

TEACHERS — GENERAL

1975 — 1977

GELEERDES STEM SAAM:

Dié tekort gaan

Suid-Afrika

nog swaar tref

„SUID-AFRIKA het 'n angswekkende tekort aan natuurwetenskaplikes. Skole, universiteite en uiteindelik die hele land kan nog daaronder ly.”

Só het prof. W. L. Mouton, voorsitter van die Instituut vir Fisika en Vise-rector van die Universiteit van Stellenbosch, aan Die Burger gesê. Hy het verwys na 'n toespraak deur dr. S. Meiring Naudé, wetenskaplike raadgewer van die Eerste Minister, waarin ook gewys is op dié knellende probleem.

In sy toespraak — verlede maand voor die Geestesleerders Wetenskaplike en Togelose Genootskap — het dr. Naudé gesê die geweldige tekort aan hulle in Suid-Afrika kan daartoe lei dat die land nie meer in staat sal wees om sy eie verdedigingswapens soos projektele te ontwikkel nle.

Volgens dr. Naudé is liggame soos die W.N.N.R. nou verplig om meer en meer buitelandse natuurwetenskaplikes te werf omdat dié mense plaaslik nie beskikbaar is nie.

Veral vir verdedigingsnavorsing word Suid-Afrikaanse navorsers verkies, maar wens die plaaslike tekort is dié dikwels onmoontlik om geskikte deskundiges hier te vind.

Suid-Afrika se afhanklikheid van buitelandse bronne plaas die land in 'n uiters kwesbare posisie.

Nie in staat

Hiernaas het dr. Naudé gewys op die belang daarvan dat Suid-Afrika sy ryk mineralebronne beter ontwikkel en opbui, veral nou dat goud 'n wankelende bron van inkomste geword het.

„Vir hierdie doel het ons veel meer metaalkundiges, chemici en chemiese ingenieurs nodig.”

As moontlike rede vir die tekort het dr. Naudé aangevoer dat 'n groot persentasie hoërskoolonderwysers, weens

vakke vir 'n groot aantal beroepe in die natuurwetenskappe, die ingenieurswese, die geneeskunde, die landbou, die metaalkunde, die geologie en die mineraalkunde nie, het dr. Naudé gesê.

Afgeneem

Die Burger het 'n aanleiding van dr. Naudé se toespraak 'n getalle-opname van fisika- en chemiestudente aan



DR. NAUDÉ

Suid-Afrikaanse universiteite gedoen. Verskeie gesaghebbendes by universiteite en ander liggame is ook genader vir hul mening oor die oorsake van die tekort, die gevolge daarvan en moontlike oplossings daarvoor.

'n Vergelykende oorsig van die getalle toon dat die gesamentlike getal finalejaar-studente in fisika aan Suid-Afrikaanse universiteite in die tydperk van 1960 tot vanjaar met meer as 60 persent afgeneem het.

In 1960 was daar 157 graduandi met fisika as hoofvak, in 1970 95 en in 1973 net 62.

Die syfers vir chemie-studente is stabiel, oor die ooreenstemmende tydperk, maar ook hier was daar 'n groot afname in die afgelope drie jaar. Van 1960 tot 1971 was daar gemiddeld sowat 300 chemie-graduandi per jaar, maar in 1974 was daar net 189 graduandi met chemie as hoofvak.

In teenstelling met dié afname in inskrywings vir die natuurwetenskappe, was daar in die laaste tyd 'n groot styging in die getal studente wat in die handelswetenskappe studeer. Hulle is reeds byna 20 persent van alle studente.

Aangeruig

Volgens prof. Zeeman is fisici en chemici onontbeerlik vir die verdedigingsnavorsing van 'n land en word Suid-Afrika in 'n uiters kwesbare posisie geplaas deur sy afhanklikheid van ander lande vir hierdie mense.

„In vrede tyd kan ons dit miskien nog bekostig om te teer op die kennis van ander lande, maar in krisistye sal ons op ons eie bronne aangewese wees. Dit is dus nou uiters noodsaaklik dat mense vir hierdie doel opgelei word sodat die land paraat kan wees in 'n moontlike krisistydperk”, het prof. Zeeman gesê.

Volgens prof. Mouton het die huidige tekort 'n bese kringloop tot gevolg. Onderwysers in die natuurwetenskappe moet deur die universiteit gelower word, maar weens die tekort en die gepaardgaande groter aanvraag in ander sektore, word dié skole afgeskep.

Dit het tot gevolg dat leerlinge nie deur onderwysers aangemoedig word om natuurwetenskaplike rigtings te volg nie, wat weer beteken dat getalle aan die universiteit afneem. Volgens prof. Mouton kring die probleem

aangebied. Die skoolleerplan word hier goed en daar word geprobeer om aan die onderwysers 'n beter basiese insig in die vakke te gee, sodat nuwe ontwikkelinge in die leerplan beter bemeester kan word.

Hiernaas het hy aangevoer dat 'n eenvormige kursus- raamwerk op nasionale vlak ingestel word, sodat verskillende projekte uitgeskakel kan word.

Onontbeerlik

Volgens hom moet die standaard op skool hoër wees om die gaping tussen dié skool en die universiteit te oorbrug, maar moet die vakke nogans verstaanbaar aangebied word sodat leerlinge nie afgeskrik word en 'n weerzin daarin ontwikkel nie.

As nog 'n oplossing het hy voorgestel, dat die wiskunde wat op skole en universiteite aangebied word, so aangepas word dat dit vir fisika en chemie bruikbaar sal wees. Volgens hom is 'n basiese kennis van wiskunde onontbeerlik by die verstaan van fisika en chemie.

Prof. W. L. Rautenbach, van die departement van fisika aan die Universiteit van Stellenbosch, sê: „As prof. Naudé het 'n rede vir die tekort aangevoer dat die Regering salarisse sulver teen natuurwetenskaplikes diskrimineer.

KwaZulu is *News 16/10/75* upset with Pretoria

African Affairs Correspondent

NONGOMA—Chief Gatsha Buthelezi hit out last night at what he termed "Pretoria's rejection" of Legislative Assembly resolutions by KwaZulu.

The Zulu Cabinet, he said, were left in little doubt that the South African Government regarded the KwaZulu Government as a "toy telephone."

While the Minister of Bantu Administration and Development, Mr. M. C. Lotna, had rejected assembly resolutions in the past, the Cabinet's resentment had been revived by his latest rejection to a resolution passed in May.

The assembly wanted the South African Government to allow White volunteers to teach in KwaZulu schools.

Volunteers, who indicated they would work for the same salaries as Black teachers, could live in White areas near KwaZulu schools.

THE LIABILITY

The Minister, in reply, said the system would not be practical since control would be difficult as volunteers would not be able to enjoy conditions of service such as pension and medical aid schemes.

But if such voluntary teachers were advised to join the Department of Bantu Education, they could be placed at schools where they were required.

"As employees their remuneration would be the liability of the Department and not of the KwaZulu Government."

Chief Buthelezi said it was clear that the Government wanted to screen voluntary

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4/16/7

2/30/7

2/28

Natal Mercury 3/5/76

Chief attacks teacher ban

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African Affairs Reporter

NONGOMA—Chief Gatsha Buthelezi told the Legislative Assembly yesterday that many young White volunteers who wanted to teach in KwaZulu schools had been refused permission by the Republican Government.

The volunteers had offered to be paid the same salaries as Black teachers. The problem was that the KwaZulu Government had no right to grant permission to White teachers to serve in KwaZulu schools.

The KwaZulu Cabinet

felt frustrated because there was a terrific shortage of English, Science and Mathematics teachers.

White Teachers could stay in White areas Mondli, Eshowe, and Nongoma while serving in African schools.

The Assembly passed a resolution that the Commissioner General should ask the Republican Government to allow White volunteers to teach in KwaZulu.

Non-racial S.A. 'or disaster'

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Mercury Reporter

19/5/75

PEOPLE had to adjust themselves to the inevitability of a non-racial South African society or "go under," the president of the Natal Coloured Teachers' Society, Mr. Maurice Lewis, said at the weekend.

Opening the annual conference of the National Union of Commercial and Allied Workers, Mr. Lewis said that the "greatest challenge confronting every South African worth his salt" was that they must believe in and work towards the realisation that this is a multi-racial country.

Sooner rather than later "non - racial existence is going to take place here. We shall have non - racial schools, non - racial trade unions and a non - racial society upon us in as short a time as changes have come to other parts of this continent and South Africa itself," Mr. Lewis said.

Delivering his presidential address Mr. S. Ariefdien praised the South African Railways for having narrowed the wage gap between some Black and White workers.

He "fervently hoped" that the example set by the Railways would be followed by the rest of the civil service — in particular the various departments of education. There was an acute shortage of non-White teachers, partly because the salaries offered were not competitive with those of commerce and industry, let alone those paid their White counterparts.

The Government should "seriously con-

sider increasing the amount allocated to the Coloured Representative Council for education so that a progressively worsening situation can be averted."

Mr. Ariefdien said he believed the Government's decision to first begin narrowing the wage gap on the Railways was "of great significance." It was in this sector, "traditionally the work - home of poorer Whites," where fear of Black encroachment was most deeply felt.

Referring to the secrecy surrounding the Railways move to equalise wages he said it "would have been far better to have faced critical action from some ill-informed White workers than not to demonstrate to Blacks that the Government really intended to hold good its promises."

25/11/76

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'You cannot be neutral,' teachers are warned

A Johannesburg educationist has urged teachers to avoid the "trap" of thinking they can remain politically neutral in the national conflict.

Professor A P Hunter says in the 1976/77 edition of Symposium, a journal published by the Johannesburg College of Education, the teacher who did not believe in the official line was at a disadvantage in South Africa where national and educational policy were interlinked.

These teachers faced the problem of reconciling their professional work with the political structure and defining their duties towards their pupils when matters of political controversy emerged at school.

Teachers could not escape the dilemma on the grounds that their subjects were "neutral" because the very treatment or non-treatment of subjects and the system they were a part of, was not neutral.

"The teacher's first

duty is clearly towards the education of his pupils . . . even when current affairs are being discussed informally inside or outside the classroom," he said.

But he added, there was often a conflict between this principle and the general custom of "no politics."

He felt teachers should not avoid the problem as "implicit consent to educational material one believes to be misleading or potentially destructive is inconsistent with professional integrity."

Black-White wage gap must close

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Nat. Mercury 27/5/75 — Industrialist
Industrial Reporter

IT IS a matter of extreme urgency that the wage gap, between White and Black, should be closed, according to Mr. F. G. Beard, the South African industrialist.

Mr. Beard, who was speaking during a Durban seminar arranged by Professor R. Tusenius, of the Graduate School of Business at the University of Stellenbosch, said the wage gap would never be closed unless Blacks were

trained to do skilled work and paid the rate for the job.

He said that the White-African wage ratio had improved since 1970 from 6.3:1 to 5:1, for those in Government employ, but in real terms there was now a gap of R329 instead of the R229 in 1970.

"The Government apparently feels that as long as African wages rise percentage-wise more than that of the Whites everything in the garden is lovely," he said.

Mr. Beard said it was unlikely that Black workers would be prepared to wait for the end of the century to get equal pay for equal work.

He said salaries for Black teachers, doctors and nurses should be made equal by 1980.

Mr. Beard said he could not agree that wage increases should come by reducing profitability.

TRAINING

"If the Black workers are properly trained to do skilled or semi-skilled work and are paid accordingly, they would certainly earn their keep — profits should soar, not decrease.

"The wage gap has to be narrowed appreciably as a matter of urgency if we and our children are to continue to live peacefully in South Africa."

Dealing with company profits, Mr. Beard said that "long-haired idealists who preach the anti-social nature of profits and who were trying to foist socialistic, or should I say Communistic, ideas on us should either be dealt with under the Suppression of Communism Act or deported to Russia."

Last year South African companies had a particularly good year. Greater volumes and more units of every kind were sold. "Small wonder that the profits soared — they would have done so had there been no inflation."

Dealing with the training of Blacks, Mr. Beard felt that the Government should carry the full cost of training. The private sector had moved slowly on in-factory training because of all the red tape involved. He suggested that an auditor's certificate could replace the costly inspections by a civil servant.

HANSARD 17

Q. 1095-6

6 June 1975

Amended group insurance scheme for teachers

*8. Mr. G. N. OLDFIELD asked the Minister of Finance:

Whether a company whose name has been supplied to him has amended its group insurance scheme for teachers to the detriment of older members of the scheme; if so, what steps have been taken or are contemplated to investigate the matter.

†The MINISTER OF FINANCE:

The premium rate of this scheme was recently revised on a basis which also takes the age of the member into account. A uniform rate was previously charged for all members but because older members would normally pay more for the same benefits, it actually amounted to the younger members subsidizing the older members. This impeded enrolment of young persons.

The premiums of the group assurance scheme are not guaranteed, but are subject to revision in the light of claims experience in the past. The complaints received in this connection have been investigated. The company's explanations and motivation for amending the scheme have, however, been found to be acceptable by the Registrar of Insurance.

Mr. W. V. RAW: Mr. Speaker, arising out of the hon. the Minister's reply, may I ask him whether he will take steps to

prevent similar schemes, such as that in the Defence Force, being sold apparently semi-fraudulently since the conditions thereof can be altered to the detriment of the members without their having any say in the matter?

The MINISTER: Mr. Speaker, I shall require notice of that question.

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2. See - See - Page 3106

WANSARD 18

Q. 1138
13 June 1975.

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Bursary moneys for student teachers

*6. Mr. G. W. MILLS asked the Minister of National Education:

- (1) Whether the Committee of Heads of Education has made any recommendations concerning bursary moneys for student teachers; if so, what were the recommendations;
- (2) whether students who have taken study loans are given preference for teaching appointments in his Department.

The MINISTER OF NATIONAL EDUCATION:

- (1) Yes: that the following amounts be made available on certain conditions for persons being trained as teachers at:
 - (a) Universities:
 - R816 per person per annum as basic grant.
 - R184 per person per annum allocated on merit.
 - (b) Colleges of education, maintained, managed and controlled or subsidized by a provincial administration:
 - R600 per person per annum as basic grant.
 - R100 per person per annum allocated on merit.
- (2) Yes. For the information of the hon. member I mention that the conditions on which financial assistance is made available are set out in the policy determined by me and published in Government Notice No. R75 of 10 January 1975.

Equal pay mooted for educationists

Mercury Reporter

3/7/75

SHOULD white teachers in South Africa take a voluntary wage freeze until their Black colleagues reached pay equality?

This is one of the controversial questions posed by the chairman at the meeting of the Natal Teachers' Society sponsored last night by the Teacher Leader of Follower in Society.

Mr. A. Morphet, senior lecturer in Education at the University of Natal, Durban, said teachers should not accept a freeze as it would do nothing to solve the inequality of the system itself.

Black pupils would still be paying for their books and it would tend to mask such inequalities which would be "welcomed" by the authorities.

Professor P. M. Nuytelle, Professor of

Worse off now

Mercury Reporter

FIFTY-EIGHT percent of teachers in South Africa are receiving less than they were before last November's salary increases because of galloping inflation.

This was revealed at the Natal Teachers' Society conference when a call for an immediate increase in salaries and a request that they be tied to an independent cost of living index, was debated.

During discussion, it was pointed out that some jobs in the public sector,

Medicine, University of Natal Medical School, said there was no other question among doctors that caused more anxiety and bitterness than salary differences. And yet sanctions

such as the Railways, carried higher salaries than those paid to qualified, degraded teachers.

Although headmasters had received big increases, teachers at the bottom of the scale had found that the rate of inflation was already more than their increases.

The NTS is also to ask that all temporary staff who have worked continuously and satisfactorily for the Natal Education Department for at least three years should be appointed to the permanent staff. This particularly concerns married women.

Natal Medical School, equal salaries and does not, I can't understand why there is this disparity, he said. The equal attitude of the African in their

of creating happy relations in South Africa."

The question which raised the issue was whether teachers should comment, in and out of the classroom, on inequalities in society.

Professor A. L. Bell, Professor of Education at the University of Durban / Westville, said people became teachers because they had certain values and if they did not make these known to their pupils, they were "talking with their tongues in their cheeks."

"I don't believe in separate universities or in the idea of separation but that does not deter me from working in such a structure to enable people to get the full advantage of my thinking," he said.

He counselled that change of these inequalities should be brought about by lobbying the authorities and not by direct confrontation.

Munnik calls for Coloured birth control

ARGUS 5/8/75

THE Coloured population of the Cape would have to co-operate with the Provincial Administration by practising family planning if they hoped to have facilities equal to those given to Whites, the Administrator, Dr L. A. P. A. Munnik, said today.

Speaking in the Budget debate in the Provincial Council, he said the myth that the Government encouraged family planning to deplete Black populations was the biggest nonsense ever.

The Government was concerned with the welfare of the Coloured people, but it could not afford to

cater for the population explosion, he said.

He called on Coloured leaders to encourage birth control among their own people. Only in this way could the shanty towns of the Cape be eliminated.

Referring to an Opposition call for the elimination of influx control, Dr Munnik said the Coloured

migration to the Peninsula showed what could happen without this sort of control.

Influx control was not an ideology but an economic necessity. People poured into the Peninsula area to live in shanties without jobs or income, and this had to be curbed.

Referring to a call for equal wages for Black and White teachers and medical staff, he said this was not a new idea and the principle had been accepted by the Administration.

SALARIES

However it could not be put into effect overnight. If you say we must put everyone on equal salaries tomorrow, South Africa could just not afford it.

'Attack us if you think we are not doing it fast enough, but realise that we cannot do it overnight. The Whites, the Coloured and the Africans know this,' he said.

Coloured nurses in South Africa received higher wages than White nurses in Britain and African nurses received higher wages than nurses anywhere else in Africa.

The effect of equal wages on inflation should also be considered, Dr Munnik said.

A top-level Cabinet committee had been appointed to look into the financial problems of small municipalities following discussions he had had with the Government.

However, all South African municipalities would have to be prepared to 'tighten their belts' in view of the expenditure

Teachers call for equal pay

Mercury Reporter

5/8/75

NATAL TEACHERS have called for equal pay regardless of race, colour or sex, but they have been warned of "tremendous problems" ahead.

At the first meeting of its new executive council, the Natal Teachers' Society stated that it believes in equal pay for equal work irrespective of race, colour or sex.

This now becomes society policy.

It also decided to contact all other Natal teachers' societies as soon as possible in an effort to establish a basis for future action for the benefit of education for all races in the Province.

"We would like to get round a table with all other groups to see in what areas we can co-operate for the benefit of education generally," said the president, Mr. Clive Talbot yesterday.

Mr. Roger Whiteley, MEC responsible for education, said yesterday that the United Party had always been in favour of equal pay for professional men and women.

But there were "tremendous problems" in implementing this because the great majority of teachers were women and it could only be done slowly.

As MEC he had no jurisdiction over Black teachers' salaries, but his party believed in "closing the gap" between Black and White salaries.

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Equal pay for teachers is urged

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6/8/75

Mercury Reporter

FULL backing for the Natal Teachers' Society's call for equal pay for equal work was given yesterday by the multi-racial South African Federation of Teacher Associations.

Mr. R. S. Naidoo, the federation's president, who is principal of Durban's Burnwood High School, said that there were about 130 000 teachers of all races in the Republic.

"I am sure that achievement of parity will not only give immense satisfaction to the ordinary teacher but also contribute greatly to the quality of teaching in our country.

"Parity in salaries is a goal to which all teacher associations are pledged," he said, adding that there were several hurdles to be crossed, the main one a wide disparity in qualifications and a considerable gap in earnings.

Also supporting the NTS parity call, Mr. P. C. Samuel, president of the 5 000-strong South African Indian Teachers Association, said that his association had recently sent a telegram to the Prime Minister, Mr. Vorster, asking that pay parity should be laid down as the principle and effected immediately.

He said: "We believe that in the onerous and important area of education there should be no difference in salaries paid to educators on the basis of their colour.

"Since economic stresses and strains affect Black and White teachers equally, the existing salary gap should be removed.

At the first meeting of its executive committee, the NTS decided that pay parity will become its policy.

Cape Times 4/9/85

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Too little spent on education

This is the first of two extracts from 'The Need for Teachers in South Africa', a report by F E AUERBACH, former president of the Transvaal Teachers' Association. The report was commissioned by the South African Students' Education Trust, which is starting a drive to raise funds for bursaries, especially in the field of teacher training.

ANY SCHOOL system growing at the rate shown by African and Coloured education in South Africa — almost doubling its numbers in a decade — must be under severe strain, quite apart from any financial, ethnic and ideological problems.

In 20 years we have not increased the percentage of our national income spent on education, while most countries in the world have increased theirs sharply. We spent 4 percent of our Gross National Product on education in 1953; in 1972, preliminary figures give the GNP as R15 404m, and education expenditure as R603m — almost exactly 4 percent. Many other countries spend more: Britain's percentage rose from 5.3 to 6.8 percent, Canada's from 6.1 to 9.6 percent and Zambia's from 2.6 to 7.8 percent.

Black education

Within this inadequate rating of education among our national priorities, spending on Black education has been even more inadequate, proportionately than that for Whites. For many years spending on African education was governed by the — now abandoned — principle that expansion of African education should depend largely on increased tax revenue from the African sector. It is quite easy to give figures to show some results of this policy in financial terms; it is perhaps more instructive to spell out one or two effects of financial starvation on schools.

During most of the sixties, enrolment and expenditure in Bantu education rose at roughly the same rate — in other words, there was no increase in per capita spending. As a result, parents were forced to pay for a growing number of teachers.

entire teaching force, for a total of roughly 7000 teachers!

Happily, this position has now greatly improved, since the increased expenditure allowed during the last five years or so has almost eliminated "private paid teachers". In 1972, their percentage had dropped to 3.6 percent of the teaching staff.

It will be appreciated that this item alone represented a very substantial effort on the part of African parents to compensate for the financial shortcomings of Bantu Education. It is generally known that African parents still have to pay for all the stationery and most of the textbooks needed by their children — a position which also obtained for Indian parents in Natal and Coloured parents in the Cape until March 1969.

In addition, Africans — through additions to their rents — contribute considerably to the cost of school buildings; in Soweto the 20c a-month levy has been voluntarily raised to 38c a month in order to ensure that more schools are built.

These are but a few glimpses into the educational finance picture; while the State has allowed expenditure to rise more rapidly in recent years, the relative position of our racial groups does not seem to have improved greatly. Per capita figures give only very

rough indications, but if Black education were improving faster than White, relative figures should show this. They do not. In 1953, the State spent R17 per African child at school, R40.40 per Coloured and Indian, and R128 per White child. In 1968, the figure for Africans was R14.48, for Coloured and Indian pupils around R70, and for Whites R228.

Though there have been substantial increases in spending on education since then — Bantu education expenditure has almost trebled in seven years — the relative positions are not much better: in 1972, African spending was about R25, Coloured R95, Indian R125 — and White R460. The gap is not narrowing. In these circumstances, one can only hope that concerned citizens — particularly those who have both the vote and the means to contribute — will involve themselves in the manifold problems of education in South Africa.

Efforts such as scholars' bursary funds and campaigns like the TEACH fund for school buildings have shown how much private involvement can contribute. There can, however, be little doubt that the key issue in improved educational provision in South Africa is more and better qualified teachers — and that this issue affects all population groups to varying degrees.

In 1962, parents paid for just on 10 percent of the teachers, a total of 2 649. Naturally, the privately employed teachers were poorly paid — a figure of R20 per month has often been quoted — and, in many cases, were unqualified. But by 1970 parents were paying for some 18 percent of the

Increase pupils in Standard 10

Cape Times 9/9/75

① Educ. Annual '75
TEACHERS - 90

This is the second of two extracts from "The Need for Teachers in South Africa", a report by F E AUERBACH, former president of the Transvaal Teachers' Association. The report was commissioned by the South African Students' Education Trust (PO Box 10054, Cape Town), which is starting a drive to raise funds for bursaries, especially in the field of teacher training.

The previous extract appeared on September 4.

SECONDARY EDUCATION among Black South Africans is less well developed than among Whites, particularly as far as the African and Coloured groups are concerned.

One result of this is that inadequate numbers of matriculated pupils are leaving the schools for training in all professions in which matriculation is, or should be, a minimum entrance requirement. While professional openings in other careers are inadequate owing to the colour bar, this does not apply to the teaching profession.

In Coloured education the system tends to produce an inadequate number of matriculants for it to be possible to accept only matriculants as recruits for the teaching profession.

Lower quality

In a period of rapid growth of population and school enrolment, a failure to develop secondary education vigorously must inevitably produce an under qualified teaching force. This will lead to the employment of growing numbers of unqualified teachers, to inordinately high pupil-teacher ratios and to additional problems which will lower the quality of education offered in the schools.

The (1951) Elselen Report forecast that the 1949 over-all enrolment of 787 000 African pupils would grow to 1 391 000 by 1959. This proved remarkably accurate, the actual number in that year being 1 414 260. However, the estimate included an expansion of the 1949 figure of 6 000 teacher trainees to 15 000 ten years later. But the actual number of teachers in training in that year was 5 656! And 13 years later, when the number of pupils in the entire system had more than

qualified teachers; another is the perpetuation of the double-session system.

Regarding double sessions at African primary schools, when the system was introduced in 1955 — in order to allow more pupils into the schools — it was hoped that this would be a temporary measure. The system must be clearly distinguished from the platoon system, in which scarce accommodation is used by two sets of pupils, each with their own teachers. In 1972, the platoon system applied to 49 483 African, 61 098 Coloured and 13 282 Indian pupils.

The double-session system, however, involves one teacher teaching two groups of pupils consecutively without extra pay. To make this possible, teaching time is cut from 4½ to three hours per day. In 1972, just under a million (984 500) African pupils were in double-session classes, i.e. 32 percent of all pupils in Bantu education. (In 1973, 994 743 African pupils were in double-session classes). Relatively small numbers of these were in Stds. 1 and 2, but some 73 percent of all African pupils in the lowest classes were in double-session classes — receiving one-third less tuition than all other pupils at their level.

It is known that the Bantu Education Department would like to eliminate the double-session system; yet to do this would need twice the number of teachers now taking double sessions, i.e. an extra 11 000 teachers!

A long time

Since the number of pupils in Bantu Education increases by about 200 000 a year, requiring at least 4 000 extra teachers, without taking teacher wastage (resignations, retirements, deaths) into account, it will be seen that the elimination of double sessions will take a very long time indeed. In 1972, 4 346 African teachers of all categories qualified from teacher training institutions.

These figures are not given either to condemn the system or to make

and the need to plan or to give planned assistance towards them on a long-term basis. Only when significantly more teachers become available can existing staffing scales possibly be revised. It is well known that classes of 50 to 60 pupils are common in African education, but accommodating population pressure and the need to phase out the double-session system would seem to be higher priorities.

There can be little doubt that, in African and Coloured education, the priority need is to encourage more pupils to stay on to the end of Std 10. Without a significant increase in the number going to the end of the secondary school, there will be no pool from which a larger number of well-qualified teachers can be trained. For the foreseeable future, most African primary school teachers will have to be trained in the two-year post J C course. The need is thus to:

- Encourage pupils to remain as long as possible in order to obtain the highest school qualification of which they are capable. Bursaries for this purpose will help, but the importance of active personal interest and educational assistance in reinforcing home learning should be borne in mind as well.

- Encourage able young people who have passed J C and Std 10 to enter teacher training institutions; help them with bursaries, personal contact and cultural enrichment wherever possible.

The needs of the education system for Coloured people are essentially similar: more matriculants, encouragement of improved qualifications, and encouragement — including financial help — of young people to train as teachers.

White teachers will serve under Blacks — Phatudi

Staff Reporter

RDM 23/9/78

SILFONTEIN. — White teachers in Lebowa are to serve under Black principals, said the Chief Minister of Lebowa, Dr Cédric Phatudi.

Speaking to an enthusiastic crowd of more than 1 000 at Silfontein at the weekend, Dr Phatudi said his government was prepared to speed up Africanisation, particularly of teaching posts in Lebowa.

He said this was one department where Africanisation could be accelerated because it was easy to find suitable personnel to man higher posts.

"I have instructed the head of the department that White principals should be replaced by Africans and that White teachers in our schools should be prepared to serve under them."

The Chief Minister said there were three trade schools in Lebowa and the fourth would be in operation by 1978.

To speed up literacy among the people all doors leading to different types of education should be opened.

At the same meeting Chief M. Marishane, Lebowa's Minister of Educa-

tion, appealed to parents to send their children to school and to follow the teaching profession because there was a great shortage of teachers in Lebowa.

Chief Marishane said schools in Lebowa taught in English and he hoped that even schools in urban areas which do not fall under the jurisdiction of homeland government should also use English so they could fit into a united pattern of English as a medium of instruction.

The question of the medium of instruction in African schools throughout the Republic is topical, and has caused anxiety among parents, particularly in the urban areas.

Several school boards and committees in the urban areas have petitioned the Department of Bantu Education to allow parents to choose the medium of instruction for their children.

The majority of homeland governments have repealed the Bantu Education Act which emphasises mother tongue as the medium of instruction.

CLASSROOM CRISIS

'PATHETIC' MATHS TEACHING COULD HIT INDUSTRY

SCHOOLS are heading for a crisis in science and mathematics teaching which could have grave consequences for the country's industrial future.

A top scientist at Witwatersrand University has said that science teaching at many schools is "pathetically bad" and if things do not improve science will have to be removed from school syllabi completely.

The Natal Education Department alone faces a shortage of 80 high school teachers, largely in science and maths, and university science and mathematics professors told me this week that in Johannesburg, high school classes often go for "months at a time" with no maths teachers.

The number of physical science graduates from all

By TONY SPENCER-SMITH

universities fell alarmingly in recent years. The new math system at schools has been a "complete flop" and has resulted only in the production of matriculants who have enormous difficulty coping with mathematical problems in physics and chemistry.

Professor Felix Sebba, head of the department of chemistry at Wits, says the future is "very bleak" and it is probable that a shortage of scientists and engineers will be the "major brake" on South Africa's industrial expansion.

In an article published in the Wits Convocation Commentary, he states that the teaching of science is fre-

quently "uninteresting, unappealing, unchallenging and often one big bore."

"Any interest the pupil may have had in science can be quickly and irreversibly destroyed. The matriculation syllabus for science is too abstract and ineptly designed with little in it to excite the young mind. In many schools, laboratory work is either completely abandoned or else done so poorly that it might just as well have been abandoned."

Science teaching at schools, he says, will have to be radically reformed or else stopped completely which "would not be a disaster as the sort of science which is presently taught in the schools is of little help to students when they enter university."

Professor A. D. M. Walker, head of the department of physics at Natal University, told me that physical science teaching at schools often left "a lot to be desired", and the main reason for this was the "already dreadful" shortage of qualified teachers.

He said it would be a "disaster" if science were not taught in schools, as everyone should have at least some idea of a field so important to their lives.

"In my opinion, the situation is getting to the stage where pupils are being switched off science early on because there are so few good teachers."

"We're in a downward spiral of interest and involvement in science in South Africa which could lead to real problems for industry, the CSIR, the Atomic Energy Board and Sasol."

Mathematics is a compulsory and vital subject for physical science degrees at university, so the quality of teaching in this field is important if South Africa is going to turn out enough scientists.

But the picture here, too, is "dismal", says Professor D. B. Sears, head of the Wits mathematics department.

In Johannesburg, children often go for months at a time without a maths teacher, or they find that they have three or four different teachers in their matric year. The shortage of maths teachers is a part of a general shortage largely brought about by low salaries and poor working conditions.

250 parents threaten school march

Tribune Reporter

TWO HUNDRED and fifty parents and teachers threatened to march with their children to the Department of Coloured Affairs to protest against the "difficulties, complaints and frustrations" of the Coloured education system.

The protest took place at a meeting in Durban this week. Tempers and emotions rose and a demand to "march on the Department" was met with a roar of approval.

Mr A. Ashery — who called the meeting to discuss the problem in Coloured school — said: "Together we must find a solution to the problem — we must try to formulate some programme of action."

Parents said some primary school children had to get up at 6am to catch two buses to school. They were not allowed on some buses.

Danger

"These small children are in danger having to go a long way on their own — they can get waylaid", one parent warned.

Parents demanded the immediate building of enough schools in the Sparks Estate and

Sydenham area to cater for local children. If this was not possible, they felt the older children should be made to travel — not the young ones.

At present, Sparks Estate is served by four junior schools — these are no high schools. Scholars have to travel to the Umbilo Road school.

Warning

Mr Bill Hendrickse, Labour Party CRC member warned that the situation was going to get worse.

A school in his area had two standards in the same class totalling 90 children — with the two different teachers trying to teach at the same time.

"Throughout the country, we are in need of 467 schools immediately," he said later.

An 11-man delegation was elected by the meeting to meet with Regional Department of Coloured Affairs and a lengthy list of problems was drawn up by the meeting.

Mr L. Grey, Regional Representative of Coloured Affairs, told the Sunday Tribune that he would be extremely happy to meet the delegation.

Scrapped

"I'd like to see the new math scrapped completely. The matriculants just can't solve problems, any more, and it's terribly difficult for the physics and chemistry departments."

"Luckily it hasn't been introduced on too large a scale yet. If it is, God help the universities."

Professor Sears said too little ground was covered in school mathematics.

"All the repetition is boring, and by the time the pupil matriculates, he is about a year and a half behind his counterpart in Britain or Australia."

Dr G. A. Hosking, deputy director of education in Natal, said it was "terribly difficult" to cope with the shortage of maths and science teachers.

First year teachers often had to be put straight up to the higher standards, and this placed a tremendous strain on them.

Umbrella body for all SA teachers?

STAR 16/2/76

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John Patten,
CAPE TOWN — The Minister of National Education, Dr Koornhof, has acknowledged the possible development of an umbrella co-ordinating body for teachers of all race groups in South Africa.

Dr Koornhof said there was now agreement among representatives of the teaching profession for the establishment of a body to be known as the South African Teachers' Council for Whites "with the understanding that the other population groups will most likely also institute such a board." He suggested one umbrella or co-ordinated body of all population groups at the top.

The whole-hearted co-operation of the Federal Council of Teachers' Associations had been obtained to pivot the necessary legislation for the establishment of the White council through Parliament — if possible during the present parliamentary session.

HIS REQUEST

In his first major statement since taking over the portfolio of National Education, Dr Koornhof, said he had held frank and exhaustive talks at his request with the Federal Council last week.

He agreed basically with the memorandum submitted by the council.

He accepted that the present low entry salary into teaching gave rise to problems, especially in the case of men teachers.

The economic position precluded any increase in salaries at present, but the Federal Council now had a good opportunity to work out a new salary

structure in co-operation with the committee of heads of education.

"At the opportune time when the country's economy would again permit it, the new salary structure can be implemented," Dr Koornhof said.

Dealing with the training of teachers, Dr Koornhof said he intended to have further discussions within the coming week with some administrators, and university principals on aspects requiring further attention. He expected to make an announcement on teacher training shortly.

Hansard 6 2/2/76 col 444

TABLE 11: DEVIATIONS FROM AVERAGE MONTHLY WAGE (TOTAL, CASH AND KIND) BY TYPE OF FARM EMPLOYEE, RACE AND ECONOMIC REGION - 1972/73

TYPE OF FARM EMPLOYEE - REGULAR		RACE - AFRICAN												YEAR - 1972/73	
AVERAGE MONTHLY TOTAL WAGE FOR ALL ECONOMIC REGIONS = R 20.82															
DEVIATIONS FROM AVERAGE MONTHLY TOTAL WAGE BY ECONOMIC REGION															
EC REGION DEVIATION	1	2	3	4	5	6	7	8	9	10	11	12			
	17.82	7.75	4.94	10.06	7.56	8.09	2.93	10.92	1.09	1.86	9.40	11.45			
EC REGION DEVIATION	13	14	15	16	17	18	19	20	21	22	23	24			
	3.59	6.37	6.50	-7.2	-2.47	-3.88	-5.06	-4.10	-4.27	-7.04	-5.34	2.29			
EC REGION DEVIATION	25	26	27	28	29	30	31	32	33	34	35	36			
	-2.96	-3.04	-1.10				.11	-6.77	-5.12	1.08	-0.05	15.10			
EC REGION DEVIATION	37	38	39				43	44	45	46	47	48			
	-1.17	5.21	3.49				.35	-2.28	-6.59	-6.25	-2.33	-2.45			
EC REGION DEVIATION	49	50	51				55	56	57	58	59	60			
	-2.57	-2.58	-2.77				.89	-4.19	-8.00	-5.46	-4.36	-8.0			
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TYPE OF FARM EMPLOYEE - REGULAR															
AVERAGE MONTHLY CASH WAGE FOR ALL ECONOMIC REGIONS = R 10.00															
DEVIATIONS FROM AVERAGE MONTHLY CASH WAGE															
EC REGION DEVIATION	1	2	3	4	5	6	7	8	9	10	11	12			
	17.19	7.06	7.32				5.29	13.29	4.09	5.12	5.58	6.37			
EC REGION DEVIATION	13	14	15	16	17	18	19	20	21	22	23	24			
	-0.93	2.60	4.96	0.03	-2.73	-3.66	-5.54	-3.97	-6.82	-6.72	-6.48	3.15			
EC REGION DEVIATION	25	26	27	28	29	30	31	32	33	34	35	36			
	-1.43	-1.25	-1.52	-1.43	.23	-3.1	-1.61	-5.28	-3.52	3.26	.36	17.27			
EC REGION DEVIATION	37	38	39	40	41	42	43	44	45	46	47	48			
	.63	6.15	4.75	-1.99	-2.01	-4.20	-1.49	-6.2	-4.03	-4.44	-2.99	-3.33			
EC REGION DEVIATION	49	50	51	52	53	54	55	56	57	58	59	60			
	-2.37	-5.18	-3.72	-4.13	-6.27	-6.84	-6.46	-7.19	-8.28	-5.99	-5.82	-4.21			

Teachers employed/resigned/retired
 144. Mr. P. A. PYPER asked the Minister of National Education:†

How many teachers (a) were employed by his Department as at 31 December 1975 and (b) (i) resigned from the service of his Department and (ii) retired on account of reaching the retirement age, during 1975.

The MINISTER OF NATIONAL EDUCATION:

(a) Departmental schools—992.
 State-aided schools—834.

(b)

Departmental schools	33	(i)
State-aided schools	43	(ii)
	7	

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'Whites only' plan attacked

Own Correspondent

DURBAN—Leading Indian and Coloured educationists are disappointed that the proposed teachers' council to be established by the Minister of National Education, Dr Piet Koornhof, is restricted to White teachers only.

A spokesman for the Department of National Edu-

cation said today that as Minister of National Education, Dr Koornhof was empowered to deal only with White education.

African, Coloured and Indian education was dealt with by other Ministers and Dr Koornhof had no legal power to speak on their portfolios.

He could not, therefore, form a teachers' council

for anyone but White teachers.

Reacting to the racial composition of the proposed new council, Mr R S Naidoo, president of the multiracial South African Federation of Teachers' Associations, said:

"If teaching is to be recognised as a profession in South Africa, there can only be one such council

for all teachers, irrespective of race or colour.

"South Africa is our common heritage and the children in our care, be they Black or White must all be educated to take their rightful places as citizens.

"Therefore, there cannot be different types of grades of education or teachers," said Mr Naidoo.

7-25-2
2 307

Coloured teachers hope for more

24/4/76 R.M.

Own Correspondent
CAPE TOWN. — Coloured, Indian and African civil servants would get a higher percentage wage increase than Whites from July 1, the chairman of the Public Service Commission, Mr J. H. C. van Zyl, said yesterday.

And teachers from all race groups would have their salaries restructured, Mr Van Zyl said. Coloured teachers had expressed concern about whether they would be included in the restructuring of teachers' salaries, referred to in the Assembly on Thursday.

He confirmed that a restructuring would apply to Coloured, Indian and African teachers as well as Whites.

"The 10 per cent salary increase is a definite figure for White civil servants only. A greater percentage will be given to other groups so that they will gain in real money terms."

Mr Frankhn Sonn, vice-president of the Cape Teachers' Professional Association, which represents Coloured teachers, said he was now confident the 10 per cent limit would not apply to Coloured teachers.

"We shall continue to ask for the rate for the job, which is now in line with Government policy."

"If White teachers salaries go up by 10 per cent, Coloured teachers need an increase of 30 per cent to narrow the gap."

SUNDAY TRIBUNE, APRIL 25, 1976

UP AND BREAKING DOWN

By TONY SPENCER-SMITH

TEACHERS of all races should be in the forefront of the drive to rid the country of racialism, Mr Maurice Lewis, one of the country's top Coloured educators, said this week.

Mr Lewis, who has been a teacher for 40 years, is president of the national Coloured teachers' body, the Union of Teachers' Associations of South Africa.

He is principal of Wentworth High School, and has been president of the Natal Coloured teachers' organisation, the Society of Natal Teachers, for many years.

In a no-holds-barred interview after the call last week by a White educationist for schools to join the fight in rooting out White racial prejudice, Mr Lewis said teachers should preach the gospel of a free society and work towards freeing "our schools and our scholars from the shackles of racial separation."

He said the future existence of South Africa depended on the abolition of race discrimination and there was no better place to begin this than in the schools and universities.

Stranglehold

The ultimate goal should be completely non-racial education.

State policy was already yielding and adapting in other spheres of human relationships and it would have to yield in the field of education itself.

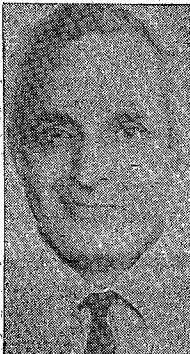
He urged teachers to get out of their petty racialistic ivory towers, learn to talk and relate with others of every colour, and teach the pupils to do the same through their example.

There were many ways for teachers to break through school racial barriers.

He told me: "A lot can be achieved even within the present segregated system.

"Last year we had some Indian and White pupils coming to live in Wentworth for a while in Coloured homes, meeting our people, seeing how they live, eating together. It was a tremendous success. We shall be arranging more occasions like this.

"Inter-racial school events of all kinds should be arranged. Teachers of different races should be meeting all the time for discussions and to work together on teaching projects."



Mr Maurice Lewis ... start in the schools

The system of racially segregated schooling had a "stranglehold" on education, which has been twisted so as to foster and nurture White privilege.

For instance, about five times as much was being spent in Natal on the education of each White pupil as on each Coloured pupil.

"How can one possibly compare educational quality when one has this degree of discrimination? The Government tries to get away with spending as little on Coloured education as it possibly can.

"The Coloured school system at present is quite inadequate. My school has 25 classrooms for 29

SUNDAY TRIBUNE, APRIL 25, 1976

THE RACE BARRIERS...

Teachers urged to lead the fight against racialism

classes; so four have to be taught outside.

"Schools all over Natal are absolutely bursting at the seams. Many have to have double shifts.

"And many Coloured teachers have only a JC plus two or three years at a training college. In some rare cases of emergency we even have to make do with teachers with no professional qualification at all.

"Before the Government took over Coloured education in 1964, we had in Natal free compulsory education for all Coloured children from six to 16. We all fell under the Natal Education Department, and had exactly the same education system.

"Now look at the

compulsory education, a high drop-out rate producing adolescent delinquents with nowhere to go and nothing to do, and such a depressing environment, it's a wonder we produce any good pupils at all."

Essential

Education, said Mr Lewis, had to become non-racial in concept and practice in order to produce men and women able to live together in a non-racial society that was essential within the next five years if South Africa was not to face the consequences which even the Prime Minister had called "too ghastly to contemplate."

Since pragmatism—and perhaps self-preservation—were the very real qualities displayed by the White Government, he could see no reason why a non-racial education system would not shortly begin to supersede the existing one.

"This is the type of education South Africa is going to have to get or face the consequences, I see it coming not instantly but in an orderly development, with the State leading the way by allowing non-racial attendance at private and church schools.

"Of course, there will be a certain amount of pain. There must be in the implementation of a system of education and living that is quite the opposite to one that has existed in South Africa for so long.

Control

"There is no such thing as a completely peaceful change. The surgeon's knife is painful but it heals."

Mr Lewis said that more of the gross national income should be allocated to education. And control should be put in the hands of educationists and taken outside the control of politically motivated State departments.

It was a "colossal error" that students were kept apart from infant school to high school and even at university.

Teachers had so far done little to break down the racial barriers. They would have to rid themselves of "Stone Age thinking" and educate themselves as members fit to live in a free society.

Then, armed with this knowledge, they would be ready to educate others, said Mr Lewis.

In search of a new deal for teachers

By

R. S. NAIDOO
President, S.A. Federation
of Teachers' Association

classroom role, society insists that he must be subject to the dictates of public opinion in his role as public servant. This probably accounts for its low ranking as a profession. In 1949 Cecil North and Paul Hatt found that teaching was only 36th in a list of 90 occupations. In Social Class in America, in 1960, Warner, Meeker and Eells confirmed this. They found that teaching ranked lower than other professions.

Attitude

Professional status is a highly desirable goal. Councils created through legislation would certainly help provided they are designed to assist teaching as a whole and not groups of teachers. Beyond that, fundamental to the issue is the personal attitude of teachers.

To what extent and in what circumstances have those in a particular vocation made attempts to turn it into a profession and themselves into professional people? As Charles Dickens showed the world in Great Expectations, Pip must expect nothing from the outside, only from within. Similarly teachers must recognise that only they can help themselves, that all other expectations are based on questionable assumptions.

Their educational problems are not unique, indeed they are similar to those faced by other professions. The body of knowledge which a professional must use and the expectations of the society he has to serve are basic to all professions and both are undergoing rapid change. His education programme for professional training, must take care of this phenomenon. Side by side with it there is urgent need for a campaign to educate public opinion to accept teaching as a profession and to recognise its contribution to society as vital as those of medicine, law and the other accepted professions.

WITH the proposed Council for White teachers in South Africa, considerable interest has been aroused and new hopes raised in respect of a higher professional status and a new deal. There is, however, the ever-present danger of raising expectations beyond what society is prepared to concede and the consequent disappointments and frustrations.

This council alone cannot guarantee a professional status. In any case, going by the several Press statements and stories on the issue, it is not "teaching" in South Africa which is being raised in status but some benefits are to be conferred on White teachers only, on the basis of a limited privilege.

In the present climate of expectations one is prompted to ask two questions: "Is teaching a profession?" and "What has the teacher done so far, to turn his vocation into a profession and himself into a professional?"

Qualifications

In African education in South Africa in 1975, 9701 teachers without a professional qualification, and with a basic education of less than Standard 10, were employed. Coloured education employed 1580 such teachers in 1975, Indian education 100 and White education 2304 with neither professional qualifications nor a degree. (A Survey of Race Relations in S.A. 1975).

In the face of these statistics, coupled with the fact that not a single racial group has even 30 percent of its teachers, who are professionally trained university graduates, it is difficult to suggest that we have a licence. The prescribing of minimum qualifications for full-time

employment, as teachers, is probably the closest to a "licence" achieved in South Africa.

The ascribed social status, too, is a matter for concern. Teaching is still subject to an outlook of over a century ago when little more than bare literacy was expected of primary school teachers in Europe or America. Thus public opinion still refuses to accept that the professional knowledge of teachers is the monopoly of members of this profession.

Tradition

The tradition of lay control is too strong to be changed suddenly. Authority and responsibility are usually defined in a state law for an education authority and the senior administrative and professional officers are charged with implementing its policies. Such senior officials may influence policy decisions but beyond this the ordinary teacher, looked upon as nothing more than a state employee is quite remote from decision making.

The teacher is accountable daily to a whole hierarchy of seniors, not all of them teachers or ex-teachers. He has to submit daily lesson forecasts for approval by some senior. Non-teaching time providing for privacy or reflection is not guaranteed. He has to be on daily ground or patrol duty.

In 1969 in a survey conducted for Life Magazine 67 percent of all parents of high school students believed, for example, that "maintaining discipline is more important than student self-inquiry."

What of the teacher's role? Sociologists tell us that status is the position of an individual in a group, and role is the part one plays and is expected to play, in terms of such status. Role then involves behaviour and the expectations of society regarding such behaviour.

Over the centuries several roles have been ascribed to teachers. The resulting image has always carried contradictory elements. For instance, it was possible to respect or fear a teacher at the same time or he was ridiculed as well as revered. With society becoming more complex old stereotypes about teachers are breaking down. The roles and sub-roles expected of him quite often, are noble in themselves but do not mean higher status.

It is not merely aptitude and a qualification. Society expects more. He has to have sound personal qualities which would make him a worthy model. He is expected to hand down to his pupils and students values and norms, the beliefs and patterns of behaviour of society, in short the "expressive" culture. His chief role is essentially that of mediator between the pupils' world and the adult world. Society expects this of him but little has accrued to him in the way of status.

Society, by and large, is not prepared to lose its traditional lay control of education. While the teacher's expertise and professional know-how are acknowledged in the

TEACHERS EMPLOYED IN SOUTH AFRICA
SOME COMPARATIVE STATISTICS (1974)
(Extracted from a Survey of Race Relations in S.A. in 1975)

Category	African No.	%	Coloured No.	%	Indian No.	%	White No.	%
1. Degree	1014	1.64	668	2.97	1103	16.62	12706	27.75
+ teach. cert.	5485	8.84	5509	24.52	4379	65.97	29436	64.30
2. Std. X	29467	47.51	14142	62.95	903	13.60	—	—
+ teach. cert.	14378	23.18	—	—	—	—	—	—
3. Std. VIII	14378	23.18	—	—	—	—	—	—
+ teach. cert.	1455	2.35	—	—	—	—	—	—
4. Std. VI	1455	2.35	—	—	—	—	—	—
+ teach. cert.	10220	16.48	2146	9.56	253	3.81	3641	7.95
5. Technical/Special	10220	16.48	2146	9.56	253	3.81	3641	7.95
6. Not Professionally	10220	16.48	2146	9.56	253	3.81	3641	7.95
qualified	10220	16.48	2146	9.56	253	3.81	3641	7.95
TOTAL ..	62019	100	22465	100	6638	100	45783	100
TOTAL NUMBER OF CHILDREN IN 1974:								
Primary	3276742	94.00	614558	36.00	134029	73.00	564043	63.00
Secondary	209519	6.00	79841	13.4	48158	26.00	326448	37.00
Other/Special	—	—	2883	—	1182	—	—	—
TOTAL ..	3486261	—	597237	—	183349	—	890491	—

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Teachers get ultimatum

WINDHOEK. — Teachers on strike in South West Africa's Namaland district have been cabled an ultimatum by the Department of Coloured, Rehoboth and Nama relations to return to school tomorrow, or face the possibility of

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Teachers strike

Own Correspondent

TEACHERS went on strike yesterday in Namaland, South West Africa, demanding better pay and the building of more high schools.

