene a summit of progressive organisations to evaluate the crisis in coloured education.

South African Democratic Teachers Union (Sadtu) regional chairperson Ms Vivienne Carelse said on Wednesday the organisation hoped the summit would take place in the first week of December.

"We wish to involve a cross-section of the community in the summit, including labour, political, civic and education organisations.

"Its main focus will be to look at how we can take the campaign into the New Year."

Carelse said in spite of a meeting with the Minister of Education and Culture in the House of Representatives, Mr Abe Williams, on November 10, the union remained committed to protest action.

Williams had been unable to say how newly-qualified and temporary teachers would be employed although he agreed a joint committee of Sadtu and the

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directorate would identify vacant posts in which unemployed teachers could be permanently employed.

No time frame had, however, been given for this and there was no guarantee teachers will be assured of posts before the end of the year.

Also, the minister was only prepared to leave the "no retrenchment" policy in place until March next year.

Sadtu expressed concern with last week's meeting between Williams and State President, F.W. de Klerk, at which it was agreed the process of rationalisation had to continue.

A Sadtu regional meeting on Monday resolved not to co-operate with the department in the final exams.

It also decided to call a strike from December 1 until next year.

A strike committee has been elected to run the strike campaign and ballot.

Carelse said Sadtu wished to assure parents and students the union was committed to the exams and would not lightly take decisions to disrupt the exams.

Teacher dispute 'won't affect exams'

By **AYESHA ISMAIL**



THE dispute between teachers and the House of Representatives will not affect end-of-year examinations, a spokesman for the South African Democratic Teachers Union said yesterday.

However, said Ms Vivienne Carelse, Sadtu would not co-operate with the HoR during the exams.

Sadtu's decision came after the education minister, Mr Abe Williams, refused, at a meeting this week, to guarantee before the end of the year that teachers would be assured of posts next year.

(323) STimes (Carelse memo)
They were also upset because the minister was only prepared to withdraw the rationalisation programme until March.

Ms Carelse said teachers would administer the final exams and issue reports but that the marks and worksheets would not be sent to the department.

"A decision on a strike next year will only be taken after full consultation with affected parties and after a full strike ballot," she said.

A spokesperson for the Department of Education in the HoR said the department was monitoring the situation.

Teachers withhold results

TRANSVAAL House of Representatives (HoR) teachers have decided to withhold school examination results in protest against the Government's decision to continue with teacher retrenchments.

A statement yesterday from the Parents, Teachers and Students Crisis Committee said HoR Education Minister Abe Williams had not met the November 16 deadline to guarantee jobs for temporary and newly qualified teachers.

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Some fan
20/11/92

DEC plan underfire

Learning Nation in New Nation

TEACHERS, who fear losing their jobs following the recent announcement of plans by the Department of Education and Culture (DEC) to retrench more than 3 000 staffers, are planning to withhold year-end examination results.

The DEC has indicated that it would go ahead with its plan despite the teachers' threats.

The South African Democratic Teachers Union (Sadtu) spokesperson said it would go ahead with its planned action unless the DEC stopped all retrenchments.

In Cape Town, a Sadtu delegation met the Minister of Education and Culture, Abraham Williams who told them that the rationalisation plan had been shelved without assuring them that temporary jobs and those of the newly qualified teachers would be guaranteed. He then referred them to the State President F.W. de Klerk who made it clear that "rationalisation is unavoidable".

The retrenchment package, in other words,

has merely been postponed, not cancelled as Williams had said. This amounts to a declaration of war on the teachers and the community as a whole," Sadtu stated.

The union further stated that its plan to withhold examination results was just a preparation for the war declared by the government on the community.

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The Eldorado Park Parents Education Crisis Committee (EPPECC, the largest in the Southern Transvaal, has already informed principals about their opposition to the rationalisation plan. They also warned against victimisation of the community. Principals who fail to comply, will have their schools and homes picketed, the EPPECC said.

In a circular sent to educators and the union, the DEC made it clear that it would cut expenditure extensively. This could mean that books for libraries would not be purchased. The department would also suspend the purchasing of government vehicles, furniture, laboratory apparatus, computers, audio-visual equipment, travelling allowances and study leaves. It would not

(323) appoint substitutes for teachers taking vacation next year.

But the unanswered question is what would happen to thousands of teachers who would be completing their training this year.

Meanwhile, it was reported that the House of Representatives (HoR) which is responsible for cuts in coloured education, has gone on a spending spree.

A source in the HoR said the department was spending thousands of rands buying luxury cars for its officials.

HoR's spokesperson George Holloway said it is "once in a lifetime that it happens (the buying of cars)."

Since April this year, the HoR is said to have purchased about 10 cars. Most of the cars were top of the range BMW's including Mercedes Benzes, according to a HoR source.

The DEC also came under fire last week after it was discovered that it had spent R20 760 at Club Mykonos where it held a two-day meeting to discuss the retrenchment teachers.

The truth or your resignation

MR ABE WILLIAMS says he finds the allegations which have been made about his cheating at UWC "amusing".

"It is amusing that so many years after the event statements like these are being made," was his comment.

However, teacher organisations representing members employed by the Department of Education and Culture (DEC) are not amused.

Sadtu regional chairperson Ms Vivienne Carelse said if the story is true, the organisation could understand why Williams had made "anti-education proposals" to lower standards in the Department of Education and Culture.

A recent circular issued by the DEC lowers the pass mark for higher grade subjects to 100 out of 400, and 75 out of 400 for subjects taken on the standard

grade. *SOUTH 28/11-2/12/92*
DEC students now have to know only a quarter of the work they are taught to pass an examination.

"If the claim that he cheated in his exams is true, it further vindicates our position that the man in the highest decision-making position has even less legitimacy than he purports to have," Carelse said.

"It also epitomises the kind of person teachers have been dealing with.

"His latest decisions probably emanate from his fraudulent approach to his own education."

Carelse said Williams did not set a good example for students and had laid the foundation for poor educational standards in DEC schools.

Sadtu rejected the lowering of standards and their members

were not prepared to implement the latest proposal.

Cape Teachers Professional Association (CTPA) president Mr Archie Vergotine said his organisation had a responsibility to protect the integrity of the teaching profession.

"It is unthinkable that a man who is charged with dishonesty during his years at a tertiary institution could be at the head of education," Vergotine said.

"If there is any substance in this claim, the CTPA regards it in a very serious light. We will have no other option but to call on the Minister to tell the truth or we will call for his resignation.

"We regard our profession as one of high calling and allegations like these which impact on the integrity and personality of the minister are unacceptable to the organised teaching profession."

'Trojan horse' judgment

By Rehana Rossouw

A FATHER'S seven-year battle for justice after the killing of his 16-year-old son was lost in the Appeal Court in Bloemfontein this week.

Mr Martin Magmoed appealed for an assessment of the judgement which acquitted policemen over killings in the "Trojan Horse" massacre. His son Shaun was killed in the incident.

The death of Shaun and two other youths sparked an international outcry on October 15, 1985, when policemen hidden in crates on the back of a railways truck opened fire on alleged stonethrowers in Athlone.

Seven years later, it appears the policemen involved in the incident have been exonerated.

Magmoed brought a private prosecution against the com-

mander of the Western Province Unrest Unit, Colonel Pieter Janse van Rensburg; Major Christian Loedolff of the then SA Railways police; Commandant Salmon Pienaar of the SADF, Lieutenant Douw Vermeulen of the South African Police and the nine policemen who had been on the truck.

The Appeal Court considered whether it was possible to set aside the acquittal of Vermeulen and order a new trial on the basis of evidence which was not admitted during the criminal prosecution of the policemen.

On Wednesday the Chief Justice, Mr Justice Corbett, said there was no need to set aside Vermeulen's acquittal as there was no certainty that a new trial would result in a conviction.

In his judgment Mr Justice Corbett said that there was one general observation he wished to

make. *SOUTH 28/11-2/12/92*
"Having read the evidence in this case, and particularly having several times viewed the video film, I am left with feelings of shock and dismay at the conduct of the policemen concerned with the execution of this operation.

"Even on the respondents' own version their reaction to the situation in which they found themselves was, in my view, grossly excessive.

"Moreover, as the trial court found, there were 'strong indications' of the common purpose to act illegally.

"Another court ... may well have concluded that these strong indications, taken in conjunction with the failure by the accused to enter the witness box, were cogent enough to secure the conviction of the respondents, or some of them," said Mr Justice Corbett.

Honestly, Abe — this is too much

By Rehana Roussouw
and Diane Coetzer

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THE Minister of Education and Culture in the House of Representatives and the deputy minister of National Education, Mr. Abe Williams, is a cheat.

While still a school principal, he was caught cheating in a second-year exam at the University of the Western Cape (UWC) and was suspended.

This shocking revelation was made by senior academics at UWC.

A SOUTH investigation has revealed that Williams' academic record is highly controversial.

The academics say that Williams was caught cheating during the exam and that he also attempted to bribe a lecturer to divulge examination questions before a paper was written.

Williams denies this.

Three senior academics say that Williams was suspended by the university after he was found cheating during an examination in 1978.

He was the principal at Belhar Primary School at the time and was studying part-time for a BA degree.

He completed the degree in 1981.

The university has refused to respond to a SOUTH request for information about Williams' academic record.

"Any student's academic record is a confidential matter between the student and UWC," a campus spokesperson said.

According to UWC computer records which SOUTH obtained, Williams was enrolled as a student in 1977 and 1978. There is an unexplained gap of two years before he returned to complete his degree.

"He has a certain reputation at the university. He is not only well-known because he is our employer, but as a student who cheated," said an academic who taught Williams for two years.

"When he was appointed Minister of Education and Culture, staff at UWC who taught him considered exposing his academic record, but we weren't sure whether it was ethical."

"But now that Williams is deciding the fate of thousands of teachers and students, we feel that the public has the right to know what kind of man they're dealing with."

A senior lecturer in the anthropology department told SOUTH that Williams telephoned her at home late one night before an examination

CLASS CONFLICT: Protestors demand a halt to the ratification of education planned by Abe Williams



to attempt to try to bribe her. "A story about Abe Williams has been floating around campus for

years and I know for a fact that it is true," said the lecturer.

"He was a student of mine and before the exams I received a telephone call from him in which he offered me 40 crayfish if I gave him the exam questions which would be in the paper."

"This man now holds the most senior position in the Department of Education and Culture and is the deputy minister of national education. What kind of an example does he set for young students?"

Williams was also embroiled in a scandal involving crayfish in 1989 when thieves stole 80 crayfish tails and 40 whole crayfish from his Sanda home.

He claimed he had 25 in his freezer — five above the legal limit for an individual without a licence. In a recent interview with SOUTH, Williams said he had "struggled and sacrificed" to obtain his degree.

"I studied while I was working and it wasn't easy. I didn't have parents who paid for my education. I also had gutter education and against all these odds I got my degree. No-one can take that away from me," he said.

By Diane Coetzer

STUDENTS in House of Representatives schools will receive their final exam results and reports.

This assurance was given by regional chairperson of the South African Democratic Teachers Union (Sadtu), Ms Vivienne Carlese at a joint Sadtu, ANC press conference on Tuesday.

"Sadtu has always been committed to conducting exams and the issuing of reports," Carlese said.

"What Sadtu teachers are not going to do is complete the green

That is the final word

South 5/12 - 9/12/92

books in which we fill in year-end results for the departmental records and promotion forms.

"At a number of meetings with parents, they gave their support for this step, which means they are accepting the internal legitimacy of the school and don't need the rubber-stamping of departmental officials."

Carlese said if students needed school-leaving certificates and these

were refused by the department, parents were prepared to take this demand up with the administration.

The ANC is among a number of organisations that have pledged their support to Sadtu's campaign.

ANC regional assistant secretary Mr Willie Hofmeyr accused the National Party government of "toying with the future of our children".

Hofmeyr called for an immediate

end to unilateral restructuring. "The government must stop robbing parents and their children of their basic rights in order to cover the exorbitant costs of running no fewer than 19 education departments."

"We demand that the present government recognises the education crisis for what it is: the legacy of forty years bungling and greed, the result of an ideology that has brought shame, misery and deep deprivation to millions and millions of South Africans," Hofmeyr said.



PROTEST: Staff and parents from Denhamer Primary school defy police orders and hold a brief picket outside Department of Education and Culture offices in Roeland Street. Only eight of the 41 teachers at the school have had confirmation of their posts for 1993. After the protest yesterday authorities said appointments would be finalised on Friday.

TEACHERS have declared war on the Department of Education and Culture (DEC) in the House of Representatives.

This militant stand comes after the department informed many teachers, in the closing days of the school year, that their services would no longer be required.

There was a flurry of activity this week by teachers and parents following this step by the department.

Teachers and parents have expressed concern that in spite of an undertaking by Education Minister Mr Abe Williams that cutbacks would be suspended, the DEC had already started the process.

Among the initiatives were meetings with departmental officials on Tuesday, pickets and sit-ins at the DEC's Roeland Street offices on Wednesday and sit-ins in the offices of school principals.

Teachers are sending out the message they will not rest until clarity about cutbacks and the employment of temporary teachers is given.

It's war, says Sadtu as Abe fires teachers

Socfr 12/12 - 16/12/92

The summer holiday for teachers has been marred by new moves to cut back on teaching posts. **Diane Coetzer** reports on a week of dramatic developments:

"If the department continues their unilateral restructuring as they are now doing, schools will become a battleground next year," said Sadtu regional chairperson Ms Vivienne Carelse.

She said Sadtu's offices had been inundated with calls from teachers in the past week expressing con-

sion, anger and concern at sudden teacher cutbacks.

In the past week Sadtu has discovered that the department has:

- withdrawn substitute teachers for 1993. At some schools as many as 15 teachers will be taking study or maternity leave next year and will not be replaced. Principals

were informed of this telephonically by education inspectors in the past week;

- not allocated posts next year for hundreds of temporary teachers;
- refused to give an indication whether there would be jobs for many temporary teachers;
- made new threats to teacher training colleges as Salte Davies College of Education merged with the Cape Town College of Education with the possible axing of at least 50 lecturers;
- allocated posts for only 10 per cent of newly-qualified teachers.

At a meeting between Sadtu and

Williams on November 10, Williams pledged there would be no retrenchments of any form until March next year.

Carelse accused the department of implementing the rationalisation plan from the bottom-up.

She said this demonstrated the limits of Williams' power as it seemed clear that demands by President FW de Klerk for rationalisation to continue were being heeded.

Waiting until teachers were about to go on holiday was devious, Carelse said.

"This is an attempt by the department to begin the process of rationalisation through the back door, while no-one is looking.

Carelse said the union was calling on all temporary teachers who know they have a legitimate right to their present position to present themselves at school on the first day of the new school year.

Sadtu has sent a letter to the DEC calling for an urgent meeting to avert a major crisis next year.

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No pension for teacher 'because of politics'

South 12/12 - 16/12/92

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A RETIRED school teacher claims he has not received a monthly pension since he left teaching four years ago.

Mr Peter Alexander Morrison, 82, claims the House of Representative's failure to pay his pension is politically related.

His son, Lionel, was one of the accused in the famous treason trial of the fifties.

Morrison was a teacher in the Transvaal before joining a fishing company as a personnel officer.

In 1979 he left the company and taught again — for 10 years at Lotus High in

Grassy Park.

Morrison said he applied for retirement in 1988. He says no exclusions were applied to his application and he was under the impression that he qualified for all the benefits.

In a letter dated January 9, 1989, he was told: "We have pleasure in informing you that your application for retirement from the 1st January 1989 has been approved.

"Arrangements are being made for your pension benefits to be paid to you. We take pleasure in thanking you for your

years of service and further hope that you enjoy a long and happy life."

According to Morrison, he received a lump-sum of R37 000 two months after he received the letter.

He then waited for his monthly pension which he estimated would be in the region of R1 300 a month.

Attempts by SOUTH to find out why Morrison's pension is not being paid proved fruitless.

No government department contacted would take responsibility for the payment of the pension.

A matter of principal

Sat 16/12/92 - 16/12/92

TEACHERS at a Mitchells Plain secondary school refused to leave for their summer holiday without clarity on the status of temporary teachers at the school.

More than 30 teachers at the Oval North Secondary School in Beacon Valley staged a sit-in in the office of the principal, Mr Naiem Kassiem, on Wednesday morning to force him to confirm the appointment of 10 temporary teachers.

However, Mr Kassiem refused, saying he needed clarity from the Department of Education and Culture in the House of Representatives before any decision was made.

The sit-in demonstrated the anger teachers feel at entering a new year shrouded in uncertainty about their positions and the future of education.

The Oval North teachers are demanding that Kassiem:

- confirms the appointment of 10 temporary teachers in 1993, many of whom have been teaching at

the school since it opened in 1990. Teachers felt Kassiem had the authority to make this decision;

- "stop harassing Sadtu members";
- appoint temporary teachers to permanent posts before employing other teachers;
- answer allegations of irregularities concerning staff appointments;
- consult the staff on future staffing decisions.

Teachers said the uncertainty surrounding education was causing a lot of stress.

"The time has come for the department and principals to operate in a democratic manner and not in the autocratic and unilateral way we are experiencing," a teacher said.

"We are determined to take our lives into our own hands and determine the needs of schools in consultation with all," the teacher said.

Kassiem refused to answer allegations about victimisation and misconduct at the school.

Protestors besiege education offices

South 12/12 - 16/12/92

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ANGRY teachers besieged the Roeland Street offices of the Department of Education and Culture (DEC) on Wednesday to demand an end to cutbacks at two schools.

The offices of the DEC in the House of Representatives were filled with parents, teachers, ANC members and monitors waiting to speak to education officials.

On the pavement outside the building, a number of placard-bearing teachers staged a picket demanding the resignation of Education Minister, Mr Abe Williams, and calling on him to "give up his BMW and his firing of teachers".

The two schools involved are Den-nemere Primary in Blackheath and Beau-

vallon Secondary School in Valhalla Park.

Sadtu member and chairperson of the Den-nemere Residents Association, Mr Alexander Fisher, told SOUTH Den-nemere Primary faced severe problems next year if the appointment of the principal, his deputy and department heads and assistants was not confirmed.

He said it was unacceptable that the department could not confirm the appointment of the teachers, despite the fact that most of them had been at the school since it opened.

More than 860 signatures had been collected in a petition by the community in support of the teachers' demands.

Speaking on behalf of Beauvallon Sec-

ondary, a head of department, Mr Theo Swartz, said the future of seven temporary teachers who do not have posts for next year remained uncertain.

This was in spite of a morning meeting with the DEC.

"We had a cordial meeting with the department but came out of it without any clear answers on the future of a number of teachers at the schools," Swartz said.

Teachers at Beauvallon said they were tired of the DEC's attempts to restructure education through the back door.

"We have a strong Sadtu branch and will not take the firing of teachers — temporary or permanent — lying down," a teacher said.

HoR rejects 'Model C' schools

By ANTHONY JOHNSON
Political Correspondent

MODEL C schools are not being considered for the Department of Education and Culture in the House of Representatives.

The Minister of Education and Culture, Mr Abe Williams, told a Democratic Party delegation this week that the introduction of Model C schools was not an option for his department because the community could not afford such schools.

Parents of children attending predomi-

nantly white Model C schools falling under the House of Assembly have been faced with steep fee increases.

The DP delegation, led by Dr Richard van der Ross, met Mr Williams to discuss the growing discontent among teachers in the service of the House of Representatives.

Dr Van der Ross, the former Rector of UWC, said the meeting was requested in view of "the state of uncertainty prevailing in teaching circles" about the alleged curtailment of leave for teachers and the

CT 19/12/92 (323)
non-appointment of substitute teachers to fill these vacancies.

Mr Williams said substitute teachers would be provided in cases of sick leave but undertook to consider that this would be extended to other types of leave.

The minister said the basic problem facing his department was a lack of funds — but efforts were being made to secure more money from the Treasury.

The Department was training about 3 000 teachers a year, but was only able to absorb about 1 000 of these.

A new year without work

South 19/12/92 - 13/1/93 (323)
By Diane Coetzer

HUNDREDS of temporary teachers face the prospect of a new year without work.

Over the past week, SOUTH has been flooded with calls from desperate teachers who are uncertain about their positions.

At Dennemere Primary in Blackheath, for example, 11 teachers will be without a job for next year.

Teachers at the school say they are particularly upset, claiming that the principal, Mr Britz van Wyk, was given a permanent post only after their protest outside the offices of the Department of Education and Culture in the House of Representatives last week.

"It is very strange that he now turns around and refuses to assist us in our struggle for a post," a South African Democratic Teachers Union (Sadtu) member said.

Van Wyk could not be contacted for comment.

The Dennemere Sadtu branch has written to Van Wyk calling on him to do all in his power to secure positions for the teachers.

Mr Fakir Jessa, co-ordinator of Sadtu's Jobs For All Campaign, a sub-committee of the Western Cape region, said Sadtu was calling for a revision of the system of teacher employment.

Jessa, who has been a temporary teacher for 16 years and who does not have a position for next year, said the Education Bulletin, which

contains official advertisements for posts, should be scrapped.

"The system just does not work," he said.

"For example, a temporary teacher may apply for as many as 20 posts in a year — an exercise which requires a large amount of paper-work.

"However, you never know whether the post you applied for is genuine or whether it has already been filled before it gets into the bulletin. Sometimes you will be told it has been incorrectly advertised and never hear anything more."

Sadtu feels the responsibility for employing teachers should rest with the principal according to well-defined procedures.

"The union has drawn up a Bill of Rights and a Code of Conduct which has guidelines for the employment of teachers.

"In the end all we want is fair and square employment."

Fakir said the situation where thousands of teachers were never sure of their future had to end.

But there have been victories.

A teacher at Oval North this week described feelings of "relief" on hearing she would have a job at the beginning of the year.

However, the Afrikaans and Library teacher said in spite of this the uncertainty remained.

Many teachers know that when the temporary reprieve on teacher retrenchments expires in March, their jobs will again be on the line.

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C 22/12/92

TODAY is the big day for House of Representatives matrics — the exam results are out.

Thousands of matric students are expected to flock to schools today where the results will be available from mid-morning, to find out whether they have passed their matric.

The results come a few days earlier than expected, relieving the anxiety students would have had to endure before Christmas.

Late yesterday afternoon the Minister of Education and Culture in the HoR, Mr Abe Williams, said matric results this year were the highest ever, with an 86% pass rate.

Results were 4% up on last year. Of the 24 000 matrics who wrote the exam, 21 000 had passed.

Although the 86% pass rate was the best ever for the HoR, it was not as high as that in Natal and the Transvaal, where both provinces achieved 97.8% for white pupils and



**PROUD . . . Minister of Education
and Culture Mr Abe Williams**

94,7% for Indian matrices.

An HoR spokesman said last night 93 matrices had passed with A-aggregates and more than 5 000 had achieved full matriculation exemption.

People could call the Department of Education and Culture from 9am at 45 5641 and 461 4341, where 13 people would be manning telephones to pass on results.

Joseph on

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TEACHERS — COLOURED AFFAIRS

1993

JANUARY — JULY.

Press 10/11/93

Sadtu, DET at odds as new year kicks off

By THEMBA KHUMALO

BLACK education may grind to a halt shortly after the schools reopen this week with teachers nationwide going on strike — just a fortnight after the release of disastrous matric results.

The SA Democratic Teachers Union (Sadtu), largely blamed for having a hand in the poor matric showing last year, is planning a strike "soon" if certain demands — including a halt to the retrenchment of "redundant" coloured teachers — are not met.

About 3 200 teachers at 40 coloured schools have been threatened with redundancy by the House of Representatives' Department of Education and Culture.

"We are definitely going to do it (strike) again, and soon," Sadtu general secretary Thulas Nxesi said this week.

He said teachers were also angered by the DET's hefty deductions from their December salaries for teachers' absence from work during the union's two-day strike in May and the "mass action" week in August.

"Scores of our members received letters from the DET during the festive season advising them to report at schools far away from their homes this year. Others have been transferred from one province to another.

"We view this in a serious light ... Education authorities should know that we are not their football," Nxesi said, adding that the strike may be averted if the DET met the teachers' union in time to iron out the differences.

DET spokesman Jeff Makwakwa said Sadtu knew his department's doors were always open for discussion. He could not comment on allegations of the transfer of teachers unless Sadtu quoted specific cases.

The planned strike was condemned by Azanian Students' Congress (Azasco) president Mark Mfikoe, who said Sadtu would serve the interests of the government rather than those of black children.

■ To Page 2

School boycott again!

■ From Page 1

C/Press
10/11/93

"Black children are being used as pawns in this game," he said, adding Azasco was prepared to meet the Sadtu leadership to discuss more influential ways of fighting for teachers' rights without disrupting classes.

ANC spokeswoman Gill Marcus blamed the DET for the crisis and warned the authorities to change their attitude in resolving the teachers' problems.

Nxesi said Sadtu did not revel in strikes, but teachers were entitled to their rights.

Asked if further strike action this year would not alienate Sadtu from the community who blamed them for the poor black matric results, Nxesi said Sadtu wanted to return the culture of learning to schools this year, but it was up to the DET to co-operate with teach-

ers rather than ordering them around.

He lashed out at "armchair critics" who concerned themselves with education matters only when there was a teachers' strike and when matric results were announced.

"Where are these critics when the DET dismisses teachers arbitrarily or they transfer them to faraway schools?"

He warned the DET to withdraw the latest transfers and the proposed retrenchment of coloured teachers.

The Department should also deliver textbooks and other facilities in time. Although these were supposed to have long been delivered so that students could start learning as soon as the schools reopened this week, not a single book had been delivered, Nxesi said.

Azasco publicity secretary Dr Gomo-lemo Mokae said a teachers' strike, rather than harming the regime, ended up harming black pupils.

DET meeting futile — Sadtu

PRETORIA — The South African Democratic Teachers Union yesterday described a meeting with officials of the Department of Education and Training as an exercise in futility.

Sadtu assistant general secretary Mr Thulas Nxesi told a media briefing in Johannesburg a meeting with a DET delegation led by director general Dr Bernhard Louw here earlier had not achieved the desired results.

Mr Nxesi said the two parties met to discuss policy and Sadtu had on Monday submitted items for the agenda. — Sapa

'Only top official' can appoint DET teachers

JOHANNESBURG. — Only the director-general of the Department of Education and Training, Dr Bernhard Louw, has the right to appoint teachers, says DET spokesman Mr Corrie Rademeyer.

Mr Rademeyer made this statement following the claim by the Azanian Students Movement that it had launched a campaign to drive white teachers out of black schools and replace them with unemployed black teachers.

A meeting between the Congress of South African Students, the Department of Education and Training and principals who were ousted by pupils from some Soweto schools, due to have been held on Wednesday, has been postponed until noon today. — Sapa



OPPOSED . . . (From front) parent Mr Herman Rhoda, attorney Mr Enver Daniels, advocate Mr Percy Sonn, principal Mr Brian Isaacs, parent Mr Taliep Martin and senior teacher Mr Abdul Ebrahim, gather outside the Supreme Court yesterday. *Ex 15/1/93 (323)* Picture: HAROLD KING

School takes minister to court

THE principal and two parents of pupils at a House of Representatives high school yesterday asked the Supreme Court to set aside a decision by the Minister of Education and Culture in the HoR not to appoint substitute teachers in place of teachers on leave.

South Peninsula Senior Secondary School principal Mr Brian Isaacs made the application with

Mr Herman Rhoda and Mr Taliep Martin against Education and Culture minister Mr Abe Williams and his chief executive director Mr Awie Muller.

In his affidavit Mr Isaacs said the department had reversed a decision to discontinue the appointment of substitute teachers in November last year after a widespread outcry, and had reneged on that decision.

"In effect the department's actions amount to an unfair labour practice because I was not consulted and granted three teachers leave. An application for leave by a fourth teacher has been put aside pending the outcome of the hearing," he said.

Mr Justice G A Kuhn yesterday postponed the matter to January 25 to enable the respondents to file opposing affidavits.

School's staff challenge

Principal applies to Supreme Court in move for long holidays 'cover', ^{12/3} _{14/12}

LIBBY PEACOCK
Supreme Court Reporter

A CAPE Town school principal has taken House of Representatives authorities to the Supreme Court to try to compel them to appoint staff to do the work of teachers on long leave.

An urgent application was brought yesterday by South Peninsula Secondary School principal Mr Brian Isaacs and Mr Herman Rhoda and Mr Tzipi Martin, who have children at the school.

The respondents were Ministers of Education and Culture in the House of Representatives Mr Abe Williams and Mr Avrie Muller, chief executive director of Education and Culture.

In an affidavit Mr Isaacs, of Joane Road, Langkowne, said South Peninsula Secondary School in Diep River had sustained "an extremely high standard of education" and its "excellent reputation" attracted pupils from afar.

At the end of last year 94,8

percent of the 134 matric pupils passed but the school was not satisfied with the results and ways to improve this year would be considered.

Mr Isaacs said on January 4 a letter dated December 22 arrived from the department saying it was unable to provide substitutes for teachers taking long leave.

This followed a previous circular advising principals that all proposed cost-saving measures announced last year had been retracted.

The curriculum and timetable for 1993, based on a staff complement of 47 teachers, was completed on January 4 after a "number of weeks of diligent planning", he said.

The fact that no substitutes would be appointed for teachers on leave would mean the staff complement would be smaller than 47.

Education would suffer, classes would probably have to be combined, teachers' workloads would increase dramatically and the school would not



TEACHER ACTION: Leaving court after applying for an urgent interdict against House of Representatives education authorities are, from left, attorney Mr Erver Daniels, parent Mr Herman Rhoda and South Peninsula Secondary School principal Mr Brian Isaacs.

be able to offer extra lessons to children who needed them.

Mr Isaacs said he did not believe that the department's reasons for refusing to appoint substitute teachers were genuine.

The department claimed it did not have the funds to pay

substitute teachers.

The department recently spent R20 000 at Club Mykonos to discuss cost-saving measures, bought BMW and Mercedes Benz cars for senior staff and was reported in a newspaper "to have given R500 000 of government money to the rugby

team which toured Europe recently".

He said he believed the department's refusal to appoint substitutes was "part of its plans to privatise schools under its control or to compel parents to contribute substantially to the education of their

children".

Mr Justice Kilian postponed the application in chambers until January 25 to enable the respondents to file opposing affidavits.

Mr Percy Sam represented the applicants and Mr R C Hienstra appeared for the respondents.

Teachers bitter about state's 5% pay rise

JOHN VILJOEN
Education Reporter

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THE South African Democratic Teachers' Union (Sadtu) is "bitterly dissatisfied" with the five percent salary increase President De Klerk has announced for public servants.

The increase, which did not match the inflation rate, was not a serious attempt to address problems experienced by teachers, the union said yesterday.

The union also strongly condemned the State President's announcement of a likely increase in taxes.

The Sadtu reaction came in a statement released by a union delegation which attended a meeting called by Mr De

1992/10/16
Klerk with public servants in Pretoria.

The union slammed the government for refusing to negotiate with the public sector and criticised it for handling the meeting as a "briefing" rather than a discussion.

Mr De Klerk's announcements showed no attempt at affirmative action to cater for underqualified teachers with long experience.

This layer of teachers, who were products of a discriminatory system, formed a large majority of the union's members.

The state's claims that it was moving toward one education department had amounted to nothing.

Report for work, says Sadtu

By Diane Coetzer

SOUTH 16/1-20/1/93

323

TEMPORARY teachers who lost their posts at the end of last year are being urged by the South African Democratic Teachers Union (Sadtu) to report for work on Monday.

Sadtu regional chairperson, Ms Vivienne Carelse, said on Wednesday local communities should support these teachers in their demand for their jobs.

"It is not only teachers' jobs which are on the line but the quality of children's education if classes are left without a teacher."

The call for defiance comes when principals have allegedly

received instructions from the Department of Education and Culture in the House of Representatives to appoint substitutes only in cases of maternity leave.

Carelse said Sadtu had also received information of another circular in which the department made it clear it would not be buying any new textbooks, except possibly in cases where schools did not have enough of the old ones.

This clearly meant parents must prepare themselves for an increased financial outlay, she said.

Sadtu is set to continue its campaign against cut-backs and rationalisation next week.

"We are gearing up for a large-

scale confrontation with the department for blatantly reneging on their promise to halt the cutbacks and are calling on all teachers to help us monitor any action by the administration," Carelse said.

The United Teachers Association of South Africa (Utas) is also engaged in internal discussions to formulate strategies for the year.

Utas executive member, Mr Archie Vergotine said the organisation was deeply concerned about the number of teachers without jobs at the beginning of the school year.

"We are especially concerned the department will not replace teachers who go on leave with substitute teachers," he said.



DREAMS DASHED: Angelo Payo, left, Denville Dawson and Craig Payo wonder if they will ever get beyond the front steps of a school and teach

Summer of discontent

SOUTH 16/1-20/1/93.

323

By Diane Coetzer

THOUSANDS of newly-qualified teachers will not have jobs when House of Representatives schools re-open next week.

Although administrators of the Department of Education and Culture are unable to provide statistics, indications are only ten percent of teachers who qualified in 1992 will be given posts this year.

In an interview with SOUTH this week, two such teachers Mr Denville Dawson, 21, and Mr Craig Payo, 24, described how their dreams of teaching had been dashed.

They told of classmates working in banks, of prowling school corridors looking for jobs, of endless applications and of their career paths shattered.

Dawson, who gained his teaching diploma last year from Wesley College, said if he had known how things are now, he would never have gone into teaching.

"I chose the teaching profession for numerous reasons including a desire to teach but one of those was certainly the job security I thought it offered," Dawson said.

"If I had known I faced the prospect of year after year without a job, I would not have chosen to become a teacher."

Dawson, a qualified mathematics and biology teacher, received a bursary from the House of Representatives which he is obliged to either work back in service or there being

no work, to pay back at the amount of R2 800 a year.

For Payo the road has been even longer. He has been searching for a permanent teaching post since he qualified with a BA HED degree from the University of the Western Cape at the end of 1991.

"The only job I managed to get was one term's substitute teaching and private work teaching at a night school," said Payo.

"I have become very disillusioned especially realising there is very little an individual can do."

Payo said he had always wanted to teach but was also drawn by the benefits of the profession — the job security, the bursaries and the status in the community.

Both spoke of the scramble for jobs when the official Bulletin is published in September.

"Students apply for literally every job they can," said Payo.

"This is an expensive and time consuming task as you need letters of application, testimonials and certified copies of your qualifications."

Added Dawson: "You then get letters back saying your application is unsuccessful and to please reapply to the closest regional office when the school year opens."

Both teachers claim going through the correct channels achieves little.

"It's basically a case of if you know a principal, lick his shoes and if you go to a number of schools on a regular basis so if a post does come up or someone goes on maternity leave, you might be

thought of first," Payo said.

"It's a sorry situation to be in."

Both teachers claimed that students held the Minister of Education in the House of Representatives in low esteem.

"In fact we do not even consider his opinion and would rather go to an organisation like the South African Democratic Teachers Union (Sadu) to find out what is happening," Dawson said.

It was terrible, they said, that no clear message had been delivered to students by the department to inform them of the situation.

Payo and Dawson are now looking to the private sector for jobs.

As a geography and psychology major, Payo was considering entering the field of human resources while Dawson said: "If push comes to shove I will get out".

"My only other option is to return to College to do my fourth year but even then I will still not be guaranteed a job at the end."

Education student and General-Secretary of the Western province region of the South African Colleges of Education (Sace), Mr Angelo Payo, said the only information students had had about the education crisis was through briefings from various progressive organisations, including Sadu.

"We are most certainly going to take action against the restructuring in the department and the affect this has on students," he said.

The House of Representatives was unable to provide numbers of newly-qualified teachers hired.

Utasa bid to spike cost-saving steps

(323)

ARC
19/1/93.

LIBBY PEACOCK

Supreme Court Reporter

FOR the second time in days there has been a Supreme Court bid to stop controversial cost-saving measures planned for House of Representatives schools.

An urgent application was brought yesterday against the Minister of Education and Culture, Mr Abe Williams, and the chief executive director of education and culture in the House of Representatives, Mr Awie Muller.

The applicants were the Union of Teachers' Association of South Africa (Utasa) and its president Mr Arthur Vergotine, principal of Ravensmead Senior Secondary School.

They are seeking an order declaring the department's decision not to allow substitute teachers for staff on long leave as unlawful.

They also want an order stating that Utasa and school principals are entitled to be "properly consulted" before decisions involving cost-saving measures and the rationalisation of personnel are made.

Mr Vergotine said in an affidavit Utasa represented the interests of full-time, part-time, substitute, unemployed and student teachers under the jurisdiction of the Department of Education and Culture in the House of Representatives.

He said that in a circular dated December 22 the Department of Education and Culture had said it was unable to appoint substitutes for teachers taking long leave.

This followed a previous Press statement which said that all proposed saving measures and the rationalisation of personnel had been cancelled.

The appointment of substitute teachers was "absolutely vital" to the orderly running of schools and to ensure that pupils had a proper education.

The December 22 circular disrupted the orderly administration of schools for this year and would have adverse repercussions for pupils in primary and high schools, Mr Vergotine said.

It would cause unrest in the community at large, since the Department had assured parents in 1992 that standards of education would not be affected by the proposed cuts, which were then withdrawn.

It also amounted to a breach of undertaking.

The Deputy Judge President, Mr Justice Fagan, ordered that the matter be heard by two judges on February 1.

A similar application by South Peninsula Senior Secondary principal Mr Brian Isaacs and two parents of children in the school was last week also postponed to February 1.

Teachers' new case in court

Staff Reporter

323

AN attempt by the Union of Teachers' Association of SA (Utasa) to get a ruling that it and principals be consulted before any cost-cutting measures were implemented, came before the Supreme Court yesterday.

In bringing their application against House of Representatives Minister of Education and Culture Mr Abe Williams and chief executive director Mr Awie Muller, Utasa and its president, Mr

Archie Vergotine, are also seeking an order declaring null and void a circular stating that substitute teachers may not be appointed to replace teachers on leave.

In papers Mr Vergotine warned that the circular could cause unrest at schools, in the wider community, disrupt order at schools and have adverse repercussions for pupils. He said it amounted to a breach of trust between Utasa and the minister.

Last week the principal and two parents of pupils at South

Peninsula Senior Secondary school in Diep River took Mr Williams and Mr Muller to court to try to force them to appoint staff to do the work of teachers on long leave.

Yesterday Mr Justice J Fagan, after consulting with the Judge President Mr Justice G Friedman, said it was advisable that this matter be heard on the same day as the Utasa application on February 1.

Mr Norman Arendse, instructed by Mr B Waglay, appeared for the applicants.

No classes because of cost cuts

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CT 22/1/93

Staff Reporter

HOUSE of Representatives schools had to turn pupils away when they reopened this week because the Department of Education and Culture refused to allow substitute teachers to fill in for staff on leave.

Nearly 1 000 Alexander Sinton High School pupils have not been able to attend classes all week because 10 of their teachers are on leave, while substitute teachers sat in the staffroom unable to start work.

The principal, Mr Khalid Desai, said it was "very unfortunate" that so many of his staff had applied simultaneously for various types of leave.

Several other schools have staff members on leave.

Urgent Supreme Court applications have been brought by the Union of Teachers' Association (UTASA) and a school principal against Education and Culture Minister Mr Abe Williams to have his cost-cutting measures declared unlawful.

In a press statement in November, Mr Williams said proposed saving measures and the rationalisation of staff had been cancelled following teacher protests.

In the light of this announcement, schools arranged substitute teachers for the new year before closing on December 8.

However, in a circular dated December 22, the department warned schools not to appoint substitute teachers because it had to counteract a budget shortfall.

UTASA president Mr Arthur Vergotine yesterday lashed out at Mr Williams for sending out circulars three days before Christmas knowing they would only be found at the start of the new year.

He said UTASA had chosen to take legal action instead of protest action, which could have further disrupted schooling.

Mr Williams said last night that he could not comment because his lawyers said the matter was sub judice.

● 'Only top official' can appoint DET teachers — Page 2

Cost-cutting brings school to standstill

JOHN VILJOEN
Education Reporter

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A LARGE Athlone high school is unable to give classes because one in six teachers are on leave and have not been replaced because of disputed House of Representatives cost-cutting measures.

Alexander Sinton principal Mr Khalid Desai said today that 10 of his teachers were on various types of leave.

The Department of Education and Culture said in a circular to schools on December 22 that it would not provide substitute teachers for staff taking leave. This was a cost-saving measure to enable the department to meet its budget.

The department conceded it was having to renege on its commitment last year to withdraw proposed rationalisation measures.

Many teachers found on Monday that posts they were to have filled as substitutes were not available.

Teachers were carrying out basic administration tasks, but lessons and timetable planning had stopped.

Two Supreme Court bids have been made to stop the department carrying out the measures, which teachers say will cause serious disruptions at schools.

Urgent applications by the Union of Teachers' Associations (Utasa) and a school principal against the Education Minister have been postponed until February 1.

Utasa president Mr Archie Vergotine said today that it had chosen to wait for the outcome of the court applications before deciding on further action.

No staff: Schools at standstill

27/23/11/93
SOME schools in Cape Town had come to a complete standstill as a result of the Department of Education and Culture's decision not to employ substitute teachers while permanent staff are on leave in 1993, the ANC said yesterday. ANC Western Cape secretary Mr Tony Yengeni said the "preposterous situation is yet another example of the complete lack of competence" of the department.

The DP has also condemned the department's refusal.

● The Congress of South African Students yesterday claimed thousands of pupils were being turned away from schools in the Eastern Cape because they could not be accommodated.

DET regional spokesman Mr Viwe Miza said all pupils would be accommodated. He blamed the "process of urbanisation" for the problem.

Meanwhile the DET has announced examination fees for the November 1993 matriculation examinations will increase from R66 to R72.

● The 57 00 teachers who applied for early retirement from the administration of the House of Representatives may be allowed to do so in the next few months.

HoR Minister of Education and Culture Mr Abe Williams has refused to confirm or deny he has been instructed by President F W de Klerk to let the teachers go. — Sap

Teachers lift lid on school corruption

STimes

[Cape Metro

24/1/93.

(257)

(323)

Sunday Times Reporter

ALLEGATIONS of widespread corruption and maladministration at House of Representatives schools have prompted the Democratic Party to call on President FW de Klerk to appoint a judicial commission of inquiry.

Details of maladministration at the Oval North Secondary School in Mitchells Plain have been given in affidavits by teachers at the school.

The affidavits, copies of which have been handed to the DP and the Sunday Times Metro, single out the principal, Mr Naaim Kassiem, for criticism.

Mr Robin Carlisle, DP MP for Wynberg, said this week he was also aware of maladministration at several other schools under the HoR.

He said he would raise the matter in Parliament soon after it starts sitting this Friday.

In their affidavits the teachers claimed that Mr Kassiem's appointment was irregular as he had nominated himself for the post of principal.

Several teacher appointments had also been irregular as these teachers had not been elected by the school committee but taken on by Mr Kassiem, they said.

One teacher said he had seen piles of application forms in Mr Kassiem's office that were blank except for the signature of the school committee's chairman.

"Mr Kassiem would then fill in the names of teachers he wanted appointed to the staff without consulting the school committee.

"I saw hundreds of these blank nomination forms (VR-PE 4A) which were

signed by the school committee chairman.

"When I asked Mr Kassiem for clarity on this he told me to keep it a secret and that the school committee in any case did not understand school affairs," the teacher said.

An affidavit alleges that in 1991 the then-circuit inspector, Mr C Adriaans, was required to write a report on the progress of the school, which had been opened in April 1990. Instead, Mr Kassiem wrote a

report and sent it to the department of education, purporting it came from Mr Adriaans.

"Mr Kassiem told me that Mr Adriaans had given him the go-ahead to write his own report and that it would be endorsed and signed by Mr Adriaans," the teacher said.

Teachers said Mr Adriaans had also worked as an estate agent and sold houses to members of the staff.

Plans afoot to make HoR drop directive

STimes (Cape Metro)

TEACHERS are to decide this week what action they will take to pressure the Department of Education and Culture in the House of Representatives (HoR) into appointing substitutes for teachers on leave.

All schools administered by the HoR were affected when the department decided last month to reverse an earlier undertaking to find substitute teachers for full-time staff who were on study leave.

The latest decision has meant teachers have had to combine classes.

The principal of Alexander Sinton Senior Secondary School, Mr Khalied Desai, said he was short of 10 teachers, who had applied last year and been granted leave before the department's latest directive.

"I had to tell the substitute teachers who reported for work this week about the department's decision," he said.

"It is very difficult for my school to continue with a normal academic programme without 10 teachers."

The school was waiting to see the outcome of two Supreme Court applications for orders declaring the chief executive director of education's decision unlawful, null and void. The applications have been brought by the Union of Teachers' Association of South Africa and the principal of South Peninsula Secondary School, Mr Brian Isaacs.

Principals are to meet on Tuesday to decide what to do about the situations at their schools.

Temporary teachers who bought houses from Mr Adriaans were put on permanent staff while teachers who qualified for permanent posts remained on temporary staff.

They claimed that when pupils failed, the principal instructed teachers to add marks to their final totals to enable them to pass.

Teachers would be called to staff meetings by the principal only to find a salesman offering perfume, crockery, insurance and other commodities.

It was also alleged that stationery given to the school by the department was sold to pupils.

"We have brought our problems at the school to the attention of the department but nothing has been done. We also had 10 meetings with Mr Adriaans to discuss our problems," teachers said.

Asked to comment, Mr Adriaans said he was no longer the circuit inspector for the Mitchells Plain area. He referred all inquiries to the department.

He confirmed, however, that he was an estate agent.

A spokesman for the Department of Education and Culture said he could not comment until tomorrow.

"The DP will continue to work with teachers, parents and the wider community to uproot corruption and maladministration in schools," the DP said in a statement.

Mr Kassiem could not be reached for comment and did not return calls.

Busloads expected for teacher protest

323 C1251198

By YVETTE VAN BRED A

BUSLOADS of teachers, parents and pupils from at least four House of Representatives schools are expected to arrive at their education department's head office in the city today to demand the appointment of substitute teachers to replace those on leave.

This follows the temporary closure last week of Alexander Sinton High School in Athlone where there are 10 staff vacancies.

In a full-page letter to parents published in an Afrikaans Sunday newspaper, the Minister of Education and Culture (HoR), Mr Abe Williams, said he again found it necessary to reveal "the real facts" on rationalisation for a future single education ministry.

He said that if the controversial retirement package offered to teachers

as part of the rationalisation scheme had been allowed to go ahead, the department would have saved R155 million which would have enabled it to better address education needs in the community.

The regional chairwoman of the South African Democratic Teachers' Union (Sadtu), Ms Vivienne Carelse, said yesterday that the union would be embarking on a week of local action to demand the appointment of substitute teachers with full benefits for this month.

Mr Williams announced in November that savings measures would be halted until all concerned had been consulted. However, at the start of the term he announced that no substitute teachers would replace permanent staff on leave.

1 000 protest at DEC office

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Staff Reporter

MORE than 1 000 irate parents, teachers and pupils from Alexander Sinton High School demonstrated outside the Department of Education and Culture offices on the Forth shore yesterday to demand the immediate reinstatement of substitute teachers.

The pupils have not been able to attend classes for a week because 10 teachers are on leave and the department has refused to pay for substitute teachers.

Yesterday the school refused the compromise offered by the department to pay for three substitute teachers for a half-an-hour after the protest began. The department's executive director, Mr Awie Muller, told the seething crowd their presence constituted an illegal gathering and for him to discuss the issue would be sub judice.

Substitute teachers demanded

An impromptu meeting was then held with representatives from Alexander Sinton to discuss their particular case but when the compromise offer was rejected, Mr Muller said he would reconsider and report back to the school this morning.

The principal, Khalid Desai, said the offer was "unacceptable" as it would not have a substantial effect on conditions at the school where the absence of a

quarter of the staff had brought classes to a standstill. It would have been a makeshift arrangement aimed at keeping the children occupied and not "sound, healthy education".

He added that it might be necessary to hold extra classes at weekends to catch up on work missed during the first week of term.

Mr Muller alerted schools in a circular letter three days before Christmas that because of the substitute teachers' budget shortfall, employed to replace staff on leave in 1993.

Numerous schools have staff members on leave but will have to wait for the outcome on February 1 of two Supreme Court applications by the Union of Teachers' Association of SA and a school principal, to have Mr Muller's decision set aside.



PROTEST . . . Executive director of the Department of Education and Culture in the House of Representatives Mr Awie Muller (left), his arms folded, listens as the principal of Alexander Sinton High School, Mr Khalid Desai, addresses protesters outside the department's offices.

Picture: BENNY GOOL

Principals plan parliament march over cost-cutting

JOHN VILJOEN
Education Reporter

TEACHERS, parents and pupils plan to march through Cape Town when parliament opens on Friday in protest over disputed cost-saving measures in House of Representative schools.

A meeting of 249 school principals called by the Western Cape Principals' Forum yesterday supported the proposed march, which is being organised by the South African Democratic Teachers' Union (Sadtu).

Forum secretary Mr Goosain Emeran said principals would encourage their staff to join the protest.

Principals believed President De Klerk would refer to the restructuring of education during his opening address, he said.

The principals, who met in Athlone yesterday, gave their unanimous support to two court applications pending against Minister of Education Mr Abe Williams.

The applications follow the Department of Education's announcement that it will not provide substitute teachers for staff on leave.

As a gesture of moral support, principals and a representative from each school would go to the Supreme Court on Monday, when the applications were to be heard, Mr Emeran said.

Principals decided at the meeting not to follow verbal instructions from inspectors.

This followed the withdrawal of permission given to principals by two inspectors to appoint substitutes for staff on sick leave, Mr Emeran said.

Sadtu Western Cape chairman Ms Vivien Carelse said her union would hold a meeting today.

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ARC 27/1/93

City school accepts HoR offer

Staff Reporter

ALEXANDER SINTON High School, where more than 1000 pupils have not attended classes for a week, has agreed to the House of Representatives' offer of substitute teachers for six of the 10 staff members on leave.

Principal Mr Khalid Desai said the school was forced to accept the "special relief" offer to get the school functioning again but viewed the situation as "totally unacceptable".

He said he still supported the other 249 school principals protesting against the Department of Education and Culture's decision not to use substitute teachers.

On Monday the Supreme Court will consider an application by the Union of Teachers' Associations of SA to have the decision declared unlawful.

● The SA Democratic Teachers' Union (SADTU) is planning a march to coincide with tomorrow's opening of Parliament.

Medical aid blow to retired teachers

CT 28/1/93

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By DAN SIMON

TEACHERS who volunteered for early retirement last year had a rude awakening this week when they learnt that one of their conditions of retrenchment — which qualifies them for free medical aid at the age of 60 — has been withheld.

It was learnt yesterday from a former school headmaster that a condition of the voluntary retrenchment package offered by the Department of Education and Culture in the House of Assembly in its rationalisation programme was that teachers would retain their membership of the Medihelp medical aid scheme once they retired.

However, teachers would be liable for the full monthly medical aid subscriptions ranging between R345 to R563 until the age of 60, whereupon they automatically qualified for free medical aid.

Medihelp was formerly a state institution known as the Public Service

Medical Aid Association before it was privatised in July last year.

Former Eversdal Primary School headmaster Mr Jack van Renen said teachers who accepted the package were only "now discovering" that they were no longer members of Medihelp and would have to "re-apply" for reinstatement.

If accepted they would no longer be eligible for free medical aid once they turned 60.

He said thousands of teachers would now be affected and made "much the poorer" by a decision which was an "unscrupulous action" on the part of the department.

Teachers can, however, apply to the department for a "six-month subsidy", Mr Van Renen said.

Cape Education Department spokesman Dr Orland Firmani said the department "understood the response" of teachers but said the department was simply "a go-between" between the teachers and Medihelp, which had instituted the change.

Protest march to Parliament

HUNDREDS of members and supporters of the SA Democratic Teachers' Union (Sadtu) yesterday marched to Parliament to protest against rationalisation of the public sector.

The march, which came immediately after a crisis involving substitute teachers at the Alexander Sinton High School, was joined by 249 school principals from Western Cape schools. (323)

A memorandum was handed to Dr Johan Garbers, director-general of national education. CT 30/1/93

PRINCIPALS, teachers, parents and students will converge on the Cape Town Supreme Court on Monday to support attempts to reverse the controversial education cutbacks.

The court will hear two applications which seek to reverse the education cutbacks by the Department of Education and Culture in the House of Representatives.

The DEC has decided not to appoint substitutes for teachers on long leave in 1993.

One application is being brought by Mr Brian Isaacs, principal of South Peninsula Senior Secondary School and two parents of pupils at the school.

The other application is being brought by the Union of Teachers Association of South Africa and its president, Mr Archie Verquigne.

In both applications Chief Executive Director of Education and Culture, Mr Awie Muller, and Minister of Education and Culture, Mr Abe Williams, are cited as respondents. The applications will be heard jointly by two judges.

Chairperson of South Peninsula's PTSA, Mr James Dreyer, said it was important to show solidarity with the applicants.

Speaking after the postponement of Isaacs' application on Monday Dreyer said: "We parents have aligned ourselves completely with the application and will be back here in full strength on Monday to reinforce that support."

Dreyer — who was a student at

Blue Monday

SOUTH 30/1 - 3/2/93

What the department — indeed the government — is doing is radical and needs a radical response'

323

the school — accused the department of behaving like "unscrupulous employers".

"There should have been large-scale consultation with those affected by the decision.

"We as parents are not prepared to stand by while our children's heritage is stripped away from them bit by bit."

A mass meeting of the Western Cape Principals' Forum on Tuesday gave its support to the Supreme Court actions.

"There was unanimous support for both parties initiating the action," a forum spokesperson told SOUTH.

"Each of the 249 principals present undertook to attend the court hearings with a teacher representative on Monday."

The spokesperson said the forum had decided that in the interim it would not enter any verbal instructions from education inspectors regarding the appointment of substitute teachers.

"At the meeting it became clear that the department is trying the old

divide and rule tactic.

"Some principals have been contacted by inspectors saying they will be granted their substitutes only to have the inspectors phoning back later to retract the decision.

"This is completely unacceptable," the forum spokesperson said.

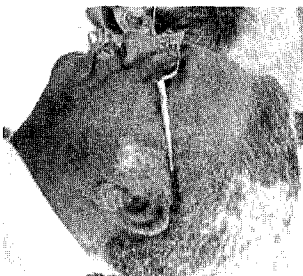
While supporting the applications, the South African Democratic Teachers Union (Sadtu) said it was important that people realise the limitations of legal action.

"It is important that we do not see the applications as tying the hands of our members," regional chairperson Ms Vivienne Carelse said.

"We do not have the time to wait and see what happens, as a judgement may take days, weeks or even months to be reached.

"Our members are continuing a head-on battle on the ground with protests at regional offices, placard demonstrations outside schools and a determination to see that justice is done."

Carelse said that if the department took no action by Friday, the



JAMES DREYER

union was prepared for an all-out confrontation.

"What the department — indeed the government — is doing is radical and it needs a radical response.

"Already there is a virtual chalk-down at some schools with no teaching taking place. So if all substitute teachers are not given their posts on Friday, our action will be substantially intensified."

Principals have also warned that they are determined to continue to fight against the cutbacks.

"The battle will not end on Monday," the principals' forum spokesperson said.

"There is a feeling among teachers that there will be a delay in reaching a judgement.

"We are also determined to continue our struggle for a new education system as the renewal strategy is not what we asked for all these years," the spokesperson said.

Schools showdown

Teachers, students to march on parliament

By Diane Coetzer

SOUTH 30/1 - 3/2/93.

THOUSANDS of teachers, parents and students will march on parliament on Friday to protest education cutbacks.

The march, which will begin at noon, has been initiated by the South African Democratic Teachers Union (Sadu).

Other public sector unions are expected to join the march.

Sadu regional chairperson Ms Vivienne Carelse said the ongoing attack on education demanded a response.

Teachers, parents and students deserved answers and action.

"There is a complete crisis in education at the moment and we feel we should register our protest at the correct level," Carelse said on Wednesday.

"This is the same parliament whose cabinet took the decision to drastically cut back in the public sector with little regard for workers and without consultation.

"It is time the state takes responsibility for the financial deficit in own affairs because it is apartheid that is the real culprit here.

"The most immediate manifestation of education cutbacks is the department's decision not to appoint substitute teachers.

Although initiated by Sadu, Friday's march involves all levels of educators.

At a meeting of the Western Cape Principals' Forum, at which over two hundred schools were represented, principals expressed their support for the march.

"We are supportive of Sadu's plan of action and will close schools early on Friday to facilitate participation in the march," a forum spokesperson told SOUTH.

The Forum itself represents 962 schools in the Western Cape.

● Participants in the march will gather at Keizersgracht at 11am. The march will begin at noon.



VIVIENNE CARELSE

Like master and slave

SO4711 30/1-3/2/93

By Diane Coetzer

(323)

THE relationship between education officials in the House of Representatives and teachers is nothing more than that of master to slave.

The outspoken charge comes from the principal of South Peninsula Senior Secondary School, Mr Brian Isaacs.

Together with two members of the Diep River community, Isaacs has decided to challenge that relationship by asking the Supreme Court to set aside cutbacks in education.

Speaking from his office on Tuesday, the teacher, principal, and holder of three degrees, said: "Officials in the Department of Education and Culture have no understanding of democracy.

"They see themselves as the masters and teachers as their slaves. As such they think they are able to give and take away rights from us as they choose and when they please."

In his affidavit to the Supreme Court, Isaacs said the decision not to appoint substitute teachers for those on leave will have widespread repercussions not only for South Peninsula "but for a number of schools and will impact negatively on education as a whole".

Calling the move "undemocratic" and "unilateral", Isaacs added: "I believe the refusal to appoint substitutes is part of (the department's) plans to privatise the schools under its control or alternatively to compel parents to contribute substantially to the education of their children."

He described the cutbacks and restructuring taking place in education (of which the withdrawal of substitutes was just one part) as an erosion of democracy.

"I see this as nothing less than an attack on democracy," Isaacs said.

Court battle with HoR won't sway campaign for new deal

SI Times (Cape metro) 31/11/93

By AYESHA ISMAIL

PRINCIPALS are to continue campaigning for a better education deal regardless of the outcome tomorrow of two applications for the Supreme Court to overturn a decision by the chief executive director on teacher appointments.

In separate applications, the Union of Teachers' Associations of South Africa and the principal of South Peninsula High School, Mr Brian Isaacs, have asked that the Supreme Court declare null and void a directive

that no substitutes be appointed for teachers on leave.