End of year examinations have been disrupted by the strike which is said to affect most schools in the Nama territory, which lies between Keetmanshoop and Windhoek.

Mr Johannes Isak, president of the Nama Teachers' Association (NTA), said yesterday that the strike would continue until Mr Hennie Smit, Minister of Coloured Rehoboth and Nama Affairs, discussed their demands.

The Nama teachers are demanding that Mr Smit acts as strikebreaker by bringing

their salaries into line with Coloured salaries. They also want new high schools built.

There is enmity between the teachers and Mr Smit because he failed to turn up last Friday to address the NTA annual congress.

The teachers refused to accept a Mr Visser who came in his place. The congress sent a telegram to Mr Smit saying that they wanted him to address them and would accept no middle man.

Mr Isak said exams could be severely affected if Mr Smit did not arrive soon.

Teachers' leaders are waiting at Gibeon, the Namaland capital, for the arrival of Mr Smit.

When Mr Smit arrived and found a solution to their problems, Mr Isak said, they would reopen the schools.

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Striking teachers want to see Smit

From Helen Zille, Africa Bureau
WINDHOLK. — South West Africa's Nama teachers are on strike and will not return to work until the Minister of Coloured, Rehoboth and Nama Relations, Mr Henrie Smit, agrees to meet and discuss their grievances with them.
Mr Johannes Isak, president of the Nama Teachers' Association, said yesterday that almost all the territory's 327 Nama teachers had gathered in the tiny town of Gibeon and would not leave until Mr Smit arrived to discuss their demand for equal salaries with Coloured teachers and the shortage of Nama high schools.
Telegrams between the Minister's office in Pretoria and the teachers in Gibeon have failed to solve the problem.
Mr Smit's private secretary said yesterday he was not sure what the next step would be.

Meanwhile, 46 Nama schools have been closed and examinations due to begin soon will be delayed or completely disrupted, if Mr Smit did not arrive, Mr Isak said.

Hansard 2 col 112 2/2/77

Teachers: Salaries X

155. Dr. A. L. BORAINÉ asked the Minister of the Interior:

Whether the differences in salary scales for similarly qualified White and Black teachers employed in the public service was decreased during 1976; if so, what is the present ratio of scales for Blacks to those for Whites; if not, why not.

The MINISTER OF THE INTERIOR:

Yes. In view of the pattern of the general salary structure, the ratio between the salaries of White and Black teachers in the Public Service differs from level to level. The ratio has improved by approximately 5% with effect from 1 July 1976.

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ECONOMIC REGION						
SIZE GROUP (HECTARE)	18		19		20	
	No.	Area	No.	Area	No.	Area
T0	1,9		4		3	
2 -	14	3	11		24	3
5 -	38	43	7		57	79
10 -	72	316	34		54	442
20 -	134	1 075	56		103	792
50 -	86	4 287	43		104	3 200
100 -	199	6 372	35		182	7 805
200 -	299	16 304	44		211	27 273
300 -	499	27 944	50		413	52 394
500 -	999	72 540	83		852	165 131
1 000 -	1 999	172 305	46		826	620 660
2 000 -	4 999	235 074	14		504	1 174 480
5 000 -	9 999	214 434	3		46	1 447 005
10 000 -	OVER	73 705	1		3	285 076
TOTAL	4 252	53 539	43	107 409	3 382	3 949 676

Colleges for advanced technical education:
teaching staff

342. Mr. P. A. PYPHER asked the Minister
of National Education:

(a) What was the total number of
members of the teaching staff of each
college for advanced technical education in
South Africa as at 31 December 1976 and
(b) how many members of the teaching
staff of these colleges (i) resigned and (ii)
retired on account of reaching the retire-
ment age during 1976.

The MINISTER OF NATIONAL EDU-
CATION:

	(a)	(b)(i)	(ii)
Pretoria	321	22	2
Witwatersrand	226	22	2
Natal	184	21	4
Cape	167	10	3
Vaal Triangle	79	4	0
Port Elizabeth	86	1	0

Hansard 4 vol 356
15/2/77

319

JOB CURB ON TEACHERS IS WELCOMED

Mercury Reporter

TEACHERS' societies in Natal yesterday welcomed a Government move to ensure that all teachers will have to register with the new South African Teachers' Council or lose their jobs.

Five percent of teachers could fail to register.

The Educational Services Amendment Bill was published in the House of Assembly yesterday.

In terms of the Bill teachers not registered or those who have been refused registration by the new council "would be deemed to have resigned from their jobs."

Shortage

However, the Director of Education in Natal, Dr. G. A. Hosking, said he could not comment on what effect the Bill, if passed, might have on the chronic teacher shortage until he had studied

all its implications.

Mr. Mike Lotter, president of the Natal Teachers' Society, said he was delighted with the new provision.

"This will improve the status of teachers because they will be required to have certain qualifications for full or provisional registration."

"Under the existing Act, a person who is not registered cannot be on a school's permanent staff, but this takes it a step further."

"We will now be protected in law against charlatans and people who do not qualify for registration," he said.

Mr. E. Bester, president of the Natalse Onderwysersunie, pointed

out that the new council had still to be formed. This was expected during 1977.

There were a lot of people now teaching who did not have the qualifications, but they would undoubtedly be given a period of grace to obtain them.

Insist

He estimated that about 5 percent would be put out of work.

Dr. Hosking said it had been laid down that the council would insist that only registered teachers could be on the permanent staff, but he was not familiar with the changes in this new Bill.

"As directors of education we are free at present to staff our schools, when necessary, with temporary teachers who might be temporary by their own volition," he said.

Koornhof deals pay blow to teachers

Jan 19/2/77

Parliamentary Staff
THE ASSEMBLY—Teachers will not get salary increases or a new salary structure in the immediate future because of present circumstances, the Minister of National Education, Dr Koornhof, has told the Assembly.

Speaking in yesterday's debate on education, Dr Koornhof said money for these increases was not available. However, finer details of a "new deal" for teachers were being worked out — but he added that most attention was

being given to those aspects not requiring much expenditure. These aspects included higher professional recognition for teachers and statutory protection of their status. A series of recommendations were now ready

and would be submitted to a Cabinet committee. Spokesmen for two bodies representing teachers said today the announcement was not unexpected but that they remained "optimistic," writes a staff reporter of The Star.

OPTIMISTIC

Mr T. H. Davies, president of the Transvaal Teachers' Association, said he thought Dr Koornhof had "reflected the true position."

"We will just have to wait and see, but I am very optimistic that things will improve."

Mr M. Armstrong, chairman of the Federal Council of Teachers' Associations, which has been negotiating with Dr Koornhof, said the announcement came as no surprise.

"We knew this was the position. The economic situation has not improved sufficiently yet, but we are hoping for the implementation of certain benefits and are working on the details," he said.

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Teachers' salaries 'must wait'

319

PRETORIA — The Secretary for National Education, the directors of education, representatives of the Federal Council of Teachers' Associations and senior officials of his department will hold a round-table conference as soon as possible, Minister of National Education Dr. P. J. G. Koornhof said in a statement here yesterday.

It was recognised that the Government was particularly sympathetic towards the salaries of the teachers and for this reason a new salary structure had been approved in principle as part of the new deal envisaged for them, Dr. Koornhof said.

The proviso was, however, that implementation could only be considered when the economy of the country allowed.

"On November 30, 1976, I explained that the implementation of a new salary structure for teachers which was included in the new deal could not be considered because of the economic position of the country.

"On May 17 this year I was able to announce a number of measures which can be implemented on January 1, 1978.

"The Secretary for National Education, the directors of education, representatives of the Federal Council and senior officials of my department will as soon as possible hold a round-table conference under my personal guidance to try to find further solutions to the satisfaction of all the parties concerned.

"It is a recognised fact that the Government is particularly sympathetic towards the salary position of the teacher.

"The proviso, however, was and still is that implementation of it can only be considered when the economy of the country allows it."

WP Colts Tour to Southern Cape (George) : 30 to 31 July 1977

To assist the players with their tour expenses your donation is greatly appreciated. TICKETS are 20 cents each or 3 for 50 cents. The PRIZE is a PORTABLE RADIO. The DRAW will be made on Wednesday 27 JULY 1977 and the winner contacted by telephone. Thank you for your support.

O. Metcalf.
MANAGER

QUESTION: Which horse won the 1977 Durban July Handicap?

Name and Address

Telephone

Answer

NATAL MERCURY 7/2/77

y was acquitted.

SCIENCE HELP IS NEEDED

Mercury Reporter

A BLACK inspector of schools yesterday appealed to White teachers to help their Black colleagues — particularly in science.

Mr. Godfrey Radebe told delegates to the Natal Teachers' Society conference in Durban that many Black teachers had not had the opportunity of learning how to operate the scientific equipment in their laboratories.

There was also a lack of equipment and many matric students went through a science course without ever having looked through a microscope.

"If White teachers volunteered to help other teachers in an informal way, it would improve the standard enormously. It would also motivate our teachers," Mr. Radebe said.

Interested teachers could contact the Department of Bantu Education for a list of schools in their area.

319

Black parents attended.
Coloured students and as
our educational system.

Ntsikana particularly in
change and how this parti
ritual of music, literat
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affected the other cultu

Arthur Davey of the His
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Julius Jeppe from th
University of Stell
Bantu law. Some o
a tribe in the Capr
and land tenure ref
BophutaTswana gover
particularly inter
rural development.

Saso call to black teachers

South African Students
Organisation (Saso) con
ference has adopted a re
solution whereby the Afri
can Teachers Association
(Atasa) should cancel all
talks with the white
Transvaal Teachers Asso
ciation for the formation
of a multiracial body.

The resolution states
that the negotiations cur
rently taking place be
tween Atasa and the
white body, is an exercise
in futility in that multi
racial organisations can
never serve the interests
of the oppressed black
people in the country.

Saso calls upon the
teachers to form a united
and true black teachers
association which will
never associate with any
of the white teachers orga
nisations.

It was argued that the
white teachers had thrown
open their doors to the
blacks because they wi
shed to use the blacks to
gain international recogni
tion. It was for the black
teachers to realise this
aim and reject the whites
as such.

Such a teachers' multi
racial organisation, Saso
states, will militate against
the aspirations of the
black man.

college has catered only for
interesting microcosm of
looking at an African prophet
traditional religion and
on Christianity the
culture. In other words,
is to see how Christianity has

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arch has been on the relations
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things like the pro-Boer
ement in the Cape colony.
s to be found in the Quaker
rofessor Davey was sidetracked
a. He is about to produce an
a.

ment Administration at the
or the teaching of African and
ing on Kavango law and the law of
is working on the rural community
He is a cabinet adviser to the
of rural development and is
land tenure system has affected

My own work in the Education Faculty is concerned with the teaching of
history in South African schools. I am approaching it from two points
of view; firstly that it is mainly taught in such a dull fashion that it
deters people from studying history, and secondly that it is taught from
such a partisan angle that it automatically divides people into two camps
among the Whites and a third camp of non-Whites. I am interested in trying
to produce works for use in schools which will be acceptable both to the
English and Afrikaner section of the people. At the moment I have already
done two works of this kind and I am now trying to do something which will
go one stage beyond that and perhaps adapt the sort of Eurocentric vision
of South African history which has been undermined by academic historians
but not yet in the schools. I am now trying to produce something which
will be acceptable to Black and White pupils.

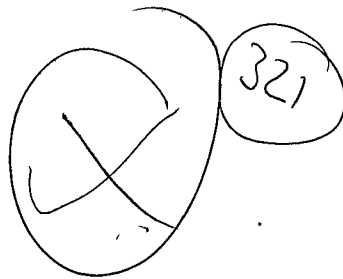
40	.....	Suppl. D.D. 5/8/77	Teachers act	(319)	Competition for Labour?
23	.....	By Dan Pasiya	The multi-racial Transkei Teachers' Association has disaffiliated from The African Teachers' Association of South Africa.		Unemployment, Underemployment
16	.....		The association will apply for membership to the world confederation of The Organisations of The Teaching Profession.		Growth of Farm Employment
9	.....		I am appealing to Glen Grey teachers to join the association.		Growth of Non-Farm Employment
3		A meeting of all teachers will be held at Lady Frere Junior Secondary School on August 13, 1977 starting at 10 am.		Growth of the Labour Force
1				Introduction

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TEACHERS - General

18-1-79 — 1-12-79



Don't carve up SA say teachers

DD 8/1/79
DURBAN — The African Teachers' Association of South Africa stood for one united South Africa in which there would be no balkanisation, regionalism or tribalism, Mr R. L. Peteni, president of Atasa, said here yesterday.

Addressing the 57th annual conference, Mr Peteni, of Fort Hare University, said his association did not want a South Africa split into warring factions.

Principles the association stood for were no racial discrimination on any grounds whatsoever and a strong, united independent teachers' association dedicated to the

removal of all barriers in the education system "in our common fatherland" he said.

These principles should always serve as a guide "if we are to save ourselves from becoming spineless, confused, and self-seeking pedagogues".

"These principles are guidelines towards the creation of a state in which there will be social justice," he said.

Mr Peteni called on black teachers to advocate greater contact and dialogue with other teacher associations in the country. — SAPA.

Teachers flock to join SATC

322
18/1/79
S.M.A.

Own Correspondent

Barely a year after registration started 51 650 teachers have already registered with the whites-only South African Teachers' Council.

The chairman of the council, Professor J. D. V. Terblanche, said this week the council was at present processing a further 4 300 registrations of teachers who had completed their studies at the end of last year.

He believed a large number of applications would be received after the schools re-opened this month.

Teachers not registered or provisionally registered by April 1 this year may not be appointed to full-time posts in schools.

This ruling does not apply to people appointed to technical college, technical institutes, technicons or unsubsidised private schools.

Professor Terblanche appealed to teachers not registered with the SATC to do so as soon as possible. Information and application forms can be obtained from schools.

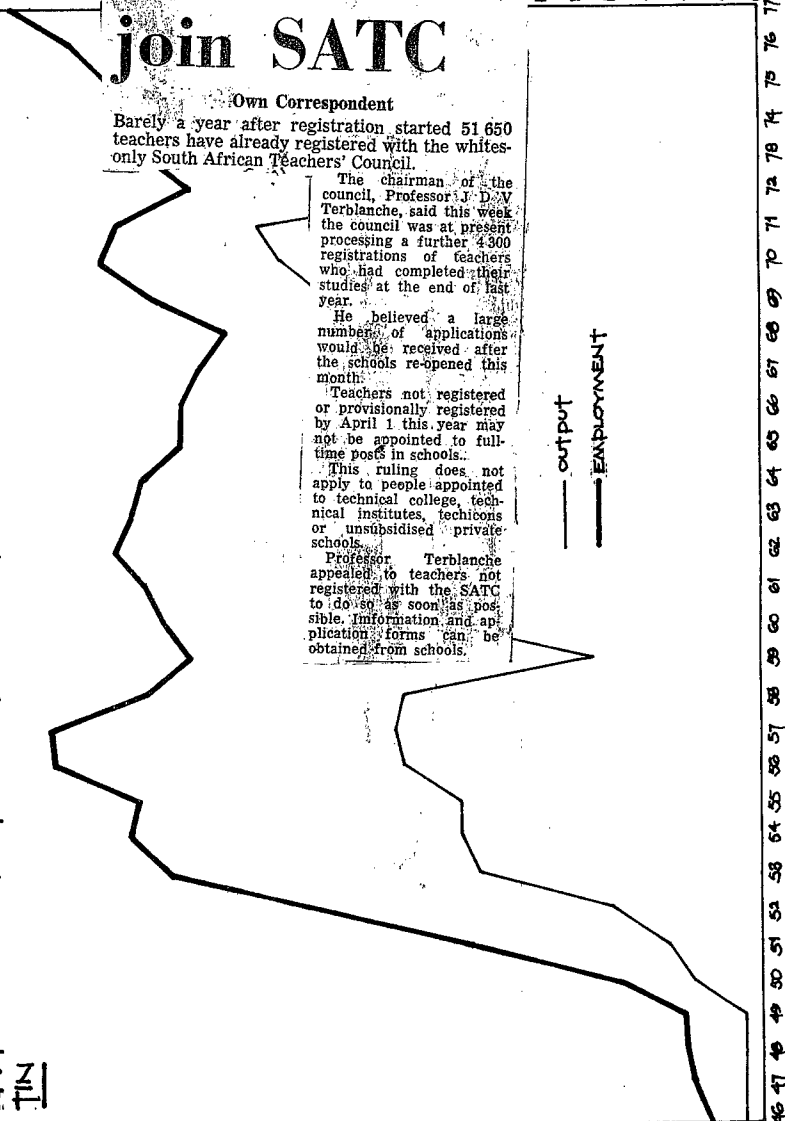
GRAPH 11 : MINING EMPLOYMENT AND OUTPUT

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— output
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Output in million tons
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It would cost R25m to close the pay gap

By John Allen

The Government could wipe out the pay gap between black and white South African teachers with similar qualifications for about R25-million a year.

This is revealed in calculations made by The Star.

The calculations also show it would cost roughly R125-million a year to boost the pay of all South Africa's 70 000 black teachers to bring it theoretically into line with that of white teachers. (The figure excludes Transkei, but includes Bophuthatswana.)

Bringing Indian and coloured teachers' salaries to the same level would cost about R25-million a year.

Paid less

Ordinary black teachers with qualifications similar to those of whites are paid R150 a month less than whites. A white male university graduate with a teaching qualification starts at R450 a month, and a black male graduate at R300 a month. Women are paid R60 less a month.

The Star's calculations were based on hitherto unpublished details of teachers' salary scales provided by an education source and on Department of Education and Training figures for 1977 on the composition of the black teacher force.

The reason for the relatively low cost of introducing equal pay for equal qualifications is that only 14 of every 100 black teachers in the country have qualifications which can be compared with those of whites — matric or a senior certificate, and a professional teaching qualification.

Sixty-six of every 100 blacks have professional qualifications based on a Junior Certificate or

Standard Six pass. Twenty of every 100 have no teaching qualifications — and 17 of these teachers have academic passes only at Junior Certificate level or lower.

Although it was impossible to establish the cost of closing the wage gap in teaching with pinpoint accuracy, The Star's calculations provide reliable indications.

They reveal that, closing the gap in areas in which qualifications are comparable, education authorities would have to pay about:

- R3-million, extra a year to black university graduates with teaching qualifications;
- R3-million to teachers with incomplete degrees and teaching qualifications;
- R5-million to those with matric/senior certificates and secondary teachers' certificates; and
- Up to R14-million to those with matric/senior certificates and primary teachers' certificates.

"Eliminating wage discrimination in this field must be done right away," commented Mr H H Dlamlenze, general secretary of the African Teachers' Association of South Africa.

Priority

"The Government has got the money, and as long ago as Mr P. W. Botha's time at the United Nations it committed itself to remove discrimination."

Dr K B Hartshorne, former director of education planning in the Department of Education and Training, agreed priority had to be given to well-qualified black teachers. He suggested pay rises be staggered.

"If there were finan-

cial problems in increasing all their salaries at the same time, initial priority could be given to those with degrees and professional qualifications."

But the educationists agreed with the approach of a colleague, Dr Franz Auerbach, who pointed out that less qualified black teachers could not be left behind.

Dr Hartshorne urged attention should at the same time be given to the overwhelming majority of black teachers whose qualifications did not match those of whites.

"It should be welcomed that the department realises this and is carrying on an upgrading programme throughout the country."

(Thousands of black teachers are improving their academic qualifications at adult education centres throughout the country, more than 2 000 of them in Soweto.)

Major category

The starting salary of teachers with junior certificate and a teaching qualification — who comprise the major single category in the black teaching force — is R135 a month for men and R110 a month for women.

Dr Auerbach noted in a recent publication, "Discrimination in Education," that last year all teachers were placed on the same key salary scale, which meant that the size of annual increments was the same irrespective of race or sex.

The State was clearly moving towards reducing the wage gap, he said.

But he added: "In most promotion posts, coloured and Indian teachers are three notches behind white teachers of comparable qualifications, and Africans seven notches behind."

PRE-UNIVERSITY COURSE : 17 - 19 FEBRUARY 1979

INTRODUCTION:

Enclosed is the programme of the Pre-University Course. The Course aims to assist new students with the transition from school to university, and to help them plan their first year of study as fully as possible. The various sections and activities of the Course are outlined below.

The Faculty of Arts is offering lectures dealing with the content of the courses offered in the Faculty. Students will be able to attend lectures in those subjects of interest to them. This will assist them to make informed decisions as regards their curriculum. In addition, four lectures will be given on Study Methods, and lectures will also be given on Librarianship, Education and Law.

Attendance is strongly recommended because the course forms an integral part of the first year registration for those students in other curriculum.

The Pre-University Course will

Information lecture

Monday 19th February

Student Workshops (

will be available from 12 noon.

Study Methods lecture

Library Instruction

3rd March).

ACCOMMODATION:

Accommodation in a University have been accepted into a R

Prof urges equality for teachers

By VELEENIMASHUMI
Pretoria Bureau

A PLEA for co-operation and equality between teachers of different races has come from a senior educationist, Professor J D V Terblanche, chairman of the white South African Teachers' Council and rector of the Pretoria College of Education.

Prof Terblanche told a one-day education conference organised by the Transvaal United African Teachers' Association at the Mamelodi High School: "Closer co-operation within the organised teaching profession should be sought, always bearing in mind the principle of unity within the diversity of our South African society."

He told the weekend conference that some of the worthwhile goals in this regard were:

- Uniform education standards for teachers and equality of conditions and privileges of service.

- Full opportunity for the representatives of the different population groups to participate in and, in certain cases, control educational matters, taking into consideration the principle of equal treatment.

- Closer co-ordination on a broader policy.

Prof Terblanche added that all groups should elect their own educational representatives.

Progress should be gradual and evolutionary.

"At this level equal representation and equal opportunity would also apply and no particular group should be placed in an inferior position. Likewise, no specific group will be permitted to play a dominant role," he said.

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Attendance is strongly recommended because the course forms an integral part

Hansard 6 Quest Col 402

321

14/3/79

Salaries of teaching staff at colleges for
advanced technical education

*4. Mr. S. S. VAN DER MERWE asked
the Minister of National Education:

- (1) Whether any representations in regard
to the salaries of teaching staff at
colleges for advanced technical educa-
tion were received during 1978; if so,
what was the nature of the representa-
tions;
- (2) whether an adjustment of the salaries
of the above-mentioned staff during
1979 is contemplated.

The MINISTER OF INDIAN AFFAIRS
(for the Minister of National Education):

- (1) Yes; that salaries be adjusted in pro-
portion to the new salary structure for
teaching staff at schools which came
into operation on 1 January 1978;
- (2) yes.

Teachers unhappy

PRETORIA — The Federal Council of Teachers Association, has slammed the Government for allegedly renegeing on its promise of a "new deal" for teachers by not including the profession in the salary increases announced for public servants in the Budget.

The council's chairman, Prof J. Terblanche, speaking on behalf of the management committee, warned that the Cabinet decision not to improve teaching salaries would result in a deterioration in the position of teachers compared with other members of the public sector.

He said the Government "will have to acknowledge that it is guilty of a serious breach of faith" if its decision not to increase teaching salaries is upheld.

The council was "not prepared to accept the present position," he said.

Prof Terblanche, however, emphasised the council would act only in a responsible manner and would not consider striking.

"Practising teachers

would never consider harming the child by making him suffer for the errors of the Government or the education authorities," he said.

The Government's decision, he said, was inexplicable. The previous Minister of Education, Dr Koornhof, had undertaken to request further salary adjustments for teachers at every opportunity.

The council, he said, could not but register its strongest disapproval. The way the matter had been handled was unacceptable, unjustified and showed evidence of poor judgment.

"The council is seriously concerned at the turn of events and if the Government is not prepared to reconsider its decision, the organised teaching profession, in full realisation of the seriousness of the step, will insist on the appointment of an independent committee to examine the state of education in South Africa to determine whether or not the profession has a justifiable case," Prof Terblanche said. — DDC.

Wit woede oor nuwe

Rapport 8/4/09

VAN KONSTABELS TOT DIE DOSENTE KLA

Van Ons Pretoriase Kantoor

DAAR is wit woede in die Staatsdiens nadat die nuwe salarisskale met ingang van April bekend geword het. Deur die bank sê almal, van universiteitsdosente tot polisiemanne, dat dit ontoereikend min is.

Onderwysers, wat nie nou bevoordeel is nie, sal hierdie week vra dat 'n kommissie hul hele saak bekyk. Die Vereniging van Staatsampnare hou Woensdag 'n hoofbestuursvergadering oor 'n plan van aksie.

Mnr. J. F. Steyn, sekretaris van die onderwysers se Federale Raad en hoofsekretaris van die Transvaalse Onderwysersvereniging, praat van 'n konfrontasie wat nou beswaarlik langer afgeweer kan word. Anders kom 'n krisis in die onderwys.

Daar word in die Staatsdiens oor 'n breë front gepraat van 'n streep bedankings wat nou verwag kan word as die Regering nie gou iets aan die saak doen nie.

Van universiteitskant word gevoel dat hulle voortaan onmoontlik die beste mense sal kan trek, afgesien van dié wat hulle sal verloor.

Prof. Tjaart van der Walt, Rektor van die Potchefstroomse Universiteit, praat pront van die „vyftien maande van onbeholpenheid“ (sedert Januarie 1978 toe

onderwysers se salarisse aangepas is). Dis nou regtig 'n geval van te min te laat, voel hy.

Sprake dat universiteite mense van buite kan trek, raak met sulke skale al hoe minder. Potchefstroom het klaar 'n man wat R32 000 per jaar elders verdien het, en vir net R13 000 aangestel kon word. En nou is 'n professor se maksimum met R600 per jaar tot R17 400 opgeskuif.

Prof. Mike de Vries, vise-rektor van die Universiteit van Stellenbosch, sê dis dui-

delik gestel dat die nuwe maksimum vir professore net 'n tussentydse maatreef is en dat 'n nuwe regstelling later sal kom. Hy hoop dit kom gou.

Prof. Joubert Botha van Wits sê uit die nuwe skale kan twee gevoltrekkings gemaak word. Die nuwe maksimum vir professore is sowat R10 000 minder as wat nodig was om akademiëci terug te bring na hul 1970-lewenspeil, soos met onderwysers verlede jaar gebeur het.

Veral die konstabels in die polisie voel omgekrap. Die gevaartoelaag, wat hulle gehoop het sal verhoog word, bly R30 per maand. Tot met die rang van kaptein het die polisie gemiddeld tussen 5 en 7 persent verhoging gekry. En almal voel dis te min.

Hoër op het dit darem effens beter gegaan.

* Siniese universiteitsdosente in die Suide sê van die nuwe skale wat van 1 April in werking tree, dat hulle nou eers besef wat April Fool's Day beteken!

salarisskale

Call for equal teacher status

Pretoria Bureau

THE NATIONAL Council of Women yesterday called for an end to sheltered employment for men in education.

A report delivered at the 45th annual conference in Pretoria said women trod a path of insecurity in education.

Married women were appointed on a temporary basis to fill teaching posts in the Transvaal because a third of the primary posts and 40 % of the high school posts were reserved for men.

"As a result classes may have three teachers in one year and the instability and uncertainty affect pupils and staff alike," Ms Ethel Hudson told delegates.

"Teaching is thus becoming a career for single girls and will rapidly lose its attraction," she said.

The council also called for the withdrawal of the General Sales Tax from all prescribed medicines, reports Sapa.

It was agreed to ask the Ministers of Finance and Health to take the necessary steps to implement this. While doctors do not charge GST for their professional services, pharmacists are required to do so.

Many people do not initially visit a doctor because of the expense of the medicine which is prescribed. When they were eventually compelled to do so, medication might well have to be prescribed in quantities far greater than would originally have been necessary, the conference was told.

The council also agreed to undertake a study on the use and abuse of alcohol by chil-

dren, some as young as 10.

The study will be made in cooperation with the South African National Council for Alcoholism and Drug Dependence and other interested organisations on a local and national level.

The council is to use all the means within its power to expose the dangers to children caused by the abandonment of disused refrigerators.

The plenary assembly of the council considered a motion calling for ordinances to be drawn up making it an offence to dump such equipment without first removing its door, lid or fastening device.

In expressing its concern at the number of deaths and near-deaths of children trapped in disused refrigerators abandoned in backyards and on rubbish dumps, it was agreed that enforcement of legislation may be difficult.

There should be an extensive educational programme in collaboration with the South African Co-ordinating Consumer Council, the assembly said.

The Furniture Traders' Association should be asked to consider attaching a label to all new refrigeration equipment warning of the dangers of dumping old equipment. Provincial authorities could be asked to consider the promulgation of legislation.

The council will ask the Department of Health to expedite the provision of rural primary health care centres, especially in the homelands.

Mrs M Enslin, of Durban, said a simple health service point was required. Elaborate "disease palaces" were not envisaged.

Cruywagen talks *from* salaries *321*

CAPE TOWN — The Minister of National Education, Mr W A Cruywagen, met education representatives for talks on salaries yesterday.

"The discussion took place in a pleasant atmosphere and representatives were afforded full opportunity to put their viewpoints openly," Mr Cruywagen said in a statement issued yesterday.

Representatives present at the meeting were from the University Advisory Council, the Committee of Heads of Education, the Committee of Heads of Universities, the Association of Technicians and the Federal Teachers' Association. — Sapa.

Time to
improve
teachers'
salaries

SIR. — For many years a realistic salary structure for teachers was shelved because other public servants would have to be considered in the context of an increase in salaries.

The Minister of Finance has voted a large sum of money to improve public servants' salaries. The Minister of Education has announced that this does not apply to teachers.

When is a public servant not a civil servant?

The unfortunate teacher seems to fall between two stools. Nevertheless the Public Service Commission determines the higher echelons of the Provincial teaching service.

University teachers appear to benefit from the new pay dispensations.

H. WELLINGTON
TRUBSHAW D.F.C., M.A.,
Dip. ED. (Oxon) 1940.

No rise: Teachers dismayed

THE South African Teachers Association (SATA) was disappointed by the government's refusal to grant teachers an increase in salary, an association statement said yesterday.

The SATA represents 2,500 English-speaking teachers in the Cape Province.

The statement, issued to Sapa, said: "Expectations based on statements of the former prime minister and the former Minister of National Education, Dr. P. Koorhof, have not been fulfilled.

"SATA members question whether teachers now enjoy an advantageous position when, as alleged by the new Minister of National Education, Mr. W. A. Cuyperagh, in his press statement after last Friday's talks between the government and the Federal Council of Teachers' Associations, of which the SATA is a member.

"The SATA welcomes, however, the

government's setting-up of a special joint committee which will, as a matter of urgency, draw up a recommendation on this issue for presentation to teachers' associations.

"Any talk of communication between the government and teachers is unfounded. The SATA supports the Federal Council in its actions and endorses its statement that teachers will not resort to any actions that might be to the detriment of their pupils.

"While teachers are not contemplating any extreme action they will, however, continue to press the government to implement the increases in salary that have been held before them.

"The government would do well to consider the unfortunate consequences of the outburst of education in our country if there is a widespread unappreciation and discontent in the ranks of the teaching profession." — Sapa.

PW warns teachers over pay

Parliamentary Correspondent

CAPE TOWN — The Prime Minister, Mr. P. W. Botha, yesterday issued a stern warning against "a perverse tendency" among certain public officials to confront the Government over salary scales.

Apparently his remarks were directed against teachers.

Mr. Botha's warning — at a function to grant him the freedom of the town of Robertson — heralds a new round in the pay battle between teachers and the Government.

The tension came to a head last week when the Government rejected a plea for salary increases by the Federal Council of the South African Teachers' Association, and turned down a request for a commission

of inquiry. The Federal Council said it did not accept the Government's reasons for the refusal, and repeated its belief that teachers did not get their share when all other State departments were given increases on April 1 this year.

Mr. Botha said: "These officials, who organise themselves in professional organisations sometimes display a tendency to give priority to their professional alliance.

"Unless this tendency is curbed, the profession becomes the alpha and the omega that dictates everything. Then they do not even hesitate to come into conflict with the Government to get the best possible exclusive advantages for their particular profession."

The impression could easily be created that this was being done without taking into account the interests of the country, or on the basis of their own concept of the interests of the country, Mr. Botha said.

"Such action indicates scant understanding for the fact that the Government has decisions to take on many other matters of cardinal importance and must satisfy other priorities.

"The Government cannot allow itself to be driven into a corner in this way by a certain professional group. Visible evidence in the rest of the world shows all too clearly how effective government can be muted.

"As far as it is within my power I will not allow that a certain group interest dictates what, how much and when adjustments in service benefits for public servants must be made."

(Report by H. Zille, House of Assembly, Cape Town.)

Underpaid teachers

SPEAKERS at a meeting called by the South African Council for English Education this week offered several reasons for the critical shortage of English-speaking teachers, one being low salaries. It is a powerful argument in a society where four or five years at university merit lower pay for more work than can be earned in commerce by a secretary who may not even have passed matric. At the same time Transvaal's Afrikaans teachers have resorted to a "programme of action" on their pay dispute. Clearly the position needs urgent attention.

Tomorrow's adults are being moulded by today's teachers. South Africa's future as a

developed country depends on the quality of their workmanship. Dr J Elwyn Davies, educationist and retired headmaster, wrote in an article on this page yesterday that South Africa has made do with a modest proportion of idealists who are willing to tackle the job regardless of rewards. The gaps have been filled by the inadequately qualified and others who for various reasons have not been in a position to do a thorough job. Even the most dedicated teachers tend to be lured by the richer rewards of commerce from their Cinderella existence of grinding hours and responsibility. Teachers' pay — and status — should be radically up-graded.

PM warns 'officials' on pay demands

By HELEN ZILLE
Political Correspondent

PDM 18/5/79

CAPE TOWN. — The Prime Minister, Mr P W Botha, yesterday issued a stern warning against "a perverse tendency" amongst certain public officials — a remark apparently directed against teachers, who have openly confronted the Government over salary scales.

Mr Botha said the Government would not allow itself to be driven into a corner by a certain "professional group".

His warning — at a function to grant him the freedom of the Cape town of Robertson — heralds a new round in the battle over teachers pay.

The tension came to a head last week when the Government rejected a plea for higher pay by the Federal Council of the South African Teachers Association, and turned down a request for a commission of inquiry into the matter.

The council said it did not accept the Government's reasons for the refusal, and repeated its belief that teachers did not get their share when all other State departments received salary increases on April 1, this year.

In an obvious reference to this growing tension, Mr Botha said it was unfortunate that he had to warn against a "perverse tendency" that had become noticeable amongst a group of officials.

"These officials, who organise themselves in professional organisations for perfectly acceptable reasons and for the advancement of their identity, sometimes display a tendency to give priority to their professional alliance.

"Unless this tendency is curbed, the profession becomes the alpha and the omega that dictates everything.

"Then they do not even hesitate to come into conflict with the Government to get the best possible exclusive advantages for their particular profession."

The impression could easily be created that this was being done without taking into account the interests of the country, or on the basis of their own concept of the interests of the country, Mr Botha said.

"Such action indicates scant understanding for the fact that the Government has decisions to take on many other matters of cardinal importance and must satisfy other priorities."

It was possible to interpret such action as "insensitive" to the Government's need to establish an umbrella co-ordination without making itself guilty of sectional favouritism.

The Government can not allow itself to be



MR P W BOTHA

"we won't be cornered"

driven into a corner in this way by a certain professional group. Visible evidence in the rest of the world shows all too clearly how effective Government can be muzzled.

"As far as it is within my power, I will not allow that a certain group interest dictates what, how much and when adjustments in service benefits for public servants must be made."

Mr Botha added that he would not feel bound to treat an "effective" group of officials on a different basis, within the limits of available funds.

How will Janson do it, asks PFP

Political Staff

CAPE TOWN. — The Progressive Federal Party yesterday challenged the Minister of Education and Training, Mr Punt Janson, to explain how he hopes to eventually equalise spending on black and white education.

If he could not explain to South Africa how he intended doing so, his statements in Parliament would be interpreted as

"pie in the sky", the PFP spokesman on black education, Dr Alex Boraine (Pinelands) said.

In a statement, Dr Boraine said: "If the Minister of Education and Training is serious about bringing education for blacks into line with that of whites, then he must explain how he is going to raise enough money to spend about R700 per year per child.

"This is the amount which is being spent on the education of every white child in South Africa."

"Is he suggesting that this amount be pegged until the amount spent on any black child is the same? If so, there is a very long way to go, because the per capita figure for black education is less than R100 per year."

EDITORIAL OPINION

Neglecting the teacher

There is no lack of material for matriculation essays in the present dispute over teachers' salaries.

Indeed, the Prime Minister, Mr Botha, virtually came up with one himself when he issued what was interpreted as a warning against "a perverse tendency noticeable among certain public officials" and said the government would not allow itself to be driven into a corner by a certain professional group.

This perverse tendency which has apparently upset Mr Botha is simply that the Federal Council of the Teachers' Association has expressed its displeasure at the profession not being included in the salary increases announced for public servants in the Budget.

Rightly, we feel, the council's chairman, Prof J. Terblanche, has warned that this could result in a deterioration of the position of teachers and could be detrimental to the state of education in this country.

Unlike recent action by the miners, teachers do not threaten any strikes in support of their claim, and we shudder to think what would happen if they did.

But instead of dismissing the teachers' claims with dire warnings,

Mr Botha would have been better advised to have done some homework on the structure of the profession.

Teaching is a portmanteau description of innumerable different jobs. There are shortages of some types of teachers — for instance, those dealing with handicapped children and, presumably, by some criteria, they should be paid more.

Dealing with teachers' pay claims is different from the public sector where market disciplines like trade balances do not apply.

Comparability is the answer and we believe the government should take this dispute as an opportunity to remodel the structure of teachers' pay, such as greatly increasing the differential payments for teaching skills that are in short supply.

The previous Minister of Education, Dr Koornhof, said teachers would be better paid when the economy improved. The present Minister of Finance maintains that the economy has improved, but his Budget contained no provision for more pay for teachers.

It is shocking neglect of the people entrusted with the momentous task of preparing the new generation for its role in tomorrow's world.

Govt investigating teachers' salaries

THE EDUCATION VOTE

EDUCATION BRIEFS

HOUSE OF ASSEMBLY. — Ways of evaluating teachers' salary scales in the Department of Education were being investigated, the Minister of National Education, Mr. Willem Cronjé, said yesterday.

Speaking in committee in the Budget Day session, the Minister told the House that the Department of Education was already existing for the purpose of service to enable the Civil Service Commission to evaluate and adapt salaries to suit present trends.

Mr. Cronjé said the Prime Minister, Mr. P. W. Botha, had told him — when he became Minister of National Education — that he did not want conflict between teachers and the Government.

The Prime Minister had pressed him to limit that he regarded teaching profession as a high category. Conflict would only lead to counter-productiveness.

He said the professor's interest came under frequent discussion at Cabinet level.

In 1976 the previous Minister of National Education, Dr. Piet Kroomhof, had announced a new dispensation for teachers, including increased salaries, when the financial position of the country allowed it.

This new dispensation did not only include salary increases, but also other components such as wider acknowledgment of qualifications and a better post-structure.

The Minister said it was clear that salary increases were only one of these components.

Many of the others had been implemented or were being implemented.

In 1977 it was announced that the financial situation had improved so much that certain measures could be implemented.

This included the merit system, through which teachers could improve their salaries.

With the new post-structures teachers from the previous structure had to be transferred.

Faulty adjustments had been made when this had happened and the problem had still not been solved.

Over-payments amounting to more or less R10-million had been made, and it was possible that this would not be recovered.

He had the assurance of the Prime Minister, however, that salaries of teachers would not be changed.

In future increases would affect the teaching profession as a whole.

Defending segregated schools, Mr. Cronjé said that if children of all races attended the same schools, their ethnic differences would not allow them all to have an equal chance.

He said they would not have the opportunity of attaining full freedom in their adulthood.

Each person must get to know his own living space. If one does not know one's own living space one will not know how much space to give the next person.

Referring to salary structures, Mr. Cronjé said salaries were not the only aspect which the department had to look after.

— Sapa.

Kowie backs pay probe

A COMMISSION of Inquiry should be appointed to examine teachers' salaries, Mr. Kowie Nardis (PFP, Johannesburg) said yesterday. He told the House that the problem had lagged behind in public and that it was already looking into the matter.

Mr. F. J. le Roux (NP, Herengracht) said a Commission of members and members from the Federal Council of Teachers' Education should be appointed to examine the matter.

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'Take care on the air'

MR BRIAN PAGE (NRP, Umkhonto) said yesterday that the Board of the English section of the religious section, Mr. Bill Chubb, should choose his words with greater care in his programmes.

Mr. Page said he was sorry to have to touch on this subject. As a Christian he resented certain references that had been made to certain people in a rather oblique way by Mr. Chubb.

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Net MP wants black TV

A BLACK television service was an urgent need and the Government should give the matter priority, Mr. Gert Terblanche (NRP, Bloemfontein) said yesterday.

Mr. Terblanche said that while it was true that there was a need for a television service in South Africa, it was not a matter of life or death.

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Does SA go comatose at 10.30?

THE ASSEMBLY. — Mr. Dave Dalling (PFP, Sandton) yesterday made a plea for longer television viewing hours, more media time for a politically unbiased television service.

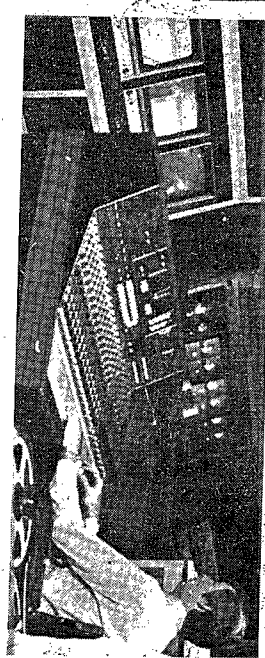
He asked why the SABC assumed that every South African went to bed and to sleep, and became "unruffled and comatose" at the stroke of 10.30 every night.

He asked the Minister to increase the total time and share it among all the services. Consideration should be given to an Indian film at least once a month.

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Call to stop TV mag's free ads

THE ASSEMBLY. — Enormous sums of public money were being thrown away on free advertising for the magazine Family Radio, Mr. Dave Dalling (PFP, Sandton) said yesterday.

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R10m teacher pay bungle

By HELEN ZILLE
Political Correspondent

HOUSE OF ASSEMBLY

A BUNGLED attempt to restructure teacher salary scales cost the Government about R10-million, Mr Willem Cruywagen, Minister of National Education, told Parliament yesterday.

The mistake possibly occurred because of a lack of clarity in the circular giving instructions on the new system of grading teachers for different salary scales.

Some teachers had been given too high a grading and had received inflated salaries, he said.

Teachers would not have to pay back the sums they had been overpaid.

The additional amount had not been subtracted from the Budget allocation for teachers' salaries, he said.

The bungle cost the Government — and therefore the taxpayer — about R10-million.

Mr Cruywagen was making his first and final speech as Minister of National Education.

He has held the position for six months.

During this time he had a direct confrontation with Prime Minister, Mr P W Botha, on the issue of teachers' salaries.

The Prime Minister has denounced teacher demands for salary increases.

He has since appointed Mr Cruywagen Administrator of the Transvaal. It is known Mr Cruywagen is not very happy with the transfer.

Mr Cruywagen had no joys for teachers in his speech yesterday, other than the news that they would not have to pay back money they had been overpaid.

"Research machinery" had been set up to evaluate teacher salaries and salary structures in a "scientific" manner, he said. This machinery already existed for the public service. It enabled the Public Service Commission to evaluate and

adapt salaries to suit present trends.

The department had decided to abandon the method of adjusting salaries in different phases for the various teaching categories. Instead future salary increases would be granted simultaneously across the board, he said.

Mr Cruywagen gave no indication of when this would happen.

But it had long been the policy of the department to make adjustments when the situation warranted it, he said.

The Government regarded the teaching profession as a high priority.

"It's deeds that count, not words," interjected Mr Kowie Marais (PFDP Johannesburg North).

The combined Opposition called for immediate steps to improve the salary scales of teachers.

© See Page 5

Shift to survival ahead — teacher

OUTDOOR education in the Cape will move away from its present ecological orientation and towards "survival" as conflict in South Africa spreads.

This was said at the South African Teachers' Association conference in Newlands yesterday by the principal of the School in the Wild, Mr J Clayton, who was talking on "The School in the '80's".

The Transvaal outdoor education programmes, he said, took the form of youth preparedness, with an emphasis on survival techniques and physical fitness. He said this was not coincidental as the Transvaal was closer to the borders. Mr Clayton said survival, as opposed to ecology, becomes increasingly important as energy decreases and peace is threatened.

Conflict has an effect on outdoor education. As our situation tightens we will move away from an ecological emphasis towards the Transvaal youth preparedness programmes. We will have to go the way of the Israelis," he said.

Mr C. Gilbert said a point would be reached in the next decade when pupils would be drawn into involvement with plans for their own curricula. He said schools faced the possibility of being multi-cultural and would have to adapt.

The association's president Mr C. Heath said it was inevitable that schools would reflect the changes that had taken place in South African society.

"I have no fears for the children of South Africa, because they are adaptable and have no built-in prejudices. Adaptation will be most difficult for us, the adults, who have grown accustomed to the old dispensation," he said.

'For whites' to stay

THE South African Teachers' Association has revoked a decision taken at its annual conference last year to press for the removal of the words "for whites" in the title of the South African Teachers' Council for Whites.

At the conference last year a motion was passed urging the unification of the teaching bodies into one multiracial body and at the same time calling for the removal of the tag "for whites".

At this year's conference, the original motion calling for the removal of the words was revoked.

The reason given in support of the revoking was that the removal of the words "for whites" was a cosmetic and might obscure the greater cause of fighting for a multiracial teachers' council.

A speaker from the floor said the tag was a source of embarrassment to him, but he was told by the proposer that at last year's conference that black representatives had been angered by the removal of the words. They provided a taste of racial tags that blacks had to suffer continuously.

Teachers seek new pay deal

TEACHERS have called for "every legal action" to be taken to ensure that the promised "new deal" in salaries for teachers is implemented.

The South African Teachers' Association, holding its annual conference in Newlands over the weekend and yesterday, reacted to the government rejection of a call for more pay, with a motion — passed unanimously — calling for action.

In two further motions deal-

ing with salaries, the Teachers' Association will ask the Department of Education to implement a salary scale which does not differentiate between men and women teachers.

Until this is achieved, they will ask the Department to reinstate the breadwinners' allowance, granted to women teachers who are breadwinners, and which brings their salaries in line with those of male teachers.

Investigation into bursaries

Staff Reporter

THE South African Teachers' Organization has called an investigation into the granting of bursaries to English and Afrikaans teachers for training.

The association is holding its annual conference in Newlands.

The East London branch of the association asked for the investigation after many English-speaking applicants, who wanted bursaries, were apparently turned down.

Teachers' body calls for end to segregation

By NEVILLE FRANSMAN

SCHOOL segregation must go and the government should stop treating coloured teachers like children. This call was made by Mr Franklin Sonn in his presidential address at the start of the 12th annual conference of the Cape Teachers' Professional Association (CTPA) in Bellville South last night.

Mr Sonn said that desegregation was inextricably linked to the problem of race in South Africa, and that education was the ideal area where the institutionalized inequality of race in this country should be redressed.

Unequal education

He said: "Separate education means unequal education. Similarly there can be no doubt that the divided education system has favoured whites.

"For a long time one of the actively propounded philosophical tenets of apartheid has been that contact leads to friction and that contact between South Africans should be minimized. We have seen the opposite of this come true.

"This nation's stability and security will increasingly be in jeopardy until all South Africans fundamentally accept the notion of racial equality. I believe this must be enforced by law and I confidently believe that whites will obey the law if it is vigorously enforced.

"I therefore . . . want to call on the political leaders of this country to make equal opportunity their goal, rather than popularity, to serve the needs of the country rather than the selfish wishes and fears of their groups.

"We are not asking the whites to move out. We are telling them to move over," Mr Sonn said.

He pointed out that State expenditure on schooling amounted to R554 a year for every white child, R219 for every In-

dian child, R159 for coloured and R49 a year for an African child. This, he felt, once more indicated that apartheid meant inequality.

Other statistics given by Mr Sonn were that "in this international year of the child it distresses us that 65 172 children had to be educated through the double-shift system" and that, of the total of 24 643 teachers serving in the Administration of Coloured Affairs, only 4.62 percent had one or more university degrees while about 80 percent did not have a matriculation certificate.

However, it had become untenable that teachers had to be rated according to racial classification — a practice which underlined the fact that certain groups are considered inferior.

A day's leave

"This control," Mr Sonn said, "was becoming so bad in certain areas that school principals who wanted to attend educational gatherings for an hour or two were being instructed to apply for a day's leave.

"Such instructions were not even legal and it was this kind of excessive and over-zealous exercise of control which created animosity and unnecessary tension. As responsible and senior persons, we cannot allow that people should make children of us.

"Besides that, we receive circulars which instruct us about the correct channels of communication while we know how poor these channels are."

Mr Sonn warned that the CTPA, representing an organized professional group of more than 12 000 Cape Province teachers, would during the conference which lasts all week, "state clearly that we are not satisfied with the treatment meted out to us and we will give notice that we will oppose that treatment."

Teachers seek aid for dyslexics

Own Correspondent

CAPE TOWN. — The South African Teachers' Association yesterday decided to ask the Cape Department of Education to provide oral examinations in documented cases of the reading disability, dyslexia.

At its conference, which ends today, the association accepted that although provision was made for blind and deaf

pupils in examinations, no such provision existed for pupils suffering from word-blindness.

The remedial treatment they received at primary school was stopped when they reached high school.

Dyslexic children, many of whom had very high intelligence quotients, often excelled in mathematics, accountancy and branches of science — but failed grammar, spelling

and handwriting.

Their regular teachers were sometimes able to decipher the handwriting of dyslexic children in internal examinations; but this did not happen in external examinations, marked by strange teachers.

Dyslexic children often achieved astonishing successes in the business world after having been denied a matriculation pass.

The association revoked an earlier resolution calling for the deletion of the racial connotation from the name SA Teacher's Council for Whites, saying the change would be merely "cosmetic."

Opposers of the motion said even the cosmetic change would be valuable. Teachers found it very difficult to be proud of the council while it had the existing name. They were embarrassed by it.

Teachers reject merit promotion

CAPE TOWN — Delegates at the congress of the Cape Teachers' Professional Association yesterday voted overwhelmingly for a stay in the implementation of the merit promotion system which, they feel, could mean that principals may be required to pry into their private lives. The new system came into effect at the beginning of this year.

Leading the discussion, an executive member, Mr L. W. Kearns, said the organisation was in principle not opposed to merit promotion as it was a system used world-wide to encourage employees to improve standards.

However, now that teachers were actually confronted with the implementation of the system, many doubts had arisen over the criteria prescribed by the Administration of Coloured Affairs.

These criteria were curricular and extra-

curricular: efficiency, personal characteristics and professional attitude. The CTPA had no argument with the first criterion — that pertaining to the school curriculum. The other three, however, caused concern.

Mr Kearns said for a school principal — who had to decide in the first place whether a teacher should be nominated for promotion — it would be particularly difficult to be fair if he was not aware of some of the most intimate personal affairs of a staff member.

Other questions which came to mind were: What would be the reaction of the principal if requested by a circuit inspector to convey intimate information? Would the principal be obliged to give such information? Has he the right to refuse giving the information? How would this affect the relationship between teacher and principal? — SAPA.

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28/6/77

TEACHERS find it untenable and degrading to queue for salary cheques and this damages their status and profession.

This was the background to a resolution accepted at the conference of the Cape Teacher's Professional Association (CTPA) yesterday when the delegates demanded that channels of communication between teachers and the Administration of Coloured Affairs be improved.

The conference unanimously accepted a motion calling on education authorities to declare invalid a circular sent to teachers asking them to "respect" official channels. They felt the circular gave the impression that the administration wanted to evade pressure

from teachers who "of necessity had, to degrade themselves by queuing at head office for their salaries."

The circular said teachers made themselves guilty of misconduct if they did not subject themselves to official channels of communication — as opposed to approaching head office directly regarding grievances such as overdue salary cheques.

Teachers frequently had to wait up to six months for salaries and "official" channels did not always have the desired effect.

The CTPA accepted a motion stating that teachers were disturbed by inconvenience caused in the delay of dispatch of official forms to schools.

The CTPA called for an urgent interview with authorities to discuss these grievances.

$$x_{79,0} + 5,5 = y$$

The fixed cost is R37,50 per week

Subst. in (1) 342 = 4a + 192

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75	60	4 500	5 625
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Teachers break ties with 'racial' SAFTA

THE Cape Professional Teachers' Association (CPTA) yesterday unanimously decided to disaffiliate itself from the 'racial' South African Federation of Teachers' Associations (SAFTA).

The decision was taken at the 12th annual conference of the CPTA, being held at Bellville South this week.

The motion also called on CPTA's parent body, the Union of Teachers' Associations of South Africa (UTASA), to find ways of reaching the goal of a unified, nonracial teachers' association and a single education department to control education of all races throughout the country.

HEATED SESSION

In a heated session the conference also decided that UTASA arrange a combined conference between itself and the African Teachers' Association of South Africa (ATAASA) to discuss ways of realising their shared aims of unity and equal education for all races.

The motions arose from an address given by the president of ATASA, Mr Randall Peteni of Fort Hare University.

ACCEPTABLE

Mr Peteni told the conference the tendency in South Africa was to try to present race discrimination in 'an acceptable manner.'

This was clearly seen in sport, where there was a trend towards 'federated' bodies representing different races.

'In SAFTA we have something of the same nature,' he said. He felt SAFTA 'banders to the sensibilities of different groups' instead of working as a unit.

OPPRESS US

'We do not identify with SAFTA. We will not work with people who oppress us,' said Mr Peteni.

He asked the conference to provide him with a mandate to show that coloured teachers shared ATASA's view of affiliation with SAFTA. He was answered by Mr L. W. Kearns, who proposed the motion calling for disaffiliation.

Mr Franklin Sonn, president of CPTA, said his organisation and ATASA were 'at one' in their stand for non-racialism in education. SAFTA was a racial body and therefore 'we cannot have anything to do with it.'

S.A. 'must prepare for change'

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3/11/79
Nim

Mercury Reporter

THE preparedness course in South African schools appeared to prepare pupils to resist change rather than accept it, the rector of the Johannesburg College of Education, Professor Napier Boyce, said yesterday.

He told delegates to the 64th annual conference of the Natal Teachers' Society in Durban that the course should prepare pupils for social changes and to face different patterns in human relationships.

Instead it seemed to prepare them to resist change, Professor Boyce said.

He was speaking during a panel discussion on the question: "What specific demands can you see the prevailing pattern of social change making on education, particularly during the next decade?"

"Anyone who is forward thinking will realise we have to face a changing society. In view of social changes we should be preparing for a different pattern in human relationships."

Standards

Mr. Colin Silcock, another member of the five-man panel, headmaster of Kearsney College and former headmaster of Hamilton Boys High School in Zimbabwe-Rhodesia, said teachers were going to have to set the standards for pupils to follow in a changing society.

Teachers could not say what the changes were going to be and even if they did the pupils would not believe them, Mr. Silcock said, adding that he had confidence in South African pupils. "I'm sure they can cope," he said.

A British member of the panel, Mr. Roger Sturge, curriculum officer of the Schools' Council in London said problems facing Britain were clearly different from those facing South Africa.

Britain was faced with the largest number of school-leavers this year—900 000—and a rapid decline in employment opportunities, Mr. Sturge said.

'See for yourself' advice to teachers

Mercury Reporter

NATAL teachers were yesterday urged to apply for permits and "see for themselves" the inadequate education facilities for Africans in townships in Durban.

The general secretary of the African Teachers' Association, Mr. H. H. Dlamlenze, told Natal teachers at the Natal Teachers' Society conference that the problems in education in Soweto were no different from those in Natal.

"They are the same. Here too, you have a high population of children with inadequate education," Mr. Dlamlenze said.

Mr. Dlamlenze has been the general secretary of ATA since 1957 and is presently the principal of Vulamazibuko Higher Primary School in Diepkloof.

Mr. Dlamlenze revealed that after the Soweto riots of 1976 ATA was approached by the rector of the Rand Afrikaans University, Professor Gerrit Viljoen, who asked what they could do to improve Black education.

Since 1977 pre-school teachers in Soweto had received intensive 12-week training courses at RAU with transport and costs being met by the university, Mr. Dlamlenze said.

He told the NTS they could do the same in Kwa Mashu and Umlazi.

They were capable of organising winter classes, in-service training and could make a contribution to the upliftment of their fellow man, Mr. Dlamlenze said.

Temporary teaching attacked

4/1/79
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Mercury Reporter

THE temporary teaching system came under attack at the annual conference of the Natal Teachers' Society in Durban yesterday.

The Natal Education Department now will be urged to change its present attitude — described as "don't call us, we'll call you" — and place all temporary teachers (other than contract teachers) on the permanent staff.

If agreed to by the department, the move could have a far-reaching effect on many married women teachers in Natal.

Mr. R. Burrows, a delegate who proposed the motion, described the present situation as "chaotic".

Many training college graduates could not be assured of a position.

Another delegate opposed the motion, claiming many temporary teachers were not interested in joining the permanent staff. Schools would therefore lose many valuable teachers, he said.

One speaker felt that when a person took up teaching as a profession, it should be a life-time commitment.

A temporary teacher told the conference that with the current situation she was considered unworthy of permanent employment because she was married.

No security

"There is no security and we never know when we will become expendable," she said.

Speaking on another motion, Mrs. J. Manson said, on behalf of the Women Teachers' Action Committee, that discrimination against women was "outmoded in today's society and women were no longer prepared to sit back and accept it."

Another delegate said men were discriminated against at his school, as they had to see to the dis-

cipline and look after the fields while the women poured tea and made pleasant chatter.

A motion was passed that in the light of obvious discontent among women teachers — who form the majority membership of the society — the conference urges the executive council to press for the removal of all forms of discrimination against women teachers.

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Plea to Blacks on race fears

Mercury Correspondent

JOHANNESBURG — The South African Christian Leadership Assembly in Pretoria had grappled, even although it was only in a small way, with the issues of White fear and Black bitterness, Professor David Bosch, chairman of Sacla, said yesterday.

Speaking at a rally of 6 000 Christians at the end of the conference, Prof. Bosch said making peace between the different races was the deepest problem of the South African churches.

Glimpse

Christians at the conference had, some for the first time, glimpsed the agony in the hearts of their brothers.

"I plead with Blacks to understand the fears and reservations of Whites as real to themselves, even if they seem groundless. Do not put them in the dock, but try and understand.

"And I say to Whites, thank God that Blacks are still speaking to you. It is a miracle that so many Blacks are still willing to talk and have not chosen the way of violence."

Healing

He said there would be no cheap peace in South Africa.

First the deep wounds of bitterness, misunderstanding and heart would have to be healed.

Mr. Caesar Molebatsi, the director of a Soweto youth movement, said that the Sacla conference had shown the need for repentance in the South African church.

The heroes of South African Whites have been those who, regardless of the cost to society and through armed might had thrown the Black heroes into prison.

There must be reconciliation and Sacla was the beginning, he said.

c) Ander lede:

Mnr K. Bosman
 Professor A. Cupido
 Mnr Dan Eids
 Mnr Achard
 Professor R.J. Davies
 Professor J.J. Degenaar
 Mnr René de Villiers
 Dr I.D. du Plessis
 Professor J.J.F. Durand
 Professor J.B. du Toit
 Mnr A. Fiederman
 Professor R.F. Fuggle
 Mnr G.J. Gerwel
 Eerw. D. Guma
 Professor A. Paul Hare
 Dr Gertrud Heydorn
 Mnr F.A. Jacobs
 Mnr H.M. Jimba
 Mnr H.W. Middelman
 Eerw. M.T.L. Moetsane
 Professor A.D. Muller
 Mnr K.A. Nkomo
 Mnr Victor Nkomo
 Professor N.J.J. Olivier
 Mnr L. Phillips
 Professor H.P. Pollak
 Mnr W.J. September
 Mnr Franklin Sonn
 Mnr P.M. Sonn
 Regter J.H. Steyn
 Mnr R. Tobias
 Professor R.E. van der Ross
 Professor J.H. van Rooyen
 Mv. S. Walters
 Professor F.A.H. Wilson

d) Twee Ere-fellows:

Professor J.L. Boshoff
 Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die Nasionale Skoolraad in Klerksdorp drie jaar te verteenwoordigende lid van die Nasionale Skoolraad aangewys. Die huidige aanstelling is Biskop A.W. Nkomo. Volgens geen vergoeding aan lede oorgelê word nie, word hulle gemaak-pleeg in verband met sake wat die Sentrum se program raak.

NAVOORSING

Gedurende die verslagjaar het die navorsing van die Sentrum die volgende behels:

A. Mobiliteit en Politieke Verandering in Suid-Afrika

Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleurige bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

Friends (Quakers) en van die American Friends Service Committee deurgebring. Hy het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings voorgesprek en senior beamptes van die Carnegie Corporation, van Community Relations Services van die Departement van Binnelandse Sake en van die Departement van Arbeid en Versoekings besoek.

Gedurende die verslagjaar het hy verskeie konferensies en vergaderings bygewoon. Hy het ook 'n reis gemaak na die Kaap en die Oos-Kaap.

Contact should be scholastic — SATA

WHILE any moves to facilitate sporting contact between schools of different population groups were welcomed, the SA Teachers Association was not convinced that the sports field was the most suitable place to initiate contact, a statement issued by the association yesterday said.

It said: "Joint participation in cultural and scholastic activities is more likely to promote dialogue and consequently better race relations.

"At its conference in 1977 the SATA requested the Cape Education Department to allow schools to extend contact to include such activities."

Nevertheless, the association, which represents English-speaking teachers in the Cape, welcomed any moves to make sporting contact easier.

"Our standpoint in this regard is that decisions regarding sporting contact should be left entirely in the hands of the schools concerned. It is hoped that under the new dispensation no permission will have to be asked for from outside authorities," the statement said. — Sapa

Veranderinge in die verslagjaar het die navorsing van die Sentrum die volgende behels:

Merit system angers teachers

Staff Reporters

THE system of merit pay increases for teachers is causing widespread dissatisfaction — in some schools teaching staff have been split down the middle.

Merit increases, which were introduced in all Cape schools at the beginning of the year, are determined by principals, who consult circuit inspectors.

For the increases, teachers are judged on curriculum efficiency, extra-curricular efficiency, personality, character and dedication.

'It's part of the continuing pressure' on teachers to fall in line and not to deviate from the concept of Christian National Education, said a teacher who asked not to be identified.

Another said: 'It lends itself to currying favour.'

Good idea

Many teachers said the idea was good but was open to abuse. All those interviewed thought the method of assessment was vague and unfair. And anyway, how does one make a valid evaluation of a teacher's performance, one asked.

One teacher is reported to have refused to be 'evaluated' because she did not consider herself 'better' than her colleagues. Another said she considered it a compliment if she did not 'pass' the evaluation.

Officials of the Department of Education refused to comment. 'The whole thing is confidential,' said Mr A J Keulder, acting director of the department.

However, Mr R O Cope, general secretary of the Teachers' Association, which represents all white English-speaking teachers in the Cape, supported the system.

He said those who were

dissatisfied were a minority.

Insecure

'I think it is an excellent idea and quite frankly I think the teachers who are complaining are those who feel threatened and insecure. Or they are ignorant about how the system will be put into operation,' he said.

Mr Cope said the new system was introduced in place of the defunct post of Senior Teacher.

'Before there were only a few senior posts in each school. There were more good teachers ready for promotion than posts available. But now the ceiling has been lifted and there is no limit to the number of teachers who can be awarded merit increases,' Mr Cope said.

Not sinister

Mr Cope said nothing sinister should be read into the new system. The powers it gave to headmasters were no different to those they had had when evaluating teachers for senior posts.

This was denied by one principal, who said heads had simply nominated candidates for suitable posts, whereas with the new system they were compelled to evaluate teachers in minute detail on subjective issues.

Evaluations for increases in 1980 have already been made. However, teachers who 'passed' the 1979 evaluations have not yet received their increases.

Teachers' wage gap to close

Own Correspondent

The Government is committed to closing the wage gap between black and white teachers.

This assurance was given last night by the Minister of National Education, Mr Janson, at a meeting of the Transvaal Teachers' Association in Pretoria.

The newly appointed Minister emphasised that, as yet, he had not had sufficient time to fully study the problems in the teaching profession but that in the next four or five years the number of pupils in black schools will be over 5-million.

The ratio of teachers to pupils would be of the order of one to 83. Even now 50 percent of black teachers had a lower education level than Standard 8.

Teachers were urged to maintain their idealism "in the face of the evil winds of materialism" because they had such an important role to play in the future of South Africa. The country was in need of people of character.

This was the Minister's first address to a group of teachers and though he said he knew little of the job, as yet, and had not had time to discuss the issues raised in memoranda submitted to his department by the Teachers' Association, he had no doubt the complaints made were legitimate.

Suid-Afrikaanse Jaarlike Vergadering van die Religious Society of Friends, Stutterheim (April).

Negende Wêreldkongres van Sosiologie, Uppsala, Swede. Verhandelinge voorgelees in werkroep 6 en vergaderings bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

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Friends (Quakers) en van die American Friends Service Committee georganiseer. By het 'n aantal konferensies in verskillende dele van die land bygewoon, baie vergaderings toespraak en senior beamptes van die Carnegie

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e) Ander lede:

Mr H. W. Middelman
Mr K. Roman
Prof. A. Cupido
Prof. A. A. M. K. M. K.
Mr N. Daniels
Mr A. M. J. J.
Prof. R. J. J. Davies
Prof. J. J. J. Degenaar
Mr René de Villiers
Dr I. D. du Plessis
Prof. J. J. F. Durand
Prof. J. B. du Toit
Mr A. Fiederman
Prof. R. F. Fuggle
Mr G. J. Gerwel
Mr. D. D. Guma
Prof. A. Paul Hare
Dr Gertrud Heydorn
Mr F. A. Jacobs
Mr H. M. J. J. J.

d) Twee Ere-Fellows:

Professor J. I. Boshoff
Dr Sheila T. van der Horst

Lede word na die Algemene Jaarvergadering van die Maatskappij uitgenooi en is hulle teen 10.00 uur in die Senter vir Oudheidkunde en Verkeerswetenskap in 1978 gebou en die huidige ampdrager is Biskop A. W. Habibgaarn. Terwyl geen verpligtinge aan lede opgelê word nie, word hulle gerandpleeg in verband met sake wat die Sentrum se program raak.

NAVORSING

Gedurende die voorjaar het die navorsing van die Sentrum die volgende behels:

A. Mobiliteit en Politieke Verandering in Suid-Afrika
Hierdie projek is 'n paar jaar gelede aangepak. 'n Ondersoek onder die leiering van die Kaapse Skiereiland is onderneem. 'n Aantal tydelike navorsings-

The higher a woman rises in the teaching profession, the more she is discriminated against on the salary scale. Adele van der Spuy told SUE GARBETT she plans to raise the equal pay issue at the National Party congress.

The higher
they go
the worse
it gets...

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STAR

13/9/79



ADELE VAN DER SPUY — "why does the principle of equal pay for equal work not apply to teachers?"

Discrimination!

The question of equal pay for men and women teachers is to be raised by Adele van der Spuy of Johannesburg at the National Party's congress in Pretoria next week.

Teaching is the only profession in the civil service where there is no equal pay and the higher a woman rises in this profession the more she is discriminated against on the salary scale.

Mrs van der Spuy, who is chairwoman of the Divisional Council of Von Brandis constituency, says there are 51 points up for discussion at the congress, which lasts for three days.

"My resolution, which had to be passed at branch level and then at divisional council level before it could go forward for discussion at congress,

asks the Government to introduce equal pay for women and men teachers at all education institutions in the country," said Mrs van der Spuy.

"The principle of equal pay for equal work is already a stated policy of the Government in all spheres. So why does it not apply to teachers?"

"There is no basis for sex differentiation in 1979. Both men and women are breadwinners today.

"I don't see why the women teachers of South Africa should subsidise this Government."

Mrs van der Spuy pointed out that so far she had not met anyone who disagreed with the principle of equal pay.

"The present situation is one of sheltered employment for men in the profession and the status of teachers can never be

improved until the equal pay principle is accepted."

Mrs van der Spuy intends asking the Minister of National Education to explain the policy of less pay for women teachers.

"Seventy to 80 percent of teachers in South Africa are women. The teacher bears heavy burdens of responsibility.

"In almost every area of social problems today, from broken homes, to drug abuse and child abuse, the teacher is called upon both to identify problem areas and then to provide what help and support she can."

Mrs van der Spuy asked, too, how women could teach the advantages of the free enterprise system when they themselves did not enjoy them.

Mrs van der Spuy has been working on the issue

of pay for women teachers since 1976, with the backing of the group Action '75 Aksie which fights for women's rights. She heads the group.

"But in this case I will be approaching the issue as a member of the National Party for which I've been working during the past three years."

She said the Government must make a start on equal pay now.

"If they can't afford to do the whole spectrum of education then they must divide the groups of teachers into sections by section. And my idea is not to start at the top, but at the bottom in the same way you build a house.

"I intend asking the Minister at congress to budget for this," she said.

Nat congress will have to face teachers' pay claim

321 Star 17/9/79

Education Reporter

Tensions are building up over the pay dispute between the country's 55 000 white teachers and the Government on the eve of the Transvaal National Party congress.

A number of local party organisations have called for the position of teachers to be discussed at the congress.

Earlier this year teachers were hoping to secure party support for their pay demands by working at constituency

level.

The leader of South Africa's white teachers, Professor J D Terblanche, reportedly warned in Pretoria at the weekend that teachers might break an agreement with the Government to keep an official report on salaries confidential.

This would happen unless clear evidence of the good faith of all the parties involved in the dispute was shown, he said.

He was referring to a report drawn up by a committee, which the

Federal Council of Teachers' Associations and the Government agreed to set up in May.

The committee was to examine the dispute after the Government had made clear its belief that the teachers had maintained a favourable position, despite being left out of general civil service pay rises in April.

The teachers disagreed sharply with this view, saying promises of a completely new pay deal which had been made more than a year earlier were not being fulfilled.

Teachers' strong line on salaries

The Federal Council of Teachers' Associations will not accept any teachers' salary agreement that is not retrospective to April 1, Mr J F Steyn, secretary of the council said today.

Mr Steyn said his organisation was not prepared to discuss future salary structures for teachers until current dissatisfaction had been cleared.

"Promises have been made to teachers for the past 10 years and, since

1975/76, basic principles undertaken by the Government have not been met."

The next step in salary negotiations will be a meeting with the Prime Minister and a committee of three Cabinet Ministers.

Senator Horwood (Finance), Mr Schlebusch (Internal Affairs) and Mr Janson (Education).

● Lack of teachers blamed on low pay —
Page 8.

Lack of teachers blamed on low pay

star
19/9/79
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Education Staff

A leading educationist has blamed low salaries and the poor image of the teaching profession for a 40 percent drop in applications for entrance to Transvaal teacher-training colleges.

Prof H O Maree, rector of the Potchefstroomse Onderwyskollege and vice-chairman of the Transvaalse Onderwysvereniging said the backlog in teachers' salaries, which were not increased with civil servants' salaries in April, has put many young people off teaching.

"There has been a 30 to 40 percent drop in the number of applications received for 1980 at my college this year as compared with the same time last year. Teachers' salaries have fallen so far behind those in other professions that young people are not interested in entering a profession which is always begging for more money."

Professor Maree called for a review of teachers' salaries and for the teaching profession to be accorded the status it deserved.

"We are always being told how important teachers are in society but no one is prepared to put his money where his mouth is," he said.

DROPPED

Professor A N Boyce, rector of the Johannesburg College of Education, said that figures for JCE had dropped from 525 last year to 463 this year.

He attributed the drop in English-speaking colleges to low salaries, discrimination against women teachers and the poor image of the teaching profession.

Professor Maree said the discrimination against women teachers did not form part of the issue at Afrikaans colleges.

Some teachers approached by The Star said that not only did salary structures need to be reviewed but unnecessary hitches and muddles in the payment of salaries should be sorted out by the Transvaal Department of Education.

New degree to attract teachers

Education Staff

A new primary education degree will be offered by the University of the Witwatersrand in 1980 to attract men and more able graduate teachers to junior schools.

The Bachelor of Primary Education degree will be introduced if approved by the Department of National Education. Courses will be run in conjunction with the Johannesburg College of Education.

GRADUATES

Educationists have been concerned that those teachers who occupy posts in primary-school inspection and those involved with change in teacher training, curriculum development and administration in junior schools have tended to be drawn from graduates with high-school teaching experience.

Men have been reluctant to enter the largely "non-graduate" field of junior school teaching.

FOUR YEARS

Students will be required to complete four years of fulltime study and although they will be registered at Wits all courses will be taught on the JCE campus by staff approved by both institutions. The degree itself will be conferred by the university.

For further information the secretary of the Education Faculty at Wits can be contacted at 39-4011, Ext. 8507.

Teachers' pay dispute goes to the top level



Mr Jack Ballard

Political Correspondent
CAPE TOWN — The issue of teachers' pay is to be thrashed out at a meeting between teachers' representatives, the Prime Minister, the Ministers of Finance and of the Interior and himself, the Minister of National Education, Mr Punt Janson, said today.

Mr Janson, said the Federal Council of Teachers' Associations had asked for a top-level meeting with the Government and this was being arranged.

Asked to comment on the situation, which is believed to have become one

of the Government's main worries, Mr Janson said he did not want to anticipate what the outcome of the meeting might be especially as the Prime Minister, Mr P W Botha, might deal with the matter in the near future.

In the Transvaal, teachers are also calling for a revision of the province's appointment and payment systems.

A spokesman for the Transvaal Education Department said the department was aware of the problems and plans were afoot to streamline the appointment and payment procedures but no details

could be released.

Mr Jack Ballard, general secretary of the Transvaal Teachers' Association, said in some cases when teachers were appointed to new posts it still took the TED up to three months to confirm the appointment and for the teachers' salary to come through.

"The problem is not new and at this year's TTA conference it was agreed to send a memorandum to the department. Temporary teachers are now appointed term by term and this overburdens the TED's appointments section. The cumbersome

appointment procedure needs to be streamlined and the number of errors made in teachers' salary cheques needs to be cut down."

He said teachers were also dissatisfied with the department's coding system on pay slips.

"Teachers are not told why amounts are deducted or why extra payment is made. Usually it is because of an error on the part of TED. There is no letter of apology or any explanation. Sometimes errors are rectified two years after they have occurred."

24/9/79

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STAR

POST

TRANSVAAL

Telephone 27-6081

(32) 25/7/79

-- and OUR teachers?

LEADERS of South Africa's white teachers are now preparing themselves to take their case for increased salaries to Prime Minister P. W. Botha.

And, last week, we reported the fear of a teacher crisis in black schools next year.

If the white teachers think they have problems, then they should have a look at salaries paid black teachers. Not that the white teachers themselves are getting five-star salaries.

But at least, as seen by their efforts to see the Prime Minister, they have representatives in Parliament while the black teachers simply have to take it or leave it.

And, invariably, black teachers have been leaving it. It is therefore surprising that the Government, while realising the need for properly qualified teachers in black schools, does not try to look at the root cause of the situation.

It should not be difficult for the Department of Education and Training to find teachers. They have all been absorbed into industry. Not because they do not love teaching. They went into the profession with the hope that they would contribute something to the education of tomorrow's leaders.

It is therefore clear that unless something is done about the salaries of teachers, few people will respond to the call for more students to take up teaching as a profession.

Added to that, not only is there discrimination in the pay of black and white teachers, but women are also discriminated against.

Why, we would like to know, must male teachers be paid more than their women counterparts only because of their sex?

There is an urgent need for the Department of Education and Training to make a thorough examination of itself before it can start looking for reasons for the teacher crisis outside.

Crucial salary ^{ROM} meeting ^{2/6/74} for ³²⁴ teachers

By GERALD REILLY
Pretoria Bureau

RESIGNATIONS by teachers — particularly men teachers — could escalate to crisis proportions if the meeting between the Federal Council of Teachers' Associations and the Prime Minister on October 24 fails.

Tomorrow, the federal council holds its annual meeting in Pretoria and the profession's determination to get substantial pay rises will be reinforced.

Also present at the October 24 meeting will be the Minister of Finance, Senator Owen Horwood, the Minister of Interior, Mr Alwyn Schlebusch and the Minister of National Education, Mr Punt Janson.

The teachers' stance is that the quality of education is threatened unless salaries are raised to a level where the attraction of the private sector is neutralised.

The rector of the Johannesburg College of Education, Professor A. N. Boyce, says the main reason for the critical shortage of male teachers is non-competitive salaries.

Teachers claim they should be separated from public servants and the dictates of the Public Service Commission on the salary issue.

The General Secretary of the Transvaal Teachers Association, Mr Jack Ballard, said teachers' earnings should compare with those of employees with similar qualifications in the private sector.

It was to the private sector that the profession was losing men, he said.

Undertakings had been given to teachers by the authorities and these had not been honoured. This was why there was so much anger and frustration in the profession.

With the 10% increase given to all public sector workers, except teachers, earlier this year, the profession had fallen even further behind.

ANGRY Natal teachers, many of them bitter at being bypassed when merit awards were announced this week, have stated this system of teacher assessment as farcical.

(21/10/79)

The awards, which will mean more than R500 000 annually spread over a group of several hundred teachers, were described by many as a useful cure-all designed largely to placate those ineligible for promotion and to keep them in the schools.

Natal's Director of Education, Dr Gerald Hosking, said roughly 860 teachers in Natal, or about a quarter of those eligible, were given merit awards.

To the teacher the award is equivalent to an annual salary increment and all those on the receiving list will receive back pay from January 1979.

Many teachers said the awards were meaningless and a farce.

"Money in the pocket, which teachers estimate will be about R35 a month after tax, is seen as not much more than a token.

"One teacher described it as cigarette money.

Many said such a small amount would in no way motivate the teacher to try harder.

Some teachers who were overlooked expressed anger at the unfairness and blamed the subjectivity of the assessment.

True reflection

"The value system and ideas of the assessor must influence his judgement of what makes a good or bad teacher," one irate staff member of a large boys' school pointed out.

"Also, some people are better able to put on a show and make a good impression. This is not always a true reflection of ability."

Some teachers, who were awarded merits, said they felt embarrassed. Everyone on the staff knew who had succeeded and who had not — "and who is to say I am any better than the man in the next classroom?" asked one.

Teachers complained that they were not shown their assessment after it was completed so they had no chance to defend themselves.

Dr Hosking said the assessments, which were made on a seven-point scale, were designed to award "highly meritorious" work.

One could not infer that those who did not qualify were bad teachers as, in line with the requirements, many teachers who were well above average were excluded.

Teachers were eligible for assessment every second year for a maximum of three increments.

He said he was sure there would be some unhappiness among those who did not qualify.

"I am aware that it is based on a subjective assessment and, as such, there will be inequalities," he said.

"But we have done the assessments as thoroughly and as carefully and with as much integrity as was humanly possible."

Dr Hosking said he did not believe anyone had been "shown up" by not receiving an award as the majority had not benefited.

The merit award system operates throughout South Africa.

The president of the Natal Teachers' Society, Mr Mike Jarvis, pointed out that in Natal there had been close co-operation between the teachers' societies and the Education Department in its implementation.

Modified twice

The form had been modified twice to suit local conditions, the second time after an experiment run in 24 schools last year.

He said it was designed to give recognition to the teacher as a professional person for his work in the classroom and extramurally in the school.

It was part of the new structure of education in the country. However, if teachers were unhappy about it, a reassessment of the system was possible.

Forms had been returned to the schools and these would be shown to the teachers as they could be beneficial in ironing out weaknesses.

● A SPOKESMAN for the Transvaal Education Department said merit awards in that province had not yet been finalised. He said an announcement would probably be made next month.

Mr Jan Meiring, Director of Education in the Free State, said although the evaluation of teachers by his department had been completed, teachers had not yet been officially informed of the results.

He said they would probably be notified in the near future.

The Cape's Director of Education, Mr P. S. Meyer, was out of town and could not be contacted for comment.

See also Page 15.

by 1970, this figure had decreased to 15.7%, indicating that the whites had improved disproportionately to the 'coloureds'. Similarly, for children 1 to 4 years of age, during the period 1941 to 1970, the white mortality experience as a percentage of the 'coloureds' had decreased from 15.2% to 7.1%. It should be noted that the 0 year age specific death rates are higher than the corresponding IMRs. This is because the denominator for the former is the number of live births whilst for the latter it is the mid-year populations under one year of age.

Fig. 4 provides an indication of the proportional contribution of selected causes of death to the overall mortality experience of the white, 'coloured' and African communities.

During the period 1929 to 1970, the whites have shown a changing spectrum of mortality which is classically associated with an improving health status. Infectious diseases have become less important and the major causes of death are increasingly related to cardiovascular and neoplastic diseases. The 'coloureds' and Africans, however, have a persistently high proportion of deaths caused by infectious diseases. The Africans exhibit a spectrum of mortality which is characteristically associated with developing communities, whilst the 'coloureds' appear to occupy an intermediate position between the whites and Africans, although it is clearly much more similar to the Africans than it is to the whites.

What is of particular concern about the 'intermediate' position of the 'coloureds' is that it would appear to incorporate the worst of both the developed and the developing experiences. This becomes apparent from Table II which provides a more detailed analysis of the different diseases contributing to the overall mortality of the whites and 'coloureds' in the form of cause specific mortality rates for defined age groups. Thus, although cardiovascular diseases are consistently responsible for a fairly small proportion of the overall mortality of the 'coloureds', Table I indicates that the actual rates for cardiovascular diseases have been fairly similar for both whites and 'coloureds' since 1941.

Clearly, the broad diagnostic categories used in this analysis conceal a certain amount of information. However, because of the changes in disease classification which have taken place since 1929, it is not possible to examine the temporal changes of mortality rates in greater detail. Disease categories with rates greater than 5/1 000 appear in italics in Table II. It will be noted that the mortality experiences of the 'coloureds'

(iv) Proportional Mortality, accounted for by specific conditions.

(v) Expectation of life. This was calculated both at birth (e_0) and at 45 years of age (e_{45}) for both males and females. It expresses the average number of additional years an individual would be expected to live beyond birth and 45 years.

For Africans, the proportional mortality was the only index calculated.

RESULTS

The infant mortality rate for whites and 'coloureds' the whites have experienced since 1929, the 'coloureds' static IMR since 1950 a

From 1941 to 1970, the an improvement of 57.6% decreased from 164.8/1 This is of particular c IMR, the more easily sh in SMRs between 1941 an 'coloureds' respectively

The age specific mortal is inevitable, it is to perience of younger age in mortality amongst el that for both whites and the age of 65 years hav the mortality rates hav in the 25-44 and 45-64

The imbalance between t 'coloureds' has improve of 5 and 64. However, between whites and 'col one year old experience

Angry teachers want new deal from Botha

By GERALD REILLY
Pretoria Bureau

THE EXECUTIVE of the Federal Council of Teachers' Associations will make a strong plea for a new pay deal for the country's 55 000 teachers at a crucial meeting with the Prime Minister, Mr P W Botha, in Pretoria tomorrow.

The meeting will be held against a background of mounting anger among teachers, who believe the Government has failed to make good its promise to substantially improve salaries.

Teachers are particularly angry with the Minister of Finance, Senator Owen Horwood, who called on them at the recent Transvaal congress of the National Party to stop the "re-

newed agitation" for salary increases.

About two years ago teachers were promised by Dr Piet Koopman, then Minister of National Education, that when the time was right they would get a new posts and salaries structure.

However, he said, this could not be implemented at the time because of the financial state of the country.

In response, the teachers agreed to accept minimum adjustments, according to a senior member of the Transvaal Teachers' Association. This, he emphasised, was a purely interim measure.

At the same time, he said, they were assured that when adjustments were made to pub-

lic sector salaries, teachers would also benefit.

This, however, did not happen. When the rest of the public sector got 10% rises in April this year teachers were ignored.

Teachers emphasised yesterday that tomorrow's meeting with the Prime Minister would be crucial.

The profession was heading for a crisis which threatened the quality of education, they said.

Senior public service sources said yesterday that they would be surprised if teachers were given increases before the start of the new financial year in April, when the rest of the public sector is virtually certain to get at least a 10% rise.

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1 cup
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(M) 25/10/79 321
 (250) (272)

in the public sector, however, was a necessary precondition and that attention being given to this by the government was another indication of the intention to regard teachers as a separate entity.

day's meeting, the executive said, was the serious dissatisfaction in the teaching profession because teachers were excluded from the salary improvements granted to the rest of the public sector from April this year.

The serious concern among teachers over the increasing disappearance of men from the profession was also discussed and the Prime Minister agreed that the Federal Council would have a say in the Manpower Commission announced recently by the government. — DDC.

PM promises teachers rise in pay

8 Nov 25/10/79

(321) (18)

Political Correspondent
The Prime Minister has de-
fused the explosive issue
of teachers' salaries by
introducing a new pay
deal for all Government
workers.

The teacher issue was
threatening to cause an-
other walkouts and was
being used by critics,
even inside the National
Party, as a stick to beat
the Government.

Teachers' feeling was
shown when the Govern-
ment came under fire at
the Transvaal National
Party congress last month.
Teachers will now be
lumped with the rest of
the Government sector in
the determination of bet-
ter pay and service condi-
tions to be announced in
the Budget.

The Prime Minister, Mr.
P W Botha, described this
as another step towards
his aim of orderly govern-
ment, and blamed the
fragmentary fashion in
which pay increases were
granted in the past as the
reason for imbalances and
dissatisfaction.

The Federal Council of
Teachers Associations has
the Prime Minister's ser-
vice and teaching day
presented satisfaction at the
announcement.

Existing holiday sub-
sidies will be re-
placed by an improved
service bonus equal to a
month's pay.

The Government un-
derlined its intention to
include teachers in future
pay deals.
Details of the new ser-
vice bonus will be given
to Parliament.

The Prime Minister war-
ranted that all professions
could not expect the same
pay improvements but
various groups would be
uniform top structure for
senior officials.

He said it did not ap-
pear that this year's tax
concessions of
R762-million were always
taken into account in
evaluating the need for
pay increases. He was de-
termined to bring about
satisfaction in the public
sector to the extent that
the country could afford.

Mr N M Paterson, chair-
man of the Federal Coun-
cil of Teachers' Associa-
tions, said after receiving
secretary that the deal
had been conducted in a
good spirit and the com-
promise was a good one.
But he had been troubled
by their problems.

The Transvaal Teachers'
Association today ex-
pressed short term dis-
satisfaction about the re-
sult.

"The past payment
salary increases, until
the structure of has been
settled, is a good
thing. But we are dis-
satisfied that no inter-
action has been about
anomalies in teach-
ing salaries," said the presi-
dent, Mr Peter Mandell.

More pay for public servants

Argus 25/10/79. 321
Argus Correspondent

PRETORIA. — The Prime Minister, Mr P W Botha, has defused the explosive issue of teachers' salaries by foreshadowing a new pay deal for all Government workers.

The issue was threatening danger to education through angry teacher walkouts and was being used by critics, also within the National Party, as a stick to beat the Government.

The depth of feeling among teachers was shown when the Government came under fire at the Transvaal National Party congress last month.

Teachers will be lumped uniformly with the rest of the Government sector in

determination of better pay and service conditions to be announced in the Budget.

ANOTHER STEP

Mr Botha described this as another step towards his aim of orderly Government and blamed the fragmentary nature in which pay increases were granted in the past as the reason for imbalances and dissatisfaction.

Teachers, through the Federal Council of Teachers' Associations, who saw the Prime Minister yesterday, expressed satisfaction last night that they were being accommodated.

The Prime Minister announced:

Existing holiday savings bonuses would be replaced by an improved service bonus equal to one month's pay.

The Government undertook to include teachers in all future Public Service pay deals. Financial implications of improvements were under consideration for next year's Budget.

Post structures for both the Public Service and the teaching profession would be meaningfully stratified.

DETAILS

Details of the new service bonus will be given to Parliament and made known to staff through the usual channels.

The Prime Minister warned that all professions could not expect the same degree of pay improvements but variations would be moderate and bear relation to a uniform, flat structure for senior officials.

He added that it did not appear that this year's tax concessions of R762 million were always taken into account in evaluating the need for pay in-

29.

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Pay: Teachers told to be patient

Education Reporter

MR BRIAN GILBERT,

president of the South African Teachers' Association said today he was optimistic about Government statements on salaries and would encourage members of the association to be patient next even until the next Budget.

Decisions in principle have been taken and whether they are implemented tomorrow or the next day is not important. What is significant is that the Government has been recognised by the Government. It looks as if our case has been heard and a solution found, Mr Gilbert said.

He said nobody knew details of the salary scales. However, the situation looked promising and teachers should be prepared to adopt a patient attitude — even if this meant waiting until the next Budget.

From Pretoria, Mr N M Paterson, headmaster of SACS and newly appointed chairman of the Federal Council of Teachers' Associations, said he had every reason to believe that the backlog from April this year would be taken into account when the new salary scales were announced.

He said a good deal of misunderstanding between the Government and teachers had been cleared up at yesterday's meeting. The Prime Minister, Mr P. W. Botha, had invited the teachers to participate in drawing up the new salary scales. The council had also been invited to join the newly formed Manpower Commission.

Mr Paterson said.
● More pay for public servants — Page 6.

Turner

(Continued from Page 1)

Government before his death he was banned and refused permission to study overseas, and that no arrest made although nearly two years had passed since his death. Turner was very little loved the killer would ever be caught.

While he was still alive, Dr Turner's motorcycle was set alight, cement was dumped in front of his house, a team of workers arrived to saw off trees in his yard, and he received a number of abusive telephone calls.

Mrs Turner also has 'no doubt whatsoever' her son's 'teacher' was 'tapped'.

6 'abducted

by Zimrho

forces?

Angus Africa News Service

LUSAKA. — The Zimbabwe Rhodesian Government, it is claimed, is holding six people abducted from Zambia, including a 10-year-old British boy, and does not know what to do with them.

Newsman

(Continued from Page 1)

On Thursday last week, the Province Herald to take photographs of counsel, witnesses and others involved in the case.

On Thursday last week, he tried to photograph Captain Schoemay and Sergeant Nicholson outside the Supreme Court building, after they were by pointed out to him by a hotel reporter, Miss Jeanette Hyman.

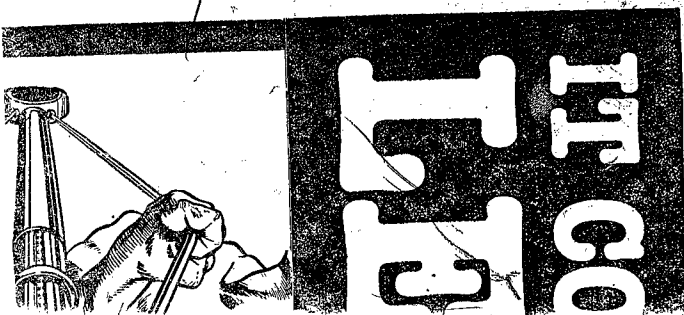
REFUSED

Captain Schoemay refused at me, grabbed my hand and camera with great violence and demanded that I take the film from the camera, Mr Ja Grange said.

Window on the world

VIOLENCE AS NAZI ON TRIAL

COLOGNE. — Police reinforcements were prepared for renewed violent demonstrations today at the trial of a former SS chief, Kurt Lischka, charged with sending thousands of French Jews to their deaths in Nazi gas chambers in a court orderlies and several demonstrators



25/10/29

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27. 26/10/79

(321)

Call for 'total parity' in teachers' pay

Staff Reporter

WHILE both the white South African Teachers' Association and the black Union of Teachers Associations of South Africa (Uasa) welcomed announcements by the government on their salary structure, Uasa reiterated its "equal pay for equal work" stand.

Mr Franklin Somo, president of Uasa, which represents all teachers in South Africa under the Administration of Coloured Affairs, said discrimination in the salary structure became in-

creasingly untenable in the world of today.

"Despite the issue of racial discrimination in salaries, it is a fact that the teaching profession in general receives far too low a priority and it is one of the fundamental causes for the lack of qualified persons in the professional, management, supervisory and control categories," Mr Somo said.

Many believed in the old teacher's notion of "doing it for the love of the job", but salary was attached to status when the status of the teaching pro-

fession was considered.

"We don't want a narrowing of the gap existing in discriminatory salaries, but total parity and we will anxiously await the new salary scale announcements," he said.

Mr Brian Gilbert, president of the South African Teachers' Association, in Cape Province, said it was "high time" that something was done to improve teachers' salaries. As far as education was concerned, it seemed as if there could be many advantages in

the Prime Minister's announcement, he added.

Mr Gilbert said that although no details had been released yet, he was optimistic that "it could be a fair deal".

The association hoped that the deal to be announced in detail in the next Budget would "set right" the granting of salary increases to all public servants with the exception of teachers in April this year.

Mr Gilbert said, the Prime Minister's announcements resulted from a six-month negoti-

ating process and attempts to find solutions to the problem of teachers' salaries.

"It seems as though an amicable solution has been found - that's why I am optimistic, but let's wait until the Budget is announced and see what it entails," Mr M Praeger, chairman of the Federal Council of Teachers' Associations, told Sapa.

He would not object to the fact that they would have to wait until the next Budget for necessary adjustments.

We have received your Purchase Request for second hand typewriter.

Could you please furnish us with the following information:

- (1) Name of person requiring the machine
- (2) Department
- (3) Please state why new machine is required

Is this machine for a

- (1) Part-time post
- (2) Full-time post
- (3) Additional post
- (4) Does this position demand excess work

Please state full details of machine required if any special key board or features are required

If new machine is a replacement, please state details of existing machine

the cost of raising the necessary funds has to be taken into account. The funds themselves are already justified by comparison with the alternative methods of provision, but there are additional costs involved in raising them: interest on loans, or administrative and incentive costs of raising taxation. These are normally insignificant for any given project, but may affect the overall amounts available for the health budget.

Where the methods of providing a given service use the same kinds of resources in different proportions, the decision-making can be simplified by means of linear programming, though health service choices cannot usually be presented in the simplified way required by this method.

(c) to know the effectiveness of a given amount of money when spent on different objectives, in terms of the alternative day care centres, so that

Financial statistics are not treated in categories such as 'salaries', 'retirement', e.g. between expenditure on cannot be made.

The grouping of expenditure into first in the U.K. Department of Health.

The president of the South African Teachers' Association, Mr Brian Gilbert, said yesterday that he was optimistic about the Government's statements on teachers salaries and was prepared to encourage members to wait until the budget, when details of the scales would be announced.

"Decisions in principle have been taken, and whether they are implemented tomorrow or the next day is not important."

"What is important is that the importance of education has been recognised by the Government. It looks as if our case has been heard and a solution has been found," he said.

"Programme structure should, in my view, be mainly determined by the decisions to the taking of which one of the following

321 # ROM 21/10/71 'Male teacher shortage will get worse'

By GERALD REILLY
Pretoria Bureau

THE CHRONIC shortage of English-speaking male teachers will continue and worsen next year, according to education authorities.

They said it remained to be seen whether the result of the discussions in Pretoria between the Federal Council of Teachers Associations and the Prime Minister, Mr P W Botha, would be an aid to recruitment.

They stressed the critical shortage could not easily be relieved. It could worsen.

Meanwhile, the Rector of the Johannesburg College of Education, Professor A N Boyce, said recruitment for next year was as low as it had ever been.

Total applications so far amounted to 480, of which about 50 were from men.

As usually happened, he said, between 10% and 15% would not show up when the new year's course started.

At the end of the year, of the 272 students who were expected to graduate only 27 were men.

Also a worrying feature was that many of the women who would graduate as senior primary school teachers had not yet been posted.

This was because of the large number of married women teachers being employed by the Department. But he was confident that all those who graduated this year would get posts.

Professor Boyce said it was heartening that there had been 92 applicants for the new four year B Primary Degree course at the college. However, of the applicants, again only a few were men.

He believes that the higher status a degree would confer on teachers could be an important encouragement for men to join the profession.

Sapa reports that about 30 000 black teachers outside the black states would probably also benefit from the new approach towards public service salaries and conditions of service announced yesterday by, Mr P W Botha.

Quoting a spokesman for the Department of Education and Training, SABC radio said black teachers were paid the same basic scales as white teachers, and that any change in the basic scales would affect them too.

to relate the various objectives to each other.

There are various means of doing this; but all of them require that expenditure be accounted for by the ends it is expected to achieve.

2.1 Programme Budgeting

Programme budgeting, also known as budgeting by objectives, involves the presentation of expenditure data according to the objectives to which it is directed. Thus, projects to combat TB would be grouped together, geriatric problems, sanitation programmes, etc.

This is necessary:

- (a) to know the cost of pursuing each objective;
- (b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

He adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health services. From one point of view, the question whether to treat children, which is a technical one, or whether whatever are the society's requirements for the health care is a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

Programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

Pay: teachers urged to wait

PURCH EAST LONDON — Teachers were yesterday encouraged to wait optimistically for the new pay deal for teachers announced this week by the Prime Minister, Mr P. W. Botha.

We ha
secor Addressing a meeting, the Cape president of the South African Teachers' Association, Mr Brian Gilbert, explained to

- Could
(1) Teachers that the government's decision to provide a better deal for teachers was a long term one which had only been taken in principle to put the teaching profession on a better footing.



Mr A. Britton, new local president of the South African Teachers' Association.

The details, he said, would not be available until the 1980 budget came out.

"We should be optimistic this will be a satisfactory deal and we should take the government in good faith," he said. "The situation looks more promising than it has ever looked before."

Mr Gilbert later gave similar encouragement to teachers at a function when Mr A. Britton accepted the office of local branch president of the SATA from the outgoing president, Mr T. Webster. — DDR

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ion for our records

Is this machine for a

- (1) Part-time post
(2) Full-time post
(3) Additional post
(4) Does this position demand excess work load

Please state full details of machine required i.e. whether golf ball and if any special key board or features are required

If new machine is a replacement, please state Serial Number, make and type of existing machine

processes is essential, and the division will have to be more fine the more discriminating public decisions can be. 10

The results of programme budgeting may be valuable in themselves, although the mere procedure does not necessarily ensure that better decisions will be made. Their potential is realised only if there follows an assessment of the value of expenditure in each programme.

2.2 Programme Evaluation

Methods of evaluation range from simple procedures for looking at costs, where the conclusions are left largely to intuition, to highly complicated processes which present more or less clear-cut solutions. For these more precise methods, most of the value judgements have to be made explicitly in advance. Some points on the spectrum between these two extremes are analysed below.

2.3 Looking at Expenditure

Basically, one is looking for inconsistencies. It was noted that logical axiom, basic to economics, is that a rand should yield approximately the same value in whichever programme it is spent. If the social benefit from the marginal expenditure on one programme much that on another, one can do better by withdrawing funds from the programme and increasing expenditure on the first. By simply looking at a breakdown of the budget between programmes, the amounts spent on may be compared with our intuitive notions of how much 'ought' to be spent on these things. Our judgement will depend on what we consider the fits of expenditure under each programme to be, a process which cost analysis seeks to formalise (see below). For example, if it can be shown that expenditure on preventive medicine constitutes approximately 2% of expenditure on health,¹¹ it may be felt that the benefits from this provision warrant an increase in the share of the budget allocated.

Unfortunately, such intuitive processes can pick out only the gross congruities which are recognised by all, whatever criteria of 'value' are used. The optimum level of expenditure on a particular objective is, from the point of view of intuitive judgement, highly uncertain, because of the wide variation in benefits attributable to a particular type of spend-

ing. This is partly due to a deficiency in information on the results of the programmes which can be resolved by recourse to appropriate data. Nevertheless, there will also be differences of judgement which cannot be resolved without prior agreement on the relative valuation of different benefits which have to be fed into the analysis; and in the intuitive process, these two factors may not be differentiated.

A very large proportion of decisions are now taken with no further analysis than this. Any further steps involve a way of systematically valuing the benefits of different programmes to render them comparable to one another.

2.4 An Informal Method for Setting Objectives

The following method for guiding the choice of priorities has been described by John Bryant.¹² It has been used by medical and nursing students in Thailand, and one of its advantages is that it can be used where no numerical data is available. It, therefore, lends itself to a rough estimate of the value of people.