They have argued in papers that chief executive director of education Mr Awie Muller acted unlawfully in retracting an earlier undertaking to allow substitute teachers to be employed.

Because of this decision, teaching programmes have been disrupted at several schools administered by the De-

partment of Education and Culture in the House of Representatives.

The applications also name the Minister of Education and Culture in the HoR, Mr Abe Williams, as respondent.

However, the co-ordinator of the Principals Forum, Mr Eddie Snijders, has said that whichever way the court decides, principals will continue fighting for a single education system for all.

Although President F W de Klerk had told Parliament in his opening ad-

dress on Friday that a single ministry of education would be introduced, the present departments would remain, he said.

"We have a problem with our department which makes unilateral decisions on education without consulting us."

Mr de Klerk said the government would take far-reaching steps to prepare the way for a "completely new dispensation" in education.

This would include an expert and streamlined transitional administration, with a minister and accounting officer.

This administration's task would be to co-ordinate education during the transitional phase, prepare new legislation on education and manage the process of change.

The present departments would continue to function during the transition.

As Mr de Klerk spoke on Friday, about 2 000 demonstrators — including principals, teachers and parents — marched on Parliament in protest against the state's unilateral restructuring and rationalisation of the public sector.

The march was organised by the South African Democratic Teachers' Union (Sadtu).

In a memorandum handed to the director-general of national education, Dr Johan Garbers, the union called for free compulsory primary and secondary education for all.

Strike looms in education

By RAMOTENA MABOTE

A TEACHERS' strike is looming in the Western Cape following a dispute between the Department of Education and Culture (DEC) in the House of Representatives and three teachers' organisations.

This follows two separate applications by the Principals' Forum (PF) and the Union of Teachers' Associations of SA

(Utas) to the Supreme Court to overturn a decision by the chief executive director of education not to appoint substitute teachers.

Both the organisations have argued that chief executive director Mr Awie Muller acted unlawfully by refusing to give permission for substitute teachers to be employed. The case will be heard this morning.

Last week schooling came to a halt at Alexander Sinton High when the DEC refused to reinstate substitute teachers who had replaced 10 teachers on leave.

This prompted an SA Democratic Teachers' Union-led march by hundreds of teachers to Parliament on Friday to protest against what the department called "cost-saving" measures in the HoR schools.

(323) CT 1/2493

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Teachers ⁽³²⁾ DP would rejoice if ban lifted

THE Democratic Party would rejoice together with the education community if the one-sided ban on replacement teachers by the Department of Education and Culture in the House of Representatives was set aside.

Education spokesmen Mr Clifford Nasson said the DP would be pleased if the Supreme Court overturned the ban.

"It is completely unacceptable for one own affairs department to unilaterally end the basic continuation of the provision of teaching."

The government should overturn the ruling as soon as possible so that normal and orderly teaching could again take place in the schools.

CF2/2/93



COURT ACTION ... Hundreds of pupils and teachers gathered outside the Supreme Court yesterday where a case contesting a ban on substitute teachers is being heard.

Picture: STEWART COLMAN

Teachers act against minister

By RONNIE MORRIS
Supreme Court Reporter

THE reversal of an undertaking by the education minister in the House of Representatives not to implement cost-saving measures, which included a ban on substitute teachers, was a breach of undertaking and a recipe to destabilise schools, the Supreme Court was told yesterday.

This was said by Mr Archie Vergotine, principal of Ravensmead Secondary School, who, with the Union of Teachers'

Associations of SA (Utasa), sought an order declaring a circular banning substitute teachers unlawful and null and void. The action was brought against Mr Abe Williams, Minister of Education, and Mr Awie Muller, chief executive director.

Mr Vergotine said the withdrawal of a package of cost-cutting measures on November 6 last year created "legitimate expectations" on the part of Utasa and its members.

The cost-cutting decision was likely to create unrest in schools, cause confusion and

throw the orderly administration of education into disarray.

In his reply, Mr Muller said that after indications last year that the department would exceed its budget by about R155 million, instructions were given by the Treasury to stay within the limits of the budget.

The cost-cutting decision generated immense emotions and certain teachers' organisations threatened to go on strike, which would have placed year-end examinations in jeopardy. The department was forced to abandon temporarily the sav-

ings measures and unsuccessfully tried to get funds from other state departments.

It became clear, however, that he had no choice in implementing certain savings.

After hearing day-long legal argument, Mr Justice Laurie Ackerman, with Mr Justice D G Scott, said they would reserve judgment, but owing to the urgency of the situation would try to deliver it soon.

Mr Jeremy Gauntlett, SC, with Mr Norman Arndsee, instructed by Mr B Wagley, of Moses Wagley and Peters, appeared for Mr Vergotine and Utasa. Mr Leon Kuchela, SC, assisted by Mr Rodolph Hamstra, instructed by the state attorney, appeared for Mr Williams and Mr Muller.

School takes to the streets

Education Reporter

512

ANOTHER Cape Town school has taken to the streets in protest over House of Representatives cost-saving measures.

About 600 pupils and teachers of Groenvlei Senior Secondary in Lansdowne held a placard protest outside Department of Education and Culture's regional offices in Wynberg yesterday.

It was the latest in a series of protests over the decision not to provide substitutes for teachers on long leave from House of Representatives schools.

A delegation of four teachers who met department officials was hopeful about results. A delegate said later: "We basically got a promise that we will have our teachers tomorrow."

Teachers: 'Strike is a last resort'

323 Staff Reporter CT32493

TWO teacher organisations will turn to strike action only as a last resort in their conflict with the Department of Education and Culture in the House of Representatives regarding cost-cutting measures, they said yesterday.

The president of the Union of Teachers' Associations of South Africa (Utasa) and the Cape Teachers' Professional Association (CTPA), Mr Archie Vergotine, said both organisations regarded the reduction of teachers and other cost-cutting measures announced by the department to be in conflict with the best interests of education.

"It has always been Utasa's responsibility to ensure that education is not, as in the past, relegated to the level of 'gutter education'."

Mr Vergotine said the organisations considered it their duty to ensure that quality education was maintained at all costs and gave students and parents the undertaking that they would persist in the struggle for this.

"The CTPA and Utasa realise that in this struggle we are ensured of the unity and support of parents. Utasa is therefore concerned that over-hasty references to strike action may estrange parents.

"We also fear that it may adversely affect the education of our children," he said.

● Utasa is currently involved in a Supreme Court action against the Minister of Education and Culture, Mr Abe Williams, to have a circular banning substitute teachers declared null and void.

'Long leave' for pupils as headmaster falls ill

AN official ban on substitute teachers has forced a junior school near Ceres to close until the second term after the headmaster — and only teacher — fell ill, Democratic Party MP for Bokkeveld Mr Cliffie Nasson said yesterday.

All 10 pupils at the Winkelhaak (NGK) Primary School at Op-Die-Berg, which served surrounding farms, were sent home on "long leave" last week, and are only expected back at the beginning of the second term, he said.

A substitute could not be appointed to relieve principal and only teacher Mr Sakkie Esterhuizen because of a

Department of Education and Culture (DEC) directive prohibiting substitute appointments, Mr Nasson said.

(33) 12/1/73
"The children have been sent on long leave until the second term, or until (HoR Education and Culture Minister) Mr Abe Williams' measure is overturned by the Supreme Court."

The DP would have to consider other pressures on the authorities if the court decided in favour of the DEC, Mr Nasson said.

DEC spokesman Mr Hennie Jansen has been approached for comment but has not yet responded. — Sapa

DEC's reasons false, principal tells court

By RONNIE MORRIS

A PENINSULA school principal yesterday told the Supreme Court he did not believe the reasons given by the Department of Education and Culture not to appoint substitute teachers.

Mr Brian Isaacs, principal of South Peninsula Secondary School, and two parents who have children at the school have brought an action against Mr Abe Williams, Minister of Education, and Mr Awie Muller, chief executive director.

In his affidavit, Mr Isaacs disputed the department's claims that it did not have funds and said it recently spent R20 000 at Club Mykonos to discuss savings measures.

In his papers, Mr Muller said if Mr Isaacs had approached him about his school's lack of teachers he would have made the "necessary ad hoc arrangements" to see that pupils did not suffer.

Substitute teacher for school — despite ban

Staff Reporter

(323)

A CERES primary school which has lost its only teacher after he fell ill and took sick leave last week will be granted a substitute teacher — despite a Department of Education and Culture ban on substitute teachers.

CT 11/21/93

Winkelhaak (NGK) Primary School has 10 pupils, who were sent on long leave, and one teacher, Mr Sakkie Esterhuizen, who is also the headmaster.

© Judgment was yesterday reserved in the case against the department to have their decision not to employ substitute teachers declared unlawful.

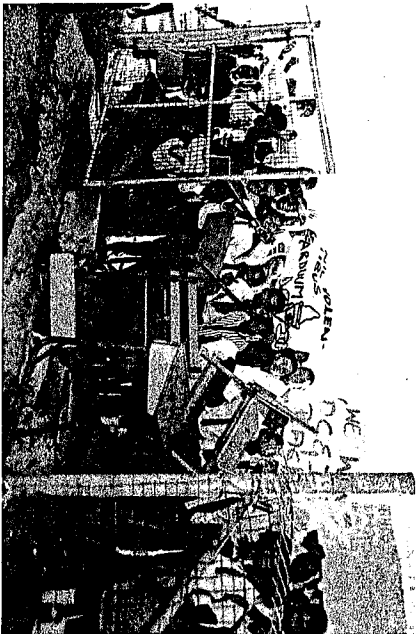
School has to send (323) kids home at noon

Staff Reporter C.T. 6/12/93

PUPILS at Mitchells Plain Primary School No 1 are being sent home at noon because five of their teachers are on leave and cannot be replaced because of a Department of Education and Culture (DEC) decision not to appoint substitute teachers.

The school introduced the measure last Thursday. Mr Trevor Jacobs, co-ordinator of a parent-teacher action group formed last week, said practical subjects for Sids 2-4 would be suspended.

Handwork, needlework, music, art and physical education teachers were needed to assist with supervising and teaching other subjects, he said.



PUPIL POWER: Silverstream High School pupils at the barricade they erected at the entrance to the school in Malenbergh. They were demonstrating in support of teacher Mir David Oliphant

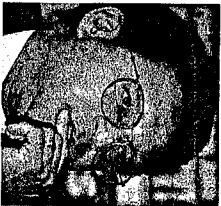
Proto: Yunus Mohamed

Boesak emerges stronger

By Rehana Rossouw

PART of the drama of Dr Allan Boesak's on-off future with the ANC this week were serious concerns he expressed in an eight-page letter to Mr Nelson Mandela last month.

He also revealed his personal frustration about being cast in a limited ethnic role and as a mobiliser of the coloured vote, when there were other contributions he could make in the ANC.

**ALLAN BOESAK**

Mandela, besides his desire to return to the ministry, was the strategic direction of the ANC.

"There is certainly not enough clarity about where we should be going. We can do far better than

***'More people
are becoming
disillusioned with
politics, especially
in the coloured
community'***

Boesak said the ANC national office deemed what the organization's relationship was with minority communities.

"We have to fight two battles in the ANC. We have to make sure that the region follows a clear line

Student solidarity for teacher
Source 6/2-10/2193

By Diane Coetzer  (323) support the family."

According to the students, Oliphant — who has been on the temporary staff for three years — filled in an application form to be employed for another year.

However, when he arrived at school on January 18, he was told he was out of a job.

The students said they were not impressed with promises by Louw that he would help Oliphant find a temporary post for a few months.

Although Oliphant's resentment is the students' most immediate demand, it is not the only grievance at the school.

Explaining the strike, SRC secretary Ma Shammieh Jordan said most students wanted Oliphant back.

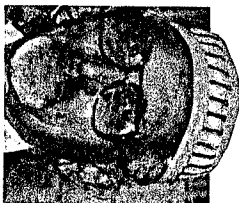
"Quite frankly the ball is in students' court," Louw said.

ANC held the majority support of the coloured community in the Western Cape firmly in its grasp, and the organisation could win an election here "convincingly".

Bur Boesak said his experience also told him that the number of people becoming disillusioned with the political process was growing. This was especially marked in the coloured community.

Boesak said he had raised several questions about the ANC's "strategic perspective" in his communication with Mandela.

He warned that the ANC should guard against estranging its membership and supporters by being



Missing

A FATHER of five is still missing despite frantic attempts by his family to trace him.

His car was found in a Sea Point parking lot. Allie was wearing a cream shirt and black trousers and shoes when he went missing.

Anyone with information about Allie should phone 931 6268 or the Sea Point police at 434 2345.

S Times (25)
Cutbacks
(Cape Metro) (223)
challenged
12/13

Sunday Times Reporter
DISHONoured undertakings by the Department of Education and Culture in the House of Representatives were challenged in the Cape Supreme Court this week.

The Union Of Teachers Associations of South Africa (Utasa) and its president Mr Archie Vergotine brought one action, while Mr Brian Isaacs, principal of South Peninsula High School and two parents also sought to have the controversial circular 67/92 set aside.

With the circular the department, as part of its cost-cutting measures, had reneged on an undertaking to provide substitute teachers for teachers who were on study leave.

Mr Awie Muller, chief executive director, defended the move and said by the middle of the department's financial year indications were that it would exceed its budget by R155 million.

Following the huge outcry over the measures and teachers threatening to go on strike the department withdrew the savings measures and tried to raise the money elsewhere.

When that was unsuccessful the department "had no choice" but to dishonour its undertaking, Mr Muller said.

Mr Justice Laurie Ackerman and Mr Justice D G Scott reserved judgment.

Substitute teachers — ruling welcomed

JOHN VILJOEN
Education Reporter

THE Supreme Court ruling against House of Representatives Education Minister Abe Williams has been greeted as a major victory by those who fought his decision not to appoint substitute teachers for staff on leave.

The department was studying the judgment setting aside the cost-saving measure and a spokesman yesterday declined to comment.

Hundreds of teachers are believed to be affected by the decision, which could also have implications for plans to rationalise education.

The dispute over substitute teachers has caused widespread disruption and protest in House of Representatives schools.

In a 34-page judgment yesterday Mr Justice Ackerman, with Mr Justice Scott concurring, ruled that Mr Williams acted unfairly in deciding that replacement teachers would not be appointed.

Applications against Mr Williams and his department were brought by the Union of Teachers' Associations of South Africa (Utasa) and South Peninsula High principal Mr Brian Isaacs, with two parents of children at the school.

Utasa and school principals were entitled to expect to be consulted by Mr Williams on the issue, the judges ruled.

Mr Justice Ackerman said the unfairness of Mr Williams's action was heightened by the fact that Utasa and the department had talks from August 20 to September 29 last year and the issue was not discussed.

The South African Democratic Teachers' Union congratulated the staff of South Peninsula High and Utasa on the court verdict.

The union said in a statement it would continue to resist all attempts to rationalise and restructure education without consultation.

Court stops Education Minister's cost-cutting

CAPE TOWN — Teachers and parents won two Supreme Court interdicts yesterday to stop cost-saving measures at House of Representatives schools. R10RM

After a three-week hearing, the court set aside a decision, with costs, by House of Representatives Education Minister Abe Williams not to appoint substitute teachers when staff went on long leave. 11/2/93

The judges said Williams had been "high-handed and clearly unfair".

Parents and teachers had objected to the department's action, saying it threatened order in schools and would jeopardise education.

The Union of Teachers' Association of SA (Utasa), its president Arthur Vergotine, South Peninsula Senior Secondary School principal Brian Isaacs and two parents sought orders declaring the department's decision unlawful.

The respondents were Williams and executive director Awie Muller.

The department said in a circular in December it was unable to appoint substitutes for teachers on long leave. This followed a statement that all proposed cost-saving measures and the rationalisation of personnel would be stopped, the court heard.

Substitute teachers were absolutely necessary for the orderly running of schools and to ensure proper education, the court heard.

Vergotine said in an affidavit that the circular had disrupted the orderly running of schools and would cause unrest in the community. The department had assured parents last year that education standards would not be affected by the measures, which were withdrawn later.

It also amounted to a breach of undertaking between Utasa and the department, he said.

In a replying affidavit Muller said the measures would save the department R17m and it was a prerogative of the department to save money.

But Judge Laurie Ackerman and Judge D G Scott ruled that the department had not given principals and Utasa a fair hearing before imposing rationalisation measures.

The parties who brought the action planned to demand the immediate appointment of substitute teachers.

Lawyers said the ruling would severely curb government's ability to unilaterally impose rationalisation measures in education.

The ruling set an important precedent that enhanced the ability of parents and teachers to challenge rationalisation plans.

The DP welcomed the ruling. Its Bokkeveld MP Cliff Nasson said the decision would help normalise education. He appealed to Williams not to introduce further measures that would harm education. — Sapa.

Education decision CT 11/2/93 323 'not valid'

By **RONNIE MORRIS**
Supreme Court Reporter

TEACHERS and pupils, crammed into a packed court, applauded a finding by two Supreme Court judges yesterday that a decision by the Department of Education and Culture not to appoint substitute teachers was invalid.

The decision, contained in a circular, was sent out by the Department during the December school holidays.

Mr Justice Laurie Ackermann, with Mr Justice Doug Scott concurring, described the decision by Mr Abe Williams, Minister of Education and Culture, as "high-handed and unfair".

This came after two separate applications by the Union of Teachers' Associations of South Africa (Utasa) and its presidents Mr Archie Vergotine and Mr Brian Isaacs, principal of South Peninsula Senior Secondary School, and two parents.

Evidence was that after the department's budget was in danger of being exceeded, cost-cutting measures were decided on, which included the non-appointment of substitute teachers for teachers on leave during the first quarter of this year.

Teachers' organisations threatened strike action and the department cancelled the measures on December 7.

However, on December 3 Mr Vergotine was told by a Mr Moller, an inspector of education, that no substitute teachers would be appointed.

The court found there was no satis-

factory explanation how it could have occurred that Mr Moller conveyed this message when on December 7 the director took steps to have the cancellation of cost-cutting measures conveyed to teachers and parents.

"One is left with a disquieting impression that this was done to keep parents and teachers in the dark to prevent effective action being taken by them before Christmas."

The judges said it was commonly known that neither Utasa nor any of the principals were consulted on the non-appointment of teachers.

'High-handed'

There was no suggestion that the minister acted in bad faith or from an ulterior motive. He was at all times concerned for what he considered the best interests of education.

However, the minister did not act fairly when he made his revocation decision — which appeared to be "high-handed and unfair".

The judges said in their view the decision to reintroduce the non-appointment measures was invalid because he failed to give Utasa or any of the school principals a fair hearing.

The decision was set aside and the minister and the chief executive director were ordered to pay costs.

Mr J J Gauntlett, SC, with Mr Norman Arendse, instructed by Mr B Wagley of Moosa Wagley and Petersen, appeared for Utasa and Mr Vergotine and Mr John van der Berg with Mr Percy Sonn, instructed by Enver Daniels and Associates, appeared for Mr Isaacs. Mr Leon Kuschko, SC, with Mr R C Hiemstra, instructed by the state attorney, appeared for the minister and chief executive director.

'Minister must in future negotiate'

(323) CT 11/2/73
Supreme Court Reporter

EDUCATION was a right and not a privilege and before education minister Mr Abe Williams considered cost saving measures he must first negotiate with interested parties.

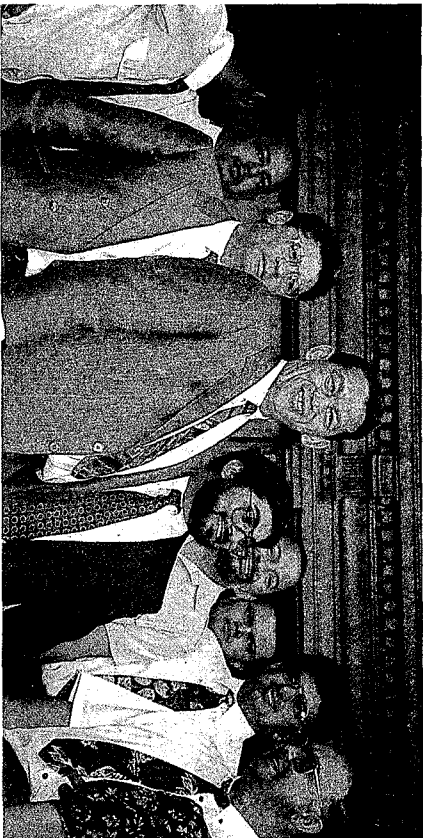
This was said yesterday by Mr Archie Vergotine, president of the Union of Teachers' Associations of South Africa (Utsa), in reaction to a Supreme Court judgment which declared a decision by Mr Williams not to appoint substitute teachers as unlawful.

He said if Mr Williams continued to act in an arbitrary fashion, nobody would the courts' certainty but he would incur the wrath of the people."

Utsa now waited for Mr Williams to confirm the appointment of substitute teachers.

A spokesman said Mr Williams declined to comment until he had read the judgment and had spoken to his lawyers.

Ms Ingrid Matlonyane, regional secretary for the South African Democratic Teachers Union (Sadtu) said Sadtu would resist all attempts to rationalise and restructure education without consultation with teacher organisations, parents and students.



VICTORY . . . A beaming Mr Archie Vergotine, president of the Union of Teachers' Associations of South Africa, and other teachers emerge from the Supreme Court. Mr Vergotine's lawyer, Mr Bassir Weglay, is on his right.

Picture: ANNE LAING

Teacher unions wait for minister to scrap memo

Staff Reporter

TEACHER unions yesterday urged the Minister of Education and Training in the House of Representatives to implement a Supreme Court decision to scrap the circular which banned the appointment of substitute teachers.

Education Minister Mr Abe Williams yesterday had not reached a decision following the court's decision which made invalid a circular not to appoint substitute teachers, a spokeswoman said.

Mr Williams wanted to study the judgment and consult lawyers before commenting, she said.

The Union of Teachers' Association of SA (Utasa) president, Mr Ar-

chie Vergotine, who brought the application against the minister, said yesterday Mr Williams "should be bold enough to carry out what the court decided".

"He must make a decision immediately or we will have to go back to court. We are already half-way through the first school term."

Principals had been told to send in their nominations for temporary teachers and Utasa called on the department to see that they were processed, Mr Vergotine said.

A spokesman for the SA Democratic Teachers' Union said they were "jubilant about the court's decision, but were waiting for the department to react".

CF12/2/93 (323)

Abe, give us teachers now!

SOUTH

By Diane Coetzer

13/2-17/2/93

cutbacks — as “high-handed and unfair”.

323

WHISTLES, clapping and shouts of “Viva” and “Congratulations” filled the Cape Town Supreme Court on Wednesday when House of Representatives schools won the right to appoint substitute teachers.

Hundreds of students, teachers and parents heard Mr Justice Laurie Ackermann declare invalid a Department of Education and Culture circular withdrawing the appointment of substitutes for 1993.

Judge Ackermann handed down judgment in two separate applications brought earlier this month by the principal of South Peninsula Senior Secondary School, Mr Brian Isaacs, and the Union of Teachers' Associations of South Africa (Utasa) and its president, Mr Archie Vergotine.

The Department was ordered to pay the costs of both applications.

Judge Ackermann described Minister Abe Williams' decision not to appoint substitute teachers — in spite of an agreement to suspend

The decision would have an effect on, among others, the re-organisation of teachers, teaching loads and the size of classes.

Ackermann said Williams' decision was invalid “by reason of his failure to accord Utasa or any of the school principals a fair hearing before taking this decision”.

Surrounded by well-wishers and singing South Peninsula students outside the court, Isaacs said he felt justice had been served.

“It shows that a school and its community can fight injustices in society wherever they arise. We expect the department to immediately appoint substitutes and to back-date that appointment to January 1.”

“We are thrilled at the outcome of the court case,” Vergotine said.

“We will resist all rationalisation that is not properly negotiated with recognised teachers' organisations and other role players.”

Two parents who made the appli-

cation with Isaacs, Mr Taliep Martin and Mr Herman Rhoda, also expressed satisfaction.

They were not granted relief by the judge who ruled they were not entitled to be consulted by Williams as neither represented a teachers' organisation or was a principal.

“This is more than just a political achievement for Utasa,” Martin said. “It is a victory for the school, the community and the parents who decided to take on the department.”

Rhoda said parents still had much to be unhappy about in the present apartheid-based education system.

“However, within the parameters that exist, we have achieved success and should be happy for that.”

Amid the jubilation, however, warnings have been sounded. Regional chairperson of the South African Democratic Teachers Union (Sadtu), Ms Vivienne Carelse, said not appointing substitute teachers was only one aspect of the department's cut-back plan.

Attempts to get comment from Williams proved fruitless.

Teachers put mass action on timetable

JOHN VILJOEN

Education Reporter

323

HOUSE of Representatives teachers are planning a campaign of mass action which could culminate in a strike, despite a major victory against cost-saving moves in the Cape Supreme Court this week.

Mr Randall van den Heever, general secretary of the South African Democratic Teachers' Union (Sadtu), welcomed the court ruling to set aside a decision not to appoint substitutes for teachers on long leave.

The initiative of the Union of Teachers' Associations of South Africa in fighting the issue in court was appreciated, as the outcome was in the interest of all teachers, Mr Van den Heever said.

But the issue of substitute teachers was just one aspect of the crisis caused by plans to rationalise education, he said,

after the ruling by Mr Justice Ackerman and Mr Justice Scott.

"Many other problems remain, not least of which is the threat to cut existing staff establishments in schools.

"There are also problems with non-payment of temporary teachers," he said.

His union will meet the executive director in the House of Representatives on Wednesday to seek solutions to problems surrounding rationalisation.

Sadtu regions and branches were planning a mass action campaign to oppose unilateral actions by the government, he said.

Strike action remained an ultimate response, should negotiations prove fruitless, he warned.

"The union will not hesitate to use collective and strike action as a final resort."

ARLT 13/2/93

Substitute teachers still out in the cold

STimes (Cape metro) 14/2/93

(323)

WHILE principals and teachers celebrated a Supreme Court decision this week to set aside a circular by the Department of Education in the House of Representatives (HoR) not to appoint substitute teachers, lawyers have warned that the decision did not compel the department to do so.

Two separate applications were brought against the Minister of Education and Culture in the HoR, Mr Abe Williams, and the Chief Director of Education, Mr Awie Muller, by the Union of Teachers' Associations of South Africa (Utas), the principal of South Peninsula High School, Mr Brian Isaacs, and two parents.

The applicants asked the court to declare unlawful the department's decision in a circular dated December 22 1992 not to appoint substitute teachers for staff on leave.

By **AYESHA ISMAIL**

In a replying affidavit, Mr Muller said the cost-saving measures introduced by the department would save R17 million and that it was the department's prerogative to save money.

Mr Justice Laurie Ackermann and Mr Justice Doug Scott said that in their view the decision to reintroduce the non-appointment measures was invalid because Mr Williams had failed to give Utasa or any of the school principals a fair hearing.

The decision was set aside and Mr Williams and Mr Muller were ordered to pay costs.

Power

The dispute over substitute teachers has caused widespread disruption and protest in HoR schools.

Legal adviser for the Western Cape Principals' Forum, Mr Essa Moosa, said that while the department's circular was set aside and declared invalid, the court did not have the power to order the minister to appoint substitute teachers.

He said the circular was set aside by the court on the basis of procedure in that the minister had not given either Utasa or school principals an opportunity to make representation as to why he should appoint substitute teachers.

"The minister can now afford teacher organisations, which also represent school principals, an opportunity to be heard and he can make a decision on the basis of all the facts," Mr Moosa said.

Mr Enver Daniels, legal representative for Mr Isaacs, said he was disap-

pointed by the judgment.

"The court appears to have placed greater emphasis on the department's predicament — caused by its mismanagement and squandering of public funds — than on the interests of disenfranchised people.

"Historically, for what are considered to have been overtly political reasons, the courts have condoned ministerial acts to the detriment of the community. The practical effect of this judgment is that it will not be easy to fight the government's plans, particularly in education, through the courts.

"It is for this reason that we are dismayed by the judgment. Unfortunately it does not compel the minister to appoint substitute teachers."

Timebomb

Co-ordinator for the principals' forum, Mr Eddie Snyders said: "We are sitting on a timebomb. It will be a sad day for education if principals decide on other forms of action to prevent the government from unilaterally restructuring education."

Mr Snyders appealed to the minister to appoint substitute teachers immediately.

Education spokesman Mr Hennie Jansen said the department needed time to study the judgment before commenting.

Utasa will meet the minister on Tuesday to hear his views on the judgment.

● Legal experts will interpret the judgment at a meeting called by the Western Cape Principals' Forum at Garlandale High School at 3pm on Tuesday to which principals and teachers are invited.

Education dept meets teachers

CP 16/2/93
Staff Reporter

THE Department of Education and Culture (DEC) said it would be meeting with the Union of Teachers' Associations of SA (Utasa) today to discuss ways of addressing the employment and payment of substitute teachers.

This follows the finding by the Supreme Court last week that the DEC's decision not to appoint substitute teachers was invalid.

A spokesman for DEC said yesterday they were meeting Utasa to discuss the matter. (23)

Substitute teachers: DEC appeal

CT 17/2/93

Staff Reporter

DEPARTMENT of Education and Culture Minister Mr Abe Williams is to appeal against a Supreme Court ruling that the DEC's decision not to appoint substitute teachers was invalid.

The DEC yesterday met a delegation from the Union of Teachers' Associations of SA (Utasa) and informed them it intended to appeal against last week's ruling.

Mr Arthur Vergotine, chairman of Utasa, said principals had been asked to identify key posts and prove why it was necessary to appoint substitute

Bonteheuwel pupils protest

MORE than 400 pupils of the Modderdam High School in Bonteheuwel yesterday staged a picket protest.

The pupils demanded four additional teachers, including a Xhosa teacher, for their school and also protested against the non-payment of three teachers since the opening of the school this year.

Meanwhile the Department of Education and Training in the Johannesburg region has denied knowledge of disruptions in schools in Soweto on Monday as mentioned in news reports. — Sapa

teachers.

"Schools are still suffering because of a lack of teachers and no substitute teachers are being appointed for teachers on leave," he said.

Pupils in picket protest

MORE than 400 pupils at Modderdam High School at Bonteheuwel in the Cape Peninsula yesterday staged a picket protest demanding four additional teachers, including a Xhosa teacher. They also protested against the non-payment of three teachers since the opening of the school this year. (323)

Students Representative Council chairman Mr Johathan Lewis said they would continue with the protest until the Department of Education and Culture in the House of Representatives responded positively to their demands. -- Sapa

Sowetan 17/2/93

Teachers. (323)

Plea to accept ruling

Political Staff

EDUCATION would be seriously destabilised by a government decision to appeal against a Supreme Court ruling on temporary teachers, the DP said yesterday.

The court ruled that the ban on temporary teachers was illegal.

The Democratic Party called on Minister of Education and Culture in the House of Representatives Mr Abe Williams, to accept the ruling, and not to lodge an appeal against it.

DP spokesman Mr Clifford Nasson said Mr Williams was playing for time to reduce the deficit in this year's budget.

As the appeal would only be heard in August, this could "seriously destabilise education".

DEC appeal against ruling

THE Department of Education and Culture (DEC) is to appeal against the Supreme Court ruling which declared invalid its decision not to appoint substitute teachers for staff on long leave.

The Union of Teachers' Associations of South Africa (Utasa), one of the parties which brought the court application, was told of the appeal during a meeting with authorities, a department spokesman said yesterday. 523

The judgment, by Mr Justice Ackerman and Mr Justice Scott, set aside a department circular informing principals that it was unable to finance substitute teachers. 18/12/85

Illegal demo: Arrest warrant for 3 teachers

Staff Reporter

323 Mar 18/2/93
A WARRANT for the arrest of three teachers who failed to appear in court in connection with unlawful demonstration has been issued in the Cape Town Magistrate's Court, but held over until March 10.

Mr Anthony Dieterich, 30, of Mitchell's Plain, Mr Stanley Shuma, 30, of Grabouw and Mr Theodore Combrinck, 25, of Heathfield, are part of a group of teachers the State has linked to an illegal gathering held outside the offices of the Department of Education and Culture.

During yesterday's proceedings, no charges were put to Mr Muavia Gallie, 30, of Charlesville, Mrs Kay Bailey, 26, of Grassy Park, Mr Granville Whittle, 26, and his wife Mrs Pearl Whittle, 25, both of Lavender Hill.

The hearing continues on March 10 and they are all out on warning.

Teacher turmoil rocks schools

SOUTH

23 11-27 11 93.

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LARGE numbers of schools were in chaos this week following a House of Representatives decision not to appoint substitute teachers for the year.

As thousands of students filled classrooms on Tuesday, many found they had no teacher to replace those on leave.

And hundreds of teachers appointed as substitutes arrived on Monday to find they had no job.

The chaotic situation follows a circular sent by the Department of Education and Culture to principals late in December.

Many principals only became aware of the circular — which was dated December 22 — when they opened their post on Monday.

In it Chief Executive Director of Education and Culture, Mr Awe Mulier, said the department had been forced into the step to offset its budget deficit.

"Financial considerations have placed the Department in the invidious position of having to deviate

Coloured schooling has started badly this year as teachers on leave have not been replaced, reports

Diane Coetzer.

from past practices and not being able to appoint substitutes for teachers who utilise leave next year," the letter stated.

No official notification was given to substitute teachers.

At Alexander Simton High School in Athlone the eight teachers appointed as substitutes at the end of last year said they were shocked to discover they had no jobs on their first day of school.

They are reporting to school every day, determined to secure their jobs.

"We are prepared to sit it out for a while and the rest of the permanent staff are whole-hearted in their

support for us," a teacher said.

"The department has gone about this in an very underhand fashion by sending out circulars just before Christmas when none of the principals were at school," another teacher said.

"I have to pay the rent at the end of the month but will not have a salary to do that."

All teachers expressed concern at the effect the shortage of teachers will have on the education of students.

At present, no teaching is taking place at the school and, following a joint staff decision, students are being dismissed before noon.

In some cases, 100, the non-appointment of substitutes at the school means there will be no teachers to teach certain subjects.

It also means 48 class groups will be untended every day.

Regional Chairperson of the South African Democratic Teachers Union (Sadtu), Ms Vivienne Carlse said the situation was untenable.

By not appointing substitutes the department was affecting student-teacher ratios as many teachers would now have 50 or more students in a class.

Subject choices would also be limited if there were no teachers to teach certain subjects.

"Parents are still unaware of the real impact of this move," Carlse said.

"It will, however, affect every level of schooling and we are calling on parents to support teachers in their fight for posts for the sake, not only of teachers, but the future of their children."

Carlse said the union was consulting members to determine a programme of action.

"A decision was taken last year to embark on strike action if all other options are exhausted, but that is being held in abeyance at present.

The Western Cape Principals' Forum — which represents 820 primary schools, 142 high schools, 20 902 teachers and 487 507 students — has also reacted strongly to

the withdrawal of substitutes.

In a statement the forum rejected the circular saying it had "permanently slammed the door in the face of newly-qualified and temporary teachers".

Two Supreme Court applications are presently in progress in a bid to reverse the HOF decision.

An application by the principal, Mr Brian Isaacs, and two parents of students at South Peninsula Senior Secondary School will be heard in the Supreme Court on Monday.

Another by the Union of Teachers' Association of South Africa (Utaas) and its president, Mr Archie Vergotine, was heard in the Supreme Court on Tuesday.

In both cases Mulier, and Education and Culture Minister, Mr Abe Williams, are cited as respondents.

Attorney in the South Peninsula case, Mr Enver Daniels told SOUTHERN that it has been made clear to him the application would be postponed until February 1 when it will be heard with the Utaas application by two judges.

Sadtu campaign more than chalk and cheques

By GAYE DAVIS

THE general secretary of the 52 000-strong South African Democratic Teachers' Union has warned that its conflict with the cash-strapped Department of Education and Culture in the House of Representatives over cost-cutting measures will lead to a political clash between the government and the "broad democratic community".

"The focus is on the House of Representatives, but really it is a symptom of a national malaise," said Randall van den Heever, who led an 11-member Sadtu national delegation in a three-day sit-in at the DEC's offices in Cape Town last weekend. 29/1-4/2/93.

"The government is on its way out, but is feverishly restructuring in terms of discredited policies. It is the same fight Cosatu is waging on the economic front — a battle against unilateral restructuring.

At issue are recent plans announced by the DEC to cope with a R94-million budget shortfall for 1992/93, which centre on reducing the DEC's salary bill. Proposals include the probable retrenchment of about 3 200 teachers, increased teacher/pupil ratios and place

a question mark over the future employment of newly qualified teachers.

Van den Heever said Sadtu had met with various public-sector unions with a view to broadening its protest and, through the National Education Conference, would be meeting with the Union of Teachers' Associations (Utasa), the African National Congress and the Azanian People's Organisation.

"Our response will have to be a political response from the broad democratic community," he said.

"Yesterday it was white teachers being retrenched, today it's coloured teachers. Soon the Department of Education and Training will be retrenching black teachers.

"It's clear to us the DEC is in crisis, and we accept that. But why is it so? Our biggest concern is the financial mismanagement that has gone on over a period of time, sapping funds to the extent that teachers now have to be retrenched."

A meeting between Sadtu and House of Representatives Education Minister Abe Williams is on the cards for today, Sunday or Monday.

'Suspicious' Sadtu threatens strike

By GAYE DAVIS: Cape Town

TEACHERS' mistrust and suspicion has become a major obstacle in defusing the crisis currently besetting the Department of Education and Culture (DEC) in the House of Representatives.

Embattled education minister Abe Williams, obliged to introduce cutbacks to meet an estimated R100-million budget shortfall in the teeth of fierce opposition from his teaching corps, now faces nationwide protest action spearheaded by the 60 000-strong South African Democratic Teachers' Union and set to begin on March 1.

Sadtu national secretary Randall van den Heever announced the campaign after emerging from talks with Awie Muller, chief executive director of the DEC and other senior department officials in Cape Town on Wednesday.

Van den Heever said Sadtu rejected DEC attempts to pass the talks off as "consultation" on the pending cutbacks and said the union would campaign around 12 demands it had given the DEC.

These included calls for urgent attention to be given to the issues of substitute teachers, payment for temporary teachers and the pro-

vision of school textbooks and stationery as well as a moratorium on closing teacher-training colleges and an independent investigation into alleged maladministration of money in the House of Representatives.

He said he could not rule out the protest action culminating in a countrywide strike by teachers "as an act of last resort".

However, the "biggest problem" in resolving the situation was teachers' mistrust of a department which they believed had gone back on its word, he said. "There is a serious crisis of confidence which makes it very difficult to have negotiations. Neither Sadtu nor Uta (the Union of Teachers' Associations in South Africa) see the DEC as an acceptable negotiations partner."

"Our members are saying, 'Do not negotiate with them, they will lead you into a trap'. Teachers no longer trust the word of the DEC."

Van den Heever said he could appreciate the DEC was "in a hell of a fix — but they have bungled things and now discussions are impossible".

The Democratic Party has meanwhile called on Williams to accept the recent court ruling invalidating the DEC's decision not to

allow the appointment of substitutes for teachers on study and vacation leave and not to lodge an appeal against it.

Spokesman Clifford Nasson said Williams was playing for time to reduce the deficit in this year's budget. As an appeal would only be heard in August, it could "seriously destabilise education".

Dissatisfaction over the situation in schools run by the House of Representatives is mounting. Teachers and parents from Modderdam High School demonstrated outside the DEC's Cape Town offices yesterday, the latest in a succession of similar protests — while teachers at a Stellenbosch high school, Luckhoff Senior Secondary, signalled their intention to strike from next week if their demand for the appointment of two substitute teachers was not met.

Van den Heever said Sadtu's national executive committee would discuss the planned mass-action campaign at a meeting on February 26 and 27.

Sadtu would also be consulting with the National Education Co-ordinating Committee, civic and parent organisations and political parties, including the ANC, PAC and Azapo, he said.

w/mout

19/2-25/2/93

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Williams must resign

ANC

323 CT 19/2/93

Staff Reporter

THE ANC yesterday called for the resignation of controversial House of Representatives Education Minister Mr Abe Williams.

ANC Western Cape spokesman Mr Willie Hofmeyr said in a statement the ANC welcomed a recent Supreme Court judgment which found the Department of Education and Culture's decision not to employ substitute teachers invalid.

He added that the ANC viewed Mr Williams' actions as serious.

"His reckless decision has cost time and money and has substantially disrupted the smooth running of schools," Mr Hofmeyr said.

He said the teacher shortage in

some schools was so acute that pupils had to be sent home, "resulting in confusion and loss of school days".

"Mr Williams has demonstrated over and over again that he is unfit to head a department of any kind, least of all one which puts the future of our children in his hands," Mr Hofmeyr said.

On numerous occasions he had allowed his "panic approach" to cost-cutting to overrule the better judgment of the teacher/parent community, said Mr Hofmeyr.

A spokesman for Mr Williams last night declined to comment, saying the matter was sub judice since the department had appealed against last week's Supreme Court judgment.

Cutbacks: Pupils warn of more action

Cutbacks at schools under the House of Representatives have led to a huge outcry in progressive education circles. Three pupils from Alexander Sinton, which recently demonstrated outside the offices of Minister Abe Williams for not appointing substitute teachers, share their views with **Diane Coetzer:**

PUPILS in House of Representatives schools have a message for Education Minister Mr Abe Williams: Hands off our schools or face continued action from parents and teachers!

This is the message from three pupils and SRC members from Abtshen's Alexander Sinton High School in an interview.

Pupils Zeenat Valley-Omar, Shane Snayer and Siyazi Tyatyan were involved in the students' struggle against education cutbacks.

Earlier this month, they joined hundreds of other pupils, teachers, and parents from the school and demonstrated outside the offices of the Department of Education and Culture to demand the

appointment of their substitute teachers.

The three were also part of a delegation which met with the department's chief executive director, Mr Avie Muller, on the day of the protest.

"What shocked us most about meeting Muller was his callous disregard for the fate of education," Valley-Omar said.

"He actually told us he had to cover his own back first before he could decide on the appointment of our substitute teachers."

Added Snayer: "What is just as bad is that (Mr) Abe Williams lives very near the school and not once during the whole crisis has he ever bothered to come and see the chaos caused when a staff has 10 teachers less. This shows us they do not care about the future of education.



STUDENT RESOLVE: Siyazi Tyatyan, Zeenat Valley-Omar and Shane Snayer are three of thousands of pupils prepared to fight education cutbacks.

South 2012-24/2/93.

"They must realise pupils are prepared to join their teachers and parents and fight for quality education to the end."

Photo: Guy van Raaij

The trio said schools were already feeling the consequences of cutbacks.

"Teachers who have large classes — and they were originally large — become crowd-controllers and not teachers," Valley-Omar said.

"There is little time for students to get individual attention and the situation may deteriorate."

Tyatyan, especially, found this distressing. "I came to this school in standard nine to escape the terrible overcrowding and poor conditions at Department of Education and Training schools."

"When I came here I was impressed with the quality of education but if the cutbacks go ahead, this will be severely compromised."

Concern was also expressed that a shortage of teachers would limit subject choices, particularly regarding specialist subjects.

Financially over-burdened parents would have to pay more for their children's schooling as the "rationalisation programme" took effect.

Already in a subjects such as woodwork, students have to buy their own equipment and parents have to pay for textbooks not supplied by the department.

The students were harshly critical of the government for claiming it had no money to spend on education yet promised to underwrite the 1995 World Rugby Cup.

"Taxpayers' money would be used and I am sure the majority of South Africans believe the education of children is more important than rugby," Tyatyan said.

Snayer said students did not put much hope in the government's Education Renewal Strategy either. "It is an unreliable solution."

"We cannot believe that it will make any material difference in our lives as the government has made it clear through their puppets — especially Mr Williams — they would be pushing ahead with education cutbacks."

"So it still means that we will face bigger classes, less teachers and a lowering of education standards."

All three felt in spite of the ERS, apartheid was still a reality in the lives of students.

"No strategy put forward by this government will do away with apartheid-based inequalities," Valley-Omar stressed.

"The fact is DET schools will still receive less than us and we will still receive less than schools under the House of Assembly."

The students expressed no sympathy for the DEC, which is facing a budget shortfall of R100-million.

It was, they said, a situation of their own making and students should not have to bear the consequences of incompetence.

They were also sceptical about the actions of principals in the fight against education cutbacks.

While acknowledging Sinton's (and a number of other schools') progressive records, they said it appeared some principals had no regard for consultation and preferred to operate like their bosses.

"It seems strange to us," Snayers said, "that some principals refused teachers long leave before the department's decision became known. It's as if they were aware of what was in the pipeline."

The three said it was important that pupils join in the struggle for a decent education and democracy at schools.

"When we leave at the end of the year, we hope that there will be pupils with the consciousness to continue the fight," Tyatyan said.

The Secretariat of the Western Cape Regional Dispute Resolution Committee of the National Peace Accord is currently inviting applications for the below-mentioned positions.

Candidates for these crucial positions must have good communication skills, with a sound grasp of political dynamics in the region. Objectivity and the ability to assume a thoroughly non-partisan approach to the task of implementing the National Peace Accord are essential requirements. For the position of field workers persons with facilitation skills and proficiency in English, Afrikaans, and Xhosa will receive preference, whilst organisational and good conceptual skills will be advantageous.

FIELD WORKERS

Five challenging positions are available for field workers to service: ● **Bellville** (Cape Peninsula) ● **Grabouw** (Overberg region) ● **George** (South Cape region) ● **Oudtshoorn** (Karoo region) ● **Worcester** (Breë River region).

The incumbents will be responsible for: ● assisting in the formation of Local Peace Committees ● acting as secretariat to Local Peace Committees ● communicating with local community members, local political and other leaders ● acting as link between the Executive of the Regional Dispute Resolution Committee and Local Peace Committees ● publicizing the National Peace Accord at local level ● establishing operational centres.

SECRETARIES

Grabouw, George, Worcester, Vredenburg/Saldanha

Applicants will ● act as secretary to Local Peace Committees ● assist fieldworkers in an administrative capacity.

The following positions exist at the RDRC offices in Bellville

MEDIA/COMMUNICATION OFFICER

The successful candidate will liaise with the print and other media ● assist in publicizing the National Peace Accord ● establish effective channels of communication in the RDRC and Local Peace Committees.

Journalistic experience is an essential requirement for this position.

MINUTES SECRETARY

The incumbent's prime responsibilities will be to do the minutes of the RDRC and Sub-committee meetings and to assist in an administrative capacity.

Good writing skills and absolute accuracy are essential.

MESSENGER/INTERPRETER

Language proficiency in English/Xhosa is essential.

The salaries offered are: Fieldworkers R30 — 36 000 per annum. Secretaries R18 — 22 000 per annum. Media Officer R30 — 36 000 per annum negotiable.

As these positions need to be filled urgently, please apply by 26 February 1993 to:

**Mr Retief Olivier, Secretariat, RDRC Western Cape
Room 204, 2nd Floor, Bel-Ray Arcade, Durban Road, Bellville, 7530.**

Telephone: (021) 941-072/3/4/5

Fax: (021) 948-8246

—072—2448

**REGIONAL DISPUTE RESOLUTION COMMITTEE
WESTERN CAPE**

Quit now, Abe told

By Diane Coetzer

(147) 323

South 20/2-24/2/93.

HOUSE of Representatives' Education Minister, Mr Abe Williams, has been called upon to resign.

The South African Democratic Teachers' Union (Sadtu), the Ministers most formidable opponent in the fight against education cutbacks, this week said Williams had no integrity and should no longer be allowed to tamper with education.

The ANC said it was inconceivable the government, in the face of William's incompetence and lack of accountability to the public, did not ask the Minister to resign.

The PAC declared Williams an unrepresentative Minister who had no right to be in charge of the fate of the country's children and Democratic Party MP's in the HoR passed a motion last week calling for his resignation.

The calls for Williams' resignation come after two successful Supreme

Court applications to declare invalid the Minister's decision not to appoint substitute teachers for 1993.

The court said Williams' decision was "high-handed and unfair".

The DEC has since announced it would appeal against the decision on the grounds of gaining a clearer picture of its functions in the appointment of teachers. This process may take as long as a year.

Last week's court judgement was the latest in a growing list of controversies surrounding the Minister, whose department faces a budget shortfall of around R100-million.

Attempts by Williams to introduce severe cutbacks in schools were met by a vociferous response from teachers, parents and students.

Most teachers have expressed intense unhappiness with him.

"Our members have no regard for his authority," said Sadtu regional chairperson, Ms Vivienne Carelse.

DEC won't pay stand-in teachers

S/Times [Cape Metro]
21/2/93.

(323)

THE Department of Education and Culture in the House of Representatives will not pay substitute teachers who have been appointed without its approval, its inspectors have told principals.

The decision not to pay teachers was taken in spite of a Supreme Court ruling last week that a departmental circular informing schools not to appoint substitute teachers was invalid.

By **AYESHA ISMAIL**

After the ruling, principals who needed substitutes for staff on leave appointed teachers.

The Supreme Court actions against the Minister of Education and Culture, Abe Williams, and his department were brought by the Union of Teachers' Associations of South Africa (Utasa), South Peninsula High School principal Brian Williams and two parents.

The chairman of the South African Democratic Teachers' Union (Sadtu), Vivienne Carelse, said: "Since the court ruling, there has been no official instruction, by way of a departmental circular, informing principals of new procedures and conditions for the appointment of substitute teachers.

"Because of the court ruling, principals went ahead and nominated teachers for appointments in good faith."

However, circuit inspectors had given principals verbal instructions this week not to take on any substitute teachers until appointments had been endorsed by the department, Ms Carelse said.

The secretary of Utasa and principal of Beauvalon Secondary School, George Strauss, confirmed that principals had been told by the department that substitute teachers not approved by the department would not be paid.

"I was also informed that nobody should be on the school premises without the permission of the department," Mr Strauss said.

Attempts to obtain comment from the department yesterday were unsuccessful.

Mr Strauss said that at a special meeting called by Utasa on Friday to discuss the department's decision to "continue restructuring education unilaterally", a decision was taken to embark on mass action in protest.

Shortage

"We have no option at this stage but to embark on mass action as the department failed to respond to our reasonable requests and even disregarded the judgment in the Supreme Court," he said.

"We call on all our affiliates nationally to consult community organisations, parents and other teacher organisations to decide what action to take."

Mr Strauss said it was not Utasa's intention to disrupt the normal school programme and that mass action activities would take place during weekends and after school.

He said Utasa was concerned about the shortage of staff, textbooks and stationery at schools.

Meanwhile, the department and the minister, Mr Williams, told Utasa's lawyers this week that they had applied for leave to appeal against the Supreme Court ruling.

Williams 'should drop appeal'

A MOTION proposing the review of education cost-saving measures introduced by Mr Abe Williams, until last week Minister of Education and Culture in the House of Representatives, was defeated by 30 votes to 19 yesterday.

Introducing a motion on the education crisis, Mr Clifford Nasson (DP Bokkeveld), predict-

ed that the cost-saving measures introduced last year would result in more court cases against Mr Williams.

Mr Nasson said long-serving teachers had been severely disadvantaged by Mr Williams' ban on substitute teachers, which was recently overruled by the Supreme Court.

He appealed to Mr Williams to

withdraw his appeal against the Supreme Court decision.

He charged that Mr Williams' cost-saving measures had short-changed thousands of teachers and caused many children to be disadvantaged.

Mr Williams was named as South Africa's new sports minister by President F W de Klerk last weekend. — Sapa

School pleads for more teachers as classes grow

Education Reporter

TEACHERS at a city school hoped to meet House of Representatives officials today to plead for more staff after the cancellation of lessons due to shortages.

Maitland Senior Secondary is offering Standard 9 classes for the first time this year and asked the Department of Education and Culture for three more teachers.

An inspector said he would recommend two more teachers but the school was told recently it

would have only one, a school spokesman said.

With several extra subjects to be taught, 55 Standard 9 pupils and other classes growing, teachers were at full stretch, he said.

Teachers were planning to go to DEC headquarters in Roeland Street to try to see senior officials about their grievances.

They had so far been refused an appointment.

"We are going anyway," said the spokesman.

Pupils, teachers take action

By Diane Coetzee

South 2/12 - 2/3/93

MANY schools throughout the country were engulfed in chaos this week and teachers are set to intensify their campaign against the education crisis.

In the past week:

- Teachers at Alexander Simton High School staged a sit-in on Thursday and Friday. No teaching took place on these days.
- Pupils at Nelson Mandela High School in Crossroads demonstrated against increased exam and school fees.
- In Paarl, African and coloured teachers began a strike on Wednesday. Pupils were sent home.
- The Congress of South African Students and the Pan-African Students Organisation held a rally in Crossroads on Wednesday against increased exam and school fees.
- There were also protests at Moutterdam High School in Bonteheuvel and Beuvalton High School in Valshe Park.

The national executive committee of the South African Democratic Teachers Union (Sadu) meets this weekend to decide on a proposal for national action to force education officials to halt their rationalisation

programme and deal with the grim situation in education.

Teaching at Department of Education and Training (DET) schools is minimal, with students protesting escalating school and examination fees and a severe lack of facilities.

While some teaching is taking place at House of Representatives schools, the situation at many is reaching crisis point.

In spite of a Supreme Court ruling declaring the Department of Education and Culture's non-appointment of substitute teachers invalid, the situation in schools remains dire.

Police teargas pupils in demo

By Sabata Ngcali

POLICE fired teargas on protesting pupils from Nelson Mandela High School in Crossroads on Tuesday because they refused to return to the school premises, said police spokesperson, Lieutenant John Stransberg.

The pupils had taken to the streets in a placard demonstration to demand exam and school fees be scrapped. They blocked the four-way intersection at the corner of Lansdowne and Eisebden Roads in

Sadu said that since the court ruling the department had adopted a "piece-meal response", accepting individual representations from schools for the appointment of substitute teachers.

Principals have been instructed verbally to draw up lists of teachers and their teaching periods and to provide a substantial motivation for the appointment of substitutes.

"We fear this may lead to a situation where the department deems a staff capable of handling the teaching load without appointing substitutes, thereby freezing the posts of those on leave," Sadu Western

Phillipi and brought traffic to a standstill.

Police gave pupils ten minutes to return to school, which they did after after appeals from members of student organisations.

Pupils were followed by heavily-armed police to the school.

The pupils then protested at the police presence and the police fired teargas.

According to a Cosas spokesperson, Ndaba Ngunjiri, examination fees were R105 this year while last year they were R72.

Cape regional chairperson, Ms Vivienne Carde, stressed.

"Officials have already indicated free periods — which teachers use for preparation — are a privilege not a right."

Port Elizabeth teacher and Sadu NEC member, Mr Andre Forbes, said tension was running so high in the Eastern Cape that teachers are "considering strike action".

Forbes said that a large number of schools had not received their stationery. At primary schools the chaos caused by the non-appointment of substitute teachers was continuing, he said.

Sadu Southern Cape regional chairperson and vice-rector of the Southern Cape College of Education, Mr Desmond Alee, said anti-rationalisation committee which had been formed several months ago was preparing action against the department.

"We have teachers out of work, which is ludicrous because at Saturnus Primary School there are 50 pupils in a class," Alee said.

Teachers in the Transvaal are also mobilising against education departments.

Sadu general secretary Mr Randall van den Heever described the situation in many schools as "volatile".

Axe set to fall on 4 600 teachers

By Diane Coetzer

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SOUTH 27/2 - 3/3 1993

NEARLY 5000 teachers will be retrenched by the Department of Education in the House of Representatives by July 1.

This astounding battering of coloured schools emerged out of a meeting in Cape Town on December 21 between officials of the Department of National Education and the Department of Education and Culture in the HoR.

The revelation has been branded by Labour Party MPs and teachers' unions as irrefutable evidence of Education Minister Mr Abe Williams' status as a "puppet" of the Nationalist government.

Information about the continued implementation of an education rationalisation programme — despite an undertaking by Williams that it would be halted — was given to SOUTH by Labour MP for Malmesbury, Mr Sohrab Oosthuizen, following a debate in Parliament earlier this month.

In the debate Oosthuizen accused the Ministers' Council of splashing out R14 300 on car phones in the Ministers' luxury cars at a time there was no money for education.

The DEC claims it is not permitted to comment on parliamentary debates. But chairman of the Minis-

ters' Council in the HoR and NP member, Mr Jac Rabie, conspicuously failed to rebut or even deny the allegations during his replying speech on February 17, when he acknowledged the existence of a document on teacher retrenchment.

Replying for Williams, Rabie made an amazing attack on Oosthuizen, saying he had no right to mention the meeting between senior officials in parliament. Rabie even claimed the Protection of Information Act had been transgressed.

Oosthuizen said he had documented evidence that senior officials of the DEC met with officials from the Department of National Education in Cape Town on December 21, the day before the drawing-up of a circular announcing the non-appointment of substitute teachers.

"Information at my disposal suggests that the report of this working group deals with proposals for the inevitable retrenchment of staff during 1993 and 1994."

He said it seemed 4 600 teachers would be retrenched by July 1.

The MP said he had believed a task group had been formed to prepare a "master plan" for the rationalisation of the department.

Further information at his disposal indicated the DEC's rationalisation committee would hold talks

with Mr Clive Roos and Mr Pieter Morkel of the Department of National Education on the manner in which negotiations with the South African Democratic Teachers' Union (Sadtu) and the Union of Teachers' Associations of South Africa (Utasa) should be handled.

"In the light of this, it should be obvious to everyone that the Minister of Education and Culture is completely incompetent to negotiate on his own accord and underlines the fact that the Minister is a blatant puppet in the hands of the government," Oosthuizen said.

Responding to the information, Sadtu Western Cape regional chairperson, Ms Vivienne Carelse, said the imminent retrenchment did not surprise the organisation.

It was another step in the grand rationalisation plan of the NP and showed that State President FW de Klerk and Finance Minister, Mr Derek Keys, were calling the shots.

"Whatever measure is implemented — be it the 'voluntary early retirement' of teachers or the non-appointment of substitutes — it remains unilateral," Carelse said.

"The early retirement is no job creation exercise as these posts will be frozen." The union would not stand by while teachers were sacrificed.

...and so do teachers

By Diane Coetzer

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SOUTH 27/2-3/3/93

TEACHERS have reacted angrily to the appointment of Mr Abe Williams as Minister of Sport, calling it a "slap in the face" for those fighting his education cutbacks.