By GERALD REILLY
Pretoria Bureau

THE CRITICAL shortage of English-speaking male teachers looks like getting worse next year, according to education authorities.

They claim that the Prime Minister's vague promise — it was not a clear undertaking — that teachers would get increases along with most of the public sector from next April was unlikely to encourage English-speaking matriculants to join the teaching profession.

The rector of the Johannesburg College of Education, Professor A N Boyce, said yesterday the number of applicants for admission next year stood at 480, of which fewer than 50 were men.

And, he added, usually between 10% and 15% of these applicants did not turn up at the start of the academic year or withdrew their applications.

At the end of this year, of the 273 students expected to graduate, only 27 were men.

Prof Boyce said it was heartening that there were about 100 applications for admission to the four-year degree course. However, only a few of the applicants were men.

He agreed with other education authorities that unless competitive salaries were paid to teachers there was little

likelihood of the critical shortage of men teachers being significantly relieved.

The secretary of the Transvaal Teachers Association, Mr Jack Ballard, said he had been given definite undertakings about increases for teachers.

"The fact must be faced that the reason for the shortage of English-speaking men teachers — and to an extent also Afrikaans-speaking men, teachers — is that salaries being paid compare unfavourably with other professions."

And as long as this situation lasted, schools would be short of men teachers, he said.

After its meeting with the Prime Minister last week, the Federal Council of Teachers Associations said it was satisfied that the teachers' salary backlog would be taken into account in April when the new public service salary structures were drawn up.

In his statement after the meeting, the Prime Minister said the Government had undertaken to improve the salaries of teachers simultaneously with the rest of the public service.

He added that the Minister of Finance was "considering the implications of proposals for improved salary and service conditions for inclusion in next year's Budget."

mental problems	+++	+++	++	+++
TB	+++	+++	+	+
Common cold*	+++	+	+	+++
Yaws	-	+	+	+

* Added to test scoring method

Year of crisis lies ahead for teachers

Kom 20/6/89

32-0

PM outlines a new deal for teachers

THE Prime Minister, Mr P W Botha, yesterday announced a new salary deal for teachers.

He said the Government had undertaken to increase teachers' salaries in future simultaneously with pay rises in the rest of the public sector, financed mainly from the Revenue Fund.

Mr Botha's announcement in Pretoria followed talks yesterday with a four-man delegation of the Federal Council of Teachers' Associations, sparked by "serious dissatisfaction" in the profession over "fragmentary" public service pay increases in the past two years.

adds:

"In practice, it is not an easy matter to make a hard and fast distinction between technical matters and matters of values or utilities in the health service. On one point of view, the question whether to treat schizophrenia in a hospital or in the community is a technical one. Which is the better way to fulfill whatever are the society's requirements for the treatment of this group? But community care originally became fashionable as a good thing in itself. The practitioners are very apt to muddle the medical and economic arguments when it suits them, and the politicians and administrators equally so when it suits them, but the economist's concern is to keep them separate".

programme budgeting, then, entails the attempt at this separation, sorting out from the multiplicity of decisions those which can be made on the basis of administrative or economic, together with medical-technical criteria, and those in which the role of the public through political

The four-man delegation was led by the council's chairman, Mr N M Patterson, and yesterday's discussions were also attended by the Minister of Finance, Senator Owen Horwood, and the Minister of National Education, Mr Punt Janson.

In his statement, the Prime Minister also said it had been decided to:

- Replace the existing vacation savings bonus with an improved service bonus equal to a month's salary as an integral item of the total benefit package, with effect from the next book year.
- Restructure the top level of public service institutions to bring about a "meaningful" stratification of the structure of the teaching profession from top to bottom.

"It is clear to the Government that the dissatisfaction in the teaching profession, but which is not limited to that profession alone, can be attributed mainly to the fragmentary improvement of salaries during 1978 and 1979," Mr Botha said.

He referred to a statement by Senator Horwood on October 16 that the Government was at present considering the financial

implications of proposals for pay increases and improved service conditions for inclusion in the next Budget.

Mr Botha added: "The global guideline figure which will be made available for the so-called service benefits package will in future be considered in conjunction with all the other competitive demands upon the limited resources of the Exchequer, and will, as a matter of course, be announced in its totality during the various budget speeches."

Announcing the two items in the package already finalised — the restructuring move and the improved service bonus — he asked public sector staff not to entertain "excessive expectations".

With the exception of the amount made available for the service bonus, the Government intended to use the global guideline figure "within the framework of occupational differentiation according to needs".

"This means that all occupational groups will not necessarily receive the same salary improvements, and that within the same occupational group, all personnel will not necessarily receive the same salary improvement," Mr Botha said.

However, the resulting variation would not be so great as to upset the relation of salary, structure and a uniform top structure would be maintained.

(a) to know the cost of pursuing each objective;
(b) to group together activities with the same objectives which can be compared by cost-effectiveness analysis;

Staw 11/2/71 (321) 'End curbs on English students'

A call to lift restrictions on English-speaking students and to end discrimination against women was made to the Transvaal Education Department today.

Addressing the graduation ceremony at the Johannesburg College of Education, Professor Phillip Tobias, dean of the University of the Witwatersrand medical school, said: "It is sad to note that enrolments at the JCE are being adversely affected by a reduction in the quota of first-year students in 1980 from 520 to 470."

He said it was regrettable that artificial hindrances such as sex quotas should have been added to

the difficulties of the college.

"It is hard to see what possible justification there may be for discrimination against woman teachers in this last quarter of the 20th century.

"A teacher's worth, it is reasonable to expect, should be judged by his or her merit and not sex," he said.

The quota system was not solely to blame the salaries and conditions of service of teachers left room for vast improvement. This factor needed urgent amelioration if schools were to receive the teachers they required, Professor Tobias

said.

He described the quota system as a "vexatious hindrance," and said that as a result of the system

the JCE, among other Transvaal colleges of education, had suffered a fall in enrolments.

"I understand that applications to the JCE for 1979 dropped by more than 200," he said.

The restriction on the intake of first-year students which has been imposed on the JCE is a serious matter for the education of English-speaking boys and girls in the hinterland of South Africa.

"For many years the

JCE has been the only college of education through the English medium north of the Orange River and west of the Drakensberg and Lebombo Mountains."

As such, the college had a major responsibility to help maintain and advance the English language, Professor Tobias said.

If the lack of communication between Afrikaans-speaking and English-speaking white schoolchildren, teachers and citizens was deplorable, the "wall of silence" between white and black children, teachers and people was "nothing short of disastrous."

125

ually, About 1/4 hour before serving, draw it near the fire, that the outside may acquire a nice brown colour. Sprinkle fine salt over the meat. Put meat on hot dish and pour off the dripping from the pan, pouring in a little boiling water slightly salted from this over the joint. Onion sauce or stewed Spanish onions are usually sent to the table with this dish, or baked potatoes.

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1820 SETTLER PLUM PUDDING

1 1/4 lbs flour	3/4 lb sugar
2 t baking powder	8 eggs
1/2 t nutmeg	3 ozs chopped suet
1 t mixed spice	1/2 lb currants
1 lb raisins	1/2 lb sultanas
1/4 lb peel cut fine	1 urne glass of brandy

Sift flour with dry ingredients, then add fruit and suet. Whisk eggs, add brandy, and add to the mixture. (Must be stiff.) Tie into a floured pudding cloth. Put in a pot of boiling water, as the cloth works loose. Serve with brandy, nutmeg white sauce.

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WELSH PUDDING - 1912

bread and butter	milk and eggs
jam	

Butter a flat pie dish. Butter the bread and spread with jam, and place in dish. Pour in little hot milk over to swell the bread. Mix egg and milk, using 1 egg and a cup of milk. Beat well and pour on to the bread. Bake in a moderate oven.

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CHEESE STRAWS - 1914

2 ozs flour	2 ozs breadcrumb
2 ozs cheese	2 ozs butter

Mix all together and roll out. Cut into thin strips. Bake. Serve on napkin covered plate piled in crosswise layers.

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MILK ROLLS - 1900

1/2 lb flour	1 oz butter
1 t baking powder	1 gill cold milk
1/4 t salt	

Twice sift the flour, baking powder and salt through a sieve, rub in the butter, mix in the milk, make quickly into rolls and bake directly they are made; when half baked, brush over with milk.

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321

TEACHERS - General

1-1-80 - 31-12-80

NO.	W		A		C		B	
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0-1	1.57	0.76	0.60	1.03	1.24	0.79	0.89	0.89
1-4	0.05	0.04	0.05	0.05	0.05	0.05	0.05	0.05
5-24	0.01	0.00	0.01	0.01	0.01	0.01	0.01	0.01
25-44	0.01	0.01	0.01	0.01	0.01	0.01	0.01	0.01
45-64	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0.25	0.17	0.48	0.32	0.83	0.67	0.55	0.67
NO.	519	359	170	113	942	785	1143	1075

Teachers are more than educationists

Much has been written of late on the subject of the teaching profession. Perhaps, however, a few further thoughts might be worthy of consideration.

There is no doubt that a teacher needs to be much more than an educationist in the academic sense. Indeed, they need to be familiar with the many aspects of child care and development, which includes all those elements inherent in the physical, spiritual and moral well-being of a child.

Since many a "problem" or "backward" child has a background of poor environment, with equally "problem" parents and elders, more than a basic knowledge of human relations or practical psychology in a broader sense, is required.

"Child study" is one of the subjects contained in an examination course (Dept of National Education) for a national certificate in child care at institutions. This being a fairly comprehensive analysis of the development and growth of a child from birth through adolescence, could prove both interesting and beneficial to teachers at all levels from the crèche to high school.

One cannot, I believe, question the fact that the teaching profession deserves full recognition as such, for after all, those involved are striving to attain two of life's most precious goals — that of satisfying a very real thirst for knowledge (and need thereof) on the part of our children and youth, and that of producing men and young women capable, in all respects, of meeting the demands of a challenging future.

We cannot afford to lose track of the fact that our pupils of today are our citizens of tomorrow on whom the future of our country depends.

John I. Pretorius
Yenville.

NO.	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0.02	0.03	0.00	0.10	0.25	0.10	0.04	0.06
1-4	0.01	0.01	0.02	0.00	0.12	0.14	0.02	0.04
5-24	0.02	0.01	0.04	0.04	0.02	0.04	0.03	0.02
25-44	0.02	0.05	0.06	0.09	0.17	0.13	0.06	0.08
45-64	0.23	0.19	0.44	0.37	0.36	0.36	0.34	0.25
65+	1.25	1.09	1.07	1.83	1.57	1.10	0.73	0.56
ALL	0.13	0.15	0.11	0.12	0.15	0.14	0.10	0.08
NO.	276	303	38	42	169	165	203	130

Growing teacher shortage forecast

By GERALD REILLY
Pretoria Bureau

THE acute shortage of teachers, particularly English-speaking men teachers, in the Transvaal schools will continue and probably get worse this year, according to education authorities.

Their forecast is supported by this year's enrolment figures at the Johannesburg College of Education.

These show that out of a total enrolment of 186 for the senior primary education diploma, there are 53 men students; for primary education, eight men and 70 women; and for higher diploma secondary education, 25 men and 40 women.

In second year senior primary diploma classes this year there are 31 men, and in higher diploma secondary education 14 men.

In the final year, there are 38 men completing the senior primary diploma and 11 the higher diploma in secondary education.

Senior educationists believe, too, that even if there are dramatic increases in teachers' salaries in April, these will have only limited power in pulling English-speaking men teachers back to the profession because of the economic upsurge and competition from the private sector for staff.

The secretary of the Transvaal Teachers Association, Mr Jack Ballard, said:

"The shortage of English-speaking teachers is still acute and the JCE figures indicate there is little prospect of any significant improvement."

There was, however, a general

al shortage of teachers.

The English and Afrikaans high schools in Pietersburg, for instance, had a shortage of 17 teachers. Boksburg English High School seven, Edenburg High School and Florida Park High School were both short of eight teachers.

Efforts were being made to find emergency staff to hold the fort, but with the economy living up, and competition for qualified workers from the private sector intensifying, prospects were not bright.

It was clear from the JCE figures, too, that there was little relief in the pipeline.

"Our only hope is that qualified teachers can be lured back to the profession by solid improvements in pay and service conditions in April," Mr Ballard said.

Meanwhile teachers are waiting anxiously to hear what their April increases will be.

After pay crisis talks with the Prime Minister, Mr P W Botha, last year the Federal Council of Teachers' Associations said the omission of teachers from general pay rises for public sector workers last April would be taken into account when their increases were fixed this year.

This indicated to teachers that their April increases this year would be higher than those for other public sector workers.

Before the meeting with the Prime Minister, the Federal Council had accused the Government of bad faith and of not honouring pledges given to teachers by the former Minister of National Education, Dr Piet Koornhof.

TABLE 3:

ANNUAL INFECTION RATES FOR TUBERCULOSIS

IN RECENT S.A.M.R.C. SURVEYS

These figures are not comparable to the annual infection rates or notification rates. An idea of the present situation can be gained from surveys undertaken by the Medical Research Council. "The annual infection risk has come to be accepted as the best criterion by which the TB situation can be assessed".

The tuberculosis incidence has diminished much in some areas, e.g., the members of the 1932-14 Tuberculosis Commission found that there was a case incidence of 5.38 per thousand and a death rate of 2.15 per thousand per annum on De Beers mines, while the annual wastage rate of indentured Indians (who did most of the heavier work) on coal mines was 23.15 per thousand male employees, the mortality figure being 7.36 and repatriation rate 15.79. The incidence on other mines, in urban locations and on mission stations was also high.

TABLE 4: COST OF TB TREATMENT (R) PER PATIENT

From his figures, it appears that the costs of these alternatives are as follows:

Area	Estimated annual infection rate - % of uninfected	Estimated prevalence (radio-logical evidence)	Type of treatment	Direct cost (hospital, etc.)	Indirect costs (lost production, etc.)	Total
					(1 month)	
				238	238	405.3
				238	238	427.5
				238	238	1 104.6
				238	238	738.0

costs at R5.50 per inpatient day, 60.00 per out-patient day, and 12.00 per day for active loss: R124 per month.

12. PRIMARY HEALTH CARE IN TWO FARMING AREAS OF SOUTH AFRICA

INTRODUCTION

While the health problems of cities have been reported from year to year by Medical Officers of Health, and those in the Scheduled areas/homelands by magistrates and mission doctors stationed there, the extent to which health needs are being met in farming areas¹ has received very little systematic consideration. Since they cover the largest part of the country, about 52% of her population,² it would seem that they suffer from the same problems as the towns and cities and that they are in a state of poverty and neglect. It is not known what their health needs are, what their living conditions are like, and what their health problems are. Many of the health problems in the towns and cities are the result of poverty and neglect, and it is likely that the same is true in the farming areas.

The Progressive Federal Party's spokesman on hospital affairs, Mr Sam Moss, MPC, said the shortage of nurses would become a national crisis unless pay conditions were made more attractive. The Government had the funds to make the necessary pay concessions, Mr Moss stressed.

The Prime Minister told the delegation that the Government intended dealing with teachers separately from the rest of the public service. The secretary of the Transvaal Teachers' Association, Mr Jack Ballard, confirmed yesterday that teachers expected big increases. "We do expect solid rises after the assurances given by the Prime Minister." Without this, Mr Ballard stressed, the teacher shortage, especially of men teachers, would become even more critical. Teachers yesterday said they expected increases of between 15 and 25%.

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Thus, it may be valuable to look at farming areas as well as at towns and cities. Those needs are more dramatically obvious, to see whether health care resources are adequate in these areas and how effectively they are distributed and utilised.

The two areas studied here were chosen for no other reason than that the author had contacts there who could assist in the study, and no claim is made that they are statistically representative. They are merely examples of two different and widely prevalent types of health service which illustrate some aspects of the present methods of distributing resources in health care. Perhaps they will show where there is a need for more thorough investigation.

(1) Areas where farming is the main source of income. With few exceptions, it is only white-owned farming areas which meet this qualification, (homeland) areas deriving the bulk of their income from the sanctuaries of migrant labourers. (See, eg. HEMO Economic Review for the respective territories)

(2) 1970 Census Report No. 020508.

(3) Farm Labour in South Africa - Ed. Francis Wilson, Alide Kooij & Della Hentle, Phillips, 1977.

Tiersdorp is a small Free State town serving a farming community of some 7 000 people, of whom about 1 000 are white and 6 000 black, mainly Tswana and Sotho speaking.

1. HEALTH STATUS AND NEEDS

The crude death rate for whites in the magisterial district of which Tiersdorp is a part is 9.6 per thousand, slightly lower than the average for South African whites when the age structure is taken into account (28% of the population are over 50).

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Teachers expect big pay rises

Pretoria Bureau

SHORTAGES of qualified staff in two vital areas — teaching and nursing — will become even more acute unless big salary increases are provided for in the budget on March 26.

This is the view of teaching and nursing authorities.

Teachers' expectations are particularly high after under-takings given last year by the Prime Minister, Mr P W Botha.

After a "crisis" meeting with the Prime Minister last year, a Federal Council of Teachers' Associations delegation came away satisfied that the teachers pay backlog would be fully compensated for in April.

Teachers missed out on the pay rises given to all other public sector workers in April, 1979.

The Prime Minister told the delegation that the Government intended dealing with teachers separately from the rest of the public service.

The secretary of the Transvaal Teachers' Association, Mr Jack Ballard, confirmed yesterday that teachers expected big increases.

"We do expect solid rises after the assurances given by the Prime Minister."

Without this, Mr Ballard stressed, the teacher shortage, especially of men teachers, would become even more critical.

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The Government had the funds to make the necessary pay concessions, Mr Moss stressed.

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All 12 had come from families with at least a curriculum vitae. As this represented a 'backlog', it cannot be taken as representative of the spectrum of disease a doctor would normally see — still less of the disease pattern — but it gives some indication of prevalent complaints.

Some information on the prevalence of TB is available from the work of SANFA volunteers. Twenty-seven new cases of TB were notified between March and December, 1976. Thus, about 4.5 per thousand of the black population were found to be suffering from TB, excluding any cases already found by other means. Of the 2 826 preschool and school children who were given the heat test, 68 were significant reactors (grade 3 + 4), a rate of 5.16%. (Other Free State districts had rates varying from 2.0% to 26.4%. The infection in these children is likely to manifest itself as clinically evident TB in later life if not treated.

(4) Name altered to conceal the identities of individuals.

(5) Department of Statistics' Report on Deaths 1968-71 No. 070303.

IX DISEASES OF THE DIGESTIVE SYSTEM

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	0.17	0.08	0.10	0.21	0.78	0.29	0.49	0.48
1-4	0.01	0.01	0.00	0.00	0.07	0.10	0.05	0.05
5-24	0.02	0.01	0.03	0.01	0.04	0.03	0.05	0.05
25-44	0.11	0.09	0.39	0.10	0.41	0.19	0.23	0.22
45-64	0.92	0.42	1.60	0.72	1.31	0.67	0.80	0.68
65+	1.80	1.16	1.61	2.44	1.91	0.75	1.44	0.91
ALL	0.31	0.21	0.33	0.16	0.33	0.17	0.25	0.20
NO.	653	430	116	56	370	201	533	329

XIV CEREAL ANIMALS

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	1.57	0.76	0.60	1.03	1.24	0.79	0.89	0.74
1-4	0.05	0.04	0.05	0.05	0.05	0.02	0.04	0.05
5-24	0.01	0.00	0.01	0.01	0.01	0.02	0.00	0.00
25-44	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.00
45-64	0.01	0.00	0.00	0.00	0.00	0.00	0.00	0.00
65+	0.02	0.01	0.00	0.00	0.00	0.03	0.00	0.00
ALL	0.04	0.02	0.03	0.04	0.04	0.03	0.03	0.00
NO.	87	43	9	14	50	33	54	47

X

DISEASES OF THE GENITO-URINARY SYSTEM

<p>Teachers wait for pay</p> <p>Own Correspondent</p> <p>Transvaal teachers who have not yet been paid for marking matric exam papers last year will get their money at the end of this month.</p> <p>This assurance was given in Pretoria today by the Transvaal Education Department after several teachers complained they were still awaiting payment for marking the papers in December.</p>									
	C		B			C		B	
	M	F	M	F		M	F	M	F
0-1	1.25	0.10	0.04	0.06					
1-4	0.12	0.14	0.02	0.04					
5-24	0.02	0.04	0.03	0.02					
25-44	0.17	0.13	0.06	0.08					
45-64	0.36	0.36	0.34	0.25					
65+	0.57	1.10	0.73	0.56					
ALL	0.13	0.15	0.10	0.08					
NO.	276	303	203	130					

XV

CERTAIN CAUSES OF PERINATAL MORBIDITY AND MORTALITY

	W		A		C		B	
	M	F	M	F	M	F	M	F
0-1	12.46	9.07	16.92	11.55	29.22	24.78	23.16	22.23
1-4	0.02	0.02	0.02	0.02	0.02	0.04	0.04	0.00
5-24	-	-	-	-	-	-	-	-
25-44	-	-	-	-	-	-	-	-
45-64	-	-	-	-	-	-	-	-
65+	-	-	-	-	-	-	-	-
ALL	0.25	0.17	0.48	0.32	0.83	0.67	0.55	0.67
NO.	519	359	170	113	942	785	1143	1075

Alarm at state of coloured schools

By Moegaen Williams

THERE is a mounting outcry about conditions at coloured schools on the Cape Flats.

rioters almost four years ago during the unrest of 1976.

Five damage

At Mountview High School in Hanover Park and Acacia Primary School in Parkwood, the administration blocks were wrecked by fires over the past two years.

No repairs have been made and principals at both schools are using partly-destroyed offices surrounded by debris.

At several schools an unbroken window pane is an oddity.

Classroom windows are boarded up with cardboard or planking to keep out the rain, wind and burglars.

A teacher at Acacia Primary School said: 'I teach here under protest. If it wasn't for my love of children I would have walked out long ago.'

No light

Both schools have no electricity and in a number of classrooms the ceilings have been torn out.

'All my classroom windows are boarded-up and on an overcast day, with

reason for student dissatisfaction was the policy of separate development and the resulting shortage of funds.

'The main delay in bringing about repairs at schools is caused by red tape. I regret that the Administration has not done repairs as fast as it should have done,' he said.

The Commissioner of Coloured Affairs, Mr A. P. de V. Kempen, said 'all attempts' were being made to get damaged schools repaired but there was a limit to the amount of money that could be spent.

Backlog

'Most of the repairs must be done by the Department of Public Works which is working with a huge backlog.

'But as soon as repairs are completed vandals step in and wreck the schools again,' he said.

Mr Kempen said the Administration was investigating the possibility of hiring a security firm to protect schools against vandalism.

This week academics, politicians, teachers and parents accused the authorities of 'inexplicable negligence' and called on the Government to act immediately to defuse a 'potentially explosive situation.'

In Hanover Park, where student unrest is most evident, there has been a boycott of classes at one school, mass meetings and a move to form a representative student body for the area.

Grievances

The main grievances of students, cited at a meeting last week are:

- ① Lack of school books,
- ② Employment of unqualified teachers,
- ③ High cost of 'free schooling',
- ④ Deplorable physical condition of the schools.

An Argus reporter who visited several schools this week found that many of them resembled 'bombed sites'. Much of the damage was caused by vandals and rioters almost four years

ago. 'No lights, I teach my pupils in the dark,' a teacher at Acacia Primary said.

The woodwork teacher at one of the schools said he had not taught practical woodwork since 1978 when all the equipment was stolen.

A 'method' had been worked out to enable pupils to pass the woodwork subject, he said.

Only promises

Mr Franklin Sonn, president of the Cape Teachers' Professional Association, said his association had made 'consistent and angry' representations to the Administration of Coloured Affairs to improve conditions at schools.

'But all we were given were promises and the authorities will blame only themselves to blame if things turn out badly.'

Hendrickse

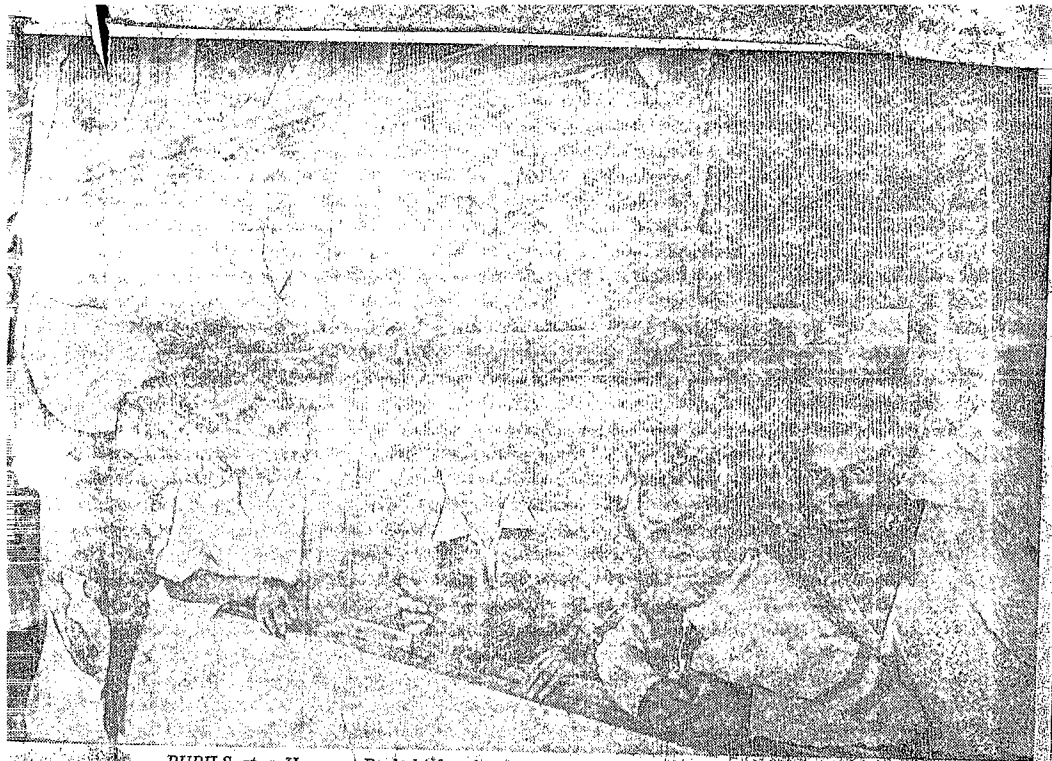
The Rev Alan Hendrickse, the CRC executive member for education, said the underlying reason for student dis-

Argus

27/3/80

51 52

321



PUPILS at a Hanover Park high school peer through empty window frames.

Teachers' ³²¹ pay rise: circular ^{Star 2/4/80} next week

Own Correspondent

CAPE TOWN — A circular regarding salary increases for teachers will be drafted in Durban next week for distribution to education authorities and schools as soon as possible.

This was said today by Dr P S Meyer, Director of Education, when he addressed the 75th congress of the Suid Afrikaanse Onderwysersunie in Cape Town.

Dr Meyer told the congress the new salary scales were known to his department but he did not have the right to give this information to congress.

But next Wednesday in Durban the Public Service Commission would meet the interdepartmental advisory committee regarding educational services — on which the SAOU is represented — to draft a circular containing the new scales.

He asked congress to understand that the department did not want to distribute a circular that could be interpreted in different ways.

When teachers received this information, Dr Meyer said, they should see it as a change in three respects: the actual increases, the reduction in personal taxation and the so-called service bonuses.

He believed the congress would accept before the end of this week's proceedings a motion expressing thanks at this stage and in anticipation to the central authorities, "in whose hands our destiny is in this situation."

The secretary of the SAOU, Mr A P J Botha, told congress the danger existed that the public had drawn the conclusion that teachers could expect "astronomical increases."

Mr Botha said many rumours had, on the other hand, been circulated in the past few days that the increases would not be as favourable as hoped.

Teachers expected a realistic increase that would at least compensate for the backlog built up in relation to salaries of other public servants, he said.

Teachers' union a C.T. 9/1/80 (321) 'historic attitude'

Staff Reporter

THE newly-formed non-racial teachers' union displayed a historic new attitude among teachers of all race groups to the solution of their problems, according to its vice-president.

This view of the Joint Council of Teachers' Associations of South Africa (Joctasa) -- was voiced yesterday by Mr F A Sonn, director of the Peninsula College of Advanced Technical Education.

Joctasa's major objective, according to a press statement yesterday, is to take united action towards a free and open educational system in a non-racial South Africa.

Among its immediate aims are combatting discriminatory measures in education and improving the status of women teachers.

Joctasa has been formed by the Union of Teachers' Associa-

tions of South Africa (Utasa) and the African Teachers' Association of South Africa (Atasa).

Utasa is non-racial and consists of teachers' associations falling under the Department of Coloured Affairs. The two organizations, with a combined membership of 60 000, formed the new council after a meeting at the Easter weekend.

"It is the culmination of three years of negotiation with Atasa and we now have a strong feeling of brotherhood with them. It displays a new attitude to solving teachers' problems.

"The fact that mainly black and coloured teachers have initiated the move is incidental. Our organization is non-racial and has a completely open constitution. We have some white lecturers who are our members because they identify with our aims," he said.

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Teacher associations form joint council

CAPE TOWN — At a joint meeting held at Jan Smuts airport during the Easter weekend the Union of Teachers' Association and the African Teachers' Association formed a joint council called the Joint Council of Teachers' Associations of South Africa. Mr F. A. Sonn, vice-president of the new association, announced here yesterday.

Mr Sonn said the major objectives and policy of the joint council would be to take united action towards a free and open

educational system in a non-racial society in South Africa.

Mr Sonn said the immediate aims of the council were to hold a joint conference in East London in January 1981; to combat all discriminatory measures in education; to work towards the improvement of the status of women in the teaching profession; and to plan the establishment of joint subject committees at regional level.

Teacher union problem

321
D.S. 194/72

CAPE TOWN — It would be useless for the newly-formed non-racial teachers' union, the Joint Council of Teachers' Associations of South Africa (Joctasa), to become affiliated to the South African Teachers' Association (Sata) or the Suid-Afrikaanse Onderwysersunie (Saou) because they fell under different authorities, a spokesman for Saou said yesterday.

Mr P. A. Visser, assistant secretary of Saou, was reacting to the formation of Joctosa last weekend.

The council has been formed by the Union of Teachers' Associations of

South Africa (Utasa), consisting of teachers' associations falling under the Department of Coloured Affairs, and the African Teachers' Association of South Africa (Atasa).

Mr Visser said he had heard nothing about the new council. He said the black and Coloured associations were not represented on the federal council that represented white unions.

"It would be useless for them to be affiliated because white teachers fall under the provincial administrations and Coloured and black teachers fall under various government

departments".

He said the associations would lose their channel of communication with the departments if they were represented on the federal council.

Mr Roger Cope, secretary of Sata, yesterday refused to comment on the formation of Joctasa. He would not say whether there was any contact between Sata and the two associations.

Joctasa's aim is to see a free and open educational system in a non-racial South Africa. The council will combat discriminatory measures and work for the improvement of the status of women teachers. — DDC.

As general background to the course read:

- Peterson H.: The Wizard who Oversimplified.
 Stigler G.J.: The Intellectual and the Market Place (Free Press)
 Friedman M.: The Methodology of Positive Economics
 (Reprinted in Breit & Hochman) Chap. 2.

JOH 1
 1963

Lecture 1 Introduction - the background to microeconomics

"So in all human affairs one notices, if we examine them closely, that it is impossible to remove one inconvenience without another emerging"

Machiavelli: The Prince

Readings:

Class I: AAU (Introduction by Culyer)
 Class II: N&M Chap. 2, JOH (pp 1-7)

Lecture 2

Exchange and Bargaining power.

Class I: R.A. Radford: "The Economic Organisation of a P.O.W. Camp"
 Economica (1945), 189-201

AAU Chap. 4 (esp. Appendix)

Class II: BIL Chap. 4 HIR (pp 164-170) BAI. Chap 2.

Lecture 3

Demand theory - derivation of the demand curve.

Class I: R&P Chap. 2 HIR (pp 77-103)

Staff Reporter

It would be pointless for the newly-formed non-racial teachers' union, Joctasa, to become affiliated to the South African Teachers' Association (SATA) or the Suid-Afrikaanse Onderwysersunie (SAOU) because they fell under different authorities, a spokesman for SAOU said yesterday.

Mr P A C Visser, assistant secretary of SAOU, was reacting to the formation of the Joint Council of Teacher's Associations of South Africa (Joctasa) last weekend.

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nothing about the new council. He said the black and coloured associations were not represented on the federal council that represented the white associations.

"It would be useless for them to be affiliated because the white teachers fall under the provincial administrations and the coloured and black teachers fall under various government departments," he said.

He said the associations would lose their channel of communication with the departments if they were represented on the federal council.

Mr Roger Cope, secretary of SATA, yesterday declined to comment on the formation of Joctasa. He would not say whether there was any contact between SATA and the two associations.

'Pointless' for new union to affiliate

Class I: AAE8 or
 Class II: Buchan

Lecture 6
 production and

Class II: BIL 6,

Distrib

Class I: BAI 4,

Lecture 5
 production theor

Class II: R&P I,

Class I: HIR 3,

A technical anal

Lecture 4

Baltaz

prenti

Class II: Baumol

Class I: R&P Chap. 2

HIR (pp 77-103)

Class I: R&P Chap. 2

HIR (pp 77-103)

Class I: R&P Chap. 2

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Class I: R&P Chap. 2

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Class I: R&P Chap. 2

HIR (pp 77-103)

Class I: R&P Chap. 2

HIR (pp 77-103)

Teachers set tax offices a problem

3 2 1
200

RDM 11/4/80

Staff Reporter

ONE of the major problems for Inland Revenue offices in the countdown to the deadline for submitting income tax returns next month will again be the flood of extension applications from teachers in the Transvaal Education Department.

Teachers, who receive their tax certificates late, have to make individual applications for extensions beyond the May 13 deadline.

"But we can't complain — they've got their problems and

we've got ours," a spokesman for the Johannesburg revenue office said yesterday.

Revenue offices throughout the country opened special after-hours offices this week to assist the bewildered and confused — or more commonly those who wish to know what deductions they are entitled to — in filling out their tax returns.

Mr F C Booyens of the Johannesburg office warned the thousands of people who had changed their addresses since last year to get in touch with

the revenue office so they could be issued with their returns.

"We will impose penalties on those who come in late without applying for extensions," he said, "and if you've been late before, then the fine can be up to R1 000."

Other revenue offices will be a bit more lenient. Mr W Pienaar of the Roodepoort revenue office said late submissions would be tolerated up to a certain point past the deadline.

"We don't normally penalise late people, but I urge everyone to submit their forms as soon

as possible and apply for extensions if they cannot," he said.

The following local offices will be open from 4.30pm to 6.30pm for advice in the evenings: Johannesburg, Roodepoort, Randfontein, Krugersdorp, Springs and Vereeniging. The Germiston office will be open from 4.15pm to 6.15pm and the Pretoria office from 3.45pm to 6.15pm.

All offices except Vereeniging — which closes the service on May 14 — will offer the after-hours aid to the public until the end of May.

Teachers' increases finalized

By STEPHEN WROTTESLEY

TEACHERS' salary increases — a controversial issue which prompted 1500 teachers to stage a meeting in Johannesburg last month — have been finalised.

The increases, which could be as much as 16 percent, go before the Federal Council of Teachers' Associations today and, if agreement is reached, teachers will be told of their new pay packets next week.

The Minister of National Education, Mr Punt Janson, disclosed yesterday that the salary increases had been finalised. He would not release the new salary scales but confirmed that various heads of departments had been notified and that the Federal Council would discuss the amounts today. Notification would be sent to teachers on Monday or Tuesday, he said.

A spokesman for the Federal Council said the new scales were one of the items on the agenda for today's quarterly meeting which is to be held in East London.

Teachers said they were depressed at the delay in the implementation of their increases, and lecturers at the Cape Technikon were told in a memorandum that they would have to wait longer. Lecturers at the Technikon were paid yesterday at old salary levels, in spite of the fact that the increases were due to take effect from April 1.

The envisaged 16 percent increase is a rough estimate calculated by the Cape Times from figures released during Senator Owen Horwood's Budget speech.

posed to maximise joint productivity of any

clability

ways, told to "maximize public welfare and benefit." (The agency might be a nonprofit corporation for hospitals, colleges, or the post office.) How is "maximize public welfare" interpreted? In our example, maximize the number on board? Or maximize the catch on the boat? Or the social total? Maximizing the catch on board would, as we have seen, result in marginal products on board that are less than on shore, thereby reducing the social total—a social waste.

The ambiguous goal "maximum public benefit and welfare" is sturdy and widespread, because its ambiguity permits the authorities wide latitude of interpretation and hence of measuring performance. It is commonly mandated for government authorities who control access to the television and radio electromagnetic spectrum, air space for airplanes, postal service, highways, national and state parks and beaches, airports, harbors, schools; it is even applied to federal forests, offshore oil, and federal land. Zoning commissions that control the use of land (such as how congested it can be) are similarly instructed to maximize public usefulness. But hardly any government authority is instructed to maximize public welfare, or the water, electricity, gas, or bus company. All are instructed to "serve the public," or "break even"—with consequences that are now more explainable.

boat (which is the same as total rent since we assume the boat is costless to operate). He changes a fee of 2.8 fish per person for the right to be on board. With an average catch of 6.8 out of which each pays 2.8 and keeps four, only five persons will want to be on board. Now the 14-fish rent (social gain) goes to the government and is distributed however the government sees fit. It would appear that the only difference between this and the private-property control system is in who gets the 14-fish gain. The private owners, seeking personal profits, also achieved the maximum social output.

However, if our government agent takes life easier and doesn't charge the right fee, what will he lose? The loss is imposed on the public as a whole. But who in the public or government has an incentive as strong as a private owner to detect opportunism or shirking of prescribed duty? In contrast to the private owner, a political authority suffers less loss of potential personal wealth in being less attentive to nonownable gains. And if there is uncertainty about the potential catch on board, he would permit extra people on board if that made him more popular and enhanced his hold on political office. Or to make his personal life easier, the authority might allow too few on board because that permits shorter working hours for him (like closing on holidays and earlier in the afternoon) and not operating the boats fully as would maximize profits. Soon we shall see how far this goes.

Pay hike! teachers despondent

32

EAST LONDON — The

Chairman of the Federal Council of Teachers' Associations, Mr. Neil Paterson, said tonight about teachers' salary increases last night.

But local teachers interviewed at random during a function in honour of the council last night appeared to have little confidence that the increases would meet their expectations.

Mr Paterson said in an interview the government had made details of increases available to the council for the purpose of the full council meeting here today.

He declined to divulge any details of the new salary scales, but confirmed that the matter would be discussed at the

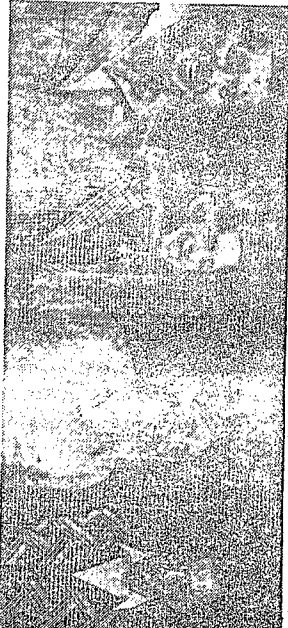
meeting.

"I doubt if we will make a statement after the meeting though because we won't have enough time to discuss the increases in full."

"As salary scales are a very complicated issue we won't have time enough to formulate an educated comment on it," said Mr Paterson.

Details of salary rises would be released to teachers through the "normal channels." The Department of Education was expected to inform school principals on the increases during the coming week, he said.

The council will only speak to teachers once the teachers are informed about the rises. Mr Paterson said he was asked what the council's plan of



At a function in honour of the Federal Council of Teachers' Associations last night were the local president of the South Africa Teachers' Association, Mr Tony Brian Gilbert, the general secretary of the SATA, Mr Roger Coepe, the chairman of the FCTA, Mr Neil Paterson, and the president of the SATA, Mr Brian Gilbert.

action would be if the new salary scales did not satisfy teachers.

Addressing teachers later, Mr Paterson said although he had the new salary scales on the first page of his notes, "I wouldn't like to spoil your evening."

Meanwhile, the general consensus among teachers interviewed at the function was that the increases would be disappointing.

The principal of Willow Park Laerskool, Mr Wassel Vermeulen, said he was concerned the increases would amount to an effective rise of

between 5 and 8.5 per cent.

"What does the government want to do? Does it want to de-stabilise the teaching profession?" he asked.

Teacher Ray Brooks said he had no doubt the increases would not be above five per cent. "Last time we got 2.5 and now we got five — it will be the same this time," he said.

Although teachers seemed geared for a shock, it appeared they would not take drastic action if disappointed.

"I think it will serve no purpose to resort to ex-

trême action like leaving the profession — the government is now aware of our feelings and there will be no strike, not now, in the future," said Danie Olivier, of Laerskool Greens said.

Mr J Steenkamp, of President Primary School, said by reading between the lines he expected a big shock.

"The teachers are in a difficult mood and if we get a smaller increase than for example the 1974-75, there will be a definite strong representation to the government," he said. — DDB

Increases disclosed this week

TEACHERS will learn this week how much more they will receive in their pay packets.

The Director of Education in the Cape, Dr P S Meyer, confirmed yesterday that schools, colleges, school boards and principals would be notified this week of the increases.

It is believed that South Africa's 52,000 teachers may receive as much as 16 percent, but Dr Meyer could not confirm this.

The Federal Council of Teachers' Associations met in East London for its quarterly meeting at the weekend and discussed the new salary scales.

under a variety of risk-bearing, insuring arrangements. Labor seems to make risk sharing arrangements with the employer, probably because of the higher costs (less security) for an em-

Every resource used in the firm is available under a variety of risk-bearing, insuring arrangements. Labor seems to make risk sharing arrangements with the employer, probably because of the higher costs (less security) for an em-

silent recessions.

played") when the firm reduces output in trans-

term loans are paid off ("laid-off" or "unem-

are the long-term borrowing rates. These short-

sensitive to short-term business conditions than

months' duration at interest rates that are more

short-term loans, usually bank loans, of a few

the rate on new loans is lower. The firm also uses

to employ the funds even during recessions when

stant over a long period and the firm continues

for investments in plant and equipment. The

tracts. Firms hire (that is, borrow) capital funds

terms, though usually with more explicit con-

initial capital, are hired on a similar variety of

Other resources employed by the firm, even the

in other features of the more secure job.

that equality of pay is not offset by disadvantages

will create an excessive demand for those jobs if

paid less, as in the post office. But recent legisla-

tion requiring pay equal to that of private firms

Initially government jobs with greater security

greater security of employment for lower wages.

investments rather than from customer sales give

which respectively derive incomes from taxes or

Government and some nonprofit enterprises

not like to another.

curity by transferring employees from one prod-

various products can give more employment se-

of offsetting fluctuations in the demand for its

larger variety of products with higher probability

in providing such assurance. A firm that makes a

A relatively stable business will have less risk

less of the firm's fortunes. They agree to more as-

sured employment at an assured (but slightly

lower than otherwise) return. The employer then

bears more of the risks of the future transient fluctua-

tions in the net value of the products, net of

the relatively constant, assured costs of those in-

puts. The employer maintains the wages and em-

ployment by using fluctuation-smoothing buffer

inventories of goods and borrowed funds. When

demand for products of the firm fall temporarily

(the owner hopes), he retains those employees—

at various, probably less-useful tasks. And during

transiently high demand, the employees with

these arrangements have tacitly agreed on their

part not to leave the firm for transiently higher

wages that might be available elsewhere.

There is an understanding that despite the

usual transient shocks, misfortunes, and events,

each would stay with the other, with the employer

bearing the risks of those fluctuations and assur-

ing a relatively steady income to these "tenured,"

higher-security employees over the longer in-

terval. During short recessions, the firm would not

so quickly lay off those employees and would

maintain their wages. Other unemployed people

of course, like to get those maintained

jobs during that transient recession. But the em-

ployer would not hire them, even at lower wages,

to displace his "tenured" employees. We there-

fore observe many employers retaining workers

at wages higher than those asked by other people

seeking those jobs during transient decreases in

demand for the firm's product. He honors his

tacit agreement with his "tenured," senior em-

ployees. Otherwise, he would increase his long-

run costs of getting employees

normal conditions, because e

so willingly work for contract

Teachers ^{Argus} reject 2/14/80 ⁽³²¹⁾ proposed pay rises

(Argus) Correspondent

PRETORIA. — New teacher salary scales, expected to be announced today, have been rejected as 'inadequate' by a spokesman for 40 000 teachers.

The proposed increases would not satisfy members of the teaching profession, would not boost the recruitment of new teachers, nor would they help to retain staff, a spokesman for the Federal Council of Teachers' Associations, said in Pretoria today.

The council, which represents all recognised English- and Afrikaans-speaking teachers, studied details of the new scales at the weekend.

OPPOSITION

The spokesman said that having seen the new scales, the council rejected the inadequate increases for teachers and was arranging a Press conference in Pretoria on Thursday to give more details of its opposition.

It is understood ordinary teachers will get only about 13 percent increases.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said in the city today he had heard the new scales would not satisfy teachers, in general terms.

He expressed fears that specially qualified teachers in crucial areas such as mathematics, science and certain languages who have been waiting to hear how much more money they will get would now leave the profession.

'NO BETTER'

'At 13 percent, the increases do not even cover the effect of the general inflation rate, let alone correct the teachers' salary imbalance,' he said.

Teachers would be in no better a position than they were at the same time last year, said Mr Mundell.

Teachers No to pay scales

EAST LONDON — The new salary structure for teachers is unacceptable to the Federal Council of Teachers' Associations.

And teachers here believe that the "unacceptable" new scales may mean salary increases as low as between five and 8.5 per cent.

The Federal Council said in a statement issued yesterday it found the new salary structure unacceptable and gave three reasons for its finding.

These were the need for recruiting enough suitable candidates to be trained as teachers, the fact that suitably trained candidates and acting education personnel must be kept in the profession, and the importance of a positively inclined and motivated teachers' corps.

In view of this, the Federal Council had con-

vened a press conference in Pretoria on Thursday where the council's viewpoint would be fully explained and motivated, the statement said.

The Federal Council, which represents white teachers' associations in South Africa and South West Africa and is the only body allowed to make representations on behalf of teachers to the government, met here on Saturday.

The council then had insight into the new salary scales made available by the Minister of National Education on a confidential basis.

Circulars containing full details of the increases were posted to educational institutions throughout the country yesterday, but local teachers were still in the dark about the new deal last night. — DDR

23/4/80
Don't
agitate
for pay
warning

THE ASSEMBLY — The government would not be pressured into pay increases by agitators, Senator Owen Horwood, Minister of Finance, said yesterday.

Commenting on the disgruntled reaction of teachers to the recent new salaries he said that it would be a sad day if the teaching profession allowed itself to be turned into a "militant trade union" by a "small group of militants".

Replying to the second reading of the budget, Senator Horwood said that he hoped people would realise that the country was facing various issues and priorities and that "in fact, it is not an exaggeration to say that we are dealing today with some issues which affect our very survival".

The amount of space newspapers had devoted to the salary increases before the budget had been "unprecedented" and some of the comments had been "sensational seeking".

The impression seemed to have been created that the government had yielded to sustained pressure. This was erroneous.

Agitation had played no part in the matter.

"The government will continue to take pay decisions soberly and objectively and will not allow itself to be swayed by agitation," he said.

The government had shown its concern for the public service over the years and it was unfortunate that some teachers had arranged a big protest meeting on the eve of the budget to put pressure on the government.

A striking feature of the dissatisfaction was that people seemed to be more upset with what other people were receiving. — P.S.

'Inequality, not agitation is real reason for protest'

By PATRICK LAURENCE

INEQUALITY is the underlying cause of the coloured student protest and not the activities of agitators, the Transvaal Association of Teachers has said.

"It is our considered opinion that the name of the real agitator is written large and clear over the whole South African scene — and that agitator is the system of massive inequity in the whole socio-economic, political and educational spectrum of South African society."

Calling for a radical restructuring of the educational system, the statement urged the authorities not to launch any witch-hunts or to undertake punitive measures.

It pleaded: "Instead, set the hearts of these, our children, at ease by doing what is morally just and necessary."

The latest figures quoted in Parliament show that per capita expenditure on coloured children in 1978-79 was just

over 30% of that spent on white children — R225 against R724.

The ratio represents a deterioration in the position for the previous statistical year of 1977-78, when per capita expenditure on coloured children was 33.5% of that on white children — R185 against R551.

Figures for the previous statistical year of 1976-77 worked out that the per capita expenditure on coloured students was 24% of that on white children — R157 against R654.

There appears to be an anomaly in the 1977-78 figure quoted for whites by the Minister of Statistics, in that it is appreciably less than the figure for the previous statistical year of 1976-77.

But the broad pattern is clear. There is a substantial gap between per capita expenditure on coloured and white students, with spending on coloured students reflecting their intermediate status between

whites and blacks in the racial hierarchy.

Dr Frans Auerbach, author of the study "Discrimination in Education" and an authority on education in South Africa, said last night: "No doubt the gap is closing, but it is not closing fast enough."

In his publication Dr Auerbach found that between 1960 and 1975 per capita expenditure on coloured students dropped from 41% to 22% of the money spent per head on white students. The gap appears to be slowly closing again.

Student-pupil ratios point to coloured students being disadvantaged compared to their white peers. Last year the ratio for coloured students was 29.6 students per teacher against a ratio of 19.6-to-1 for whites. Figures for 1978 were 29.2-to-1 for coloureds and 19.7-to-1 for whites.

Figures quoted in Parliament show that the number of col-

oured students affected by the double-session system is decreasing. The double session in coloured schools involves two classes and two teachers sharing a single classroom.

In 1979 66 917 students and 1 943 teachers were affected against 79 762 students and 2 399 teachers in 1978. Dr Auerbach said of the system: "Studies show that teaching time is lost through it."

Coloured teachers are less qualified than their white counterparts and not as well paid. More than 60% of coloured teachers are not matriculated, having obtained a teaching diploma on a junior certificate.

In his study Dr Auerbach concluded that South Africa's racially segregated school system "perhaps lent weight to the carefully considered 1954 pronouncement of the United States Supreme Court that 'separate educational facilities are inherently unequal'."

DD 24/4/80

Teachers warn of resignations

(32)

CAPE TOWN — The president of the South African Teachers Association (SATA), Mr C. B. Gilbert, has warned that many teachers would leave the profession because they found the salary increases just announced totally inadequate.

Mr Gilbert said his organisation, representing white teachers in the Cape, had "enough information" that many teachers would resign as the increases fell far short of expectations.

He felt that percentage increases as announced, although correct, were misleading.

He pointed out that a number of teachers were receiving an increase of only six per cent.

Asked what he thought a fair increase would have been, Mr Gilbert said teachers had expected an improvement amounting to a real average of over 20 per cent.

From figures which have come to hand, it has been calculated that the average increase at "post level 1" — which embraces the majority of teachers — is 13.4 per cent for men and 12.7 per cent for women. — DDC

Pay scales, page 10
Editorial opinion, page 22

Minister's pledge on new pay scales

Parity in salaries for top teachers

THE Minister of Education and Training, Dr Ferdie Hartzenberg, said he had established 'beyond any doubt' that the new salary scales for teachers brought about salary parity between white and black teachers in the top ranks and narrowed the existing gap in all the other ranks.

'As announced previously, the new salary scales for teachers are being distributed to all schools as confidential information,' he said in a Press statement.

'As a result of speculation in the media, the following general information is made public.

'The Government has committed itself to narrowing the wage gap as and when new salary scales are announced.

NARROWED

'I have established beyond any doubt that the new salary scales bring about salary parity in the top ranks and that the existing gap is narrowed in the case of all other ranks.

'It is thus clear that the Government fulfilled its promise, within the limitations of available funds.'

Dr Hartzenberg said a new common key scale had been instituted for all population groups.

'The direct result of this is improved salary scales for teachers and a notch-for-notch adaptation from the former scale to the new scale.

'The latter principle has advantages for serving teachers because effective recognition is given to years of service.'

SOURCES

According to other sources the amount allocated for improvements in teachers' salary scales is higher than that asked for by the Federal Council of Teachers.

The improvements in salaries should be seen as a package deal including an extra month's salary and the actual increases in monthly salaries announced in the Budget, it is learnt.

In September last year the teaching profession requested an increase of R107-million.

On September 24 1979, after an interview with the Prime Minister, Mr P W Botha, the Federal Council announced that

part of the salary improvement package would consist of a service bonus equal to one month's salary.

R122-m

The total improvement, including that announced by the Minister of Finance, Senator Owen Horwood, amounted to R122-million instead of the R107-million originally requested.

At the request of the profession the biggest improvements were made to the salaries of educationists other than departmental heads or principals, namely, teachers.

While the profession had requested an improvement of 19.1 percent in the salaries of ordinary teachers, who comprise 84 percent of the profession, the actual improvement amounts to 26.4 percent.

REAL MONEY

In terms of real money the increases for the profession as a whole amount to 19.5 percent.

Teachers' salaries have been increased by 26.4 percent, those of departmental heads of primary schools by 15.8 percent, departmental heads of high schools by 18.1 percent, principals of smaller primary schools

18.1 percent, principals of larger primary schools 16.9 percent and principals of large high schools 18.7 percent.

According to available information the vacancy situation for white teachers is at present 0.9 percent for the whole country.

A shortage is most prevalent among science, mathematics and biology teachers on the Witwatersrand.

SOLUTION

Sources say the solution would appear to lie in differential service conditions for such teachers, but this is unacceptable to the teaching profession as a whole.

The present structure was determined by the teaching profession itself. It is a flat structure which allows little room for career progress, they say.

It has been pointed out that departments and recognised personnel associations annually get an opportunity prior to April 30 to suggest and ask for improvements.

It is not possible to resolve points of contention immediately. It is a longterm process, according to sources. — Sapa.

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Boraine warns of teaching crisis

CAPE TOWN — The government did not realise a crisis was developing within the teaching profession and was allowing the status of the profession to decline, Dr Alex Boraine, the official opposition spokesman on education, said yesterday.

In a statement issued here he said the majority of teachers were getting increases of about 13.4 per cent in the case of men and 12.7 per cent in the case of women.

"This is the first scale adjustment since January, 1978, and should be compared with an increase of more than 30 per cent in the cost of living over the same period.

"The government does not seem to acknowledge the crucial role played by our teachers in the educational system.

"The teaching profession has every right to be disappointed by the salary increases announced this week.

"In 1976, the then Minister of National Education, Dr Piet Koornhof, intimated that as part of a 'new deal,' the teaching profession was to be singled out for special consideration with respect to salaries and other conditions of service. That this has not happened is a cause of grave and justified dissatisfaction among teachers.

"The government has allowed the status of the teaching profession to

decline, with the result that men are playing a smaller and smaller role in the schools.

"There is also cause for concern about the fact that with very few exceptions the gap between the salaries of men and women teachers has increased — even in the case of women who are the sole breadwinners in families.

"I appeal to the government to recognise the gravity of the situation and immediately to set about implementing the pledges made to the teaching profession in 1976," Dr Boraine said.

The Minister of Education and Training, Dr F. Hartzenberg, said yesterday the latest increases have brought parity between the pay of black and white teachers in the top brackets and narrowed the gap in the lower brackets.

He said the department still regarded salary scales as confidential information.

A new common salary key had been introduced for all population groups, he said.

Its direct result would be improved salary scales for teachers within a notch-for-notch adaptation from the previous scales to the new scales.

The principle would be of direct benefit to serving teachers because of the acknowledgement of years of service, he said.

— SAPA-PS.

ON

DOMESTIC PRODUCTION

Crisis in

Argus 25/4/80
teaching

(32)
profession

- Borraine

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CRUCIAL ROLE

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DECLINE

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case of women who are the sole breadwinners in families.

'I appeal to the Government to recognise the gravity of the situation and immediately to set about implementing the pledges made to the teaching profession in 1976,' Dr Borraine said. — Sapa

Facts on teacher shortage

Argus 24/4/60 (321)
975

Argus Correspondent
JOHANNESBURG. — In an attempt to disclose the seriousness of the crisis in education the Federal Council of Teachers presented a set of facts and figures concerning teacher shortages, resignations and salaries to a Press conference in Pretoria.

The need for a better deal in the teaching profession was so great that the Federal Council had, at certain levels, already considered converting itself to a fully fledged trade union with stronger negotiating powers and control over its membership.

The only reason it had not converted to a trade union was because of the more professional nature of teachers.

VACANT POSTS

Some of the facts that emerged from the conference were:

On April 16 this year there were 270 vacant posts in Transvaal high schools alone and that at

some time during each school day 50 000 pupils sat idle because there was no teacher to teach them.

Twenty-four subjects were involved in the vacancies.

NOT QUALIFIED

At the same time there were more than 500 high school teachers in the Transvaal who were teaching subjects for which they were not properly qualified.

This affected at least 100 000 children.

During the past three years enrolment figures in the Faculty of Education at the University of the Witwatersrand had dropped from 1 000 to 400.

During 1978, 1 598 teachers (190 men and 1 408 women) resigned from the Transvaal Education Department. Last year 2 137 teachers (390 men and 1 747 women) resigned.

In the Transvaal alone there was a shortage of more than 200 maths teachers and about 300 English teachers.

Deadlock over Argus 26/4/80 teachers' (321) salary talks

Political Staff

THE teachers' salary dispute with the Government reached a deadlock today as the Minister of National Education, Mr. Punt Janson, flew to Johannesburg for discussions with his officials.

The crisis situation follows the 11th-hour cancellation of the meeting the Minister would have had at Jan Smuts Airport today with the executive of the Teachers' Federal Council.

The meeting was called off yesterday by the chairman of the Federal Council, Mr. N. M. Peterson, after an ultimatum to Mr. Janson that he should repudiate figures about teachers' salaries which had been released to the Press.

The Government-sourced figures showed that teachers had received a R122-million increase instead of the R107-million they asked for last year.

The Federal Council felt its integrity and credibility had been affected in view of its own statement to the Press that the salary increase did not come near the amount that had been asked for.

Mr. Janson has been quoted as saying that as far as he could ascertain the document containing the figures had not come from his department, and he was not prepared to adhere to the demand that he should make a statement about the document.

Mr. Janson was interviewed at Jan Smuts Airport today where he held a brief talk with officials of his department.

'I have no knowledge of the contents of the documents leaked this week and I don't know where it came from,' he said.

PRETORIA — The Federal Council of Teachers' Associations yesterday called off a crucial meeting with the Minister of National Education, Mr. Punt Janson, until the Minister denies a "misleading" Afrikaans press report on teachers' earnings.

The meeting was due to take place yesterday at Jan Smuts Airport.

The incident has further strained already brittle relationships between the organised teaching profession and the government.

The report claimed that ordinary teachers had received salary increases of 26.4 per cent against a claim by the council of 19.1 per cent rises.

The report, which the paper claimed came from government sources, stated that the rises had cost the government R15 million more than was asked for by the teachers.

The council has rejected the increases as unacceptable. Some are as low as six per cent.

The chairman of the council, Mr. Neil Paterson, said yesterday: "We are waiting for a denial from

Teachers call off meeting with Janson

the Minister that we asked for less than we in fact got — as the report alleges — until then negotiations are out."

Mr Paterson said the council was reluctant to continue the acrimonious debate in public.

However, the report was provocative, and the Minister's comments on it were a matter of extreme urgency.

Mr Paterson said there had been a number of reports on the extent of increases, mostly wildly inaccurate, and these had served only to cloud and confuse the issue.

He stressed: "The council's expectations arose from firm government assurances which have not been fulfilled."

The council was assured by the government that

the pay backlog would be made up, that there would be increases comparable with those granted public servants, and in addition teachers would get special treatment, he said.

"It is clear this has not happened."

Referring to a statement by the special adviser to the Minister of Finance, Dr. Gerhard de Kock, that the increases were adequate, Mr. Paterson said: "These and other inaccurate assessments are downright mischievous if not deliberate."

Mr De Kock is reported to have stated that under the old scales teachers' effective increases would have been 17.5 per cent, but that the introduction of the new scales had increased them to 21.5 per cent.

The Transvaalse Onderwysvereniging agreed yesterday at a management committee meeting with the council that the new salary scales for teachers were unacceptable.

The executive condemned the so-called anonymous official source which had claimed in the Afrikaans press report that teachers got more than they asked for in salary increases.

The report gave the impression that the council during a press conference here this week had given faulty information to the press, the executive said.

Because of this, and because of the strong pressure from members, the management committee decided to recommend to the executive committee at a meeting next week that a special general meeting of the organisation be called as soon as possible.

Also on the agenda for the special meeting would be consideration of a proposal that the organisation, as far as service conditions were concerned, should convert to a trade union. — DDC.

IN THE middle of the uproar this week over the salaries of white teachers, the East Rand Administration Board advertised for a "senior administrative officer", offering a salary of R11 160 a year rising to R14 400.

The qualifications for the job were Standard 10 plus eight years of working experience. In other words, it was open to any 26-year-old who didn't have quite the wit or the drive to make it into a teachers' training college.

In contrast, a teacher with three years' post-matric training is to receive under the new scales a paltry R5 500 rising to R8 550. That is at the bottom end of the scale; even at the top, very few educationists — and then mainly those with long periods of training behind them, can hope ever to match the Erab official's top salary.

This casts a new light on the question why, in a country where the Government last year spent in excess of R10 000-million, teachers, policemen, nurses, postal technicians and other essential workers must live in genteel penury.

As the salary scales show, the prime purpose of the Government is to impose apartheid; to fulfil that purpose it will pay, and pay handsomely.

The education of the nation, being a secondary purpose, commands less attention and less money.

This is truly hard on teachers who have never shared the Government's zeal for apartheid. But low salaries are fitting recompense for those white teachers — especially the Broederbonders clustered so thickly in the profession — who have argued for a generation that it was better to be "poor and white than rich and mixed".

They now have their reward and they should not complain. Indeed, it was in response to demands such as theirs that the Government created the immense bureaucratic structures that crush the taxpayer.

The Minister of Statistics recently told Parliament that half a million whites — a third of the white work force — were employed by the Government, the provinces, the municipalities, and quasi-government undertakings.

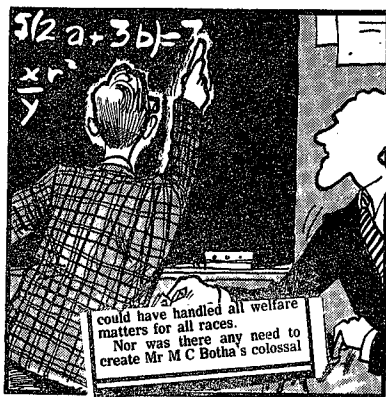
□ □ □

Don't underestimate the cost. The Department of Co-operation, to revert to that handy example, budgeted last year for an expenditure of more than R650-million.

That, to make a vivid if silly point of it, was enough money to raise the salary of every teacher in the Transvaal by R200 000 a year and have enough left over to satisfy the modest hopes of both the police and the nurses.

Officials will argue that much of this money would in any event have had to be spent, on pensions and welfare for example, even if there were not such thing as apartheid. That is true; but there was no need to create a new bureaucracy to pay the pensions of blacks; a single welfare department

Why there's no money for teachers



The apartheid bureaucrats have it all ...



"government within a government", as the Department of Bantu Affairs/Plural Relations/Cooperation and Development has been known, to try to stem the tide of black people coming to the cities in search of productive, wealth-producing, tax-generating jobs. Nevertheless it was done, and the cost was crippling.

More administrative costs for this department last year came to R15-million. Salaries for officials took another R40-million. "Repatriation" and "residential control" took another million or more, and "regulation of labour" swallowed R14-million.

Consolidation of black areas took R43-million, "settlement of population" in the homelands took R43-million, and

1 000 of them were paid salaries ranging from R9 400 up to R15 999 a year, not counting perks like housing subsidies.

The irony of it is that almost any teacher who switched from educating children to "controlling the establishment of control boards" would, being better educated (and hungrier?), quickly rise to the top ranks of the Department of Cooperation where he could lord it over all those Standard-10s-plus. And at a better salary than he is getting now.

That is the first point to be made: teachers who support apartheid can't complain about their salaries; and those who want more money must face the need to get rid of apartheid — they can't have both.

□ □ □

This leads to a second point: The moral case of the white teachers is seriously flawed by salary discrimination against blacks. If white teachers have a case for higher pay, then the claim of black teachers of equal qualifications and experience is overwhelming and must be satisfied first.

Nor is it simply a matter of equitable treatment for teachers.

Black children are already the victims of the very conditions which, according to white teachers, will come about if their salaries are not raised: a shortage of teachers so acute that universal education is impossible, classes of 50 pupils to a teacher, partially qualified, or hopelessly unqualified teachers, a lack of specialist teaching, and so forth.

Events elsewhere in the schools this week suggested that unless this moral imperative is honestly confronted, the country's limited resources are more likely to be devoted to police and military needs than to education.

□ □ □

Finally, protesting teachers need to take care they do not demolish the wrong target. They are making an expedient point of concentrating on their salary increases and of ignoring the additional income which they will derive from tax reductions.

In fact, Senator Horwood does stand to increase his income by tax reductions that by raising salaries for at least two reasons. First, lower tax rates bring additional advantages year by year, and these advantages increase as teachers progress up the salary scales.

Secondly, it pays to cut out the Government "middle-man" who collects your taxes with one hand and returns them with the other.

Far better to keep your money in your pocket. After all, experience has shown that once the Government has its hands on your cash, it is less likely to spend it on teachers than on old Standard-10-plus who controls the establishment of control boards.

"employment creation and income generation" (would you believe!) cost R56-million.

Behind the meaningless phrases stands an army of paper-pushers whose task in life, it seems to me, is to oppress and harass the black population and thereby to foster revolution. The Government, in its Estimates, defines their tasks differently:

- "To regulate the supply of black labour in the white areas and to regulate the presence of blacks in white areas.

- "Control over the recruiting of labour.

- "Furnishing employers and employees with information on employment opportunities.

- "Control over the establishment of labour control boards (sic).

- "Control over the provision and standard of housing, control over unclaimed monies, control over working conditions of farm workers ... etc, etc, etc."

More than 4 000 officials were engaged last year in these mysterious endeavours, and

Janson: Leaked Figures Wrong

Political Staff

The Minister of National Education, Mr. Janson, said today that the figures leaked about the extent of teachers' pay rises.

In the latest development in the row between the Government and teachers, Mr. Janson virtually put himself in the camp of the teachers by describing some official figures as incorrect and unfair.

He said: "The teachers' objection to the figure of £107-million which they are said to have asked for, has not been understood. At no stage did they bring up this figure."

But I am not in a position to agree with or to dispute the percentage increases in the figures. These are only documents being evaluated by me and the department."

The Government figures — leaked to the Press — claimed much higher percentage increases for teachers than those worked out by the Federal Council of Teachers' Associations.

They caused anxiety among teachers to call off Mr. Janson on Saturday. It has not been established who leaked the unsecured figures in the document handed to the Press by a government official.

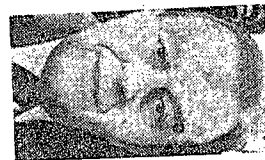
Mr. Janson said today the figures were definitely not from his department, and his efforts to find out where they came from had been unsuccessful. "Nobody," he said, "has been asked to accept responsibility for these figures." He said, "The matter may be raised by the Opposition in the debate on the Prime Minister's vote, by today."

The official who handed the figures said today he had just been a messenger and did not know who drew them up.

There has been speculation that the figures may have been drawn up by either the Prime Minister's Department or the Treasury, but both have denied responsibility.

Mr. Janson agreed today with the chairman of the Federal Council of Teachers' Associations, Mr. N. M. Paterson, that teachers had not asked for a specific amount in negotiations for increases.

The Government figures claimed they had asked for £107-million and had



Mr Janson

HONESTY

"The Federal Council's dealing with the Minister and his department has been characterised by honesty and straight dealing and we will be pleased to resume negotiations with him immediately," he said.

Mr. Paterson said the Federal Council deplored the fact that such untrue information should have come from a Government source.

Teachers

(Continued from Page 1)

received £122-million, which included a 13th month bonus cheque.

The federal council's position was that they had been left out of last year's 10 percent increase to public servants and that this should be put right.

"Once this had been settled they wanted increases this year which bore relation to those agreed on for the public service," the Minister said.

Mr. Janson said it was unlikely, though not impossible, that further adjustments for teachers could come before next year's Budget in response to the present row.

The Prime Minister and Minister of Finance had insisted that fragmentary increases in the public sector led to the very problems of competing sections now being experienced.

Representations for increases in the next budget should start now.

Mr. Janson said he was to see the four provincial administrators on May 12 about teachers' pay, and other education problems.

The appointment of a commission of inquiry into the problems was still on the cards.

"Six weeks ago the Cabinet discussed the question of a commission and I asked them to wait for the reaction of the federal council to the increases announced in the Budget."

"I was instructed to speak to the administrators and come back to Cabinet on the question of the advisability of appointing a commission on the basis of the teachers' reaction and the administrators' position."

Commenting on the cancellation of Saturday's talks with teachers, Mr. Janson said: "The meeting was called off but negotiations have not been broken off."

● Mr. N. M. Paterson, chairman of the Federal Council, said the statement that in the recent salary increases teachers had received more money than they had asked for was given great publicity and showed up the Federal Council in a most unfortunate light.

"We therefore welcome the Minister's repudiation of this so-called fact. His action is what we expected of him."

Teachers' deadlock with Janson continues

do 281 4/20 (321)

PRETORIA — The deadlock between the Federal Council of Teachers' Associations and the Minister of National Education, Mr Punt Janson, continues.

The vice-president of the council, Professor H. O.M. Marée, said last night until the Minister officially denied salary statistics in an Afrikaans press report last Friday morning, the council was not prepared to continue negotiations.

And last night the Minister refused to issue an official statement denying the report.

The report claimed the council got more than it had asked for in teachers' salary increases. The report said R107 million was asked for and the amount allocated was R122 million.

Because of the report and the lack of a denial, the council called off a meeting with Mr Janson scheduled for Saturday.

Last night the Minister said he saw no need for an official denial and did not intend to make one.

The figures published did not come from his department. He stressed

he could not react to every press report with an official statement.

"I want to continue working with the Federal Council and I am prepared to do so, but there is no call for an official statement to deny a report that did not come from my department."

The Minister said, however, that the Federal Council had not asked him, or his department, for any specific amount. The report which claimed they asked for R107 million was, therefore, wrong. — DDC.

Teachers: 'Not just hotheads agitating'

Education Reporter

THE Government should realise it is not a few hotheads and militants who are agitating about salaries but that discontent runs deep throughout the profession, says a circular sent to all members of the South African Teachers' Association (SATA).

The circular, put out by the general secretary of SATA, Mr Roger Cope, calls on SATA branches throughout the province to hold meetings on the salary issue on Wednesday.

It appeals to teachers to turn out 'en masse' at the meetings, as the Government must realise the whole profession finds the salary scales unacceptable, not just a few 'hotheads and discontents.'

COMMISSION

Further, by turning out in large numbers teachers would be able to indicate their support for the appointment of a presidential commission of inquiry.

The circular says SATA's general committee wishes to be advised by these meetings what members' feelings are on possible action now and in the long-term, but emphasises that it is not 'fishing for a mandate to call the SATA to any extreme action.'

The circular concludes with a warning that a sense of calm and 'perspective' responsibility should be maintained at the meetings because verbal excesses, if reported, could be damaging to the profession and to the SATA.

80 29/4/80 (32)

Pay document criticised

THE ASSEMBLY — An unsourced document released to the press last week giving figures representing pay increases for teachers came under severe criticism during the Prime Minister's Vote yesterday.

The Leader of the New Republic Party, Mr Vause Raw, said the distribution of the document and the subsequent denials by various government ministries of any knowledge of where it originated was "a blatant manipulation of the media".

The document, distributed by a government official last week, claimed that teachers had received

R122 million in pay increases while they had actually asked for only R107 million. In distributing the document the official stressed that it could not be linked to a specific source.

The Minister of National Education, Mr Janson, had subsequently denied knowledge of the document and said he could not verify the accuracy of the figures given in the document.

Mr Raw said that since the release of the document, which he said had been "splashed by the television service," the Ministries of Information, National Education and Finance had denied knowledge of its origins.

"The so called official document was splashed by the television service on the eve of the meeting between Mr Janson and the Federal Council of Teachers' Associations.

"As the other ministries did not know of it I must ask the Prime Minister where the document came from. Does he or his department know anything about it? Are the contents of the document true or not?" — PS.

Janson ends teacher clash

CAPE TOWN — The deadlock between the government and the Federal Council of Teachers' Associations on the salaries of teachers has been averted.

The executive of the council, Mr. Neil Paterson, Prof. H. O. Maree and Mr. Koos Steyn had talks with the Minister of National Education, Mr. Punt Janson, here which both parties said, had restored the trust between them.

The initiative for the meeting came from the Federal Council and Mr. Paterson said they were satisfied Mr. Janson was not responsible for the document from a "government source" in which it was claimed teachers had received more than they had asked for in their latest salary increases.

This document led to the cancellation of the planned talks between the Minister and the Council on Saturday.

Mr. Paterson said the talks of last night were open and friendly and there were no problems. He said it was difficult to say whether progress had been made on the basic issue of teachers salaries, but progress had been made in the sense that trust had been restored.

Mr. Paterson said his council had expressed hope that the government would take steps to prevent further "secret documents" be issued.

He said a commission of inquiry into the teaching profession had been discussed and that the whole matter had been referred to the government which would take a decision on the desirability of such a commission.

In the meantime the Council remained "cautiously optimistic" on this issue, he said.

After the meeting, the vice-chairman of the ECTA, Prof. Maree, announced that a national conference of people concerned with white education is to be held next month. — SAPA.

Funny figures mystery Argus 321 20/4/80

THE Federal Council of Teachers' Associations is quite right to pursue the matter of the 'funny figures' document which purported to show that teachers were getting bigger pay rises than they had asked for.

The figures — now repudiated by the Minister of National Education, Mr Punt Janson — were given to the Press by a Government official who was merely a messenger in the affair. Now the Federal Council wants the Prime Minister to establish who actually drew them up.

The Prime Minister should act without delay for this strange business leaves an unpleasant taste and reflects on the credibility and efficiency of the Government. State documents do not materialise out of thin air; people compile them. Who are they?

It may be that the compilers simply misunderstood the figures. Or is it another of those attempts to manipulate public opinion — like the Info scandal and the more recent Pretorius initiative at Defence Headquarters?

300 teachers support
extra-mural boycott

EAST LONDON — A meeting of about 300 teachers came out in strong support of a boycott of extra-mural school activities to resolve the present salary crisis here last night.

The meeting of the East London branch of the South African Teachers' Association passed a motion calling on the General Committee of SATA to adopt a militant stand and formulate a plan of action.

If salary negotiations with the government got "bogged down" this plan of action could be implemented immediately by the General Committee without further meetings of teachers' associations, the motion read.

The motion also stated that the meeting supported the principle of a boycott of extra-mural activities by teachers with immediate effect.

SATA branches throughout the Cape held

discussion meetings on the salary issue last night and the president of the local branch, Mr Tony Britton, said after the meeting here he expected the General Committee, which is the executive body of the association, would call an emergency meeting to consider motions passed by its various branches.

It emerged clearly from the meeting here last night that teachers are deeply dissatisfied with the salary increases granted by the government.

Mr Britton said teachers felt strongly about the general impression created in recent times that teachers were "earning a tremendous salary for a five-hour job".

Last night's meeting passed another motion in which teachers expressed their support for the Federal Council of Teachers' Associations in its salary negotiations and

for its request to the Prime Minister to appoint a Presidential Commission to investigate the state of education in the country.

A further motion passed demanded that:

The Minister of Education acquaint himself fully with conditions of service for teachers and the prevailing situation in education;

The representatives of the Federal Council be given sufficient time on television to correct the mistaken impressions regarding teachers' salaries which have been passed to the public;

The Federal Council sustain pressure on the government, and if necessary, recommend to the teachers a bold course of action, until such time as significant changes have been effected and not merely promised, and that

Progress of the

negotiations be made known to teachers privately and as frequently as possible.

The motion also expressed dismay and disapproval of certain "unprofessional" statements made by the Minister of Finance, and said pressure for parity of salary between men and women teachers would continue.

Teachers resolved that this motion was vital in the light of the widespread disappointment with salary adjustments and the apparent lack of sympathy from government circles.

The unprofessional way in which teachers learnt of the adjustments via the press and the misleading statements made by the news, media, particularly television, regarding the actual salary increases further necessitated the motion, teachers said. — DDK

B 11980 (321)

Teacher pay row: probe call

CAPE TOWN — The Federal Council of Teachers' Association is to ask the Prime Minister, Mr. P. W. Botha, to reveal the source of a "government" document which claimed that while teachers had received more than 10 per cent in the new salary scales, according to the council chairman, Mr. Neil Paterson.

He said the document had revolved the teaching profession, and the Federal Council had "strongly expressed its distaste" about the issue during talks with Mr. Punt Janson, Minister of Education, on Tuesday night.

He believed Mr. Janson was as much hurt and put as the teaching profession as the minister had reiterated that neither he

nor his department had been responsible for the controversial document, and had repudiated the facts and figures given in it. Because of this repudiation the teachers had regained confidence in their government, Mr. Paterson said.

Mr. Janson confirmed that he was "happy that confidence had been restored."

However, the conciliatory tone following Tuesday night's talks has not stopped the Federal Council from continuing to demand a letter to Mr. Janson — for transmission to the Prime Minister — requesting an investigation into the origins of the offending document and for action to be taken.

"Till the root of this problem has been uncovered, we will always have a problem," Mr. Paterson said.

Meanwhile, Mr. Janson was taking active steps to see what could be done to redress grievances in the teaching profession.

On May 12, the Minister plans to have talks with administrators of the various national conferences to be arranged by the Department of National Education, to thrash out the problems of white education.

Against this background, Mr. Paterson warned that "we don't want talk anymore — we want action. He could not give the names of individual members of the teaching profession would be patient pending further

negotiations about salaries and not resign soon because feelings were running high.

Rumblings about forming teachers' trade unions were symptoms of the complete unrest among members of the profession and the Transvaal Onderwysersvereniging, had in fact included the trade union issue on its agenda for a special meeting on Tuesday night, Mr. Paterson said.

Meanwhile, the secretary of the SA Teachers' Association, Mr. Roger Cope, has confirmed that all 15 branches of his organisation, representing 100 teachers in the Cape, would meet to be fully informed about the salary dispute.

— SAPA.

MR JANSON... happy.



DD 115/80

Pay document came from press secretary (321)

THE ASSEMBLY — The Prime Minister, Mr P. W. Botha, conceded yesterday that a controversial document on teachers' salaries had been distributed by his press secretary but said it had not been drawn up or released by his department.

Mr Botha announced he had asked the Public Service Commission to check the correctness of the figures it contained. He would then contact the Federal Council of Teachers again.

He was replying during the debate on his department's budget allocation to questions about the document's origins and accuracy.

The matter was raised after the Federal Council of Teachers, disputing the claim that teachers had

been given a greater increase than they had demanded, called off a meeting with the Minister of National Education, Mr Janson.

Mr Janson has since repudiated the figures in the document and the teachers have demanded to know which department drew them up.

Mr Botha was replying to questions by the leader of the NRP, Mr Vause Raw, about the documents origins and accuracy.

Mr Raw directed his enquiry to Mr Botha, as head of the government, after saying other government departments denied knowledge of the document.

After Mr Botha's statement, Mr Raw asked if it was not correct that the document had come from the Prime Minister's department and was released by his press secretary.

Mr Botha replied that his department had not

released the document. His press secretary could, however, distribute anything made available to him.

He appealed to parliamentarians not to go for his press secretary, who was at the service of the press.

"That document was not drawn up in the Prime Minister's office," he said.

Replying to a question from Dr Alex Boraine (PFP Pinelands) Mr Botha said the real dispute was about the contents of the document and not who had issued it.

"I have asked the public service commission to determine the truth behind that document and, if the truth is of such a nature that I can live with it, I will accept responsibility for it," he stated. — PS.

PM shuts lid on teachers' ^{do 11/5/80} pay hopes ⁽⁵²¹⁾

THE ASSEMBLY — Any hope of further teacher salary increases this year has been firmly ruled out by the Prime Minister, Mr Botha.

However, this did not rule out representations for next year, he said yesterday.

Mr Botha's stand has been criticised by the opposition's chief spokesman on education, Dr Alex Boraine, who said it was extremely disappointing.

"It is tragic that the Prime Minister has seen fit to intervene before the negotiations between the Minister of National Education and the teachers' representatives are complete," he said.

Speaking during the debate on his department, Mr Botha said he had made certain undertakings to the teaching profession last year and they had all been met.

He said, however, it was

unfair to see the recent increases in isolation and they should be considered together with other things, such as personal tax cuts, a month's salary bonus, new scales and differentiations.

"The effect of some of these matters has not yet been felt," said Mr Botha.

The government regarded the teaching profession as of the greatest importance but the profession would not be served by exaggerated debate.

It had to be considered that teachers' salaries could not be handled on a fragmented basis.

Salary increases could only be made in the economic limits of the country and he hoped that the campaign on teachers' pay would now end, Mr Botha said.

Later, Dr Boraine said in a statement that teachers who had been shabbily treated over the years "will rightly be upset and frustrated at this decision."

Recent statements by the Minister on National Education had held out some hope of further relief but the Prime Minister had now "slammed the door in the face of the despair and disappointment of the teaching profession."

Mr Botha's attitude and his "unsatisfactory" statements about a controversial document on salaries stressed the need for a commission of inquiry into the profession.

— PS.

Border teachers back probe call

EAST LONDON — Border teachers have rallied round a call for an urgent investigation into the state of education in South Africa.

At the same time, they have rejected the salary increases announced recently and are said to be angry at the circumstances surrounding the pay question.

Branches of the South African Teacher's Association held meetings in five Border centres this week following a request from their Federal Council, and drew up a number of motions.

The East London, King William's Town, Queenstown, Cathcart and Stutterheim branches were united in their call for a presidential investigation into the educational standards for all races.

All the branches rejected the latest salary an-

nouncements and the Stutterheim teachers said the government should realise it was "not only the hotheads and militants" who were agitated about their salaries.

In Cape Town disappointed Coloured nurses have threatened a mass resignation over the low increases they received on Thursday when new salary scales came into effect.

The South African Nursing Association (SANA) had promised Coloured and black nurses a "closing of the gap" between their salaries and those of their white colleagues, but this had not materialised in the new pay scales, nurses said here yesterday.

Since pay-day on Wednesday black nurses at three Cape Town provincial hospitals have held meetings demanding "equal pay for equal work."

DDR.SAPA.



PM to meet
teachers ^{DD} ⁵⁷ ²⁵⁷
over boycott

The Commissioner of Police, General M. C. Geldenhuys, was asked yesterday whether the police would enforce the

They said the source which issued the statement was not a representative of the organisations. — SAPA-DDC.

2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

	Internal	External
(1)	(2)	(3)
4a)	7	
Examiners' Initials		

WARNING

- No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

School crisis: Botha steps in

CAPE TOWN — The Prime Minister, Mr P. W. Botha, conceded yesterday that Coloureds had justifiable grievances in education and pledged to eliminate them.

He also indicated he may soon call for an in-depth investigation into education as a whole in South Africa.

Speaking at a press conference after urgent talks with the Union of Teachers Associations of South Africa, Mr Botha also pledged the government to the goal of equal education for all population groups.

However, Mr Botha said the boycott "must end now" and stressed that "no government can allow a country and its pupils to be harmed by boycotts".

The boycott must end because the government could not tolerate any further waste of state and taxpayers' money.

If the boycott went ahead and teachers did not want to do their work, the resultant waste of money could not be tolerated by the government.

He intimated that if the boycott did not end, the schools would be closed.

Asked if he did not believe that placing all education in South Africa under the umbrella of one Department of Education would be beneficial to everyone, Mr Botha said he did not believe this would be beneficial to all pupils.

education and I have pointed out to the federal council of the SATA that even as far as salaries are concerned we can no longer fragment education. It has to be approached as a whole."

Mr Botha said there had been areas of "consensus" reached with the Utasa delegation, which had been led by Mr Franklin Sonn, but frankly admitted there were matters "on which we disagreed".

The Secretary for Coloured Relations, Mr J. H. T. Mills, said there were a number of grievances which could be remedied immediately.

There were complaints regarding uniforms, school funds and school boards, but those were questions which could be decided on directly with principals and parents.

Immediate attention could be given to the problem of school books and in fact the Treasury had been requested to appropriate a further R1,6-million to put right distribution and financing.

Meanwhile, the boycott continued in the East Cape, Western Cape and Johannesburg yesterday, but in Natal a committee representing 5 000 pupils and students decided to call off their boycott at

Elizabeth, Uitenhage and Grahamstown ended their boycott yesterday.

Principal of Mary Waters High School in Grahamstown, Mr M. Parson, said he was "most relieved".

Pupils at the Nathaniel Nyaluru Secondary School in Grahamstown were still boycotting classes, the principal Mr N. Ngwanqweni, said yesterday.

Meanwhile, the former East Cape member of the Coloured Representative Council, Mr Dody Nash, has urged parents to find out what the grievances of their children are.

He said he had done a private mini-survey and was surprised parents said they did not know what was happening in the schools.

"I urge the parents of school-going children to acquaint themselves with the grievances of the pupils and to decide for themselves whether the pupils have legitimate grievances."

As a parent with a son at university, he had investigated the grievances thoroughly.

"And I have found they are definite real grievances and I want to commend the pupils for the way in which they have highlighted their grievances." — DDR

Forty teachers defy ultimatum

EAST LONDON — Forty teachers at the John Bisseker Senior Secondary School here defied an ultimatum yesterday to go back to their classes and teach — or face dismissal.

The Department of Coloured Administration have now given the teachers until today to decide.

The teachers called an urgent meeting of the school committee last night to explain their stand and a spokesman for the committee, Mr Peter Mopp, said the committee stood by the pupils and teachers and condemned the attempt "to use the teachers as boycott busters."

The ultimatum from the chief inspector in the East Cape, Mr J. Crafford, was delivered by the circuit inspector, Mr H. Swinny.

Mr Swinny was not available for comment last night and Mr Crafford's office said all comment had to come from the Director of Coloured Education in Cape Town, Mr H. Arendse.

But Mr Arendse refused to comment and referred inquiries to the Secretary for Coloured Education, Mr J. H. Mills, who was not available for comment.

Outlining the events that led to the ultimatum, Mr Mopp said Mr Swinny met the teachers yesterday morning and gave them instructions to return to their classes and to teach — even if only one pupil was present.

After the meeting the teachers met to discuss the instruction and refused to return and came out in support of the pupils.

They met Mr Swinny later again with the student representative council, who told Mr Swinny they were not willing to call off the boycott until there was tangible evidence their grievances would be attended to.

In a joint statement with the teachers last night, Mr Mopp said the committee resented the manner of the ultimatum and were adamant they stood squarely behind the pupils.

"The teachers are also united in their stand and warned that any victimisation of individuals would lead to a mass walk-out."

"It must be realised it is virtually impossible to teach under the present conditions and the Prime Minister has said there are real grievances, the statement said. — DDR

"But I have an open mind on the matter. I am a layman in the field of education and it is something that I would allow a commission of inquiry, if I decide to appoint it, to explore.

"Personally, I think it would be to the detriment of the Coloured people because then they will not receive the same specialised attention they are receiving at present."

This is the first time a senior Nationalist politician has publicly conceded that a single Department of Education for all race groups may be considered.

The Prime Minister formally stated that the government accepted a programme to attain the goal of equality in education for all population groups "as soon as possible within South Africa's economic means".

"My government and I are prepared to accept a programme whereby the goal of equality in education for all population groups can be attained as soon as possible within South Africa's economic means.

"But I cannot take ad hoc decisions regarding

midnight last night.

The boycott spread in East London to the Std 6 classes attached to the St John's Road Primary School.

Pupils were dismissed early after some Std 6s refused to go back into the classes.

The principal, Mr D. R. Meinie, was not available for comment.

The matter was discussed at the John Bisseker School committee meeting last night.

At the East London High School, the boycott also continued.

In Port Elizabeth, the principal of the Dower Training College, Mr E. Fisher, said he had not received any departmental directive to expel boycotting students, but had been told to expect such a letter.

"I told the department our students had returned to classes of their own accord. They held their meetings last week and started to return on Thursday and Friday. I'm glad they came back on their own. I don't believe in coercion."

Senior secondary and high school pupils in Port

DA 7/5/80

Teachers ask PM to clear up row

(321)

PRETORIA — The executive of the Federal Council of Teachers' Associations has called on the Prime Minister to clear up the controversy over the release of a faulty "official" document on teachers' salaries "irrespective of who might get hurt in the process".

If this were not done relations between the teacher corps and the government would continue to deteriorate.

After an all-day meeting here the executive said because of great pressure to get full clarity on the issue the executive had told the Prime Minister in a letter that it had drawn the following conclusions:

- That the Prime Minister knew of the origin of the "official" source and would be willing to accept responsibility.

- That he would allow himself to be guided by the Commission for Administration whether or not to make known the identity of those involved and the source.

- That the Prime Minister believed the dispute over the document was related to the content, and not so much to who released it.

The executive said the release of information about the salary scales had caused unprecedented dissatisfaction among teachers throughout the country.

It was unquestionably

so that if the issue was not satisfactorily handled relations between the government and teachers would be difficult to normalise.

The executive regarded it as a duty to tell the Prime Minister it was of cardinal importance to the profession to know who was responsible for the document, and who checked its correctness.

The executive said it was disturbed that the Minister of Finance had failed to respond to a telegram in which he was asked for greater clarity on his reference to a "small group of militants who were inciting teachers."

This had also caused great dissatisfaction and the executive believed the minister owed teachers an explanation. — DDC

Bouncing brick

LONDON — A vandal who lobbed a brick at a council office plastic window was hit by the brick when it bounced back. The youth's mother thought of suing Nottingham city council but finally abandoned the idea. — DDC

Viljoen details coloureds' deal

WINDHOEK. — The Elected Coloured Council in South West Africa would be accorded legislative powers as soon as the constitution for a second tier coloured authority was completed.

This was announced yesterday by SWA's Administrator-General, Dr. Gerrit Viljoen. It would mean the existing coloured council committee (Raadskomitee) would become the executive authority of the new body which will be known as the Coloured Legislative Assembly. Until now, it has only served as an advisory body.

Dr Viljoen emphasised this was only an interim measure until elections were held for the

various ethnic representative second tier governments in the territory. Elections are scheduled to be held later this year.

As soon as the new constitution for a coloured second tier authority was completed, a proclamation would be issued converting the body into fully fledged legislative and executive institutions (instellings), Dr Viljoen said.

The official terms of office of several second tier authorities in the territory had already elapsed, he said.

The term of office of the Elected Coloured Council lapsed on March 6 this year. — Sapa.

Transvaal teachers want Afrikaner backing for non-racial association

574K K/L 180 (321)

By Sheryl Raine
A group of teachers who hope to form a non-racial teachers' association and council will approach the Transvaal Teachers' Union to persuade it to support their plan to drum up their support.

Mr. D. Lowry, chairman of an organising committee in the Transvaal said the union presented a very representative teachers' association and later, a non-racial

teachers' council, was presently confined to one province. It was hoped that the initiative would spread to other provinces and result in national representation for teachers of all races.

"We have received encouragement from the Transvaal Teachers' Association, certain Indian teaching bodies and some black and coloured associations," said Mr. Lowry. "Even if the TO does not accept an invitation to join the non-racial body, we believe valuable co-sultation between teachers of different races and language groups could result."

He said his committee expected some resistance from certain black and coloured teachers to the idea of a blanket teachers' association because of a widespread policy of non-co-operation with whites. "I am confident, however,

that there is sufficient support to make the association viable," he said. "The organising committee intend to bring pressure to bear on the attention to the education

crisis with a view to equal education opportunities for all children. It also wanted to open the "whites-only" S.A. Teachers' Council to all races.

12/05/80
Talks on
teachers' ^{ARGUS}
problems
(S21)

Argus Correspondent

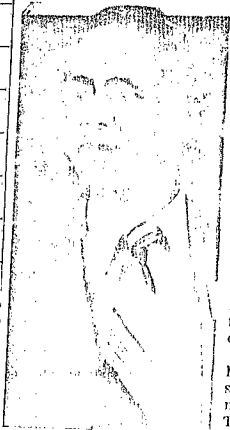
JOHANNESBURG. — The whole range of teachers' problems is to be discussed today by the Minister of National Education and the Administrators of the four provinces.

Teachers' salaries would 'naturally' be included in the topics to be discussed, the Minister, Mr Punt Janson, said before the meeting at Jan Smuts airport today.

Other aspects to be discussed included:

- ① The training of English-speaking teachers.
- ② The role of female teachers.
- ③ The ratio of male and female teachers.
- ④ Norms for promotion.
- ⑤ Ways of enabling teachers to undertake part-time study.
- ⑥ The shortage of teachers in fields such as mathematics.

'White teachers will still earn more'



Mr. Gerhard Engelbrecht

By JOE THOLOLOE

WHITE teachers in black schools will still earn much more than black teachers after the increases that are expected at the end of the month.

At March 1979, there were 950 white teachers in black schools in the country. This figure excludes the Transkei and BophuthaTswana.

In the Johannesburg circuit only, there were 114 white teachers, 35 of them without teaching qualifications.

According to Mr. Gerhard Engelbrecht, the liaison officer of the Department of Education and Training, the white teachers are paid what they would earn if they were

teaching at white schools. Before 1979 black teachers, on the average, earned 57 percent of what white teachers with the same qualifications and the same length of service would earn.

In 1979 black teachers were earning 67 percent of what the white teachers were earning.

In a statement at the end of April, the Minister of Education and Training Mr. F. Hantzenberg, announced that black senior teachers now earn the same salaries as their white counterparts.

"I have established conclusively that in the new salary scales parity has been achieved in the most

Q10 P332

Teacher salaries

* From Page 1

senior ranks and that in the remaining ranks the existing gap has been further reduced."

Equities this week revealed that parity has been reached in the salaries of circuit inspectors and more senior personnel. All teachers below the rank of circuit inspector are still earning less than whites.

At the end of March 1979 there were 71 848 black teachers in South Africa. This figure again excludes BophuthaTswana and the Transkei.

Mr. Engelbrecht said the white teachers in the areas outside the black "states" did not get any inconvenience allowances.

The 35 unqualified teachers in the Johannesburg circuit are: one with a JC; 11 with technical certificates; 10 with matric; and 13 with degrees.

The 78 qualified teachers are: two with JC; six with technical certificates; 34 with matric with primary teachers' certificates; one with matriculation with secondary teachers' certificate; four with incomplete degrees; and 31 with degrees.

20/05/80 AR 945

Sata says 'no' to walk-out

Education Reporter

THE South African Teachers' Association (Sata), which represents about 3 000 English-speaking teachers in the Cape, has decided against a proposed walkout on extra-mural activities.

The walk-out was contemplated as a protest against the new salary scales for teachers.

In a bulletin circulated to all members, Sata's president, Mr C B Gilbert, said although the standing committee acknowledged that there was powerful support among members for this type of action, it was convinced such a course would not be in the best interests of the profession.

No other association was prepared to support an extra-murals boycott, and there was no doubt that such a step by Sata would antagonise many.

In view of the calls upon coloured and Indian pupils to end their boycott and return to classes, it would be exceptionally unwise for white teachers to walk out on extra-mural activities.

ESCALATE
This could easily escalate any unrest and political tension in the country, Mr Gilbert said.

Other reasons given by Mr Gilbert for not supporting the boycott were:

- It was the Federal Council's belief that events were running strongly in favour of the profession at the moment.
- There were positive indications that a Presidential commission of inquiry would be appointed.
- The profession currently had the support of the Press and influential people such as various directors of education and the Minister of Education himself.
- It was quite possible, with events delicately poised as they were, that an extra-mural boycott by Sata could tip the scales against the teaching profession.

Teachers' association 'has racist policies'

STAR 20/5/80

321

By Sheryl Raine

The Transvaal Teachers' Association came under fire this week because of its predominantly white membership and so-called 'racist' policies.

At a heated meeting at the Johannesburg College of Education Mr Peter Mundell, president of the TTA, was called upon by members from the floor

to explain the predominantly white membership of his association.

The meeting was organised by a group of white educationists which, in consultation with other race groups, has launched an initiative to form a non-racial teachers' association and teachers' council.

Although the meeting

was open to teachers and educationists of all races only about 60 whites attended.

Mr D Lowry, chairman of an organising committee which is planning a mass meeting at the Johannesburg City Hall on June 11, said the meeting was mainly intended to inform whites of the need

for a non-racial association.

Although the Transvaalse Onderwysersvereniging and black, coloured and Indian teachers' associations had been approached and had expressed interest in the project, no representatives from these associations were present at the meeting.

Support for those who sue

By Sheryl Raine

The Transvaal Teachers' Association would help any member who took legal action against the Transvaal Education Department for late payment of salaries, says the association's general secretary.

Addressing a branch meeting of the TTA in Kensington yesterday, Mr Jack Ballard said some teachers were still being paid late.

"The TTA would back any member who took legal action against the TED for late payment of his salary. We would seek legal advice on the mem-

bers' behalf and support the member as best we could," he said.

Mr Ballard was replying to a member from the floor who pointed out that in private enterprise workers were entitled to take legal action against their employers if they failed to pay salaries on time.

Several teachers at the meeting felt that provincial administrative inefficiency together with poor salary increases had contributed to the drain of teachers.

Shortages of teachers in primary and high schools

had reached alarming proportions, Mr Ballard said.

"Teachers don't need to strike to bring the seriousness of the situation to the public's or the parents' attention. Parents throughout the Transvaal are becoming aware of classes sitting idle for at least one period of the day because there are no teachers to teach them."

Teachers who were still hoping for additional salary increases this year suggested that a meeting between the TTA and the Transvaal director of education be convened to enlist his support.

CONDITIONS

Several teachers claimed they had resigned from the TTA because of its "racist policies and whites-only membership."

"Membership is not limited to whites only but to teachers enrolled with the Transvaal Education Department," Mr Mundell said. This meant the majority of TTA members, with almost no exceptions, were white.

"We are a service body geared to deal with the needs of our members," Mr Mundell said, "while black associations are geared to deal with service conditions set up by another department."

UCT

TEACHERS (321) FM
Black-white board 23/5/80

As the education crisis in SA mounts, teachers are expected to meet in Johannesburg on June 11 to form a non-racial teachers' union dedicated to a unitary education system.

The major goal is "the creation of a

non-racial teachers' union which would not have racially based federal components capable of blocking the necessary developments," according to Johannesburg vice-principal and interim committee chairman Donovan Lowry.

One of the reasons for the move is that some white government school teachers are unhappy about their compulsory membership of the statutory South African Teachers Council For Whites. But membership of the proposed body will not free teachers of their membership of SATCFW.

Yet, says Jonathan Paton, Wits University lecturer and interim committee member, it will enable teachers to distance themselves from the SATCFW and establish a platform to promote a non-racial unitary educational system.

Initial black reaction has varied between condemnation and qualified encouragement. Coloured teacher reaction, according to Paton, has included the statement: "First concern yourselves with turning out fewer little white racists, and then we can talk."

But Soweto Teachers Action Committee secretary Fanyana Mazibuko's response is: "The proposed body has a role to play in terms of attitudinal change. What it can achieve in practical terms, I am not sure."

The proposed new body's practical problems will be legion. Already there are some 15 teacher bodies in SA, some of which are not constitutionally racially exclusive.

The SA Federation of Teachers' Associations — with four member bodies representing some 16 000 whites, coloureds, and Indians — is experiencing its own racial problems.

"mnotable"

According to Transvaal Teachers' Association president Peter Mundell, coloured teachers have recently withdrawn from SAFTA. "What can this new group achieve, in terms of bridging the gap, that SAFTA has not, or will not, be able to do?" asks Mundell.

Lowry replies it will not be a federal body comprising racially-based components. Instead, individual membership will be common to all races.

Mundell, who will be attending formation meetings of the new group as an observer, concedes it could get substantial teacher sympathy and support.

Concludes Mazibuko: "This is one area in which black and white can work together."

Teachers fail to support new union

STAR
7/6/80

321

The powerful Transvaalse Onderwysersvereniging and two black teachers' associations have decided not to take part in a drive to establish a non-racial teachers' association.

Mr Donovan Lowry, chairman of an interim committee working towards a non-racial teachers' union, said the TO had given no reason for its decision.