"This man should not be in public life and we will campaign to get him out of it," South African Democratic Teachers Union (Sadtu) National Council member and Port Elizabeth teacher, Mr Andre Forbes, said on Wednesday.

"If this is a ploy by (President) De Klerk to get 'coloured' people to vote NP, he is making a mistake.

"The man has no credibility in the teaching community and this is a slap in the face for teachers who wish for him to resign."

Sadtu Western Cape chairperson, Ms Vivienne Carelse, said it was

"incredible" De Klerk should deem a minister with such a bad track record fit to run national affairs.

"What this move seems to teachers is an endorsement and approval of the behaviour of Williams during his tenure as education minister."

Carelse said the appointment of Mr Pieter Saaiman — currently Minister of Local Government, Housing and Agriculture — as Minister of Education showed the government's lack of concern for education.

"Saaiman has only ever been a head of department in a school and is now is expected to take charge of education. If teachers could vote for the person to take charge of education, it would certainly not be someone from the NP."

'Education struggle must reach heart of govt'

By Diane Coetzee

COMMUNITIES waging a battle for quality education will have to take their fight right to the heart of government if they are to succeed.

This was said by Mr. Randall Van den Heever, general secretary of the 60 000-strong South African Democratic Teachers Union (SADTU), the national teachers' union, in a campaign to fight a comprehensive cut-back programme in education.

The cuts include the retraining of hundreds of teachers, closure of education colleges, non-appointment of substitutes and an appointment of allowances for teachers in rural areas.

The battle over the past six months has been waged between the Department of Education and Culture in the House of Representatives and teachers, parents and pupils. The Department of Education is part of a broader political strategy which goes beyond the administration of the H&C.

"Such a political matter then demands a political response," said Mr. Heever, who is opposed by Van den Heever's department's attempts to drastically reduce its huge budget deficit — including that of the DEC — which is about R100-billion.

Over the past year, the government has slashed growing disbursements of compensation and management of state finances.

During the short sittings of Parliament in October, for example, shock disclosures of fraud, corruption and mispending in government departments were made by the Joint Committee of Public Accounts.

- Summed the SADF for allowing individual CCB members to control accounts worth nearly R4-million.
- Criticised the government for building a computer centre at a cost of nearly R100-million without official approval.
- Demanded a judicial inquiry into state involvement in the coal-mining R40-million road Cape Investment Bank.



Randall van den Heever

At the time, the report related a tale of incompetence, mismanagement and lack of government control.

There have been other reports — notably the Pickard report in May which slammed the Department of Development Aid. It found that government officials had stolen or squandered millions, perhaps billions, of state funds.

Earlier this month it was revealed an internal H&C investigation into suspected financial irregularities — said to involve hundreds of thousands of rands — will be completed next month.

It is against this background that the education struggle is waged.

Also, since President M. F. W. de Klerk said earlier this year the public sector would have to be cut drastically and this sacrifice would have to be made to prevent the country from sliding into economic chaos.

Van den Heever said it was clear from the organisation's meeting with the DEC last week the department's discretion only has limited power. "The instruction for rationalisation has not come directly from the top," he said.

"It is an instruction from the top — from Mr. De Clerk and (Finance Minister) Mr. Derek Kees. They are working hand in glove with the World Bank in implementing this programme of rationalisation. It is a programme which will include for that instruction and officials there keep repeating to us they can only spend so much money," Van den Heever said the attack on education was not only confined to South Africa.

SAVE OUR SCHOOLS: Several hundred pupils from Rahmuniyah Primary in Woodstock on 27/12/93, Friday protested against the proposed cutbacks in education spending.

South 27/12/93

million strong Education International in Stockholm, the fight against cut-backs in education was identified as a priority.

Zambia and Zimbabwe were also leading the hunt of the "international strategy" formulated by the United Nations.

"At the conference (which Sadu attended as an affiliate) it was felt an international strategy was needed to fight the onslaught against education," Van den Heever said.

He said the government was ready to trade the reduction in debt for a decline in the country's most precious resource — education.

The onslaught began in House of Assembly schools a few years ago, with teachers accepting early retirement packages and between one and three fleeing retirement at a time.

Teachers in these schools did not miss much protest.

In schools under the House of Delegates, cutbacks have yet to be fully implemented and in the Department of Education and Culture, the situation is more complex.

With rationalisation and cutbacks than with severe backlogs in facilities and staff.

It is in the H&C, however, that protests against the government's strategy have been most widely and successfully.

With Sadu at the head, the campaign has included mass protest action, demonstrations, marches and sit-ins at schools and the offices of the department.

"However, what we should do now is take the campaign to the heart of government and involve the people's organisations," Van den Heever said.

"The government has been dealing in a piece-meal fashion, leaving a unback teaching fraternity and hoping to keep us divided."

Van den Heever added that while local gains through mass action negotiations with the H&C were important, the struggle needed to become more political.

He said the ANC, the National Education Conference and Azapo to form a broad united front against the cutbacks.

"This is the only way the battle will truly be won."



Teacher walks to school in protest

(Times Cape metro) 25/2/93.

FOR the past three weeks a 49-year-old Knysna teacher has been walking to his school, about 33km outside of Knysna, to protest against a recent DEC decision to cancel teachers' transport subsidies.

Mr Richard Africa, a standard four and five teacher at Buffelsnek Primary School, said: "This is a matter of principle to me. I will continue to walk until my employer, the Department of Education and Culture, provides transport for me or gives back our subsidies."

The withdrawal of teachers' transport subsidies is part of a DEC (HoR) rationalisation programme that was introduced at the beginning of the year. (25/2/93)

Buffelsnek Primary school is in the lush Knysna forest at the Buffelsnek Forestry Station and has 96 pupils from the forestry station and a nearby farm. (323)

Mr Africa said he has to buy two sets of tyres and two sets of shock absorbers every year because of the bumpy gravel road he has to travel to get to school. He said he spends about R500 a month on petrol.

"I refuse to use money from my salary to pay for wear and tear on my car and for petrol. I simply can't make a living if I do this."

Carrying his satchel, Mr Africa normally trudges along the Uniondale Road to school at about 5am.

"If I'm lucky I get a lift about 10km from school. I have not yet been late but it might be a problem in future."

His journey back to Knysna starts at about 1.30pm and he gets home at about 5pm.

Mr Africa said he wrote to inspectors, the DEC and the Minister's Council to highlight the problem, without anything being done about it. He said there were about 100 other teachers in the Knysna/Plettenberg Bay area who have to travel to school without subsidies.

If this continued teachers would be discouraged from applying for work at schools in rural areas, he said.

"The severest destruction will be done to children in rural areas as a result of the department's rationalisation programme," Mr Africa said.

DEC spokesman, Mr Honnie Jansen, said the department was not planning to reintroduce the subsidies.

Asked about the possible disruption at schools if more teachers walked, Mr Jansen said: "Teachers who are in earnest about their educational duties will act responsibly. The department has a duty to ensure that the required standard of tuition is given."

Teachers: HoR has leave to appeal

(Times Cape metro) 25/2/93

By AYESHA ISMAIL

side the offices of the department this month.

The minister's decision to appeal comes despite calls by political organisations not to do so as it would only prolong the education crisis.

Lawyers say it could take between two and six years before the appeal is heard in Bloemfontein.

Director of Communications for the Department of Education and Culture, Mr Hennie Jansen, said this week the department had obtained legal advice on the judgment and its interpretation differed from those of Utasa and other parties.

"The judgment places no obligation upon the minister and the department to appoint substitute

teachers," he said.

"Because of the leave to appeal, the judgment is suspended and therefore the departmental circular informing principals not to appoint substitute teachers still stands."

Mr Jansen said, however, that the department would consider motivated applications to appoint substitute teachers.

On the non-payment of substitute teachers appointed by principals, Mr Jansen said the department could not accept liability for any teacher's salary if such a teacher's appointment was not endorsed by the department.

Chairperson of the South African Democratic Teachers' Union (Sadtu) Ms Vivienne Carelse, described the minister's decision to appeal as "another delaying tactic".

Anger

The department's decision not to appoint substitute teachers has caused widespread disruption at HoR-run schools.

Pupils at several schools have not received tuition because there has not been enough staff.

The department will also not pay substitute teachers whose appointments have not been endorsed by the department — which has angered pupils and teachers more.

Several schools in the Peninsula protested out-

parties in public; if not, (i) why not and (ii) what steps are taken against officials guilty of this; if so, (aa) in terms of what statutory provisions and/or regulations and (bb) what are the further relevant details?

The MINISTER OF THE BUDGET:

which Departments and (b) what role, in each case;

- (a) Yes.
(b) No.

(i) It is being prohibited by the provisions of section 30 (c) of the Public Service Act, 1984 (Act No. 111 of 1984).

(ii) Such officials can be charged with misconduct in terms of section 20 (1) read with section 19 (a) of the said Act.

(aa) Sections 20 (1) and 19 (a) of the Public Service Act, 1984 (Act No. 111 of 1984).

(bb) None.

For written reply:

Own Affairs:

Education and Culture: budget deficit

1. Mr C I NAASSON asked the Minister of Education and Culture:†

(a) What is the expected deficit in his Department's budget in respect of the 1992-93 tax year and (b) what steps are being considered to make up this deficit?

The MINISTER OF EDUCATION AND CULTURE:

(a) The pattern of expenditure indicates that a deficit will not occur.

(b) Not applicable.

Education and Culture: rationalization

2. Mr S S OOSTHUIZEN asked the Minister of Education and Culture:†

(1) Whether a task group has been appointed to draw up a master plan with a view to rationalization within his Department; if not, why not; if so, (a) when and (b) what are the further relevant details;

(2) whether other Government Departments played a role in this regard; if so, (a)

HOUSE OF REPRESENTATIVES

(1) Whether his Department envisages the retrenchment of any college/school educators (CS educators) in 1993 and/or 1994; if so, (a) (i) when and (ii) why such educators are to be retrenched, (b) how many educators is it estimated will be affected by this and (c) what is the estimated saving that will be brought about in respect of the 1992-93 and 1993-94 financial years, respectively;

The MINISTER OF EDUCATION AND CULTURE:

(a) (i) Consultation must still take place.
(ii) Because the Department has more teachers in its employ than the subsidy formula allows for.

(b) Consultation must still take place.
(c) Consultation must still take place.

(2) No. Not for the financial years referred to.

(3) Not applicable in view of the answer to question (2).

(4) Yes, but only in those cases where key teaching personnel are involved and where reorganization is not possible.

whether his Department intends appointing replacements for CS educators who are on leave; if so, what are the relevant details; if not, (a) why not, (b) what is the estimated saving that will be brought about in respect of the above-mentioned financial years, (c) what effect will it have on the teacher-pupil ratio and (d) what steps are envisaged to

Other Government Departments did not play a role in selecting or appointing the task group.

(a) Not applicable.

(b) Not applicable.

(3) No. The Department has every confidence in the task group.

(4) The Department has a draft for a new provision scale.

(a) The scales are to be approved after the relevant role players have been consulted.

(b) Not applicable because the consultation must still take place.

(5) If posts are to be abolished, no further appointments can be effected therein.

CS educators: possible retrenchment

3. Mr S S OOSTHUIZEN asked the Minister of Education and Culture:†

HOUSE OF REPRESENTATIVES

Parents fight school pupils

CTG/3/93
(323) By RAMOTENA MABOTE

SEVERAL Manenberg pupils were injured when they were attacked by parents and alleged gangsters during a fracas at their school yesterday afternoon.

Members of the school and crisis committees at Silverstream Senior Secondary School said the gangsters had been used against pupils and parents who wanted the principal removed.

SRC chairman Janni Lucas said the incident began when a teacher was insulted by a pupil's mother. The teacher supported pupils who want the principal removed and the parent supported the principal.

The teacher slapped the woman and then the violence broke out between pupils who supported the teacher and the parents. Some parents allegedly used sjamboks and spades against the pupils.

School committee chairwoman Mrs Zoghera Jordan said the principal kept a number of parents on the premises to intimidate pupils opposed to him.

Principal Mr M S J Louw dismissed the claim that gangsters had been involved. He said the violence had broken out between parents and pupils.

He said the parents were on the premises to ensure that their children attended classes and to protect him from the pupils.

He has been asked to leave several times and at one stage barred from entering the school.

Mrs Jordan said there had not been any normal schooling at Silverstream this year following the dismissal of a temporary teacher, Mr D L Olifants, without notice on the first day of school. Mr Louw said Mr Olifants had been replaced because he had not indicated he was coming back.

Softer line on relief teachers

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CT 5/3/93

By **BARRY STREEK**
Political Staff

THE House of Representatives would now appoint replacement teachers, but only where key personnel were involved and where reorganisation was not possible, the Minister of Education and Culture, Mr Abe Williams, said yesterday.

Mr Williams said his department would be consulting role players about rationalising college and school educators in 1993 and 1994.

The rationalisation was necessary "because the department has more teachers in its employ than the subsidy formula allows for", he said in reply to a question tabled by Mr Jacobus Oosthuizen (LP, Swartland).

Mr Williams said he could not yet say how educators would be affected or what the saving would be.

He was taken to court earlier this year by teaching organisations after his department refused, for budgetary reasons, to allow replacement teachers.

He lost the Supreme Court action, but has given notice of his intention to appeal.

He said yesterday that his department intended employing replacement teachers "but only in those cases where key teaching personnel are involved and where reorganisation is not possible".

Mr Williams said a task group of senior officials had been appointed to draw up a master plan for rationalisation.

Sit-in protest: 20 on charges

JOHANNESBURG. —

Twenty teachers and members of the South African Democratic Teachers Union appeared in the Magistrate's Court here yesterday on charges of trespassing. (322)

They were arrested on Tuesday while staging a sit-in at the offices of the Department of Education and Training. (92)

The case was postponed to March 25.

More than 100 Sadtu members marched from the court to the city library in support of the 20. — Sapa

End school retrenching SACP urges

228 328
5/3/93

JOHANNESBURG. — The SA Communist Party has asked the Minister of Education and Training, Dr Sam de Beer, to "reinstate retrenched teachers immediately" and suspend further retrenchment plans to help resolve the education crisis in Soweto.

In a statement yesterday the SACP also called on the minister to negotiate with teachers and community organisations and to stop making unilateral decisions.

And National Professional Teachers Organisation of South Africa (Naptosa) president Mr Leepile Taunyane said yesterday a meeting should be held with President F W de Klerk soon to forestall protests by teachers dissatisfied with an offer of a five percent annual salary increase.

Mr Taunyane said in Pretoria that Naptosa, the largest non-racial umbrella teachers' organisation in South Africa, representing 14 teachers' associations and 116 000 teachers, was ideally placed to assess teachers' pay.

"All indications are that teachers are increasingly unable to cope, a situation which is bound to deteriorate," Mr Taunyane said.

The Budget was approaching, and once it had been presented it would be more difficult for the state to make adjustments.

"The inertia of the state is unacceptable and shortsighted because the problems will not disappear," said Mr Taunyane. — Sapa

DET, Sadtu agree on issues: Strike averted

Staff Reporter

A NATIONAL teachers strike was averted yesterday when the Department of Education (DET) and the SA Democratic Teachers' Union (Sadtu) reached agreement on several issues in a lengthy meeting in Parliament.

The talks were led by Minister of Education and Training Mr Sam de Beer and Sadtu deputy president Mr Poobie Nackier.

Sadtu said yesterday that a strike ballot was being held in all regions in expectation of the failure of the talks.

The DET has agreed to immediately withdraw charges against teachers who were arrested while holding a sit-in in the department's Johannesburg offices during the week.

The department also gave an assurance that, until March 12 this year, no

further temporary teachers would have their contracts terminated.

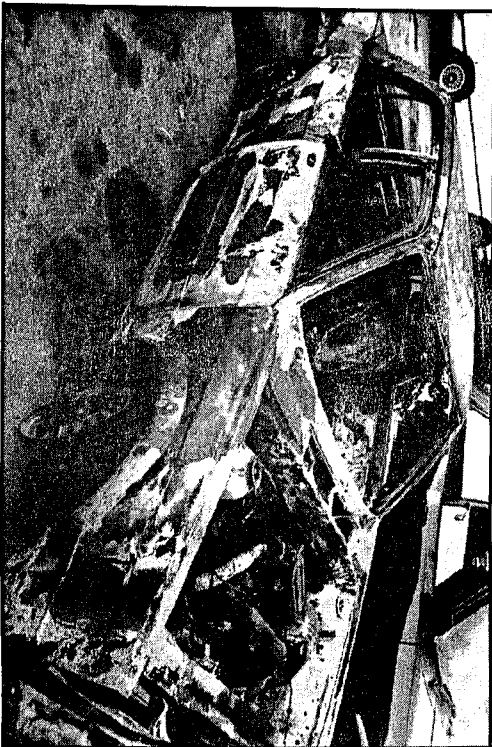
"The department has no general programme for the reduction of teacher numbers and subsequent retrenchments. The rationalisation programme does not apply to DET teachers," said Mr De Beer.

The parties have agreed to discuss the position of the approximately 30 teachers in Johannesburg whose contracts have expired. They hope to reach an agreement next Friday.

● The Western Cape region of the DET and a delegation from Ikamva-lethu Finishing School in Langa failed to reach agreement on the solution to the school's accommodation problems yesterday.

Regional director Dr J H P Brand said discussions would go on despite the deadlock.

Appeal for witnesses



DEATH CAR... the vehicle found near the bodies of Matthew Goniwe and three of his comrades

Stimie
THE number of lawyers before the bench in the Port Elizabeth Supreme Court when the Inquest into the death of the Cradock Four resumed last Monday almost equalled the number of people sitting in the courtroom and the wood-panelled public gallery.

Outside the newly built building all was still despite rumours that demonstrators might toy-tol through the white suburb of Central. But the locked front gate was the only sign that weighty matters were afoot inside.

Of the five top legal teams in Court E, the most visible was the Legal Resources Centre's owlish heavyweight, Mr. George Bizos, assisted by Mr. Mohamed Nkomo, a black lawyer from Grahamstown, and the local lawyer, Mr. Clive Plasket, representing the families of the murdered men.

They were surrounded by a small army of large, black-robed men: Mr. Dupp de Bruyn SC and Mr. Johan Wessels for the S.A.P., Mr. Anton Mossert SC and Mr. Bernard Knoetze for the S.A.D.P., and Mr. Nic

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Tremlich, National Intelligence Service custodian of the newly opened top secret state files that now form part of the court record.

Translating a wall of affidavits as Mr. Bizos reads from a telephone directory from Africans into English for five hours non-stop was the friendly deputy attorney-general of the Eastern Cape, Mr. Mike Hodgson SC.

There are more than 30 affidavits — including one from Somerset East spring onion farmer Barrie van der Merwe, who lives on a roadblock at Bloubaar Bay outside Port Elizabeth on the night that Matthew Goniwe and his three comrades were murdered. Sprinkled between them are minutes of a top secret State Security Council meeting, copies of S.A.P. reports and affidavits from a schoolteacher and UDF activist.

In the public gallery, silent and sombre, were the widows of the victims, Nyameka Goniwe sat silently, her eyes shielded by sunglasses. Port Calais's wife, Nomotele Sparrow, Mkhonto's widow, Sil-

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dwe, and Nomobile Mhlabvu, wife of Silelo, sat with an old friend, Eastern Cape Black Sash stalwart Mrs. Judy Chalmers, and regional ANC officials Linda Mthembu and Bongani Gxashe.

When the inquest resumes tomorrow, the Eastern Cape judge presiding will be the late Mr. P. M. van der Merwe.

He opened the inquest with an appeal for more witnesses to come forward.

Anyone with relevant information was invited to approach any of the five legal teams or the Legal Resources Centre, which could arrange for evidence to be given under a number of different witness protection schemes.

Mr. Hodgson said yesterday that, in the circumstances, it might be possible for accomplices in the killings to apply for indemnity under the Criminal Procedure Act should they be prepared to testify.

He did not rule out the possibility of them also applying for political indemnity.

Handwritten: Humsud

THE DEPUTY MINISTER: Mr. Chairman, I would humbly request the hon member to table his questions, as they may relate to specific particulars.

SA casino owners: application to Supreme Court

*2. Mr L T LANDERS asked the Minister of Justice:

- (1) Whether he will furnish information on whether any members of Parliament have furnished affidavits in support of an application made by South African casino owners to the Supreme Court recently; if not, why not; (a) how many members were involved; (b) when was each such affidavit furnished; and (c) what (i) are the names of these members and (ii) is the content of each such affidavit;
- (2) whether he will make a statement on the matter?

THE DEPUTY MINISTER OF JUSTICE:

- (1) and (2)

The case referred to is *Florida Road Entertainment (Pty) Ltd versus River Palace Leisure Industries (Pty) Ltd* versus the Ministers of Justice and of Law and Order, case number 82062. Judgment in the case was delivered on 16 February 1993 by the Honourable deputy judge President D J P Broom in the Durban and Coast Local Division. The record of the proceedings is a public document and at the disposal of the hon member.

Mr L T LANDERS: Mr. Chairman, arising out of the Hon the Deputy Minister's reply, I want to state that he did not answer the question.

THE CHAIRMAN OF THE HOUSE: Order! The hon member must put his question.

Mr L T LANDERS: Mr. Chairman, I want to ask the hon the Deputy Minister whether he is aware of the fact that par 13 on page 6 of the court documents reads as follows:

In, or about, October 1992 a meeting was held between the first respondent...

And this refers to the hon the Minister of Justice—

HOUSE OF REPRESENTATIVES

Handwritten: Humsud

THE DEPUTY MINISTER: Mr. Chairman, this matter was fully canvassed during the legal proceedings. The facts were placed before the court as well. In this particular case the court decided to refuse the application with costs. In view of the fact that Mr Justice Howard, the Judge President of the Natal Provincial Division, who is also the Chairman of this committee, has also indicated certain opinions as far as this matter is concerned, and taking everything else into account, I believe that the hon the Minister involved acted responsibly.

Mr P C HARRIS: Mr. Chairman, on 16 February 1993 I want to state that I was quoted a moment ago in view of what was quoted a moment ago those discussions and that I am not aware of that. [Interjections.]

Mr L T LANDERS: Mr. Chairman, further arising out of the hon the Deputy Minister's reply, will he please tell the House whether it is now the intention of the Government, during this session of Parliament, to introduce further amending legislation in order to allow the SA police to act effectively against what they term illegal casinos?

THE DEPUTY MINISTER: Mr. Chairman, this matter is awaiting the Howard Commission's report. Once that report is at hand, a decision will be made by the Government as soon as possible.

Certain persons: investigation into alleged disappearance

*3. Mr P A C HENDRICKSE asked the Minister of Law and Order:

- (1) Whether any investigation has been conducted into the alleged disappearance of a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, if not, why not; if so, what (a) were the results of the investigation and (b) is the name of the person in question;
- (2) whether the said person had instituted legal proceedings against the Minister at the time of his disappearance; if so, what are the relevant details;
- (3) whether any *ex gratia* or other payments have at any time been made to any relatives of this person; if so, (a) what payments and (b) to whom?

Handwritten: CBE

THE DEPUTY MINISTER OF LAW AND ORDER:

- (1) No. No record could be found that his disappearance was reported to the South African Police or that it was investigated by them.
- (a) Falls away.
- (b) Spivey Mzimkhulu.

(2) Yes, the lawsuit involves allegations of assault committed by the former Security Police. The relevant person was detained from 1 June 1981 until 20 October 1981.

- (3) No.
- (3) (a) and (b) Fall away.

Mr P A C HENDRICKSE: Mr. Chairman, arising out of the hon the Deputy Minister's reply, given the fact that this person was detained from Thabulim poisoning and was sentenced to a wheelchair, the fact that the four Eastern Cape activists, the Goniwe four, were found and murdered along the roadside and the fact that it was discovered that three others have disappeared, would the hon the Minister agree that the LRSA that an urgent, independent judicial commission of inquiry should be instituted to look into the security police personnel who were stationed in the Eastern Cape at that time?

THE DEPUTY MINISTER: Mr. Chairman, the answer is no. At present there is an investigation in Port Elizabeth regarding the people...

Mr P A C HENDRICKSE: We cannot hear you!

Own Affairs:

Teachers' Colleges

*1. Mr J D SWIGELAAR asked the Minister of Education and Culture: (323)

- (1) Whether he intends closing any of the teachers' colleges under the control of the HOUSE OF REPRESENTATIVES

his Department; if not, why not; if so, (a) (i) which colleges and (ii) why, in each case, and (b) how many (i) students and (ii) lecturers will be affected by it;

(2) whether he will make a statement on the matter?

CARE

THE MINISTER OF EDUCATION AND CULTURE:

(1) The rationalization of Colleges of Education is being investigated in collaboration with all the parties concerned. The following colleges have already been identified for the purpose of discussion:

- (a) (i) Athlone College of Education; Becht College of Education; Sallie Davies College of Education; Southern Cape College of Education; Wexler College of Education; and Rand College of Education.

(ii) Teacher training across departmental boundaries has to be rationalised as the financial circumstances in which the country finds itself makes it all the more difficult to justify exceeding staff establishments, the unacceptably low lecturer-student ratio and the underutilisation of functionally designed facilities. It should be mentioned that the Department is currently paying a rental for facilities which do not satisfy the requirements of modern day teacher training while state institutions which were erected at great cost are being under-utilized. Furthermore, certain of these college buildings are urgently required for secondary education.

With the emergence of a single education department, thinking can no longer be in terms of ethnic- or racial education departments. The most important consideration is, therefore, the most cost-effective management of teacher training across departmental boundaries. The decision to close the above colleges has been considered on

the merits of each case and for the following reasons—

Athlone:

- The facilities do not meet the demands of present day teacher training.
- Adequate facilities exist elsewhere.
- Buildings are urgently needed for secondary education.

Becht:

- The facilities do not meet the requirements of present day teacher training.
- Adequate facilities exist elsewhere.
- Rental is being paid for buildings which are in an advanced state of disrepair.

Sallie Davies:

Has been incorporated into Cape Town College of Education from 1 January 1993 to eliminate duplication.

Southern Cape:

- The facilities do not meet the demands of present day teacher training.
- Adequate facilities exist elsewhere.
- Buildings are urgently needed for secondary education.
- The hostel which can house 200 students houses only 68 students.

Wexler:

- The facilities do not meet the demands of present day teacher training.
- Adequate facilities exist elsewhere.
- Rental is being paid for the same facilities which are

under-utilised at Hewat College of Education.

Rand:

- The facilities do not meet the demands of present day teacher training.
- Adequate facilities exist elsewhere.
- Rationalisation across departmental boundaries to eliminate duplication.

(b) (i) 1 155

(ii) 132

(2) A statement is not deemed necessary at this stage.

Mr J D SWIGELAAR: Mr Chairman, I would like to know whether the hon the Minister will reply to a subsequent question.

The MINISTER: Mr Chairman, the hon member must please put the question to me in writing.

Mr C I NASSON: Mr Chairman, I also wish to put a supplementary question to the hon the Minister.

The MINISTER: Mr Chairman, the hon member is at liberty to put the question to me in writing.

Mr M A HENDRICKSE: Reply to the man.

The CHAIRMAN OF THE HOUSE: Order! Not the "man", but the "hon member".

Mr T ABRAMAMS: Mr Chairman, I would like to know if the hon the Minister is prepared to take a question from me?

The MINISTER: Mr Chairman, I am not prepared to reply to any further questions.

Mr T ABRAMAMS: Mr Chairman, the hon the Minister is incapable of taking any questions. [Interjections.]

Mr P A C HENDRICKSE: He is too stupid to reply to questions. [Interjections.]

The CHAIRMAN OF THE HOUSE: Order! The hon member for Addo said the hon the Minister is "stupid". He must please withdraw it.

Mr P A C HENDRICKSE: Mr Chairman, he is stupid and I am not prepared to withdraw it.

(333)

The CHAIRMAN OF THE HOUSE: Order! I ask for the second time that the hon member withdraw that statement.

Mr P A C HENDRICKSE: Mr Chairman, I am not prepared to withdraw the statement. [Interjections.]

The CHAIRMAN OF THE HOUSE: Order! As the hon member has disregarded the authority of the Chair, I request that he withdraw from the Chamber.

[Whereupon the member withdrew from the Chamber.]

I wish to draw members' attention to the fact that there is also a limit to my patience. It does not matter who it is, hon members must accept that I will do what I have to do.

Mr A ESSOP: Mr Chairman, may I address you, please? It seems to me that hon members on the opposite side of the Chamber can say whatever they wish without being admonished. I feel that you must give a ruling in this connection.

The CHAIRMAN OF THE HOUSE: Order! I have much patience. If the hon member thinks that any hon member on the opposite side of the Chamber is being favoured, he must rise and bring it to my attention. That is the normal procedure. The hon member cannot come here making general statements. The hon member must please mention the hon member's name and report what he said. Then I shall ask the hon member whether he did say that.

Mr A ESSOP: Mr Chairman, as you ask me to mention the hon member's name, I want to say that the hon member for Mankenberg is continuously making all kinds of allegations. . . .

The CHAIRMAN OF THE HOUSE: Order! The hon member must tell me what he said. Why did he not bring it to my attention when it was said?

Mr A ESSOP: Mr Chairman, I could not hear clearly what he said, but I could hear him making a noise. [Interjections.]

The CHAIRMAN OF THE HOUSE: Order! Then the hon member must first listen carefully to what he says.

Charges against teachers dropped

Staff Reporter

(323) ARC 11/13/93
CHARGES of attending an illegal gathering against a group of Department of Education and Culture teachers have been withdrawn in the Cape Town Magistrate's Court.

The case was withdrawn yesterday when the State indicated that the attorney-general was not pressing charges against them.

The teachers are: Mr Anthony Dieterich, 30, of Mitchell's Plain; Mr Stanley Shuma, 30, of Grabbouw; Mr Theodore Combrinck, 25, of Heathfield; Mr Mauvia Gallie, 30, of Charlesville; Mrs Kay Bailey, 26, of Grassy Park; Mr Granville Whittle, 26, and his wife, Mrs Pearl Whittle, 25, both of Lavender Hill.

The teachers were arrested outside the offices of the Department of Education and Culture.

Appointment of school vice-principal quashed

Staff Reporter

323

THE Supreme Court yesterday set aside a decision by the former minister of education and culture in the House of Representatives to appoint Mr Martin Bocks as vice-principal of a Malmesbury primary school.

The application to overturn the decision to appoint Mr Bocks to St Thomas Primary School was unopposed by the then (1991) minister, the Rev Allan Hendrickse.

St Thomas' former acting vice-principal, Mr Brian van der Merwe, brought the application against Mr Hendrickse, Mr Lodewyk Lategan (regional representative of the DEC in Paarl), and Mr Bocks.

CT 11/3/93
In papers, Mr Van Der Merwe said that from July to December 1990 he had been acting vice-principal at St Thomas. The school committee had appointed him as its only recommendation to the post.

He had applied for permanent appointment as per regulation but was informed he had been unsuccessful.

Mr Van der Merwe said that as Mr Bocks was not recommended by the school committee his appointment was invalid.

In February this year the department agreed and yesterday the court overturned Mr Bock's appointment. The minister was ordered to pay costs.

Mr Justice H L Berman presided. Mr S A Majiedt appeared for Mr Van der Merwe.

Teachers 'forced to be activists'

Argus 13/3/73

(333)

VUYO BAVUMA, Weekend Argus Reporter

BLACK teachers are forced to become "activists" to challenge the illegitimate government whose apartheid policies are not conducive to good education, according to the South African Democratic Teachers' Union.

The union was responding to criticism by the former national chairman of the National Education Co-ordinating Committee, Mr Monde Tlhwana, who claimed that the main detrimental effects on black education came from within.

Yesterday Weekend Argus reported Mr Tlhwana's claims on the problems in education which included:

■ Some teachers registered as full-time students

at universities and neglected their pupils to concentrate on their studies despite drawing a full-time salary from the DET.

■ Teachers spent little time in the classrooms.

■ Protests were sometimes led by young people who were not even pupils.

Miss Vivien Carlsle of Sadu said most of the problems occurred during the teachers' fight to remedy government policy and could not be attributed solely to the teachers.

Some teachers were engaged in battle with their peers to exercise discipline in schools.

Sadu was aware some teachers were neglecting the pupils by using school time to further their own studies, but saw this as part of a broader ten-

dency for teachers to cling to their jobs at all costs.

Representatives of the tripartite pupils' alliance, comprising the Congress of South African Students, the Pan Africanist Student Organisation and the Azanian Students Movement denied that they did not consult the community about protests against school and examination fees.

But last month the representatives told Weekend Argus that a series of planned meetings with various bodies including Sadu, civic associations and trade unions to discuss the campaign failed to materialise.

Despite this they went ahead with the campaign as they could not "sit down and fold our arms".

By Rehana Rossouw

A R2,5 MILLION hostel built by Minister Abe Williams' Department of Education and Culture will be demolished and rebuilt at a cost of R5 million.

The hostel — only eight years old — must be razed because it is sinking into the ground.

More than 100 pupils were forced to evacuate the hostel at Dysseldorp Senior Secondary School last year.

Seventy-five girls are being housed in a youth camp in the south Cape town and the boys have been taken in by families in the area.

Dysseldorp Senior Secondary School principal Mr Willem Potkpas said: "The floors began sinking last year and the building looks as if it is about to collapse."

"We were told the department was going to demolish the hostel this month but nothing has happened yet."

"We are still waiting for the department to respond to our applications for bursaries for the boys who have to pay for their accommo-

R2,5 million goes wasted

South 13-17/93

dation in the town."

A spokesperson for the DEC said the department would pay for the pupils' lodging this year.

The hostel would be demolished, but the department was investigating cheaper options for accommodation before committing itself to construct another hostel at a cost of R5 million, the spokesperson said.

Dysseldorp's Labour Party MP, Mr James Swiegielaar, said he was "shocked" that the hostel was to be demolished.

"If the department goes ahead with this, the community of Dysseldorp and surrounding areas demands that a new hostel be built as soon as possible," he said.

• In response to questions tabled by Swiegielaar in the House of Representatives on Wednesday, Williams confirmed that the DEC would close the Southern Cape College of Education, the Bechtel College of Education, Sallie Davis College of Education, Wesley College of Education and Rand College of Education this year.

Williams said teacher training across departmental boundaries had to be rationalised.

Certain of the college buildings were urgently required for secondary education, he said. When the five colleges closed, 1155 students and 132 teaching staff would be affected.

Swiegielaar said he was convinced there were no educational reasons for closing the Southern Cape colleges in Oudshoorn.

It had a rich history and since its inception in 1952 had a reputation for outstanding academic achievement.

• Makbaya Mami reports from Oudshoorn that educationists and parents have challenged Williams to attend a public meeting to explain why his department intends to close the Southern Cape College.

"The college has been serving the southern Cape and Karoo for more than 40 years and it would be a setback for the region if it closed," said rector Mr Lionel Tait.

The college has an enrolment of more than 200 students this year and admitted African students for the first time.

Tait has called a meeting of parents and the community to inform them of the threat to the college.

"The department has written us a letter confirming the closure of the college and we want all the parents in the area to hear their reasons," Tait said.

Rural school teachers walk as travel allowances are scrapped

Sunday Times Reporter

TEACHERS have been walking up to 46 kilometres in all weathers to their schools in the Knysna-Plettenberg Bay area in protest against a Department of Education Culture decision to scrap their transport allowances.

The schools serve farming communities and forestry stations.

Redlands Primary School, about 46km outside Knysna, is the furthest from the town.

Richard Africa, a teacher at the Buffelsnek Primary School, 33km from Knysna, took the lead in the protest by walking between the school and Knysna for most of last month.

About 60 teachers and nine principals at 12 schools took part in the protest to press their demand that their transport allowances be reinstated retrospectively to the beginning of January.

Many classes had been disrupted because teachers had arrived late, Mr Africa said.

The entire staff of the Rheenendal Primary School, all of whom live in Knysna, took to the road — even though it was pouring with rain.

"When I started walking I was soaked to my socks within minutes. At times I had to wade through ankle-deep mud," Mr Africa said.

After his walk along the muddy road through the Knysna forest to Buffelsnek forestry station, he could no longer wear his shoes.

Teachers' transport allowances were cancelled at the beginning of the year, in line with the DEC's programme to cut costs.

A DEC spokesman, Hennie Jansen, said the department was not planning to reintroduce the allowances.

Ministers

Transport allowances has been discontinued throughout the whole public service.

"It always has been and it remains the employee's responsibility to arrive at his designated point of duty punctually," Mr Jansen said.

Mr Africa said teachers who had to travel to their schools could not afford to use their own cars.

"Some people have to pay up to R600 a month for petrol.

"Unlike some ministers who are paid for the 'inconvenience' of staying in their own homes, the government is not prepared to help us with the use of our private transport."

Mr Africa said it seemed that the government was more concerned about money than about the education of children.

He feared that rural schools could soon be without teachers.

"Teachers do not want to pay for transport from their salaries and will be discouraged from teaching at rural schools. This will have a destructive impact on education in these areas."

Teachers had written to the DEC last month, but had not received a reply.

"We intend to continue protesting until our demands are met.

"If no satisfactory response is received from the department, it could result in the disruption of schools."

Mr Africa said his pupils and their parents were sympathetic and fully supported the protest.

"The chief regional inspector, Eustice Johnson, and the inspector for the area, Isaac Gerwel, expressed sympathy for our plight," he said.

Most Peninsula schools join chalkdown action

MOST Peninsula high schools ground to a halt yesterday when teachers from the coloured education department responded to a South African Democratic Teachers' Union (Sadtu) call for a national chalkdown.

About 1 000 teachers crowded into the Athlone Civic Centre at noon yesterday for a Sadtu rally to protest against the government's refusal to budge on a five percent pay increase for teachers and to call for the "smashing" of unilateral restructuring of education.

(323) (E1)

1 000 teachers call for strike poll

323 324

AR 18/3/93

DENNIS CRUYWAGEN
Staff Reporter

MORE than 1 000 teachers have adopted a resolution calling on Western Cape members of the South African Democratic Teachers' Union to hold a strike ballot next Wednesday and Thursday.

The result of the ballot will be announced after a Sadtu regional executive meeting next Saturday.

Many Cape Flats schools closed early yesterday as teachers, black and white, left their classrooms to take part in a Sadtu-organised day of action which closed hundreds of schools countrywide.

Hundreds of teachers attended the Athlone meeting which, in a resolution, also rejected the apartheid budget and the government's 5 percent increase for teachers.

In a keynote address, Sadtu national president Mr Shepherd Mdladlana said it was unacceptable that the government could underwrite the SA Grand Prix.

"...Yet they can't increase teachers' salaries by more than 5 percent."

He said President De Klerk, "if he continues to undermine the masses the way he is doing", should heed some of the lessons given to Russian leader Mr Boris Yeltsen.

Mr De Klerk had said apartheid was dead, but he, like Mr

Yeltsen, would learn that people could not eat slogans.

"Mr De Klerk is faced with a serious crisis. That crisis is called teachers."

Mr Mdladlana said the union should also stop sloganeering and start challenging government.

"We want engagement now."

He said it was not good enough for teachers to say they opposed rationalisation. "We want to see you act."

He said possible allies had approached Sadtu, but added that alliances could only be structured on principles.

He said an alliance should look not only at a future scenario in which the government had been "demolished", but also at challenging and fighting a future government.

While the Teachers Federal Council was considering legal action against the government, Sadtu "believes in our masses of teachers and not the legal route."

● Sadtu, which has 22 branches in the Western Cape, also called for an end to unilateral restructuring of essential services, demanded an end to the retrenchment of teachers, the freezing of teaching posts, rationalisation and privatisation.

The meeting also passed resolutions demanding a public inquiry into the closing of teachers' training colleges, and the immediate provision of textbooks, stationery and essential equipment to all schools.

Teachers take to the streets nationwide

By Phil Molefe
and Montshiwa Moroke



Schooling in several parts of the country was severely disrupted yesterday as thousands of angry teachers took to the streets to protest against the Government's offer of a 5 percent wage increase.

Rallies, marches and pickets in major cities marked the launch of the teachers' national day of protest planned to coincide with Budget day.

The mass action was organised by the South African Democratic Teachers' Union (Sadt) and backed by the Union of Teachers' Association of SA and the mainly white Natal Teachers' Society.

Department of Education and

Training director-general Dr Bernhard Louw warned yesterday that teachers who participated in the mass action would not be paid.

Johannesburg came to a near standstill as thousands of teachers and supporters marched through the city to the Department of Education and Training offices in Braamfontein.

The march began outside the Johannesburg Public Library in President Street at 1 pm and moved into Rissik Street, disrupting lunch-hour traffic.

Sadt members from other areas arrived in buses to swell the crowds.

Black, coloured and Indian schools in Durban were hit by a 100 percent chalk-down as

teachers abandoned their charges to demand increased service benefits, according to Sadt general-secretary Randall van den Heever.

He said about 8 000 teachers in Durban were involved in the strike. Teachers also held mass meetings in KwaMashu, Lamontville and Claremont, near Durban.

About 2 000 Sadt members attended a mass rally in Athlone, Cape Town, and some of the teachers later joined a march to Parliament organised by the National Education and Health Workers' Union.

Eastern Cape schools came to a standstill.

Pupils were left without classes for the day while sever-

al thousand teachers held a rally in Port Elizabeth and their colleagues in Grahamstown and Cradock took part in a march.

In QwaQwa, more than 7 000 Sadt members marched to the offices of the commissioner-general in Phuthaditjhaba and handed in a memorandum.

The teachers' march was joined by members of the Congress of South African Students and the National Unemployed Workers Co-ordinating Committee.

Van den Heever said Sadt would proceed with plans to ballot its members for a strike over wage increases, retrenchment of teachers and the unilateral restructuring of education.

Talks can't stop teachers strike

by Diane Coetzer

SOUTH 20/3 - 24/3/93

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METTINGS between top government representatives and the 6000-strong South African Democratic Teachers' Union (Sadu) this week seemed unlikely to prevent a strike by teachers.

As teachers took to the streets in their hundreds, with other public sector workers, to protest their five percent salary increase, strike balloons were already being prepared and schools seemed set to be disrupted once again.

Joining Sadu in its programme of mass action against the increase, unilateral restructuring and rationalisation is the Union of Teachers' Associations of South Africa (Uasa).

Uasa president Mr Archie Vergoïne said while the union's members still had to be consulted, strike action could not be ruled out. "If all else fails, we will strike."

The mostly white 4 500-member Natal Teachers' Society also pledged its support for Sadu's mass action.

In a bid to stem the groundswell of resistance to the five percent increase, President F W de Klerk, Finance Minister Mr Derek Keyes, the various education ministers and senior officials met with Sadu at earlier this week.

They discussed the salary increase, unilateral restructuring, retrenchments, rationalisation and the continuing crisis in education.

Although the meeting was "cordial", according to Sadu, it ended in deadlock and Sadu declared a dispute over the increase.

"The state president said while he agreed the decision was unpopular and angered teachers, he was not prepared to budge on salary increases," Sadu president Mr Shephard Madladiana said.

"We told him this was unacceptable and tried to impress on him the consequences of this stand."

Mr Madladiana said teachers were unhappy with the president's unilateral action earlier this year when he summoned public service unions and organisations to Pretoria and informed them of the increase.

"There was no consultation with these organisations. It would have been better had he said: 'I am open to negotiations'."

"But he did not. What else are teachers to do?"

Sadu is asking for a salary increase of 30 percent, particularly for those taking home less than R700 a month.

Statistics of the Department of National Education reveal that up to 35 percent (91 282) of South Africa's teachers fall in or below Category A. The minimum salary of such a teacher is R1 369. After deductions, the take-home pay is less than R700.

For such teachers to earn take-home pay of R1 200 — regarded as a living wage — an increase of more than 30 percent is needed.

Also, up to 70 percent (180 524) of the country's teachers fall in or below Category C, where the take-home pay is not much more than R1 200.

Mr Vergoïne said teachers were "furious" about facing an increase in the cost of living due to the VAT and the petrol price increase.

"Teachers will have to cope with a smaller take-home pay, which is especially traumatic for those in the lower wage categories."

"Teachers will be struggling to cope with the increased cost of living and an increase in their workload as substitute teachers were not appointed."

Vergoïne said Sadu and Uasa will hold talks nationwide next week.

A second meeting between Sadu and government representatives on Tuesday on rationalisation and restructuring in the House of Representatives ended with little progress made.

National Education Minister Mr

Piet Marais was present for the first time with Hok Education Minister Mr Pieter Sautman and officials.

Expressing the union's disappointment with the outcome, Sadu regional chairperson Ms Vivienne Carisse said: "It was made clear to us that rationalisation was inevitable and we will just have to accept it."

She said the union's demands remained the same and the programme of mass action, which began on Wednesday, would continue.

Among the demands were:

- The appointment of substitute teachers.
- The immediate payment of outstanding salaries and other service benefits to temporary teachers from January 1.
- The immediate provision of textbooks, stationery and essential equipment to all schools.
- An end to rationalisation and restructuring.
- A public, independent enquiry into mismanagement in the Hok.



TIGHT-LIPPED TACTICS: Standing next to the school's guards, Silverstream principal, Mr Matthew Louw (in safari-suit), refuses to give his side of the story to a South reporter

Photo: Guy van Raaij

Strike ballot for teachers

By Rehana Rossouw

323

SOUTH 26/3-24/3/93

MEMBERS of the South African Democratic Teachers' Union (Sadtu) this week resolved overwhelmingly to prepare for a strike ballot in Western Cape schools next week.

This is the first time in the history of South African education that a nationwide strike ballot will be held.

Over 1 000 teachers packed Athlone Civic Centre this week for a mass rally marking the union's national Day of Action against education restructuring, rationalisation and government pay offers.

Sadtu regional chairperson, Ms Vivienne Carelse, said: "If other methods do not succeed, we can use our full might, our last resort — strike action."

She said by regularly reminding teachers they were "professional", the government was trying to "dupe" them into believing they were different from other workers.

"They have reduced you to slaves and you do not have the protection of a proper service contract. The government can decide to reduce salaries and restructure education if it wants to without consulting you."

Cosatu regional vice-chairperson, Mr Danny Brown, said: "De Klerk has thrown a bone to teachers and they are fighting among themselves for it without checking how much meat is on it while he watches."

Sadtu national chairperson Mr Shepard Madladlana warned that "when Sadtu sneezes, the whole country will catch a cold".

He said President De Klerk pushed Sadtu's back against the wall and teachers would show him they would not accept his refusal to address the crisis in education.

On March 24 and 25, teachers in the Western Cape will vote on whether to strike at schools in the region. The results will be released on March 27.

DEC probes Yellowwood school

By Diane Coetzer

SOUTH 2013-24/3/93

323

ANOTHER House of Representatives school is engaged in a dispute with its principal.

Department of Education and Culture PRO Mr Hennie Jansen yesterday confirmed an investigation was launched into the activities of Yellowwood Primary principal Mr Gamat Benjamin and other problems at the Mitchells Plain school.

Mr Benjamin has been granted "special leave" until the investigation is completed.

A teacher at the school, who wished to remain anonymous, said the investigation was the culmination of a number of problems.

"Earlier this year, Mr Benjamin unilaterally decided the school

should not take part in athletics meetings," he said.

"The teachers, pupils and the community were unhappy and after a few meetings with the department, we were allowed to take part.

"It was after that, however, that parents and staff really started mobilising against the principal to get him removed."

Among the allegations are:

- Teachers say they are not consulted and if they try to speak up, they are told by Benjamin to "Keep quiet".

- Benjamin shouts at teachers in front of pupils and parents.

- Unqualified friends of the principal were appointed in place of more qualified and better teachers

who were on the temporary staff.

- Male Muslim teachers are not allowed to attend mosque.

- He frequently leaves the school and does not inform his secretary of his whereabouts.

- The results of a 1989/1990 investigation into financial irregularities at the school was never released.

- Goods bought with school funds frequently disappear.

The teacher said there was concern the department would "sweep the issue under the table" by charging Benjamin with misconduct and offering him early retirement.

"We feel he should be accountable for everything he did and should not be allowed to walk away," said the teacher.

Strike ballot warning if meeting fails

Staff Reporter

TEACHERS could go on a nationwide strike if the South African Democratic Teachers Union (Sadtu) meeting with President F W de Klerk today is not satisfactory.

"If this meeting fails to deliver we will ballot our members to test their readiness for a national strike action," Sadtu regional chairman Ms Vivienne Carelse said yesterday.

Ms Carelse said they regarded the meeting between Sadtu and President De Klerk as the last hope for averting a full-scale crisis.

Mr De Klerk said last week he was not prepared to discuss the 5% increase for civil servants at the meeting.

But Ms Carelse said: "Our delegation to the meeting has been mandated that this question remains on the agenda and that it must be raised and discussed."

not apply in respect of a local flight; a flight crossing an airway or advisory route at right angles or a "Visual Flight Rules" flight en-tering or departing from an aero-drome traffic zone or control zone, from or to an unmanned aerodrome, and where no other controlled or advisory airspace will be entered during the flight;

(b) an international flight;

(c) all flights in the public transport operation or public transport of cargo operation categories; and
(d) a flight for which alerting action is required.

These flight plans have to be filed not later than 30 minutes prior to departure with an Air Traffic Control centre. In respect of over-border flights, any State may define additional requirements such as an application to land or overfly its territory up to 7 days prior to departure.

It is also a requirement in terms of both the Domestic and the International Air Services Acts that any proposed air service to be carried out for reward may only take place once a licence has been issued by the appropriate body.

It is therefore not true to state that there will be no record of movements at all although some information may only be obtained after the fact.

It is of course true that the Civil Aviation Authority is not able to prevent people from breaking the law. However, even when this happens incidents are investigated and where appropriate prosecutions are made. In addition there are formal communication channels to pilots for example the Notice to Airmen (Notam) system whereby on 27 February 1993 pilots were reminded of regulations pertaining to the conveyance of armaments on board civilian aircraft. The industry is to a large extent also self-regulating in the sense that unauthorised operations are reported when they occur.

The Department therefore wishes to disagree in the sentiments expressed in recent newspaper reports on this subject.

Mr T ABRAHAMS: Mr Chairman, arising out of the hon the Deputy Minister's reply, I want to know whether the problem which has arisen out of relations with the new Angolan government has been the subject of bilateral discussions with other political parties such as the ANC.

The DEPUTY MINISTER: Mr Chairman, I want to ask the hon member to place that question on the Question Paper, so that the hon the Minister can reply to it directly when he is available.

For written reply:
Own Affairs:

Services at schools under Department 10. Mr T ABRAHAMS asked the Minister of Education and Culture:

- (1) How many pupils enrolled at (a) primary and (b) secondary schools in each of the regions under the control of his Department during the first school term of 1993;
- (2) whether any new services will become available at the above schools in the current year; if not, why not; if so, (a) what services, (b) in which regions, and (c) when, in each case;
- (3) whether any existing services are to be terminated at the above schools in 1993; if so, (a) what services, (b) in which regions, and (c) when, in each case;
- (4) whether he will make a statement on the matter?

C44E
The MINISTER OF EDUCATION AND CULTURE:

- (1) Pupil statistics for the first school term only become available when form VRE-76 is submitted at the end of the first term. The information request is thus not available yet.
- (2) Yes.

(a) Service

- (1) Humasdrop S/S
- (2) Electric City P/S
- (3) Spandau S/S (substation)
- (4) Brandvlei P/S & Hostel
- (5) Battle Creek S/S No 4
- (6) Gamble Street S/S (Toilet facilities)
- (7) Hawson S/S
- (8) Reigerpark S/S
- (9) Arcadia P/S No 2
- (10) Mandalay P/S
- (11) Mitchell's Plain P/S 54
- (12) Harold Cressy S/S
- (13) Voorwaerts P/S
- (14) De Aar S/S No 2 (Hostel)
- (15) Groothoekrivier S/S
- (16) Heidelberg S/S
- (17) Mount Pleasant P/S
- (18) Danville P/S

(3) No.

- (a) Not applicable
- (b) Not applicable
- (c) Not applicable
- (4) No. A statement is not deemed necessary.

Standard 10 examination written by teachers in 1992

13. Mr C I NASSON asked the Minister of Education and Culture:

- (a) How many teachers at schools under the control of his Department who previously did not have a Standard 10 qualification wrote the Standard 10 examination in 1992 and (b) how many of these teachers (i) passed this examination with (aa) matriculation exemption and (bb) a school-leaving certificate, and (ii) failed this examination in that year?

C32E
The MINISTER OF EDUCATION AND CULTURE:

- (a) The Department does not, for statistical purposes, keep records of teachers writing the Standard 10 examination.
- (b) Not applicable in view of (a).

(b) Region

- (1) Port Elizabeth
- (2) Bellville
- (3) Middleburg
- (4) Springbok
- (5) Port Elizabeth
- (6) Port Elizabeth
- (7) Worcester
- (8) Johannesburg
- (9) Port Elizabeth
- (10) Wynberg
- (11) Mitchell's Plain
- (12) George
- (13) Kimberley
- (14) Worcester
- (15) Worcester
- (16) Worcester
- (17) Kimberley

02-12-1993

Per capita expenditure on education

14. Mr C I NASSON asked the Minister of Education and Culture:

What was the per capita expenditure, (a) including and (b) excluding expenditure of a capital nature on public or students at State, secondary schools, (i) colleges of education, (ii) technical colleges, (iii) colleges of education, (iv) universities during the financial year 1991-92 and the financial year 1992-93 or the latest specified 12-month period for which information is available?

C32E
The MINISTER OF EDUCATION AND CULTURE:

- (a) (i) 505.48
- (ii) 1 846.68
- (iii) 3 144.1
- (iv) 18 668.23
- (v) 6 818.14
- (vi) Not available. Technicians—automons
- (vii) Not available. Universities—automons

represents an average of about R192/ha, which is the figure shown on an initially planned R275/ha carry-over debt and crop loss input subsidy.

School in Pietermaritzburg: number of pupils in 1992.

(3) whether, on the basis of the number of pupils at this school and the above-mentioned figures, it is the intention to enlarge this school; if not, why not; if so, what are the relevant details? B473E

MINISTER OF EDUCATION AND CULTURE:

(1) 441,

(2) Yes,

(a) 583 on 16 March 1993;

(2) Yes,

(a) ± 90 ,

(b) 16 March 1993;

(3) yes, the possibility of hiring an adjacent church hall or community hall is under consideration, as well as the possible enclosure of the basketball court so as to provide additional classroom accommodation.

(2) whether there is a waiting list in respect of pupils intending to enrol at this school; if so, (a) how many such pupils are involved and (b) in respect of what date is this information furnished;

HOUSE OF REPRESENTATIVES

QUESTIONS

Indicates translated version.

For written reply:

Own Affairs:

Teaching staff: Education and Culture

11. Mr. T. ABRAHAM asked the Minister of Education and Culture:

(1) How many teachers were employed at (a) primary and (b) secondary schools in each of the regions under the control of his Department during the first school term for 1992 and 1993, respectively;

(2) whether teaching staff will be reduced in any of these regions in 1993; if not, why not; if so, (a) in which regions, (b) when, (c) by how many teachers, and (d) why, in each case;

(3) whether he will make a statement on the matter? C46E

The MINISTER OF EDUCATION AND CULTURE:

1992

(1) Athlone (a) 2 397 (b) 1 217
Bellville 2 470 1 293
Bloemfontein 604 291
Durban 811 583
George 2 080 833
Johannesburg 2 019 1 215

(1) Kimberley (a) 1 327 (b) 562
Mitchell's Plain 1 578 950
East London 1 484 558
Paarl 2 287 1 043
Port Elizabeth 2 076 1 116
Ungweni 1 854 811
Worcester 2 122 792
Wynberg 1 636 1 219

Statistics for 1993 are not available at this stage.

(2) Discussions with all relevant parties will get under way in due course with a view to implementing rationalisation.

(a) In all regions.

(b) No specific dates for possible action have been agreed upon.

(c) The number of teachers that will be affected, depends on the result of the mentioned discussions.

(d) Rationalisation of teaching staff in general, is necessary, because the Department, on entering a new education system, can no longer account for the disparity in teacher-pupil ratios vis-à-vis other Education Departments on the one hand and on the other hand can no longer afford the luxury of a staff provision scale which is more generous than that applied in any other Education Department.

(3) A statement is not deemed necessary at this stage.

'Welcome to HIV'



Strike ballot delay

Sec 74 2113-313193

KILLERS who stalk innocent youths with Aids-infected needles feature in the latest rumour to grip Cape Town's imagination.

Three unconnected people approached SOUTH reporters with similar stories: Some are dancing in a nightclub, when he/she suddenly feels a sharp pain, as though stabbed with a needle. The victim looks round just in time to see a man holding a needle. "Welcome to the world of HIV," he says before disappearing into the crowd.

Two of the reports came from the same city-centre nightclub and the third from a club in Athlone. One of the claimed victims is said to have tested positive for HIV (the virus that causes Aids) after the incident.

But none of the people who spoke to SOUTH experienced or witnessed this bizarre assault. All of them reported that it happened to friends, or to friends of friends.

The management of the club mentioned in most of the stories put up a sign calling on the person who spread the rumour to "Come

forward, so we can beat the fuck out of you". "We suspect that it was spread by one of our rivals," a club spokesperson said. "The rumour appeared just as one rival club was about to go out of business."

Police spokesperson Major Attie Lambacher dismissed the rumour as "nonsense". Deliberately infecting someone with a deadly virus like HIV constitutes murder, yet police have received no reports of the mystery stabber.

In any case, it would be almost impossible to contract HIV in this way, said a nurse from the Aids Unit at Somerset Hospital. The HIV virus cannot survive very long outside the human body.

In short, it's the stuff of which urban legends are made. Nobody ever reports having seen the mystery needle-stabber first hand.

Remember the story of the ghostly hitch-hiker who vanishes from the back seat of a car, and the rottiweeler-owner who gets home to find a burglar's fingers on the floor?

—Justin Pearce

A STRIKE ballot which would have been conducted by the South African Democratic Teachers' Union (SATU) in the Western Cape on Wednesday and Thursday this week, was postponed until next quarter.

Last week, more than 27,000 teachers who attended a rally organised by SATU on a National Day of Action, voted to hold a ballot to decide whether teachers would strike.

The union's action follows unsuccessful negotiations with President F.W. de Klerk on salaries, the restructuring and rationalisation of education.

However, because there was not enough time, the Western Cape region decided to postpone the ballot until next quarter, which starts on April 14. "We also had to take into account that Fied was on Thursday and schools needed time to schedule parent meetings to consult," a SATU spokesperson said. — Rehema Rossouw

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Strike ballot delay

^{South 2713-313193.}
A STRIKE ballot which would have been conducted by the South African Democratic Teachers' Union (Sadtu) in the Western Cape on Wednesday and Thursday this week, was postponed until next quarter. (21823)

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However, because there was not enough time, the Western Cape region decided to postpone the ballot until next quarter, which starts on April 14.

"We also had to take into account that Eid was on Thursday and schools needed time to schedule parent meetings to consult," a Sadtu spokesperson said. — **Rahana Rossouw**

'Teachers overpaid R6,5m' 323

By ANTHONY JOHNSON
Political Correspondent

BLACK teachers and educational staff received salary overpayments of R6,5 million in the past year, the Minister of Education and Training, Mr Sam de Beer, said yesterday.

He said R2,9 million was paid in salaries to 2 163 teachers who had already left the service during the 12 months which ended in February this year.

Replying in Parliament to questions from Mr Leon Louw (CP Welkom) and Mr Jacobus Beyers (CP Virginia), Mr De Beer said that R5,3m in overpayment has been recovered — but this included amounts involving overpayments which originated before February 1992.

However, he added that R2,4m of the R2,9m overpaid to teachers in the past 12 months had been recovered.

Mr De Beer said that "everything possible" was being done to eliminate overpayments.

"It is, however, practically impossible to entirely prevent overpayments, as salary payments must be activated 29 days before the end of the month to make salary cheques available countrywide by the end of the month.

"Notice of termination of service and other adjustments which are received too late lead to overpayments."

INTERPELLATION

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

Own Affairs:

Economy measures/vacant education posts

* Mr C I NASSON asked the Minister of Education and Culture:

- (1) Whether, with reference to the captioned Question No 3 on 17 March 1993, he intends suspending economy measures and filling vacant education posts; if not, why not; if so, when;
- (2) whether he will make a statement on the matter?

CPE:INT

*THE MINISTER OF EDUCATION AND CULTURE: Mr Chairman, my reply to the hon member for Bokkeveld is that the department is in the process of holding discussions with organised education in regard to the question of rationalisation in general. Owing to the fact that formal inputs, which the bodies concerned have undertaken to make, have not yet been received from the department, further steps in this regard are still pending.

I would appreciate it if hon members would display some understanding for the delicate negotiations which are now taking place in this regard. It would go us all a lot of good to leave this matter in the hands of organised education, and not to enter the fray as politicians. The education of our children and our communities is a serious matter, I think we have to consider the point at which we should support the teachers, the calm in education and support the teachers, the department and of organised education in their efforts to have education return to normal.

*Mr C I NASSON: Mr Chairman, the hon the Minister is now making capital out of this issue. He must not tell the politicians to keep out of this matter. The hon the Minister said that the negotiations with the general education community were at a sensitive stage. The members of the organised education community have concluded their negotiations with the hon Minister. They have ceased their negotiations.

*Mr P C MCKENZIE: Who says so?

HOUSE OF REPRESENTATIVES

meaningful way. It is a fact that all the major role-players in education and the department are in earnest about establishing an acceptable programme. What is important is that everyone should come forward with reasonable proposals and inputs.

The hon member for Bokkeveld should also ask how he and his party can make a positive contribution towards solving the problems. It is also being alleged that the hon member for Bokkeveld is having the hon the Minister of Education and Culture stand in the "box" for the last time today. I think that is uncalled for, and I want to ask the hon member for Bokkeveld to resolve the differences that exist between him and the retiring hon Minister in a different manner. [Time expired.]

*Mr T ABRAHAM: Mr Chairman, the hon the Minister has said here that, because of the delicate nature of negotiations, we should have sympathy for the cases of the children, the young people whose education is a serious matter. I fully agree with that statement. However, what I disagree with is his appointment to the Ministry. It should never have become the Minister of Education and Culture, because he is the cause of this crisis. [Interjections.]

None of the professional organisations has any regard for him whatsoever, because of the mess he has made of education. They have given up on him. He is spending his last few hours as Minister of Portfolio on 1 April. I would suggest the Sport Portfolio on 1 April. I would suggest that that is quite apt because he will be known, even in sporting circles, as the April Fools Minister. [Interjections.]

In the company of Mr Steve Tshwete of the ANC the hon the Minister has made the following admission to certain people.

*He said that he was simply keeping the seat warm for this man who should become the Minister of Sport. [Interjections.]

†That we will leave where it belongs.

I would suggest to the incoming Minister of Education and Culture that it is quite possible that it might be necessary for him to investigate. Perhaps he should take a rest. Perhaps he should go to a hospital and go through some files and review things.

*Perhaps he will be saddled with another can of

worms. He may possibly inherit a bankrupt estate which has been created by the NP.

*I've repeatedly said that they must rationalise across departments and not within this one department. [Interjections.] If one is interested in the education of the children, one must rationalise across departments. [Interjections.]

*THE CHAIRMAN OF THE HOUSE: Order! The hon the Minister of Education and Culture must contain himself. [Interjections.] Order! The hon the Minister will have an opportunity to speak. [Interjections.] Order!

*Mr T ABRAHAM: He only has the brain of a crayfish, so it does not really matter. [Interjections.]

*THE CHAIRMAN OF THE HOUSE: Order! [Interjections.] The hon member's time has expired.

THE MINISTER OF EDUCATION AND CULTURE: [Inaudible.]

*THE CHAIRMAN OF THE HOUSE: Order! The hon the Minister must contain himself. This is the last time I shall warn him. I will not be winked at.

*Mr D M G CURRY: Mr Chairman, it is the managing of this change that we hold the hon the Minister responsible for. While negotiations are taking place, the hon the Minister can suspend his economic measures. That is what the question is about. He can suspend them.

If hon members read *Die Burger* this morning, they would have seen that billions of rands are being spent on Black education. Why? Because the Blacks have taken to the streets. This is what our pupils are being encouraged to do now. In talking to the streets because they cannot get results through negotiations.

Where does the NP Government now find money for Black education?

*This morning's edition of *Die Burger* refers to billions of rands. Coloured people are coming. The books balance.

†Money is now being saved on the backs of our Coloured people. Black votes are being bought in education.

*But after all the Coloured people can now be written off. Surely the NP will have them in their pocket. [Interjections.] Consequently they

HOUSE OF REPRESENTATIVES

no longer need cater for their education. They need not appoint substitutes. They must save money on their backs. [Time expired.]

*Mr. B. P. CUPIDO: Mr. Chairman, I should like to begin where the hon member for Diaz left off. It is very clear that the poor hon member for Bokkerveld is protecting the position of one of his wife's family members in the CPTA. [Interjections.] He is simply too well informed in respect of what is going on in organised education. This has emerged here once again today. The CPTA is losing its relevance in education in relation to South. [Interjections.] Now the CPTA must once again be made relevant, and that poor hon member is being used. (323)

The hon member for Wentworth said that the hon Minister of Education and Culture should never have become a Minister. I have understanding for that statement, because the hon Minister of Education and Culture kicked the hon member for Wentworth out of his post. What a shame! This is the natural reaction of a loser. When one is hurt, one expresses one's hurt in one's mother tongue. If one is Afrikaans-speaking, one says "enai!"

Money has been appropriated for Black education. Now we are suddenly realising that we are Coloureds, because we are receiving the least. [Interjections.] What realities await us? The realities that await us amount to the fact that the money will be spent on those areas or places in which less money was spent in the past, when one considers this on the basis of expenditure. If one child and not according to colour. If one works on the basis of colour, one will draw the conclusion which the hon member for Thud drew. Any impact is in education, regardless of it being made in the interests of the future of South Africa.

*Mr. C. I. NASSON: Mr. Chairman, I should like to tell the hon member for Southern Cape that as a former teacher I receive the *Uitaa* News, the official mouthpiece of Utsaa, every term. [Interjections.] Is that hon member not familiar with the contents of the economy measures document which the hon the Minister signed on 29 September last year?

In the light of the hon the Minister's statement that there are no shortfalls on the education budget, the MP is making an earnest appeal to lift the hon the Minister this afternoon please to lift

the ban on the appointment of substitutes. The DP will not rest until that hon Minister has completely cleaned up the mess that he has caused in education.

*The MINISTER OF EDUCATION AND CULTURE: Mr. Chairman, what amazes me is the fact that Utsaa has taken me to court, but they are now sending a whining MP here to follow up on the matter. [Interjections.]

*The CHAIRMAN OF THE HOUSE: Order! The hon the Minister must withdraw the word "whine".

*The MINISTER: They are sending a tearful MP here, Sir.

*The CHAIRMAN OF THE HOUSE: Order! I shall allow the word "tearful", but the hon the Minister must withdraw unconditionally the word which he used first.

*The MINISTER: I withdraw it unconditionally. Mr. Chairman, A tearful MP is now coming to state their case here.

I do not have a problem with Utsaa. They have decided to go to court. Now the case is before the courts. We shall leave the matter at that until the court has ruled on it. [Interjections.] Surely I cannot frustrate the court's rulings now.

The negotiations which are taking place at the moment are delicate, but it will not help if every person in this Parliament is put up to the negotiations. Questions are put up to us here. Those questions are not correct and the next day they are stated in the negotiating chamber. Surely that is not how it works.

I want to go further. The department has worked wonders in totally altering the management of education with the result that it has not been necessary for us to spend a great deal. This department and this Ministers' Council should be praised. We have achieved a different attitude in regard to educational expenditure in this House. We were prepared to tackle certain malpractices, and we were also prepared to alter certain decisions which rested on political rather than educational considerations. We are not ashamed. I want to tell that hon member:

"Rather an April fool than no fool!" It therefore does not worry me. [Interjections.] As I said, "rather an April fool than no fool". [Interjections.]

*The CHAIRMAN OF THE HOUSE: Order! The hon member for Nguweled must contain himself. (323)

*The MINISTER: Surely I cannot wait away April Fool's day. I am alive. Where is that hon member, however? He is no longer a Minister on April Fool's Day. Where is he? Now he is a fool. [Interjections.]

No, Sir. Another important matter which I should like to deal with, is the following. This Ministers' Council has eliminated the injustice which the LPSA did to education. We have eliminated political appointments. Politics no longer exists in education. I hope that this Ministers' Council and the House will continue that tradition. [Interjections.]

I want to come to another important matter. Does the hon member for Priel not want to admit that Black education is lagging so far behind our own education? [Interjections.] I have a wonderful voice. Those hon members will get a splitting headache. We should be appreciative of the fact that there is money to spend on Black education. Those people need this. We support the corrective action which is being taken by the hon the State President with a view to bringing about equality in education in South Africa. [Interjections.]

I want to say thank you very much. The fight is over. I am leaving this post. We have had a good fight. If hon members need me in my new portfolio, they can come and see me in my new offices. They are welcome. I want to tell them that they will miss Abe, because they will miss a good fight.

Debate concluded.

QUESTIONS

Indicates translated version.

For written reply:

General Affairs:

Housing subsidies: ministerial representatives/MECS

10 Mr. A. ESSOQ asked the Minister of Public Works:

Whether ministerial representatives and Members of the Executive Committee (MECS) receive housing subsidies. If yes, why not; if so, (a) which ministerial representatives and MECS, (b) what is the amount of the paid subsidies, (c) what is the market value of each of the properties on which the subsidies are paid and (d) in respect of what date is this information furnished?

C55E

The MINISTER OF PUBLIC WORKS:

The Department of Public Works is not responsible for the housing of ministerial representatives, or Members of the Executive Committee of the Provinces.

Payment to ministerial representatives and Members of the Executive Committee for the use of private residences as official accommodation (in terms of the Compensation Scheme for Political Office-Bearers) is the responsibility of the relevant Own Affairs Administration and the Provincial Administrations, respectively.

New deal for HoR teachers

SITimes 4/4/93

By NORMAN WEST
Political Reporter

THE long-awaited new retrenchment package for House of Representatives teachers wanting to take early voluntary retirement — which was put on the back burner earlier this year after an outcry from teacher unions — is to be revamped.

The new deal, which will be announced later this month, will give all teachers, irrespective of their rank, an equal opportunity to apply for a retrenchment (early retirement) package.

Although the package — which will apply nationally — will initially only be for HoR teachers, education sources believe it will ultimately serve as a model for educators under all departments.

Originally more than 7 000 teachers employed by the HoR applied for the voluntary retrenchment package. They will all have to make new applications if they still wish to retire.

In terms of the new deal, which is being hammered out in consultation with unions, no pupils or students will end up without teachers and no classes will be overloaded.

"Not a single teacher will be forced to resign or forced to accept a retrenchment package and not a single teacher fired," Mr P W Saaiman, the new Minister of Education in the HoR, said.

Two issues which caused the greatest uproar, the cancelling of travelling allowances and the non-replacement of teachers, will also be reversed, he announced.

From April 1 teachers who travel long distances to their schools may again apply for compensation. And, as was the case previously, the department will consider all applications for replacements where teachers are on leave or are, for other legitimate

reasons, absent from schools.

Once the new concept for voluntary retirement has been thoroughly thrashed out between himself, his department and representatives of teacher bodies — like the Union of Teachers Associations of South Africa (Utasa) and the SA Democratic Teachers Union (Sadtu) — full details will be made available, Mr Saaiman said in his first interview since becoming the new Minister of Education on April 1.

Mr Saaiman's "new style" of "open-door consultation" is already reflected in the establishment of a "technical committee" in consultation with Sadtu and Utasa.

In an innovative and unprecedented move, Mr Saaiman also envisages making use of private consultants to monitor and advise on:

- the department's expenditure;
- the department's priorities regarding services rendered;
- the over and under provision of services and;
- the merits or problems encountered regarding certain services which are provided.

He said about 85 percent of the current education budget was spent on teacher salaries and there will have to be some form of rationalisation "but fairness and reasonableness must be essential elements of such a programme," he said.

Meanwhile, the Cape Teachers Professional Association (CTPA) at their Representative Council meeting this week, resolved to consult with parent communities to support a programme of action which would include the withdrawal of labour.

Teachers' retirement 'revised'

323
CT 6/4/93

Staff Reporter

TEACHERS in the House of Representatives (HoR) who wish to take early voluntary retirement and retrenchment packages will be allowed to do so soon, irrespective of their rank.

According to the new Minister of Education in the HoR, Mr PW Saaiman, the new retrenchment package for HoR teachers wanting to take early retirement is to be revamped.

He said the new deal, to be announced later this month, would give all teachers an equal opportunity to apply for retrenchment and early retirement. "Not a single teacher will be forced to resign or accept retrenchment packages, or be fired."

Originally more than 7 000 teachers applied for voluntary retirement packages. If these teachers still wished to take early retirement, they would have to complete new applications, Mr Saaiman said.

"In terms of the new deal no pupils or students will end up without teachers and no classes will be overloaded," said Mr Saaiman.

In response to the announcement yesterday, the Western Cape chairman of the South African Democratic Teachers' Union (Sadtu), Ms Vivienne Carelse, said: "We have learned to take what the Minister says very cautiously."

"We know the HoR is definitely going ahead with serious forms of rationalisation, which means radical alter-

ations in staff complements at all schools.

"We do not believe teachers won't be forced to resign or accept packages, or be fired."

Ms Carelse said Sadtu remained committed to opposing rationalisation at schools as there was "no need for rationalisation of ordinary teachers".

The Cape Teachers' Professional Association (CTPA) said it had decided to consult communities about a programme of action, "which included the withdrawal of labour", over the restructuring of education.

Since it supported the formation of one education system with equal opportunities for all, "reconstruction is unavoidable".

Education was still determined by the ideology of apartheid and historical inequalities had to be addressed, but the present government could not be entrusted with restructuring education, the CTPA said.

It regarded negotiations about the unilateral restructuring of education as fruitless and resolved that:

- All parties with legitimate concerns and an interest in education must participate in the negotiations.

- CTPA members should be asked urgently to take part in the political processes of transformation.

- Its council was compelled, after all other avenues had been exhausted — including the court case against the Department of Education — to consult parents about their supporting a programme of action that would include the withdrawal of labour.

Early retirement deal gives teachers a bonus five years

(Cape Metro) S. Times 11/14/93
(323)

DETAILS of the revamped retrenchment package for House of Representatives teachers can be revealed today by Cape Metro.

The deal will give all teachers, irrespective of their positions, an equal opportunity to apply for a retrenchment — or early retirement — package that includes a maximum of five "bonus" years of service.

Although the package initially will apply only to teachers employed by the House of Representatives, sources say it will set a precedent for all teachers.

The new Minister of Education and Culture in the House of Representatives, Mr P W Saai-man, said the new deal

would come into effect on July 1 nationwide.

He emphasised that normal retirement and other options, like early retirement on the grounds of ill health or "burn-out", would continue to be applied in the normal way.

One of the main features of the package is that teachers who apply for early retirement will be granted a maximum of five "bonus" years, up to age 60. For example, a 56-year-old teacher will be paid a gratuity as well as an annuity that will be the same as if he has retired at age 60.

There are only a few

teachers left who were appointed under the old Pensions Act, in terms of which their normal retirement age is 65. They will not qualify for an extra five years, but may apply for early retirement without penalty.

The full package, which has been approved by the Department of National Education, includes:

- Payment of pension benefits;

- Payment of leave owing;

- Payment of a pro-rata service bonus;

- Continued monthly housing subsidies for a maximum of six months

- Payment of the state's medical aid contribution for a maximum of six months.

The deal was reached this week with the Union of Teachers' Association of South Africa and the South African Democratic Teachers Union.

More than 7 000 of the 40 000 teachers had indicated that they wished to retire early, said Mr Saaiman.

He said no classes would be left without teachers and none would be "overloaded".

Posts identified in consultation with principals and school committees as "oversupplied" would be abolished.

Where there were shortages, more teachers would be appointed.

New row over retrenchments

By RAMOTENA MABOTE

A ROW is building up over the claim by Sunday newspapers that two teachers' organisations have reached agreement with the Department of Education and Culture over teacher redundancies.

The SA Democratic Teachers' Union (Sadtu) and the United Teachers' Associations of SA (Utasa) denied yesterday that they had endorsed the position of the Minister of Education, Mr Pieter Saaiman, on redundancy.

More than 100 teachers at 19 schools in the Western Cape will be made redundant in June, according to a DEC statement.

Regional chairwoman of Sadtu

Teachers' unions deny agreement with the DEC

Ms Vivienne Carelse said the union had met the DEC last month, but had only taken the information back to its members for discussion.

"We restated our position against rationalisation, because we have a national shortage of teachers," she said.

She said Mr Saaiman's statement was untrue and the DEC was using a recognition agreement as an endorsement of rationalisation.

Utasa chairman Mr Archie Ver-

gotine said it too had rejected rationalisation, and felt the education crisis should be dealt with by a national education forum.

A DEC source told the Cape Times yesterday that there might have been "a communication breakdown" between the minister and the Sunday newspapers, as he knew of no agreement on rationalisation.

The DEC would make a statement today to clarify the situation.

Mr Vergotine said: "It is unthinkable that on the one hand we are involved in a court case, and on the other involved in negotiations on the same issue of rationalisation with the same authority."

CT 19/4/93

323

323

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QUESTIONS

†Indicates translated version.

For written reply:

Own Affairs:

Domestic worker in employ of Minister: official flights

16. Mr. M. A. HENDRICKSE asked the Chairman of the Ministers' Council:†

Whether, with reference to certain information which has been furnished to his Office for the purpose of his reply, an employee of the Department of Public Works undertook any official flights in the capacity as a domestic worker in the employ of a Minister in the House of Representatives; if so, (a) how many, (b) for what reasons, in each case, and (c) what date, and (d) at what total cost were these flights undertaken, (e) how many of these flights were undertaken in the (i) business and (ii) economy class and (d) in respect of what date is this information furnished?

The CHAIRMAN OF THE MINISTERS' COUNCIL:

Yes.

(a) (i) and (ii) According to available information the official mentioned accompanied the Minister concerned on occasions since 1964 during official visits to his constituency in lieu of his private secretary. Specific information in respect of each journey prior to April 1989 is unfortunately not available but, approximately 8 journeys per year were

undertaken. During the period April 1989 to March 1993 45 journeys were undertaken. As the Minister stayed at his private home in his constituency at his own cost, he saved the State considerable hotel expenses and as the official concerned accompanied the Minister in lieu of his private secretary and could perform secretarial duties, approval was therefore granted for the journeys to be undertaken on an official basis. Because no other suitable mode of transport was available all journeys were undertaken by air.

(iii) (aa) since 1964

(bb) R23 588.72

(b) Administration: House of Representatives

(c) (i) 45

(ii) None

(d) April 1989 until March 1993.

Student teachers

19. Mr. C. I. NASSON asked the Minister of Education and Culture: (323)

How many students (a) enrolled at teacher-training colleges under the control of his Department in each province in 1992 for the (i) first, (ii) second, (iii) third and (iv) fourth year of their studies and (b) (i) entered for, (ii) passed and (iii) failed their examination at the end of their (aa) first, (bb) second (cc) third and (dd) fourth year at each of these colleges in that year?

The MINISTER OF EDUCATION AND CULTURE:

The statistics for the information requested are set out in the tables hereunder.

Enrolment for Teacher Training: 1992

	DE I	DE II	DE III	HDE IV	Total
CAPE PROVINCE					
Athlone	60	91	81		232
Belville	180	274	231	146	831

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	DE I	DE II	DE III	HDE IV	Total
Dover	112	207	164	43	526
Heval	153	180	185	122	640
Perseverance	90	117	94	28	329
Sallie Davies	45	37	19		101
Sohne	153	172	98	19	442
South Cape	70	68	82		220
Uptington	30	41	56		127
Wesley	60	59	81		200
Total	933	1 246	1 091	358	3 648
TRANSVAAL					
Rand	90	141	125	51	407
NATAL					
Bechet	62	52	51	25	190
Total	1 105	1 439	1 267	434	4 245

(323)

cont. - b

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Examination Statistics: 1992

	DE I			DE II			DE III			HDE IV		
	Number			Number			Number			Number		
	Entered for examination	Pass	Fail	Entered for examination	Pass	Fail	Entered for examination	Pass	Fail	Entered for examination	Pass	Fail
CAPE PROVINCE												
Athlone	59	57	2	90	88	2	82	62	20	—	18	—
Bellville	175	155	20	268	207	61	237	173	64	—	130	11
Dower	107	90	17	204	170	34	162	115	47	148	30	5
Hewat	145	134	11	174	167	7	184	168	16	121	116	5
Perseverance	84	82	2	113	109	4	99	76	23	38	38	2
Sallie Davies	45	44	1	36	35	1	19	15	4	—	—	—
Söhngé	141	125	16	216	198	18	97	72	25	19	17	2
South Cape	69	69	0	67	63	4	82	72	10	—	—	—
Upington	30	26	4	39	38	1	58	52	6	—	—	—
Wesley	57	51	6	57	51	6	80	63	17	—	—	—
Total	912	833	79	1 264	1 126	138	1 100	868	232	367	329	38
TRANSVAAL												
Rand	85	81	4	137	134	3	118	105	13	57	56	1
NATAL												
Bechet	60	49	11	46	41	5	50	46	4	25	23	2
Total	1 057	963	94	1 447	1 301	146	1 268	1 019	249	449	408	41

Number of teachers employed

20. Mr C I NASSON asked the Minister of Education and Culture:

(a) How many teachers are employed at (i) primary and (ii) secondary schools under the control of his Department and (b) in respect of what date is this information furnished?

THE MINISTER OF EDUCATION AND CULTURE:

(a) (i) 25 388
(ii) 12 520

(b) 31 January 1993.

Standard 10 examinations: Mathematics

23. Mr C I NASSON asked the Minister of Education and Culture:

(i) How many pupils at schools failing under the control of his Department (a) 1992 Standard 10 examinations in respect of (i) Mathematics (Higher Grade), (ii) Mathematics (Standard Grade), and (iii) Mathematics (Lower Grade);

(2) how many pupils who wrote the Standard 10 Mathematics (Higher Grade) examinations in 1992 passed on the (a) Higher, (b) Standard and (c) Lower grade level;

(3) how many pupils who wrote the Standard 10 Mathematics (Standard Grade) examinations in 1992 passed on the (a) Standard and (b) Lower Grade Level?

C73E

THE MINISTER OF EDUCATION AND CULTURE:

(i) (i) 1 069 9 546
(ii) Nil
(iii) Nil

The Department does not offer Mathematics on the Lower Grade.

(b) 683 6 275 N/A
(c) 386 3 271 N/A

(2) (a) 683
(b) 269
(c) Nil

(3) (a) 6 275
(b) 1 071

Standard 10 Examinations: Physical Science

26. Mr C I NASSON asked the Minister of Education and Culture:

(1) How many pupils at schools failing under the control of his Department (a) wrote, (b) passed and (c) failed their 1992 Standard 10 examinations in respect of (i) Physical Science (Higher Grade), (ii) Physical Science (Standard Grade), and (iii) Physical Science (Lower Grade);

(2) how many pupils who wrote the Standard 10 Physical Science (Higher Grade) examinations in 1992 passed on the (a) Higher, (b) Standard and (c) Lower Grade level;

(3) how many pupils who wrote the Standard 10 Physical Science (Standard Grade) examinations in 1992 passed on the (a) Standard and (b) Lower Grade Level?

THE MINISTER OF EDUCATION AND CULTURE:

(i) (i) (ii) (iii)
(a) 1 386 4 037 Nil

The Department does not offer Physical Science on the Lower Grade.

(2) (b) 1 081 3 685 N/A
(c) 305 352 N/A

(3) (a) 1 081
(b) 263
(c) Nil
(d) 3 685
(e) 233

Govt to retrench 174 local teachers

By GLYNNIS UNDERHILL

FURTHER details of a teacher rationalisation plan were made known yesterday when it was disclosed that the Department of Education and Culture intends retrenching more than 174 teachers from 21 local schools.

School principals and teachers said yesterday they were "shocked" by the rationalisation move forced on them by the department.

Ms Ingrid Matolengwe, SA Democratic Teachers Union regional secretary, said: "We are disgusted. Where will these teachers find employment when they lose their jobs?"

The planned retrenchments reversed the undertaking given by the department last year not to implement its controversial rationalisation programme and the move was made without consultation with the union, Ms Matolengwe said.

Letters from the department were sent out last week to principals, telling them how many teachers at their schools they would have to retrench from July 1, they said.

More than 17 teachers at Luckhoff High School in Stellenbosch will be retrenched, while 10 from Bernadino Heights in Kraaifontein face retrenchment.

Harold Cressy Senior Secondary in the city is set to lose four teachers and Grassy Park High will have to retrench 13 teachers.

A public relations spokesman at the Department of Education and Culture, Mr Claude Adriaans, said yesterday the retrenchments of the teachers "formed part of a rationalisation programme".

Staffroom bodies unite to oppose job cuts by HoR

AR 23/4/73

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JOHN VILJOEN, Education Reporter

TEACHERS' organisations have announced a united front to protest against far-reaching retrenchments by the House of Representatives.

The mood among teachers has been described as "volatile" amid speculation that the number of posts to be cut could run into thousands.

Staff provision schedules for schools have been cut with effect from July 1 but teacher organisations are still uncertain just how deep the cuts will go.

The Union of Teachers' Associations of South Africa (Utasa) and the South African Democratic Teachers' Union (Sadtu) decided to join forces after discussions, Utasa announced.

Utasa had warned authorities for nine months of the far-reaching consequences of proposed rationalisation and restructuring, said union president Mr Archie Vergotine.

In spite of this, the Department of Education and Culture had gone ahead with its plans. The moves would lead to worse pupil-teacher ratios, higher teacher unemployment, a lowering of standards and unrest.

His organisation rejected the authorities' unilateral, high-handed attitude and action, Mr Vergotine said.

The two teacher bodies planned to oppose the moves with parents and community organisations.

Utasa had planned three days of action from April 28 to 30 but this had been postponed to allow for a co-ordinated effort, he said.

We're no 'hit squad' — heads

JOHN VILJOEN

Education Reporter

(283)
MKG 24/4/93

PRINCIPALS in Mitchell's Plain will not co-operate if instructed by the authorities to identify members of their staff for retrenchment.

Mr George Damon, chairman of the Mitchell's Plain Principals' Association, said his organisation would not identify itself with the Department of Education and Culture's plans to rationalise.

His association was convinced there was no surplus of teachers.

He appealed to the department to delay rationalisation plans until a unified education system was in place. "We might be left with a shortage of teachers."

At a meeting this week the association decided unanimously not to co-operate if the department instructed principals to identify staff members for retrenchment.

"We are not going to do that. It is not part of our job," he said. Principals found it grossly unfair to be asked to identify their colleagues for retrenchment.

600 teachers picket over cuts

CT 244/192

MORE than 600 teachers and principals from 13 schools in Elsie's River yesterday picketed near the local railway station for an hour over the looming retrenchment of teachers by the Department of Education and Culture (DEC).

Picket leader Mr George Kroneberg said the DEC had announced that 31 posts would be scrapped in Elsie's Rivier in July, and more in December.

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Mr Kroneberg said that more pickets would follow, with the next one scheduled for Monday.

● The South African Democratic Teachers' Union (Sadtu) is committed to resolving disputes through negotiations but would not exclude labour action, such as strikes, as a last resort, Sadtu general-secretary Mr Randall van den Heever said yesterday.

He was reacting to a DET state-

ment by the director-general of the Department of Education and Training, Dr Bernhard Louw, on Thursday that problems caused by strikes, chalk-downs and absenteeism would in future be resolved through negotiations.

"Sadtu regards the ineffective response of DET officials to legitimate demands by Sadtu as a major cause of deadlocks in education," he said. — Staff Reporter, Sapa



SAVE OUR JOBS: Teachers from Oval North High School in Mitchells Plain demonstrate outside the home of their principal, Mr Naïom Kassiem, on Wednesday. The teachers, who also staged a sit-in in their staffroom on Tuesday, have been fighting for the job security of eight temporary teachers at the school for several months. Photo: Yunus Mohamed

Teachers face the axe

By Diane Coetzer

223

HOUSE of Representatives schools are once again on the edge of chaos following instructions from the Department of Education and Culture that several hundred teachers be retrenched.

In spite of a commitment to halt its controversial rationalisation plan, the DEC informed principals last week that in terms of the new staff establishments — quotas of staff allowed at every school — they would have to lose teachers.

Almost every school is affected by the cuts, with schools in Stellenbosch being particularly badly hit. Luckhof and Cloetesville have been ordered to retrench 17 and 14 teachers respectively.

Among the others, Groenivlei will lose 14 teachers, Grassy Park 13, South Peninsula eight and Woodlands nine.

The move has drawn angry reaction from principals, teachers and parents, who are currently engaged in a flurry of meetings to plan a response to the crisis.

During the coming week, the South African Democratic Teachers' Union (Sadtu) will conduct strike ballots in schools nationally over the retrenchments and the five percent wage increase.

Its western Cape strike council met this week to prepare for the ballot-taking and parent-teacher consultative meetings on the issue have been taking place for several weeks.

Western Cape leaders say they do not know if they can contain teachers' anger until then.

"Our offices have been flooded with calls from desperately worried and angry teachers who don't know if they will have a job after July 1," said Sadtu's regional chairperson, Ms Vivienne Carelse.

Carelse said the department was engaged in "serious mischief-making".

Sadtu-aligned principals report that inspectors are visiting schools armed with the new staff establishments and a copy of Sadtu's recognition agreement with the DEC.

The signatures of senior Sadtu officials are shown as "proof" that Sadtu agreed to the establishments.

"This is blatantly untrue," an angry Carelse said.

"Sadtu never agreed to either the early retirement deal as has been alleged or the revised staff establishments.

"Our March 25 meeting with the department was purely an information-gathering exercise and we in no way viewed it as a consultation around the rationalisation.

Carelse said that, as Sadtu had predicted, principals and school committees would have to do the

dirty work of the department as responsibility was placed on them to choose the teachers to be axed.

DEC spokesperson Mr Claude Adriaans said the department had not been informed of any claims about inspectors abusing the recognition agreement.

Adriaans said the planned reduction in staff numbers was to bring the actual staffing in line with the revised establishments which form the basis of the rationalisation programme.

"Teachers holding redundant posts will qualify for a prescribed retirement package.

"It is the aim of the department to act in a reasonable, justifiable and circumspect manner," he explained.

"The entire procedure affecting individual teachers will be negotiated with the individual schools. No teacher will be compelled to accept early retirement".

South 24/4 - 28/4/93

DEC, school in court?

SOUTH 24/4 - 28/4/93

(323)

By Diane Coetzer

ANOTHER Peninsula school is considering challenging the Department of Education and Culture's teacher rationalisation plan in court.

Chairperson of the Heathfield High School Parent, Teacher, Student Association (PTSA) Mrs Lorna Ford said teachers and parents at the school would "absolutely not accept" instructions from the DEC that seven teachers have to go by July 1.

"This is completely ridiculous because we already feel the staff is too small to cope," an angry Ford said.

"This will disrupt the school as a new timetable will have to be drawn up and this will take some time."

Ford said the PTSA had been mandated to seek legal advice to challenge the DEC in court.

Earlier this year, South Peninsula Senior Sec-

ondary successfully challenged the DEC's decision not to appoint substitute teachers for the year.

An information sheet has already been sent to parents, teachers and students at Heathfield High School informing them of the "unfair and insensitive decision".

The holding of a mass meeting with other affected schools in the area is also being considered.

Justifying its strong stand, the Heathfield PTSA said it believed every child has the right to free and compulsory education.

"We refuse to accept any cuts in education while millions are being wasted by the government."

"We cannot, as working parents, be squeezed any further to pay for education."

The PTSA called on all parents, teachers and students to support their initiative.

Parents lock out teachers

By Diane Coetzer

(323)

SOUTH 24/4-28/4/93
with teachers — locked teachers out of the school. There was no schooling this week.

PARENTS of pupils at Yellowwood Primary in Mitchells Plain locked teachers out of the school in a bid to force the Department of Education and Culture to place principal, Mr Garut Benjamin, on compulsory leave.

A teacher at the school said the lock-out was decided on by teachers and parents after Benjamin — who last term was granted "special leave" by the department while it investigated allegations of misconduct — told teachers he would return at the beginning of the new term.

"We were under the impression that the principal was on compulsory leave as this was recommended after the preliminary investigation," the teacher explained.

According to the teacher, parents and teachers tried to meet with the regional inspectorate last Thursday.

When this failed, parents — in agreement

Parents and teachers are asking for confirmation in writing from the department that Benjamin be placed on compulsory leave and a proper investigation conducted into allegations against him. These include:

- Unqualified friends of the principal were appointed in place of more qualified and better teachers.

- Muslim teachers were not allowed to attend mosque.

- Benjamin often smelt of drink on duty.

- Benjamin frequently leaves the school at any time, and does not inform the secretary of his whereabouts.

- Teachers take turns holding assembly as the principal never does.

- An investigation into financial irregularities at the school was never made public.

- Goods bought with school funds frequently disappear.

Principals *SHTimes CCIMetro* to defy DEC orders

PRINCIPALS are to defy the Department of Education and Culture's instructions to them on how to implement its rationalisation programme.

The co-ordinator of the principals' forum, Mr Eddie Snyders, said yesterday principals would not implement instructions, sent to them

By **AYESHA ISMAIL**

this week.

A showdown has been looming for months over the department's plans for rationalisation.

The department, in the House of Representatives, has come under fire for its "unilateral restructuring" from the Union of Teachers' Association of South Africa,

the Democratic Teachers' Union and the Western Cape Principals' Forum.

Mr Snyders said the restructuring would lead to many retrenchments.

"At a meeting attended by 130 principals this week, we rejected the unilateral and undemocratic decision of the department to retrench teachers," he said.

Mr Snyders said principals had been sent official notices about how their staff complements had been revised.

Four teachers at the Garlandale Senior Secondary School, Athlone, where he was principal, "had to go", he said. At some schools more than 10 teachers had to be retrenched.

The restructuring is to be implemented from July 1, according to the circular.

"The department has left it up to the principals, inspectors and school committees to identify teachers for retrenchment," Mr Snyders said.

"For principals to retrench teachers in the middle of the year is a vicious onslaught on the education of our children."

Mr Snyders said a long document, on early retirement and compiled by the principals' forum, had been sent to President F W de Klerk last year.

Replaced

"In this document we spelt out that early retirement went hand in hand with job creation.

"We are saying that when teachers accept early retirement they should be replaced by the hundreds of newly qualified teachers who have been educated by the department."

Restructuring of the education department should take place only after the elections, once a single education system for all had been established, Mr Snyders said.

A meeting of all principals is to be held at Garlandale High School at 1pm on Wednesday, April 28, to decide on action to be taken by schools, parents and community organisations.

Teachers 'queueing to take retirement'

By NORMAN WEST, Political Reporter
(222)

TEACHERS, including principals, are reported to be queueing to take up the early retirement package offered at certain schools where staff complements have to be reduced because of fewer pupils.

However, there is still resistance from certain teacher bodies against the move because of "rumours that teachers at schools targeted for reduction in staff will lose their jobs", says Minister of Education in the House of Representatives, Mr P W Saaiman.

He reiterated that not a single teacher would be sacked. Those who did not wish to take up the early retirement package — which includes a maximum five-year bonus for the purposes of working out pensions and gratuities — will remain employed, albeit not necessarily at the same school.

He said the Department of Education and Culture had previously identified 3 200 posts as being over-supplied because of dwindling pupil numbers, but 6 400 teachers had inundated the department with applications to take early retirement.

New applications, in terms of the reissued offer of early retirement made since Mr Saaiman became Minister of Education on April 1, are awaited by next week.

But indications were that "despite attempts by certain individuals and bodies, encouraged sometimes by misinformed media reports about teachers facing being 'axed or fired', thousands of teachers

who wanted nothing to do with emotional politicking", had indicated that they wanted to take the early retirement package, he said.

Different circuit inspectors were out visiting schools to inform staffs of what rationalisation entailed, "so as to combat the confusion, despair and unfounded panic that exists at certain schools because of irresponsible and deliberate rumour-mongering so that certain interest groups can make political capital out of the issue", Mr Saaiman said.

He wanted to plea with certain interest groups not to put "undemocratic" obstacles in the way of teachers who wished to exercise their democratic right to accept the offer of early retirement.

"The retrenchment deal will be an ongoing process and all applications will be considered," he said.

No teachers to be fired in new plan

Staff Reporter

CT 26/4/93

NO teachers will be fired under the new Department of Education and Culture rationalisation plan to eliminate nearly 200 teaching posts by offering early retirement packages — but principals are determined to defy it.

More than 100 principals met last week and rejected the department's "unilateral and undemocratic" retrenchment plan announced last Tuesday.

They said it was contrary to the department's undertaking last year not to rationalise teachers without wide consultation.

In a statement yesterday, the Education and Culture Minister in the House of Representatives, Mr P W Saaiman, said no teacher would be forced to leave or be summarily fired.

Key posts in schools would also not be affected by the "rationalisation process".

He said teachers who wished to take early retirement would be offered an "attractive retirement package".

He urged teachers' organisations not to stand in the way of teachers who wished to choose this option.

Letters were sent out two weeks ago to principals telling them how many posts would need to be cut back after July 1.

More than 17 posts were identified at Luckhoff High School in Stellenbosch, 10 at Bernadino Heights in Kraaifontein, four at Harold Cressy Senior Secondary in the city and another 13 posts at Grassy Park High School.

Call for more school chaos

THE SA Democratic Teachers' Union has called on teachers, parents and pupils to brace themselves for more chaos in black schools as long as the government "turned a deaf ear" to teachers' grievances.

At the SADTU annual general meeting in the city, national president Mr Shepherd Mdladlana urged teachers to create tension in their schools to stop proposed retrenchments. — Sapa

'Teachers' will vote to strike'

Staff Reporter

INDICATIONS are that the Western Cape region of the SA Democratic Teachers' Union (Sadtu) will vote "yes" for a national teachers' strike. (523)

Ms Vivienne Carelse, Sadtu's chairwoman, made this observation yesterday on the first day of the strike ballot.

She said teachers were angry at the unilateral implementation of rationalisation programmes by the Department of Education and Culture. ET 27/4/93

Stayaway: DEC checks schools

CT 28/4/73

DURBAN — Teachers employed by the Department of Education in the House of Delegates yesterday served a stayaway call to commemorate the death of slain SACP secretary-general Mr Chris Hani recently have been asked to fill in leave forms.

The acting director-general of education, Mr M Pillay, said yesterday that teachers were re-

quired to comply with the rules governing leave of absence. Several teachers said strong "worded letters" were sent to schools, asking principals for the names of teachers who were absent — despite an agreement between the South African Democratic Teachers' Union and the department.

Union spokesman Mr Mo Allay said Mr Pillay had agreed the stayaway call was a political issue and should be addressed at a political level. He was assured his department would not ask principals and teachers to stand to know who stayed away. "Mr Pillay also distanced himself from the departmental pronouncements of no work, no pay," he said.

Mr Allay suggested that teachers not fill in the forms until the matter was discussed further.

Don't be bullied, plea to pupils

JOHN VILJOEN
Education Reporter

PUPILS in House of Representatives schools were being intimidated on a large scale into joining mass action, education minister Mr Pieter Saaiman has claimed.

He also accused teacher organisations of creating a false impression that his department was firing teachers on a large scale.

Some pupils had been told they would be physically removed from classes if they did not participate in planned mass action.

The intimidation was being carried out by organisations outside his department using the rationalisation programme to gain political mileage, Mr Saaiman said in statements yesterday.

This was taking place on a "shockingly large scale".

He criticised teachers' plans for mass action and strikes, saying such moves went against a culture of "professionalism, responsibility and sacrifice".

Teachers who stopped work were acting in their own interests and against those of their community.

The Department of Education and Culture's rationalisation programme was geared toward teachers who showed last year they were interested in taking early retirement.

It would be left to inspectors, principals and teachers to decide for themselves who took the package.

The department's rationalisation was a positive step which teacher organisations were now using for their own ends to the detriment of their members.

He appealed to teachers and parents not to allow education to be destabilised. Parents had to become more involved in combatting the effects of mass action.

It was their children and their communities which would suffer in the end because of uneducated, unemployed school-leavers.

All teachers interested in the package should make use of this opportunity to take it up.

Teachers call on principals

Staff Reporter ⁽³²³⁾

ABOUT 650 Mitchells Plain teachers yesterday afternoon unanimously called for school principals to join a protest march on Department of Education and Culture regional offices, this morning ^{CT 30/4/92}

Should teachers decide on strike action, the ANC would support them, the cheering teachers were told at a meeting at Princeton Senior Secondary School in Woodlands.

This morning the teachers plan to burn revised 'staff complement documents' — outlining the department's rationalisation plans — outside regional offices.

● A group of "dismissed" township principals yesterday took a memorandum to the Department of Education and Training (DET) to demand an end to matric examination fees.

This followed the "dismissal" of the principals by pupils who told them it was time they supported pupils in their struggle for the scrapping of the fee.

By NORMAN WEST
Political Reporter

SINCE the option of early retirement for teachers where there is an oversupply of posts was announced on April 8, 1 658 teachers have applied.

Teachers received the application forms for the package on April 23.

Minister of Education in the House of Representatives, Mr P W Saaiman, said that in the Peninsula where resistance against the deal was at its severest, 332 Athlone teachers, 250 from Bellville, 118 from Mitchells Plain and 202 from Wynberg regions were included in the early rush of applications.

He claimed that teachers had complained that intimidators had stopped the forwarding of applications as in some cases principals were warned by radical

1 658 teachers ask for early retirement *SI Times (C1 Metro)* 21/5/93

elements not to process them. (323)

As a result, the department had decided to allow teachers to apply directly to the department for the package through circuit inspectors and regional offices.

There is no deadline for teachers to apply for the scheme which comes into effect on July 1.

Other teachers who have a minimum of ten years experience may apply in the normal way for "premature" retirement at any age, but with the resultant reduced

benefits, which is normal, Mr Saaiman said.

He said "despite published propaganda emanating from certain quarters", no report of a single official document burnt by a teacher or principal had been received — probably because of the serious repercussions such action would have.

Mr Saaiman said the rule of "no work, no pay" would be applied if teachers engaged in activities outside the framework of their contracts during school hours.

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JOHN VILJOEN
Education Reporter

(323)

HOUSE of Representatives
teachers plan today to continue
and marches against the ra-
tionalisation of posts.

The Western Cape results of
a strike ballot of South African
Democratic Teachers' Union
members will be an-
nounced tomorrow.

Teachers are considering
striking over the five-percent
pay increase and cuts in posts.

Teachers from rural areas
are expected to march to the
House of Representatives De-
partment of Education and
Culture offices in Roeland
Street today.

Teachers vote on strike

Meanwhile, House of Repre-
sentatives Education Minister
Piet Saalman has said "a tidal
wave" of teachers want to
leave the profession.

The unions could not prevent
this, he said.

There was great interest in
the 3 200 early retirement
packages his department was
offering. Rationalisation was
"good news" for many teach-
ers, he said.

A day after he announced the
package on April 23, 1 658
teachers had indicated their in-
terest. Of these, 1 423 were
from primary and 235 from
secondary schools.

Final figures were likely to
be much higher, but the depart-

ment could offer the package
to only 3 200 teachers.

He said Sadtu and the Union
of Teachers' Associations of
South Africa had placed princi-
pals' integrity in jeopardy by
asking them not to co-operate
with the department.

Principals were being used,
he said.

There had been numerous re-
ports of "shameless" intima-
tion of pupils, teachers and
principals.

He condemned the use of
children at certain schools in
roadside placard protests.

Mr Saalman warned teach-
ers that by striking they would
be deserting their pupils.

Guards out at protest by teachers

323

CT 4/5/93

Staff Reporter

SURROUNDED by armed guards, a visibly nervous Mr P W Saaiman, embattled Minister of Education and Culture in the House of Representatives, accepted memoranda from about 3 000 angry teachers at the gates of Tuynhuys yesterday.

His appearance follows a refusal by teachers to hand over the memoranda to chief executive director Mr Awie Muller and their threat that they would not move unless Mr Saaiman personally received the documents.

The march undertaken by Rural Teachers Initiative, including teachers from both the SA Democratic Teachers' Union (SADTU) and the Cape Teachers' Professional Association (CTPA), was in protest against planned rationalisation.

After teachers refused to hand the petitions to Mr Muller, Ms Susan Collin, of the Regional Peace Secretariat, was then allowed into Tuynhuys grounds to appeal to Mr Saaiman to come to the gates.

When the minister appeared there

was an announcement that Mr Saaiman would not proceed unless people moved back from the gates.

In the memoranda teachers said they wished to express their dissatisfaction and rejection of the unilateral rationalisation plans.

Should they not get a positive answer by the end of May they would be forced to take further action. In the interim, inspectors of education, subject advisers and other officials would not receive co-operation, the memoranda said.

After he heard the contents of the memoranda, Mr Saaiman said he would give a written reply.

The crowd then moved away and stopped outside the education department's Liberty Towers offices in Roeland Street, where the memoranda were read out followed by a short address by Dr Allan Boesak.

Earlier while waiting for the procession to reach Tuynhuys, Mr Muller said: "I am getting worried at the loss in teaching hours to undertake action of this sort. If you look at the failure rate at the end of the year I wonder who is going to take the blame?"

Teachers set deadline for

□ Thousands march in Cape Town and Bellville over 1

**JOHN VILJOEN
and STEFAANS BRÜMMER**
Staff Reporters

HOUSE of Representatives teachers from country towns have given Education Minister Pieter Saaiman until the end of the month to respond to demands on rationalisation and pay.

Mr Saaiman's departmental officials have also been barred from rural schools until the deadline.

About 5 000 teachers from towns as distant as Montagu and Bredasdorp marched from District Six through central Cape Town to Stalplein yesterday.

They were protesting against — among other issues — Department of Education and Culture rationalisation plans, the five percent pay rise and the scaling down of transport allowances for rural teachers.

Although department chief director Awie Muller was waiting for them at the gates of parliament, the marchers stood for more than an hour before Mr Saaiman accepted a memorandum from the Crisis Committee for Rural Teachers.

Mr Saaiman emerged from the parliamentary complex after a National Peace Secretariat representative and European Community observer were sent inside to tell him the teachers wanted him to accept the memorandum personally.

ANC Western Cape chairman Dr Allan Boesak helped in negotiations to get Mr Saaiman to the gate.

Crisis committee members repeatedly hoisted Dr Boesak on their shoulders to address teachers with a megaphone.

Mr Saaiman, surrounded by a cordon of security officials, listened as the committee read out its grievances and demands.

He was given until the end of the month to respond and told

that if his reply was not favourable, rural teachers would take "further action".

The teachers demanded an immediate stop to rationalisation and the immediate appointment of temporary teachers.

They also demanded that the department consult widely before taking decisions on scrapping posts.

Teachers, parents and pupils from about 25 schools in Belhar and surrounding areas marched into the Belville central business district yesterday to protest against unilateral restructuring of education and the rationalisation of teaching posts.

A petition was handed over to Mr L H Consul, regional director in the Department of Education and Culture.

Peace monitors and police were present, but there were no incidents as about 1 000 marchers, headed by principals, walked from Modderdam Road to the Voortrekker Road offices.

Mr Consul faced the marchers outside the offices where protest spokesman John Pretorius told him marchers were "angry". But soon there were handshakes and smiles as principal after principal came forward to hand over copies of the petition signed by their staff.

Mr Consul said decisions had to be taken at a higher level, but promised to hand the petition to his superiors "with the same speed and in the same spirit of anger that was expressed here".

The petition, based on a resolution adopted last week by the Belhar Teachers' Forum, condemned rationalisation of teaching posts, saying it was "a consequence of large-scale corruption, maladministration and a lack of honest planning for the educational future of our children".

their demands
(323) ART 4/15/73
rationalisation plans and pay rise

Cape Sadtu members ^{(323) RLG 5/5/73} vote in favour of teacher strike

□ Discontent over rationalisation and 5% pay increase

JOHN VILJOEN
Education Reporter

MORE than 90 percent of Western Cape South African Democratic Teachers' Union (Sadtu) members who took part in a strike ballot have voted in favour of striking over rationalisation and the five-percent pay increase.

The result of a ballot held between April 26 and 30 was announced at a union meeting last night.

Of the union's 7 000 Western Cape members in the various education departments, 65 percent took part in the poll, with 92 percent voting for a strike.

The ballot was conducted countrywide and the union's national office in Johannesburg will announce the overall result on May 14.

Union national secretary Randall van den Heever said

yesterday a decision on a strike would follow talks with the National Education Co-ordinating Committee, Cosatu, the Union of South African Teachers' Associations, AWC, SACP, PAC and Azapo.

Sam Dodgen, chief ministerial liaison officer for the Ministry of Education and Culture in the House of Representatives, has delayed reacting to the vote.

A major focus of the strike threat has been the rationalisation programme being implemented by the House of Representatives.

Mr Dodgen said the ministry would want to examine the ballot to ensure it was legal before commenting. It would only be legal if voters had been restricted to signed-up union members.

Before announcing the result Sadtu electoral officer Theodor

Combrink said the ballot followed countless marches, sit-ins, pickets and court hearings.

Teachers were still largely without rights and had to respond to the "worst working conditions".

Union regional head Vivien Carelse said a national education crisis was developing with sporadic strike action by teachers in various regions already taking place.

House of Delegates teachers stopped work in parts of Natal yesterday and there were similar incidents in some Department of Education and Training schools, KwaZulu schools, and Eastern Cape, Northern Cape and Orange Free State House of Representatives schools, she said.

Meanwhile, the union has said it is appalled by the "insensitive" reaction of authorities to the mounting crisis in

education under the House of Representatives.

The department should have recognised teacher protests against rationalisation was a reflection of the unacceptability of the moves, said Mr Van den Heever.

Instead it remained "hell-bent" on forcing the unpopular measure through, he said.

Minister of Education and Culture Pieter Saalman, and his executive director, Awe Mulder, had Mr Van den Heever said, threatened teachers with disciplinary action should their protests continue.

Education authorities had also invited individual teachers to agree to "landslide deals" with the department, he said.

Mr Mulder had even attempted to influence teachers against the union's strike ballot in a department circular, said Mr Van den Heever.

Teachers 'ready to risk jobs for better education'

ARCT 5/5/93
JOSEPH ARANES, Staff Reporter

TEACHERS are prepared to put their jobs on the line to secure better education for their pupils and for their own children, says Mr Hendrik Thys of the SA Democratic Teachers Union.

(323)
He was speaking at a public debate on the crisis in education, organised by the Western Cape Youth Forum and Idasa in the City Hall last night.

Speakers from the National Party, the Congress of South African Students, the Junior Town Council and Sadtu shared their views on the subject before the 500 people in the audience were allowed to air their own views.

Mr Thys said teachers were angry because the government was still disrupting education and had turned it into a political crisis.

"They want to unilaterally restructure our education system and decide for us.

"We say to them it is about time the people decided who must make the decisions that affect an important aspect of their lives and their future.

"I do not want to stir up emotions but any government which does not invest in the future of the youth of a country must be reformed or overthrown," said Mr Thys.

Mr Dries Oosthuizen, a member of

the government's standing committee on education, said the country was faced with a major crisis in the education field and the government was doing everything possible to solve it.

"Together we must overcome the challenges we are faced with and must sit down and negotiate a new single education system that will reflect the needs of the country.

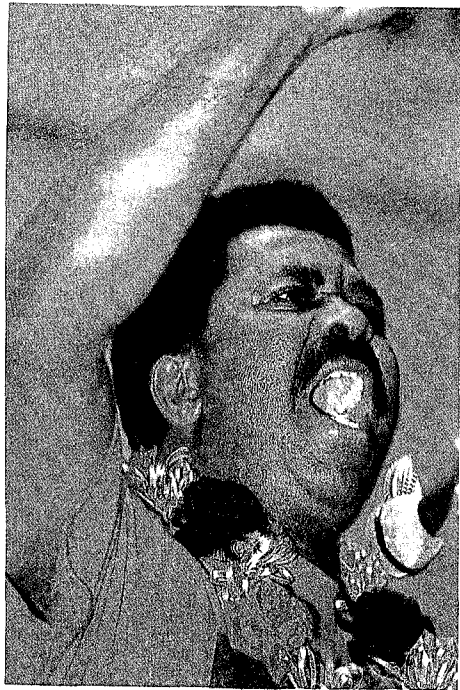
"All discrimination must be removed and the 14 different departments rationalised into one department, but we must maintain good schooling standards," he said.

Mr Songezo Mjongile of Cosas said the government spent three times more on a white child's education than it did on a black child and this meant very few blacks matriculated.

He said parents could not afford to feed their children, let alone pay very high examination fees. He challenged DET officials to first visit these people's homes and then still make a public statement saying they could afford to pay.

"Cosas negotiated at every level of DET about the exam fees but to no avail," said Mr Mjongile.

To boos from the audience, Mr Oosthuizen said he did not think there was a link between getting good matric results and the lack of facilities and the poor state of schools in black townships.



TEACHERS ROAR: A garlanded South African Democratic Teachers' Union president Mr Shepherd Mdladlana addresses the mass rally at the Good Hope Centre.



Pictures: ANDREW INGRAM, The Argus.

UNITED RALLY: About 8 000 teachers packed the Good Hope Centre for the mass rally on the education crisis.

Teachers hail rally against job losses

323

ART 6/1/13

□ 8 000 meet to demonstrate historic unity

JOHN VILJOEN
Education Reporter

WESTERN Cape teacher organisations are today celebrating a rally that demonstrated a united front against rationalisation planned by the House of Representatives.

About 8 000 teachers packed the Good Hope Centre yesterday to hear speakers, including ANC national executive member Dr Allan Boesak, address them on rationalisation and other education flashpoints.

The meeting marked the first joint mass rally to be called by the South African Democratic Teachers' Union (Sadt) and the historically more conservative Union of Teachers' Associations of South Africa (Utasa), the Teachers' League of South Africa (TLA) and the National Education Coordinating Committee (NECC).

Several speakers referred to the gathering of organisations as "historic".

Teachers adopted a motion banning all officials from the Department of Education and Culture (DEC) in the House of Representatives, and the Department of Education and Training (DET) from schools until demands had been met.

Teachers, parents and pupils are to continue mass protests, meetings and pickets.

Among demands adopted by the 8 000 were the end to rationalisation and withdrawal of early retirement packages in the DEC, the rejection of the 5 percent pay increase and a halt to the closure of teacher training colleges.

Sadt believes the department's estimate of 3 200 rationalisation packages will effectively mean more than 10 000 jobless teachers. The union's calculations include unemployed, newly graduated teachers.

Dr Boesak pledged full ANC support for "whatever action" teachers decided on. Never before had teachers shown such unity, he said.

While House of Representatives Education Minister Mr Pieter Saaiman was the puppet, he urged teachers to remember that President De Klerk was "pulling the strings".

The same Mr De Klerk had promised whites continued own affairs education and invented the disastrous platoon system for black schools as National Education Minister in the late 1980s.

Accusing the government of "the politics of perversion", Dr Boesak said "more than R850 billion" of taxpayers' money had disappeared in the past eight years — R70 billion of that "directly defrauded" by Mr De Klerk's Cabinet and civil service colleagues.

Now the government said there was no money for education, he said.

Sadt president Mr Shepherd Mdladlana said it was time for teachers "to bite the hand that is supposed to be feeding us".

There was an "uncontrollable

anger" among teachers and he felt sorry for those who still believed in negotiating with authorities.

All meetings with the department on the rationalisation and pay issues had been fruitless. "I need action," he said.

Work stoppages were already in effect in the Eastern Cape, Transkei, Orange Free State, Natal and KwaZulu, he said.

The NECC's Mr Sihle Moon said to loud applause that discussions were being held on taking the crisis "into white areas".

There was talk of occupying empty and under-utilised schools in historically white areas. There had been no normal education in DET schools since the beginning of the year, but some people were not aware of this.

"We need to attract the attention of everybody," he said.

Utasa president Mr Archie Vergotine said teachers assured parents they were deeply concerned that education was suffering during protest action.

Teachers had to act decisively and determinedly, but with the minimum damage to education. The fight went beyond protecting jobs — it was against gutter education, he said.

Teacher demands were reasonable. As soon as the government met them they would return to their jobs, he said.

University of the Western Cape vice rector Professor Njabulo Ndebele said teachers had left their classrooms to protest because there could be no normal education in an abnormal society.

Mr Ivan Abrahams, TLA head and lecturer at Hwate College, said closing colleges — the DEC was closing six this year — would worsen teacher-pupil ratios.