And it now seems that neither the Transvaal United African Teachers' Association (Tvat), which has about 15 000 members, nor the African Teachers' Association of South Africa (Atas), which is a federation of all the provincial black teachers' associations, will have any ties with the movement.

But black leaders associated with the black consciousness movement have expressed interest in the new non-racial National Education Union of South Africa, according to Mr Lowry.

"Although the Transvaal Teachers' Association, which has about 4 000 English-speaking members, showed an interest in the initial planning of the union, no official representative of the TTA will attend a mass meeting we are holding on June 11," said Mr Lowry.

Nor would Tvat or Atas be sending official representatives as far as he knew.

But we do expect members from these associations to attend," he said.

The meeting, to be held in the Selbourne Hall, Johannesburg, will be addressed by Mr Fanyana Mazibuka of the Soweto Teachers' Action Committee, the Reverend John Thorn, Mr Ralph Thomas of the SA Teachers' Union and Professor Philip Tobias of the University of the Witwatersrand.



All answer books must be numbered

Numb
Numb

Teachers' pay gap narrowing

Surnam

First Na

Argus Correspondent

Date

PRETORIA. — The pay gap between black and white teachers has been narrowed by an average of almost eight percent.

Degree/
you are r

Announcing this here yesterday, Mr G J Rousseau, Director-General of Education and Training, said the salary gap from the rank of circuit inspector and higher was totally eliminated; the ratio of other black teachers had risen from 68,1 percent to 76 percent compared with salaries of white teachers.

same salary scale as males.

Mr Rousseau gave examples of monthly increases for black teachers:

● Heads of departments at secondary schools would start at R122,50 more.

● Starting salary of teachers with matric and primary teacher's certificate would go up by R67 for men and by R32 for women.

• Male teachers with a junior secondary teacher's certificate would start with R52,50 more, women with R35 more.

● Male and female teachers with a B-degree and teachers diploma would start with an extra R82.50.

Subject...
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Paper N
(to b)

From April 1 this year female teachers in post level eight (principal of a senior secondary school with more than 600 pupils) would be on the

NOTE

1. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
2. Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
3. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
4. Do not write in the left hand margin.

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Examiners' Initials		

ING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out.
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

STAR
12/6/80
(321)

The union, which has set to draw up its constitution, "will steer clear of federalism but will avoid becoming a trade union which protects only the interests of teachers," according to Mr D Lowry, one of the organisers.

"At this stage, we envisage dual membership for teachers who already belong to other associations," he said.

A council of 40 members was elected to begin the union's work. The council included well-known educationists Professor D White, head of the Education Faculty at Wits; Brother Jude, chairman of the Catholic Education Council, and Dr Franz Auerbach.

Although the meeting was well-attended, there was a marked absence of black teachers.

Mr Panyana Mazibuko attributed the reluctance of black teachers to support the union to:

- ① Lack of faith in the union in its initial stages.
- ② Fear among blacks who did not want openly to identify with the union.
- ③ A policy of non-cooperation and voluntary separatism, adopted by blacks in protest against apartheid.

APC 1765
12/16/80

New teacher's body (37)

Own Correspondent

JOHANNESBURG. — A non-racial national teachers' association has been launched to fight for a single and equal education system in South Africa.

At a mass meeting held last night in Johannesburg and attended by black and white teachers as well as college and university staff members from all over the country, the National Education Union of South Africa was formed in opposition to the 'whites-only South African Teachers' Council.

The drive to establish such a body — led by a group of rebel white teachers and backed by leading black and white educationists — comes against the backdrop of the current country-wide schools' boycott, threats by white teachers to take strike action over poor salaries and working conditions, and possible action by the British National Union of Teachers (NUT) against white South African teachers.

In a strongly worded address, Professor Phillip Tobias, dean of the University of the Witwatersrand's medical faculty, said educational integration and unity of all educationists was "urgent and vital", stressing that this new body was reaching out to "that future time when the tragedy of today's educational crisis will be chapter of the past".

"More and more sectors of our educational system must unite in the struggle to throw off the bonds of the antiquated, obscurantist and divisive government education policy," he said.

(32) 100M
12/6/80
**All-race
teacher
group to
fight for
new deal**

By ARNOLD GEYER

A NON-RACIAL national teachers' association was launched at a mass meeting in Johannesburg last night with the aim of fighting for a single and equal education system.

Black and white teachers as well as college and university staff members from all over the country attended the meeting, at which the National Education Union of South Africa was formed in opposition to the whites-only South African Teachers' Council.

The drive — led by a group of rebel white teachers and backed by leading black and white educationists — comes amid the countrywide schools boycott, threats by white teachers of strike action over poor salaries and working conditions, and possible action by the British National Union of Teachers (NUT) against white South African teachers.

Professor Phillip Tobias, dean of the University of the Witwatersrand's medical faculty, said educational integration and unity among all educationists was "urgent and vital".

"More and more sectors of our educational system must unite in the struggle to throw off the bonds of the antiquated, obscurantist and divisive Government education policy."

The present "disastrous" crisis in the country's education was to be laid "fairly and squarely" at the door of more than 30 years' rule under so-called "Christian-National" principles.

These set inequality as a desirable goal, praised separation as the greatest good, regarded education as meaning not the development of the mind, but the enslaving of it and created a distasteful wall of silence between black and white children and teachers, he said.

Prof Tobias called the SATC — which all white teachers are obliged to join — a "sheer anachronism".

The aims of the new national union include:

- The formation of a non-racial teachers' council fighting for a single and equal education system;

- "Radical surgery" to excise racial discrimination in education.

- Permission for all teachers to teach at any school — black or white;
- The same salary levels and training for all; and
- The holding of a national convention to resolve the present crisis in education.

The meeting was also addressed by Mr Fanyana Mazibuko of the Soweto Teachers' Action Committee, the Rev John Thorne of the United Congregational Church, who recently spent some time in detention, and Mr Ralph Thomas, a leading Indian educationist.

The powerful Transvaalse Onderwysvereniging has declined to take part officially in the formation of the organisation.

Both the Transvaal United African Teachers' Association (Tuata) and the African Teachers' Association of South Africa (Atasa), a federation of all the provincial black teachers' associations, said their possible co-operation would be determined by the council's future policy and approach.

But Mr Don Lowry, chairman of the union's interim committee, said black leaders associated with the black consciousness movement had expressed interest.

Members of the interim committee said yesterday this was a test of credibility for white educationists and that their numerical support of the new organisation was therefore imperative.

The new union has the backing of leading educationists, including Professor George Bozzoli, former vice-chancellor of the University of the Witwatersrand, and Professor D R White, head of the university's education department.

'A tragedy if teachers strike' (2)

Political Reporter

It would be a tragic day if there should be strikes and boycotts in the teaching profession, the MEC in charge of Education, Mr David Brink, said this week.

Mr Brink congratulated the PFP for opposing strike action by teachers and said the

education system should be based on the interest of children.

"The interest of the children should be above party politics," he said.

White teachers in the province have been sounded out about strike action by the Transvaal Teachers Association.

"Because I value the interests of the children I believe it would be a tragic day in the history of education in the Transvaal and the country if there should be strikes and boycotts in the teaching profession," Mr Brink said.

The National Party standpoint was that "we cannot justify strikes in education".

New (321) dom 13/6/80, teachers' union looks for support

By ARNOLD GEYER

THE nonracial National Education Union of South Africa (Neusa), formed this week, has run into a membership problem.

The reluctance of black teachers to support the union has emerged as the new body's main obstacle.

While many black teachers' associations are adopting a "wait-and-see" attitude to test the credibility of white teachers, white associations are shunning the new union.

Both the Transvaal United African Teachers' Association (TUA) and the African Teachers' Association of South Africa (Atasa), a federation of all the provincial black teachers' associations, yesterday said their possible co-operation would be determined by Neusa's future policy and approach.

The powerful Transvaalse Onderwysvereniging has declined to officially take part in the formation of this body.

Mr Peter Mundell, president of the Transvaal Teachers' Association (TTA), which hosted the 2 000 strong white teachers' pay-protest meeting two months ago, initially described the move as being "worthy of serious consideration".

But after the "massive attendance" of the union's launching meeting and its stand against whites-only associations, the TTA has officially "shunned" Neusa.

Mr Jonathan Paton, secretary of Neusa's interim committee explained this reaction by saying: "After all, they must feel threatened by us now because we attack the TTA for being a whites-only association with strong links to the South African Teachers' Council for Whites (SATC)."

Mr Fanyana Mazibuko of the Soweto Teachers' Action Committee and nominated Neusa council member, yesterday attributed black teachers' reluctance to join the union to:

○ Fear among blacks, who were "cowering" behind their "separatist" associations, of losing their jobs and of Government action against them;

○ Black consciousness — a voluntary separatist reaction to forced segregation — which today only served as a "hindrance to united nonracial progressive action".

Nominations for the union's governing council include leading educationists Dr Franz Auerbach, secretary of the South African Federation of the Teachers' Federations; Prof D White, head of the education faculty at Wits; Mr Ralph Thomas, president of the South African Teachers' Union; Mr K W Kambule, mathematics lecturer at Wits; Mr Fanyana Mazibuko of the Soweto Teachers' Action Committee, and Prof Phillip Tobias, noted medical academic and former chairman of the Education League of South Africa.

SUNDAY TRIBUNE

15/6/80
SUN TRIB
**Parent
bodies
join
teacher
salary
battle**

By WANDA EDKINS

NATAL parents, alarmed at mass teacher resignations and the crisis in white schools, are backing teachers in their fight for a better deal.

Hundreds of parents throughout the province have pledged their support.

Many were shocked when details of teachers salaries were given to them at a series of meetings held throughout Natal between teacher society executives and members of parents advisory committees.

Representatives from parent associations throughout the province will meet in Pietermaritzburg next weekend to decide on an action plan.

"I was shattered when I saw their salary scales," said Eric Tocknell, head of Hillcrest High's advisory committee.

"I was in business before I took up farming. A businessman likes to give his staff a salary which is sufficient to allow them to get on with their work without other concerns.

"I can't see a teacher being able to leave home in the morning with a clear conscience that he's providing adequately for his family."

He said many parents felt they had let teachers down by not offering them support sooner.

Professor Michael Erasmus, head of the Department of Law at the University of Zululand and a member of the Empangeni High School board, said parents were keen to support a commission of inquiry.

"We know teachers are leaving the profession. We know there are no teachers available in some areas. We know in some cases newly qualified teachers aren't even entering the profession."

Professor Erasmus said he believed the group to meet in Pietermaritzburg would press for an investigation into the whole education system in South Africa, not only white education but black as well.

'Take active role,' teachers urged

28/6/80
521

THE president of the South African Teachers' Association, Mr C B Gilbert, has challenged teachers to consider their professional responsibility towards taking an active role in the movement towards equal educational opportunities for all in South Africa.

Delivering the presidential address at the 93rd conference of the association in Graaff-Reinet at the weekend Mr Gilbert said many had contended that teaching was not a profession.

Some had been far from complimentary.

'Can't teach'

'Those who can do: those who can't teach' is an old adage to which I am tempted to add 'those who can't teach become inspectors,' he said.

Mr Gilbert said that the nation's teachers, however, directly influenced the quantity and quality of the services provided by all other professions.

A profession must possess specialist knowledge normally acquired only

through a long period of intense training. The position of teaching under this category was controversial in the eyes of the public.

'There is ignorance of the specialised knowledge required by the teacher, and unfortunately there is sometimes evidence of its absence in the methods of some teachers,' he said.

Recognise

The community should also recognise and sanction the fact that there were distinct areas where a profession must have authority.

One of these areas was control over admission to training and to the practice. In South Africa teaching had fallen short in this respect. The profession had no say in the admission to training of prospective students.

Control of entry to the practice had recently taken a new turn with the establishment of a Teachers' Council, but so far it dealt only with whites.

A profession must also have control over what is

taught and the quality of instruction, said Mr Gilbert. There was at present adversity in teacher training, but the years ahead should provide clarity of direction and the profession having a greater say.

Autonomy

Professional autonomy was also important — the freedom to practice implying that professional work was not amenable to close supervision.

A code of ethics was a contributory factor in the independence of a profession which must have the right to exercise accountable control over its members to protect the community against unprofessional conduct.

Mr Gilbert said the effect of this in teaching was still to be felt.

If the reaction to the publication of the code of conduct of the SA Teachers' Council for whites is any yardstick, then it is obvious that we have yet to grow accustomed to its presence, he said.

Teachers call for unified education

GRAAFF-REINET — The South African Teachers Association (SATA) yesterday called for a crash programme with drastically increased spending on black education and the unification of all education departments under one South African education ministry.

In a motion which deplored racial discrimination in teachers' salaries, service and education opportunities, a Cape Town delegate to the SATA conference here, Mr Richard Hawkins, said: "Association with black teachers who do the same quality of work but in worse conditions for lower salaries ought to be professionally intolerable".

Pooling all education departments under one ministry would distribute funds equally and was the only way to stop discrimination, he said.

He said a conservative estimate of R1 000 million was needed to improve black education.

It is believed the SATA

stand on racial parity — the first formal SATA statement on this national issue — will show the willingness of white English-speaking teachers in the Cape Province to "stand up and be counted" and will put them in line with professional colleagues of all races.

The president of the Federal Council of Teachers Associations, Mr Neil Paterson, said the possibility of holding back white teachers' salaries while the salaries of their black counterparts were raised was insulting. And merely building more black schools would not achieve equality, he said.

Some delegates said the profession was losing teachers, potentially useful in equalising education, by continued discrimination against married women teachers.

A unanimous resolution was passed urging teachers to take the lead in fostering good race relations between teachers, schools and pupils of all races. — DDC

SRAC
LRAC

SRAC

SRAC

SRAC

where the LRAC is at a minimum the SRAC is also at a minimum at the point of tangency and this is the optimum level of production. It is where the firm should produce in the long run. The above is illustrated as follows.

Call for single education body

Cape
Times
24/4/80

341
Own Correspondent

PORT ELIZABETH. — The South African Teachers' Association (Sata) yesterday called for a crash programme with drastically increased spending on black education and the unification of all education departments under one South African education ministry.

In a motion deploring racial discrimination in teachers salaries, service and education opportunities, a Cape Town delegate to the Sata conference in Graaff-Reinet, Mr Richard Hawkins, said: "Association with black teachers who do the same quality work, but in worse conditions for lower salaries, ought to be professionally intolerable."

Pooling all education departments under one ministry would distribute funds equally and was the only way to stop discrimination, he said.

Mr Hawkins said about R1 000-million was needed to improve black education.

It was believed that the Sata stand on racial parity, the first formal Sata statement on this national issue, would show the willingness of white English-speaking teachers in the Cape Province to "stand up and be counted".

White teachers want more cash for blacks

320 (32) RDM 29/6/80
Own Correspondent

PORT ELIZABETH. — The South African Teachers' Association (SATA) conference in Graaff-Reinet yesterday called for a crash programme with drastically increased spending on black schooling, and for all education departments to be unified under one Ministry.

In a motion deploring racial discrimination in teachers' salaries and education opportunities, a Cape Town delegate, Mr Richard Hawkins, said: "Association with black teachers who do the same quality work, but in worse conditions for lower salaries, ought to be professionally intolerable."

He said that pooling all education departments under one Ministry would distribute funds equally — and was the only way to stop discrimination.

By a conservative estimate, R1 000-million was needed to improve black education, he said.

It is understood that the SATA stand on racial parity, the first formal statement by the association on the issue, will show the willingness of white English-speaking teachers in the Cape to "stand up and be counted".

The Federal Council of Teachers' Associations president, Mr Neil Paterson, said

talk of freezing white teachers' salaries while those of black colleagues were raised, was insulting. And merely building more black schools would not achieve equality.

"The only solution to the problem will be when white teachers can teach in black schools," he said.

Some delegates said the profession was losing teachers because of continued discrimination against qualified married women.

A unanimous resolution was passed urging teachers to take the lead in fostering good race relations between teachers, schools and pupils of all races.

25/6/80 RECUS 320

Equality theme by teachers at national talks

APART from bitter discontent about salaries, the theme that underlay most of the motions at the South African Teachers' Association (Sata) conference in Graaff-Reinet this week was equality for all in education.

Interviewed today after the close of the three-day conference, the outgoing president of Sata, Mr Brian Gilbert, said the most significant motion—passed unanimously by the 150 teachers present—was one deploring discrimination against teachers of other racial groups and inequality of standards between the different departments controlling education.

Mr Gilbert said the motion suggested two steps to overcoming this inequality.

UNIFORMITY

● One was to establish a uniform education system under a single minister of education in charge of black, brown, Indian and white education.

● The other was a crash programme to increase the amount of money spent on education by both the State and the private sector.

Mr Gilbert said the Sata general committee had been asked to use every available opportunity to promote this aim.

Discontent over salaries was an issue that came out in the conference time and again.

A notice of motion introduced on the last day of the conference requested members of the federal council to consider a semi-strike plan of action to press for increases.

This would take the form of teachers withdrawing from all extra-mural activities, including sport, at schools.

Mr Gilbert said this motion was carried by a 60-40 simple majority.

The federal council could use this motion as leverage in their negotiations with the Government for a satisfactory salary agreement.

RESENTMENT

The teachers also unanimously expressed strong resentment of the way that the Minister of Finance, Senator Owen Horwood, gave 'misleading' information about the new salary scales during his Budget speech.

This motion, proposed by Mr D Duxbury, deputy-head of Grey College in Port Elizabeth, will be conveyed to Senator Horwood.

Dissatisfaction was also aired about administrative mistakes in the payment of salaries made by the Education Department.

Mr Gilbert said that occasionally a teacher was incorrectly paid and the

salary was later adjusted without warning.

DEDUCTIONS

The congress decided to urgently request the department to advise teachers by letter before adjustments were made, and not to make large deductions from one month's salary.

Mr Gilbert said another interesting suggestion made near the end of the conference came not in a motion, but as a comment from a delegate, Mr T Vincent.

Mr Vincent said that no further liaison between the different groups white schools in South Africa should find 'sister-schools' in the homelands.

This would facilitate an exchange on cultural, sport and social levels, with visits arranged between the two schools.

Mr Vincent's suggestion was unanimously accepted.

Joint black, coloured teacher action urged

OUBTSHOORN — Pleas for increased co-operation between black and coloured teacher organisations marked the second day of the coloured Cape Teachers' Professional Association (CTPA) here yesterday.

Mr S. K. Ngqanweni, an executive member of the African Teachers' Association (Atasa) and chairman of its Cape unit (Catu) said black and coloured teachers had the same problems.

Following this it was announced that a joint conference of Atasa and Utasa (Union of Teachers' Associations of South Africa) would be held in East London in January under an umbrella organisation called the Joint Council of Teachers' Associations of South Africa. The council would be representative of more than 60 000 African and coloured teachers.

Mr A. F. Sonn, president of the CTPA, said increasing co-operation between coloured and African teachers was not a racist effort but a step towards a desirable goal — the creation of single teachers' union.

Earlier in the conference Mr Sonn had come out strongly against the system of the double (and in cases triple) daily

shift system at coloured schools.

The system was a waste of the state's money and "it cannot be defended by the government," Mr Sonn said.

Mr A. van der Westhulsen, principal of a high school in Kensington, said at least 34 new schools were needed in the province merely to do away with the double shift system.

Meanwhile, in Graaff-Reinet, the South African Teachers' Association (Satu) passed a resolution calling for a pool of relief teachers to aid in temporary teacher

replacements.

Proposers of the pool, said it should be composed of young teachers with bursary obligations who cannot find permanent posts, retired teachers, those preferring locum work and education lecturers wanting occasional classroom practice.

Married women teachers at the Sata conference have planned a new deal for salaries and conditions of services and a petition asking the Sata executive to form a special inquiry to settle their grievances, excludes the male delegates. — DDC.

Cape Times 25/6/80
321
Teachers asked to co-operate

PORT ELIZABETH. — Pleas for increased co-operation between African and coloured teacher organizations marked the second day of the Cape Teachers' Professional Association (CTPA) conference in Oudtshoorn yesterday.

A guest speaker, Mr. S. K. Ngqanweni, an executive member of the African Teachers' Association (Atasa) and chairman of its Cape unit (Catu), said African and coloured teachers had the same problems. This had become particularly clear in current educational unrest in which the CTPA and Catu had similar difficulties and demands.

Because of these similarities, a joint conference of Atasa and the Union of Teachers' Associations of South Africa (Utasa) would be held in East London in January under an umbrella organization called the Joint Council of Teachers' Associations of South Africa. The council would be representative of more than 60 000 black and coloured teachers.

Mr Ngqanweni said that although he did not have a mandate to even establish a framework for any joint venture of Catu and the CTPA, he had seen the writing on the wall. He called on Cape teachers to commit themselves to the "creation of the machinery for change in the 1980s".

25/6/80 AKU US (22)

Teachers blame Government

From a Staff Reporter
OUTDSHOORN. — The acute accommodation shortage and the double-shift class system at coloured and black schools were the results of Government policies, delegates were told at the annual congress of the Cape Professional Teachers' Association here yesterday.

The president of the association, Mr Franklin Sonn said unrest could be attributed to these conditions.

He said that in certain areas the 'evil' double-shift class system was practised within walking distance of schools in white areas which had to

place advertisements to attract pupils.

'This cannot be defended and must cost the State an exorbitant amount of money,' he said.

Mr S E Mngemena, vice president of the African Teachers' Association of South Africa, said the accommodation shortage was similar in black and coloured schools.

'Where classes are overcrowded by dozens of pupils we are told to send them away because there is no place for them,' he said.

The principal of Kensington Junior Secondary School said thousands of children were attending

double-shift schools and at least 34 new schools were needed to wipe out the practice.

He said prefabricated schools being built to deal with the class shortage were without a spirit and tradition and of an inferior quality.

'Communities treat these schools with contempt. They are built with no facilities and could not be compared with any white school,' he said.

Another delegate said new school buildings had to be erected following the uprooting of thousands of people as a result of the Group Areas Act.

'There were about 2 350 double-shift classes in 1978 and the schools backlog has not been wiped out in spite of R28-million allocated to this purpose in 1979,' he said.

He said it had been proved that few double-shift pupils reached matric.

A principal, Mr Winston Williams, said the Government implemented a policy of separate schools but provided too little money.

'He said rural schools were seriously neglected.

He called on coloured principals to open their schools to black pupils.

Married women teachers' action

Own Correspondent

PORT ELIZABETH. — Married women teachers, at the South African Teachers' Association (Sata) conference, have mapped out a secret plan for a better deal in salaries and conditions of service.

A petition signed by most married women delegates — which goes over the heads of male delegates to the conference — asks Sata's executive to form a special sub-committee to iron out their grievances.

A spokesman for the petitioners, Mrs E Papenfus of Kimberley, said the petition would not be read to the conference because it was feared men teachers, who were in the majority among the 136 delegates, would reject the motion.

"Although men support us in principle, most do nothing to close wage gaps or secure us permanent posts," she said.

Mrs Papenfus said that new salary scales maintained the discriminatory salary notches. Only women high school princi-

pals earned equal salaries to their male counterparts and there were only 25 such women in the country.

Very few promotion posts were available although men were allowed to apply for promotion posts in girls' schools, she said.

A married woman who loses her post to an unmarried applicant and later receives another post, has to work for two years before becoming eligible for a merit award.

Single women hostel superintendents were allowed twice as much leave as married superintendents.

The conference accepted motions calling for:

- Abolition of the 15% allocation rule for married women teachers and for appointments, regardless of marital status;
- Abolition of sex discrimination in conditions of employment, and
- More realistic salaries for women hostel matrons.

Teachers to hold talks on militant action

GRAAFF-REINET — The South African Teachers' Association (Sata) is to consult other teachers' bodies on whether to take militant action in the fight for better salaries.

This was announced here last night by the new president, Mr. Trevor Long, after a closed Sata general committee meeting to consider suggested action which goes further than withdrawal from extramural activities.

It followed criticism of a last minute resolution at the Sata congress yesterday which called on the Federal Council of Teachers' Associations to use threats of withdrawal from extramural activity if increases were not given soon.

The Port Elizabeth branch, supported by some other delegates, said the withdrawal resolution offered only "blank cartridges". It handed in a secret list of alternatives which it said was calculated not to harm the child, but as "stronger ammunition".

The resolution accepted by the conference blamed the Minister of Education and the Cabinet for unacceptable teachers' salaries and called for the Minister to be told what the possible effects of withdrawal would be.

Proposing the motion for withdrawal, Mr. A. de Beer of East London said striking was the only way of negotiating "with muscle".

"Negotiations round a table have failed. Let's forget about profession-

alism until we are treated professionally," he said.

A Komga delegate, Mr. T. Barrowman, said striking was now a matter of necessity and not a whim.

From personal accounts by teachers during group discussion on Monday it was clear some are apprehensive that their children will become underprivileged compared to those of other professionals. — DDC.

Call for joint action,
page 17.

OUDTSHOORN

Teachers were urged yesterday to fight discrimination with all their might until "every grain" had disappeared from the statute.

Mr Randal van der Heever, editor of *Educatio*, magazine of the Cape Teachers' Professional Association (CTPA) was addressing the association's conference here yesterday.

In his speech on the 1980 unrest and the pursuit of a uniform education system in South Africa, he condemned violent police action.

He appealed to teachers to create a climate which would make it possible for students to return to their classes next term with "minimal compunction".

He said that a continued stayaway could make many pupils fail examinations this year, increasing the problem of already overburdened teachers and facilities.

Unless all teachers still in detention were released, disparities in spending on pupils of different races were levelled, and unless terms were extended, teachers would not be able to persuade pupils to return.

Fight racism urges editor

Mr Van Den Heever appealed to pupils to stop violent acts like stone-throwing because he said it provoked heavy-handed retaliation.

Reacting to the Committee's of 81 manifesto which demanded that teachers no longer be the most important person in class, he said he welcomed this if it meant more active pupil participation in classroom proceedings.

Cape teachers should institute meaningful student participation in school affairs, work for a wide range of subject choice and for better qualified teachers, and should exercise the necessary 'sensitivity' when dealing with subjects such as history and Afrikaans.

He criticised white teachers' bodies for demanding salary increases for white teachers exclusively.

He acknowledged that the South African Teachers' Association had condemned race discrimination in teachers' salaries, but said they seemed 'possessed by an hysteria which precluded action on the African and coloured teacher's predicament'.

A woman delegate criticised press reports that Mr Franklin Sonn, CTPA president, had called for an end to the schools' boycott.

The woman, from Grassy Park, was enthusiastically applauded when she said that misinterpretations like this caused many pupils to call their teachers sellouts.

"The students are militant. They won't listen to teachers. They want everything now. I've been called a sellout even though I observed Hero's Day recently," she said.

Mr Sonn said he had not told students to stop protesting, but had appealed to them not to throw away their strongest weapon — their careers and futures.

POST Friday, June 27, 1980

Page 5

Schools probe slated

THE newly-elected executive of the National Education Union of South Africa (Neusa) yesterday issued a statement depicting the neglect, division and inequality that has produced the present educational crisis in South Africa.

Part of the statement read: "As a body dedicated to the assumption of responsibility by all active educationists, we demand an initiative in which teachers and lecturers are heavily involved. We see yet another mere investigation by a totally unrepresentative body as a delaying tactic.

"Yet another investigation of a system which is massively rejected by students and teachers is the last thing a country needs from a government which is typically avoiding any possible response to students' demands for immediate change.

"The executive unanimously endorsed the view that no significant progress towards justice and peace in South Africa can be achieved until there is a unified and equal distribution of educational resources.

"What we demand is a national convention in education and we will on all denominations and all teaching organizations to assist in organizing such a convention.

"Our governing council elected recently at the meeting of some 500 educationists has instructed us to take this initiative and to call on all concerned people to join in our efforts, either as professional members or as associate members of Neusa.

"To mobilize concern and to produce effective action, we are organizing branches throughout the Republic. Even the events of 1973 failed to produce changes that would have prevented the deaths that have accompanied the present crisis. Let us act to prevent yet another recurrence of such devastating breakdown in human relations."

The executive of Neusa is as follows: Mr Ralph Thomas, chairman; Mr Donovan Lowry, honorary secretary; Mr Ian McNall, honorary treasurer; Mr Fanyana Mazibuko; Dr Peter Hunter; Mr Norman Naidoo; Mr Gerald Braham; Mr Michael Corke; Mr Jonathan Paton; Mrs Chair Rossouw; Mr Peter Kallaway and Mr Michael Gardener.



Secretary, Neusa Don Lowry, at educational symposium is too important to be left to politicians.

On June 11, 600 educationists packed into Johannesburg's Selborne Hall to launch the National Education Union of South Africa — the country's first integrated teachers' association and the first multiracial organisation to address itself to social issues since the '60s.

What are Neusa's aims and prospects? DREW FORREST spoke to Neusa secretary and vice-principal of a well-known Johannesburg secondary school, Mr Don Lowry.

Aims — and the hopes — of new teachers' body

After only 10 days of official existence, the National Education Union of South Africa has 400 paid-up members in the Transvaal. It proposes to set up branches in the other provinces and plans a national convention at the end of the year at which a national executive will be elected and a constitution drawn up.

Question: What sort of body will Neusa be?

Mr Lowry: We want an equivalent to the Medical Association, established by the teaching profession itself, not fragmented into provinces or racial groups. What of the existing professional association for whites?

After the Medical Council's ruling on the Biko doctors, I personally am not keen. What we definitely do not want is a statutory body for whites only.

When you say the SATC is "unacceptable to the profession," don't you mean a minority of

teachers in English-medium schools? You forget that teaching is the only profession in which blacks have an absolute majority. We envisage an organisation controlled by blacks, which will be an avenue of real power to them.

Previous attempts to form a non-racial association have failed. Why should your initiative be any different?

Official bodies — the Transvaal Teachers' Association, for example — have sent out feelers, but they are racially exclusive; any attempt at co-operation between racial blocs must fail.

What price your hopes for interracial co-operation with so little support from African teachers?

We have substantial support from the TAC (the breakaway Soweto Teachers' Action Committee). Otherwise we felt it would be impertinent to approach black teachers before establishing our credibility among whites.

And the response of other groups?

We've had a good response from Indian teachers. The official coloured body told us initially "to go back to our classrooms and stop producing little racists." Their attitude now, I

would say, is one of guarded sympathy.

What do you see as the biggest obstacle to recruitment?

Fear. Napoleon III told his teachers "to shave off their moustaches and dress inconspicuously." We have the same thing here. There has been a sustained attempt either to emasculate teachers, and to make them obedient servants of the State.

How do you see this control being exercised?

Through the inspectorate. Because of the teacher's role as a shaper of attitudes, inspectors demand a degree of deference from us which is not expected from doctors or lawyers. I have seen an inspector run his fingers along the window sill of a headmaster's study, checking for dust. And, low salaries and status must be seen as a consequence of the abjectness teachers have been expected to show, and have shown.

How will Neusa meet official interference?

Teachers in England have been able to withstand State pressure with the support of a powerful trade union. By providing a structure in which all our teachers can combine, by getting them to stand together, we hope to give them a similar confidence.

So you plan to register as a trade union?

That is possible. But we see ourselves as a national body. Policy determining body. We want trade union powers, but will use them to protect students as much as teachers.

Would these powers include strike-acting?

Let's just say that we are aiming at a situation where the Government will have no choice but to consult with us on educational policy.

And the policies you will promote?

Obviously an educational system, which is integrated and non-discriminatory. But it's

just as important to see that in educational terms South Africa is an underdeveloped country, and that we should stop spending Europe and America. It is no good, for instance, turning out a small elite — even a multi-qualified teachers.

Are you saying that black teachers are overtrained?

Of course not. I'm saying that white teachers are overtrained. It is a primary period for white teachers has been raised by two years, while blacks stare for training facilities. JCE could accommodate three times as many students as it does now.

So white training levels should be pegged?

Yes. And in general we need a reallocation of educational resources.

How do you see Neusa in relation to the turmoil in black schools?

It has given us a sense of urgency that dramatic change must come, and come quickly. Through Neusa we, the teachers, hope to play a crucial role in redesigning the educational system. The task is too important to be left to a few politicians aided by esoteric experts.

7/9/80 ARMS

Teachers' pay: New pledge of parity

321

A GOVERNMENT commitment to parity of teachers' salaries, given in 1970, was repeated in Cape Town today when a delegation of the Union of Teachers' Associations met the Minister of Coloured Relations, Mr. Marais Steyn.

Mr. Franklin Sonn, president of UTASA, said Mr. Steyn indicated during the meeting that the first positive move towards equal pay could be made during the Budget appropriation debate in Parliament next year.

'We did not come to the meeting to ask for hand-outs. We came to ask for equality, a uniform educational system and equal salaries,' he said.

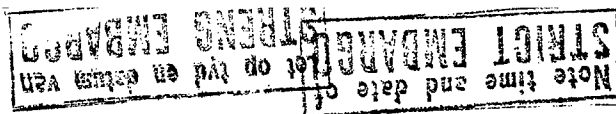
'We pointed out to the Minister that despite the Government undertaking in 1970 that it was committed to parity in salaries, only 63 out of 26 000 teachers at coloured schools enjoy equal pay compared with white teachers.'

RELEASE CALL

'We also pointed out that 82 percent of coloured teachers have only a Standard 8 education with two years of teacher training, a situation we would like remedied.'

The delegation asked for decisions to close training colleges and schools to be rescinded.

'We also asked Mr. Steyn to use his influence for the release of certain detained students, teachers and lecturers.'



32/2/1

Embargo: 12h00 on
7 July 1980

STATEMENT ISSUED BY MR G.J. ROUSSEAU, DIRECTOR-GENERAL,
DEPARTMENT OF EDUCATION AND TRAINING

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The Department has decided to launch a programme for the further training of teachers in service in 1981.

The aim of this programme will be to enable underqualified teachers to improve their professional qualifications by means of correspondence and through tutorials at study centres.

Teachers in possession of a two-year teachers' qualification as well as a senior certificate, will follow a two-year course in order to obtain a higher professional qualification. This will qualify them to teach two school subjects up to the junior secondary or the senior secondary levels.

Initially this programme will be offered on a limited scale for a trail period and approximately 600 teachers will be selected to receive study guidance at certain selected institutions.

The teachers will receive the necessary study material and will have to attend tutorials at the study centres for 5 hours per week. Tuition will be offered in five subjects, namely Pedagogics, 2 Academic subjects and 2 Method subjects. At the end of 1981 the teachers will sit for an external examination in all five subjects. During 1982 they will continue their study of all the subjects and again sit for a final external examination at the end of the year.

It is envisaged that the programme will be extended also to include the training of teachers in rural areas through correspondence and vacation courses as from 1982.

Teachers are requested not to apply for admission to this course for 1981, since the Department will initially select teachers for admission.

ISSUED BY THE DEPARTMENT OF FOREIGN AFFAIRS AND INFORMATION
AT THE REQUEST OF THE DEPARTMENT OF EDUCATION AND TRAINING

7 JULY 1980

PRETORIA

STRENG VERBODEN

32/2/4

Embargo: 12h00 op
7 Julie 1980

VERKLARING UITGEREIK DEUR DR. P. M. ROUSSEAU, DIREKTEUR-
GENERAAL, DEPARTEMENT VAN ONDERWYS EN OPLEIDING

Die Departement be-oog om in 1981 'n program vir verdere opleiding van diensdoende onderwysers in te voer.

Die oogmerk met die program is om ondergekwalfiseerde onderwysers deur middel van afstandsonderrig en studiehulp by studiesentra, in staat te stel om hulle onderwyserskwalifikasies te verbeter.

Onderwysers wat oor 'n tweejarige onderwyserskwalifikasie en 'n senior sertifikaat beskik, sal deelyds oor twee jaar opgelei word om hoër onderwyserskwalifikasie te verwerf. Hierdeur sal hulle kwalifiseer om twee skoolvakke tot op junior sekondêre of senior sekondêre skoolvlak te kan onderrig.

Aanvanklik sal die program op 'n baie klein skaal aangebied word om dit uit te toets. Sowat 600 onderwysers sal geselekteer word om by sekere geselekteerde inrigtings studiehulp te ontvang.

Studiemateriaal sal aan onderwysers verskaf word en onderwysers sal vir 5 uur per week studiehulp by die studiesentra ontvang. Hulle sal in 5 vakke onderrig ontvang: Opvoedkunde, 2 Akademiese Vakke en 2 Metodiekvakke. Aan die einde van 1981 sal hulle 'n eksterne eksamen in al die vakke aflê. In 1982 sal hulle, hulle studie in al die vakke voortsit en die finale eksterne eksamen aan die einde van daardie jaar aflê.

Daar word be-oog om vanaf 1982 die program uit te brei om ook onderwysersop die platteland deur middel van afstandsopleiding en vakansiekursusse op te lei.

Onderwysers word versoek om asseblief nie aansoek om toelating tot die kursus vir 1981 te doen nie, aangesien hulle in die beginstadium vir toelating geselekteer sal word.

UITGEREIK DEUR DIE DEPARTEMENT VAN BUITELANDSE SAKE EN INLIGTING OP VERSOEK VAN DIE DEPARTEMENT VAN ONDERWYS EN OPLEIDING

7 JULIE 1980

PRETORIA

10/7/80 ARCIUS
321
Teachers urged to join go-slow protest

ENGLISH SPEAKING Transvaal teachers are preparing a week-long go-slow protest in schools during August, and have invited their colleagues in the Cape to join them.

The go-slow week has been planned from Monday, August 25 to Friday, August 29 and the Transvaal Teachers' Association hope to raise support

from teachers in other provinces, as well as Afrikaans speaking teachers.

Mr Neil Paterson, chairman of the South African Teachers' Association

which represents English-speaking teachers in the Cape, said he could not comment on Cape involvement because as yet he had no official knowledge of the protest week.

The go-slow in the Transvaal has been planned to protest against:

- ① Latest developments in education, including increasing resignations and staff shortages.
- ② Unsatisfactory negotiations with the Government concerning salaries and the setting up of a commission of inquiry into education.

Mr Peter Mundell, president of the TTA has called on the 4 000 mem-

bers in a circular to cease all extra-mural lessons, practices and excursions (including sport) of any kind during the protest week.

At a meeting in Pretoria today the Minister of Education, Mr Punt Janson, was faced with demands by the teachers that if salary adjustments could be made only in the next Budget then they must be back dated to April 1980.

SA's biggest problem is 'black education'

Argus Correspondent

JOHANNESBURG. — If the 'swart gevaar' seemed to be the biggest nightmare for politicians of the '20s and '30s, the biggest problem politicians will have to grapple now is the looming black education crisis.

Everything about it is of a magnitude, either staggering, monstrous or abject in its seeming possibility.

For a country the size and with the limited resources of South Africa to be told it has to build another 186 000 classrooms as it is in Syncom's new report 'Towards a New Educational System, seems more than enough. Syncom is the Sandton-based future research organisation.

But at the same time, the report adds, we will have to put 220 000 teachers through college, or almost 11 000 a year, to fulfil the Government's promise of compulsory education for all.

Monstrous bill

And after all that, 36 000 new schools, and remedial education for some 3.75-million illiterate black workers, the State will have to admit that it cannot pay the monstrous bill.

So says Syncom, and it adds that everybody else will have to foot the cost, including the pupil, parents, the private sector and direct employers.

For the total cheque required for the massive compulsory education for all job will be some R4 000-million in today's money, enough to pay for a Sasol 4 and part of a Sasol 5.

Teachers

Of the 220 000 teachers needed by the year 2000, South Africa only has 67 000 so far (89 000 if Transkei and Bophuthatswana are included). The reason is the population explosion. On present projections, Syncom estimates that while the population doubles the number of school-going children will be 15-million by the end of the century. Now there are 7.8-million.

A more detailed analysis might also enable one to help make clear when action at a particular level was being taken on less urgent priorities when there were more urgent ones.

Teachers ³²¹ leave at rate ^{NM 31/7/80} of two a day

Political Reporter

THE HEAVY resignation rate in the teaching profession shows no signs of slackening off with 25 teachers having handed in their notices to the Province in the first few days of the third term which opened last week.

Teachers have been leaving at the rate of more than two a day since the beginning of the year.

A total of 376 teachers left in the first two terms. In the first term, 33 male and 122 female teachers resigned, with a further 49 men and 172 women leaving in the second term.

Dr Bruce Dobie, president of the Natal Teachers' Society, has warned that the teaching profession has reached crisis point. The NTS will start investigating next month the possibility of becoming a trade union.

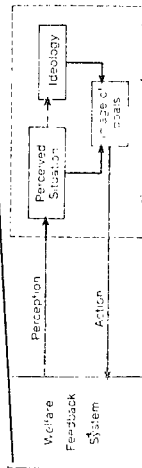
Mr Cliff Matthee, MPC for Durban Central, told an NRP report back meeting this week he expected 450 teachers to leave the profession in the second half of the year.

Mr Niel Patterson, chairman of the Federal Council of Teachers, said from Cape Town the council was not merely awaiting the outcome of the Government-appointed investigation into education. They had already resumed negotiations with the Government after Prime Minister P. W. Botha had admitted teachers' grievances were valid.

Mr Ray Haslam, MEC in charge of education said yesterday that thousands of Natal's temporary teachers would be getting service bonus cheques after the reversal of an 'incomprehensible' decision by the Commission for Public Administration, which would have prevented this.

The decision to classify temporary teachers as casual workers was reversed.

Figure 1



A very basic outline of the feedback whereby a changing welfare situation changes the perceived situation of the group, and so their goals.

In essence, we here approach the whole question of the relation between subjective and objective social indicators. In previous parts of this paper, we have been content to consider assessing them separately and regard them as independent components of the Welfare System indicators. Here, one starts proposing causal relations between them (cf. figure 1 of [90], [93], [95], [102], and particularly p. 15 of [105]). The kinds of problems that arise are shown by the remarks, 'The data analysed above certainly suggest that objective social conditions of cities as a whole do not relate to the subjective life evaluations of its citizens' ([95],

Presumably the 'problem' of overpopulation (see particularly pp. 27-29, 100-102, and 110-111 of [86]).

[42], [51]) and determines the group's goals. However, it is not even clear what further categories of variables should be included here ('morale', 'perceived opportunities', 'ethical system' or 'value structure', 'memory of past experiences', for example), and we have still left the word 'ideology' as a ragbag to hold all such needed concepts (this word is not entirely satisfactory).

Because the re-
versal of
(cf. [

Teachers may call off the go-slow

Own Correspondent

The Prime Minister's recent conciliatory letter to teachers may prevent the go-slow protest planned by Transvaal's English-speaking teachers later this month.

Mr Jack Ballard, secretary of the Transvaal Teachers Association, in Pretoria said his organisation was awaiting replies to its circular suggesting the go-slow protest before taking a decision on the protest.

"Three weeks ago we sent out a questionnaire to all English-medium schools in the Transvaal suggesting that from August 25 to 29 teachers suspend all normal afternoon duties such as taking extramural lessons, sport practices and excursions.

"Instead the teachers would remain at school and hold professional discussions and listen to guest speakers talking about recruitment, salaries and the status of the profession as a whole."

The Prime Minister's letter to the Federal Council of Teachers' Associations two weeks ago had gone a long way to meeting the frustrations of the profession, and his assurances had given teachers new hope for the future.

"We are waiting for another 250 replies and then we can gauge the overall feeling and make a final decision," Mr Ballard said.

PPP workshop on teachers' grievances

Political Reporter

TEACHERS' grievances should be analysed and got rid of, according to a confidential report considered at an education workshop at the PPP's Natal congress at the weekend.

The workshop was one of several at which draft PPP policy at provincial level was hammered out by delegates. The report was prepared after discussions with a group of unnamed Natal

teachers. The group agreed that the 'most pressing problem at the moment in education is the position of the teacher'.

Twelve causes of dissatisfaction among Natal teachers were mentioned in the report.

It was felt that an independent body should compare salaries of other professions with teachers' low salaries. The average male teacher was paid a maximum of R750 a month when he was 30. The fact that only 4 percent of South

Africa's gross national product was spent on education — a figure lower than most Western countries — was also a cause of dissatisfaction.

The report noted that 'women teachers are not treated very kindly by the Natal Education Department. Temporary teaching posts exist for many women. This situation should be changed. The Government should work towards equal salaries for men and women. The future prospects of teachers were

described as 'bleak'. A teacher who started teaching at 22 'will have to wait about 15 years for his first promotion post'.

The nature of merit assessment is proving to be disastrous to the morale of our teachers. Certain teachers are favoured by particular headmasters and get merits (although merits are decided by a meeting or assessment of the district inspector, subject inspector and headmaster).

Different headmasters apply the assessment procedures more strictly than others.

Thus, two large Durban high schools produced five merits between them, whereas two country schools with half the number of pupils produced 20 merits. The report noted.

It was felt the criteria for assessment were too personal.

The report questioned what was being done about the scarcity of teachers in

certain subjects. These were mathematics, science, biology and commerce.

Only 28.5 percent of Natal teachers were male. The lowest percentage in South Africa. The Education Department was unable to attract recruits, the report noted.

A male who spent four years obtaining a diploma from a training college had to gain a degree before he could expect promotion to principal of a large junior school.

321

northern hannesburg's suburbs has appealed to parents to help recruit

Education spokesmen said the shortage of teachers was abnormally high for this time of year and that the crisis was deepening.

The president of the Transvaal Teachers' Association (TTA), Mr. Peter Mundell, said that in three key subjects — English, maths and physical science — there were 40 percent fewer teachers being trained than were needed.

Mr. Mundell estimated that the 500 vacancies

scratch around for straw. At a South Rand school children are being assembled in a hall to be taught on mass-
 • The principal of another South Rand school, who is the only one in the area, says the science is spreading on the school, to sweep half the class a week taking classes himself.
 • Children are sitting in the grass outside the classrooms when they are meant to be doing Afrikaans lessons.
 • A high school in Jo-

Teachers would have had to be drawn from extra-mural activities for a week — would be "inefficient."

They resolved to await the outcome of the Human Sciences Research Council investigation into the position of teachers.

Mr Mundell said a final decision on the go-slow would be taken tomorrow at a meeting of the TV executive. But he agreed no action could be taken without headmaster and parent support.

The intervention of the

Many teachers, had been impressed by the sincerity of the initiative, and were heartened by the commission's resolve to scrutinise teachers' salaries.

But Mr Mundell said if the investigation immediately out to be "unproductive or obstructive," the TFA would find it very difficult to resist pressure for stronger action.

D

keep their

maths mistress

“Our maths teacher has come from the University of London. She was there for three years, but the people in Pretoria say she isn't good enough. As it is, she is a good teacher.”

NOT RECOGNISED

If we lose our maths teacher, we will fail at the end of the year."

This letter, one of 60 sent to The Star by pupils of a Johannesburg junior school, highlights the crisis facing schools struggling to keep teachers.

Mrs Donna Ransley, a teacher at the Observatory East junior school, has taught primary maths for six years in Britain and South Africa. She was

trained at Goldsmith's College — a branch of London University and one of Britain's top teacher training institutions.

When she joined the staff in May, she was offered a scale C post by the headmaster, she says.

Afrikaans periods because of a staff shortage — will receive no maths tuition.

Number of books handed in	

5792
16/8/68

Teachers give 'last chance' 521 on crisis

The Transvaal Teachers' Association is giving the Government "a last chance" to solve the worsening education crisis in the province.

In Johannesburg today the association's executive decided that the proposed "symbolic week of protest" will not be held, the president, Mr Peter H Mundell, told The Star.

"Positive" reaction from the Prime Minister, Mr Botha, to the teachers' federal council, coupled with current investigations by the Human Sciences Research Council, were initiatives which should not be alienated, he said.

Consensus was reached after a "lively debate," Mr Mundell added.

Two of five schools contacted at random on the West Rand today reported a shortage of six teachers with two more resignations pending at the end of the year at one of the schools.

The West Rand falls in the Johannesburg region, where a shortage of 160 teachers is reported.

The principal of the schools short of teachers are helping with classes and teachers are doubling up.

"I'm spending my time, teaching and the school is suffering as a result," said one principal.

He said an added strain was being put on teachers, already overburdened with large classes, and he was afraid of more resignations.

Another principal said there were simply no teachers to fill posts.

The situation was critical and could lead to a collapse in education.

STAR 18/8/50 Teachers go-slow off (321)

The go-slow planned by Transvaal teachers for the end of August is officially off.

This was confirmed today by the president of the Transvaal Teachers' Association, Mr Peter Mundell.

Mr Mundell said the decision had been taken at a meeting of the TTA executive on Saturday. Strong reservations about the effectiveness of the proposed action had been expressed, particularly by headmasters, he said.

"There has been a shift in climate, produced by the Prime Minister's commissioning of the Human Sciences Research Council to probe the teaching profession," he said.

"The commission has been given a very clear brief by the Prime Minister," he commented. "As long as it sticks to that brief, without stalling on the key issues confronting the profession, we will give it our full support."

Teachers welcome powerful committee

321
S.I.A.R
19/8/80

Pretoria Bureau

Leaders of teachers' associations have welcomed the powerful 25-person committee appointed to investigate education in South Africa.

Although both English and Afrikaans teachers' bodies at first demanded either judicial or presidential commission representatives of both expressed satisfaction at the high-level, multiracial committee announced.

Included on the committee announced by the Human Sciences Research Council which will run the project, is the fiery secretary of the Transvaalse Onderwysersvereniging, Mr Kees Steyn.

Mr Steyn who arrived back from an overseas tour yesterday had not yet been officially invited to join the committee.

He said on hearing the news of his appointment yesterday that he would accept and would do his best to help the committee.

He said all members had been appointed on their own merits.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said the committee was a very powerful one.

He said the Prime Minister, Mr P W Botha, had lived up to his promise to appoint an effective committee.

Mr Mundell said the committee was very balanced, but he criticised the fact that only one woman had been appointed when the majority of teachers were women.

The committee will be chaired by Professor J P de Lange, principal of the

Rand Afrikaans University.

Among the prominent members are Dr J G Garbers, president of the HSRC, Professor A N Boyce, Rector of the Johannesburg College of Education, Dr Simon Brand, head of financial policy of the Department of Finance, Dr K B Hartshorne, a consultant from the Centre of Continuing Education of the University of the Witwatersrand, and Professor J H Jooste, director of the Transvaal Education Department.

Awareness programme

C. 211 211/180
Own Correspondent

(S21)

PORT ELIZABETH. — The South African Teachers' Association has circulated a letter and fact sheet to parents' committees of all English and parallel-medium schools in the Cape as part of a strategy to get parents to support teachers' salary demands.