The teachers were given several messages from the South African Communist Party, the Ned Geref Sendinkerk and others. Cosatu was mobilising "to protect every job lost" during strike action by teachers, the rally was told.

Teachers unite

By GAYE DAVIS

THOUSANDS of teachers packed Cape Town's Good Hope Centre this week in a display of unprecedented militancy and unity.

Convened by the South African Democratic Teachers' Union (Sadtu), the mass rally came a day after 92 per cent of union members voted for a strike in a ballot which drew an 85 per cent poll in the region, and brought together members of the Cape Teachers' Professional Association and the Teachers' League of South Africa. Sadtu regional chairman Vivienne Carelse said a strike decision would be ratified once regional ballots were assessed at a national executive committee meeting on May 14 and 15.

Sadtu's protest centres on the five per cent salary increase announced by State President FW de Klerk and planned retrenchments at schools under the House of Representatives, but the tenor of the rally made it clear that the lack of fundamental educational change — and government attempts to restructure without due consultation — rests at the heart of teachers' anger.

"The country is catching cold because the teachers are sneezing," Sadtu president Shepherd Mdlalana told the cheering crowd, citing teacher chalkdowns and protest actions which have swept the country and threaten to coalesce into a national strike.

Last bid to halt schools crisis

SI Times [C 1 Metro]

915193

By AYESHA ISMAIL

AN eleventh-hour bid is under way to defuse the most serious education crisis since the 1976 Soweto student uprising.

There is mounting concern among politicians and educators that unless the crisis is defused quickly it could erupt into chaos at schools and lead to anarchy on Peninsula streets.

The protests have already led to stayaways at several schools in black and coloured areas, with pupils taking to the streets to protest.

There have been several violent incidents connected with the simmering crisis.

In black areas the campaign is aimed at forcing the government to scrap examination fees, while the cause of discontent at coloured schools is mainly the unilateral rationalisation of the Department of Education and Culture in the House of Representatives.

The crisis already bears signs of an impending spillover into other areas, with the white right threatening violent retaliation if black pupils act on their threat to occupy white schools.

White schools throughout the Peninsula have increased their security.

Political analysts believe that unless the government defuses the situation quickly, the anarchy that could follow might threaten the negotiations process.

Of particular concern is the radical position adopted by the Western Cape branch of the Congress of South African Students which called this week for a continued boycott of Department of Education and Training schools and the burning of DET vehicles.

Officials at Cosas's national headquarters in Johannesburg have visited Cape Town to appeal to local leaders to refrain from the kind of fiery protests they have threatened. Senior members of the ANC's Western Cape regional executive are seeking an urgent meeting with Cosas's local leaders in the hope of persuading them to alter their position.

ANC chairman Allan Boesak has implored pupils to return to their classrooms.

He said yesterday that the ANC was ready to join mass action to focus on the education crisis.

"We understand the anger of the students, teachers and parents, but we are saying that mass action must be disciplined," Dr Boesak said.

"The burning of vehicles serves only to deflect attention from the real issues in education. These kinds of action give the state the opportunity to blame teachers and pupil organisations for the violence. Instead of the 'blame' being focused on the government."

While Dr Boesak supported the scrapping of examination fees in DET schools, he appealed to pupils to register for exams.

He also called on the government to be "responsible" by meeting pupil and teacher organisations as soon as possible.

At coloured schools it seems a chalkdown is inevitable. Ninety-two percent of SA Democratic Teachers' Union (Sadtu) members in the Western Cape have voted to down tools. The results of the national ballot are to be announced after a meeting of Sadtu's national executive on May 14.

This week more than 10 000 teachers met at the Good Hope Centre in protest against the restructuring.

The meeting brought together under one banner Sadtu and the Union of Teachers' Associations of South Africa, between whom relations have been strained.



CLASSIC CAR FOR SUPER-MOM ... As befitting a super-mother, Mrs Mlemmle Smith, 85, of Mitchells Plain, and members of her family were escorted in a 1959 imported pink Cadillac to Kirstenbosch Gardens, where they were treated to lunch at a restaurant.

Mrs Smith, a widow, was chosen from thousands of shoppers in a local supermarket competition.

Utasa threatens strike over rationalisation

By RONALD MORRIS and ANTHONY JOHNSON
THE Union of Teacher's Associations of South Africa (Utasa) said yesterday in a hardline statement that it would not hesitate to go on strike if the government persists with its rationalisation programme.

This was said in a statement by Mr Archie Vergotine, president of the 26 000-strong union, who called on schools to deny all departmental officials access to premises with immediate effect and to suspend a new teacher evaluation system.

At the same time teachers were urged to not only continue but intensify their protest actions.

Utasa's warning came as President F W de Klerk said the government was committed to a non-discriminatory education system, and affordable education should be available to all.

However, he warned, there would be no going back on rationalisation in

coloured education — on this there could be no negotiations.

As far as education generally was concerned, there was an urgent need to establish a forum for discussions. The government was busy with this.

"Strict action will be taken against the disruption of education and any attempt to occupy schools," he said.

The stand taken by Utasa follows that taken by the SA Democratic Teachers Union which has pledged to go on strike pending the outcome of a national strike ballot and an undertaking by the CTPA to join that national strike.

Mr Vergotine said the statement by Mr De Klerk that the government would not negotiate on the rationalisation programme made the proposed education forum stillborn.

● Teachers reject call to violence

● Exam fees protest a 'pretext' for action — Page 5

ANC plea for student restraint

THE African National Congress, fearing a major outbreak of anti-government violence, yesterday urged militant black pupils to scrap protests planned for today and to return to class.

"The situation is very, very volatile at the moment," ANC spokesman Mr Carl Niehaus said.

"We are asking the children not to try to occupy white schools ... not to boycott classes," he said.

'No other way'

Militant black student leaders said on Friday they would escalate their campaign for free and equal education until the government capitulates.

"The pupils are saying there is no other way to respond," Congress of South African Students (Cosas) president Mr Moses Maseko said.

Mr Siyabulelo Mbondo, regional Cosas chairman in Cape Town, told a news conference that pupils would burn government vehicles and buildings. — Sapa-Reuter

n race to set polls date

date will be announced on June 3, at the next meeting of the Negotiating Forum.

Only the Conservative Party and Ciskei government noted their objection to the declaration of intent.

The Afrikaner Volksunie gave the declaration its qualified support.

At the end of Friday's meeting,

the Inkatha Freedom Party wanted the talks to be halted until all armed action had been halted.

The IFP tabled a tough motion demanding that a multi-party commission take control of and supervise the disbanding of all armed formations.

The IFP's motion has been referred to the Planning Committee.

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Yes, but "honours" is not permissible. [Interjections.] No. The hon. the Minister may proceed.

THE MINISTER: Mr. Chairman, the cost at that stage, it was in 1991, was borne by the SA Defence Force in terms of Treasury bills. In July 1992 the Treasury rules were amended so that the departments concerned would carry the cost. As for the names of the Members of Parliament who undertook the journey, I can furnish the names. I do not know whether I have to take the matter any further, as the then Minister... [Interjections.]

THE CHAIRMAN OF THE HOUSE: Order! The hon. the Minister is furnishing information. Hon. members must restrain themselves. The hon. the Minister may proceed.

THE MINISTER: The then Chairman of the Ministers' Council was entitled to an official flight. He took MPs with him. I am not convinced that mentioning those hon. members' names will, further the matter in any way. I believe that in terms of the rules and at my own discretion I could disclose the names if that could serve a purpose. As I said, I have the information here. I am concealing nothing, but I do not think I can further the matter.

I cannot answer for the question of the aircraft taking off half an hour earlier to attend a social function here. If after the funeral, the official occasion, the people were ready to fly back, then it was within the discretion of the person who had requested the flight to let the aircraft take off earlier.

INTERPELLATIONS

The sign * indicates a translation. The sign † used subsequently in the same interpellation, indicates the original language.

Own Affairs:

1. Mr P A C HENDRICKSE—Housing. [Withdrawn.]

Abolition of teaching posts

*2. Mr C I NASSON asked the Minister of Education and Culture: (323)

(1) Whether it has been decided to abolish approximately 3 200 teaching posts in his Department, if not, what is the position in this regard, if so, for what reasons;

HOUSE OF REPRESENTATIVES

(2) whether, in the light of protest actions that have occurred in teaching ranks and elsewhere since 3 May 1993 as a result of rationalization in education, he intends revoking the abolition of these posts; if not, why not; if so, what are the relevant details?

(323) CIOE:INT

THE MINISTER OF EDUCATION AND CULTURE: Mr. Chairman, economic as well as educational considerations give rise to the revision of education provision scales. Approximately 3 200 posts are affected by this.

Approximately 7 000 teachers indicated at one stage or another that they would like to retire with a package. During the first two days of the negotiation phase of the rationalisation process 658 teachers stated that they wanted to resign. The department is therefore of the opinion that it will not be in the interests of the teachers involved to terminate the process in consequence of protest actions and intimidation. After last Thursday, the figures stands at 2 195 teachers who indicated that they would accept the package. Today's figure stands at 2 334 teachers who indicated that they wanted to accept the package. Applications continue to stream in to the office of the Ministry, which is proof that many teachers out there would like to resign.

I want to tell the hon. member for Bokkeveld that it will be a sad day if those teachers who have already served so long have to be denied that opportunity. [Interjections.] I am also of the opinion that this matter, after the dust has settled, will give rise to fairly serious problems of integrity for school principals and the associations, because some of the members who would like to retire are being frightened off at the moment. When they therefore ask to retire and the opportunity no longer exists, serious integrity problems will arise. [Time expired.]

*Mr C I NASSON: Mr. Chairman, the hon. the Minister had a golden opportunity to obtain the sympathy of the education community and to create a sound basis for negotiation on the rationalisation process. Only he should first have withdrawn the appeal against the Supreme Court judgement. He did not. Consequently organised education has withdrawn all negotiations with that hon. Minister on the rationalisation package.

In the rationalisation process the hon. the Minister and his predecessors ignored one important sector of the education community and that is the regional education boards. Did the hon. the Minister negotiate with regional education boards? He did not. These regional education boards represent the parents of schoolchildren, as well as school communities throughout the country. This is a statutory education body which is an important link between the education department and the parent community. Any decision which holds back reaching implications for education must be taken in consultation with these regional education boards. (323)

It was wrong of the hon. the Minister not to consult these regional education boards on the envisaged rationalisation. The unilateral rationalisation programme has already caused a national protest action which can assume greater dimensions than the education boycotts of 1976 and 1980. I also want to recommend to the hon. the Minister that he read the HSRC report again... [Time expired.]

*Mr S SIMMONS: Mr. Chairman, it is clear that rationalisation in education is inevitable. Its aim is ultimately to bring about uniformity and equality in education. [Interjections.]

*The CHAIRMAN OF THE HOUSE: Order!

*Mr S SIMMONS: I want to address a request to the hon. the Minister, however, to consider separating the post positions of the financial package and to deal with them separately. If the request mentioned is complied with and there can be negotiation with the teaching personnel associations involved, I am of the opinion that this will go a long way towards eliminating anomalies in education and in allaying to a great extent the unease which is being experienced in our education institutions at present.

*Mr P T CHAPIER: Mr. Chairman, the principle of rationalisation may be necessary, but there are many laudable principles in life the incorrect implementation of which can cause the total rejection of a very necessary process. This is the case with educational rationalisation in the House of Representatives. This crisis cannot be washed away, nor will it pass without the needed revision and reaping of the method of implementation.

It is just not possible to justify such rationalisation on the grounds that a similar operation was

carried out in the House of Assembly, because there is a vast difference in allocations. If rationalisation was implemented in the House of Assembly, then why did the allocation per pupil increase in 1993? Why are there still empty desks in the schools of that department? Why are teachers who opted for the package allowed to apply for posts and to be reappointed, not only to temporary posts, but also to permanent posts? Anyone on pension should not be allowed to draw a full wage. That is rationalisation. The records of those people should be removed to the pension department so that they cannot be appointed to any posts. [Time expired.]

*Mr T ABRAHAM: Mr. Chairman, the NP Government is still double-dealing when it negotiates, even at this late hour. With its retirement plan it is not trying to normalise education. Instead, it is trying to maintain the racial status quo in consideration. The interests of the pupils are not being considered.

I want to make it clear that we are not referring to a package here. We have no quarrel with those professional people who choose to retire and accept the package. We are against retrenchment, because retrenchment does not serve the interests of the education system.

The obvious intention of the Government's strategists in education is to delay the introduction of a fully integrated education system in South Africa. This time, however, they are doing it by simply placing on the shoulders of principals, staff and school committees the burden of deciding whom to retrench. We find this intolerable. It is wrong and we urge the hon. the Minister... [Time expired.]

*Mr C I NASSON: Mr. Chairman, the hon. the Minister could not hold out any hope to us this afternoon that the education crisis would be defused. [Interjections.]

*The CHAIRMAN OF THE HOUSE: Order! The hon. member for Schauderville must please contain himself.

*Mr C I NASSON: I therefore want to propose that the hon. the Minister should first consult all regional education boards and abide by their advice; secondly, that he should place a moratorium on the rationalisation measures until a national education forum can negotiate on them; thirdly, that the hon. the State President

HOUSE OF REPRESENTATIVES

be requested to give his department the approximately R220 million which is necessary to balance his budget; fourthly, that the approach mainly 3 200 teachers be permitted to accept the retirement package voluntarily but that the education posts should not be abolished. This will bring about a saving of about R75 million for the Department of Education and Culture.

*THE MINISTER OF EDUCATION AND CULTURE: Mr Chairman, I take note of the hon member for Bokkeveld's statement on the court case, namely that the court case would have provided the decisive factor in negotiations.

During negotiations with Uitas this was the main item on the table, and even this did not proceed to give us an indication that we could then renounce it voluntarily as they thought they wanted it done. So this is my news. If that negotiating team did not have the mandate from their supporters to tell me this, they should have told me afterwards.

The other point is that it is not clear to me why so many people have indicated their willingness to have their service terminated if it is going to create such a furor. We went even further, however. We said that it should be a democratic process. We let that information penetrate to grass-roots level. A principal, his staff, his school committee and his community should get together and work out this process democratically and inform the department of their position. [Interjections.] I did not want to make political capital out of this.

*THE CHAIRMAN OF THE HOUSE: Order!

*THE MINISTER: The reaction of those hon members is an instruction. It is as ANC surrogates who have now hijacked this process for their own benefit, that they now have to talk in this way. [Interjections.]

*THE CHAIRMAN OF THE HOUSE: Order! The hon member for Rust Ter Vaal must please contain himself.

*THE MINISTER: Mr Chairman, I shall go further. The personnel provision scale which was introduced to cope with the budgeting problem will cause secondary school instruction to take place with an average of 22 pupils instead of only 18 per class. Primary school instruction will now take place with an average of 29 pupils instead of

26 per class. [Interjections.] No teacher can say that this adjustment will make education less effective. Organised education . . . [Time expired.]

Debate concluded.

(323)

QUESTIONS

Indicates translated version.

For oral reply:

Own Affairs:

Visit to Atlanta by State President's wife costs

*1. Mr M A HENDRICKSE asked the Chairman of the Ministers' Council:

Whether any Departments in the Administration: House of Representatives were responsible for any costs incurred in respect of the visit by the wife of the State President to Atlanta on or about 10 March 1993; if so: (a) which Departments and (b) what was the cost incurred in each case in respect of (i) the printing and mailing of written invitations, (ii) the printing of pamphlets, (iii) the catering undertaken, (iv) the transportation of guests and (v) security arrangements? C88E

THE MINISTER OF EDUCATION AND CULTURE (for the Chairman of the Ministers' Council):

Yes.

(a) The Department of Education and Culture: Administration: House of Representatives.

(b) (i) R2 706,00

(ii) None

(iii) R1 166,66

(iv) None

(v) None

Mr M A HENDRICKSE: Mr Chairman, arising out of the hon the Minister's reply, may I ask him what the total cost of the visit was, and a breakdown of expenses other than those already mentioned in his reply? [Interjections.]

THE MINISTER: Mr Chairman, I do not have the details I would need to answer those questions. I request the hon member please to write

to the hon the Chairman of the Ministers' Council to get the replies from him in writing. [Interjections.]

Mr M A HENDRICKSE: Mr Chairman, arising out of the hon the Minister's reply and with regard to the total amounts already mentioned, the fact of the matter is that more than R9 000 was spent on this visit. The question I therefore wish to ask the hon the Minister is whether it is not correct that the hon the State President was labouring under a misconception and was in fact therefore misleading Parliament when he told Parliament that the visit only cost R137? [Interjections.]

THE MINISTER: Mr Chairman, as I have already said, I do not have the details needed for an answer. [Interjections.] If the hon member wants that kind of information he should contact the hon the Chairman of the Ministers' Council personally in writing.

Mr M A HENDRICKSE: Mr Chairman, further arising out of the hon the Minister's reply, we wish to know why the hon the Chairman of the Ministers' Council left before any

question came up, having been present all the time before that. [Interjections.]

THE MINISTER: Mr Chairman, the hon the Chairman of the Ministers' Council had to participate in an interpellation in the House of Assembly. That is why he asked me to reply to this question. [Interjections.]

Mr J C OOSTHUIZEN: Mr Chairman, on a point of order. This House is being misled if the hon the Minister says the hon the Chairman of the Ministers' Council had to take part in an interpellation in the House of Assembly. The House of Assembly only starts at half past three, and he was sitting here the whole time and then left. [Interjections.]

THE CHAIRMAN OF THE HOUSE: Order! This ends the . . . [Interjections.] Order!

Mr M A HENDRICKSE: Mr Chairman, on a point of order: I now make the statement that hon Minister is afraid of giving replies to this House!

THE CHAIRMAN OF THE HOUSE: Order! I cannot allow a discussion on that. [Interjections.] The hon member has made his point.

Teacher strike: Govt move

Own Correspondent

JOHANNESBURG. — Government moved yesterday to head off a potential national teachers' strike and asked the South African Democratic Teachers' Union to attend an emergency meeting with the Department of Education and Training (DET) in Cape Town today

Sadtu is balloting its members this week and has said it will go ahead with the proposed strike if most teachers support it. Western Cape teachers have overwhelmingly endorsed a strike.

DET spokesman Mr Corrie Rademeyer said the meeting had been called "in the light of the serious concern about the major loss of education which has re-

sulted from the disruptions by teachers as well as pupils thus far this year".

Education and Culture Minister Mr Piet Marais said in Parliament yesterday his department was moving to protect schools and pupils against threats of occupation. Education institutions had contingency security measures.

(323) CT 12/5/93

SACP, Cosas call to deepen school crisis

□ 'Over 5,6-million pupil days lost this year'

JOHN VILJOEN
Education Reporter

THE SACP and the Congress of South African Students (Cosas) have called on pupils to occupy under-used and unused schools and to deepen the education crisis until their demands are met.

Their regional executive committees met yesterday.

Meanwhile, principals return to high schools today for the first time since April 28.

This was decided at a meeting of parent teacher student associations, Cosas, principals and the National Education Coordinating Committee last night.

The meeting adopted resolutions stating that exam fees should not be paid by any matric pupils, but that matrics should register for the exams "which must and will take place".

In a joint statement by SACP Regional Secretary Mr Lizo Nkonki and Cosas after their meeting, the organisations demanded the immediate scrapping of the R48 matric exam fee and a halt to retrenchments of House of Representatives teachers.

The organisations condemned the looting of shops and delivery vehicles, the stoning of drivers who are trade union members and "selective reporting" of pupil activities

by main-line media which divert public attention from pupil demands.

The Department of Education and Training reports that the South African Democratic Teachers' Union has refused a DET request for an urgent meeting about the union's intention to strike.

DET spokesman Mr Geoffrey Makwakwa said the request for a meeting yesterday followed the department's concern at the serious consequences of a further loss of tuition time in schools.

So far this year, more than 5,6-million pupil days had been lost in high schools through disruptions.

Aug 13/5/80

323

5/8/80

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Government Gazette Staatskoerant

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Regulasiekoerant

No. 5079

Vol. 335

PRETORIA, 14

MAY
MEI 1993

No. 14800

GOVERNMENT NOTICES

ADMINISTRATION: HOUSE OF REPRESENTATIVES

No. R. 826

323

11

14 May 1993

COLOURED PERSONS EDUCATION ACT, 1963

AMENDMENT OF REGULATIONS

The Minister of Education and Culture has under section 34 of the Coloured Persons Education Act, 1963 (Act No. 47 of 1963), made the regulations contained in the Schedule.

SCHEDULE

1. In this Schedule "the Regulations" means the regulations promulgated under Government Notice No. R. 1898 of 21 November 1963, as amended.

2. Chapter B of the Regulations, as substituted and amended by Government Notices Nos. R. 675 of 11 April 1975, R. 675 of 5 April 1984, R. 7 of 3 January 1986, R. 66 of 12 July 1991 and R. 3178 of 20 November 1992, is hereby amended by the substitution for regulation B16 (a) of the following regulation:

"B16. Where it is necessary for the Minister to act in accordance with the provisions of section 15 (1) (c) or (e) of the Act, the Minister may—

- (a) terminate the appointment of an educator after giving him notice of at least three calendar months through the regional board and school committee (or manager): Provided that where the post of an educator is abolished as a result of the closing of a primary school in terms of regulation X5 or as a result of the withdrawal in terms of regulation H4 of grants-in-aid to a state-aided school because it has not succeeded in maintaining the required minimum attendance of pupils, the appointment of such educator shall be terminated without such prior notice with effect from the day following the day on which the school is closed or ceases to receive grants-in-aid, as the case may be; or".

GOEWERMENSKENNISGEWINGS

ADMINISTRASIE:

RAAD VAN VERTEENWOORDIGERS

No. R. 826

14 Mei 1993

WET OP ONDERWYS VIR KLEURLINGE, 1963

WYSIGING VAN REGULASIES

Die Minister van Onderwys en Kultuur het kragtens artikel 34 van die Wet op Onderwys vir Kleurlinge, 1963 (Wet No. 47 van 1963), die regulasies vervat in die Bylae uitvaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 1898 van 21 November 1963, soos gewysig.

2. Hoofstuk B van die Regulasies, soos vervang en gewysig by Goewermenskennisgewings Nos. R. 675 van 11 April 1975, R. 675 van 5 April 1984, R. 7 van 3 Januarie 1986, R. 66 van 12 Julie 1991 en R. 3178 van 20 November 1992, word hierby gewysig deur regulasie B16 (a) deur die volgende regulasie te vervang:

"B16. Waar dit vir die Minister nodig word om ingevolge die bepalings van artikel 15 (1) (c) of (e) van die Wet op te tree, kan die Minister—

- (a) na kennisgewing van minstens drie kalendermaande wat deur bemiddeling van die streekraad en skoolkomitee (of bestuurder) gegee word, die aanstelling van 'n opvoeder beëindig: Met dien verstande dat waar die pos van 'n opvoeder afgeskaf word omdat 'n primêre skool kragtens regulasie X5 gesluit word, of omdat die betaling van hulp-toelaes aan 'n staatsondersteunde skool kragtens regulasie H4 gestaak word, omdat sodanige skool nie daarin geslaag het om die vereiste minimum besoek van leerlinge te handhaaf nie, die aanstelling van sodanige opvoeder sonder sodanige voorafgaande kennisgewing beëindig word met ingang van die dag wat volg op die dag waarop die skool gesluit word of ophou om hulp-toelaes te ontvang, na gelang van die geval; of".

Principals allowed to return

(323)
CT 144 73

PRINCIPALS at Peninsula township schools were allowed to return to their schools yesterday, according to a decision at a meeting of parents, teachers and pupils in Gungahlin on Wednesday night, it was reported.

The Congress of SA Students (Cosas) last week barred principals from their schools and instead urged them to occupy offices of the Department of Education and Training (DET).

At Wednesday night's meeting, it was decided the principals should enter the schools in grade 7, taking on pupils to return to classes, be implemented effectively.

Matric pupils were also told to register for their final exam, but not to pay the registration fee.

In Bellville, the sit-in by 26 Sadu teachers was called off after more than a day when Mr Len Consul, re-

gional director of the Department of Education and Training, gave a written undertaking to the teachers that he would join them in fighting against rationalisation.

Protest leader Mr Darryl Hawood said the teachers demanded that Mr Consul, like controversial former policeman, Lieutenant Gregory Rock-

man, take it upon himself to "rock the system".

Earlier Mr Consul had apparently expressed his support for the teachers, but could do nothing more.

Meanwhile, House of Delegates Education Minister Mrs Deagie Gouwer yesterday rejected claims by Sadu that she has reneged on her commitment to reverse the merit award process. It was reported.

Reaping education whirlwind

Star 14/5/93

323

AS SOUTH Africa slides deeper into what could be its worst crisis in black education since 1976, the need for the establishment of a conflict resolution forum, involving all stakeholders, has become more urgent than ever.

The crisis, which is rapidly assuming catastrophic proportions, is manifested by the total collapse of the learning process in many parts of the country, a spiral of disruptive protest actions by both teachers and pupils, and the Government's inability — to address burning issues in black education.

If 1953 — the year former prime minister Dr H.F. Verwoerd introduced Bantu Education — heralded disaster for black education, then 1993 has seen the chickens coming home to roost.

This year has been marked by widespread disruption of schooling as teachers and pupils increasingly resort to mass action and confrontational tactics to highlight their grievances.

Warning signals have been flashing all over South Africa that urgent steps must be taken, but these have been ignored and now the country is heading for disaster.

Almost 40 percent of learning time has already been lost this year through protests, boycotts, marches, sit-ins and the continued disruption of classes.

There is no end in sight as protests continue in their vicious spiral.

It all started in February when overcrowding in schools sparked pupil protests over the question of admission. At about the same time, teachers took to the streets to protest against the retrenchment of some of their colleagues.

Black schools ground to a halt for about two weeks in late February and early March as negotiations got under way between the authorities and the SA Democratic Teachers' Union (Sadtu) to have retrenched educators reinstated.

When the teachers finally returned to their classes, pupils embarked on a go-slow strike demanding the scrapping of examination fees.

This action was followed last month by a widespread disruption

There is every indication that the crisis in black education is nearing the apocalyptic level of 1976. Education Reporter PHIL MOLEFE analyses the situation.

tion of classes and last week's decision on a full-scale class boycott by pupils. The result has been a trail of violence and destruction.

And there is no end in sight to the turbulence in township schools. Pupils seem to derive pleasure in finding new issues to justify staying out of class.

The black community is reaping the whirlwind of hailing 10-year-olds as "young lions". The pupils of today are emboldened by their ability to impose their terms on education authorities, teachers and the community at large.

Once regarded as the foot soldiers of the liberation movement, the "young lions" have been allowed to claim too much power and it is high time parents and the community clip the youngsters' wings.

A clear and bold message has to be sent to the classroom that pupils are jeopardising their own future by not learning.

The new South Africa will demand educated and skilled people. It will not be feasible to import such manpower, both because of cost and because of the army of marginalised and unemployable youth.

It is crucial that respect be restored to the teaching profession. Teachers must be seen as commanders of education, but they, as much as the system, have failed their charges. Can there be anything more destructive to the learning process than educators who have deliberately chosen to ignore their responsibilities?

Whatever the reasons, teachers should not resort to the means used by other workers when trying to settle labour disputes.

A national teachers' strike over wages is looming after Sadtu dismissed the Government's 5 percent salary increase as too little, and demanded 30 percent.

But in the midst of this edu-

cation morass, the question has to be asked about the role of parents. Black education is highly politicised and, quite often, the voice of parents who sincerely want to make a contribution is drowned out by people who have a political agenda. This has resulted in many parents keeping away from school activities.

The Government, on the other hand, appears to be failing to address the crisis in black education.

While in this time of transition there are negotiating forums on housing, land and the economy, the Government appears to be unwilling to respond to calls for the establishment of a National Education Forum.

The authorities seem to have run out of ideas. Or do they simply lack the political will to break with past policies?

The absence of a legitimate crisis resolution mechanism to address short-term issues such as teachers' salaries, matric exam fees, the inadequate or non-supply of essential learning aids, and poor facilities is a major handicap to resolving the crisis.

Existing Government structures lack legitimacy and there is a growing demand for a fresh approach.

The Government's main opposition on education, the National Education Co-ordinating Committee (NECC), is calling for the establishment of an interim crisis committee, whose main brief would be to address the underlying problems immediately.

NECC secretary general James Maseko said: "Such a structure would be able to tell students and teachers that there is no need for a boycott or protest because your demands are being attended to."

The Government says niks, insisting that grievances should be submitted to local and regional committees because these bodies are "legitimate" in terms of the present legislation.

National Education Minister Piet Marais, who is co-ordinating the transition to a unified department, said last month that establishing a forum on education would be a time-consuming exercise, and he invited stakeholders to make their inputs in an advisory capacity. □

Support for protest action by teachers

ROGER FRIEDEMAN
Staff Reporter

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BELLVILLE regional director of education in the House of Representatives Len Consul has come out strongly against rationalisation of teachers' posts and says he will support legal protest action.

He lashed out at the Department of Education and Culture, saying rationalisation had been implemented without taking all parties' views into account.

Mr Consul urged the department to facilitate discussions about teacher demands to end the "crisis".

The SA Democratic Teachers Union (Sadtu) sit-in on the fourth floor of the Bellville House of Representatives headquarters is entering its third day.

Mr Consul said he had re-

peatedly informed the department of the negative impact of rationalisation.

"I've also stated clearly that the department must consult the relevant organisations to resolve the issue.

"I have informed the department of my position and it is in consultation about my statement to resolve the deadline."

Regarding the implications of his stance, Mr Consul shrugged his shoulders and said he was "open to a reprimand or any further action".

Voortrekker Road was closed to traffic for a period this afternoon because of the large crowd picketing in support of the Sadtu sit-in in Bellville.

Police gave the demonstrators 45 minutes to vacate the road.

W Cape teachers to strike

AN indefinite chalkdown by members of SA Democratic Teachers' Union at all five Western Cape House of Delegates (HoD) schools will commence on Monday.

The sympathy action for their Natal colleagues embroiled in a widespread chalkdown over merit awards was declared after a chalkdown ballot at the Western Cape schools received 81% sup-

port in favour.

Sadtu regional secretary Ms Ingrid Matolengwe said that teachers would report at the five schools but no tuition would take place.

She said the majority of staff at the schools were Sadtu members.

The chalkdown was not related to the Sadtu national executive meeting which began yesterday in Johannesburg.

Sadtu Western Cape spokes-

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woman Ms Jean September said that Sadtu's national executive would discuss its 15 regional strike ballot results before implementing any nationally coordinated action, prompted by the threat of dismissals, retrenchments and the government's offer of a five percent salary increase.

An announcement was expected at the close of the two-day meeting.

Schools crisis: Plan to force FW to act

By **AYESHA ISMAIL**

BEHIND-THE-SCENES discussions are taking place this weekend in an attempt to pull together a broad spectrum of organisations concerned about the growing education crisis to meet with State President FW de Klerk to force him to intervene.

The frantic attempts are being made against the backdrop of a decision in Johannesburg yesterday by the South African Democratic Teachers' Union (Sadtu) to begin a nationwide strike of all its members from May 24.

The decision was made after a national ballot of teachers which got 92 percent support in the Western Cape and 80 percent nationally.

Sources said the ANC, which has come under fire from radical student leaders in the Western Cape, is playing a leading role in the attempt to set up the meeting with the president.

Earlier this week representatives of the Mass Democratic Movement met in Cape Town to discuss the random attacks on motorists in the Peninsula by radical supporters of the local Congress of South African Students.

Sources said a "strong call was made to end random attacks on motorists and essential services".

Although the Western Cape ANC has refused to comment on the attempts to meet Mr de Klerk, a spokesman said yesterday that an announcement would be made tomorrow "to try and force the government to address the issue of education more seriously".

Attempts are being made to put together a "high profile" delegation to meet the state president.

Mr Willie Hofmeyr, the assistant secretary of the ANC in the Western



PROTEST ... About 40 teachers picketed the offices of the HoR in Bellville this week. Picture: **AMBROSE PETERS**

Cape, said yesterday his organisation is "engaged in a process of discussion with education bodies and has proposed that there first be a community balking about the strike."

Protests and attacks on motorists by radical students have led to several violent clashes with the police in the Western Cape and led to a virtual standstill at many black and coloured schools last week.

At least 144 organisations — including leaders of the Cape branch of the Congress of South African Students (Cosas), which has led the violent protests in the Peninsula — were represented at yesterday's national education crisis summit in Johannesburg.

During the summit the unilateral restructuring of education by the government was criticised as well as their refusal to scrap the R48 examination fee for matric students in the Department of Education and Training.

Representatives of Cosas and the National Education Crisis Committee called for empty and under-utilised white schools to be occupied. There were also calls for the occupation of white educational institutions to be extended to universities.

A representative of the Azanian Peoples Organisation (Azapo) said the occupation of white schools should be approached with "great circumspection and should only be used as a last resort, so we don't enter a civil war."

General Secretary of the South African Communist Party Mr Charles Ngqakula — who took over after the murder of Chris Hani — told delegates that education should not be allowed to collapse.

were destroyed on November 20, 1992

CT 17/5/93

(323)

Teachers warn FW of strike

WESTERN CAPE teachers have thrown down the gauntlet to the government, vowing to strike next week unless their demands are met.

Last night the chairwoman of the Western Cape branch of the SA Democratic teacher's Union (Sadtu), Ms Vivienne Carelse, said Peninsula schools could shut down because it had been decided at the weekend to strike from May 24 unless the government acted.

She said 92% of Sadtu's Western Cape members had supported industrial action in a ballot.

Sadtu has a strong representation at some 400 schools in the Peninsula.

"President FW de Klerk can avert the strike," Ms Carelse said. "He has a week to respond. We want the opening of negotiations."

The teachers' main demands are a 25% salary increase and a moratorium on retrenchments. The government has offered them 5%.

Meanwhile, Minister of Education and Training Mr Sam de Beer yesterday "noted with grave concern" the Sadtu decision to strike, which he called "totally unwarranted and irresponsible".

"This is another tragedy in the chain of events that has been destabilising education since 1989 when the labour union movement entered the sphere of education," he said.

Mr De Beer said his department's efforts to speak to Sadtu last week had been "met with lame excuses", and this showed that Sadtu had "all along been intent on forcing a showdown about the salary adjustment".

Any strike or go-slow by teachers would be illegal, he said. He hoped "sanity would prevail".

ANC president Mr Nelson Mandela said in Upington at the weekend that he wanted teachers to fight, "but I want them to do so after all other methods have failed".

He said he was prepared to go to Mr De Klerk and ask him why the crisis could not be resolved.

Meanwhile, at the National Education Crisis summit at Wits University at the weekend, more than 110 organisations

threatened mass action should the government not respond to their demands by the end of this week.

The summit was attended by all regions of the National Education Coordinating Crisis Committee, the ANC, Cosatu and other pupil and teacher organisations.

Demands were the immediate scrapping of matric examination fees, the reimbursement of students who had paid, a halt to restructuring and retrenchment and the setting up of a national education forum.

Education Minister Mr Piet Marais said yesterday the principle involved in levying examination fees was under review by officials. — Staff Reporters, Own Correspondent

**ANC FOR
'PEACEFUL
ACTIONS'**

See PAGE 5

More than 80 000 out 'indefinitely' from next Monday

Teachers' strike is on

Star 17/1/1983

By Paul Molele
Education Reporter

An indefinite national strike by more than 80 000 teachers from black, coloured and Indian schools will definitely go ahead from next Monday, the South African Democratic Teachers' Union (Sadtu) announced yesterday.

This action will coincide with plans by the Congress of South African Students to 'deepen' the existing crisis in black schools through mass action to force the Government to address pupil and teacher demands.

Educationalists have warned that the action would plunge schooling into a catastrophic situation. Sadtu national president Shepetu Mthlandane said the country could be stricken from a disaster only if the Government took urgent steps between now and May 24.

Sadtu's national executive committee endorsed the strike yesterday after more than 90 percent of the union's members had voted in favour of action.

However, Education and Training Minister Sanyal de Beer warned that the strike would be illegal and that the department had an obligation to take steps to prevent the fruitless expenditure of

taxpayers' money.

"The decision by Sadtu will exacerbate the problems existing in black schools and I condemn it in the strongest possible terms," said De Beer.

He said Sadtu and its predecessors had a record of destruction, "unparalleled in the history of education in South Africa and perhaps in the world".

At the National Education Crisis Summit held on Saturday, various organisations — including the main Government-recognised teachers' associations such as the National Professional Teachers' Organisation of South Africa (Naposa) and the Teachers' Federal Council (TFC) —

supported the teachers' demand for a living wage as well as the right to strike.

This position, although not necessarily implying that Naposa and the TFC would call on its members to strike, is embodied in a resolution taken at the summit, held at Wits University.

The summit, organised by the National Education Coordinating Committee (NECC) and attended by 144 organisations including the ANC, Cosatu student organisations as well as white-adjacent bodies, also resolved to support the demand for the scrapping of matric examination fees.

The summit also supported the campaign to occupy unused and under-utilised white institutions.

ANC secretary-general Cyril Ramaphosa made an impassioned plea at the summit, saying: "We simply cannot allow 1983 to become another wasted year educationally."

The demands underpinning the planned strike are: ● An end to the unilateral restructuring of education.

● The reopening of negotiations on salary increases — the Government offered a 5 percent increase but Sadtu is demanding 30 percent.

● An end to the rationalisation and retrenchment of teachers.

● Collective bargaining of rights for teachers, including the right to take strike action if necessary.

● The scrapping of matric examination fees.

● The right to organise and the recognition of Sadtu in KwaZulu, Ciskei and Bophuthatswana.

Meanwhile, ANC president Nelson Mandela yesterday told hundreds of people in Galesheve, outside Kimberley, that he would soon meet President de Klerk to discuss the education crisis.

He urged teachers and pupils to go about their studies, to carry on in a disciplined fashion and said protesters should use the correct channels to air their grievances.

Parents step into breach in classroom

ARG 17/5/93

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The Argus Correspondent

DURBAN. — Parents today stepped into the breach during the education crisis at Grandmore Primary school in Phoenix.

They told a newspaper they were "expelling teachers" and taking over the school because their children's education was suffering from teachers' actions.

Other parents at House of Delegates schools have also complained, saying that while they supported the teachers they wanted them to take action out of school hours.

The chalk-down by members of the South African Democratic Teachers Union (Sadtu) at most Natal schools continues today — and a national strike by thousands of Sadtu members looms. They have set a deadline of May 24 for the government to respond to their demands, which include renegotiating wage increases.

Meanwhile students and staff at the University of Durban-Westville announced today that staff and students would, with those from the University of Natal and the technicians, begin mass action at noon today to highlight national struggles on campuses around the country for academic freedom and freedom of political expression.

A strike by teachers would coincide with plans by the Congress of South African Students (Cosas) to "deepen" the crisis in black schools through mass action to force the government to address pupil and teacher demands.

National Education Minister Mr Piet Marais has announced that the government's previously "non-negotiable" stand over the R48 matriculation examination fees had changed, and that a final decision would be announced "in a day or two".

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Sec 18/5/93

Associate companies to rescue of ICS

By Stephen Cramston

(323)

Profits from ICS's managed operations fell by 35 percent to R9.27 million, but a 20 percent improvement in the contribution of associates to R21.59 million enabled the group to report a 10 percent rise in attributable earnings to R31.2 million in the six months to March.

Earnings per share were up one percent to 82c. The interim dividend is an unchanged 17c.

MD Nick Dennis says the results were eked out against a backdrop of harsh trading conditions and surpluses in red meat, poultry and milk.

Turnover was three percent down to R1.14 billion and operating profit plummeted by 45 percent to R13.7 million.

The poultry division, Festive Farms, had to contend with oversupply in the industry and a loss was incurred.

Festive also had to contend with the need to use imported maize, with additional rail costs and the dumping of imported chicken on the local market.

The red meat wholesale interests held up well, but the retail division and tanning were unable to maintain margins.

Tanning paid higher prices for hides, but was unable to re-

cover these because of a price war.

There was no improvement in fresh milk margins, but some progress by the cold chain distribution division and by ice cream was achieved.

Once again, the star performers were associate companies, which provided more than two-thirds of earnings.

They lifted earnings by 20 percent, despite a lower contribution from Sea Harvest. Other associates include Fedics, Bull Brand, Chandling International and Commercial Cold Storage.

They benefited from the reduction in the corporate tax rate.

ICS's gearing fell from 14 percent to 10 percent and the interest bill from R6.1 million to R3.7 million.

Dennis says the poultry division will soon return to profitability as a result of the availability of local maize, a better balance between supply and demand and further rationalisation, including the closure of competitors Mielie Kip and Delmas Chicken.

The red meat and fresh milk markets remain unstable, although the hide market is improving.

Dennis says the results for the full year will be similar to those of last year.

Heads occupy DEC offices

CT 18/5/93

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By EUGENE PARAMOER

SIX Western Cape Principals Forum steering committee members were arrested after a five hour sit-in yesterday at the Department of Education and Culture (DEC) offices in Roeland Street.

Group spokesman Mr Khalied Desai, principal of Alexander Sinton, said three of the principals occupied the offices of DEC executive director Mr Awie Muller.

Those arrested were Mr Henry Petersen, of Edendale Primary School in Manenberg, Mr Eddie Snyders, of Garlandale Senior School, Mr Leon Liedeman of Range High School in Elsie's River, Mr Andy Cassie of Sibelius Secondary School, Mr Cupido Jacobs of Lourier Primary School in Steenberg and Mr Goosain Emran of Trafalgar High School in Cape Town.

The six were released on R100 bail after being charged. They will appear in Cape Town Magistrate's Court today.

The ANC congratulated the six principals and condemned their arrest.

CP frontbencher, the hon member for Meyer-
ton, placed on record in Hansard that he felt
that I was a good Afrikaner. I honestly cannot
believe that there are such serious differences of
opinion in CP ranks.

The hon member said I was hiding behind
autonomy, but the point is that both the medium
of instruction and the general ethos of a univer-
sity are the result of the interaction between the
institution and the community that is served by
the institution. The ethos of a university is not
something that is or could be forced on the
institution from outside. It is the embodiment of
forces within the university and the community
it serves. This reflects the dynamics of the ac-
ademic milieu of the institution.

Surely the hon member Mr H D K van der
Merwe is also part of the academic milieu of
certain universities. I want to ask him what he is
doing, in his general conduct and in respect of
universities that are important to him.

"Mr H D K VAN DER MERWE: Mr Chair-
man, I want to tell the hon the Minister that I
hope the discussion on these matters will con-
tinue for a long time. I hope the milieu in this
country will be such that these discussions can in
fact continue. I just want to ask the hon Minister
who is sitting next to the hon the Minister of
Education and Culture whether he recalls our
ideals and standpoints with regard to Afrikaner
universities during the years we were students
together. I still stand by them.

In this party and in the nation that the hon the
Minister wants to build in South Africa he wants
a reflection of the population structure. In other
words, his party must have a Black majority in
order to govern. He maintains the same stand-
point with regard to all other facets of his
department, also as regards universities. He is
integrating education in Southern Africa.

The hon the State President is holding talks with
Mr Mandela today. What are they about? Let
me quote to hon members what is happening
today in the education systems of the other
population groups. He wants to involve Whites
in this model, from the pre-primary to the
tertiary levels. I quote:

The crisis in Black education—boycoits,
chalk-dusts, burning of classrooms, attacks
on headmasters and teachers, stoning of

police and delivery vehicles—is about to
deepen.

The other day Mr Mandela told young people in
his community who could not control themselves
that they should simply join Afrikaner weapons
and he would give them enough weapons. The
hon the Minister does not have any idea of what
the reality in Southern Africa is. The
right-wing facet, which was established to con-
sider every facet of the Afrikaner people in
Southern Africa, was not established too late.

My experience is that communists and leftists
are being pampered at our universities today.
They are being allowed to continue with the
destruction of the Afrikaner. "Zo zogen de
oude, zo piepen die jongen." The NP establish-
ment, the Broederbond and everyone who goes
along with that, have proceeded to corrupt our
young people, so much so that they no longer
attach any value to the heritage of the Afrikaner
people.

The CP is very serious about these matters. We
shall proceed with negotiations as far as we can,
but we are mobilising in respect of every facet.
In this Chamber today I want to tell every
student and former student of Afrikaner univer-
sities that we shall have to mobilise ourselves in
order to save what belongs to us.

"THE MINISTER OF EDUCATION AND
CULTURE: Mr Chairman, I just want to tell
the hon member who wants to mobilise that it
will not be possible to maintain the character of
any university in South Africa by way of mobi-
lisation. If that is the hon member's purpose, I
think he is mistaken.

I want to remind him that the principles of
academic freedom and the administrative auton-
omy of institutions did not start with the history
of South Africa. This is a process that has taken
900 years to crystallise. During that time expe-
rience has taught us that a sound distance should
be maintained between the government of the
day and universities.

If the hon member now wants us to interfere
there, I want to tell him immediately that it will
be a retrogressive step in South Africa. We are
proud of the development of our universities.
We do not want to create a situation in which
our universities have virtually no autonomy and
in which they are technically in fact administered
as State departments.

Right at the outset the hon member quoted a
passage and subsequently said I wanted to inter-
grate education in South Africa. The issue here
is not Afrikaans. The issue is White
universities. I think that in future we shall be
able to conduct a more meaningful debate if the
hon member would rather ask his questions
directly, for example what is going to be done to
preserve White universities. In this way we shall
at least be able to argue about the facts. The hon
member need not conceal his question in such a
way that it is difficult to debate with him.

Debate concluded.

QUESTIONS

Indicates translated version.

For oral reply:

Own Affairs:

Service contracts of teachers: negotiations with
governing bodies (323)

"1. Mr R M BURROWS asked the Minister of
Education and Culture:

Whether, in the light of Regulation 6 (7) of
26 February 1993, teachers are permitted to
negotiate their own service contracts in re-
spect of unsanctioned posts individually with
school governing bodies; if not, why not; if
so, what are the relevant details? B80E

THE MINISTER OF EDUCATION AND
CULTURE:

No, according to Regulation 6 (7) of the
Regulations relating to Governing Bodies of
State-aided Schools, excluding State-aided
bodies may employ persons in unsanctioned
posts. "Provided that the conditions of service
and other service benefits of such persons
who are employed in teaching posts, shall be
negotiated between the governing body con-
cerned or a body authorised thereto by it, and
the organised teaching profession, as rep-
resented by the bodies and associations re-
cognised in the province or region concerned
under the Education Policy Act, 1967 (Act
No 39 of 1967). Provided further that if a
teacher is a member of a particular recog-

nised teachers' association, the negotiations
shall be conducted by such association or
body authorised thereto by it."

Mr R M BURROWS: Mr Chairman, arising
from the hon the Minister's reply—I am ad-
dressing him in his legal capacity—is it not a
fact that individuals have the right to negotiate
their own contracts of employment according to
the common law in South Africa? If that is so,
is the statement which the hon the Minister has
just read out not a total violation of the individ-
ual's right to negotiate his own contract of em-
ployment?

(323)

THE MINISTER: Mr Chairman, I paid a lot of
attention to this matter before I made a deci-
sion. When I applied my mind to it, I made a
decision. I knew the hon member for Pinetown, for in-
stance, would oppose any decision I decided to
take. Nevertheless, on the basis of the advice I
received at the time, I thought I had made the
right decision in the interests of education as it
exists today.

Mr R M BURROWS: Mr Chairman, further
arising out of the hon the Minister's reply, if an
individual school wished to employ an individ-
ual teacher and pay him or her out of its own
funds, and if that school and teacher negotiated
their own contract of employment in violation
of the regulation which the hon the Minister
has just read out, would the hon the Minister
to prosecute either the school or the teacher?

THE MINISTER: Mr Chairman, that is a hypo-
thetical question which I would prefer not to re-
spond to. All I can say is that I have had lengthy
discussion with the TTC on this matter. They
regard this in a very serious light and assured
me that the whole process would be ap-
proached in a very lenient and flexible manner.

Mr R M BURROWS: Mr Chairman, further
arising out of the hon the Minister's reply, did
he carry out any negotiations with the Model C
schools themselves in respect of this particular
matter?

THE MINISTER: Mr Chairman, there are ap-
proximately 2 000 individual Model C schools.
Of course it would have been completely im-
possible for me to negotiate with all of them.
However, I did negotiate with parties who gave
me the assurance that they represented a num-
ber of such schools in particular instances.

Sadtu to continue chalkdown

DURBAN. — The education crisis deepened in Natal yesterday with a decision by the South African Democratic Teachers' Union not to rescind a chalkdown at House of Delegates (HoD) schools, and continuing protests by pupils in the province.

And angry parents yesterday demanded an end to the two-week long chalkdown.

A union member said yesterday parents of pupils at the Ferndale Secondary school had threatened to enlist the help of local gangs and "cause havoc if classes are not resumed".

Angry parents confronted teachers at a hotel in Chatsworth this week, and, according to patrons, the teachers came close to being assaulted.

Apparently parents unhappy with the chalkdown questioned the teachers, and when they didn't hear suitable answers the confrontation nearly ended in a fight. — Own Correspondent, Sapa

Principals say 'no' to talk

Staff Reporter

THE Western Cape Principals' Forum (WCPF) has refused an invitation to hold emergency discussions with the Department of Education and Culture (DEC).

About 250 principals met in Athlone yesterday, and called for the resignation of DEC chief executive director, Mr Awie Muller.

"We have tried for months to consult with the DEC and now it's too late," WCPF spokesman Mr Eddie Snyders said.

Parents take over teaching classes

CT 20/5/92

Own Correspondent

323

DURBAN. — Parents barred teachers from the Grandmore Primary School in Phoenix unless they were prepared to teach yesterday.

Most children arrived for school as usual and volunteers, drawn from among parents and friends, took pupils through their lessons.

Parents' crisis committee spokesman Mr Mohamed Bux called on parents at other schools to support them by following their example.

He said parents believed Sadtu had its "monetary gains" and not education at heart.

● About 50 parents staged a sit-in at Newlands East Secondary School yesterday in protest against teacher retrenchments by the House of Representatives.

Parents, HoD meet on education crisis

CT 21/5/93

323

2

Own Correspondent

DURBAN. — Another bid to defuse the crippling House of Delegates (HoD) education crisis is expected to take place between representatives of parents' organisations and the HoD here today.

Although the SA Democratic Teachers' Union (Sadtu) had been invited, a ministry spokesman said, it was not known if the union was going to attend the meeting.

When asked to comment on today's talks, Sadtu Natal region secretary Mr. Mzi Mthembu said the union was not aware of any meeting with the HoD.

However, the meeting is not expect-

ed to put a halt to the "indefinite" national strike planned for Monday, teachers said yesterday.

Meanwhile, today's meeting around the HoD chalk down, was mandated by the ministers' council and follows a multi-party meeting in Cape Town on Wednesday, addressed by Minister of National Education Mr Piet Marais.

Ministers' Council chairman Mr Badhra Ranchod said the country was on the verge of a constitutional breakthrough and it was crucial the education crisis be resolved soon.

Recognising the important role of teachers, Dr Ranchod said he was anxious to settle the dispute.

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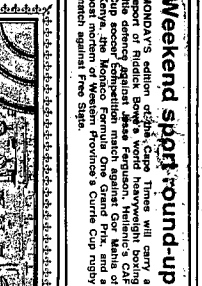
— TOP OF THE TIMES
PAGE 1

Les nouvelles cigarettes S*

Gymnastic
EQUIPMENT
CORPORATION

Bus, plane crash on UK road

LONDON. — Five people were hurt yesterday when a light plane made an emergency landing on a busy motorway near here and was struck by a bus, Kent police said.



London's
Consulate City
IN TIN

Famous for their university

As old as London.

Made positive about life by the discovery of penicillin at the lab.

Penicillium

[illegible]

Ranchod moves on strike

Own Correspondent

DURBAN. — The chairman of the ministers' council in the House of Delegates, Dr Bhadra Ranchod, announced several measures aimed at averting a teachers' strike on Monday after meeting with parents here last night.

After intense negotiations with a high-powered parent delegation from the Natal Association of Parents, Dr Ranchod announced a move to allow

the South African Democratic Teachers Union (Sadtu) representatives to sit on HoD committees which decide promotions and the granting of merit and specific awards.

Further moves included the suspension of matriculants' examination fees for all HoD pupils and an undertaking to discuss the issue of teachers' pay being docked because of their failure to teach during the strike.

CT 22/5/93

(323)

W Cape education 'revolt' looming

VUYO BAVUMA
Weekend Argus Reporter

A WESTERN Cape revolt is looming against agreements reached at national level on the education crisis.

Twenty-six community organisations in the region have rejected President De Klerk's attempts to avert the teachers' strike and to end the schools' crisis sparked off by the imposition of examination fees.

At a Press conference in Salt River yesterday the organisations resolved in a "declaration of intent" to go ahead on Monday with the teachers' strike.

They also resolved to occupy empty and under-used white schools and they said details of the 'programme' would be announced soon.

It was not known at the time of going to Press whether the outcome of last night's late night agreement in Pretoria would change the Cape plans.

The summit to discuss the government response to the education crisis was attended by organisations including the South Africa Democratic Teachers Union (Sadtu), the Congress of South African Students (Cosas), the ANC, the South African Students Congress and the Azanian Students Congress.

Mr Songezo Mjongile, the spokesman for the pupils' tripartite alliance — comprising the Azanian Students Movement, the Pan Africanist Students Organisation and Cosas — said the pupils would continue with their "mass struggle" against the Department of Education and Training until the fees were totally scrapped, not merely suspended.

On Monday the pupils would carry on with Operation Barcelona and Operation Bujuba.

This stance contradicted the view taken by Cosas nationally which wanted the pupils to return to schools — and described the suspension as a victory.

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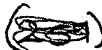
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C

It's still apartheid education — Marais

South 22/5 - 26/5/93



323

By Christelle Terrebliche and Lorelle Bell

RATIONALISATION in the House of Representatives is the only way to make more money available for African education, says Mr Piet Marais, Minister of National Education.

In a wide-ranging interview with SOUTH, Marais acknowledged that South Africa still had apartheid education.

Answering concerns that rationalisation would entrench apartheid by increasing pupil/teacher ratios in coloured schools, Marais said the cutbacks were still inevitable.

"We started rationalising in the white education department last year by retiring more than 9 000 teachers. Retiring teachers in the Department of Education and Culture in the HoR makes the ratio more realistic, although I am not responsible for that department."

Marais indicated that rationalisation was necessary to bring equity in education.

"It is the only way in which we could have done so much for black education this year. That is

why my colleague Sam de Beer (Minister of Education and Training) got R1 billion to spend on facilities. The white department got nothing, even though they already have more than 60 000 non-white students."

Confronted with the huge discrepancy between per capita spending in white education on the one hand and coloured and black education on the other, he said: "That shows you what must still be done to improve the situation."

"If one looks at white education per capita spending one can argue that this is privileged in relation to the DEC spending. But in relation to the DET spending, the DEC is privileged. So we must bring it down and that cannot be done overnight."

Marais denies that this amounts to unilateral restructuring. "This is doing the inevitable. Whatever government is in charge of this country will have to address this. That is why I cannot wait for a new system to do what is right."

He says it would have been impossible to collapse the race-based education departments into one this year, because of what he calls "too many role

players", citing the National Education Coordinating Committee and the bantustan governments among them.

● Reacting to Mr Piet Marais' comments on education cutbacks, South African Democratic Teachers' Union (Sadtu) national president Mr Shepard Mdladlana said the union could not understand why it was taking so long to end apartheid education.

Mdladlana slated the government's "unilateral restructuring" and said there was no excuse for delaying the merging of the different education departments.

"If the government can remove acts like the Group Areas Act at the stroke of a pen, then they can remove apartheid in education immediately."

"What is the delay? They are saying that apartheid is dead, but we don't believe them. What is Marais' problem?"

Mdladlana said Sadtu did not believe that in order to have equity in education, teachers should be retrenched.

"There are not enough teachers in DET schools. Teachers should be moved where they are needed."

"This is why we are saying all issues must be negotiated."

C

Sadtu Western Cape decide on solo strike

S1 Times [G Metro]

By AYESHA ISMAIL

THE Western Cape region of the South African Democratic Teachers Union (Sadtu) will go ahead with their strike tomorrow as planned, despite a decision taken by their national office to suspend the strike. 23/5/93

In Cape Town yesterday an emergency meeting attended by regional executive members of Sadtu, office bearers, and members of the strike council voted to continue the strike.

Sadtu regional chairperson Ms Vivienne Carelse said the strike would be reviewed on Tuesday by the strike council, when a final decision would be taken "on the way forward".

"Since administering exams forms part of our labour, exam papers will be withheld as a measure to prevent scab labour. We are not scrapping exams, but merely deferring them," Sadtu said in a statement.

An 11th-hour meeting was held this week between the ANC and the government to try to avert tomorrow's strike.

A nine-hour meeting was also held in Pretoria on Friday between Sadtu and the Department of National Education.

Agreements were reached on several key issues including the re-

opening of salary negotiations and a moratorium on the implementation of new rationalisation programmes.

Labour legislation for teachers, including the right to strike, will be considered by parliament as soon as possible.

It was agreed that the dispute on the merit award system in the House of Delegates would be subjected to third-party mediation. (323)

The general-secretary of Sadtu, Mr Randall van den Heever said that as a result of the agreement Sadtu had decided to suspend its strike.

He warned however that if ongoing negotiations took place in bad faith or failed, "Sadtu will not hesitate to embark on collective action campaigns, including the right to strike as a last resort".

Mr van den Heever said that while the national strike had been suspended, this did not mean campaigns in regional disputes in specific areas have been called off.

The agreement will be finalised at a follow-up meeting in Pretoria on Wednesday between Sadtu and the Department of National Education.



ON STRIKE ... Striking Sadtu members held a picket demonstration in various parts of Cape Town yesterday
Picture: JACK LESTRADE

Si Times [C] Metro **New teachers' deal not linked to axings** *23/5/93*

By NORMAN WEST
Political Reporter

MORE than 1 000 educators, including heads of departments and school principals, previously excluded from retrenchment packages because the packages were coupled to the axing of redundant posts, now also qualify for the the House of Representatives early retirement deal.

The news was welcomed this week by older teachers whose posts are not linked to the HoR's rationalisation programme and who had complained they were being left out of the deal.

The Minister of Education and Culture in the HoR Mr P W Saaiman announced this concession yesterday.

He said apart from 2 234 teachers who have already applied for the retrenchment packages after 3 200 posts were identified as in over-

supply or redundant, the DEC had been flooded by about another 1 000 more senior teachers who felt that leaving them out of the deal, was "discriminatory".

The important difference is that these posts vacated by educators in key posts will be filled by younger teachers.

He stressed people in the 50 to 60 age group would be given preference.

(323)
Mr Saaiman said the new concession which includes a five-year bonus period of service added up to age 60 for the purposes of pensions and gratuities — was decided on after representations from NP members in Parliament, the NP Study Group on Education, individual MPs, teachers and parents.

Many teachers to press on with strike - union

By Phil Molefe
and Own Correspondent

Teachers in Soweto and at coloured and Indian schools in the western Cape will go ahead with a strike today, in spite of a national strike being called off on Friday after talks between the South African Democratic Teachers' Union (Sadtu) and National Education Minister Piet Marais.

Teachers at coloured and Indian schools in Natal and the Transvaal would also strike today, the union an-

nounced.

Sadtu Soweto branch chairman Matakanye Matakanye said yesterday after a weekend meeting that about 700 Soweto teachers would strike.

Sadtu secretary-general Randall van den Heever said teachers would go on strike today at Indian and coloured schools in Benoni, Laudium in Pretoria, Lenasia, Eldorado Park and Natal.

Van den Heever said the national position was that each Sadtu regional branch would meet today to discuss

the agreement between the national executive and the Government and formulate a position by tomorrow.

● Sapa reports that tertiary education institution students in Bophuthatswana would not write exams, the southern Transvaal region of the South African Students' Congress said yesterday.

Bophuthatswana students took this decision because of campus disruptions, police campus occupations, student detentions and the temporary closing of three colleges, Sasco said.

Teachers split as strike hits W Cape schools

Staff Reporters

TEACHERS appeared divided today as a strike by the Western Cape region of the South African Democratic Teachers' Union (Sadtu) hit schools.

The Union of Teachers' Associations of South Africa (Utasa) has cancelled a three-day strike, while Sadtu head Mr Shepherd Mdladlana has opted not to join the action.

In Western Cape townships some high schools were dismissed as early as 9am because of the strike, while most primary schools seemed to be operating normally.

Teachers at most secondary schools in Khayelitsha reported for duty but did not teach.

Sadtu Western Cape has embarked on the strike, to last at least two days, in an effort to force the government into further concessions on rationalisation.

Sadtu members in other regions — in Soweto and at coloured and Indian schools in Natal and the Transvaal — are also striking today.

But Mr Mdladlana, principal at Andile Primary in New Crossroads, said today he was not going to strike.

He did not see the need for the action because the State had given in to the main demand of re-opening salary negotiations.

It would be "spineless" of him to stop work after calling for a national strike set to start today to be suspended.

"We need to go back to classes so that our members can add meat to our demands," he said.

Utasa has abandoned a three-day countrywide work-stoppage by its members.

Dozens of Mitchell's Plain teachers were out early today holding a placard demonstration against the rationalisation of coloured teachers.

There was confusion at most Khayelitsha schools as the strike got under way.

At primary schools visited, tuition continued normally while at secondary schools in Khayelitsha teachers either picketed or stayed in staff rooms.

Rehiring teachers 'won't cost more'

The Argus Correspondent

JOHANNESBURG. — The re-employment this year of 1 014 of about 5 000 teachers retrenched from the "white" Department of Education and Culture last year, would not cost the taxpayer more money, says superintendent-general Dr Henry Stone.

Dr Stone was defending his department's decision to re-employ about 20 of the teachers it fired last year, after disclosures made in parliament last week in reply to a question by Democratic Party education spokesman Mr Roger Burrows, MP for Pinetown.

"No extra money is being provided by the department, and we are doing it only to prevent pupils from suffering," said Dr Stone.

Retrenched teachers were being re-employed on a temporary basis for periods of anywhere between a week and a term, to fill in where other teachers were not available.

He also said it was the department's policy to avoid such temporary hirings from the ranks of those retrenched, but that this was not always possible. As soon as a teacher in permanent employment was available, these retrenched temporary staff were discharged.

The SA Democratic Teachers Union yesterday slammed the re-employment of retrenched teachers as "despicable".

The secretary-general, Mr Randall van den Heever, said it was indefensible to lay off teachers when their services were sorely needed in other areas.

322 (172)

APR 24/5/93

Cape teachers go on strike

323
CT 25/5/92

Staff Reporter

COLOURED education was substantially disrupted in the Western Cape and Boland yesterday when about 1 000 SA Democratic Teachers' Union (Sadtu) members went on strike and in many schools lessons ceased entirely when non-union members also heeded the strike call.

Sadtu Mitchells Plain branch chairwoman Ms Simone Geyer said more than 80% of teaching staff in high schools in the area had heeded the strike call.

But at some schools there was dissension on the strike call with many staff members going ahead with lessons.

The situation was fairly normal at primary schools. In certain areas parents either kept their children at home or helped to supervise schoolwork and play-time at schools, Ms Geyer said.

At Alexander Sinton High School in Athlone all 57 teachers

Schools disrupted as 1 000 heed call

joined striking Sadtu staff members and some pupils picketed alongside their teachers outside the school grounds.

No lessons were held and pupils assembled in the hall, where they were addressed on strike issues.

At Spes Bona High School Std 7 pupils sat listlessly outside their classroom, where a handful of Sadtu teachers were holding a meeting.

The principal, Mr Walter Rorich, said that more than half the

staff had proceeded with lessons and that the division among teachers was prevalent at most schools.

Concessions

"It is extremely difficult for principals. Sadtu's demands are fair but at the same time I'm trying to satisfy the demands of parents who want their children's education to continue," he said.

He declined to comment on whether Sadtu's decision to strike was justified.

The Athlone Sadtu branch voted yesterday morning not to ratify the agreement reached between Sadtu and the Department of National Education last week, which averted a national strike of more than 26 000 teachers, in the hope that further concessions on rationalisation might still be won.

A Sadtu regional meeting tomorrow will determine whether the two-day strike will be extended.

Sit-in
at white
schools
called off

JOHANNESBURG. —
The "occasional" of
white schools by dissatis-
fied black pupils, due to
have to have started to-
day, has been suspended.

Speaking on behalf the
PMW regions of the ANC,
the Congress of South
African Students (Cosas)
and the South African
Students Congress
(Sasco), a spokesman said
here yesterday the or-
ganisations welcomed
the government's scrap-
ping of matric exam fees
and its announcement
that a national education
forum would be estab-
lished. (22)

"We repeat our call for
students to return to
school and, together
with teachers and the
community, to embark
on programmes to make
up for lost time."

The organisations last
month said they would
bring white education to
a halt from May 26 if the
government did not
suspend the fees. —
Sapa CT2615193

Sadtu strike a 'great success'

Staff Reporter

MANY schools in the Penin-
sula and Boland were unable
to hold classes yesterday as
the South African Democrat-
ic Teachers' Union (Sadtu)
strike entered its second day
and non-union members con-
tinued to heed the three-day
strike call.

An Athlone headmaster who
did not wish to be named said
lessons at the school had been
substantially disrupted as half
the staff were on strike and it was
not possible simply to double up
on classes.

Most schools closed early and
many pupils did not attend
classes in the townships and
coloured areas.

A Sadtu spokesman said the
strike had been a "resounding
success".

He said almost all local
branches of the union had par-
ticipated as well as branches in
Soweto, Ciskei and the Southern
and Eastern Cape.

Cape classes disrupted as teachers heed call

National Sadtu representatives
will hold an urgent meeting with
the Department of National Edu-
cation in Pretoria today and will
review the national strike posi-
tion.

Sadtu national president Mr
Shepherd Madiadlana was in Port
Elizabeth attending a rally yes-
terday and could not be reached
for comment last night.

The Cape Teachers' Profes-
sional Association (CTPA) could

add the weight of a further 20 000
teachers to the Sadtu strike today
if Mr Pieter Saaltman, education
minister in the House of Repre-
sentatives, fails to heed CTPA de-
mands for the immediate with-
drawal of his retirement
programme.

CTPA president Mr Archie
Verwoet said yesterday that the
three-day strike had only been
suspended pending the outcome
of a meeting between the associa-
tion and Mr Saaltman this morn-
ing.

The Western Cape branch of
the Congress of South African
Students (Cosas) will meet today
to discuss whether to proceed
with its Barcelona Flames and
Bajuba campaigns to pressure
the government into scrapping
exam fees entirely.

The national Cosas body
agreed to end its campaign last
Friday following the announce-
ment by education authorities
that it would suspend the R48
fees for November 1993 matric
exams.

Black schools still empty

Sowetan

26/5/93

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■ CONFLICT CONTINUES Sadtu and

ATTENDANCE AT BLACK SCHOOLS countrywide ranged from "poor to reasonable" yesterday, according to Department of Education and Training spokeswoman Mrs Alimidi du Pisanie.

But in Soweto no effective education took place, she said. In some cases around the country teachers sent pupils back home.

Cosas vow to intensify strike in Soweto:

The Soweto branch of the South African Democratic Teachers Union yesterday vowed to continue or even intensify its strike, which is rapidly spreading to schools in "coloured" and Indian areas.

Cas. Teachers in the Western Cape and Soweto have been on strike since Monday. Conflict at the University of Bophuthatswana continued yesterday

where there was a heavy police presence on the campus.

Acting vice chancellor Professor Jacob Seisheedi said the police were there to protect those who wanted to study.

In another development the "occupation" of white schools by black pupils, due to have started today, has been suspended.

This is according to the PWV region of the ANC and Cosas.

Delay in govt, Sadtu meeting

JOHANNESBURG. — A meeting between Sadtu and the Department of National Education has been adjourned until tomorrow. Department of Education and Training spokesman Mr Corrie Rademeyer announced last night (22/5/93).

Mr Rademeyer said the adjournment was by "mutual agreement".

The meeting between Sadtu and the government was called to address the education crisis. — Sapa CT 27/5/93

Sadtu, DET in serious talks

Sawetani 27/5/93

323

■ **GLOOMY PICTURE** School attendance ranges

from poor to reasonable but is deteriorating:

By Lulama Luti

LAST-ORCH attempts to save black education from total collapse continued yesterday as education authorities met the South African Democratic Teachers Union in Pretoria.

This follows the decision by most Sadtu members to press ahead with a national strike since Monday despite agreements reached at meetings between the Government and education organisations last week.

Meanwhile, DET spokesman Mr Geoffrey Makwakwa painted a gloomy picture yesterday, saying attendance at schools differed from region to region and figures ranged from poor to reasonable.

"Although schooling is relatively normal in our farm schools, the hardest-hit are those in the urban areas," he said.

The following is a breakdown of the situation

in the regions as observed by the DET since Monday:

- Diamond Fields: The strike by Sadtu members there had disrupted schooling.
- Highveld: There was a lot of intimidation and the situation was deteriorating.
- Johannesburg: Teachers and pupils were at school but no teaching took place.
- Western Cape: There was definitely no schooling and Sadtu was lobbying for support in outlying areas.
- Natal: All circuits in Durban took part in a march through Durban yesterday; the situation differed from area to area.
- Northern Transvaal: There was tension in Mamelodi, where most schools were affected by a high rate of absenteeism.
- Orange Free State: There was no schooling yesterday and the Sadtu strike was gaining momentum.
- In Sebokeng local teachers took to the streets yesterday in support of the strike.

Another teacher body goes on strike

JOHN VILJOEN
Education Reporter and Sapa

THE crisis in Western Cape schools has deepened with another teacher body — the Cape Teachers' Professional Association (CTPA) — deciding to strike.

In other developments yesterday the State was attacked for its handling of the education turmoil, a crucial meeting between the South African Democratic Teachers' Union (Sadtu) and authorities was adjourned until tomorrow, and the Pan Africanist Congress pulled out of the national education forum.

The CTPA decision came after Mr Pieter Saalman, House of Representatives education minister, reaffirmed that his department would cut 3 200 posts this year.

CTPA members decided at a rally in Bellville yesterday to strike until next Wednesday, when they will review their position. Western Cape members of Sadtu have been striking since Monday.

Mr Saalman met a delegation from the CTPA and its parent body, the Union of Teachers' Associations of South Africa (Utasa), at parliament yesterday.

Utasa head Mr Archie Ver-gotine said afterwards: "Our hopes for a solution to the problems were totally dashed this morning by Mr Saalman and his department."

Utasa's demand that rationalisation be suspended and referred to the national education forum was refused.

W Cape teachers to continue

W/Mail 28/5-3/6/93 (323) (323)
TEACHERS will continue to strike until the government gives way on a rationalisation programme designed to cut 3 200 posts in the Department of Education and Culture (DEC) in the House of Representatives.

The rationalisation programme has emerged as the major stumbling block in talks between teacher unions and education authorities aimed at defusing the crisis.

More than 20 000 teachers in coloured schools in the Cape, all members of the Cape Professional Teachers' Association (CPTA), were expected to begin a three-day strike yesterday after talks between minister of education and culture in the House of Representatives Piet Saaiman and leaders of the CPTA's umbrella body, the Union of Teachers' Associations of South Africa (Utasa), deadlocked on Wednesday.

CPTA and Utasa president Archie Vergotine said the meeting — to get clarity on reports that all "new" rationalisation would be referred to the National Education Forum — was "a disaster."

"We learned that the DEC has no intention whatsoever to make any effort to halt retrenchments," Vergotine said.

Saaiman said after the meeting he was prepared to refer any future issues to the forum, but the current rationalisation programme had already begun and could not be stopped.

Talks between the Department of National Education and representatives of the South African Democratic Teachers' Union (Sadtu) in Pretoria adjourned on Wednesday with little, if any, progress having been made. Intended to finalise agreements reached between the two parties last week, the talks are due to resume today.

Sadtu general secretary Randall van den Heever identified rationalisation as the major stumbling block.

Although the cuts directly affect teachers employed by the House of

Although country-wide action has been averted, teachers in certain regions will continue to strike, reports

GAYE DAVIS

Representatives, most of whom live in the Cape, Sadtu's campaign against rationalisation is being supported by teachers countrywide.

While last week's agreement by the government to re-open negotiations on the blanket five percent wage increase for teachers resulted in Sadtu's national office issuing a call for teachers to suspend their strike, regional and local campaigns by teachers around specific issues saw chalk-downs and strikes in classrooms across the country.

In the western Cape, where the campaign focuses on the threatened retrenchments, Sadtu members were to meet yesterday to review the situation and consider further action for next week. The region has imposed a "moratorium" on speaking to the media because of alleged bias in reporting, a Sadtu official said.

It is understood that part of the problem were reports implying that, by continuing the strike, Sadtu regions were acting in defiance of their union's call to resume teaching.

Regional union officials said this week while the national strike was suspended because the government agreed to re-open negotiations on wages, it was agreed that local and regional campaigns by teachers could continue.

Thus teachers in the western Cape were striking over rationalisation while in kwaZulu teachers were taking action around winning recognition for the union. Transkei teachers were campaigning for wage parity and teachers employed by the House of Delegates were taking issue with merit awards. "So we are not taking maverick action," a Sadtu western Cape official said.

Meanwhile, the Pan Africanist Congress has suspended its participa-

strike



Still striking ... In some regions, protest action continues
 Photo: GUY ADAMS

tion in the national education forum in protest against Tuesday's arrests of 73 of the organisation's officials and members. The decision will be reviewed at the PAC's next national executive council meeting.

Pupils, teachers block officials

323

29/5/73

PUPILS and teachers prevented Department of Education and Culture (DEC) officials from entering schools on the Cape Flats yesterday as the teachers' strike brought schooling to a virtual halt.

This made it difficult to assess the impact of the strike on DEC schools, a DEC spokeswoman said.

The Department of Education and Training (DET) said tuition at DET schools was seriously affected by the strike by members of the SA Democratic Teachers' Union (Sadtu).

A DET spokesman could not say how many Peninsula DET schools were affected, but he claimed most southern Cape schools were functioning normally.

Responding to calls for the postponement of mid-year exams, the DEC said this was a matter for individual schools.

The DET announced three weeks ago that June exams would be suspended.

Sadtu national president Mr Shepherd Mdladlana apologised to the Cape Times on behalf of Modderdam teachers who stopped a news crew from interviewing pupils. He said it was not union policy to interfere with reporters.

● The Union of Teachers' Associations of South Africa will meet the Minister of National Education on Tuesday to discuss the education crisis, Utasa said.

● The Department of National Education last night criticised Sadtu for "failing to carry into effect the suspension of its strike". — Staff Reporter, Sapa

Strike week: parents and pupils rally round

SOUTH 2915 - 216193

By Lorelle Bell

ALEXANDER Sinton Secondary School, Athlone. At 8am on Monday the school bell rings as normal. But today it doesn't signal a move to class.

Teachers and pupils pick up placards and line Thornton Road, silently demonstrating their protest against the government's unilateral restructuring of education. The first day of the teachers' strike has begun.

At 8.30 am teachers meet in the staffroom to discuss their programme, and to resolve the confusion after Sadtu's call to suspend the strike.

There are 10 Sadtu teachers among Sinton's 57-strong staff, but the entire staff has taken a decision to support a three-day strike.

Pupils mill around and a holiday atmosphere prevails.

At 9.30 am there is an assembly of staff and pupils. The Sadtu teachers remain in the staffroom — they will not be supervising pupils.

An SRC spokesperson reads out the programme for the day. Pupils will spend a period in their classes discussing the education crisis. This will be followed by a sit-in around the school boundary to before dismissal at midday. The early dismissal is met with cheers of approval, but some students ask for more "constructive" activities and others ask why they couldn't continue with school work.

Down the road two Lansdowne schools, Groenvlei Secondary and York Road Primary have succeeded in harnessing parents' support for the teachers' actions. Their approaches are very different.

At Groenvlei, parents active in the schools' Parent, Teacher, Student Association (PTSA) were in charge of study groups at school on Tuesday, providing supervision for pupils.

The 32 Sadtu members on the staff of 61 were supported in their actions by the majority of non-Sadtu members with only seven dissenting voices.

A parent, Mrs G Andrews, was answering the telephone for the duration of the strike. "I sympathise with the teachers, but I'm also concerned about the pupils," she said.

"The exams have been postponed and at least parents can make sure that pupils prepare for them by supervising studying in the classrooms."

Andrews's son is in a class of 35 pupils and she fears that rationalisation will mean even bigger classes and less attention for her child.

At York Road Primary, there is no Sadtu branch, and principal Mr William Riffel says teachers remain unaligned to any organisation. Yet the entire staff was on strike.

Teachers informed parents that they would strike from May 24 and decided with parents' support that pupils should remain at home for three days.

"We felt that by removing pupils, teachers would not be confronted with the moral dilemma if pupils were at school unsupervised," Riffel said.

"We also feel that missing three days would not be detrimental to pupils' schooling.

"We feel that it's an important method of making all parents aware of the crisis in education by having to take responsibility for their children during these three days."

Meanwhile teachers at the school



SADTU STRIKES BACK: Placards in the foyer at Alexander Sinton High in preparation for the only activity at the school on Monday

Photos: Yunus Mohamed

were busy. On Monday a placard demonstration was followed by workshops to discuss the education crisis.

On Tuesday staff discussions were followed by meetings with representatives of three teacher organisations: Sadtu, the Cape Teachers

Professional Association and the Teachers League of South Africa.

On Wednesday a programme was presented at the school to develop skills for teachers.

Riffel said pupils would return to school on Thursday and the school would reassess the situation.

South 2915 - 216193

Teachers strike continues

(323) (222)

By Lorelle Bell

TEACHERS will continue to strike until the government gives them an undertaking to stop rationalisation.

On Wednesday the Union of Teacher Associations in South Africa (Utasa) voted to strike for three days until next Monday.

The decision was taken after a meeting with the minister of education and culture in the House of Representatives, Mr Pieter Saaiman, where he confirmed that rationalisation would continue.

Staff at most schools in the Western Cape downed chalk this week, as teacher anger overrode a decision taken last week to suspend the strike.

Mr Archie Vergotine, chairperson of Utasa and the Cape Teachers Professional Association (CTPA), said the threat of rationalisation was causing "total disruption and chaos".

"We've come to the conclusion that the minister is in no position to make decisions," he said. "He gets his instructions from the National



ARCHIE VERGOTINE

Party caucus and from the cabinet.

"Now we hope to make an urgent appointment with the state president.

"We are also calling on the planning committee of the National Education Forum to prioritise the crisis in the House of Representa-

tives."

Vergotine said mass action seemed to be the only measure that would move the government.

Meanwhile, Saaiman reiterated his claims that no teachers would be retrenched because applications for retirement packages "are streaming in".

He said where applications for retirement were fewer than the number of posts being removed, teachers would be transferred to other schools.

He objected to criticisms of unilateral restructuring saying that he had consulted with Sadtu and Utasa on rationalisation.

But a Sadtu official rejected his claim.

"The last meeting we had with Saaiman was a meeting of the technical committee at which no agreement was reached.

"If rationalisation is inevitable, it should be implemented only once a single education department has been established, and rationalisation should be addressed by the National Education Forum."

Education stalls as teachers stay away

By THEMBA KHUMALO and Sapa

SHARP divisions have emerged within the ranks of the South African Democratic Teachers Union (Sadu) on the question of ending a national strike despite recent efforts by Nelson Mandela to save black education from collapse.

Township schools this week continued to be dogged by disruptions and non-attendance by pupils and teachers after educators rejected outright last week's agreement between the government and Sadu to re-open talks on the proposed five per cent increase for teachers.

In a desperate move to stall a crisis, Sadu leaders met education ministers to try and improve the content of last week's agreement.

The signing of the agreement was expected to avert a national strike by nearly 80,000 teachers.

The Congress of South African Students (Cosas) called off its planned mass action soon after the DET suspended the payment of R48 matric registration fees last week.

Their "back to class" call has now been nullified by the absence of teachers from school. The teachers are now demanding a 30 percent across-

the-board increase.

Meanwhile, the national executive of Sadu is to meet today to decide whether to continue or suspend a strike by some of its regions.

The meeting will be attended by representatives of all Sadu regions, according to a statement yesterday by Sadu general secretary, Rappall van den Heever.

He said Sadu and the Department of National Education had agreed that salary details would be negotiated in the Salary Negotiations Forum, in which all teacher and public service organisations were represented.

The Department of National Education on Friday criticised Sadu for failing to fully suspend its strike.

The department said it had given the union until today to decide on the issue. Should the strike be continued, action would be considered, warned the department.

Meanwhile, in Natal SIPHO KHUMALO reports simmering tensions between KwaZulu education authorities and Sadu over recognition. Thousands of teachers have boycotted classes for the last two weeks in support of the recognition demand.

By the end of this week there was still no end in sight to the school crisis in the region as the KwaZulu Minister of Education and Culture, Lionel Mithali, was adamant that he was not about to give in to Sadu.

Mithali has threatened to fire teachers and withhold their salaries.

He has issued circulars warning teachers of disciplinary measures should they continue the strike.

Sadu members have resolved not to go back to school until their union has been recognised by KwaZulu.

Mithali said his department only recognised professional bodies of teachers, not trade unions.

Teachers, govt set to meet in court

S1 Times [C Metro]
30/5/93

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By AYESHA ISMAIL

STRIKING teachers and the government are heading for a showdown in the Supreme Court after teachers refused to return to classes, in spite of agreements reached last week between the South African Democratic Teachers Union and the Department of National Education.

Although the strike has enjoyed some support in the rest of the country, the Western Cape region has been hardest hit.

The Cape Teachers Professional

Association (CTPA), which called off its strike as a result of agreements reached with the Department of National Education, this week again called for a strike.

The resumption of the strike was as a result of a deadlock in talks with the Minister of Education and Culture in the House of Representatives (HoR) Mr Piet Saaiman.

Spokesmen for the Union of Teachers' Associations of South Africa (Utasa) and Sadtu yesterday confirmed that they were contacted by the state-attorney's office, who informed them that they intended seeking a Supreme Court interdict against them.

Chief Director of National Education Mr Clive Roos, warned that should the strike continue on Tuesday "appropriate steps" will be taken.

Meeting

Mr Roos said Sadtu had until today to say whether they would suspend their strike actions.

Yesterday Sadtu general-secretary Randall van den Heever confirmed that a special meeting of his union's national executive will meet in Johannesburg, today to decide whether to continue their strike.

Utasa president Archie Vergotine claimed yesterday that Mr Saaiman had in talks this week refused to place a moratorium on the rationalisation programme.

His union will meet on Tuesday to reassess the strike.

Mr Saaiman said Sadtu was being seen more and more as ANC-inspired.

East Rand death toll reaches 70

LOVO COURTS 16/193

THE killing of nine people in Kaitshong and Thokozwa at the weekend pushed the death toll in these townships since May 22 up to 70.

However, police spokesman Majida van Zwell said yesterday violence was abating on the East Rand, and that the situation in the townships was "practically back to normal".

One of the latest killings appeared to have been a "mutual murder", she said.

Last week the ANC admitted to the Goldstone commission that its criticism of police conduct during the march, which sparked the spate of violence, had been based on incorrect information.

Thirteen people were killed and 63 injured when ANC demonstrators clashed with hostel residents during an ANC march in Thokozwa on May 22. The Thokozwa Hostel Dwellers Association has since promised to ensure that hostel residents do not possess illegal firearms.

Judge Richard Goldstone criticised the march, saying no action was taken on key recommendations that could have averted the clash.

Meanwhile, the SA Council of Churches said it was convinced of the need for joint control of the security forces and the establishment of a non-partisan, armed peace force under the control of an independent international command.

Flitestar grounds flights to Bahrain

6/10 am 16/193

FLITESTAR had cancelled its only international service, a weekly flight to Bahrain, MD Jan Blake said yesterday.

The carrier had instead entered into an interim agreement with Gulf Air whereby a block of seats would be made available to Flitestar customers on every Gulf Air flight between Johannesburg and Bahrain, Blake said in a statement.

This arrangement was intended to become a more formal one, he said. The move had been dictated by low passenger loads and the fact that the available aircraft was not suitable for the route, a Flitestar spokesman said.

The Airbus A320 used by Flitestar on the route — although an excellent short- and medium-distance aircraft — was not suited for the long-distance haul between SA and Bahrain, he said.

Blake said that for Flitestar customers the move meant the advantage of greater flexibility in departure times and the comfort, and convenience of the wide-bodied aircraft used by Gulf Air.

Gulf Air operated Boeing 767s from Johannesburg via Abu Dhabi to Bahrain and flew twice weekly. For Flitestar, the arrangement would release an A320 for weekend

STEPHANIE BOTHA

use on the popular Johannesburg-Durban route, giving the airline more time to make its medium- to long-haul aircraft purchase decisions, Blake said.

The deal results in a win-win situation for all parties. Gulf Air maximises its passenger loads, Flitestar passengers enjoy the advantage of more frequent flights and convenient linkages to other airlines, and the airline retains the option of releasing its own service when passenger loadings will support this move," Blake said.

On the domestic front, Flitestar had just completed the reconfiguration of four A320s, increasing economy class seats to 114 from 96 and decreasing business class seats to 20 from 36.

The present state of the economy revealed a growing demand for economy class seats, Blake said.

However, he said, the airline had also noted that with the high standard of its value-added services in economy class — such as more leg room, non-stop flights and a free bar service — travellers who normally flew business class on other carriers were happy to settle for economy class on Flitestar.

Teachers ready to return to school

Business Day Reporter

TEACHERS in Soweto, Johannesburg, Natal and the western Cape were set to return to school today after a decision by the SA Democratic Teachers' Union (Sadtu) NEC at the weekend to suspend its national strike. **6/23**

Sadtu decided to suspend the strike until July when it would be reviewing the union's national congress proposal. He said the decision was taken in response to a commitment among teachers to restore a culture of learning, the imminent convening of the national education forum and a government undertaking to reopen salary talks. **6/23**

No room for 'privilege' in publishing

MAIRIANNE MERTEN

training forum.


Although the forum's main task would be to formulate a national education policy, practical input was also necessary.

Conference delegates also resolved to establish a national book development council to "represent the interests of learners, educators, material developers, publishers and distributors". **6/23**

Sapa reports that ANC education head John Samuels said the ANC favoured a wide-ranging publishing industry independent of government.

Freedom from government intervention would depend largely on "the extent to which publishers commit themselves vis-à-vis to the development of a local publishing industry". Published material should assist in a short-term transition and also lay the foundations for longer-term educational changes, Samuels said.

Cape teachers debate strike

323 Staff Report 

THE Western Cape Region of the SA Democratic Teachers' Union (Sadtu) will decide this week whether to call off the teachers' strike in the Peninsula in line with a national decision taken at the weekend to suspend strike action.

Regional strike convener Mr Theo Combrink said last night the strike council and regional office-bearers had met yesterday but had decided not to release any information to newspapers.

CT 11/6/93

Sadtu planning to act on education forum

RAY HARTLEY

SA DEMOCRATIC Teachers' Union president Shepherd Mdladlana said yesterday plans were being made to convene the national education forum by Friday to discuss rationalisation and retrenchments in the education sector. *Buss. day*

He said mechanisms for convening the forum were being looked into following the weekend suspension of a teachers strike by the union. *21/6/83*

A government spokesman could not confirm the Friday deadline for the convening of the forum, but said the matter was being given urgent attention.

Sadtu suspended its strike after an agreement with government to convene the forum urgently and to reopen salary discussions.

Mdladlana said Sadtu wanted the forum to have decision-making powers and to be independent of government. He said the union was "worried" that President F W de Klerk would intervene in the forum in the same way he had interfered with the appointment of the SABC board. *(323)*

Mdladlana was "very, very confident" that all Sadtu teachers would heed the call to return to school. The failure of some Sadtu regions to go along with an earlier call to suspend the national strike had taken place because there had been insufficient time to explain the decision. *(324)*

The union's congress in early July would decide whether or not to resume the strike.

Their decision would be based on the extent to which government had met key demands by then, Mdladlana said. *(325)*

Teacher and pupil attendance at schools across the country yesterday showed some improvement over last week.

But DET spokesman Corrie Rademeyer said little education took place in Soweto, and that many schools in the rest of the country remained empty or half-full.

INTERPELLATIONS

The sign * indicates a translation. The sign †, used subsequently in the same interpellation, indicates the original language.

Own Affairs:

Married female teachers: pensionable service

*1. Mr C I NASSON asked the Minister of Education and Culture:

- (1) Whether female teachers who married before 1 January 1985 forfeited any pensionable service after their marrying; if not, what is the position in respect of the status of such teachers; if so,
- (2) whether he intends taking steps to again credit such teachers for retirement purposes with service so forfeited; if not, why not; if so, what steps?

C109E.INT

Mr SPEAKER: Order! Before I call upon the hon. the Minister of Education and Culture to speak I would like to draw hon members' attention to a printing error on the Question Paper. We are not discussing general affairs today, but rather own affairs.

* Perhaps the printer was anticipating matters somewhat. [Interjections.]

*THE MINISTER OF EDUCATION AND CULTURE: Mr Speaker, the answer is no.

Female teachers who were employed on a permanent basis and married before 1 May 1984 were legally compelled to retire from service. They could exercise a choice, however, in that they could stay on in their posts on a temporary basis without interruption of service for an indefinite period. Since their pensionable service for the purposes of contributions to the Government Service Pension Fund ended on the date of their marriage, they received their full pension benefit in respect of such pensionable service on the completion of such service. Such teachers could contribute to the Government Non-White Employees' Pension Fund after their marriage; however, this fund was repaid with effect from 1 October 1979 and replaced by the Temporary Employees' Pension Fund.

*Mr L J SAMBOON: Mr Speaker, I want to place it on record that the hon member for Southern Cape was the first to raise this issue. I also want to thank the hon member for Bokkerveld for wanting to emphasise this extremely important matter once again.

(323) The big problem is the qualifying period of five years for which married teachers had to render uninterrupted service in order to be eligible to contribute to the Government Non-White Employees' Pension Fund once again. That was a discriminatory measure. This decision to make a concession in respect of those female teachers who were wronged should be submitted to the National Education Forum, because it also affects our sister department, the Department of Education and Training. An appropriate arrangement should be made to the satisfaction of all these female teachers.

Mr T ABRABAMS: Mr Speaker, I am not talking about retirements in general. I would like to refer to what we should be referring to. The department is evidently determined to proceed with its rationalisation programme, which makes this an urgent matter that we should look into.

I agree with the sentiments expressed by the previous two speakers. The LPSA's point of view should be known by now, namely that the retirement package should be granted to those who apply for it and who qualify according to clear-cut criteria. Having said that, and having agreed with the previous two speakers that women had been discriminated against in the teaching profession all those years, it stands to reason that should women now participate in these early retirement schemes, it would become all the more necessary to look particularly at the fact that the womanfolk who delivered such sterling service did not ask to be discriminated against. [Time expired.]

*Mr C I NASSON: Mr Speaker, I want to ask the hon the Minister to assist these female teachers who were detrimentally affected with regard to their pensionable service, firstly, to buy back the pensionable periods of service they lost when they married.

Secondly, the department must supply those female teachers with the necessary proof of their salaries during the period in question, as well as of the gratuities they received, so that they can submit such proof to the department of pensions

when they apply to buy back pensionable service.

Thirdly, the department should consider sending circulars in this connection to schools.

(323) Fourthly, pensionable service which female teachers lost after their marriage should be recognised for pension purposes, so that the department to help teachers in this category.

The department should assist the female teachers who indicated in 1984 that they wanted to be appointed to the service of the department on a permanent basis, but whose applications were lost or mislaid, either through the fault of the principal or through the fault of the department itself, so that these cases can be dealt with. Their applications were lost and now ... [Time expired.]

*THE MINISTER OF EDUCATION AND CULTURE: Mr Speaker, to complete my reply to the question, I want to add the following:

Taking into account the fact that female teachers who married before 1 May 1984 received a pension benefit in respect of all their pensionable service, and also received a pension benefit in respect of all their pensionable service after such marriage, it is clear that the teachers concerned did not sacrifice any pensionable service. Consequently question 1(2) is not applicable.

I also want to make a correction. The date for the purpose of this argument is not 1 January 1985, but 1 May 1984.

I listened to the requests of the hon members who took part in the debate on the interpellation and we all agree that we have great sympathy with the women in this category. This whole thing happened at a time when the women in the public sector were not yet able to compete on an equal basis with the male teachers in the department. We have to answer today's question against that historical background.

The requests made by the hon member for Diaz make a great deal of sense, because this is a very wide-ranging matter. If we are to try to resolve it in the House of Representatives, it must also be done in the House of Assembly and the House of Delegates. It will also have to be tackled by the Department of Education and Training. Consequently I think hon members should formulate their requests for the future so that I think it appropriate that this matter be raised there.

With reference to the requests the hon members for Bokskeveld and Wentworth have made here, I fully understand what the hon member for Wentworth said, namely that these teachers could be detrimentally affected by the early retirement packages. There is one aspect which I must state very clearly, however. In the five years they lost, they did not contribute to the pension fund either. [Time expired.] (325)

*MR SPEAKER: Order! Before I call upon the hon the Minister of Education and Culture to speak, I merely want to say I think hon members who are present here can go home with great expectations tonight, since they made such a time appeal for the women. [Interjections.]

Revised staff provision scale

2. Mr C I NASSON asked the Minister of Education and Culture:

(1) Whether his Department has introduced or will introduce a revised staff provision scale; if not, why not; if so, which schools will be affected by it;

(2) whether any teaching posts have been or will be abolished at the schools concerned as a result of the introduction of this revised scale; if not, what is the position in this regard; if so, how many posts?

C111E INT

*THE MINISTER OF EDUCATION AND CULTURE: Mr Speaker, the answer is yes. A revised staff provision scale comes into operation at primary as well as secondary schools under the department's control with effect from 1 July 1993.

The revised staff provision scale will entail that average classes at primary schools will increase in size from approximately 26 pupils per teacher to 29 pupils per teacher. In the secondary schools this ratio will increase from 18.5 to 22. This will mean that a total of 3 200 teaching posts will be superfluous and will therefore have to be abolished. The abolition of these posts will take place on the basis that no teacher will be dismissed against his will.

In addition the posts identified for abolition will be the result of negotiations between the circuit HOUSE OF REPRESENTATIVES

inspector, the principal and senior staff of the school, the school committee, and the affected teachers. To date approximately 2 500 teachers in the entry posts have expressed their desire to be retired, and since the programme has been adjusted, it appears that there are approximately 1 700 teachers in promotion posts who would also like to be retired in terms of the laid-down rules. Unfortunately, as I announced in my budget speech, only approximately 1 000 senior teachers of the total of 3 200 teachers can be accommodated. These senior teachers will preferably be between the ages of 50 and 60, so that one can ensure that they will benefit from the package.

As has been announced, this arrangement will result in upward mobility and enormous promotion opportunities at schools, and will have the added advantage that hardly any young teachers will have to be dismissed. [Time expired.]

*MR C I NASSON: Mr Speaker, this debate on education is taking place in circumstances in which the education crisis is continuing. There was still no solution in many schools in Mitchell's Plain yesterday, and certain schools closed at 9.30. A similar position exists in respect of schools in the rest of the country.

The hon the Minister of Education and Culture read out a statement during the debate on his budget Vote on 11 May this year which gave everyone the impression that it was something that would defuse the present education crisis. The hon the Minister created that expectation. We expected protest actions to cease after that announcement. That did not happen, however. The reason for the continued protest actions in education is that the hon the Minister either does not want to or cannot do anything about the root cause of the entire education crisis, and that is the abolition of the 3 200 teaching posts this new staff provision scale is going to result in. I want to put it unequivocally to the hon the Minister that the unrest in our schools will not stop unless he renounces the idea of abolishing those posts. That is why many teachers, principals and parents burnt the new amended staff provision scale to which the hon the Minister referred this afternoon in front of the education regional offices. I want to request... [Time expired.]

*MR T ARAHAMAS: Mr Speaker, this interpretation deals with the distinct matter of retirement.

ment. Again the LPSA's point of view is very clear. We are totally opposed to the abolition of posts within this department. We regard it as ridiculous to change the teacher-pupil ratio within this department and to compare it with that of any other department, because there is no need to do so, especially at this important stage of the country's constitutional history. (326)

We believe that the ruling party should concentrate on the creation of that education forum instead so that we can unify the various departments and get one teacher-pupil ratio across the country for all schools.

I would appeal to the hon the Minister not to be a rubber stamp. Politicians in the tricontinental system are sensitive about being rubber stamps now. We say that he is the responsible Minister. He must make the decisions and he must not be dictated to by any other person. [Time expired.]

*MR B CUPIDO: Mr Speaker, I want to refer to the hon member for Bokskeveld to today's edition of *Die Burger* in which Uisoa appeals to teachers to go back to the schools. He should not simply make predictions here.

He gave reasons as to why teachers will not go back. I think the hon the Minister explained matters very clearly. He also answered the question put by the hon member for Wentworth. No teachers will be left without jobs. No teachers will be left without salaries. I want to thank the hon the Minister sincerely for complying with our requests. He must also convey this message to the hon the State President. I want to make it very clear. No teachers will be left without jobs. Who is dissatisfied? I received a call from Walvis Bay. The principals send incorrect information to the department. There are people who want these packages, and for their sake we must go ahead. [Time expired.]

*MR C I NASSON: Mr Speaker, it has become very clear this afternoon that the hon the Minister of Education and Culture either does not manifest the necessary sensitivity or does not have the ability to deal with and resolve the root cause of the education crisis.

Possibly the hon the Minister's inability lies in the fact that he and the NP Government are still clinging obstinately to an impractical, one-sided rationalisation programme which is being forced on our education system by the NP Government at the wrong time. I therefore want to suggest that this House, after much debating of the

matter, come to the following conclusion. [Interjections.]

Firstly, the hon the Minister of Education and Culture does not have the ability to resolve the education crisis. [Interjections.]

*MR SPEAKER: Order! Let us get some order.

*MR C I NASSON: The hon member may proceed.

*MR C I NASSON: Secondly, the only remaining way in which to move the NP Government towards resolving the education crisis in the interests of our innocent children is for the teaching community to hold a day of prayer at all schools in the country to pray that the heavenly Father will give the NP Government and all its Ministers entrusted with education the necessary wisdom, understanding and sensitivity to save our education system from chaos. [Interjections.]

I make this appeal to the teaching community, because I am convinced this afternoon that the hon the Minister and the NP are not at all capable of resolving the present education crisis in the country. [Time expired.]

*THE MINISTER OF EDUCATION AND CULTURE: Mr Speaker, in reply to the hon member for Bokskeveld, we all know that the crisis in education has, very little to do with education itself, but a great deal to do with politics. [Interjections.] It is not my fault or that of the department if teachers' associations take children and march with them. It is not our fault. We did not march with children. [Interjections.]

The teachers' associations and the teachers did that. [Interjections.] Now it is backfiring. [Interjections.] Now the teachers want to teach and the children want to march. The hon member for Bokskeveld must read what *Die Burger* of 1 June says. Then I shall ask him what he says about Ceres. The parents in Ceres say so far, but no further. Is that what he says too? Does he... [Interjections.]

*MR SPEAKER: Order! No, hon members need not agree, but they must give the hon the Minister an opportunity to put his case. The hon the Minister may proceed.

*THE MINISTER: The opposition does not want to hear the truth. The hon member for Bokskeveld must state here in Parliament whether or not he supports the parents in Ceres, because they have now decided to intervene with committees. Maybe they have done us a favour. We

wanted the parents to become more involved years ago. This campaign has caused that to happen.

(373) (372)

If Sadu takes a decision at Pretoria and gives an undertaking, and its members in the Western Cape pay no attention, surely it is not the fault of the Minister and the department if a rebellion

takes place in Sadu and there is no control. Is it my fault or that of the department if there is a power struggle, which has nothing to do with education or with what the department is doing, among teachers' associations outside? [Interjections.] [Time expired.]

Debate concluded.

HOUSE OF DELEGATES

QUESTIONS

Indicates translated version.

For oral reply:

General Affairs:

Cost of government

*1. Mr. M. F. CASSIM asked the Minister of State Expenditure:

- (1) Whether, with reference to the alleged stated goal of the Government to achieve greater economics of scale and rationalization within government, the cost of government to the nation has increased in real terms; if not, what is the position in this regard; if so, to what extent;
- (2) whether he will make a statement on the matter?

B273E

THE MINISTER OF STATE EXPENDITURE:

- (1) No. The cost of government refers to more than that of central government. It encompasses that of the general government, i.e. central, provincial and self-governing territories. According to the latest information of the Central Statistical Service (PO44), the change in real terms in expenditure for the general government over the past five quarters was as follows:

1992	1	0.2 %
	2	0.1 %
	3	0.0 %
	4	-0.3 %
1993	1	-0.4 %

- (2) No.

Mr. M. F. CASSIM: Mr. Chairman, arising out of the hon. the Minister's reply, are we then to assume that there is positive saving on the part of the Government?

The MINISTER: Mr. Chairman, on the face of it, that would seem to be the case. I shall pursue the point the hon member has raised, and

try to give him a more substantial reply. In the meantime, may I refer him to the bulletin of the Central Statistical Service, PO441, of which I shall enclose a copy when I reply to him.

Mr. A. RAIBANSI: Mr. Chairman, the hon the Minister referred to the governments of the TBVC and other states. Further arising out of his reply, is it not correct that anyone who wants to argue in favour of dismantling own affairs as part of the rationalisation programme should also ask, amongst other things, for the dismantling of the Kwazulu government?

The MINISTER: Mr. Chairman, I take it that the hon member does not want to initiate a debate on this right now. However, I will consider what he has said, because a debate on this issue is necessary. The trend of saving and reducing expenditure shows that we are moving in a positive direction.

Death of Pollsmoor: Inquest

*2. Mr. M. RAJAB asked the Minister of Justice:

- (1) Whether an inquest has been conducted into the death of a certain person, Minister's Deputy, who has been found to the purpose of his reply, in Pollsmoor Prison on about 29 June 1989; if not, why not; if so, by whom;
- (2) whether any findings have been made in respect of the conduct of prison staff allegedly involved in the incident resulting in the death of the above-mentioned person; if so, what were the findings;
- (3) whether a report on the inquest has been handed to the Attorney-General of the Cape; if not, why not; if so, when;
- (4) whether the Attorney-General has taken any decision as a result of the findings contained in this report; if not, why not; if so, what was the decision;
- (5) whether he will make a statement on the matter?

D278E

THE MINISTER OF JUSTICE:

- (1) Yes, it was conducted by a magistrate of the Magistrate's Court, Wynberg.
- (2) Yes, he found that the death was not brought about by any act or omission in-

W Cape schooling CT 2/6/93 normalises

Staff Reporter

SCHOOLING in the Western Cape is expected to return to normal today when teacher members of the United Teachers' Association of SA (Utasa) return to work.

Utasa has called on all members to return to work today irrespective of the outcome of yesterday's negotiations between Utasa and national education minister Mr Piet Marais.

Black township schools returned to normal yesterday after the SA Democratic Teachers' Union (Sadtu) suspended its two-week strike.

The regional branch of Sadtu agreed on Monday evening to follow the national decision to suspend the strike while negotiations between education authorities and the union continued.

Last week Sadtu's Western Cape regional branch and some Transvaal branches ignored the national call to suspend the strike.

Local officials yesterday refused to comment further as Sadtu's "embargo" on speaking to the media was still in place.

Last week local Sadtu officials stopped speaking to the press, saying it was confusing Sadtu's position. Queries were referred to the national office, which was not available for comment.

Ten principals of Peninsula township schools contacted yesterday reported 100% teacher attendance and about 95% pupil attendance.

Utasa president Mr Archie Vergotine has asked schools to extend school days by at least 30 minutes to recover lost curriculum time and has called for extra Saturday classes.

However, he warned of new protests if the dispute over the abolition of 3 200 posts was not resolved.

Teachers continue stayaway

SOWETO teachers, who on Tuesday defied the SA Democratic Teachers' Union call to return to school, continued their stayaway yesterday.

Sapa reports that Sadtu Soweto region media officer Solly Mautjana said yesterday discussions started on Tuesday were continuing and no decisions would be made until recommendations were received from the eight different areas in Soweto.

The DET said pupil and teacher attendance at schools across the country was "promising", but there

continued to be little education at Soweto schools.

A spokesman said an initial planning meeting for the new education forum would take place on Friday.

Our Cape Town correspondent reports that ANC president Nelson Mandela yesterday called on all pupils to go back to their classrooms and study.

Speaking at Garlandale High School in Athlone, Mandela said the ANC would continue to oppose the slogan of "liberation before education".

The meeting was orga-

nised by Sadtu and the Union of Teachers' Associations of SA (Utasa), both of which have called off their strike actions.

Our Durban correspondent reports tensions are running high at M L Sultan Technikon and further confrontations are expected today after students forcibly removed the rector and other senior staff from the campus yesterday.

Students and staff at the technikon are demanding the dissolution of the technikon council which they regard as "undemocratic".

forum which is being established accepts as a principle that examination fees are to be abolished and are to form part of the current education programme then they will have to decide about it in that forum. The House of Representatives cannot decide about it on its own. It is a lateral decision which must be reflected upon in depth. I should also like to know what decision is going to be taken. I also want to say to the hon member there are many people who do not feel that examination fees must be abolished and who want to pay it so that they can attach a certain value to their certificates. **(323)**

CS Educators: retirement packages/retirements

*2. Mr S S OOSTHUIZEN asked the Minister of Education and Culture:†

- (1) Whether his Department has offered college/school educators (CS educators) a retirement package; if not, what is the position in this regard; if so, how many such CS educators have applied for this package;

- (2) whether any CS educators are to be retired; if so, how many;

- (3) whether his Department intends abolishing posts that fall vacant as a result of such retirements; if not, why not; if so, for what reasons;

- (4) whether, with reference to the reply to Question No 2 (Written) on 3 March 1993, his Department has drawn up new staff provision scales; if so, (a) when and (b) what are the further relevant details? **C118E**

THE MINISTER OF EDUCATION AND CULTURE:

- (1) Yes. To date 2 500 CS educators in entry posts have expressed their desire to be considered for an early retirement package. Since the latest adjustment in the programme, however, there are indications that approximately 1 700 CS educators in promotion posts are also desirous of availing themselves of the offer.

- (2) Yes. After negotiations, 3 200 CS educators will be retired early. Approximately 1 000 CS educators in promotion posts will be accommodated within the mentioned figure of 3 200. To ensure

that these senior teachers will indeed benefit by the package, it is preferred that they fall between the ages of 50 and 60 years.

- (3) Yes, because according to the new staff establishments, the particular schools will no longer qualify for posts which have been affected by such new establishments.

- (4) Yes. **(323)**
 - (a) The revised staff provision scales were made available to schools on 13 April 1993.

- (b) The said scales come into effect as from 1 July 1993 and will result in the abolition of 3 200 posts.

†Mr S S OOSTHUIZEN: Mr Chairman, arising out of the hon the Minister's reply, will CS educators who have just completed their studies be appointed to posts next year that will lapse because of the new staff provision scales?

†THE MINISTER: Mr Chairman, I did not understand the hon member very well. Is he asking whether those posts will be retained so that we can appoint the new teachers? [Interjections.] No, because he must very clearly understand that if those posts are not abolished, those teachers would in any case be in those posts. If we had not rationalized it, it would not have made any difference because there would have been teachers.

Normally about 2 000 teachers per year join our schools as a result of teachers retiring in the normal way, and who are not employed any more simply on account of health and other reasons. That gives new teachers the opportunity of applying for posts that are usually printed in May every year in the education bulletin.

†Mr S S OOSTHUIZEN: Mr Chairman, the previous Minister of Education and Culture stated in a written reply to Question 2 that was put on 3 March 1993 that a draft staff provision scale was available and that this staff provision scale could only be agreed to if the consultation with all the relevant role-players. I should like to hear from the hon the Minister whether all the relevant role-players were in favour of this new staff provision scale.

†THE MINISTER: Mr Chairman, the staff provision scales as they have now been put to the

schools, have, since the first discussion with staff, to which the hon the State President also referred, been on the table and have been negotiated and discussed with education associations. Out of those negotiations, as well as a discussion with Unisa, a technical committee developed that explained this whole concept to everybody at length, to the extent that it is affecting the education organizations and even other role-players. **(323)**

As hon members know it was especially those people who caused problems at that stage. If we again consider the facts it now becomes very clear that it could not have been prevented. That the education associations chose to take another standpoint after the negotiations is their right and they certainly do not have to explain it to me. We still continuously liaise with them on the problem.

Teachers not charged (323)

CHARGES against 15 teachers arrested for Wednesday's sit-in week at the offices of the Department of Education and Culture were withdrawn in the Cape Town Magistrate's Court yesterday

CT 11/6/93

TLSA stands firm — 50 years on

South 1216-1616/93

323

By Lorelle Bell

THE Teachers League of South Africa (TLSA) was relatively unknown to educationists and parents until the league publicly supported teacher action recently.

But the league has been around for half a century, promoting its policy of non-collaboration with the government. This has placed it out of step with other teacher organisations.

TLSA president Mr Ivan Abrahams explained that the organisation never sought recognition from tricameral structures as this would give those structures "legitimacy".

"We believe that if you begin bargaining with the departments of education you eventually end up bargaining with the government," he said.

The TLSA will therefore not participate in the National Education and Training Forum.

In the weeks leading up to the strike the TLSA called on teachers to decide whether they would strike and called on members to support whatever action their staff decided.

Abrahams believes the TLSA, with a membership of 7 000 teachers, and branches in Cape Town, Johannesburg and Port

Elizabeth, has played a significant role in education.

"A number of formulations popular today were already part of TLSA policy in the fifties and sixties," he said.

"We were fighting for a non-racial, democratic system of education in the sixties already."

The league was formed in the early forties as an anti-Coloured Affairs Department movement, objecting to the racial basis on which education was being divided. The organisation split in 1943 when one faction formed the Teachers' Professional Association, which became the Cape Teachers' Professional Association (CTPA).

"The TPA laid emphasis on the professional aspect to distinguish it from the political character of the league," Abrahams said.

"The TLSA has always argued that teachers cannot take a narrow view of education which excludes politics. We believe that you cannot divorce education from the political system since the political system determines education."

He feels the community should lead action against the current education system.

"The TLSA has always argued for strong Parent-Teacher-Student Associations and strong links with the communities and we



IVAN ABRAHAMS

believe that it is in the community that the struggle against education should be fought.

"We've always been against the government. But the only historical record is the crisis in 1985/86 which went on for months and caused absolute chaos. This created what is now called the 'lost generation'."

Part of the TLSA's work aimed at addressing this generation.

"Schools should provide part-time classes and literacy courses for people who have lost out on education, and should also assist the unions with their adult education," Abrahams insists.

State threatens teachers' union with legal steps

By AYESHA ISMAIL

THE state-attorney has warned the Union of Teachers' Associations of South Africa (Utasa) that he will institute legal action unless the union brings its members "to order" to ensure that "normal" tuition can take place at schools. *Sit Times*

The state-attorney, in a letter this week, gave Utasa a deadline of June 17 to ensure the demand was met, or face legal action. *(Memo) 13/6/92*

The letter, sent on behalf of the Department of Education and Culture in the House of Representatives (HoR), claimed teachers who are members of Utasa are still engaged in strike action, in spite of a union decision to call it off. *(323)*

The union is also accused of disrupting examinations and claimed that normal school hours were not being adhered to. Principals are accused of neglecting their official duties, as well as denying inspectors and education officials access to their schools.

The department said that a deadlock existed on the rationalisation programme by which 3 200 posts will be made redundant and said the dispute should be referred to the National Education and Training Forum.

Strike action

The state-attorney warned that if the union did not comply with the "reasonable requests" made by the department by June 17, "I will be forced to take the necessary legal steps to see that schools are normalised in all respects".

Utasa has, however, denied that any of their members are engaged in strike action.

In a response to the state-attorney, the union's legal adviser Mr Bashier Waglay, said Utasa "rejected" the need to abolish 3 200 teaching posts and said that any attempts by the department to do so, would be opposed by the union.

Utasa said that while the department claimed it would act fairly and reasonably with regard to the rationalisation process, teachers were being forcibly placed on early retirement as from the end of June. This was in spite of "a desire" by teachers to continue in their posts until the end of the school year.

This decision by the department would prejudice the pupils taught by these teachers, the union said.

Teachers placed on early retirement will not be replaced.

The union denied that any of its members were involved in the disruption of examinations or that any of their members who are principals are failing to — or refusing to — carry out their duties.

They admitted that union members would not grant access to inspectors and officials of the department, as "such access is required by the persons concerned to put into operation the department's rationalisation policy which is opposed by the union as being wrongful and unlawful".

The union said that because their members were not engaged in the disruption of normal schooling, it saw no need to call its members "to order".

Any action instituted by the department against the union would be opposed, Mr Waglay said.

Meanwhile, teachers at several schools in the Peninsula have expressed concern that some teachers are still engaged in strike action, despite a decision by Utasa and the South African Democratic teachers' union to suspend their action.

Teachers said pupils are being forced to write exams while they were not prepared for it, due to the strike.

A spokesperson for Sadtu said that while the strike had been suspended, the campaign against rationalisation would continue.

Principal admits he blocked posts

SITimes [C Metro] 13/6/93

By **AYESHA ISMAIL**

A MITCHELLS PLAIN principal accused by his staff of maladministration this week admitted in writing that he had prevented temporary teachers at his school from being appointed to the permanent staff.

In a written declaration, which was signed in front of over 200 teachers from different schools, principal Naaim Kassiem, admitted he had cancelled posts advertised for temporary teachers in May 1992. **(323)**

Earlier this year Cape Metro reported allegations of maladministration at Mr Kassiem's school, Oval North Secondary School in Mitchells Plain.

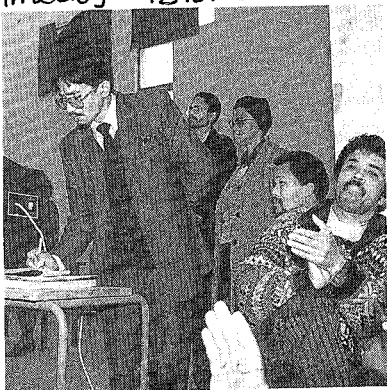
Affidavits by teachers at the time alleged that Mr Kassiem had nomi-

nated himself for the post of principal and that several appointments of teachers had also been irregular.

Last month teachers at Oval North embarked on a three week sit-in at the school to force Mr Kassiem to listen to their demands. They said no effective learning has taken place at the school since the beginning of the quarter because of internal problems.

The teachers have called for Mr Kassiem to be removed from his position as principal and for an investigation to be launched by the department.

Mr Kassiem was not available for comment this week and the Department of Education and Culture failed to respond to questions put to them on Friday.



AGREES ... Mr Naaim Kassiem signs a declaration that he prevented teachers from being appointed to permanent posts at his school



Picture: HANNES THIART, The Argus.

GRIEVANCES: Parliamentary official Mr Jannie Dippenaar, right, accepts a memorandum from a SA Democratic Teachers Union official, detailing grievances related to the restructuring of the Department of Education and Culture.

ARG 15/6/93 (323)

Rationalisation — teachers call on FW

SHARON SOROUR
Labour Reporter

DISGRUNTLED platteland teachers have called on President De Klerk to stop the "one-sided" restructuring of the Department of Education and Culture.

About 350 teachers, members of the SA Democratic Teachers' Union (Sadtu) from platteland towns in the Boland, marched to parliament yesterday to hand a memorandum to President De Klerk.

Comic relief awaited them at parliament when a man, not part of the march, shouted that he was their friend and he, too, had had aggravation "because I'm a South African".

Before being led away by police, he told marchers to go up Table Mountain and come down with bottled water which they could sell for a high price.

The memorandum said teachers were dissatisfied with the rationalisation measures being forced on them and this process would lower the already declining standards of

education and lead to more school dropouts.

The teachers demanded:

- An end to restructuring.
- Immediate inauguration of a democratic education forum representative of the entire racial spectrum to make decisions affecting the future of children.
- The immediate, permanent appointment of temporary teachers.
- Revision of rural bus timetables which affect rural schools.
- A wage increase keeping up with the cost of living.
- One education department.
- The immediate opening of all white schools.

The teachers handed the memorandum to Mr Jannie Dippenaar, President De Klerk's administration secretary, and demanded a "positive" reply by tomorrow or they would be forced to take "drastic steps".

The South African Democratic Teachers Union has called on all teachers to observe a general stayaway tomorrow, Soweto Day.