Sata president, Mr Trevor Long, said yesterday that the aim was to make parents more aware of the serious implications of the unsatisfactory teachers' salary structure.

He said it was hoped that parents in the Cape would respond in a similar way to those in Natal, where concerned parents had formed action groups under the co-ordination of a central parent committee.

Three immediate problem areas listed in the letter were: The retention of existing staff, building up of a contented and committed teaching body and recruitment of high-calibre young men and women to teaching.

Teachers to hold multiracial 'get-together'

Nagoor Bisetty

PROFESSOR H J Dreyer, of the University of Zululand, will deliver the opening address at the first multiracial gathering of teachers at Durban's Springfield College of Education on September 20.

The 'get-together' of Indian, white, black and coloured teachers is being arranged by Jocotan — Joint Committee of Teachers Associations in Natal — to enable teachers to meet and discuss professional matters, according

to Mr Dhama Nair, secretary-general of the Teachers' Association of South Africa, which initiated the move.

Jocotan's other 'partners' are Natal Teachers' Society, (English), Onderwysers' Unie, (Afrikaans), Natal African Teachers' Union, and Society of Natal Teachers, (coloureds).

The theme for next month's congress — the first of its kind in the Province — is *Education for giftedness in South Africa*.

Negotiation made easier for teachers

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321
29/8/60

EAST LONDON — A newly appointed committee on education, practising an "open-door" policy, will enable teachers to negotiate on salary and structure matters at any time, the Minister of Education, Mr Punt Janson, said at the annual dinner of the South African Teachers' Association and Die Suid Afrikaanse Onderwysers' Unie here last night.

"The five member committee under the chairmanship of the director general of National Education will consider the improvement or revision of education structures on a continual basis," he said.

Previously changes were revised on an ad hoc basis when the need arose.

"All sectors of education will be represented and the committee has at its disposal a permanent, three-member committee, the research committee on education structures, to co-ordinate research and draw up recommendations.

"The machinery for negotiation is complementary and does not replace the old existing practice. It ensures that in matters such as salaries all education will be treated as a unitary concept and handled in a co-ordinated manner.

"I would like to mention the Cabinet's decision to institute an in-depth examination of teaching in all its facets, which will be conducted by the Human Sciences' Research Council.

"This body will also be required to conduct an inquiry on a scientifically co-ordinated basis for the different population groups," he said.

Although the United Federal Council of Teachers had wanted a commission to carry out the research, that would have taken too long.

"The research council is the only body which can manage this huge task within the stipulated 12 months.

"We in South Africa today live in an interesting but very complicated world.

"I trust the results of the research will enable us to decide on a course which will benefit our entire land and all its people," Mr Janson said.

— DDR

'Fringe' taxation delay^{3/16} upsets^{20m} business³²¹

By GERALD REILLY
Pretoria Bureau

ORGANISED commerce and industry want to know urgently from the Government when fringe benefit taxation is to be introduced — and when the details will be announced.

Business leaders say the Government has had months to study the recommendations of the Association of Chambers of Commerce (Assocom), Federated Chamber of Industries, Afrikaanse Handelsinstituut and other bodies. They can see no reason for the delay.

The chairman of Assocom's taxation committee, Mr. R. J. Wood, said Assocom had asked for at least six months' notice of implementation of the tax.

This was necessary, he said, so that firms could make the adjustments that would be needed to compensate employees for taxed fringe benefits.

The Federated Chamber of Industries' tax expert, Mr. George Thomas, said the FCI would welcome an early announcement on the tax.

Though the lowering of the high marginal tax rate (it was this tax which led to fringe benefits mushrooming) had probably lessened the need for major salary adjustments when the new tax is introduced, some adjustments would still have to be made. And they could not be made overnight.

The lowering of the high marginal rate had been a step in the right direction to slow down the proliferation of fringe benefits, said Mr. Thomas, but the concessions had not gone far enough.

A spokesman for the Afrikaanse Handelsinstituut said businessmen were anxious to know when the tax would be introduced, and the details.

"We believe the Government has all the information it needs from commerce and industry to make a final decision. There seems no point in further consultations."

In its last submission to the Standing Commission on Taxation, the AHI emphasised that there should be no discrimination in the application of the tax. Only the State President should be excluded. It specifically recommended that even judges' R3 000 tax-free allowance should be included.

Organised commerce and industry agree with the Secretary for Inland Revenue, Mr. Mickey van der Walt, that not

fiscally immoral. It is the way the benefits are to be taxed that concerns businessmen.
● It is understood that the main targets of the new tax will be entertainment allowances, company cars, and company low-interest loans.

Teachers^{C.1} switching to computers³²¹ 3/9/80

Staff Reporter

DISSATISFACTION with conditions in the teaching profession was driving teachers to seek new careers in computers, an instructor in computer programming, Mr Jim Miller, said yesterday.

Mr Miller, who represents one of the largest computer-programming courses in South Africa, said the number of former teachers enrolling for the course had increased dramatically over the past year.

"The number of ex-teachers enrolling for our course wasn't even noticeable before, but in the latest intake we have nearly 30 ex-teachers out of 137 learners, and inquiries from many more," Mr Miller said.

He said the main reason teachers were leaving their profession



Former teachers Marilyn van Dongen, left, and Stevie Torkelson of Johannesburg are among the many teachers who have left their profession for a career in computer-programming.

for computers was because of dissatisfaction with salaries.

"They can expect an increase of nearly 70 percent just as a starting salary in computers," Mr Miller said.

He added: "We don't want to rob the profession, but ex-teachers make ideal candidates because of their professionalism and experience."

Mr Ken Andrew, Progressive Party MPC for Pinelands, and an opposition spokesman in the Provincial Council on education, said yesterday that the current loss of teachers from the profession should be of serious concern to the authorities and parents.

"Frustration and bitterness among teachers is widespread and more are leaving teaching for business careers in which their worth is recognized and properly rewarded," Mr Andrew said.

He said that in white schools alone there were hundreds of posts which could not be filled by properly-qualified teachers.

"The government must act to halt this slide and prevent the further deterioration in the quality of school education," he said.

The MEC for Education, Mr F A Loots, said yesterday that he was not aware of the number of teachers leaving to work in computers and declined to comment.

137 teachers have quit

By LEON BEKKER

SINCE the beginning of this year 137 Cape teachers have resigned from their posts, according to the South African Teachers' Association (SATA).

Increasing numbers of teachers in the Cape are leaving their profession, creating a crisis in the province's education system, a circular letter from SATA to school committees throughout the province, said.

The circular, signed by the association's general secretary, Mr Roger Cope, said that SATA believed that the "alarming facts" regarding the shortage of teachers should be drawn to the attention of parents.

Mr Cope said he believed that the picture presented by the facts about the shortage of teachers invited "an appropriate response" from parents. Natal parents had formed action groups through their school committees to deal with the issue.

Enclosed with the letter is a SATA fact sheet saying that eight male teachers had resigned from "one of the Cape's oldest and most prestigious" boys' schools this year. Seven teachers have resigned from a prominent co-educational school in the Cape this year.

The percentage of resignations is increasing annually, recruitment has fallen dramatically, there are insufficient students in training — especially for high school subjects — there are schools with empty posts, and some teachers are inadequately qualified to teach, SATA says.

At the largest teacher-training institution in the country, the University of Pretoria, enrolment of prospective teachers fell from 1 000 in 1978 to 400 this year.

At the root of the shortage of teachers is the salary issue, according to the association.

● Teachers switch to computers, page 3

'Unhappy' teachers look to computers

Own Correspondent

CAPE TOWN. — Dissatisfaction with conditions in the teaching profession was driving some teachers to look for new careers in computers, an instructor in computer programming, Mr Jim Miller, said this week.

Mr Miller said the number of former teachers enrolling for courses had increased dramatically over the past year.

"The number of former teachers enrolling for our course wasn't even noticeable before, but in the latest intake we have nearly 30 out of the 137 learners, and inquiries from

many more."

He said the main reason why teachers were leaving their profession for computers was because of salary dissatisfaction.

"They can expect an increase of nearly 70% — just as a starting salary — in computers," he said.

"We don't want to rob the profession, but ex-teachers make ideal candidates because of their professionalism and experience."

The Progressive Federal Party MPC for Pinelands, who is the opposition spokesman on education in the provincial

council, Mr Ken Andrew, said the present loss of teachers should be of serious concern to the authorities and parents.

"Frustration and bitterness among teachers is widespread, and more are leaving teaching for business careers in which their worth is recognised and properly rewarded," said Mr Andrew.

In white schools alone, he said, there were hundreds of posts which could not be filled by properly qualified teachers.

"The Government must act to halt this slide, and prevent the further deterioration in the quality of school education."

Education in Cape 'faces crisis'

Own Correspondent

CAPE TOWN. — About 137 teachers in the Cape have resigned since the beginning of the year, according to the South African Teachers' Association (SATA).

Increasing numbers of Cape teachers are leaving their profession and creating a crisis in the province's education system, says a circular letter from the SATA to school committees.

The circular, signed by the association's general secretary, Mr Roger Cope, says the SATA believes the "alarming facts" of teaching manpower should be brought to the attention of parents.

The association suggests that parents write to their MPs, MPCs, Press and hold meetings.

With the letter is a SATA factsheet which points out that eight male teachers resigned from "one of the Cape's oldest and most prestigious boys schools this year".

The SATA says the percentage of resignations is increasing annually, recruitment has fallen dramatically, there are insufficient students in training (especially for high school subjects).

Effect of L.M.

What about the aggregate preparation to consume

Many women teachers face 'marry bar'

Own Correspondent

PORT ELIZABETH. — An ambitious Port Elizabeth teacher said: "I live secretly with my boyfriend because I want to continue teaching."

Like some other South African women teachers, she says she is discouraged from marrying because of rules which bar most married women from holding permanent posts.

The Cape Education Department stipulates that any woman teacher in a permanent post who marries within five years of completing her training may stay on the permanent staff of her school only for the rest of the five years.

A woman with more than five year's experience who marries will automatically have her permanent appointment ended. She may be re-appointed in a temporary or permanent capacity if no single person applies for the post.

One woman teacher complained that she had to have a secret home life.

"I'm not prepared to risk wasting four years of university training after only five years' teaching experience," she said, adding that another teacher had told that her seniors had threatened she would be reported to the department and she risked losing her job.

"My boyfriend, who is also a teacher, makes excuses to avoid staff parties, because he fears his colleagues may discover our secret."

For this teaching couple, marriage, after five years of living together, is a dilemma.

"Marrying would qualify my boyfriend for a housing subsidy. But it could mean I would lose my permanent post, and without my salary we could not

afford to set up house anyway."

Many principals said they knew about teachers living together.

Providing she does it discreetly, I am inclined to value the quality of her work more highly than her private life," said one.

But her employment and promotion opportunities would be jeopardised, he said.

Another principal said he turned a blind eye to members of his staff living together, so long as parents did not complain.

"Teachers are expected to live up to a public image of saintliness," he said.

A school inspector, who asked not to be named, said the regulations stipulated that teachers should not do anything which harmed the profession's image.

"The department regards living together in an unfavourable light, but I would never take action on mere rumours," he said.

Asked how a teacher could solve the marriage dilemma, one headmaster said: "All she can do is excel in her work so that she becomes indispensable to the school. She can then be recommended for a reserved post with permission from the department."

A school counsellor at a girls' senior school said pupils were realising that teaching for a married woman was usually a short-lived career.

"Most girls these days think in terms of a lifelong career. They should be warned before they consider teaching that marriage can influence promotion opportunities and job security."

4/9/60
RUM
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Tvl teachers move to form non-racial body

Education Reporter

The Transvaal Teachers' Association will move towards establishing a non-racial teachers' council despite heated debate and clashes of opinion within the association.

Further debate and exchange of opinion between the association's left and right wings are expected at the TTA's annual conference later this month.

At the conference a motion will be tabled which requests the association's executive committee to work towards the establishment of a non-racial teachers' council representative of all recognised teachers' associations in South Africa and defer the question of whether this non-racial council be a federal or unitary body pending negotiations between all

recognised associations in South Africa.

The move comes after the newly formed National Education Union of South Africa pledged to work towards the achievement of a non-racial council as an alternative to the "whites-only" SA Teachers' Council in existence at present. The TTA's initiative is, however, in no way linked to that of

Neusa.

Mr Peter Mundell, president of the TTA does not believe that differences of opinion within the association threaten to split the organisation.

"In general, I think members believe there should be a change in the present dispensation of the all-white council but there is wide ranging opinion on the form which change should take.

"I am looking forward to a healthy exchange of ideas by members at our conference," he said.

Several members have expressed their fears concerning another motion to be tabled.

Mr J R Lambson, chairman of the TTA's North Rand Branch, said the motion appeared to favour integrated education.

"If integrated education retains an equal voice and identity for each race group, then I can support this concept.

"If it means a black dominated education body based on numerical strength and involves forced mixing of the races at schools then I will strongly oppose the resolution and if it is carried I would immediately resign from the TTA," he said.

Teachers and Minister meet

Teachers' salaries and grievances were the subject of debate again at the weekend when the Federal Council of Teachers' Associations met the Minister of Education in Cape Town.

Mr N. Paterson, chairman of the FCTA, said a Press statement containing details of the talks held with Mr. Janson would be issued later today.

Concern at Transvaal teacher shortage

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JOHANNESBURG.
Matric pupils and their parents are worried about examinations because of 'inadequate preparation' resulting from a shortage of teachers in a number of subjects.

Several said they thought their children were inadequately prepared for the matric exams in a range of subjects including maths, science, accounting, typing, Afrikaans and biology.

The Transvaal Education Department does not expect matric results to be influenced by staff shortages.

A spokesman for the department said the department did not think it would be necessary to adjust or upgrade marks if these were lower than in previous years.

Marks will be moderated in the normal way by a committee consisting of members of the department and the Joint Matriculation Board.

MARKERS

Some high schools in the Johannesburg area also reported a shortage of about 360 markers, but the department was confident that sufficient people would be available.

third ed

The situation in the Cape looks a lot brighter.

Principals in the Peninsula said most large high schools here had a full complement of staff.

However, we must not pretend that the problems they are experiencing in the Transvaal will not arise in our schools, one principal warned.

In fact, I know of some principals who are advertising posts for scarcer subjects like science and are having difficulty filling them, he said.

The Transvaal problem of the shortage of markers is also not being experienced in the Cape.

Mr H. A. Lambrechts, director of the Cape Education Department, said far from being short this year, they had too many applicants for many of the subjects.

Teaching crisis hits matric

By Sheryl Raine,
Education Reporter

The severe teacher shortage in the Transvaal threatens to drastically reduce the standard of matriculation results this year.

The shortage and poor tuition had reduced the standard of high school education to the point where universities could be forced to introduce entrance exams, say leading educationists.

Matric pupils and their parents are "worried sick" about the coming exam because of "inadequate preparation" resulting from a lack of teachers in a num-

ber of subjects.

Parents who spoke to The Star said they thought their children were inadequately prepared for the matric exam in a range of subjects including maths, science, accounting, typing, Afrikaans and biology.

Educationists who usually believe that the matric exam receives too much attention in schools, homes and the media have expressed concern about the broad implications of the situation.

Some of the implications are that:

● Pupils are under pressure to complete matric syllabuses in time to revise them.

● Matric results may have to be adjusted in order that they compare favourably with the results of previous years.

● Matriculants, with inadequate preparation but whose marks are manipulated to give them acceptable symbols may be accepted at universities and other post-school institutions where they will not perform well.

Costly university entrance exams would have to be introduced if the standard of high-school education continued to drop, say leading educationists.

Spokesmen for the two major universities on the Reef said although entrance exams were not

being planned in the immediate future, both universities had found it necessary to introduce crash courses to prepare first-year students.

Many faculties at the University of the Witwatersrand screened and tested students before admitting them.

An extensive bridging course had been introduced at Wits for matriculants with disadvantaged educational backgrounds. Some of the courses offered involved a year of instruction.

A pre-university school also offered a wide range of subjects to first years.

To Page 3, Col 1

Teacher crisis hits matric exams

From page 1

the spokesman said.

"Many faculties and departments at Wits admit students after extensive screening and tests. Among the faculties and departments are those of medicine, dentistry, architecture, drama, fine art and speech and hearing therapy," said a university spokesman.

The Rand Afrikaans University had increased its number of crash courses in maths and would continue to offer certain intensive language courses.

Professor S S Israelstam, former director of the Wits pre-university school said entrance exams had been discussed several times but that there were practical difficulties and

costs to be considered.

"The standard of high-school education has been dropping for at least 10 years, especially in the science and maths fields.

"A shortage of qualified teachers has contributed to this."

The Transvaal Education Department does not expect matric results to be detrimentally influenced by staff shortages suffered during the year.

A spokesman for the department said the TED did not think it would be necessary to consider adjusting or upgrading marks if these appeared to be lower than in previous years.

"Marks will be moderated in the normal way by a committee consisting of members of the TED and the Joint Matriculation Board."

'Teacher unrest may flare again'

By GERALD REILLY
Pretoria Bureau

THE president of the Transvaal Teachers' Association, Mr. Peter Mundell, warned last night that teacher discontent could flare up again if interim salary adjustments were not agreed to by the Government before the end of the year.

He was reacting to a statement issued in Pretoria last night by the chairman of the Federal Council of Teachers' Associations, Mr. Neil Paterson, following a meeting of the council's executive with the Minister of National Education, Mr. Punt Jansen, in Pretoria on Saturday.

The Minister told the executive that the investigation into salary structures in education had reached an advanced stage and that December was the target date for its completion.

Against this background, Mr. Paterson said the executive committee could now "give attention to its standpoint" on interim adjustments of teachers' salaries.

The Minister, he said, would be informed of this.

Mr. Mundell said the Federal Council was striving to bring about measured and structured changes in teachers' earnings.

"Expectations among teachers are high that suitable adjustments will be made. The angry discontent which followed the announcement of the new salary scales in April has simmered down, but there are still expectations which, if

unfulfilled, could lead to further discontent."

In his statement last night Mr. Paterson said the Federal Council had previously informed the Minister that the Human Sciences Research Council investigation into education, and the National Education Department investigation into the status of the teaching profession, would be accepted as an alternative to its original request for a presidential commission of inquiry.

This was provided that an assurance was received that the possibility of an adjustment of teachers' salaries at specific post levels was not completely excluded, Mr. Paterson said.

The issue was also discussed with the Director General of National Education on August 29. It was made clear that the executive committee should get full clarity of the progress made in the investigation into salary structures.

The executive committee was told by the Minister on Saturday that December was the target date for the completion of the investigation.

The Minister indicated during Saturday's talks that he was prepared to amend the composition of the Research Committee of the Education Structure so that a person could be a party to the committee from the organised teaching profession on a basis of his specialised knowledge of salary structures and service conditions in the teaching profession.

The same would apply for the other sectors of education including universities, technicians and the South African Teachers' Council.

POLITICAL content in this issue by Andrew Sachs, Benjamin Pappard, John Crow, Les Phillips, Martin Alexander, respectively; John Crow, Les Phillips, and Christopher La Font, respectively, continue by Herb Connolly, all of 121 Main Street, Johannesburg.

Dire shortage of science, maths tutors

By MARIKA SBOROS

SOUTH Africa would face a dearth of doctors, scientists and mathematicians in future if something was not done about the shortage of maths and science teachers, leading educationists have warned.

The chronic shortage of maths and science teachers was creating a vicious circle which was difficult to break. This was harmful to pupils' future careers, Prof Eric Friedland, of the Department of Physics at Pretoria University, said this week.

"Students are not interested in becoming science and maths teachers anymore. This is due to the shortage of qualified teachers in these subjects.

"Teachers who are not qualified in these subjects find it difficult to motivate pupils to take these courses," Prof Friedland said.

Pupils who did not take these subjects up to matric levels would not be eligible to study medicine, engineering or science at university.

Mr Jack Ballard, secretary of the Transvaal Teachers' Association, said that another problem created by the shortage of maths and science teachers was that pupils regarded these subjects as difficult, and preferred not to take them.

"This is detrimental to their careers, because no technical or scientific courses at university will be open to them," he said.

Mr Ballard said unusual

emergency measures would have to be taken to ensure pupils did not suffer in the future.

It could take as long as six years to qualify men as science teachers — four years of study and then two years of national service.

"We can't wait that long," Mr Ballard said.

He suggested that science graduates could be given a crash course in teaching to get them into classes sooner.

Mr Ballard and Prof Friedland agreed that it was essential that the TED made working conditions and salary structures competitive with the commercial world to attract people back into the teaching professions.

Girls should be encouraged to take science and maths courses at school.

There was still a traditional bias steering girls towards arts-oriented careers, though this was changing slowly, Prof Friedland said.

"There are many girls taking BA courses who could do just as well in science," he said.

Commenting on parents' fears that the overall teacher shortage would mean poor matric results because teachers would be overworked when marking papers, Mr Ballard said he hoped this would not happen.

"I would rather see matric results come out late rather than the standard drop because teachers have to mark in a hurry," he said.

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11/9/80

Teaching crisis used as political football

By Sheryl Raine
Education Reporter

Teacher shortages and the education crisis were used as political footballs and while politicians scored points the situation worsened, Mr Peter Mundell, president of the Transvaal Teachers Association, said last night.

Mr Mundell told a teacher-parent meeting of 200 at The Hill High School in Johannesburg the problem centred on money and there was no instant solution.

A responsible, graduated approach to the educational problems of all races was crucial.

He suggested an Education Bonus Bond scheme to raise funds.

Mr Mundell attacked MPs and MPCs for using the education crisis as a political football.

He accused Government officials of ignoring warnings from educationists dating back to 1967.

"At that time, we begged for more English medium teacher training facilities to build up a healthy reserve of teachers.

"The facilities were refused.

"Last year, with the new Johannesburg College of Education 60 per cent

empty, it was decided to build another college in Pretoria to train English-speaking teachers."

He urged parents to put pressure on Government representatives.

Among the latest statistics Mr Mundell cites were:

- About 90 000 Transvaal pupils sat idle at some stage every school day because there were no teachers to instruct them.

- Transvaal was short of 600 teachers.

- All English-medium high and primary schools in Transvaal faced immediate or pending teacher

shortages.

- Zambia, a developing country, spent six percent a year of its gross national product on education. South Africa, also a developing country, spent about 4.2 percent while developed countries spent 12 to 18 percent a year.

- About 2 137 teachers resigned from the Transvaal Education Department last year. By March this year 1 134 had already resigned.

"We know this figure has more than doubled by now but we are having difficulty in obtaining figures from the authorities," said Mr Mundell.

- The English teacher-training institutions would produce only 26 mathematics and 15 science teachers by the end of the year.

- Thousands of pupils at English-medium schools did not receive instruction from English-speaking teachers until Standard 7 because of the influx of Afrikaans-speaking teachers into English-medium schools to make up for teacher shortages.

"I would like to hold out some hope that English education could continue to rely on these Afrikaans teachers," said Mr Mundell.

"But Pretoria University enrolled 1 000 students in the Education Faculty in 1978. This year 400 students enrolled. The crisis has spread to the Afrikaans community."

Parents were asked to encourage their children

Nixon urges realignment of SA's education system

Education Reporter

Qualified teachers of all races were wasting precious teaching time on broad educational duties when the country could not afford loss of tuition, Mr Peter Nixon, a PFP MPC Provincial Councillor said yesterday.

"The system of black and white education needs to be realigned to suit the needs of a developing country," said Mr Nixon, Opposition spokesman for Education.

to the teacher crisis but there were ways to make full use of qualified teachers.

"Conserve the time and energy of qualified teachers for teaching and leave the broader educational duties and administrative work to assistants, supervisors and clerks," he urged.

He estimated about 15 percent of the permanent white teaching force in the Transvaal will have resigned by the end of the year, compared with about eight percent in

Part-time markers and supervisors could take over the burden of marking and duties such as sport, guidance and non-professional activities which currently robbed the teacher of valuable teaching or study time.

School managers could replace school principals and thus release more qualified teachers for duty.

Mr Nixon suggested that "satellite" jobs in schools be carefully classified and salaries decided

according to the nature of

Extra lessons take place of teachers

By Cheryl Kaine
Education Reporter

Cram colleges and institutions like Star Schools are fast becoming substitutes for normal education channels, says Mr. William Smith, head of Star Schools.

Teacher shortages, especially in subjects like maths, science and accounting were forcing parents to send their children for extra lessons or to colleges offering intensive education, he said.

"In the early days Star Schools supplemented the education of youngsters who needed tuition in subjects with which they were having difficulty. Now Star Schools is in many cases a substitute for a lack of education or the absence of teachers in normal school channels," said Mr. Smith.

MATRIC PASSES

He said pupils wishing to obtain matric passes in science but who did not have teachers for the subject, were often referred to Star Schools. At present there were about 4000 Johannesburg high-school pupils enrolled for science instruction.

Two cram colleges in the Johannesburg area reported that their full-day classes and extra-lesson sessions had been full since the beginning of the year.

APPLICANTS

"Although we have not been flooded with applicants, the quality of our pupils in recent years has improved," said a spokesman for one of the colleges.

This indicated that even the brighter school pupil was feeling the need to opt out of the accepted schooling process to ensure good matric results, he said.

Both colleges partly attributed their high enrolment figures to the teacher crisis.

TEND admits depth of teaching crisis

By GERALD REILLY
Pretoria Bureau

THE depth of the education crisis in the Transvaal was officially admitted last night.

A statement conceding the acute shortage of teachers, the use of poorly-qualified teachers and the "alarming" number of men teachers resigning was issued by the MEC in charge of education, Mr. D. S. van der Merwe Brink.

And the president of the Transvaal Teachers' Association, Mr. Pieter Mundell, said last night the Province and the Government were "at last" facing the reality of the "disastrous situation."

Mr. Brink said the shortage of teachers was at its most acute when the Department of Education could no longer fill all vacancies — there were 271 vacant posts for which no teachers could be found by September 16.

In addition, the department was forced to appoint a large number of professionally unqualified teachers.

These appointments did not include the number of inadequately-qualified personnel, such as teachers' assistants, who had completed only one year of further study in mathematics or had no further academic training in mathematics.

Mr. Brink said the specialist shortages occurred mainly in science and in technical subjects, in commercial subjects, mathematics and English.

Increasing number of teachers are leaving the profession and that the loss of male teachers is so great," he said.

From the beginning of the year to the end of August, 2,750 teachers resigned. The number of resignations for the same period last year was 1,800. "These figures included," Mr. Brink said, the "seriously alarming" factor was the large number of men quitting.

From the complement in January, 11.6% of the department's entire male teaching staff had resigned by September 16.

It appeared that the greatest number of resignations came from men with seven to nine years' experience.

Their main reasons for leaving were inadequate salaries and the overloading of teachers with additional assignments because of the shortage of staff at schools.

"It is inevitable that the standard of teaching will suffer because of the unavailability of a teacher. Therefore all possible measures are being taken to meet the situation," Mr. Brink said.

These included extra classes held after regular school hours; making use of the services of teachers from other schools; holding schools to open up and additional classes during school hours.

Mr. Mundell said last night that the TTA had repeatedly warned of the impending crisis.

However, senior members of the Provincial Council, including Mr. Brink, had chosen to ignore these warnings and it was only because of this late stage there would be official acknowledgment of it.

Experience had shown that by the time six or seven years' service were the only vulnerable factor escalating living costs from marriage children, housing bonds and other responsibilities.

This meant totally inadequate salary scales were at the root of the problem.

Mr. Mundell urged that all barriers to importing teachers be swept away.

"We are in a crisis and drastic measures are needed to relieve it."

321 am 14/9/80

ROM 20/9/60
32-1

Transvaal urged to employ 'foreign' teachers

By GERT ADRIJAN
Pretoria Bureau

EMPLOYING immigrant teachers would be the only quick way to relieve the Transvaal education crisis, the president of the Transvaal Teachers' Association, Mr Peter Mundell, said in Pretoria yesterday.

"It is unfortunate that vested interests in the province don't see it this way. But we, as an association, believe the current critical shortage of teachers cannot be eliminated even in a decade — given salary and other conditions calculated to attract staff."

Mr Mundell said that hopefully, there might now be a change of attitude to immigrant teachers after the statement outlining the seriousness of the problem by the MEC in charge of education, Mr Van der Merwe Brink.

Historically, Mr Mundell said, education in South Africa, particularly in the Transvaal, had been constructed on immigrant teachers.

Mr Brink had suggested that among the intended remedies were extra classes held after regular school hours and additional classes taught by a school's own staff members during school hours.

Mr Mundell warned the department that those teachers who had remained in the service were working to the limit of their professional capacity.

"Any attempt to compensate for the shortage of teachers by overloading them with additional duties can only lead to even greater discontent in the profession and to an even higher resignation rate."

Mr Mundell pointed out that many Government departments and big organisations in the private sector were importing skilled and professional workers.

"We simply cannot afford to ignore immigrant teachers as a relief measure. Prejudices must be ignored and all barriers to importing teachers removed."

But, Mr Mundell warned, even if salary and service conditions were improved to an

Wary reaction to new teacher plan

STAR 23/9/80 321

By Sheryl Raine
Education Reporter

Black teachers and their English-speaking white colleagues have reacted warily to the initiative of the Transvaalse Onderwysersvereniging to form one multiracial bargaining body.

Mr R L Peteni, chairman of the country's largest teachers' association, the African Teachers' Association of South Africa, expressed scepticism at the proposed statutory body.

He reflected the views of several black teachers when he said he did not believe a multiracial body could be formed until there was one education department and one minister of education for all races.

"All black teachers' associations are members of Atasa but at this stage I cannot say how member associations will take the TO's initiative. I personally do not think it will work if teachers continue to be employed by different education departments."

Mr Jack Ballard, gener-

al secretary of the Transvaal Teachers' Association, said his organisation would give the plan careful consideration.

"But we will certainly be guarded about accepting anything that doesn't include all teacher groups, regardless of race, right from the start."

The chairman of the Federal Council of Teachers' Associations, Mr Neil Paterson, was unable to comment because he had not yet been informed of the TO's initiative. (Reports on Page 4).

● One of the Transvaal Teachers' Associations' most articulate presidents to date, Mr Peter Mundell, is almost certain to refuse re-nomination for the presidency.

On the eve of the association's annual conference which begins in Krugersdorp on Friday, Mr Mundell told The Star pressure of work and neglect of a wide range of personal interests were two of the reasons why he would be reluctant to accept another year as president.

● Page 4 and Briefing
— Page 35.

Normal mixing³²¹ of races gets^{rom} support^{24/9/80}

Pretoria Bureau

THE Transvaal Teachers Association supports the "normalisation" of race relations in all areas of education in line with departmental guidelines, the president of the TTA, Mr Peter Mundell, said in Pretoria yesterday.

During its biennial congress in Pretoria last weekend, the Transvaalse Onderwysers-vereëning decided that mixed school sport was a highly sensitive area.

The chairman of the TO, Professor H O Maree, said a special committee would be appointed to investigate the issue.

Committee members would include educationists and sports administrators. The committee would formulate a policy on mixed school sport for the TO.

Reacting to this move, Mr Mundell said South Africa had reached a stage which demanded "normalisation" in all aspects of inter-racial co-operation.

He said the TTA welcomed the TO's investigation into an issue which would become increasingly relevant in the context of a changing South Africa.

At least one school in Johannesburg — the Highveld Primary School — had agreed to play cricket with Indian and coloured schools.

"No eyebrows have been raised and it appears to have been accepted by all concerned," said Mr Mundell.

The school was asked by the Transvaal Cricket Council whether it would be prepared to play against coloured and Indian schools teams.

The issue was put to the school committee and it was agreed that mixed games could be played.

The first mixed game was due to have been played yesterday but was postponed because of rain.

Mr Mundell said the TTA was extremely interested in the decision by the TO congress to demand a statutory body to arbitrate where disputes with the Government and the organised teaching profession arose.

The TTA, he said, was also investigating trade union negotiating machinery to see how it could be adapted to the needs of the profession. Mr Mundell also agreed that an urgent priority task of the

Council's investigating committee should be to make interim recommendations for pay adjustments.

The three major aims, he said, should be to attract more recruits to the training colleges, to retain staff and to pull back teachers to the profession.

Of the three, the retention of existing teaching staff should get the highest priority.

Kambule rejects TO proposal for mixed teachers' bargaining group

By CHARLIE MOGALE

A LEADING black educationist, Mr T W Kambule, has rejected the proposal by the Afrikaners' Transvaalse Onderwysersvereniging (TO) to form a multiracial bargaining group.

However, Atasa (African Teachers Association of South Africa), to which all four black teachers' associations are affiliated, is keeping mum on its attitude to the proposed "multiracialism".

Mr Kambule said Afrikaans teachers were only interested in communicating with the blacks, which could not change the situation in the country.

"They can only liaise with Atasa and Tuata (Transvaal United African Teachers' Association) who are toeing the Government's line anyway," he said.

An organisation formed in May on "similar multiracial lines" had been a failure.

"There can't be any sense in forming a common organisation when there is such a wide gap in black and white teachers' working situations. We are interested in genuine change. We must fall under the same rules, and the Government won't allow that," Mr Kambule said.

The secretary of Atasa, Mr H H Dlamenze, said all four provinces would have to express their opinions on the matter before he could comment.



Mr T W Kambule . . . rejects mixed bargaining.

324
25/9/68

Kambule rejects TO proposal for mixed teachers' bargaining group

By CHARLIE MOGALE

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Mr T W Kambule . . . rejects mixed bargaining.

increases, as the particle penetrates deeper into the medium. The density of energy deposited ($-dE/dx$) is therefore highest at the end of the track (fig. 25).

-23-

single elastic collision with a proton. The maximum nuclear recoil energy E_{max} resulting from elastic scattering of neutrons (of mass m_n and energy E) on a nucleus of mass M

-24-

$E_{max} = 4m_n M E / (m_n + M)^2$ (34)

is much smaller for heavy nuclei than for hydrogen.

Most important effects in the interaction of gamma rays are the photoelectric effect (described in section 2.1.p.5) and the Compton effect (section 2.1.p.5) and pair production (section 2.3.p.8). Energy is transferred to a photoelectron, a Compton electron or an electron-positron pair respectively. Secondary particles then interact with the medium as described in (a). As in the case of neutrons, the process of gamma rays with matter is a statistical process described by an exponential absorption law of the form (33) but with a representing the gamma ray coefficient. This coefficient can, in turn be as the sum of components "pe", "ce" and "pp" due to the photo-, Compton and pair effects. Thus

$$\mu_{\gamma} = \mu_{pe} + \mu_{ce} + \mu_{pp} \quad \dots \dots \dots (35)$$

ion coefficients are largest for the heaviest (9. lead) and "pe" usually dominates for gamma rays below 0.5 MeV, "ce" for energies above ~ 10 MeV and "pp" around 1 MeV.

Convenient measure for gamma interaction calculations -thickness, analogous to the half-life in radio-

-this is defined as the thickness $x_{1/2}$ of the medium required to reduce the fraction N/N_0 (eq.(33))

$$= \frac{1}{\mu} = \exp(-\mu x_{1/2}) \quad \dots \dots \dots (36)$$

of $x_{1/2}$ are given below (in mm)

Energy	Lead	Concrete
1 MeV	9.0	47.0
5 MeV	14.5	100.0

resulting from neutron interactions in matter are often charged particles and these particles then interact with the matter as described in (a). Hydrogenous media such as wax, water or plastic are of particular interest because a neutron can lose any fraction (0-100%) of its kinetic energy in a

Teachers 26/9/80 ARMS 'disciplined' 521 — pay held

Political Staff

SALARY cheques of a small number of teachers at black schools in the Peninsula had been temporarily withheld as a disciplinary measure, a Pretoria spokesman of the Department of Education and Training said today.

The action had been taken in terms of existing regulations.

The spokesman declined to give reasons for the action, saying the department did not give reasons for disciplinary action against teachers as this was considered a domestic matter.

"The teachers concerned know very well why the action has been taken against them," the spokesman added.

36 AFFECTED

The regional director of the department, Mr. D. H. Owens, said 36 teachers of 489 in the Peninsula were affected.

He said he did not want to get involved in a debate about the issue in the newspapers.

The affected teachers would receive their cheques next week, he said.

Shortage of markers for matric papers

321
11/6/80

By GERALD REILLY
Pretoria Bureau

THE marking of matriculation papers, it is feared, could break down this year because of the acute shortage of volunteer teacher markers, the president of the Transvaal Teachers' Association, Mr Peter Mundell, said yesterday.

Inspectors, he said, had been trying in vain to recruit markers for the end of the year papers, but apparently with little success.

However, a senior official of the Transvaal Education Department said the department was having no greater difficulty this year than it had in previous years.

The department, he added, was confident that sufficient markers would be available to get the results out in time.

Another education source in

Pretoria said inspectors had visited a number of schools looking for volunteer markers.

In one high school the only marker volunteers for the English paper were a domestic science teacher, a biology teacher and a librarian.

The source said the basic reason for the difficulty in finding suitable markers was the shortage of teachers and the fact that volunteers were only paid R8 an hour by the department.

Mr Mundell agreed that the rate was not likely to attract many qualified teachers to volunteer for marking duties.

"It appears the department will have to resort to markers who have no classroom experience and who are not, therefore, qualified to make the assessments necessary for the fair marking of papers."

This, Mr Mundell said, was one of the spin-off problems from the critical shortage of qualified teachers.

Aspects like creativity and originality "will simply not be factors in the final assessment of papers".

"This is asking for trouble. It is the potentially top pupils who will be most prejudiced. The whole assessment programme could be thrown out of gear."

The recognition of outstanding pupils would be seriously jeopardised unless teachers with a thorough classroom experience and the appropriate qualifications were found to mark the papers.

Many pupils were dependent on final matric symbols for university scholarships and bursaries. These could be lost if the marking system broke down, Mr Mundell warned.

Pay claims to greet Viljoen

1521
Com 2/10/80

By GERALD REILLY
Pretoria Bureau

THE new Minister of National Education, Dr Gerrit Viljoen, will face demands from teachers' associations for interim pay adjustments soon after he assumes office on October 6.

Interim adjustments are supported by the Transvaal Teachers' Association (TTA), the Transvaalse Onderwysersvereniging and the Federal Council for Teachers' Associations to compensate teachers for the "unacceptable" increases announced in April.

The associations claim that unless salaries are adjusted to a more realistic level the resignation drain will quicken.

Nearly 8 000 teachers resigned in the Transvaal in the first nine months of the year — and recruitment for the education colleges for 1981 will be "disastrous".

The president of the Transvaal Teachers' Association, Mr Peter Mundell, said the TTA had decided at its annual conference last week that anything less than 25% increases would again be unacceptable.

The TTA planned to make written representations to Dr

Viljoen soon after he assumed office, spelling out the urgent need for removing the pay grievance.

"At the same time we will make regular representations to the Director of Education," Mr Mundell said.

Any interim rises agreed to should be retrospective to October 1.

He added that the education authorities must be aware of the crisis in education — "all available statistics indicate that we are in a deep crisis and its getting deeper".

Mr Mundell said the biggest immediate problem was to retain staff now teaching in Transvaal schools — "and there is no way, except by higher pay, of plugging the drain."

The executive of the Federal Council of Teachers' Associations holds its annual meeting in Cape Town at the weekend.

The meeting is expected to reinforce the council's earlier plea for interim salary relief.

It was learnt, too, that the special National Education Department committee, which is investigating teachers' salary structures, is expected to complete this part of its report in December.

Efforts mount to fight crisis in education

321

14/11/80

By GERALD REILLY
Pretoria Bureau

THE emergency in English education in the Transvaal is to be discussed at an urgent conference of concerned organisations in Johannesburg next month.

Among those represented will be the Transvaal Teachers' Association, the Association of Chambers of Commerce, the National Council of Women, the SA Council for English Education and the English Academy.

The threat to English educational standards will also be discussed next month at the inaugural meeting of the Transvaal Association of School Committees.

The president of the TTA, Mr Peter Mundell, said this would be the first time parent organisations of English medium primary schools in the Transvaal had joined to fight deteriorat-

ing education standards.

And on November 3 in Johannesburg, the new Minister of National Education, Dr Gerrit Viljoen, will address a meeting organised by the Central Rand Branch of the TTA.

Dr Viljoen is expected to take this first opportunity to outline his views on what the TTA and parent organisations have identified as a crisis which may take 10 years or more to overcome, and to suggest remedies.

Meanwhile, Mr Mundell said, letters and telegrams had been sent to Dr Viljoen and to the Director of Education in the Transvaal, Professor J H Joubert, seeking interviews and pointing out that in spite of the existing investigation into education by the Human Sciences Research Council, the teachers' demand was for immediate and adequate interim salary in-

creases, and improved service conditions.

"We believe we are right in asking for immediate relief. Not only is this justified, but if it is not given, the alarmingly high resignation rate will continue and even more classrooms will be without teachers next year."

An early announcement about interim relief would also prompt more student teacher enrolments, he said.

Teacher training colleges had reported a substantial drop in the number of applications for admission compared with last year's intake.

Mr Mundell added: "We are perturbed because we fear the authorities do not appreciate fully the seriousness of the present situation in our schools, and the need for immediate action to prevent a further deterioration."

RDM 17/10/80

Alarm at shortage⁽³²⁾ of teaching students

By GERALD REILLY
Pretoria Bureau

THE steep fall-off in applications for admission to colleges of education next year, on top of the current acute shortage of teachers, is causing alarm to leading educationists.

Particular concern is felt at the still decreasing number of men students — a trend which has been aggravated by the availability of better-paid work outside the profession because of the economic upsurge, and the still serious dissatisfaction among teachers.

The rector of the Johannesburg College of Education, Professor Napier Boyce, said applications for admission to primary school education diploma courses totalled 365 so far this year, about 30% fewer than last year.

Of the 240 accepted, not

more than 40 were men.

Total projected enrolment for 1981, all years and all classes of students, was 1 380 — less than half the college's capacity, Prof Boyce said, and 16 lecturers had had to be retrenched because of the steep fall off in the number of students.

At the end of the year it was expected that 377 students would qualify in primary education, and of these only 32 would be men.

The deputy rector of Goudstad College, Mr G de Beer, said applications for enrolment had not been enough to fill the student quota for next year.

An alarming feature was the drop in the number of men students, he added.

The executive of the Transvaal Teachers Association meets in Johannesburg at the

weekend to review the progress of seven working committees which will submit memoranda to the Human Sciences Research Council's committee investigating the state of education in South Africa.

Earlier this year the TTA warned of the difficulties which would be encountered in attracting students to the education colleges for next year, because of the "unacceptable" salary increases granted to teachers in April.

The TTA last week sent a telegram to the Minister of Education, Dr Gerrit Viljoen, asking that he give immediate attention to the demand for interim salary adjustments back-dated to October 1.

The Minister is expected to refer to the salary issue when he addresses a TTA meeting in Johannesburg on November 3.

Teachers aim for stronger militancy

RDM 17/10/80
321

Staff Reporter

THE Southern Transvaal branch of a non-racial association of educationists decided on Saturday that their primary concern was a new educational system for the country — although they would like to have the militancy and democratic qualities of a trade union.

Mr Donovan Lowry, secretary for the national executive of the National Education Union of South Africa (Neusa) said yesterday that about 130 teachers had attended the inaugural meeting of the Southern Transvaal branch.

"The meeting was also well attended by black, coloured and Indian teachers," Mr Lowry said.

After a general meeting there were group discussions and various aspects of the education system were discussed.

Discrimination against women teachers was discussed and it was decided the association would "fight" against such discrimination.

The association also discussed what their attitude should be towards the Human Sciences Research Council's investigation and they decided they would not work with the council.

The attitude to the other teachers bodies was that "we should seek the maximum co-operation with them while suggesting that the white teachers

should have more insight in themselves," Mr Lowry said.

The relationship between Neusa, parents and teachers was also discussed and it was decided that although parents and pupils should play a major role and be associate members, the association should be controlled by teachers.

On the question of professionalism, ethics and code of conduct, it was decided the academic content should remain in the hands of teachers.

Mr Lowry said it had been decided there should be a drastic re-allocation of resources in the training of teachers and an emphasis on the raising of black teachers' salaries.

The National Education Union of South Africa was formed on June 11 and has insisted on far greater consultation with parents and educationists.

Neusa's aims are:

- Equal per capita expenditure on schooling for all children;
- Equal facilities in open schools;
- Parity of salaries for teachers with the same qualifications;
- Equal and open teacher training facilities; and
- Scope for cultural diversity within institutions open to all.

POLITICAL comment in this issue by Allister Sparks, Benjamin Pogrund, John Ryan; news-bits by Bernard Wessels; headlines and sub-editing by Mike Stent; cartoons by Bob Connolly; all of 171 Main Street, Johannesburg.

Teacher exodus hits Tv schools

Argus Correspondent

JOHANNESBURG. — The Transvaal Education Department has no hope of filling a staggering 1200 vacant teaching posts before January 1981, say educationists who have called for emergency Government action.

There are 27 212 teaching posts in the Transvaal.

Latest figures released by the IED reveal that the province is short of 400 teachers and will require a further 811 to meet needs next year.

Teachers throughout the country have been resigning at an unprecedented rate this year, but the Transvaal has been hardest hit by teachers who have traded the classroom for more lucrative jobs in the booming private sector.

ALARMING

Among the alarming statistics which are becoming common knowledge in teaching circles are:

① In 1979, 2 137 Transvaal teachers resigned. So far this year 3 240 have resigned and more resignations are expected before Christmas if the Government fails to make an announcement about interim salary adjustments or salary increases for next year.

② Enrolments at Transvaal teacher training colleges are down by 80 percent and in Natal by 40 percent.

Mr F A Loots, MEC for Education in the Cape, said while there was a shortage of teachers in certain subjects in the Cape, there was no 'actual shortage' and all classrooms were being manned by teachers.

REASONABLE

Although he did not have the most recent statistics, during the first six months of this year 137 teachers had resigned.

That is less than one percent of teachers in the profession. If you compare that with any other sector of the economy it is quite reasonable, Mr Loots said.

He said resigned posts had been filled either by teachers on pension or married women teachers.

We have a fair reserve of married women teachers and were also finding that many teachers who have left are now coming back, he said.

The situation here was not comparable to the Transvaal. We are quite happy and think the situation is normal.

PRESS STA
MINISTER

(FOR IMMEDIATE)

Teachers, police pay rise call

Argus Correspondent

Arising from
involving
comment as

JOHANNESBURG. — South Africa would be on its knees within three years unless the salaries of teachers, police and other civil servants were doubled, the deputy chairman of the Manpower 2000 Commission, Mr Francois le Riche, warned yesterday.

On 25 October
from a flight
reported to
on the same
matter. He

Addressing a seminar at the Chamdor in-service training centre outside Krugersdorp, Mr le Riche said the private sector would have to face the prospect of extra taxation if this was to be achieved. 'But we must not be scared to pay — the future of our children is at stake. We cannot go on paying graduates the same as supermarket check-out assistants.'

The security
reported the
to continue
Railways Police
requested the
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where he informed

The Minister of Manpower Utilisation, Mr Fanie Botha, who attended the seminar with 16 Witwatersrand MPs said the Government now realised it could not solve manpower and training problems without the aid of the private sector. He said South Africa was in the middle of a training revolution thanks to the 'new spirit' in business and industry. During a tour of the Chamdor Centre, Mr Botha was told that the Centre may be opened to all races and private students in a bid to help ease the labour shortage.

not an official of S.A. Airways —
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city guard that a female passenger
possession of communistic reading
to the guard.

armed and in field dress,
A. Railways Police and withdrew
ities. An officer of the S.A.
in civilian clothing, cordially
n Tetley, a member of a group
pany him to an adjacent office
omplaint. She voluntarily

handed the reading matter concerned to the police officer
who, after establishing that it was harmless and of South
African origin, returned it to her. When asked whether she
had any other reading matter in her possession, Mrs Tetley
opened her travelling case of her own free will and invited
him to have a look. There was no undesirable reading matter
in her case.

2050 dr

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Teacher training doors open to all races



Professor
Boyce

5-11K 7/11/80

By Sheryl Raine
Education Reporter

Black trainee teachers will be admitted to the traditionally "whites only" Johannesburg College of Education for the first time next year.

A recent agreement will override a Provincial ordinance which to date has forbidden black, coloured and Indian trainee teachers to enrol at Provincial educational institutions for whites.

In terms of the new agreement:

- Five Indians and two coloureds who have applied for the four-year Bachelor of Primary Education course will be admitted if they obtain full matric exemption and Ministerial consent to attend a white institution.

- At this stage, only black students wishing to study for the B Prim Ed course will be admitted to JCE. Further agreements for students wishing to follow higher diploma courses at JCE are being negotiated.

- Black students at JCE will be entitled to use all lecturing and library facilities. Other campus facilities may be used at the discretion of the rector.

- The black students will be non-agreement students. This means they

will not be entitled to jobs, bursaries or study loans from the TED.

- Non-agreement students will be registered and enrolled at Wits. White students who qualify for TED study loans doing the same course will be registered at Wits but enrolled at JCE.

Professor A. N. Boyce, rector of JCE, welcomed the opening of his college's doors to all races.

"For the first time in South Africa a provincial educational institution is being opened to blacks.

"We will seek clarity concerning the use of campus facilities by blacks but at this stage I see no reason why black students should not have access to all facilities," he said.

The TED had already lifted all restrictions concerning Chinese students at JCE and had lifted the quota system for the college for next year. The quota system has in recent years limited the intake of student teachers.

"As far as Wits is concerned, we see no problems in admitting black students with suitable qualifications for the B Prim Ed course," said a university spokesman. He did not foresee any opposition from the TED or Cabinet Ministers involved.

Page 19.

By Sheryl Raine,
Education Reporter

The opening of the Johannesburg College of Education to students of all races for the Bachelor of Primary Education course is according to educationists a start, however small, towards greater use of grossly underutilised white education facilities.

Since its formation in 1902 JCE, like many other provincial educational institutions, has preserved its hallowed precincts for whites.

From humble beginnings in Doornfontein, JCE later moved to Von Brandis Square and then to Braamfontein. Last year the college moved to its new Parktown campus with facilities costing about R45 million.

The college, which can accommodate 3000 students, currently has 1500 students and enrolment figures are expected to drop to 1350 next year according to Professor Napier Boyce, rector of JCE.

THEATRE

A new R5 million complex for JCE including facilities for a students' union, a hall to seat 1100, an examination hall and an experimental theatre was announced in June. There are at least two other complexes still to be announced. Despite the fact that JCE is half empty another college of education for English-speakers is being erected in Pretoria.