Star 17/6/93

Sadtu members arrested

Hundreds of members and supporters of the SA Democratic Teachers' Union blocked the Adderley/Strand Street intersection in Cape Town's city centre at lunchtime yesterday, protesting against retrenchments. Many of the demonstrators were arrested. — Sapa.

(323)

Teachers chant at

hearing

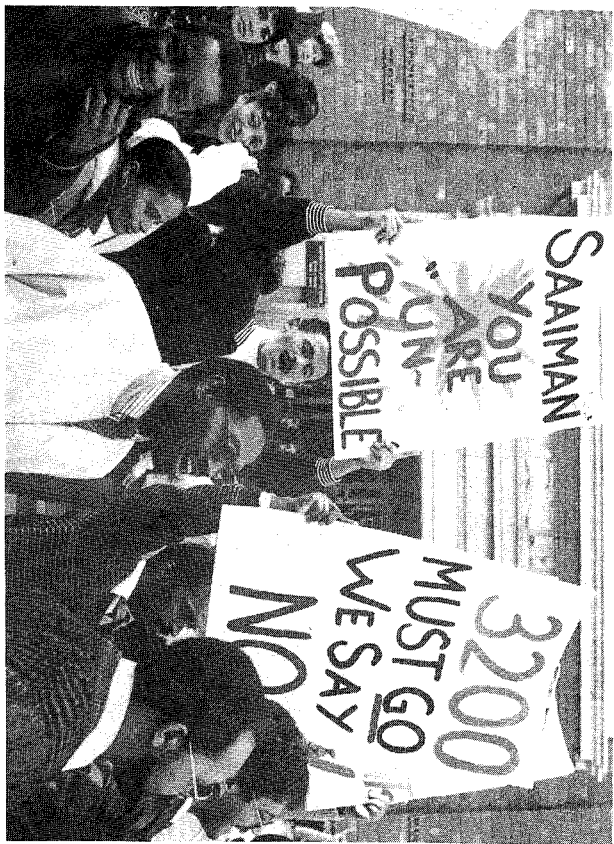
CT&P 195 Staff Reporter

TWENTY-THREE toyi-toying teachers and a newspaper vendor supported by a packed gallery yesterday chanted "Kiss the Boer, the farmer, Sis" from the dock in the Cape Town Magistrate's Court.

About 250 South African Democratic Teachers' Union (Sadu) members demonstrated outside the court before the case was heard. These teachers appeared in connection with the crowd outside demanded to be allowed into the building for the appearance of their colleagues. The teachers were arrested in the city on Wednesday during a demonstration against retrenchments and rationalisation.

After about three hours a group of about 40 protesters was allowed into the courtroom.

In a brief appearance later the teachers were warned to appear in court on July 20.



TOYI-TOYING TEACHERS . . . About 250 toyi-toying South African Democratic Teachers' Union teachers yesterday demonstrated at the Cape Town Magistrate's Court singing "Kiss the Boer, Sis" when 22 of their colleagues and a newspaper vendor appeared in connection with in an illegal march in the city on Wednesday.



Picture: LEON MULLER, Weekend Argus

□ **BURNING ISSUES:** The symbolic death of rationalisation! Roeland Street was "afire" when angry teachers set alight a coffin leaving no question as to their strong feelings about the government's rationalisation plan.

Teachers show fire at retrenchments

DI CAELERS
Weekend Argus Reporter

(323)
ARG 19/6/93

BLACK smoke billowed from a burning coffin in Roeland Street yesterday when teachers on the march symbolically "buried" — or rather cremated — the government's rationalisation plan that will see thousands of coloured teachers retrenched.

About a thousand members of the SA Democratic Teachers' Union carried the symbolic coffin from District Six, through the city, before finally setting it alight in front of the offices of the Department of Education and Culture, House of Representatives.

People hanging out of windows above the "cremation" joined in with the cries of "Viva Sadtu" as the singing, dancing and chanting crowd first set alight their posters registering their anger at the continued rationalisation by which 3 200 House of Representatives posts will be phased out.

When the fire threatened to die out, demonstrators attacked the coffin with axes and set it blazing again fiercely.

The teachers marched back to their starting point before dispersing, leaving behind one confused and upset vagrant who, believing that a body had been burned in the coffin, vented his wrath at all and anyone who would listen!

MONTAGU SP

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SEPTEMBER 29**

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WEEKENDS & SCHOOL	
HOLIDAYS	R180
LONG WEEKENDS	R210

BLACK SCHOOLS: *Almost everything is in a horrific state when compared to their white counterparts, and they're not to blame*

Star 19/6/93

Blackboard jungle blues

IT'S not uncommon for young teachers in their first post, or others after being transferred to another school, to wait for five months before getting any pay at all, writes
FRANZ AUERBACH

AL OF us wish there were no disruptions in schools, yet most black South Africans know well why they persist. The widespread lack of sympathy with the anger and militancy of black teachers and students among large sections of the population is probably the single factor that has most probably kept all these time to eliminate black schooling fairly similar to white, with the rider that where it is not similar, "it's mostly their own fault."

This perception is just not true.

A few examples of how some things operate:

● While this also happens at times in white education, the level of late payments and wrongly calculated amounts in the payment of both "coloured" and African teachers is quite unacceptable. It's not uncommon for teachers in their first post of being transferred to another school to wait for five months before getting any pay at all, and wrong calculations take many months before they are adjusted.

● For sheer waste of thousands of hours of professional time, the method of paying teachers in Soweto takes some beating. Each month, each principal — in rare cases someone she/he has delegated — has to fetch the envelope with salary cheques personally from the DET Johannesburg offices.

Incredible waste

They cannot claim this travelling on official business as an expense (though they could if they worked for the TEB). In the age of delivery vehicles, taxis and computers it's incredible that some 400 highly paid people



(323)

...desire? A small item, but one that again shows the lack of vision, the failure to see education in its entirety.

Another area of education where the State has failed to look at the whole picture is teacher education. Because of fewer births in the white, Indian and coloured groups, there is a problem of teaching forces in a number of schools in those groups in the white system, the number of pupils in the first year of school has dropped by some 20 percent during the past 15 years (hence some empty schools for whites).

Now the country as a whole is poorly supplied with teachers. The 1977-80 population census, but to supply the separate systems we must reduce the numbers we train separately. What needs to be done is to look at teacher supply problems as a whole, including the training of teachers.

Instead, we've continued to hand the reins in to representatives of lecturers, closure of colleges, transfer of students in training, in various parts of the country. In the Transvaal, the Gouda's Onder- wyskollege and the Pretoria College of Education have been closed down, and staff have been offered the now well-known "retirement packages".

NOW it's the turn of the Rand College of Education, an institution set up so that coloured teachers could be trained separately, and housed in quite inade-

as an expense (though they could if they worked for the T2D). In the age of delivery vehicles, faxes and computers it's incredible that some 400 highly paid people waste almost a day a month in this way.

● The whole examination-marking enterprise often works badly. (Admittedly, having 300,000 candidates is African.) But that can't excuse most of the scraps for time left — to give just one example.

● Three or four years ago the Van der Hoeve Commission uncovered large-scale financial irregularities where people who were relatives of senior DET officials had been awarded contracts without the proper tendering procedure, and where some large payments had been made without the relevant services having been provided.

Millions were involved but it seems no one has been successfully prosecuted for these serious offences.

● I remember the stream of circulars from the DET head office in mid-1986 while I was working at the Funda Centre in Soweto. These delayed the third term opening of schools for a fortnight and instituted a pass system for entry of pupils to their own schools.

It was clearly worked out and enforced by State security structures, not by the Minister or director-general of the DET (who signed the circular). Most of the scheme had to be abandoned anyway because it was unworkable, but the message was that the schools were under security control and belonged to the State, not to the school community.

● Much has been written about the supply of textbooks — if a department can't ensure that schools are supplied with their actual needs and that it's time to sack the top management.

SO

ONE could go on about endless delays in setting up divisions, about thousands of applications by teachers to transfer from the temporary to the permanent teachers pension fund, about meekly submitting to radical elements who (mistakenly) deny access to inspectors — the only people who have the power to correct teacher laziness and incompetence where it exists.

The many competent and dedicated people in the DET get "lost" in this sad jungle.

Now let's look at some matters across the educational spectrum. A key issue is the difference in the number of pupils per teacher. Pupil-teacher ratios (PTRs) for various population groups are illustrated in the following figures:

1971: African (including homeland) 58.2, coloured 32.7, Indian 27.8, white 21.
1976: African 49.2, coloured 29.2, Indian 27.2, white 19.7.
1988: African 44.7 (KwaZulu province), 43.5 (Gauteng), 42.5 (Natal), 42.5 (Orange Free State), 42.5 (Transvaal), 42.5 (Western Cape), 42.5 (Northern Cape), 42.5 (North West).

Conclusion: While the African PTR has dropped, it remains double the white. Most African classrooms remain grossly overcrowded, and very little has been done to reduce the large oversupply of teachers in the white system. In fact, what has been done shows



Sad spin-offs from a system that has failed

In classrooms as hopelessly overcrowded as this (above), the rot begins, leading eventually to frustrated students marching through the streets (right) and their angry teachers (left) also making their grievances known. The problem has been exacerbated not only by poor pay but by large-scale retrenchments and early retirements in a situation of widespread illiteracy, where thousands more teachers, not less, are urgently required.



LARGE-SCALE

retrenchments and early retirement have occurred in colleges and schools:

a pathetic poem in a May 30 newspaper, from a university-trained unemployed teacher, speaks of sitting at home and now "teaching the cockroaches and the mouse".

The national education forum should have been set up at least three years ago...

In the meantime, careers and future prospects for many hundreds of people, many of them highly experienced professionals, have been "destabilised", to say the least.



how the State tackles a problem.

It didn't help that the system was negotiating with white teachers only. Obviously, they performed their jobs, and have slightly more political clout than other teachers. No less than 11,000 of the more than 50,000 employed should have been redeployed.

Instead only 4,000 were redeployed, and the State's financial concourse by saying in effect: If parents pay, the difference you can keep a lower PTR than you should — so we have Model C schools where parents pay all non-salary costs in order to retain that higher-quality education for their

children that is assumed to come from having 49,000 instead of 42,000 teachers in the classrooms (1991: 53,920).

Of course, in Indian and coloured education you couldn't sell that one so there you just have to offer the retrenchment/early retirement packages — and of course the teachers react as white teachers do: they don't want to lose their jobs. So you have protests and boycotts, because the State, as it does in all other cases, has to deal with the situation in order to explain to the public why it is necessary. In two decades nothing effective has been done to redistribute teachers.

end with teachers — the most difficult redistribution problem. Four years ago the Minister stated in the House of Assembly that there were 30,000 teachers in excess of what was needed. This suggests that then there must be some 80,000 desks that became "spare". Yet there are many thousands of African children in many parts of South Africa who either have no desks and sit on the floor, or sit three or four to a desk, or sit two or three to a desk.

One of the main reasons for this is that the government has not been able to finance this issue when, at a time when it was attended by some 300 educators in Cape Town in September 1990, I asked: "Mr. Class, where are

teaching set up so that coloured teachers could be trained separately and housed, but one that has produced excellent teachers in spite of this. It is, however, still without adequate facilities, and its numbers are really too low for a viable tertiary institution.

Yet because the whole question of schools in this age facilities for all schools in this age facilities for all planned holistically the Rand College community is naturally angry and rebellious about the likely closure of the institution. They also find it hard to accept that the present administrators of coloured teacher training cannot make any more sense of the situation.

They know they have no way to control that future, and their political masters in the House of Representatives will by then (when?) have disappeared. (Recently a messenger who has worked for the college for 26 years asked me what would happen to him. No one can say.)

The national education forum should have been set up at least three years ago... In the meantime, careers and future prospects for many hundreds of people, many of them highly experienced professionals, have been "destabilised", to say the least.

Restoring a learning climate in all our schools will be a long haul. We should not underestimate the key role that must be played in this process by ensuring that education at administration in all its facets comes far more competent and more motivated. We need heads of schools who learn and those who teach.

Sadtu calls on white teachers to protest

By Lorelle Ball and
Shannon Neill

A SOUTH African Democratic Teachers Union (Sadtu) day of peaceful action marking June 16 and in support of teacher campaigns ended with the arrest of 41 teachers in Cape Town on Wednesday.

The day began with a picket along Rondebosch Main Road by over 300 teachers, culminating in a lunchtime blockade of the intersection between Adderley and Strand Streets in the city.

Shooters blaring and placards flying, a Sadtu motorcade drove around the city centre reminding people of the education crisis.

Traffic halted as singing teachers, parents and children took to the streets.

The demonstration was peaceful until Sadtu leaders were forced into a police van.

"Why are they using force? This is a peaceful protest," a teacher shouted.

Police threatened to arrest remaining teachers who, in turn, began chanting, "an injury to one is an injury to all." Most then got into the police vehicle.

The teachers were taken to the Sea Point police station, charged with attending an illegal gathering and warned to appear in court on Thursday.

Sadtu's early morning picket was followed by a spontaneous decision to march on Westford High School in Rondebosch.

Union officials described the visit as successfully "confronting the fears of white schools sparked off by the demanding of teachers in the liberal press".



HALTING CARS AND RETRENCHMENT: A Sadtu member stops a driver entering Adderley Street during their blockade

Photo Yunus Mohammed

Some white schools developed strategies to counter an occupation of schools by black children.

But at Westford, school headmaster Dr John Gibbon was faced by a courteous delegation instead.

Mr Basil Snayes, chairperson of Sadtu's Athlone branch, and Mr Lawrence Hooper, vice chairperson of the southern suburbs branch, described the meeting.

"A delegation visited Dr Gibbon to express our feelings that the

school's apparent normalcy on June 16 was an affront to teachers who were commemorating the day and showed insensitivity to what had happened in 1976," they said.

"We also expressed our dismay at the non-involvement of white schools in rejecting rationalisation that meant teachers were threatened with retrenchment."

The Sadtu delegation requested that the headmaster close the school immediately and asked if all

the Sadtu teachers could meet with Westford teachers in their hall.

These requests were refused since no prior arrangement had been made to send pupils home early but Gibbon allowed a delegation to meet with the staff.

Gibbon described the meeting as very helpful and an opportunity to understand Sadtu's views and to share his own.

"I respect every teacher and teacher organisation's right to take

action against a particular situation," he said.

Plans are afoot to engage other white schools and Sadtu has already received invitations to meet staff at several schools.

"Model C schools have lost 9 000 teachers already and we cannot believe the silence of teachers in response," said Hooper.

"We want to make sure that all teachers are organised to stop rationalisation."

3000 teachers face the axe

By Loretta Bell

South 1916 - 23/6/93

(323)

NEXT week teachers employed by the House of Representatives (HoR) leave for their winter holidays unsure of how many of their colleagues will be there next term.

The term ends fraught with tension and uncertainty over continuing government plans to eliminate more than 3 000 posts.

When schools reopen, posts of teachers who accepted retirement packages will remain unfilled.

The South African Democratic Teachers Union (Sadtu) has not ruled out the possibility of taking strike action next term.

While Sadtu agreed to refer the issue of rationalisation to the

National Education and Training Forum (NETF), they fear the body is acting too slowly.

Sadtu has asked the NETF to establish a crisis committee to deal with the issue, but the forum only launches on July 3 — two days after rationalisation is implemented.

Sadtu secretary general, Mr Randall van den Heever, expressed concern at "the slow pace of the forum".

"We've been frequently criticised for mass action. But now we've suspended our strike and agreed to refer rationalisation to the forum, but we're worried that the forum won't deliver," he said.

News in Brief

Teachers in court

TWENTY SA Democratic Teachers' Union teachers appeared briefly in the Cape Town Magistrate's Court yesterday in connection with attending an illegal march in the city on Wednesday. No charges were put and they were not asked to plead.

CT 19/6/93

Truckers high Aids risks

JOHANNESBURG. — Government research into the spread of Aids indicates long-distance truck drivers, 60% of whom visit prostitutes, are a high risk group for the disease.

CT 19/6/93

Teachers burn coffin over cuts(323) 24/10/73

Staff Reporter

A COFFIN was burnt yesterday in front of the Department of Education (Houses of Representatives) offices by members of the South African Democratic Teachers' Union (Sadtu) in a symbolic gesture against cutbacks.

This was at the end of a mock funeral procession through the city centre by teachers all dressed in black.

Hundreds of toy-toting teachers stood around the burning coffin which symbolised rationalisation and retrenchments in the teaching profession. Headwoman Ms Vivienne Car-else said the "symbolic burial" was part of a campaign against government unilateral restructuring and retrenchments.



RAATIONALIZATION

FIERY STATEMENT . . . South African Democratic Teachers' Union members yesterday set a coffin alight in front of the Department of Education and Culture offices in Roeland Street.
Picture: ANNE LANG

Teachers seek to meet De Klerk

By AYESHA ISMAIL

THE Union of Teachers' Associations of South Africa (Utasa) has asked for an urgent meeting with President F W de Klerk this week, as they believe his intervention is needed to end the simmering education crisis.

Their letter to Mr de Klerk, asking him to meet them early this week, follows a decision by the Department of Education and Culture in the House of Representatives (HoR) to continue with its controversial rationalisation programme.

The programme will result in more than 3 000 teachers being retrenched, which they say will have serious repercussions for coloured education.

After months of fighting, Utasa believes only Mr de Klerk's intervention can resolve the impasse.

Confirmation

Meanwhile principals are uncertain of how many of their staff will not return to school at the beginning of next term because teachers were able to apply for the early retirement package directly to the department.

Co-ordinator of the Western Cape Principals Forum Mr Eddie Snyders warned that "this could lead to schools not having a third term".

"Teachers have received confirmation that their applications have been successful and principals have been notified by the department that those teachers may not be replaced," said Mr Snyders.

The department's rationalisation measures will come into effect from July 1 — which Mr Snyders said will severely disrupt the school programme.

Scientific functions: rationalization of functions

4. Mr. M J ELLIS asked the Minister of National Education:

Whether, with reference to information furnished to the Minister's Department for the purpose of his reply, any steps are being taken or contemplated to rationalize (a) functions relating to the allocation of public funds amongst the Foundation for Research Development, the Human Sciences Research Council and other scientific councils and (b) other similar functions being performed on an agency basis; if not, why not; if so, (i) what is the position in this regard and (ii) when is it envisaged that such rationalization will be completed? B989E

THE MINISTER OF NATIONAL EDUCATION:

(a) and (b)

The only function executed by some of the science councils that is at present being considered for rationalization within a single structure, is the so-called "agency function". The "agency function" refers to the development of scientific and technological manpower that is pursued on a national basis by way of State funding.

(i) The investigation has almost been completed and a proposal on the matter will be considered by the Committee of Ministers of Science Councils at its meeting on 14 September 1993 with a view to advising the Cabinet.

(ii) As soon as the Cabinet has considered the matter and has reached a decision, further steps, if necessary, will be taken in the light thereof.

Own affairs:**In-service teacher-training: expenditure**

87. Mr R M BURROWS asked the Minister of Education and Culture:

What was the *per capita* expenditure on in-service teacher-training (a) aimed at the upgrading of qualifications and (b) in the form of enrichment courses during the latest specified period of 12 months for which figures are available? B917E

THE MINISTER OF EDUCATION AND CULTURE:

(a) Cape: R2 582,00
 Natal: R3 599,30
 OFS: R1 000,00
 Transvaal: R 767,30
 * College of Education of South Africa
 * Other: R 767,30
 (b) not available.

Teachers employed

89. Mr R M BURROWS asked the Minister of Education and Culture:

How many teachers were employed at (a) primary and (b) secondary schools under his control in each province as at the latest specified date for which information is available? B92E

THE MINISTER OF EDUCATION AND CULTURE:

Cape: 1993-06-18: 5 646, 6 220
 Natal: 1993-06-02: 2 377, 2 208
 Orange Free State: 1993-05-11: 2 330, 2 286
 Transvaal: 1993-05-30: 12 032, 11 093
 * Special schools and combined primary and secondary schools included.

Schools: medium of instruction

90. Mr R M BURROWS asked the Minister of Education and Culture:

How many (a) primary and (b) secondary schools had (i) Afrikaans, (ii) English, (iii) both Afrikaans and English and (iv) other languages as the medium of instruction in 1992 or at the latest specified date for which statistics are available? B937E

THE MINISTER OF EDUCATION AND CULTURE:

(a)* (i) 618 (b)* (i) 317
 (ii) 367 (ii) 172
 (iii) 297 (iii) 160
 (iv) 3, (iv) 0.
 * Special schools excluded. Combined schools have been included in the figures for secondary schools.

CED, NED and TED: Information as on the tenth school day of 1993.

OFSED: Information as on 2 March 1993.

Sid 10 examination results

91. Mr R M BURROWS asked the Minister of Education and Culture:

(i) How many pupils at schools falling under the control of his Department (a) wrote, (b) passed and (c) failed their 1992 Standard 10 examinations in respect of (i) Physical Science (Higher Grade), (ii) Physical Science (Standard Grade) and (iii) Physical Science (Lower Grade);

(2) how many pupils who wrote the Standard 10 Physical Science (Higher Grade) examinations in 1992 passed on the (a) Higher, (b) Standard and (c) Lower Grade level;

(3) how many pupils who wrote the Standard 10 Physical Science (Standard Grade) examinations in 1992 passed on the (a) Standard and (b) Lower Grade level? B971E

THE MINISTER OF EDUCATION AND CULTURE:

(1) (i) (a) 15 856, (b) 14 124, (c) 1 723, (ii) (a) 12 530, (b) 11 658, (c) 872, (iii) (a) 2 066, (b) 2 051, (c) 15;
 (2) (a) 14 124, (b) 1 458, (c) 0;
 (3) (a) 11 658, (b) 598.

Restrictions on admission of pupils to schools

* 1. Mr R M BURROWS asked the Minister of Education and Culture:

Whether any restrictions are imposed on the admission of pupils to (a) State-aided and/or (b) private schools falling under the control of his Department; if not, what is the position in this regard; if so, what is the (i) nature and (ii) extent of these restrictions? B987E

THE MINISTER OF EDUCATION AND CULTURE:

(a) Yes,

(i) although the governing body of a state-aided ordinary school may determine the criteria for the admission of pupils, there are certain legal restrictions, *inter alia*:

— as set out in the Education Affairs Act, 1988 (Act No 70 of 1988)
 — The Regulations relating to the Conditions of Admission of Pupils to Public Schools and State-aided Schools (Government Notice R703 of 30 March 1990)

— Annexure 1 of the Constitution of the Republic of South Africa (Act No 110 of 1983) according to which service may be rendered to other population groups
 — The Education Policy Act, 1967 (Act No 39 of 1967) according to which the medium of instruction is English or Afrikaans.

The above-mentioned acts and regulations refer mainly to restrictions relating to:
 — the admission of handicapped children
 — age requirements
 — the fact that under present

Principals forced to wield the axe

South 2616-2016193



PICKET: Teachers continue to fight the rationalisation plans of the House of Representatives Photo: Yunus Mohamed

CTPA, Sadtu congresses during school holidays

South 2616-2016193

By Lorelle Bell

MEMBERS of the two biggest teacher organisations in South Africa are using the July holidays to debate the future of education in South Africa.

The Cape Teachers Professional Association (CTPA) starts its 26th annual conference on June 29 at the University of the Western Cape.

The conference begins with guest speaker Mr Lindivi Mbandia of the ANC education department addressing the topic "Education in a changing Political Dispensation".

Other speakers will include Professor Nick Morgan, dean of the department of Economic and Management Sciences at the University of the Western Cape, who will



RANDALL VAN DEN HEEVER

(323)
speak on the road ahead for the CTPA and CTPA executive committee members on service conditions of teachers.

CTPA secretary general Reverend

By Lorelle Bell

SCHOOL principals at House of Representatives (HoR) schools are expected to implement cuts to suit the government's plans to retrench more than 3 000 teachers.

HoR spokesperson Mr Claude Adriaans said rationalisation at schools will depend on negotiations between the department and principals, teachers and school committees.

"The principal has to work out how he can accommodate all the pupils at schools with fewer teachers," Adriaans said.

"He would then restructure the school programme and this is what we call rationalisation. The principal would also have to say when the school can do without the number of teachers identified for rationalisation."

"Even where teachers have applied for retirement packages directly to the department, the department must still go back to the principal who has to indicate within

seven days why there is no need for teachers to go." (323)

According to Adriaans, if principals can motivate for all teachers to be retained, it is possible for this to happen, even where the number of teachers is to be cut by as many as 12.

The department has claimed on several occasions that more than 3 200 teachers have requested early retirement, but when pressed for figures this week, Adriaans said that by June 15 about 2 300 had applied.

"At this point over 300 teachers have been granted packages," he said.

Groenvlei Secondary School in Lansdowne is one of the schools where the retirement packages have already been decided by the department.

"The staff is to be reduced by 12. Principal Mr Jimmy Belie said he had discovered unofficially that five teachers had been granted packages."

"Teachers are very disillusioned and we don't know what we'll be able to do with a smaller staff," he said.

"The ratios will increase to 55 pupils to one teacher and cause a lowering of educational standards."

"As far as I'm concerned it is the department that is disrupting education."

Mr Graham Poggenpool, principal of Caravelle Primary in Mitchells Plain, says his school has to lose three teachers but an additional head of department post has been created.

"This means five of a staff of 24 teachers are seniors!" he said.

Poggenpool is one of the principals who refused to sign applications for packages and the single teacher on his staff who applied was allowed to do so directly through the department.

A source claims teachers in Strand and Mitchells Plain were told by inspectors that teachers could be kept on till December and if principals did not identify teachers for retrenchment the department would identify them.

"The rider is that the department will replace those principals with principals they can trust," said the source.

Letters of dismissal arrive

South 2616-2016193

By Lorelle Bell

TEMPORARY teachers in House of Representatives (HoR) schools in the Western Cape this week received letters informing them of the termination of their services.

Temporary teachers are appointed for a period as substitutes or indefinitely where posts are vacant.

After they are appointed, teachers receive a mandate from the department clarifying their appointments.

HoR spokesperson Mr Claude Adriaans said he had no records of letters being sent recently.

But five temporary teachers at

Oaklands High School in Lansdowne have received letters in the last days of term advising them of the termination of their services.

Ms Wedaad Dawood said her letter dated April 24 arrived on June 17, advising that her service would be terminated at the end of June.

These letters are not on the usual mandate forms and were signed by director of education Mr Awie Muller.

A circular sent recently to schools advises that no substitute teachers' appointments can be finalised if there are more teachers at the

school than the new staff establishment allows for.

The Southern Suburbs Parent, Teacher, Student Association Forum, representing 64 schools, has slammed the circular as "carefully designed to use principals as scapegoats and involve schools in the retrenchment process".

Forum spokesperson Mr Derek Naidoo accused the department of creating "a false impression of consultation and involvement of schools" and of preventing "the democratic process involving parents, teachers and students".

Roy Brink said all teacher organisations meeting during the holidays will be focussing on the current crisis in education and the onslaught by the department of education and culture on teachers and education.

The theme for the annual congress of the South African Democratic Teachers Union (Sadtu) is "Unionise for Educational Reconstruction and Development".

Delegates representing Sadtu's 75 000 members around the coun-

try are attending the congress in Johannesburg from July 5 to 7.

The keynote address will be delivered by Mr Fred van Leeuwen, general secretary of the newly established Education International which represents 30 million teachers around the world.

The congress will look at Sadtu's role during the period of transition and the election of a democratic government.

Sadtu secretary general Mr Ran-

dall van den Heever explained that members would be considering the reconstruction and development education to counter the effects of apartheid.

Van den Heever said the congress will also cover the issues of Sadtu's recent campaigns against education departments.

In particular the congress will assess the progress of the National Education and Training Forum on the issue of rationalisation.

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FW seeks end to education crisis

By NAZEEM HOWA and AYESHA ISMAIL

PRESIDENT F W DE KLERK is set to intervene in the simmering House of Representatives education crisis in an attempt to ensure a resolution is reached before schools open for the third term.

According to well-placed sources, Mr de Klerk has agreed to meet representatives of the Union of Teacher Associations of South Africa in an attempt to thrash out a compromise to end the dispute over rationalisation. *St. Times (C. Metro)*

A compromise under discussion in teacher circles would involve the appointment of replacements for teachers who have opted for early retirement.

Matric teachers who wished to retire would be asked to stay on until next term. *2716193*

These steps would be taken as holding measures while the National Education Forum assessed the country's education needs. *(323)*

According to a source, Mr de Klerk and the teacher bodies are anxious to end the crisis before the start of the third term. *(324)*

Principals have warned that the crisis in education might lead to "there being no third term."

'Disastrous' results

News of the possible compromise coincides with the shock among high schools principals at their pupils' "disastrous" June results. *(325)*

Describing the results as the "poorest" in years, principals blamed the decline on the department's decision to go ahead with its rationalisation, a programme that entailed, among other things, not appointing substitutes for staff on leave and proposals to retrench 3 000 teachers.

A spokesman for the Department of Education and Culture, Mr Claude Adriaans, said the rationalisation was well-advanced and would continue.

NETF launch postponed

By Lorelle Bell

E DUCATIONISTS expecting the National Education and Training Forum (NETF) to begin resolving the education crisis are in for disappointment.

Saturday's meeting of the NETF is a consultative one at which the facilitating group will present the draft founding agreement.

The crisis issues have not been considered yet.

The delay in the full launch has sparked doubts about the forum's ability to deliver and may jeopardise

participation by teacher organisations.

South African Democratic Teachers Union (Sadu) general secretary Mr Randall van den Heever fears the delay "signifies an enormous setback". He believes Sadu might reconsider taking part in the forum at its national congress which begins this week.

The delay could set off new teacher protests against unresolved problems next term.

Teachers agreed to suspend their recent strike action on the basis that the forum would take up the problems of rationalisation and pay

increases.

Van den Heever says: "If we cannot report conclusively on the NETF's establishment to congress, I anticipate that teachers may decide to go back on strike."

A major concern is that the new forum will be no more than an advisory body.

At the opening of the Cape Teachers Professional Association (CTPA) conference on Monday, Mr Franklin Sonn, rector of Peninsula Technikon, referred the forum as a consultative body only.

Educationists doubt the government will allow the forum real power.

So far all the NETF's facilitating group will say is that this issue will be finalised just before the meeting.

Ms Tracey Anderson, secretary of the Private Sector Education Council and administrative assistant to the facilitating group defined the scope of the forum. It will cover the current crisis, the rearrangement of departments towards a single education department, including rationalisation, and the restructuring of education.

The NETF's consultative meeting will be held at the Eskom Conference Centre in Johannesburg on July 3.

South 317-717193

CTPA to 'broaden membership'

By Lovelle Bell

THE CAPE Teachers' Professional Association (CTPA) opened its 26th annual conference on Monday by reaching out to teachers of different races because it acknowledges it is "still mainly coloured".

One of the challenges for the CTPA in the future, said president of the CTPA, Mr Archie Vergotine, will be to broaden its membership. In his presidential address Vergotine maintained the solution would not be to merge with another organ-

isation.

Earlier attempts to do this, he said, were "not successful because of the differences in the ways in which people felt the struggle for better education should be conducted".

Vergotine, in his address, recalled the history of the CTPA's involvement in the struggles to abolish apartheid and its support for the mass democratic



Archie Vergotine

movement. The CTPA first pledged its support for the MDM in 1987 and in 1988 unanimously adopted the Freedom Charter.

At the opening of the conference on Monday the ANC's Carl Niehaus praised the organisation for its contribution to "the liberation struggle and for being the first teachers' organisation to accept the Freedom

Charter.

The opening set the tone for a conference which had to address the crises in education and pressures on members who all teach in House of Representative schools currently earmarked for rationalisation.

But the conference theme, "Education in a New Political Dispensation", also looked at educational needs in the future.

The theme, said Vergotine "refers to renewal" and he slated the government's implementation of rationalisation "when a new democratic

order is imminent".

The CTPA is optimistic that "in a new order, education will be a priority and the necessary funds will be made available for the education of all our children," said Vergotine.

Anticipating a changing role for the CTPA in a new dispensation, Vergotine said: "With the birth of the new South Africa our role as a political player shall be reduced, but our role as a union fighting for the rights of our members and for the rights of our children to the best education shall not end."

Teacher cuts to save R150 million'

By AYESHA ISMAIL

THE planned reduction of 3 200 teaching posts in the Department of Education and Culture in the House of Representatives will reduce the department's expenditure on salaries and service benefits by more than R150 million a year.

This was revealed in a department statement this week, which also made it clear that they intend pressing ahead with their controversial rationalisation programme. (323)

The programme, which began on July 1, will be phased in over six months.

Mr Awie Muller, the chief director of education, said about 85% of the entire education budget was spent on salaries and service benefits, while the remaining 15% is allocated to new school buildings, upgrading of existing schools, maintenance, furniture and supplies.

But because of a shortage of money the building programme had come to a standstill, despite the fact that there was still a shortage of classrooms, he said.

"Rationalisation will correct this imbalance and eventually lead to the creation of more posts at new schools which are to be erected," Mr Muller said.

Meanwhile the Cape Teachers' Professional Association (CTPA) reiterated their call this week for a moratorium to be placed on rationalisation.

CTPA president Mr Archie Vergotine said they had not obtained a mandate from their members to accept an invitation from President F W de Klerk to discuss the education crisis.

Mr de Klerk said he would meet the union, but he was not prepared to compromise on the rationalisation programme, Mr Vergotine said.

Mr Vergotine reiterated the demand that rationalisation should be referred to the National Education and Training Forum for discussion.

Teachers 'will resume strike' (323) CT 5/7/93

Staff Reporter

TEACHERS will resume their strike if the Department of Education and Culture in the House of Representatives goes ahead with cutting 3 200 teaching posts, a spokesman for the South African Democratic Teachers' Union (Sadtu) said yesterday.

Regional Sadtu chairman Ms Vivienne Carelse said teachers would continue to resist rationalisation following a statement by the department that it intended to press ahead with its controversial rationalisation programme which began on July 1 and will be phased in over six months.

Chief director of education Mr Awie Muller said the planned retrenchments would reduce the department's bill for salaries and service benefits by more than R150 million a year.

Sadtu national chairman Mr Shepherd Mdlalana said yesterday the cutbacks would be fought "to the last man. While teachers face retrenchments, white schools are under-utilised."

Mass action ~~still~~ ^{6/17/93} to continue, say teachers

Education Reporter

Teachers will continue to engage in strikes and mass action until the Government accedes to their demand for collective bargaining, the president of the South African Democratic Teachers' Union (Sadtu), Shepherd Mdladlana, said last night. (223)

Addressing Sadtu's bi-annual congress in Johannesburg, Mdladlana said the organisation would continue its protests "for as long as the Government continues to dismiss, suspend and harass our members".

Sadtu would "fight vigorously" for collective bargaining rights and, if necessary, would appeal to the International Labour Organisation. (223)

ANC steps in to help teachers

323
ARC 6/17/93
Education Reporter

THE African National Congress is to help teachers to settle differences with their House of Representatives employers.

ANC regional education head Mr Ben Wright said there appeared to be communication problems between the Department of Education and Culture and teacher organisations.

Because of this the ANC had decided to agree to teachers' requests for help in negotiating with the department.

Three teachers have already been helped in this way after "encouraging" talks between the ANC and the department.

Mr Wright said Mr D Mentoor and Mr N Fataar were to have left Voorbrug Secondary School on June 30, but their appointments had now been extended until December.

The department also agreed to allow another teacher, Mr Muavie Gallie, to take study leave in spite of turning down his initial request.

The decisions were made after talks on the teachers' cases between Mr Wright and the department.

Soweto teachers issue indefinite strike threat

KATHRYN STRACHAN

SOWETO schools would be hit by another strike when they reopened after the holidays next week unless the Department of Education and Training (DET) gave in to teachers' demands, an SA Democratic Teachers' Union spokesman said yesterday.

A group of teachers from the union's Soweto branch, who were protesting outside the DET's regional offices in Braamfontein yesterday, vowed to go on an indefinite strike unless government backed down on its policy of "no work, no pay" for teachers who had participated in strikes earlier this year.

Although the teachers' anger was focused at the department's decision this month to deduct R600 from their salaries, their demands also included a "living wage", the scrapping of government's 5% salary increase offer and a halt to the process of retrenching coloured teachers.

The union was also against the DET decision to target certain teachers for wage cuts, claiming it amounted to victimisation. But a spokesman for the department said all teachers had been given the opportunity to put their case and deductions had been made accordingly.

Spokesman for the group Ndevu Mnyamazeli said the extremely low DET salaries eroded the morale of teachers and had an impact on their effectiveness. He said he had been teaching for 20 years and held a degree and a teaching diploma, yet earned R1 600 a month.

A Zulu teacher with 12 years experience and a masters degree from Pretoria University said he earned R2 000, and a teacher with a BA Honours from Wits University and 12 years experience earned R1 800.

Asked if the constant strikes were not jeopardising the chances of

pupils, Mnyamazeli said it was "politically naive" to think that teachers could not strike.

The question of a national teachers' strike was dependent on the outcome of talks between the Sadtu national office and the DET later this week, but Mnyamazeli said the 5 000 Sadtu members in Soweto would probably go ahead with their strike as the issue of "no work, no pay" would not be addressed by these negotiations.

DET director general Bernard Louw said in a statement last night that no provision existed for legal strikes in education, and agreements signed between the department and Sadtu last year recorded the department's stated policy of "no work, no pay".

"It is illogical and absurd for any department of education to pay teachers who do not teach. To do so would be both fruitless and a waste of public funds," Louw said.

Actress 'was prepared'

Evidence ruled

Indefinite strike threat by Sadtu

Sowetan 9/7/93

■ NATIONAL CONGRESS Action on August

16 if salary negotiations with Government fail:

By Bongani Mavuso

THE South African Democratic Teachers Union has threatened to embark on an "indefinite" national strike on August 16 if salary negotiations between the Government and the union fail. (260) (354)

This decision was taken by hundreds of teachers who attended Sadtu's second three-day national congress which ended at Crown Mines, Johannesburg, on Wednesday. (323)

Sadtu general secretary Randall van den Heever said yesterday the congress had mandated the union's national executive committee to meet the Government on July 22 and 23 to reopen negotiations on salaries. (365)

"The Sadtu salary demand in these negotiations will be in keeping with the union's national council mandate on a living wage for all teachers," Van den Heever said.

"Should the negotiations fail, the union has no option but to embark on indefinite strike action. Strike action is an indispensable weapon

to break deadlocks."

Van den Heever also announced that teachers throughout the country would participate in a "national day of action" on July 30 to highlight the crisis of rationalisation and retrenchments.

Teachers, he said, would take part in protest action to coincide with the launch of the National Education and Training Forum scheduled for July 30.

Community and other organisations would be contacted to discuss the strike action.

The Sadtu congress noted that it was the responsibility of Sadtu to oppose "by all means possible, the Government's sinister plan of shunning its responsibilities with regard to salary increases for teachers".

The union's demands include an across-the-board 30 percent salary increase for all teachers; a housing subsidy to be paid to all teachers irrespective of sex, colour, creed, age and marital status; an immediate halt to all unilateral rationalisation; a halt to cut-back measures with regard to salaries, retrenchments and withdrawal of service benefits.

ed of double standards

Sowetan 9/7/93

Students hit out

By Bongani Mavuso

THE Azanian Student Movement has accused the South African Democratic Teachers Union of not taking the education of black children "seriously".

Azasm said it acknowledged that teachers could also go on strike but "suspect that Sadtu does not take the education of the black children seriously".

Sadtu's newly elected media vice-president, Mr Ismail Vadi, said yesterday the union would not enter into a "public debate" with Azasm on the issue.

"We are prepared to meet Azasm and discuss this issue,"

Vadi said. Azasm alleged that while teachers were on strike, they reported for duty to "ensure they were still entitled to their salaries".

(323)

Attempted murder charge after teachers' city protest

By Lofelle Bell and Shannon Neill

A CERES teacher was arrested last week and charged with the attempted murder of a policeman. The arrest came in the wake of a South African Democratic Teachers Union (Sadtu) motorcade through the streets of Cape Town on June 16.

Senior police spokesperson Colonel Raymond Dowd said it was alleged that Mr Daniel Wildschutt tried to run over a police official with his motor vehicle during an illegal march.

Wildschutt was called into the charge office and given the option of either appearing at a special court hearing on Tuesday night, or he could walk out of the charge office and later be formally arrested on a charge of attempted murder.

He went voluntarily to court where charges of attempted murder and failure to obey a police officer were read and the case was remanded to August 6.

Mr Wilmar Saville, chairperson of Sadtu Ceres branch, said Wildschutt was leading the motorcade when a policeman jumped in front of the car in an attempt to stop the motorcade.

"The motorcade was travelling at a pedestrian pace and Wildschutt simply drove around the policeman who was not hit," he said.

Wildschutt said, "After the march I was called into the charge office and asked to get those who participated in the march to go to the police."

"I refused and they then offered me the choice of arrest or voluntary appearance in court". He was apparently warned that if he chose to be arrested it would "happen at school in front of the children".

The arrest follows alleged police comments that "certain of the teachers in the area needed to be reined in and disciplined."

Police were unavailable to comment to this allegation.

Troubled term for schools

South 17/7-21/7/93

By Rehana Rossouw

SCHOOLS administered by the House of Representatives re-open after the holidays next Tuesday. There are already indications that the first day back will be disrupted by teacher protests.

South African Democratic Teachers Union (Sadtu) members are determined to continue expressing their "wrath" at the government's unwillingness to speedily resolve their demands for salary increases and an end to retrenchments.

On Tuesday Sadtu members are expected to leave their classrooms and attend a hearing at the Cape Town Magistrates Court where colleagues are facing charges of attending an illegal gathering. (323)

The union has organised a rally at the Cape Town City Hall after the court hearing where members will discuss, among other things, the August 16 strike.

Sadtu's national congress ended on a fiery note on July 7 with delegates from across the country resolving to embark on strike action on August 16, based on their demands for an immediate halt to all rationalisation and cutbacks, including low salary offers, the retrenchment of teachers and the withdrawal of service benefits of teachers.

The congress felt the government had reneged on the agreement it signed with Sadtu on May 21 undertaking to establish a salary negotiating forum.

Teacher representatives set an ultimatum to the government to meet the union's demand for a living wage by July 23.

● Sadtu is now the country's largest teacher union, with 74 249 members, the congress was told.

Teacher unions hope forum can stop strike

By AYESHA ISMAIL

TEACHER unions are pinning their hopes on the National Education and Training Forum (NETF), which is to be formed at the end of this month, being able to resolve the House of Representatives education crisis and so avert a planned strike next month by thousands of teachers. (322)

With coloured schools reopening this week, principals say they do not know how many of their teachers will return, as teachers were able to apply directly to the HoR's education department for its controversial early retirement package. (323)

Teacher unions have repeatedly called for a moratorium on the rationalisation programme, but the department says it is unable to halt it as the process is already at an advanced stage.

The South African Democratic Teachers' Union (Sadtu) has voted to strike on August 16, while the Union of Teachers' Associations of South Africa (Utasa) has voted against such a move.

Sadtu spokeswoman Vivienne Carelse said her union had given the NETF and the National Department of Education "sufficient time to respond to our demands before August 16".

"We are open to negotiations, but if our demands are not met, we will go on strike," Ms Carelse said.

The co-ordinator of the Western Cape Principals Forum, Eddie Snyders, said that the formation of a single education department would be the only solution to the education crisis.

"Once we have one education department, teachers will be appointed to schools where there is a shortage, and not be posted on racial lines," Mr Snyders said.

NEWS Congress to decide on Saccawu leaders • Teachers still fighting against deductions

Six unionists in trouble

By Ike Motsapi

THE national executive committee of the SA Commercial, Catering and Allied Workers Union has allowed six suspended officials to attend its congress which starts in Durban today.

The six, who are members of the Witwatersrand region of Saccawu, were suspended after they exposed an alleged financial scandal within the union.

Some senior members of the NEC are implicated.

The NEC suspended the six without giving them reasons for the action. Those suspended are Theo Xulu (chairman), Mike Mzembe (vice-chair-

man), Mike Tsotetsi (branch secretary), Steward Nhlano (treasurer), Professor Ndlovu and William Lechabe, both branch NEC delegates.

Saccawu sources told *Sowetan* yesterday that the NEC had decided to allow the six to attend the congress so that their suspensions could be discussed. ~~(Sowetan)~~

"If the congress upholds the decision to suspend the six they will be expelled from the union," the sources said.

An anonymous pamphlet detailing what was happening in Saccawu was distributed to members last week.

It reads: "Our union is in a serious crisis. Tens of thousands of rands are going into the pockets of corrupt

individuals. Decisions are made undemocratically. This is happening while the bosses are attacking us. More of us are getting retrenched and dismissed."

"The bosses were strong before but because of our unity, militancy, strength and honest leadership we have forced them into a corner."

Among issues believed to be causing problems in Saccawu are:

- That R90 000 from subscriptions has been intercepted from head office in an account opened in Hillbrow and the money was withdrawn in Durban;

- A senior NEC member is being given R750 a month to pay his rent. This is more than his salary.

DET sticks to 'no work, no pay' rule

By Bongani Mavuso

NO provision existed in education at present for legal strikes, the Department of Education and Training said yesterday.

The DET was responding to a threat by the SA Democratic Teachers Union that teachers might go on strike which schools reopened next week. ~~(Sowetan)~~

It said its policy of "no work, no pay" needed to be acknowledged and that it was "illogical and absurd" for any department of education to pay teachers who did not teach. Soweto teachers said

on Monday they would go on strike if the DET did not repay deductions allegedly made from the salaries of about 500 of their colleagues. Sadu alleged that the DET deducted about R600 from each of the 500 teachers' salaries following a strike called by Sadu in May.

The deductions were the result of the DET's decision to apply the "no work, no pay rule" against teachers who had taken part in the strike. ~~(Sowetan)~~

"In consequence, certain members of Sadu have been sent letters which indicate that leave without pay has been recorded for the duration of their strike," the DET said. ~~(Sowetan)~~

NEWS

South 2417 - 2817193

TEACHER POWER!

By Rehana Rossouw

TEACHER subervience to education authorities finally ended during their national strike, believes South African Democratic Teachers' Union (Sadu) national vice-president, Mr Ismail Vadi.

The strike was the first time in the history of South African education that a teacher organisation declared a formal labour dispute with the Department of National Education (DNE).

"Sadu's strike announcement, following closely on the widespread secondary students' actions against an increase in the matriculation examination fees, added a new dimension to the education struggle in our country," said Vadi, writing in the latest edition of South African Labour Bulletin.

"Although the strike itself was averted through the personal intervention of ANC president Nelson Mandela, and the subsequent negotiations between Sadu and the education authorities, the union has scored significant organisation, political and labour victories."

Vadi said the agreement reached between the DNE and Sadu on May 21 was a victory for teacher trade unionism in South Africa.

The DNE agreed that salary negotiations would be reopened within four weeks, that no new rationalisation programmes would be implemented, and that present teacher/pupil ratios and staff complements would be referred to the national Education and Training



CENTRE STAGE: The national strike has meant teachers are no longer subervient to education authorities

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Forum (NETF) for reconsideration of their collective power and the utility of the strike tactic," Vadi said. This was evident from the sharp increase in Sadu membership which had risen by 20 000 in the past three months.

The most impressive increase has been among coloured teachers in the Western Cape and Transvaal.

A major gain made by the strike was that it forced the government to concede a fundamental demand made at the Broedersroom Educa-

tion Conference in March 1992: the immediate establishment of a National Education and Training Forum to address crisis issues in education and to negotiate the transition to a post-apartheid education system.

"This was Sadu's first attempt at organising a national strike of South African teachers," Vadi said.

"That unquestioning subervience of teachers to education authorities has finally been broken."

Photo: Yunus Mohamed

Teachers ready to strike again

By Vuyelwa Motlali and
Rahane Rossouw

TEACHERS belonging to the South African Democratic Teachers Union (Sadu) will take to battle with a national strike on August 16 unless the government meets their demands for an end to cutbacks in education.

On Tuesday, the first day of the new term in schools administered by the House of Representatives, more than 1000 teachers left their classrooms to attend a meeting organised by Sadu.

Mr Jonathan Arondek, Cosatu Western Cape secretary, told the meeting teachers should not lie down and "allow thieves to continue taking what is rightfully yours". He said people should not be confused by the new National Party colours.

"It is the same NP that has been killing our people, with De Klerk serving in its inner circle. The only difference is that he is now smiling, but he still thinks the same," Arondek said.

"He wasn't smiling when he served in the State Security Council which ordered the deaths of people, including Matthew Goniwe, a teacher."

Arondek said all public sector unions in Cosatu were uniting into a "super union" at the end of the year. This meant if public sector workers went on strike the whole country would come to a standstill as they were the backbone.

"Can you visualise the power I am talking about? And it is your decision to be a part of it," he told dissenting teachers.

Sadu's newly-elected national vice-president Ms Vivienne Carls added: "We cannot let things like

De Klerk determine our fate."

She said it was up to teachers to expose the fraudulent image of De Klerk which the world saw when he accepted international peace prizes.

"He is very tolerant of the thugs who invaded the World Trade Centre but at the same time he has gone into the schools and created chaos," Carls said.

"Then he goes and tells the world that Sadu is responsible for the disruptions at schools."

Carls said teachers were not committed to strike action but it was their last resort after "exhausting every other means."

"We have tried all other methods. We marched, we held meetings with our communities, we stood in the rain for hours with our placards and our pickets, yet the government is still adamant about implementing cutback measures," she said.

"We have given the state ample opportunity to respond, to be reasonable. Now we must consider using the last weapon we have to force the hand of our enemy," Carls concluded.

South 2417 - 28/1/93



KISS THE BOER: A policeman gets drawn into a toyi-toyi outside the Cape Town Magistrates Court on Tuesday
Photo: Yunus Mohamed

100 face charges after Sadu demos

TEACHERS engaged in scuffles with police on Tuesday when they came to the Cape Town magistrates court to support 42 people charged with participating in an illegal march in Adderley Street on June 16.

After the teachers' brief appearance, a crowd of more than 300 gathered outside the court, singing and chanting "Kiss the Boer" to the security force members watching.

Police, including members of the internal stability unit attempted to restrain them and a scuffle broke

out when police tried to stop a teacher from crossing over the street.

More than four police tried to carry him into a waiting police truck but he was dragged free by other Sadu members and managed to evade arrest.

Sadu regional chairperson Mr Glen Abraham said the police for treating teachers like "ordinary criminals". The teachers' case was postponed to August 25. In total, more than 100 South

African Democratic Teachers Union (Sadu) members are to appear in court on charges relating to teacher protests — including a charge of attempted murder.

Cosatu Sadu branch secretary Mr Daniel Wildschutt was arrested following a motorcade held on June 11 in protest against the Department of Education and Culture's nationalisation measures.

A policeman allegedly jumped in front of his car to force him to stop, leading to the charge of attempted murder. The case was postponed

until August 6 for further investigation and to await the attorney general's decision on whether or not to prosecute.

On Thursday, 17 Paarl teachers are to appear in the Paarl Magistrates Court following an occupation of the regional education offices.

On Friday, members of the Nyanga Sadu branch will appear in the Cape Town Magistrates Court following the occupation of the Department of Education and Training Offices last year.

'Welcome back — you're fired'

SOUTH 247-2871/12

By Rehana Rossouw

A SHOCK greeted some teachers employed by the House of Representatives when they returned from school holidays on Tuesday: they were told their services were no longer required.

"I was shocked, I still am. It happened so suddenly," said Ms Vanessa van Rooyen, who taught standard one at Matroosfontein Primary until this week.

"I went to Johannesburg for the holidays and returned on Monday evening. A few hours later my principal telephoned me to say that

I was returned."

Van Rooyen said she could not understand why she was not informed last month when school closed for the holidays that she would be returned.

Another school had offered her a post for the next six months — a post she refused and which is no longer available. (323)

"I am not being replaced. The 30 children in my class are being divided among the other standard one teachers," Van Rooyen said.

"I had so many plans for this term. I was going to concentrate on the weaker children but now I'm

worried about them. The other teachers don't know them at all and with bigger classes, they won't be able to give the children that much individual attention anyway."

Van Rooyen said she was not sure when she would find another job. Her training only qualifies her to teach, and there are few positions open to teachers.

"I worked as a part-time waitress while I was studying. I'll probably have to start waiting tables again."

A teacher at Ocean View High, who asked not be identified as he hopes to win back his post, said he was "frustrated, disappointed and

extremely angry" at being axed without notice.

Six teachers at the school were informed last week that their services were no longer required.

"Fortunately, the other teachers are refusing to take on the load of the extra children and are fighting to get us back at the school," the teacher said.

"They are saying the parents will have to come and supervise the children, so the Parent Teacher Association is calling an urgent meeting to sort out the crisis."

"I have a degree but it doesn't qualify me to do anything else."

Kids without teachers as jobs are axed

By Rehane Rossouw and
Vuyoliswa Mofali

THOUSANDS of pupils at schools administered by the House of Representatives were left unsupervised this week as government education cutbacks hit schools.

Reports are streaming in of hundreds of temporary and substitute teachers axed by the Department of Education and Culture (DEC) during the winter school holidays.

Some schools are unable to offer teaching in certain subjects while others are asking parents to supervise their children in the classrooms.

Because principals were given little warning of the cutback mea-

sures, the extent of the teacher shortage is still being measured.

This week it appeared the worst hit school in the Peninsula is Redhar Senior Secondary. The school's principal, Mr Bj Harrogh, sent a letter to all parents on Tuesday informing them that the school's programme had been "greatly disrupted" by teacher shortages.

The school is not able to offer teaching in Home Economics and Physical Education from standard six to matric, and lessons in English, History and General Science will be unavailable to 21 classes.

"If substitute teachers are not appointed tomorrow, you will have to attend an emergency meeting next week to discuss the position,"

South 2447 - 2817193

Harrogh told parents.

"Pupils will be dismissed at 11am today because the teaching programme cannot proceed. We hope you understand the situation."

At Ocean View Senior Secondary all the Afrikaans teachers have been axed. Luckhoff Senior Secondary in Stellenbosch has been told that 17 teachers have to leave this term. (323)

The Athlone region of the DEC will have to axe 30 substitute teachers.

Principals spent the first few days of the new term scrambling to reorganise classes to minimise the effects of the cutbacks.

Some are refusing to load the teacherless pupils onto the rest of the staff. Others are reallocating

pupils into classes numbering more than 50.

The principal of South Peninsula High, Mr Brian Isaacs, said the department "was putting a gun to principals' heads".

"They are threatening not to extend temporary teachers' contracts unless we propose a rationalisation programme. My school has five fewer teachers," he said.

The cutbacks have left teachers seething. "When parents ask at the end of the year why their children's results are so poor, they'll know who to blame," said Sakhumalo national vice-chairperson Ms Vivienne Carlsbe.

"We have to take up the battle to rescue our children's education and ensure those criminals no longer determine education."

'Not retrenchments, just reorganisation'

South 247-281/93

THE Department of Education and Culture in the House of Representatives admits a number of teachers lost their jobs this week — but denies that they were retrenched. (323)

Instead of using the word "retrenchment", the department prefers "reorganisation", explained spokesperson Ms Theresa Hanekom.

"This is not part of the rationalisation programme, this is a reorganising programme," she said.

"There are many teachers with up to 10 free periods every week. We want the children to be fitted into those classes."

Hanekom agreed that it was a problem that the "reorganisation" could result in more than 50 pupils in some classes, but said the department was not to blame for this.

"The teacher organisations like Utasa and Sadtu are to blame. They had a Operation Isolation and effectively perfected a strategy of not allowing subject advisors or inspectors at schools," she said.

"So we couldn't ask principals to identify the teachers who should have been the first to leave, and the department had to decide.

"A lot of the teachers who applied for early retirement did so because they were sick and tired of the things going on at the schools."

Hanekom said the department was still intent on rationalisation but could not comment further as the matter was "very sensitive at this stage".

The department could not say how many teachers were axed this week.

Parents defy DEC, appoint teachers

South 21/7 - 4/8/93

By Rabana Roseauw

Parents were asked to attend an emergency meeting on Monday night to decide what action to take to ensure their children were taught at the Department of Education and Culture (DEC) in the House of Representatives and appoint two substitute teachers. The meeting was held at the school on Monday night. "I stand before you as a man in the name of the people protesting at us," said school principal Mr. Bartram Harrogh. "I have followed all the normal channels, professional and unpromotional, to make the department realise that they are destroying our children's education."

Parents, that decided to send the pupils home early, and had then made their way to the DEC offices to demand substitute teachers. Four teachers at the school were granted leave for this term, one resigned and two accepted the DEC's retirement package.

"The department agreed eventually to give us five substitute teachers, but refused to publish the two names," Harrogh said. "They told me that if I appointed the other two substitute teachers I would be responsible for their salaries."

Harrogh said the school still requires 15 teachers for 15 classes. If he combined the History classes, he would have 72 pupils in a class.

Rainy days and Mondays — Livingstone's protest ends with 40 arrested

(3/23)



UNBELLIA ORGANISATION: Livingstone High School teachers, parents and pupils brewed an toy downpour on Monday to protest against teacher reappointments at the offices of the Department of Education and Culture in the House of Representatives. The school has not had an accountability teacher for months, leaving five classes untaught. The school had hoped to force the DEC to appoint a substitute teacher but were arrested after officers refused to meet them without an appointment. More than 40 people were arrested and will appear in court on August 12.

Photo: Yunus Mohamed

"We must appoint the two substitute teachers and tell the department we are not holding the principal responsible for their salaries but the department."

Mr. Joe Edghebe said for two hours he had stood on teachers' shoulders protesting rationalisation. "It is time for parents from across the Peninsula to take to the streets in their thousands to show the government that they reject rationalisation."

Mr. Alan Foggerop said there were teachers who were battling to keep their children at school because of financial constraints and the DEC's "attack on education" could demoralise them further.

"We pay taxes, but our money has been used to pay for the salaries of teachers. We must demand that they use our tax money to give our children a better future," he said.

"Ever since I was in high school there have been problems every year with our education. We must show the government that they cannot take who asked not to be identified suggested that parents with children at House of Representatives schools refuse to pay tax and demand the money into a fund to pay teachers."

"The government has a law which says that if a parent does not allow their child to attend school between certain ages, but then they don't provide them with decent education," he said.

'Give back South 21/7-4/8/93 our teachers'

By Rehana Rossouw

A LAST-minute attempt to save teaching posts in House of Representatives (HoR) schools was made on Thursday morning when a National Education and Training Forum (NETF) crisis committee was due to meet HoR officials.

The crisis committee was formed to stave off the axeing of 3 200 teachers. (323)

When the new term started last week, more than 300 positions were left vacant by teachers who had accepted the government's early retirement offer.

According to sources, the meeting was intended to solve the



VIVIENNE CARELSE

immediate crisis, namely the HoR's refusal to appoint substitute teachers in the posts that were frozen when teachers retired.

Commenting on the meeting, South African Democratic Teachers' Union (Sadu) vice-president Ms Vivienne Carelse said the union would continue to fight "tooth and nail" to ensure the frozen posts were retained.

"Only the government has the power to avert a strike on August 16," Carelse said.

TEACHERS - COLOURED

1993

AUG - DEC

Teachers prefer to retire early

323
ARCT 4/18/93
Education Reporter

ONLY a handful of House of Representatives teachers have responded formally to a last-minute offer to be kept on until the end of the year instead of retiring early.

The call for the teachers to remain came after a meeting brokered by the National Education and Training Forum last week.

It was attended by the South African Democratic Teachers' Union, the Union of Teachers' Associations of South Africa, the Department of Education and Culture and the House of Representatives.

As a result about 270 teachers due to retire from July 31 were approached.

If they wanted to stay on they had to notify the department in writing on Monday.

Department spokesman Claude Adriaanse said yesterday that just six teachers had done so. Their retirement packages had been deferred until December 31.

The department plans to phase out 3 200 posts this year by not replacing teachers who accept early retirement.

Paarl teachers protest at overcrowding

JOHN VILJOEN
Education Reporter

ABOUT 60 members of the Paarl-Mbekweni branch of the SA Democratic Teachers' Union today occupied the offices of the Department of Education and Training in Cape Town.

The teachers were part of a group of more than 100 who travelled from Paarl to protest

over conditions at DET schools there. (323) NR 5/8/93

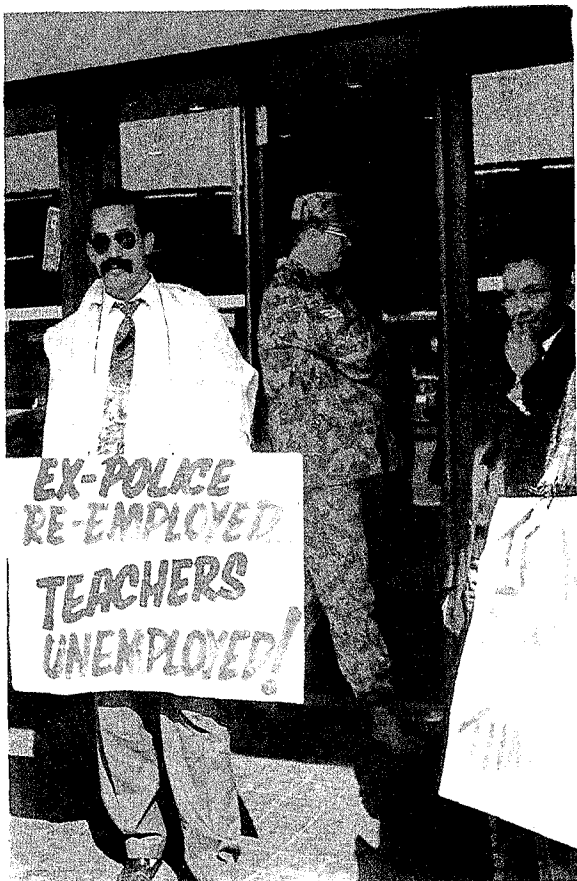
Teachers said 4 000 pupils were enrolled at just four schools. The Mbekweni High School had to platoon with Imboniselo Primary School.

Teachers said there were 60 pupils in each class at Mbekweni High and Desmond Tutu High.

DET area director Johan Brand and his inspectors were holding talks with the teachers occupying the offices.

The teachers demanded that a new secondary school — promised three years ago — be built.

The teachers accused the DET of bias toward schools in the greater Cape Town area.



TEACHERS PROTEST ... About 30 teachers from Paarl, representing the Sadtu, protested outside the DET offices on the Foreshore yesterday against the Ministry of Law and Order's announcement that 2 000 policemen would be re-employed, saying that 3 000 Sadtu teachers have been retrenched this year. (323) CT6/8/93 Picture: FANIE JASON

Teachers sit in at DET

A GROUP of about 60 SA Democratic Teachers' Union members from Paarl yesterday occupied Department of Education and Training offices in Cape Town.

They are demanding a written commitment from the department to build a primary school in Paarl.

They said a school should have been built three years ago. They vowed not to leave until they received a positive response.

● Schooling in many Reef townships came to a halt yesterday as at least 700 toyi-toying Sadtu members gathered at the Johannesburg Library Gardens to protest against retrenchments. — Sapa

MONEY CUTS set to deepen schools crisis

SI Times (CIMEBO)

8/18/93

By EUGENE PARAMOER and AYESHA ISMAIL

THE crisis in education appears set to deepen and to continue next year following a decision by the Department of Education and Culture (DEC) to cut funding of coloured schools by up to 50 percent.

The SA Democratic Teachers' Union (Sadtu), which is planning a chalk-down from August 16 over teacher cutbacks, is infuriated by the DEC's decision.

Teachers are predicting that matric results for 1993 will be the poorest in years.

In terms of the new cutbacks, parents of pupils at DEC schools will have to dig deeply into their pockets to pay for text books and equipment next year.

The new allocations, for the period from April 1993 to March 1994, were announced in a circular to DEC schools in July.

Sadtu vice-president, Ms Vivienne Carelse, has slammed the move.

She said that her organisation would fight the new round of cutbacks.

"There is no way that the state... should be allowed to renounce on their responsibility to provide," she said.

"It seems as if the burden of buying resources has been shifted from the state to parents and that our schools are being dumped into a Model

C scenario: for next year."

A DEC spokeswoman said the education budget needed a "reassessment of priorities".

The spokeswoman said the staff cutbacks "will not... in the financial year... provide sufficient funds for all the other needs in education".

Mr Archie Vergotine, principal of Ravensmead High School and president of the CTPA and the Union of Teachers Associations of South Africa, said the cuts would lead to a lowering of standards in education. (323)

Co-ordinator of the Western Cape Principal's Forum and principal of Garlandale High school, Mr Eddie

Snyders, said they would "confront" the department this week about the cut-backs and the department's failure to appoint substitute teachers at some schools.

Ravensmead High School suffers a cut-back of about 30%. Mr Vergotine said last year the school's allocation was R117 433 and this year it is R84 815.

Woodlands High School in Mitchells Plain had a 30% cut in their allocation.

South Peninsula High School had their allocation cut from R75 236 to R53 730.15.

A spokesman for the Department of National Education and Training representative to the National Education and Training Forum (NETF) Dr B Louw said it would appear to him that the department had "insufficient funds and had to arrange priorities and had made financial cuts."

He said that if this was a purely management issue the department did not have to consult the NETF as its draft agreement stated that the responsibility for the management of the education system would remain with the government.

Agreement

Meanwhile, at a meeting in Cape Town last week, the department, Sadtu and the Union of Teachers' Association of South Africa (Uasa) reached an agreement whereby teachers who are still in service and who have opted to accept the early retirement package offered with effect from August 1 1993, may defer their acceptance of the package and postpone it to December 31, 1993 without loss of benefits.

According to the department, of the more than 3 000 teachers who have applied for the package, only six applications from teachers willing to stay on until December were received this week.

The department this week emphasised that teachers who had been granted the early retirement package were under no obligation whatever to defer their early retirement until December.

DET asked to scrap 'aiding teachers'

By AYESHA ISMAIL

TEACHERS in black schools have called for the abolition of "aiding teachers" who were appointed by the Department of Education and Training (DET) this year on a 24-hour basis.

Teachers said the "aiding teachers" enjoyed no benefits and could be fired on 24 hours' notice.

Chairman of the South African Democratic Teachers' Union (Sadtu) Nyanga branch, Mr Lungipi Tom, said: "The appointment of aiding teachers is degrading to the teaching profession."

Mr Tom said there were 24 "aiding teachers" at his school, Sityazakha Primary School in Philippi.

"We still have the platoon system at our school whereby two schools use one building."

"The aiding teachers are responsible for the afternoon shift," he said.

At a meeting held between the DET and Sadtu this week, the union called for the abolition of aiding teachers, adding that they should be appointed permanently.

The union said teachers at squatter schools should also be appointed as permanent staff and be given permanent staff benefits.

The DET did not respond to questions put to them on Friday.



SAD MUM

Police have not yet located Joey Slomowitz, 3, whose father abducted him from his mother Carolyn Slomowitz's home in Sydney.

Mr Slomowitz was last seen in Cape Town and Mrs Slomowitz has brought an urgent application in the Cape Town Supreme Court for Joey to be returned to her.

Mrs Slomowitz fears her estranged husband may have fled the country.

Picture and report: AMBROSE PETERS

Teachers protest against misconduct charges

Sowetan 14/8 - 18/8/93
By Rehana Rossouw

TEACHERS at Silverstream Secondary School in Manenberg picketed their principal's house last week, after he threatened to bring misconduct charges against South African Democratic Teachers' Union (Sadtu) members.

Union members say the dispute with the principal, Mr Matthew Louw, began last term when they refused to attend a farewell ceremony for a teacher who accepted the retrenchment package.

Two Muslim teachers were threatened with misconduct charges when they failed to fill in leave forms after being absent on Eid day, Sadtu claims.

Sadtu members refused to submit examination marks at the end of last term and Louw issued reports without the marks. He then called a parents' meeting where teachers had to explain why their marks were absent (323)

"Sadtu members also refused to take over the classes of the teacher who accepted the retirement package, and the principal told the parents we are refusing to accept his orders to teach their children."

The 16 Sadtu members at the school were again threatened with misconduct charges when they attended court in support of union members who were appearing.

"The principal claims we left the school without permission, but we did inform him."

Louw refused to comment.

Desperately seeking Saaiman

By Rehana Rossouw

South 14/8 - 18/8/93

HOUSE of Representatives education minister Mr Pieter Saaiman failed to arrive for an official visit to Worcester schools on Tuesday where teachers had organised a massive protest to greet him. (323)

Saaiman was reportedly due to present long service awards to teachers at the Worcester town hall.

Sadtu's Worcester branch, parents and pupils planned to occupy the town hall and hand over a memorandum to Saaiman. Instead, they held a rally at Esselen Park Senior Secondary School and Overhex Primary School where the staff was unhappy about a shortage of teachers. Teachers also occupied the regional offices of the Department of Education and Culture where they handed over a memorandum to the regional director, Mr R Simon.

The memorandum expressed their unhappiness

with the appointment of three National Party Members of Parliament — Mr Anwar Ismail, Mr Abe Williams and Mr Peter Harmse — to the Worcester regional education board.

They also demanded that local unemployed teachers be appointed at Hexpark Primary which is due to open next year.

The occupation ended when the department responded to their demands, agreeing to lengthen the service of a teacher at Overhex Primary, and committed itself to employing local teachers at the new school.

● At Tulbagh the department appointed a temporary teacher at Montrose Primary School after Sadtu members occupied the principal's office.

One of the seven teachers at the school has been in hospital since the beginning of the term, leaving students unattended.

Teachers' strike chaos expected

322
323

CT 16/8/93

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

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

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

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

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

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

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

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

Azapo yesterday called on Sadtu to cancel the strike. — Staff Reporter, Own Correspondent



STRIKING TEACHERS ... These teachers were among a crowd of 3 000 or more striking educators who attended a rally at UWC yesterday afternoon.

Picture: ANNE LAING

City 'blockade': 13 arrested

Staff Reporters

POLICE held 13 people after a protest and blockade at the intersection of Adderley and Strand Streets by about 600 pupils yesterday afternoon.

The action by the Western Cape Students' Congress (Wesco) was in support of the teachers' strike.

Police ordered protesters to vacate the intersection but Wesco

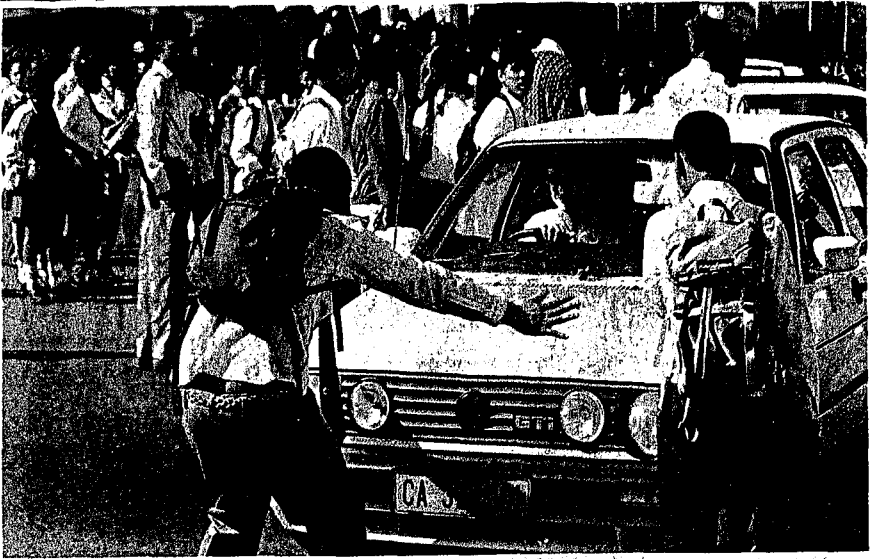
chairman Mr Aubrey Daniels later led about 20 pupils and sympathisers down Adderley Street. Police arrested most of them.

Hundreds of pupils then marched to Caledon Square to demand their release.

Those held were taken to Sea Point police station where they declined bail of R100 each. Six

youths and seven adults later appeared in the Magistrates' Court, where they were not charged or asked to plead but were warned to appear on September 17.

The adults arrested were Mr Aubrey Daniels, 20, Mr Riaan Abrahams, 19, Mr Morne Phillips, 19, Mr Xola Ngesi, 31, Ms Kashief Butler, Mr Samuel Plaatjies, 27, and Mr Muzi Velaphi, 32.



NO-GO AREA . . . Pupils block motorists at the intersection of Adderley and Strand Streets yesterday at the sit-in protest organised by the non-aligned Western Cape Students' Congress (Wesco). Thirteen protesters were later arrested. Picture: BENNY GOOL

Talks bid to halt strike

Own Correspondent

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

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

The 80 000-strong union said the high level of support for the strike could force an early break-

through in its push for a 20% wage hike. The state is offering 6.7%.

The chalkdown, which comes barely two months before two

STRIKE 'PARALYSES' W CAPE SCHOOLS

— PAGE 4

million pupils face their year-end exams, ignores an appeal by the Congress of SA Students to teachers to delay their protest until a less critical time.

The Department of National Education's deputy director-

general, Mr Clive Roos, attacked Sadtu for striking when all the issues it offered as reasons for striking were under negotiation.

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

● Soweto Education Co-ordinating Committee spokesman Mr Jolly Mathongo said pupils had reported to school yesterday morning to discuss ways of continuing their studies without their teachers.

● Paralysis as teachers strike — Page 4

Rina Venter



Police halt planned sit-in by teachers

CT 19/8/73 323

Staff Reporter

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

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

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

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

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

They also asked for his support in

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

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

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

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

Pupils at Fezeka and Guguletu Comprehensive High Schools are making serious attempts to teach themselves.

Besides going on with new work they exchange old exam papers to go through at home, and when they meet the following morning discuss the answers before starting a new lesson.

— Staff Reporter, Sapa

Teacher axings leave pupils unattended

South 2018-2418/2

By Rehana Rossouw

AT GOEIEHOOP Primary School, in Bellville South, 34 Sub A pupils have not had a teacher for four weeks.

Their teacher, aged 60 years, accepted the retirement package and the Department of Education and Culture (DEC) has not replaced her.

There is another English medium Sub A class at the school, also with 34 pupils. On the day SOUTH visited the school, we tried to merge the two classes. (323) (24)

There was not enough space in the classroom for tables for the 68 children, so 34 had to sit on the floor. They could not stretch out their legs in the tiny space available.

"I really feel sorry for them, but as you can see it is impossible to fit 68 children into my class, let alone pay attention to all of them," said Sub A teacher Mrs Denise Adams.

"The department says African teachers coped with even more in their classes, but I can see now that it was deliberate so that no proper teaching could take place."

The South African Democratic Teachers Union estimates that since the DEC started retrenching on July 1, 650 teaching posts have been closed, resulting in a minimum of 3 250 unattended classes or 130 000 unattended students.

Heathfield teachers want to meet FW

Southern 2018 - 24/8/93

By Barbara-Ann Boswell

WHILE Sadru members country-wide strike, Heathfield High School have devised a different strategy to counter rationalisation. (323)

According to Ms Lorna Ford, a spokesperson for the school, pupils, parents and teachers are going door-to-door in Heathfield, Retreat and Elfindale this week to make the public aware of the education crisis.

"We are without two teachers and the department (of Education and Culture in the House of Representatives) wants to get rid of five more. We are trying to accommodate our pupils to the best of our abilities, but conditions are far from normal at our school," said Ford.

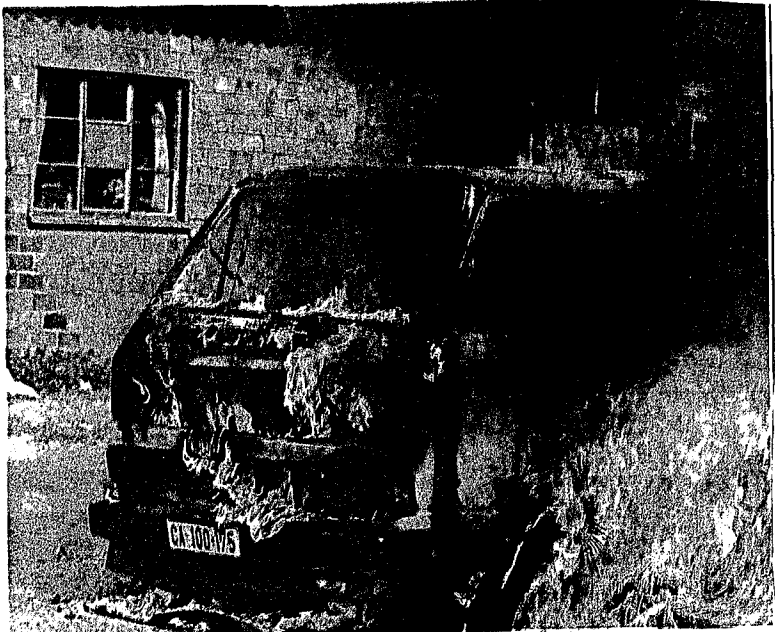
The department has also cut about R30 000 from the school's annual budget, according to Ford.

The campaign, which takes place every day from 12.45pm, includes a petition for parents to sign.

The awareness programme will also include a picket at the DEC offices in Roeland Street, Cape Town, but Ford says they are still waiting for permission to protest.

The teachers requested a meeting with the state president at Tuynhuis, where they hope to hand over a memorandum and their petition.

By embarking on this programme, teachers hope to "get the student, teacher and parent components to work together," said Ford.



'BARCELONA BUS' ... A microbus burns fiercely on NY3A in Guguletu yesterday after being set alight by pupils supporting the Sadtu strike. The incident is believed to be part of the Cosas "Barcelona Flames" campaign, which involves stoning and burning vehicles. Picture: FANIE JASON

Teaching row 'solved'

CT 25/8/93

JOHANNESBURG. — A dispute about teacher retrenchments in the House of Representatives (HoR) has been resolved, the crisis committee of the National Education and Training Forum (NETF) announced yesterday.

NETF chairman Mr Alan Tonkin said the HoR education department had informed all affected teachers they could extend their services until the end of the year. The department had also granted temporary replacements to schools needing them.

Mr Tonkin said the retrenchment issue was separate from the South African Democratic Teachers' Union (Sadtu) strike over teacher salaries.

A decision on the fate of the strike — now in its eighth day — is likely to be made today.

In Cape Town yesterday, ANC regional secretary Mr Tony Yengeni called on more than 1 000 teachers to continue striking until their demands were met.

He said the ANC "fully supported" the strike.

A Cosas spokesman told the teachers that his organisation would fight side by side with them.

The DET said it abhorred any form of violence and that resorting to it was unacceptable.

● The government has offered an extra R850 million to its R2 200 million salary bill in negotiations with public servants and educators, the Commission for Administration said yesterday.

A commission spokesman said the extra money would be available from November 1.

Sadtu welcomed yesterday the government's decision, but rejected an attempt to link it to Sadtu's 15% wage increase demand. — Sapa, Staff Reporter



ON THE MOVE ... ANC regional secretary Mr Tony Yengeni, with dark glasses, leads more than 1 000 marchers to DET offices yesterday afternoon. Pupils, parents and teachers marched in support of the Sadtu strike. Picture: BENNY GOOL

ANC to see Atlantis principals

323
C125/8/93

Staff Reporters

THE ANC will meet with Atlantis principals later this week following claims that chaos erupted at two local high schools yesterday when fights broke out among pupils and teachers.

Mr Gert Witbooi, ANC spokesman for Atlantis, said pupils at the Saxonsea Senior Secondary School claimed a teacher had pointed a pistol at one, and others said they had been assaulted by teachers during the attempted demonstration.

He said pupils had tried to carry their desks into the streets "in protest against crowded classrooms".

Some pupils at the nearby Proteus High School had also claimed they had tried to hold a similar demonstration outside their school and that a taxi driver had drawn a gun and slapped a pupil across the face.

Mr Witbooi said the ANC would meet Atlantis high school principals later this week to discuss the issue.

But Saxonsea principal Mr Tommy Davids yesterday denied the pupils' claims, saying they were "very exaggerated".

"After the assembly about 9am, I heard a terrible commotion and saw a pupil try to carry his desk out of the school grounds.

"Chaos broke out, with about 20 kids breaking windows and swearing at their teachers, and turning water hoses on crying children who did not wish to demonstrate.

"I had to send everyone home for their own safety," Mr Davids said.

Meanwhile, a Guguletu man was abducted by youths at gunpoint and his car set alight in Nyanga yesterday and three other cars were stoned in the Western Cape, two of them on the N2.

Police are investigating whether these and about 20 other incidents of arson and stone-throwing since Monday are linked to the Congress of South African Students (Cosas).

Damage

Western Cape Cosas spokesman Mr Ndodamgeni Mgentu said: "Setting fire to cars is part of Operation Barcelona, but the stonings on the N2 must be the work of regulars."

A police spokesman said more than R300 000 worth of damage had been caused to vehicles since Monday.

Around lunchtime yesterday Mr Theo Mpahleni, of Guguletu, was abducted in his car by a group of youths who forced him to drive to Nyanga, where they stoned the car and set fire to it. Mr Mpahleni was not injured.

Star 26/8/93

Genbel Investments lifts earnings to R155-m

Genbel Investments lifted annual earnings by nearly five percent to R155 million in the year to June.

The payout rises to 36c (34c year ago).

Net surpluses on investment transactions rose R442 million (R143 million), mainly as a result of the R1.2 billion June 1993 share

swaps with Gencor and San-korp.

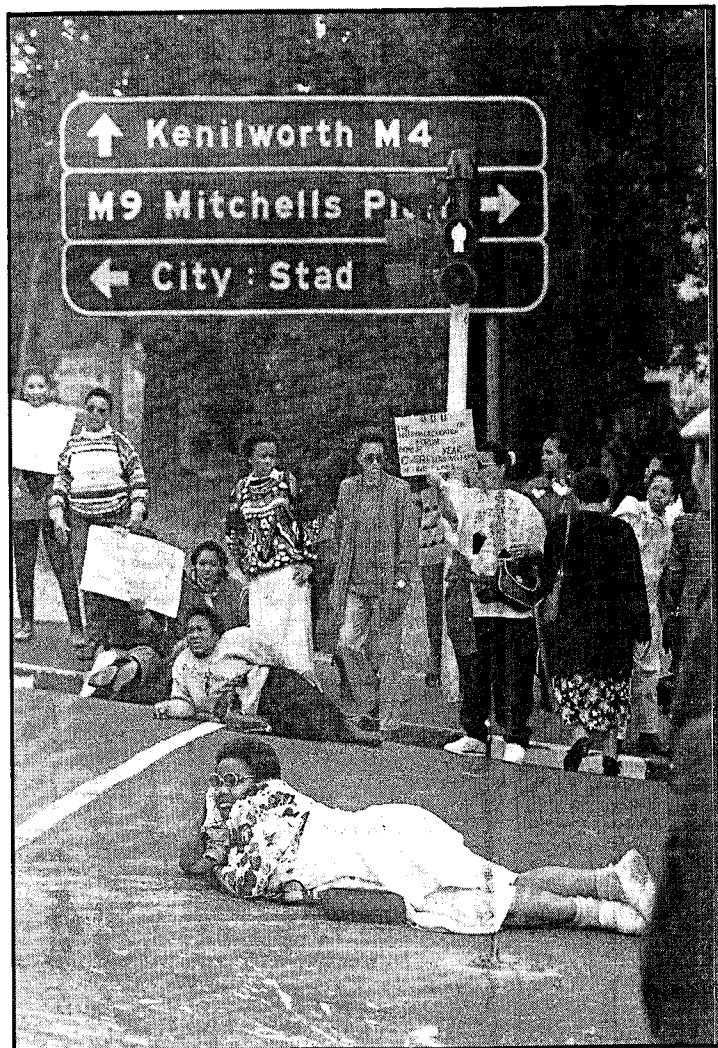
(323)

"The results reflect the difficulties experienced by many SA commodity exporters over the year.

"The weakness of the commercial rand and the recent rise in the price of gold and platinum were the only posi-

tive factors for many of our investments during the year, although we believe the low point in the commodity cycle has now been passed," says chairman Tom de Beer.

Unisen, the short-term trading subsidiary, had profits of R38 million, from which Genbel received dividends of R28 million. — Sapa.



Picture: BRENTON GEACH, The Argus.

STRIKE LOW-DOWN: Members of the Khayelitsha branch of the South African Democratic Teachers' Union protest in Wynberg yesterday. Striking Sadtu members were to gather in Worcester today for a day of "mass action".

City pupils lock out striking teachers

Education Reporter

ANGRY pupils at a Cape Town high school today locked out striking teachers, saying they could enter only if they undertook to give classes.

Bernadino Heights Secondary principal Wellesley Adonis said pupils refused to let more than 20 striking SA Democratic Teachers' Union members into the school.

"My pupils are fed-up. They are tired of their teachers striking. Exams are coming and they are not getting anywhere with their studies," he said.

The Sadtu members refused the pupils' request to teach and left, Mr Adonis said.

The school would continue with the 18 non-striking staff, he added.

The Western Cape region of the Congress of South African Students today denied it had called off its violent "Operation Barcelona" campaign.

A Cosas spokesman said the state of the campaign in support of striking Sadtu members, would be clarified at a Press conference today.

ANC regional secretary Tony Yengeni said yesterday that if Operation Barcelona had led to the death of Amy Biehl it had to be condemned.

Meanwhile, a meeting between Sadtu and education authorities in Pretoria failed to produce signs that the strike — in its 10th day — was about to end.

The Department of Education and Training yesterday warned teachers of the provision for "automatic dismissal" for unauthorised absence from duty for more than 14 days.

The DET called on Sadtu not to lead teachers into a situation "where they automatically discharge themselves".

The DET also said departments could not lift Supreme Court interdicts against the union. The courts had found the strike unlawful in terms of the law.

In another development, the Azanian Students Movement (Azasm) yesterday called on black pupils to target white schools.

New teacher strike threat

HOUSE OF REPRESENTATIVES teachers are again threatening industrial action, four days after suspending their two-week chalkdown.

A vaguely-worded warning by the SA Democratic Teachers' Union came after a deadlocked meeting with the Department of Education and Culture in the House of Representatives in Cape Town yesterday. CT 11/9/93

Sadtu general secretary Mr Randall van den Heever said the union had discussed low teacher numbers following rationalisation and letters sent to union members asking whether they had been on strike.

Sadtu announced the suspension of its strike on Friday but warned of further action if negotiations scheduled for next month failed.

Meanwhile, Cape schools returned to normal yesterday. — Sapa

'Action against 7 teachers' slammed

AUTHORITIES are taking legal action against seven Worcester teachers who participated in the recent teachers' pay strike, the South African Democratic Teachers' Union (Sadtu) alleged last night.

Sadtu president Mr Shepherd Mdladlana said his union would stage protests to counter the move by the House of Representatives (HoR).

Mr Mdladlana claimed the HoR would seek to have the teachers charged with contempt of court (323)

Spokesmen for the department could not be reached for comment last night, but HoR Opposition spokesman Mr Tommy Abrahams pleaded for clemency for the teachers and said: "We are now dealing with the symptoms and it would be bad to punish this handful of people for all that has happened." CT 110/93

HoD teachers feel 'cheated'

THE Department of Education and Culture in the House of Delegates has come under fire from teachers who claim they are being cheated out of promotion by "adjustments" made by HoD inspectors to their job assessment grades.

Inspectors have been visiting schools since last week to confirm or adjust principals' assessments of which teachers should be promoted.

Some teachers are objecting to their assessments.

CT 19/10/93

Many teachers face a jobless new year

South 22/10 - 26/10/93

323

By Lisa Combrinck

THOUSANDS of "extraordinarily qualified" teachers will be unemployed next year as the House of Representatives continues its controversial rationalisation programme.

At Lavender Hill Senior Secondary School, for instance, 12 teachers are being asked to leave at the end of this year.

Six permanent teachers are expected to volunteer to be transferred to a nearby primary school.

According to Mr Theo Combrinck, a teacher at the school and the chairperson of the

South African Democratic Teachers Union (Sadtu) in the southern suburbs, the union cannot stop teachers from accepting voluntary transfers.

According to Mr Claude Adriaans, spokesperson for the House of Representatives, "things are going to be very tight".

"We are sitting with a growing list of exceptionally qualified teachers who will be unemployed," he said.

The number of teaching posts available for 1994 is difficult to ascertain.

The Department of Education and Culture hopes the rationali-

sation of 3 200 posts will solve some of these problems.

Adriaans says no teacher will be granted the retirement package unless there are sufficient grounds for it.

"We shall continue until we have exhausted this figure," he says.

The department sees the ideal situation as one teacher to every twenty-three pupils at a secondary school and one teacher to every thirty pupils at a primary school.

● Three De Doorns teachers were convicted this week for taking part in a Sadtu strike over wages and rationalisation.

Teachers snub principal — deputy takes the flak

By Quentin Wilson

SOUTH 511-9111/93

THE principal of a Retreat primary school, angry at being completely ignored by his staff for the last six months, is seeking charges of insubordination against his deputy.

Since April, Mr Salwyn Wessels, head of Square Hill primary school, has been completely isolated by his teaching staff. Teachers, fed up with his "authoritarian style of management", passed a vote of no-confidence and decided to run the school without him. (323)

"We simply could not take it any more," says Mr Desmond Firth, deputy principal of Square Hill. "He treats us like children. He even orders us to sit in par-

ticular seats in the staff room."

More than 30 of the 36 members of staff are ignoring Wessels. While Wessels tries to run the school, most staff refuse to carry out any of his instructions while continuing to teach their classes.

Firth, who has been at the school for 10 years, is now facing the consequences of the campaign against Wessels. SOUTH has obtained a letter which Wessels wrote to the regional director of the Department of Education and Culture (DEC) in the House of Representatives, asking for Firth to be charged with "insubordination".

Teachers and parents who spoke to SOUTH believe it is Wessels, rather than

Firth, who should be disciplined.

Mr Peter Koenze, who has two children at the school, said: "This whole thing is having a negative affect on the teaching of my children. Having been a principal myself, I cannot understand how Wessels gets away with what he is doing.

"The only option, because of the stubbornness of the man, is to get rid of him. We all have no confidence in him," Koenze said.

Wessels refused to speak to SOUTH.

Mr Claude Adriaans, DEC spokesperson, said the matter was being investigated by the DEC's legal section and that a decision would be made shortly.

SI Times [C/Metro]

7/11/93

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He said senior teachers and teachers who were nearing retirement had applied for the early retirement package, thus creating jobs for newly qualified teachers.

Co-ordinator of the Western Cape Principals Forum, Mr Eddie Snyders, said the only way to solve the high unemployment rate among teachers was the creation of a single education system.

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Pay packet deductions for defiant Cape teachers

(323) ARG 17/11/93
Education Reporter

ABOUT 300 black Western Cape teachers will have deductions from their pay packets this month because they took part in the illegal August strike, the Department of Education and Training has confirmed.

DET West Cape director Johan Brand said the principle of "no work, no pay" would apply. The department had made its policy on this point clear in its Memorandum of Agreement with the SA Democratic Teachers' Union.

Some teachers will be left with meagre pay packets — at least one will take home a little more than 20c — because of their part in the two-week strike.

Before deductions were made each teacher affected was sent a letter and given until September 22 to state why

their pay should not be affected, Dr Brand said.

The process of working through teachers' replies and implementing deductions on the salary system was a lengthy one which was why money could not be deducted earlier.

His office acknowledged the right of teachers to be actively involved in improving their conditions of service.

But it was "most regrettable" that teachers embarked on a course of action contrary to agreed procedures and in defiance of a court interdict.

This action left the department with no option but to react by way of deductions.

Sadtu members have said they would challenge the deductions. Members of the union's Khayelitsha branch are planning a march to the DET offices tomorrow.

Teachers' threat slammed

Star 18/11/92

■ BY MONTSHIWA
MOROKE

Pupils would suffer most if Soweto teachers went ahead with their threat to withhold promotion reports from officials, the Department of Education and Training warned yesterday.

DET communications director Corrie Rademeyer was reacting to a statement on Tuesday by the Soweto branch of the SA Democratic Teachers' Union that it would refuse to submit the reports for moderation.

"It would be highly unprofessional and pupils are the ones who would suffer if teachers were to carry out their threats. They have a duty towards the pupils and their parents."

Sadtu Soweto branch spokesman Solly Mautjana said the promotions reports, which reflect pupils' progress for the year, should instead be submitted to the Sadtu office at Funda Centre in Diepkloof.

Most Soweto schools are now virtually deserted except for principals, and Standard 10 pupils who are writing their final examinations and their invigilators.

(25)

W Cape teachers threaten exams⁽³²³⁾ CT 22/11/93 chaos

By IVOR CREWS

INCENSED Western Cape teachers have threatened to make the Department of Education and Training (DET) "ungovernable" by staging a prolonged sit-in at its offices in protest at salary deductions.

The SA Democratic Teachers union has claimed the DET is planning to make deductions from the salaries of teachers who participated in a two-week pay strike in August.

Mr Shepherd Mdladlana, Sadtu national president said local delegates had met in Bellville on Saturday and were considering disrupting examinations by refusing to mark matric papers and withholding schedules unless the department refrained from making deductions.

The union will be holding national talks in Johannesburg this week on the pay dispute.

Mr Mdladlana said 50% of teachers in Khayelitsha who had participated in the strike were going to have their salaries deducted in the DET's attempt to divide union members.

"We don't want to disrupt examinations or upset the community but our members feel we must take a strong stance to force the DET to change its mind."

He slammed Education and Training director-general Dr Bernhard Louw who had informed teachers that no negotiations would be entered into on the issue.

Dr Louw had said the department had reiterated its stance on the "no work no pay" several times. He said the threat to disrupt exams was "highly irresponsible".

The DET could not be reached for comment yesterday.

Strike: Sadtu to vote

PENINSULA teachers belonging to the SA Democratic Teachers' Union (Sadtu) will decide today whether to disrupt final matric examinations or to renew strike action in retaliation for salary deductions. (323)

Sadtu resolved at its weekend regional congress to embark on mass action in response to the government's refusal to waver from a "no work no pay" stance on the August strike. 25/11/93

The possibility of gaining a court interdict against the Department of Education and Training (DET) is also being investigated.

While mass action would not affect the writing of exams, Sadtu branches have until today to decide whether to withhold exam mark schedules and refuse to mark matric papers, Sadtu vice-president Ms Vivienne Carelse said yesterday.

Responding to an allegation at a Sadtu press conference that teachers would be seen as sacrificing pupils exam prospects "for a few bucks", Ms Carelse said: "It is our only bargaining chip."

Dr Bernhard Louw, DET director-general, said to disrupt exams would be "highly irresponsible".

Talks today on teachers' pay row

Education Reporter

(323)

TEACHERS and Western Cape Department of Education and Training officials meet today to tackle the dispute over deductions from salaries.

The department agreed to the meeting after talks with a South African Democratic Teachers' Union delegation at the department's Bellville offices yesterday.

The talks took place after a protest march by about 200 teachers over deductions for being absent during the August strike.

The union's acting chairman

in the Western Cape, Glen Abraham, said department area director Johan Brand was asked to meet the union "to avert chaos at schools".

Teachers had threatened to refuse to mark exam scripts if the department deducted pay from those in the strike.

TEACHERS — COLOURED

1994

Teachers ²³ predict no schooling for up to three weeks

JOHN VILJOEN
Education Reporter

THE situation in House of Representatives schools is chaotic and principals say, effective teaching may not be possible for as long as three weeks.

Fears of disruption increased when education authorities confirmed yesterday that deductions would be made this month from the salaries of 4 400 teachers who went on strike for two weeks in August.

Teachers had been aware that the department would enforce a "no work, no pay" policy and should accept the consequences of their action, a Department of Education and Culture spokesman said.

The Western Cape Principals' Forum said the new term started yesterday in chaos, largely because of the department's rationalisation programme.

Because of the problems in schools there could be no effective teaching this week, forum secretary Goosain Emeran said.

He was not aware of any school which had a normal teaching day yesterday.

The situation was so bad at some schools that teachers retrenched last year were returning to do voluntary administrative work or even to teach, Mr Emeran said.

Some principals had too few teachers and had increased their enrolments to try to get the department to provide more staff.

This could mean two or three weeks of disruption at such schools, he said.

And in any case, principals would not be able to get more classroom space for larger numbers of pupils.

The loss of teachers meant pupils faced narrower subject choices. One school had lost a physical science teacher, forcing many pupils to take other subjects.

Mr Emeran said it almost made him weep to see groups of well-qualified teachers going from school to school looking for work.

Forum co-ordinator Eddie Snyders accused the department of destabilising schools deliberately at the start of each year.

A year ago there had been conflict over the appointment of substitute teachers. This year the department was deducting teachers' pay at the start of the first term.

"We as educators want the department to resolve this with the teacher organisations and not in public," said Mr Snyders.

Turning to other problems facing schools, Mr Emeran said the department's best pupils were moving to Model C schools.

Others, whose parents could no longer afford Model C fees, were trickling back. The movement between school systems was likely to have a psychological effect on children.

He was critical of Model C schools for taking pupils from other departments but employing few teachers from other ethnic groups.

"School staffs should reflect our society," said Mr Emeran.

The department spokesman said: "All our schools are running smoothly."

● The Argus Correspondent in Durban reports that about 5 000 teachers from the House of Delegates Department of Education and Culture will be affected by the department's decision to dock the pay of teachers who took part in last year's strike. KwaZulu teachers will also be affected.

Teachers up in arms over pay deductions

ARGUS 20/1/94

JOHN VILJOEN (23)
Education Reporter

WAGE deductions in the wake of the teachers' strike last August were "arbitrary and inconsistent", claims SA Democratic Teachers' Union head Vivienne Carelse.

The Department of Education and Culture has said it will spread the deductions over three months.

Union general-secretary Randall van den Heever said yesterday Sadtu would seek a court interdict to prevent wage deductions from teachers under the House of Representatives.

Ms Carelse, who had about R1 800 deducted from her January pay, said the department was making deductions from all teachers who had stop-orders for Sadtu membership fees.

This "arbitrary" approach meant that some teachers who had been on study leave were having money deducted, while strikers without stop-orders were not affected.

A teacher at a Cape Flats school told The Argus the strike had happened during her maternity leave. Yet she had had money deducted from her January salary.

"I will investigate and if their response is not satisfactory I will take legal action," the teacher said.

At one Boland school a dozen teachers have all threatened to take leave from February 1 if the money taken off their salaries has not been returned by January 31. A teacher said this action could bring teaching to a standstill at the school.

Ms Carelse said Sadtu did not question the principle of no work, no pay.

"We know and accept that it is an internationally accepted right of employers."

But the department had overlooked the union's right to collective bargaining on options to deducting pay.

If the department had been prepared to discuss the issue, teachers identified as strikers could have forfeited their annual leave instead of losing money, Ms Carelse said.

Awie Muller, the department's chief-executive director, said the amount would appear as a lump sum on teachers' salary advices but would be deducted over three months.

The Department of Budget and Auxiliary Services was making arrangements to refund teachers two-thirds of the amount deducted this month. Teachers should have this money within a fortnight.

Deductions from teachers who did not take part in the strike would be rectified once they had informed the department, Mr Muller said.

"This is not an attempt by the department to destabilise schools at the beginning of 1994, but simply the carrying out of a duty of which teachers have long been aware," he said.

Democratic Party education spokesman Roger Burrows said the National Education and Training Forum should deal with the dispute over pay deductions.

He said teachers who stayed away from school during the two-week strike last August should not be paid.

The dispute over deductions should not be settled in classrooms but in the forum which existed precisely for this purpose, said Mr Burrows.

HoR admits salary error

CR21/1/94 (323)

Staff Reporter

SOME teachers who have had money deducted from their salaries in the wake of last year's controversial teachers' strike did not even take part in the action, a House of Representatives spokeswoman admitted yesterday.

Mrs Theresha Hanekom, spokeswoman for the Department of Education and Culture, was responding to charges that the department's "strike deductions" from salaries were "arbitrary and inconsistent".

A Sadtu spokeswoman said only teachers with stop-orders for Sadtu membership fees were affected, including some who were on leave dur-

ing the strike, while the salaries of strikers without stop-orders were left untouched.

Mrs Hanekom denied the accusation the action was arbitrary, saying "everyone got a reasonable chance to respond" to letters notifying teachers of the "no work, no pay" policy.

However, she confirmed the department had worked from a list of teachers whose union membership fees were debited from their salaries — and admitted not all those teachers took part in the strike.

The department would "do its best" to refund deductions made from salaries of teachers who did not take part in the strike, she said.

Schools hit hard by staff and textbook shortages

SI Times [C/Memo]
23/11/94

By **AYESHA ISMAIL**

PRINCIPALS say there is chaos in schools administered by the Department of Education and Culture — but the department claims they are running smoothly.

When schools reopened this week, the effects of rationalisation became apparent. Last year, thousands of teachers and principals accepted early retirement and their posts were axed.

In Mitchells Plain alone, 34 out of 63 principals took early retirement.

Schools also complained about shortages of textbooks and stationery this week.

Pupils at Elswood Senior Secondary in Elsies River had no stationery and five classes had to use a single set of textbooks for several subjects, teachers said.

"We were told by the department that we would receive our stationery and textbooks

in three months," said teacher Estella Mackay (323).

Several schools had a shortage of teachers. Principals expressed concern that it would be some time before effective teaching could take place.

Well-placed sources also said that at some schools, because of staff shortages, teachers who were not suitably qualified were teaching specialised subjects like science and biology.

Another source of concern is the department's decision to deduct money from the pay of teachers who went on strike last year. Money has also been deducted from the salaries of a number of South African Democratic Teachers Union (Sadtu) members who did not go on strike, but were away on study or maternity leave.

The general secretary of Sadtu, Randall van den Heever, slammed the department for the "unilateral manner in which it went about deducting the money".

"It deducted money from teachers because they were Sadtu members, even though they did not strike."

Mr van den Heever said the union's lawyers had written to the department about the union's intention to apply for an interdict to stop the deductions. They also asked that teachers who did not strike be refunded immediately.

The timing of the deductions was inappropriate, Mr van den Heever said. The money should rather be taken off in instalments.

A department spokesman, Theresha Hanekom, confirmed that the department had received a fax from the union's lawyers.

Although teachers' pay slips would reflect that the full amount had been deducted, it would come off their pay in instalments, she said.

Teachers who had not gone on strike would be refunded as soon as they notified the department in writing. Ms Hanekom said deductions had been made from the salaries of 4 400 teachers.

In a statement on the question of staff shortages, the department said it was prepared to consider appointing substitute teachers if principals submitted detailed reasons for wanting more staff. Applications would be subject to approval "from head office".

The department said it was arranging to fill the posts of the 34 principals in Mitchells Plain who had taken early retirement.

The announcement of an internal inquiry falls far short of persistent demands for a Council of African Affairs to open a public inquiry into the activities of the building surveys branch.

Heated debate is expected at this month's council meeting about the decision.

ing with wood — but his most unusual assignment must be the bicycle. He has it for himself. In the five years since he made it, the only place he has had to replace are the tyres. Except for the chain, gears, handlebars, seat-

The Kommie/le car-penter lives in a caravan and carries a living stack of wood on his back. Woodwork repairs.

Mr Dillon, 45, has done more than 6,000 kilometres on his bicycle — proving that it is more

Cycle Tours — one of them on his wooden bike — Mr Dillon intends to enter the race again this year. Along the highways and byways his bicycle attracts stares from passing motorists and he constantly has to answer questions about it.

Schools hit hard by staff and textbook shortages

By AVESHA ISMAIL

23/11/94

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The department said it was arranging to fill the posts of the 34 principals in Mitchell's Plain who had taken early retirement.

It announced that it was supporting a march with members of the ANC, the South African Communist Party (SACP) and the United Democratic Movement (UDM) to be held in Khayelitsha tomorrow, according to their lawyer.

In September last year, more than 300 members of the Police and Prisons Civil Rights Union (Popcr), marched through the streets of Khayelitsha.

The march, led by former police lieutenant Gregory Kookman, was aimed at promoting community policing.

Later in the year, the police who had been charged departmentally with misconduct, were told the charges would be dropped after he had made representation to the Commissioner of Police in Pretoria.

Cops in march: MK charges to be dropped

By AVESHA ISMAIL
CHARGES of misconduct against 65 policemen who took part in a march with members of the ANC, the SACP and the UDM in Khayelitsha tomorrow, according to their lawyer, will be dropped.

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said.

HoD teachers work to rule

Own Correspondent

DURBAN. — All extra-curricular activities at House of Delegates schools are to be suspended from today following a decision taken by the South African Democratic Teachers' Union (Sadtu). (223)

The decision is in response to the docking of salaries of teachers who took part in a strike in August. CT 24/1/90

Sadtu spokesman Mr Mo Ally said if continued negotiations failed, Sadtu would consider calling another strike.

DEC and teachers set to clash in Worcester

South 211 - 261194

By Edwina Booysen

THE crisis in education spilled over into the new year for parents, teachers and pupils in Worcester when it was learnt that teachers from existing schools in the area will be transferred to staff a new school soon to be opened by the House of Representatives.

Members of the Worcester branch of the South African Democratic Teachers' Union (Sadtu) and the community are waiting to do battle when the Hex Park Primary School opens on April 1.

Last year Sadtu, in conjunction with the community, faxed the Department of Education and Culture (DEC) in the House of Representatives to demand new teachers when the school started.

The Worcester community was informed that the DEC would not employ new teachers for Hex Park Primary, despite the fact that several newly qualified and substitute teachers would be seeking posts in the new year.

The department plans to remove permanent teachers at existing schools and to withdraw pupils from other schools in the area to fill the new school.

A Sadtu Worcester branch spokesperson, Mr Max Strause, said Sadtu and the community have a plan of action when the school opens.

"Parents will gather at the school on April 1 with their children and teachers from other schools in the area are being asked to remain at

their present schools," he said.

"Newly qualified and substitute teachers will be used to see to the normal teaching programmes at Hex Park Primary.

"Substitute and newly qualified teachers have also been mobilised to report for duty on January 18 at all schools in the Worcester region," Strause said.

(51)(323)
"The community will determine whether the current number of teachers are accepted."

Sadtu's Worcester branch also has to deal with a threat from the DEC to deduct money from 17 teachers in the region for participating in the union's strike last May.

"On the last school day of 1993, each of the 17 teachers received a letter from the department threatening deductions on the basis of no work, no pay," said Strause, who is one of the affected teachers.

"This cowardly act is a further attempt by the department to divide the members of Sadtu and to destabilise the teaching profession, and they informed us on the last day of the school year so that we wouldn't be able to take action.

"We have written individual letters to the department to say how unfair we feel the threats are," he said.

An emergency meeting of Sadtu members in the Worcester region is being held on Tuesday, January 18 and a community meeting is being held on Thursday, January 20.

The DEC, after repeated attempts to contact them, did not comment.

Schools hit by staff shortage

By Edwina Booysen

PUPILS at Cathkin Senior Secondary School in Heideveld receive only three lessons a day and are kept busy with sports practice the rest of the day.

The school is having serious problems after 11 teachers accepted the Department of Education and Culture (DEC) in the House of Representatives' retirement packages last year.

Acting principal, Mr Humphrey Boughwan said: "Officially we have 37 teachers, but actually we only have 34, as two are on sick leave and a temporary teachers could not wait to have his job here confirmed and left.

"We cannot operate in these circumstances," he said.

Cathkin is one of many schools dealing with the staff shortage crisis brought on by the DEC's rationalisation programme. (323)

The DEC, Boughwan said, works on a set ratio which determines how many teachers a school should have. According to them, with 48 teachers, Cathkin was overstaffed.

"But the department does not take into account the different circumstances surrounding each school," he said.

"Cathkin is different from many others in that it is a dual medium school — it has both English and Afrikaans classes from standard six to matric.

"To cater for all our pupils we have to offer subjects in both languages and also a variety of subject choices."

Subjects such as woodwork, library, music and physical training has had to be ignored since the reopening of the school, to enable staff to provide the three lessons a day.

Boughwan believes that unless more teachers are appointed, these subjects will not be taught this year.

The HoR did not respond.

Parents forced to teach classes

Sowden

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PARENTS of pupils at Westridge are teaching and supervising classes to try and keep pupils occupied and up to date with the syllabus.

The pupils — worst affected are those in standard six and seven — have not received normal classes since the beginning of the year when the school lost 12 teachers. (323)

About 150 Westridge High parents, teachers and pupils gathered outside the Roeland Street offices of the Department of Education and Culture (DEC) on Monday to demonstrate against staff shortages.

The staff member said the school needed eight extra teachers.

"The children, especially those in standard six and seven, are unattended during almost every period," she said.

The teacher said Westridge had a staff complement of 64 teachers last year and this was reduced to 52 this year.

"Many schools in Mitchells Plain are willing to accept classes with between 40 and 60 pupils, but we are not."

One of the volunteering parents, Mrs C Griffiths, has three children at the school, two in the affected standards.

"At first I just sat in the class, seeing to it that the children stayed indoors and kept themselves busy," Griffiths said.

"But later I realised I must do something more and I told them to write me an essay."

Griffiths said she was amazed at the response from the class.

"Almost all of them brought the essay to me the following day, and it showed that they were willing to work. Imagine what they could do with a real teacher," she said.

Griffiths said she did not know how long the situation could continue.

In response a DEC spokesperson said Westridge has had more than six months to indicate what their needs are and that they did not do so timeously.

"The teacher pupil ratio is much more favourable than in many other schools in the country. At the moment this ratio is 21:1," the spokesperson said.

Teacher: I almost killed myself and my children

By Edwina Booysen

A BELHAR teacher who is unable to get a permanent job became so depressed that she contemplated killing herself and her three children.

Mrs Desirée Hofman, who has 16 years experience, was forced to resign in 1985 after falling pregnant.

"One morning I filled the bath tub and plugged in the hairdryer," Hofman said. "Then I told the children to get into the bath with me. But I couldn't bring myself to drop the hair-dryer into the water."

Hofman, 36, said her problems began when she resigned from a school in De Doorns because of her pregnancy.

"I was not married and I was forced to resign," Hofman said.

"Since the birth of my twins, Izpeth and Charlize, 8, and John, 7, I haven't been able to get a permanent post."

She has had temporary posts since 1985 and moved to Cape Town in 1989 hoping to get work.

"I moved to Belhar and finally got a promising post in 1992," she said.

"But I had difficulty travelling by train. I was assaulted twice on my way to the station. I spent six months in hospital recovering and did not have a post to return to."

Hofman said she applied for up to 24 posts at one point, and received one reply from the Department of Education and Culture, telling her that her application was not successful.

Hofman said she contemplated suicide while working as a temporary teacher at Edward Primary in Matroosfontein.

"I was going to get married and



DESPONDENT: Desirée Hofman has been unable to get a permanent teaching post since 1985

decided to buy a house," she said.

"Everything caved in then. My boyfriend left me in debt. The bond was in arrears, the electricity was cut, there was nowhere to turn and I became depressed."

Hofman said she doesn't know how to make ends meet if she does not get a post soon.

"The money I get in is not enough to cover the expenditure."

The department, she said, had posts available, but only to redundant or permanent teachers.

"How are you supposed to become permanent if you cannot get a post? It makes no sense at all."

The DEC did not respond.

Union canes ex-HoR man for 'cut down teacher intake' call

JOHN VILJOEN

Education Reporter

PUBLICATION in The Argus

3/23/84

for stiffer control on student teacher numbers has provoked a stinging response from the South African Democratic Teachers' Union.

The circular, issued in the name of Avrie Muller, onetime executive director of Education and Culture Services in the former House of Representatives, said only a limited number of people could be enrolled at teacher-training colleges.

It was essential that the number of candidates ap-

proved for teacher training be reduced urgently, the circular said.

In its angry reaction yesterday, Sadu said Mr Muller's call for fewer prospective teachers smacked of "blatant disregard of the acute shortage of teachers countrywide".

The union said it was surprised such a senior official as Mr Muller still perceived education within the narrow confines of own affairs.

The training and appointment of teachers should be viewed within a broad framework of a single, nonracial education system.

It was regrettable that the

ex-House of Representatives still found it convenient to make such racist and offensive suggestions in the face of national reconstruction.

It was unacceptable that principals and inspectors be used to approve teacher trainee applicants, as the circular set out, the union said.

"We view this as an attempt to disqualify thousands of aspirant teacher trainees on the basis of their critical attitude toward the ex-House of Representatives."

This arbitrary selection procedure would undoubtedly put students on a collision course with principals and inspectors, Sadu claimed.

Putting the chosen career

paths of potential teacher trainees at the mercy of individual principals and inspectors was a violation of transparent and all-inclusive procedures.

The union called on the department to suspend these procedures, immediately pending meetings with the national minister and the regional MECs for education.

Responding yesterday, Mr Muller said he was well aware of the need for teachers on a national level.

But he was accountable to his department which had to deliver an education service to the community within a budget. ARG 16/7/84

department had shown signs of dropping recently.

But, as departments were reconstructed and needs on a regional and national level re-assessed, policies regarding student teacher selection, admission to colleges and optimal use of training facilities would be reformulated, Mr Muller said.

He and his officials were closely involved in education reconstruction and he would act transparently and implement democracy.

Sadu had taken the contents of the circular out of context, he said. Anyone who met standards stood an equal chance of acceptance, regardless of colour or creed.

Row over turnaround on teacher promotions

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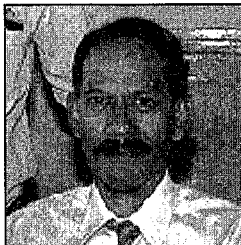
By Edwina Booysen

323

THE WESTERN Cape Principals' Forum (WCPF) is seeking an urgent meeting with the chief executive director of the Department of Education and Culture Services (DECS), Mr Awie Muller, after teachers promoted last year were told their promotions are not valid.

Teachers were promoted to head of department and deputy principal posts last year after the department notified schools that the policy of filling promotion posts by advertisement was to be discarded.

"As a result teachers could be promoted from nominations by the principal and school committee, without the post having been advertised first," Mr Eddie Snyders, coordinator of the WCPF said.



GOOSAIN EMERAN

"But this year the department unilaterally decided that the posts had to be advertised before people were appointed."

Snyders said principals and teachers had been assured that once the procedure was followed, teachers would be appointed permanently with effect from April this year.

Mr Goosain Emeran, principal of Trafalgar High School, said when the department's plans to fill the posts came out last year the WCPF was against it.

"We felt not advertising posts would be setting a precedent which could become dangerous later."

Snyders said people had in many cases reorganised their lives to adjust to their new posts.

"Now, schools are being disrupted because teachers are demoralised and angry and it has an effect on their work. Next year those posts



EDDIE SNYDERS

will be vacant again while applications are invited.

"The soonest we can expect them to be filled is 1996, maybe. What are schools supposed to do in the meantime?"

The forum plans to have a meeting on August 2 with principals, school committees, parent teacher associations and the Western Cape Province Education and Training Forum.

DECS spokesperson Mrs Thersha Hanekom, said: "After careful consideration the department has come to the conclusion that the filling of promotion posts without vacancies having been advertised cannot be reconciled with the 1993 constitution."

"All vacant promotion posts will be advertised and all interested persons will be given the opportunity to apply in the customary manner."

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Teachers can't afford travelling costs

By Edwina Booysen

BECAUSE the education department does not give travelling allowances to teachers in far-flung areas, many of them are now resorting to sleeping on school premises.

At the Umyezo Primary School in Grabouw most of the teachers who live far from the school can't afford to go home every day — so they live and sleep in empty classrooms.

"Eight of our teachers are from Cape Town and don't have accommodation in Grabouw," said Mr Gideon Nohamba, principal of the school.

"Cape Town is more than 50km from Grabouw and I spend about R600 a month on travelling," he said. "We can't afford this expense, and that is why teachers are now living at the school."

Nohamba said the teachers, seven women and one man, now only see their families at weekends.

"The situation causes terrible family tensions, as families need to be together?" (323)

Umyezo Primary opened last year and is run by the former Department of Education and Training (DET).

3019 410194
The school has 360 pupils from Sub A to Std 7, but the former DET does not recognise the Std 6 and Std 7 classes.

"Officially the school is only supposed to have classes up to Std 5," Nohamba explained. "But because the nearest high school is in Hermanus, a distance of about 50km away, the school committee decided to offer the higher classes as well."

He said the department tried to stop Umyezo from starting the extra classes and refused to appoint more teachers at the school.

"The wages earned by parents in these areas are so low that they can hardly afford to pay school fees, let alone travelling expenses for their children," Nohamba said.

"Children attending the former House of Representatives (HoR) school, however, are bussed to school free of charge.

"The DET claims Umyezo's teacher/pupil ratio does not warrant an increase in staff, because most classes have between 30 and 35 pupils. However, some teachers have to teach two or three different standards or combined classes."

No one from the DET was available for comment.