Educationists, grieved by the facilities left un-

used, particularly at JCE's new campus, have frequently called for the admission of students of all races.

The Progressive Federal Party during the last two sessions of the Transvaal Provincial Council asked that the use of the college be extended to all races. The standard reply to their requests was that the facilities were built for use by the province, which had no say over black, coloured or Indian education.

The University of the Witwatersrand will accept applications for the Bachelor of Primary Education degree course until December 15.

After December 15 applicants will have to pay a R30 late application fee in addition to the normal R10 fee. Applications will be considered until mid-January next year and acceptance will be at the discretion of the Education Faculty.

The B.P.M. Ed course lasts four years and trains

Now, after strenuous negotiations lasting for more than a year by the University of the Witwatersrand, the Transvaal Administrator, Mr Willem Cruywagen, has signed an agreement which many believe is the thin end of the wedge.

It should be pointed out that the situation at Wits is slightly different to that at the other universities and colleges. Wits together with JCE offers an education degree which cannot be obtained at any other institution.

Traditionally blacks applying for degree courses not offered at their own educational institutions have been treated sympathetically by the authorities.

How fast or how far other regulations will be relaxed to open more education facilities remains to be seen, but the agreement with Wits has not only created a precedent, it has shown the way to other universities and colleges which could approach the authorities in other provinces.

JCE opening to all races is 'a start'

STAR 7/11/80

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Conditions of admission

teachers for primary schools. Students are registered at Wits but attend all lectures at the Johannesburg College of Education. Final degrees are conferred by the University of the Witwatersrand, the only institution in the country to offer this degree.

The following are admission requirements:

- A matric certificate or certificate of full exemption from the matric exam, and
- A pass in the higher

grade in any three of: Afrikaans (first language), art, Bantu language, biology, Biblical studies, English (first language), French, geography, German, Hebrew, history, Latin, mathematics, music and physical science.

Fees are R350 a year.

Black, coloured and Indian students should apply to their various education departments for loans. Further inquiries can be made at Wits at 39-4011.

Mundell warns (321) on empty promises

By Gerald Reilly
Pretoria Bureau

12-11-80

TEACHERS' expectations had again been roused by the announcement that the Minister of National Education, Dr Gerit Viljoen, was to make a statement soon on interim salary increases for teachers, the president of the Transvaal Teachers Association, Mr Peter Mundell, said yesterday.

But he warned against more "hollow rhetoric and empty promises." Teachers, he said, had become cynical over the years because of Government neglect of teachers' problems and unfulfilled undertakings.

"Education is in a critical state and the time for playing around with the associated problems is surely past. The Minister's attitude seems to indicate that this is appreciated."

Mr Mundell said there now seemed to be a Minister in charge with a real grasp of the problems involved, and of their frightening dimensions.

Among these were the difficulties encountered by teachers' associations with the education bureaucrats, and the fact that advice and recommendations were too often ignored or rejected.

Another was the acute and worsening shortage of male teachers and the need to create conditions which would stop the resignation drain and attract back those who had left.

Resignation 'landslide' if teachers get poor rise

By GERALD REILLY
Pretoria Bureau

EDUCATIONISTS warned yesterday of a "resignation landslide" of teachers next year unless provision is made in the 1981-82 budget for substantial salary increases.

Public sector increases in April next year, a Government source indicated, would be between 10 and 12%.

This, coupled with a return of recessionary conditions, may help halt the teacher drain, but economists expect next year's growth rate to fall only slightly to between 5 and 6%.

In these conditions a 10 or 12% rise would do little, they say, to draw teachers back into the profession or to stem resignations. Nor would it quieten

the acute dissatisfaction among teachers.

The economists said that, taking into account the history of the long-standing dispute between the Government and teachers on the salary issue, and the trail of unhonoured undertakings, they could not be fully confident that the new Minister of National Education would see their plight in any different light.

This week the Minister, Dr Gerrit Viljoen, told the standing committee of the Federal Council of Teachers' Associations that he would soon issue a statement on interim salary adjustments and the removal of anomalies.

He gave no indication whether in fact there would be inter-

im increases, but the statement has raised teachers' hopes that this time round they will be adequately compensated.

Educationists pointed out that if next year's resignation rate matched this year's — 3 500 are expected to have resigned by the end of 1980 — a "disastrous situation" would have to be faced.

The tragedy, educationists point out, is that the "superbly" equipped Johannesburg College of Education could accommodate more than double the numbers expected to be admitted this year.

However, applications are down to the lowest level for many years because of the salary and other difficulties facing teachers.

He has a degree in Operations Research from Tilburg, Holland. He has been with Shell International for 10 years and worked for that company as an international consultant in several countries around the world. His experience includes the design and development of systems for financial management, manufacturing control and production optimisation. He has taught courses in Management Information Systems and Operations Research at the Business Schools of the Universities of Cape Town and Stellenbosch. He is recognised as a member of the consultants group of the Computer Society of South Africa and specialises in requirement definition and design of industrial systems.

Klaas van der Poel

CURRICULUM VITAE

14-11-80 321
Viljoen's
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pointers

ERMELO. — A new dispensation for teachers could only be considered and implemented after the commission appointed to investigate the situation has published its findings, the Minister of Education, Dr Gerrit Viljoen, said in Ermelo.

He said that the mistakes and shortcomings which prevailed in the field of education at present should then be eliminated and rectified.

"Education was rooted in the nation and by these roots new generations are shaped for the future. If it is our sincere desire to survive as a highly civilised nation, we should make the proper investments now."

Dr Viljoen added that the private sector would always outbid the State as far as salaries were concerned. — Sapa.

Teaching crisis: no end in sight

CURRICULUM

By GERALD REHLY
Pretoria Bureau

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EDUCATIONISTS claim the Transvaal's teaching crisis will last for another five years at least — but with rising school populations and declining numbers of teachers, it could be far more serious than now.

This is borne out by the provisional enrolment figures for the Johannesburg College of Education.

The rector of the college, Professor Napier Boyce, said yesterday that so far only 280 applicant students had paid their R70 deposit for the primary education course.

And among them are only 25 men — which indicates that the most serious aspect of the problem, the shortage of men teachers, can only become more acute.

In addition to the 280, Prof Boyce said, another 100 are expected to enrol for the bachelor degree in primary education, and about 60 for the high school education diploma.

Of the 409 students who wrote their finals this year, only 32 were men. This is from a total of 679 men and women

who enrolled in 1977.

There is no indication at this stage of how many of the 409 will actually join the teaching profession.

Prof Boyce said the only hope of strengthening the teacher corps to raise salaries to a level which would attract back to the schools some of the thousands of teachers who have resigned during the past three or four years.

This year alone the total number of resignations will exceed 3 000.

Other educationists stressed that the problem was centred in the Transvaal, mainly because of a big increase in the number of pupils.

The Transvaal, and particularly the Rand and Pretoria, are the country's economic magnets, attracting families from the other provinces and compounding the teacher shortage problem.

A Transvaal Education Department spokesman said that during the past ten years school enrolments had increased by 84 000, compared with a combined increase in the other three provinces of only 19 000.

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Teachers' pet hates

(32)

Hopes were high last week when the Federal Council of Teachers' Associations and the new Minister of Education got together to thrash out problems. But all that emerged was a promise by Dr Gerrit Viljoen to make a statement in the "immediate future" on interim salary adjustments.

Although anomalies in the last adjustments were discussed at length, teachers have little choice but to wait patiently — or to resign. And they are resigning in droves.

By December 3 500 teachers are expected to have resigned in the Transvaal alone. However, the *FM* understands that it is likely there will be a general salary adjustment from April 1981; and if the Minister *does* announce an interim adjustment in the next few weeks (possibly in the form of a "non-pensionable allowance," constituting a perk), the tide



Education Minister Viljoen . . . a grand gesture wanted

could turn. Another immediate benefit would be an increase in the number of prospective teachers seeking enrolment at teachers' training colleges for next year.

Says Jack Ballard, general secretary of the Transvaal Teachers' Association (TTA): "Our immediate aims are the interim adjustments of salaries and a rectification of anomalies resulting from the last adjustment. Our longer-term aims

are a salary structure that will satisfy and retain teachers, and improved methods of organisation and control. I am optimistic about the outcome of the talks."

According to Ballard, "There is a terrific shortage of teachers in all subjects." This is nothing new. What is new is the escalating numbers leaving the profession to enter commerce and other better-paid jobs. This is partly a result of the boom,

and the drawcard of market-related salaries for skills.

Nonetheless, there is opposition to the idea of free market forces dictating salaries of teachers who remain in the profession, and whose subjects are in greatest demand. Koos Steyn, secretary of the Transvaalse Onderwysers Organisasie and of the Federal Council, says: "We are certainly not in favour of any differential scales dictated by supply and demand."

What the Federal Council *has* done is demand that the Minister give them direct access to the Cabinet to negotiate a new deal for teachers. At present the Human Sciences Research Council investigation into the profession is due to be submitted to the Commission for Administration (formerly the Public Service Commission); but the council feels this is inadequate.

Many grievances in the profession have to be ironed out, apart from salaries. There are pay differentials between men and women; the cumbersome machinery of several education departments; and discrimination against women regarding permanent posts. What the teachers really want, according to a leading educationist, is a "grand gesture of commitment — on the same scale as that of the PM to the private sector at the Carlton conference."

In short, reassurance that their needs are being attended to at the highest level.

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Neusa pulls out of inquiry

S-TAR
24/1/80

Education Reporter

Members of the non-racial National Education Union of South Africa (Neusa) have withdrawn their support for the Government's investigation into education.

At a weekend meeting members of the Southern Transvaal branch of Neusa questioned the credibility of the Human Sciences Research Council's inquiry into education.

The HSRC investigation appeared to be a stalling tactic and the body was an organisation with "no legislative teeth" the meeting was told.

Members stated that even if the HSRC were to make far-reaching recommendations there was no guarantee that these would be implemented to solve the education crisis.

Miss L Chisholm, chairman of the Southern Transvaal branch said: "There is no point in

establishing a commission of inquiry to find out about grievances which have constantly made headlines for the past five years."

A resolution adopted at the meeting rejected the grounds on which the HSRC commission of inquiry was established and called on the Government to negotiate all educational issues with people who enjoy the confidence of the majority of teachers, parents and students.

Educationists await Minister's statement

Pretoria Bureau

EDUCATIONISTS expect a statement from the Minister of Education, Dr Gerrit Viljoen, later this week setting out the Government's attitude to interim increases for teachers and the removal of pay anomalies.

Dr Viljoen promised a statement "soon" following a meeting two weeks ago with the Federal Council of Teachers Associations in Pretoria.

It is understood that the snowballing crisis in education and the growing discontent among teachers — being held in check only by the hope of an early unequivocal announcement about substantial increases — is now under review by the Cabinet.

Although the National Education Department's investigation into teachers' status and earnings being conducted by Dr Roux Venter, is not expected to

be completed before the end of the year, teachers expect some indication from the Minister of the Government's intentions before then.

A Government source, however, said the Venter Commission was working under great pressure to complete its report and recommendations as soon as possible.

Educationists warned against further vague unspecific statements about improved salaries and service conditions.

The discontent could break out again into talk of teachers' strikes unless acceptable assurances were given.

The president of the Transvaal Teachers Association, Mr Peter Mundell, said teachers wanted concrete undertakings after 18 months of disruptive uncertainty.

It was the disruptive uncertainty, other educationists agreed, that had caused a re-

cord number of teachers to resign from the profession this year.

The record low levels of student enrolments at colleges of education in the Transvaal and Natal, this year, were another symptom of the crisis.

The TTA and the Transvaalse Onderwysersvereniging have stressed the lack of faith of teachers in the Government's undertakings about pay. It amounts to a "crisis of confidence", they claim.

They point to the undertaking given by the Prime Minister, Mr P W Botha, in November last year that teachers would be adequately compensated for being excluded from increases granted to the rest of the public sector in April 1979.

Higher status for teachers

28/1/62 321

By GERALD REILLY
Pretoria Bureau

THE CURRENT comprehensive investigations into the education and position of teachers would lead to a new dispensation and a higher status for the profession, the Administrator of the Transvaal, Mr W. A. Cruywagen, said yesterday.

He said he was confident the investigations being conducted by the Human Sciences Research Council and by the Department of National Education would result in a dispensation which would give education its rightful place.

He said it was expected the status of teachers would be raised with the new dispensation. For a professional, he stressed, status was an important criterion.

Speaking at a diploma award ceremony at the Potchefstroom College of Education, Mr Cruywagen said: "If your concern is salaries, service conditions and other advantages you might have made another choice of profession."

The dedicated teacher realised his monthly salary was not the only reward offered by his work, and those that taught just for the money would become frustrated and follow a better-paid position, he said.

On the other hand, pressure for higher salaries did not necessarily mean that teachers were without service motivation.

A strong service motivation did not mean either that the professional practitioner placed a lesser value on financial reward than the rest of the community.

Better salaries could lead to the furthering of idealistic and more dedicated service, Mr Cruywagen said.

He added that teachers were not political agents but were formers of opinions and political attitudes.

How to solve teacher crisis

— Prof

By MARTIN FEINSTEIN

THE microchip is the answer to South Africa's teaching crisis, the principal of the University of the Western Cape (UWC), said this week. Professor Richard van der Ross was speaking on the future of education in South Africa at the Manpower 2000 conference in Pretoria, and said deep-seated changes would have to be made in teaching methods to meet the country's professional needs.

And computers, he said, should be in the forefront of these changes.

Prof Van der Ross said: "The whole structure of modern industry rests on education."

"But while we would not dare to carry on industries with the know-how and equipment of even 10 years ago, we continue to lay the foundation in education with methods which were already dead at the time of our great-grandfathers."

"We shall have to choose between more and more teachers of weaker quality on the one hand ... and proportionately fewer teachers of better quality, backed by learning technology."

Referring to the Plato (Programmed Learning for Automated Teaching Operations) computer programme in use at UWC, Prof Van der Ross said:

"With the placing of such computers at strategic points in the Republic, and with linked terminals in the schools, you have the nucleus of a system that will bring the greatest revolution since the invention of the printing press and the book."

"The outstanding values of this new direction are that within a very short period children ... will have the advantage of the best instruction available in the world today."

He said that where necessary courses could be adapted or specially prepared, but that the problem of weak schooling due to weak teaching would be largely eliminated.

"What is involved is the better use of the good teacher's powers. He is now used to impart his better understanding, his better logic, his better teaching ability to more pupils."

Naturally such installations would be expensive, he said.

"But aren't Sasol I, II, and III expensive?"

Teacher body meets tonight

EAST LONDON — The Border branch of the Cape Professional Teachers Association (CPTA) will host a mini-congress here tonight and tomorrow.

A spokesman for the branch said the congress had a two-fold purpose.

Tonight delegates from CPTA led by executive member, Mr George Strauss, and the editor of the association's newspaper, Mr Randall van den Heever, will meet a delegation from the African Teachers Association of South Africa (Atasa).

The meeting will plan the joint congress of the two bodies to be held in

Mdantsane in January.

Tomorrow the CPTA will address teachers from all over the Border on the role of the organisation in a move to swell its ranks.

The CPTA, led by educationist, Mr Franklin Sonn, played a leading role in the recent school boycotts in trying to get the government to meet student demands.

The CPTA and Atasa are moving closer with the idea of forming one body.

A delegation from the Border branch of the South African Teachers' Association — the body controlling Indian teachers — will also attend. — DDR

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cause of the research and the development required hardware is now virtually always bought ready-made.

The software most closely linked with the hardware are Operating Systems. This software is also typically bought ready-made, for the same reason as for hardware.

In the 1960's companies still made their own utilities such as sorts and their own technical software for statistical and engineering applications. Such software is now also mostly bought ready-made, since the problems are simple and well understood.

In the 1970's software has become available for such general tasks as payroll and financial accounting. These are now considered more or less as utilities and are therefore typically bought ready-made.

The final and most important level may be called Special Application Software. This consists of applications that are specific to a particular business. Through its high level of integration this software is extremely complex and ready made packages are therefore more difficult to apply.

Special Application Software (SAS) has several important characteristics:

- it is typically closely linked to the "nuts and bolts" of a business e.g. customer handling, production control
- it is highly integrated and changes are difficult to make
- it must serve the decision making needs of the organisation and must therefore be able to grow with the organisation.

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Teachers' group rejects inquiry

By MARION SPARG

THE Witwatersrand branch of the non-racial National Educational Union of South Africa (Neusa) yesterday called on its members not to take part in the Government-created Human Sciences Research Council investigation into education.

At a meeting at the University of the Witwatersrand about 100 Neusa members rejected the establishment of the HSRC

commission and called upon the government to negotiate with people who "enjoyed the confidence of the majority of teachers, parents and students in this country".

This included organisations such as the Soweto Teachers Action Committee, and student organisations such as the Committee of 41 in the Western Cape and the Committee of 41 in the Eastern Cape.

25/11/80
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Breekspul kom oor salarisse

Deur FRIK BADENHORST en PIETER SCHOOMBEE

ONDERHANDELINGE tussen die Regering en onderwysers stuur nou op 'n algehele breekspul af. Die dreigement kom van die onderwysers, wat wil hê dat 'n verslag oor hul status en salarisse reguit Kabinet toe moet gaan.

Hul wantroue is veral gerig teen die Kommissie van Administrasie (die ou Staatsdienskommissie), wat die verslag moet sien voordat dit aan die Kabinet voorgelê word.

Die verslag oor 'n ondersoek wat onder leiding van dr. Roux Venter gedoen word, word voor die einde van die jaar verwag. Dit vergelyk die onderwys met ander beroepe, met onderwysers in ander lande en kyk meer hoe die toestand deur die jare verander het.

Gister het die dagbestuur van die Federale Raad van Onderwysersverenigings in Pretoria vergader. Daarna het prof. Mof Maree, die voorsitter, 'n verklaring uitgereik waarin hy sê die Federale Raad is nie bereid om verder oor die saak te onderhandel nie.

Daar is 'n ernstige gebrek aan vertroue by onderwysers. As hierdie saak anders gehanteer gaan word as waartoe ooreengekom is, „is die kans goed dat hier 'n totale breekspul tussen die Regering en die onderwyserskorps gaan ontstaan“, sê hy.

Daar is verskille oor waartoe nou eintlik ooreengekom is. Die onderwysers sê die vorige minister, mnr. Puhf Janson, het belowe dat die Venter-verslag reguit Kabinet toe sal gaan. Dus sal die verslag net soos die RGN-verslag gehanteer word.

Hulle sê dit blyk nou dat die twee ondersoeke nie dieselfde status het nie, en „dit is heeltemal strydig met die vorige ooreenkomis“.

Die nuwe Minister van Nasionale Onderwys, dr. Gerrit Viljoen, het Vrydag in 'n onderhoud sy siening van die saak aan RAPPORT gestel.

Hy sê mnr. Janson het dit uitdruklik in 'n brief aan die Federale Raad duidelik gemaak dat aangesien die voorstelle oor salarisse en ooreenkomstige voorwaardes gaan, dit eers na die Kommissie vir Administrasie en die Tesourie moet gaan, en hulle sal dan aanbevelings aan die Kabinet doen.

Die prosedure wat gevolg word, is volgens die algemene voorskrif van die Eerste Minister.

Besluite wat hierdie soort geld eis, en wat hopelik radikale implikasies vir personeelbeleid inhou kan nie sonder hierdie twee liggame geneem word nie, sê hy.

Die Tesourie is die Regering se hoofliggaam vir finansies en die kommissie die hoofliggaam wat met personeelbeleid werk.

Hy kon dus nie aan die Federale Raad se eis, soos hulle dit in 'n onlangse ontmoeting met hom gestel het, voldoen nie, sê dr. Viljoen.

„Maar ek het wel gesê ek sal sorg dat die oorspronklike aanbevelings onder die aandag van die Kabinet kom as dit deur die ander instansies afgeskiet word. En ek het ook die versekering gegee dat ek die feitlike inligting in die verslag beslis onder die aandag van elke Kabinetslid sal bring.“

Dr. Viljoen het daarop ge-wys dat dit nie 'n soort Presidensiumkommissie is nie. Dis 'n binne-departementele komitee wat aan die minister verslag doen. En hy as minister gee die versekering dat die voorstelle voor die Kabinet sal kom — ongeag die feit dat die kommissie en Tesourie ook met gesag hul kommentaar daarby sal lewer.

Hy meen self daar moet weer gekyk word na die onderhandelingsmeganisme. As die onderwysers kom met voorstelle om die probleem op te los, soos hy vir hulle aan die hand gedoen het, sal hy daarna kyk.

Prof. Maree sê in sy verklaring as dit so is dat die Venterondersoek nie dieselfde status as die RGN s'n het nie, en nie gehanteer sal word soos onderneem is nie, het die uitvoerende komitee besluit om as dit nodig is die volle raad byeen te roep sodat oor verdere optrede besluit kan word.

In so 'n geval sal die Federale Raad ook moet bepaal of die georganiseerde onderwys hom nie heeltemal moet distanseer van alles wat nou in belang van die onderwys on-

dersoek word nie, sê hy.

Die Federale Raad sal nie 'n reëling aanvaar waarvolgens die gewone onderhandelingskanale gebruik en die Kommissie vir Administrasie die finale koördineerder van die verslag sal wees nie.

Die uitvoerende komitee betreur dit dat sake so ver gegaan het dat die onderwys onberekenbare skade aangedoen is.

Hulle is bereid om te wag vir 'n aankondiging oor tussentydse regstellings, maar die saak moet binne enkele dae gehanteer word, om te voorkom dat die verlies aan onderwysers katastrofiese afmetings aanneem, lui prof. Maree se verklaring.

● Dr. Gerrit Viljoen praat oor die onderwyskrisis — bl. 4.

PM to get petition on teachers' pay

A campaign by parents calling for a 50 percent increase in teachers' salaries from January 1 next year now has the support of a 2 000-signature petition, which is to be sent to the Prime Minister, Mr Botha.

Angry parents met the MP for Randburg, Mr Wyndand Malan, more than a month ago to express concern over the education crisis and resolved to send a petition to the Prime Minister calling for a petition to the Prime Minister, calling for a significant increase in teachers' salaries from January next year.

The organiser of the campaign, Mr Brian Dicks, rallied support and parents set up stations at five major shopping centres in the north-western suburbs on Saturday morning.

"The message on all our posters was direct and simple: Pay teachers 50 percent more," said Mr Dicks.

"The response was overwhelming."

"People immediately knew what the issues were and came forward to sign."

"A large percentage of signatories were Afrikaans-speaking, which was encouraging," he said.

The petition is being sent to the Prime Minister because parents want to go to the highest level to show their deep concern over the education crisis, said Mr Dicks.

Viljoen move gets support from teachers

5/12/80
STATE
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By Jose Brouard

The Federal Council of Teachers Associations has pledged its support and full co-operation to the Minister of National Education, Dr Viljoen, in an attempt to solve the teacher crisis.

This comes after the near collapse in communication and co-operation between Government and teachers because teachers felt the Government was not honouring its undertakings to teachers.

Mr K Steyn, secretary of the Federal Council, said today the council appreciated the new Minister of National Education's attempts, to find solutions to teacher shortages and salaries.

Dr Viljoen said yesterday all research and investigation into these questions, presently being undertaken by the Human Sciences Research Council and the Venter Project Committee, would be brought to the attention of the Cabinet.



DR VILJOEN

Former Minister of Education Mr Janson had told teachers the reports of the project committee and the HSRC would be studied and co-ordinated by the Commission of Administration and the Treasury before being put to the Cabinet.

Educationists had reacted angrily to this, fearing that investigations into teachers' problems would

be "watered down" before reaching the ears of Government.

But now Dr Viljoen has assured the Federal Council of Teachers Associations that the reports will go straight to the Cabinet.

While senior teachers and prominent educationists welcomed the Minister's move, teachers on the whole would adopt a sceptical "wait-and-see" attitude, said Mr Peter Mundell, president of the Transvaal Teachers Association.

"As long as a year ago it was stated that the educational system needed Cabinet consideration.

"After months of feverish activity and a lot of pressure the bold step taken by Dr Viljoen amounts to a breakthrough in the eyes of educationists.

"This means we will now get our message through to the top levels of decision-making — and in so doing will be creating a precedent."

Cabinet to decide on teachers' pay soon

By **GERALD REILLY**
Pretoria Bureau

THE Cabinet will decide on the thorny issue of interim pay rises for teachers, and on pay adjustments for policemen, at the series of year-end meetings now in progress in Pretoria.

It is understood a statement will be issued, probably by the Minister of Finance, either later today or tomorrow, setting out the Government's responses to the sustained agitation for substantial interim increases for teachers.

The statement is also expected to clarify the Government's policy on regular annual increases in the public sector.

It is known that pay grievances were on the agenda for the meetings and that there is grave concern at the alarming teacher resignation rate, particularly in the Transvaal.

Teachers' hopes for an early announcement soared after a statement by the Minister of National Education, Dr Gerrit

Viljoen, at the weekend. Increases, it was hinted, were possible before Christmas.

Later Dr Viljoen said he hoped to persuade the Government to grant interim rises during the current financial year, apart from whatever provision was made for increases in the 1931-32 Budget.

The secretary of the Transvaal Teachers' Association, Mr Jack Ballard, said yesterday teachers' expectations were high that interim rises would be announced after this week's final Cabinet meeting of the year.

"It is imperative that some announcement should be made within the next few days. It could have a strong influence on recruitment of student teachers and help slow down the resignation drain," he said.

Earlier this week, the Minister of Police, Mr Louis le Grange, said better salary and service conditions for police

could be expected "possibly any day".

Police sources pointed out that more than 3 000 policemen had resigned this year — about 10% of the entire force — mainly because of pay grievances.

Meanwhile, the president of the SA Nursing Association, Professor Charlotte Searle, has been negotiating with the Minister of Health on new salary scales since April, "on a continuous basis".

She said the association was satisfied that nurses had got their fair share of money allocated for increases in the public sector in April. However, there was dissatisfaction about some salary scales.

The PPP's spokesman on hospitals in the Transvaal Provincial Council, Mr Sam Moss, said the crisis in nursing services was as serious as the teacher crisis and whatever was done to adjust teachers' salaries should apply also to the nursing profession.

What unity in diversity?



FM 5/12/80

It's been a turbulent year for education in SA. Debate the issues and you arouse passion; appropriate to love or war, lightly so. The issues involve the allocation of resources; morality; and the exercise of power. Each community and interest group is struggling to make its voice heard. Decisions taken now will echo to the end of the century.

What is the extent and nature of the "crisis"? It depends, of course, on whose viewpoint is considered. For the white teacher, the issue is pay and the status of the profession. For blacks, there is continuing, if diminishing, disparity in per capita expenditure on racial grounds, overcrowded classrooms and the fact that over 60 000 pupils were affected by closed schools in the eastern Cape this year. The crisis, in fact, is part of an interlinked series of crises in the wider society.

There is any common ground, it is the bureaucracy spawned by Pretoria (r systems of education) is threatening the prerogative of individual communities, as taxpayers, to fight for the

best system for their children. H. as National Education Minister Gerrit Viljoen has indicated, parents are going to be called on to increase their contributions to education, where is the *quid pro quo* of greater autonomy for the schools?

At the same time, local autonomy needs to be balanced against the growing consensus for a unitary system — which, in turn, is opposed not only by believers in ethnicity, but by those who say the plain political fact is that such a system will be dominated by the Broederbond.

The many contradictions need to be examined. While the Human Sciences Research Council (HSRC) investigation into education will deliver its full report to the Cabinet in June 1981, many of its deliberations will be public before then, and it has already helped crystallise attitudes. Not least of these has been whether or not to participate in the commission itself, headed by RAU's Professor Jan de Lange.

The southern Transvaal branch of the non-racial National Education Union of SA (Neusa) feels that the basic problems

facing education have been "known for years" and has urged its members not to participate as the "HSRC's investigation appears to be a stalling tactic."

Jonathan Paton, a Neusa founder member and an educationist at Wits, adds that "it was also felt the HSRC hadn't consulted the real black spokesmen in setting up the investigation — for example, the Soweto Teachers Action Committee and the Committee of 81 in the Cape."

Neusa is not alone in its reservations. The De Lange commission has six blacks on its main committee (out of 25 people), but overall there are many familiar establishment figures from government, industry, and State-supported institutions (including, however, Wits, Cape Town University and the Johannesburg College of Education).

The FM understands, in fact, that some leading educationists only agreed to participate on certain provisos — most important, perhaps, being that the recommendations would go directly to the Cabinet. For a while, the debate (little

reflected in the press) was similar to that over participation in the President's Council.

The major white teachers' bodies, however, have chosen not to repudiate the HSRC inquiry. "Hal a loaf is better than no bread," says educationist Franz Auerbach. "I feel it is a sincere attempt to do something; the recommendations will probably be sound. But what gets done with them is something else. The crux is that the public should know what was recommended, not just what the Cabinet accepts."

The HSRC's mandate is wide and includes such positive guidelines as that "the quality of life of all (SA's) inhabitants be improved," and that "equality in education for all population groups be attained." The keynote would appear to be to find "unity in diversity."

On this basis, Transvaal Teachers' Association (TTA) president Peter Mundell felt it would be "a luxury" for his association not to participate. He says that in the preliminary committee work "proposals which hitherto would have been considered ambitious are being thrown around. There are no sacred cows."

He emphasises, however, the urgency of the pay issue. "The teachers want to go home next Tuesday knowing that interim relief has been granted. Otherwise there will be a feeling of let-down. Also, a tangible, clear-cut statement of fact will help recruit matrices into the profession. Without this we really have no message to carry to them."

Teachers' salaries vary enormously according to qualifications, experience, race and sex. But white male teachers with four years' degree-and-diploma training start out at only a little over R500/month (and a woman with equivalent qualifications at R1 000 less a year), and most find this unsatisfactory.

Though the gap is being consistently narrowed, a black male teacher with comparable qualifications, at R4 590/year (a female: R3 870), earns far less than his white counterpart. Of course, many black teachers' schooling ended with Standard 8, or even Standard 6, and they earn correspondingly lower salaries. (Coloureds and Indians fall between the black and white pay scales.)

The long-term implications of the salaries issue have to do with teachers' perceptions of themselves as professionals. They like to be compared with lawyers and doctors — but are the first to object to any system of differentiation based on, say, a demand for certain skills above those of others.

The problem, as Minister Viljoen has told the FAI, is that teachers are professionals in only a specialised sense: "Firstly, the teacher is not self-employed, like other professionals. His employer is the state. Secondly, the clientele of the professional has free choice; the child is an

immature person who has no choice and must be protected."

For the HSRC to resolve the issue of teachers as civil servants vs teachers as professionals will be problematic. There are 170 000 of them, which means 170 000 points of view. Clearly, a partial solution *would* be to allow greater autonomy to the schools, financing them not primarily through general taxation but through parents' contributions.

The devolution of authority to local levels would seem to penalise already disadvantaged black pupils. But, as Rector Dick van der Ross of the University of the Western Cape has pointed out, mass education can be facilitated by the use of electronic teaching programmes. A major diversion of the State's investment in education to such techniques will pay biggest dividends in black education, still haunted by the ghost of Dr Verwoerd.



Paton... reservations about the HSRC inquiry

Indeed, such a diversion over the next decade would be equitable as far as blacks are concerned, while leaving more privileged schools free to restructure their classes towards an "education for life," as opposed to merely carrying out the will of Pretoria's bureaucrats, whose horizons are drawn by the philosophy of Christian National Education.

Hopetfully, this is what Viljoen means when he speaks of "free education" becoming a thing of the past. In fact, historically, education has been made largely free for whites, but very expensive for blacks. If the system is to stop turning out a white elite on the one hand, and a black worker force on the other, the increased expenditure on black education is a justifiable form of affirmative action.

What blacks really resent is the legacy of "Bantu Education," with its outcome in penniless ethnicity. And what liberal white educationists mean when they call for a unitary system is an equalisation of remuneration and benefits. This, however, is where the question of "standards" rears its ugly head.

The creation of the SA Teachers' Council for Whites in 1976 caused turmoil in the profession. For one thing, teachers in government schools have to sign its Code of Conduct. Neusa points out that the major objection is that the council is racially restrictive and that teachers' jobs are on the line if they do not sign.

However, as Auerbach points out, a national council for teachers is not in itself a bad thing — outside SA only Scotland has one. The ideal would be to "deracialise" it. But a major problem is differing qualifications in different racial groups. All teachers, but with the emphasis on blacks, are being encouraged to improve their qualifications. Ultimately, it should be possible for blacks to be drawn into the professional body.

If, as seems likely, the De Lange committee recommends greater autonomy for local bodies, and this is accepted by government, there will be a further loosening up. Black and white teachers could then have clearer perceptions of common needs and diversity would be contingent on community requirements, not ethnicity.

The danger is that the HSRC investigation will use the "unity in diversity" principle to perpetuate the *status quo* — entrenched white power at the national level reinforced by the bureaucracy down the ranks. The constitution of a possible statutory body of "experts" advising the Minister of Education (a probable outcome of the inquiry) will be all-important.

There is also the problem of a timetable. No deadlines have been set for crucial structural changes. Peter Kallaway, writing in Wits's *Convocation Commentary*, draws the pessimistic conclusion that "the HSRC commission is highly unlikely to provide any dramatic perspectives on the problem..."

He notes, too, that SA is facing "a staggering manpower crisis, the legacy of Bantu Education, which will prove to be a fatal gap in Botha's 'total strategy' if it is not dealt with in a robust and efficient manner."

The point is that it would be fatal to consider the education crisis as simply one of inequities in pay, or even a short-term problem of reform. Broadly, Kallaway writes, education should always be "considered within the wider context of the political and economic demands of the black people of this country, if we are not to create as many problems as we solve."

If that is not done, the crisis in education will become a permanent and disruptive running sore in society.

In the head master's chair

The new Minister of National Education spoke to the FM about the state of education.

FM: What kind of salary increases can teachers expect?

Viljoen: I told a meeting of the Federal Council of Teachers earlier this month that we are working towards an interim adjustment of salaries, probably in the form of an overall percentage increase, hopefully to be announced before Christmas. This should be distinguished from an announcement about a more permanent restructuring of the profession, which will be the result of inputs made by the Venter Commission scheduled for completion by year's end. After this my department will make recommendations which will be reflected in the next budget.

Is this part of the HSRC Commission?

No. The Venter Commission was set up 20 months ago to research the status of education in SA, especially remuneration, but also what we call *rondslom* or red tape — the practical administrative problems that surround the profession. It has already been found that in certain respects the rest of the public sector is better compensated than the education sector and obviously adjustments will be called for.

Should differential salaries be paid for skills in greater demand?

This is very contentious. The teaching profession, through its organised associations, has been very hesitant about introducing this principle. I think they are afraid that if the scarce people are compensated the rest will be neglected. However, I think there are several areas which could call for differentiation. There is the scarcity or difficulty of some subjects; and some areas have a higher cost of living, and greater pressure from outside recruiting agencies.

Should there be a unitary education system?

I'm not in favour. It certainly wouldn't be acceptable to most people. I am also convinced that the rectification of the present inadequacies in educational services to the various racial groups will be better dealt with if we concentrate on those areas where the backlog is biggest. In a single large department this will be administratively cumbersome.

Nor am I at all in favour of an integrat-

ed education system. Each racial group should retain its own schools and educational system. What is required is a greater degree of co-ordination and interaction between them and, particularly, knowledge of each other.

Are there plans for improved co-ordination between the departments?

Since the Prime Minister's rationalisation of the executive, a permanent cabinet committee on which all the ministers of education sit together with their civil servants has been established. The committee meets every third week and there is now a regular interdepartmental forum



where educational matters can receive attention.

Are the gaps in educational expenditure for the various racial groups being significantly narrowed?

Yes. According to Dr Ferdie Hartzenberg of Education and Training, last year the overall increase in expenditure was about 11% of the budget. The increase in his department's budget was 26%. This year there has been a cumulative increase of 40% over the previous year. The increase in next year's budget is likely to be more than 50%.

The discrepancy in coloured and Indian education isn't that large. The area where I think the greatest problem lies is not in facilities but rather in qualifications and the level of training of teachers. Also, the population explosion is going to make it impossible to solve the problems of insufficiently qualified black and coloured teachers in the foreseeable future.

What we need is to emphasise in-service training of teachers and introduce a system of bonuses for educational qualifica-

tions. We need to devise methods using educational technology which will extend the services of available teachers.

It has been said that the introduction of computers in classrooms could revolutionise current teaching practices. Surely this is an extremely expensive strategy?

It could be less expensive than the cost of introducing more teachers. Computer-assisted education should be introduced, and this does not imply a replacement of teachers.

Isn't it inappropriate to introduce high technology solutions in rural areas?

Definitely not. For example, the Bushmen in SWA proved to be highly successful as motor mechanics. The problem of introducing this gadgetry in black schools is not that it is strange, rather the problem lies with the availability of electricity, etc. However, this kind of technology will probably not be introduced at primary, but at secondary level. You can get quite far with less-qualified teachers at primary level but after that the system starts to break down.

How do you feel about the introduction of soldiers in schools?

I understand there was some objection to this in Soweto, but in other areas the whole educational system would collapse if people objected to having national servicemen as teachers. It is common practice in SWA.

Should teacher training facilities which are at present operating at half capacity be opened to blacks?

This will not be acceptable to the white population and there would probably be a complete exodus of the remaining candidates from the colleges. There is little likelihood of this being introduced.

Is discrimination against female teachers likely to be removed?

The policy of both my department and the professional organisations is that this discrimination should be removed as soon as possible, and government has accepted this. It is now generally accepted that women and men should be equally compensated for the job, and the reservation of posts for males is probably leading to the loss of female teachers.

Should the universities be open to all?

This would be a question for the universities to decide for themselves. But the whole question is being considered at the moment.

Ling. 1, 52%

Eng. 1, 62%

Soc. 1, 59%

H. SOLOMONS

L. SOLOMON

A. THEYS

I. TLOTI

G. TSHWETE/....

SS0003

5/...

EAST LONDON — There had been no hint that teachers' salaries would be increased by Christmas, the Minister of National Education, Dr Gerrit Viljoen, said here last night.

Dr Viljoen was interviewed after addressing a Rapportryers dinner on the position of teachers in a closed meeting.

He said he had said he would try to get interim adjustments for teachers and if this was successful he would hope it would be done immediately.

"When I made that statement the economic climate was much better but in the third quarter of the year the financial position deteriorated," he said.

Inflation had risen by more than 13 per cent — the highest ever reached in South Africa.

The money supply had also increased at a terrific rate in the second and third quarters of the year.

"The government realised on the one hand that there was a crisis in the teaching profession and the civil service and there was need for an increase

Viljoen denies pay rise hint

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in salaries in order to minimise the gap between them and the private sector.

"On the other hand the money supply had reached a very high rate and if we increased salaries we would be increasing the money supply further and increasing the inflation rate," Dr Viljoen said.

He said in the manpower shortage facing the country the private sector was likely to outbid the public service in the scramble for staff.

All the government could do was to keep the gap at a reasonable level.

"Because there will always be a gap in salaries, the job satisfaction of teachers should be made such that they are prepared to accept the lower salaries.

"This we can do by eliminating things that frustrate teachers — like bureaucracy, unpleasant working conditions and other burdens," he said.

The decision not to grant teachers and police interim pay increases before the Budget in April has rekindled pessimism among English-speaking Port Elizabeth teachers, who are again questioning the government's credibility.

The president of the South African Teachers' Association (Sata), Mr Trevor Long, said teachers had been misled.

"It may be correct to curb inflation, but the government will not solve the inflation problem with a bigger education problem."

He predicted that the Cape teacher drop-out rate, already escalating because of salary dissatisfaction, would catch up with the Transvaal's.

A former Sata president, Mr Colin Davies, said: "Education in South Africa will never be rectified until the government spends more than the present four per cent of its revenue on education."

More than 40 Natal teachers approached yesterday said they might resign from the profession in the New Year.

"We just can't afford the luxury of being a teacher any longer," said one angry teacher. — DDR-DDC-SAPA.

Call for new techniques, page 2.

No. of Tuts

Details

Code

KEY TO COSTING TUTORIALS

9	Miscellaneous	CX
8	Standard costing	CS
4	Probability	CP
7	Marginal costing	CM
5	Linear programming	CL
2	Contract costing	CC
8	Capital budgeting	CB
4	Cash budgets	CA

DIESSELFDE OU GELD-STORIE

Onderwysers se hoop weer eens verrydel

DR. GERRIT VILJOEN kon dit nie regkry nie. Daardie Kersfees-verbodging waarop die land se onderwysers gehoop het, het 'n ylikke teleurstelling geword. Die Kabinet is nie bereid om 'n spesiale plan te maak met die groeiende krisis in die onderwys nie.

Hulle moet wag tot April, wanneer die verhogings in elk geval sou kom. 'n Tasseemidse regstelling sal daar nie wees nie. En die bewoording van die onderwysers ook die veel hoop gegee dat daar dan groot verhogings sal wees nie.

"Vir Kersfees gaan ons nie sien nie," het 'n onderwyser aan RAPPORT gesê. "En die wat wag, gaan dalk sien hulle is April fools."

Die verwagting is dat bedankings nou gaan toereem, en daar is veral kommer oor die werwing van nuwe onderwysers en onderwysersstude-
Dr. Viljoen, maar kort Viljoen van Nasionale Onderwys, het hard gewerk om nou iets uit te re. Maar sy het nie kon. Kersfees was die week van die priortiteit van die onderwysgees by nie.

Toe die aankondiging gemaak word, was dit nie eens dr. Viljoen wat gepart het. Dit was sy kollega, min. Owen Horwood, die Minister van Finansies. En vir hom is die onderwysers hoeka nie lief nie, sedert hy verlede April se teleurstellende verbodging aangekondig het.

Dat min. Horwood die man was, is ook 'n goeie aanduiding wie se menings die

Deur Pieter Schoonbee

sterkte gegeel het. Uit sy aankondiging is dit ook duidelik dat die styf teen inflasie 'n groter prioriteit is.

Vir onderwysers is dit egter dieselfde ou storie. Toe daar nie geld was nie, moes hulle hul inhou. Noudat daar meer geld is, moet hulle ook anders word inflasie aange-
Dit is die gevolg by onderwysers, soos RAPPORT hom in vele gesprekke appél het, is nou eerder een van versleentheid. Die veglus van 'n week gelede is weg. Dis of die mens aanvaar hulle kan nie wen nie.

Min. Koos Steyn, sekretaris van die Federale Raad van Onderwysverenigings, het 'n soortgelyke reaksie gekry. "Mense was gewik en weeg het, het besluit hulle loop nou maar," het hy aan RAPPORT gesê.

Intussen duur die krisis voort. Min. Steyn wys daarop dat meer as 700 poste in Transvaal met 1981 se eerste termyn nie gevul sal kan word nie. Dit ondanks die span onderwysers wat vanjaar afgestudeer het en nou bykom.

Min. Pieter Mundell, voor-



DR. GERRIT VILJOEN

MIN. OWEN HORWOOD het ook goeie minne vir die onderwys gehad. Een taset daaraan is dat die Kabinet eers sal kyk na die Verleë-ersig oor die status van die opvoeder in Suid-Afrika voordat besluite oor salarisse geneem sal word.

Die bevestiging is vir die Federale Raad van Onderwysverenigings so belangrik dat hy vertede week geprotesteer het van 'n moontlike brekspel as dit nie gebeur nie. Min. Koos Steyn, sekretaris van die Raad, het aan RAPPORT gesê hy verwel-

kom die verzekering. 'n Ander positiewe stap is dat, al kom die verhogings-opsadit al in Februarie gaan behandel en nie eers met die begroting nie.

Gewoonlik duur dit 'n paar maande na 'n begroting voor- en agter die skerm. Min. Steyn het begin die p.m. in te bring en het die verhogings gouer uitbatal word.

'n Ander aspek wat verwelkom word, is min. Horwood se verklaring dat be-roepsaditferensiate nood-saaklik is. "Dis dus moontlik dat daar op die behoefte al welies besonders vir die onderwysers gesoen sal word," sê min. Steyn.

Ander onderwysers met wie RAPPORT gesien het, sien met min. Steyn saam, maar sommige sê dit moet in

die lig van min. Horwood se hele verklaring gesien word. Naas die prioriteit wat hy geaan inflasie, word hierdie positiewe dinge maar terloopse opmerkinge, meen hulle.

Min. Steyn meen ook dat 'n baie groot probleem dat onderwysers in die moeilike tyd gevat is om begrip te hê, en noudat daar voorspoed, moet hulle weet die oter brille.



SEN. OWEN HORWOOD. Die styf teen inflasie kom vir hom eerste.

(321) Rapport 11/12/80

GOEIE NUUS WAS DAAR

DAREM OOK

Angry teachers threaten action
after Horwood's big let down...

WE'LL

STRIKE!

ANGRY teachers throughout South Africa are threatening to strike after what they regard as another Government slap in the face on the issue of salaries.

Predictions of another spate of resignations have followed Senator Owen Horwood's announcement that teachers will not get their expected interim pay increases.

Top educationists have predicted tremendous repercussions following the statement that teachers will have to wait until April for more money.

Suggestions that these increases will be moderate have upset the country's 50 000 white teachers.

A statement issued by the Federal Council of Teachers' Associations says the profession is bleeding to death because of large-scale resignations by adequately qualified personnel.

By WANDA EDKINS

Peter Mundell, president of the Transvaal Teachers' Association, said many teachers had withheld their resignations this term, anticipating a more positive attitude from the Government. Many of these would probably now resign.

Teachers are threatening independent strike action in the new year.

"This has been the final straw. The organised teaching bodies haven't been able to do anything for us. We feel we must do something ourselves and I'm sure a lot of teachers will agree to strike when the new term begins next

year," a spokesman for a large group of Natal teachers said.

Mr Mundell said it was possible Senator Horwood had made his announcement on the eve of the school holidays knowing that it would make co-ordinated action difficult.

"However, the daunting prospect of returning to schools in the new year and being faced with staff shortages and a greater work load could lead to serious repercussions," he said.

Mr Mundell said the TTA was waiting for the Federal Council to announce a course of action. "It is only concerted action that will be effective," he said.

The Minister of National Education, Dr Gerrit Viljoen, said interim increases could not be granted because of the economic situation.

"Teachers must realise the Government understands their problems and is aware of the growing difference between salaries in the public and private sector," he said.

"The economic climate has altered drastically in the past eight months. When I took up office there was a fairly promising climate for interim increases, but in the third quarter there was a disturbing change. The inflation rate jumped quite a few points above the average 14 to 15 percent."

The Government had looked closely at the possibility of interim increases, but the Cabinet had decided danger No. 1 was inflation, he said.

A spokesman for the Natal Teachers' Society said the Government, by refusing interim increases, seemed to have lost sight of this need to attract recruits.

See Teacher crisis
on Page 40

Very impor-

tion and

321
S. Trinken
7/12/78

HET DIE 3 000 MAAR GESTAAK!

STEL jou voor wat sou gebeur as drieduisend onderwysers sou besluit hulle staak, sê mnr. Peter Mundell, voorsitter van die Transvaal Teachers' Association. Hulle vat hul tasse, stap by die klaskamers uit en weier om verderskool te hou.

Stel jou die reaksie van ouers, die Regering en die breë publiek voor.

Wêl, veel erger het vanjaar gebeur, sê mnr. Mundell. Net in Transvaal het baie meer as drieduisend onderwysers vir goed hul goedjies gevat en geloop. Hulle staak nie — hulle kom eenvoudig nie meer terug nie. Hét hulle maar gestaak!

Mnr. Mundell het teenoor RAPPORT gereageer op dié week se aankondiging oor verhogings vir onderwysers en staatsamptenare.

Onderwys bloei hom dood, sê hy, en dit sal nou nog slegter gaan. 'n Verdere stroom bedankings kan verwag word. En dis die opvoeding van die land se kinders wat daaronder gaan ly, daarom raak die toestand nou so gevaarlik.

Van die onderwysers word weereens verwag om geduld te hê en te wag tot April se verhogings. Die oproep klink alte bekend, want hulle ont-hou dit het verlede jaar net so gegaan. Toe is groot verwagtings ook geskep dat dinge in April sou regkom.

Dit het nie. Sake het ver-ger. Kyk net hoe het die be-dankings ná April se verho-gings toegeneem, sê mnr. Mundell.

Die Federale Raad het herhaaldelik probeer om 'n meer realistiese benadering van die onderwys aanvaar te kry. Nou is daar 'n gevoel dat hulle weer van vooraf sal moet begin, en die mense is baie ongelukkig.

Die uitwerking van sen. Owen Horwood se verklaring was dat onderwysers die hoop laat vaar het.

Hy meen dit was 'n oor-deelsfout om so 'n verklaring nou te maak, eerder as 'n soort aanloop tot die begro-ting later. Dis ook jammer dat sen. Horwood nou in die kollig kom staan het en die saak hanteer.

Sy verantwoordelikhede strek veel wyer as die onder-wys en die gevolgtrekking word gemaak dat onderwysers maar „in die bondel“ be-handel sal word. Dit lyk of hulle „pateties laag“ op die prioriteitslys bly, sê mnr. Mundell.

DIFFERENT CLASS!

Tribune Reporter

TWENTY-FIVE years ago Aldo Berruti was stricken with a virulent form of polio that left him paralysed except for slight movement in his neck and fingers.

On Friday, pupils at Northlands Boys High in Durban bade farewell to him — their retiring geography master who, for the past 23 years, has taught generations of boys from his wheelchair.

With neither chalk nor ruler, he has managed to control and earn the respect of hundreds of teenage boys who have passed through his classes benefitting from the courage and lively brain of the man who once played hockey for Natal and who coached cricket.

Mr Berruti began his teaching career at Durban High School in 1940.

He joined the staff at Northlands in 1953, the year the school opened.

He was acknowledged to be an excellent teacher destined, unquestionably, for a headship.

In 1955, happily married with three young children, he fell victim of the polio epidemic which struck so many people at that time.

At the age of 39 he was pensioned off and his teaching career was considered to be over.

But the Education Department hadn't reckoned with his determination. For 18 months he fought to regain his strength and applied to go back to his job.

"The Department didn't want to know about the idea at first," Mr Berruti said on Friday.

"But the headmaster at Northlands at the time, Percy Hardacre, fought for me tooth and nail."

Mr Berruti insisted he should receive no pay until he could prove himself as a teacher. After two months' back in the classroom he was reinstated on full salary with backpay.

Since then Aldo Berruti and his wife Eunice have become something of an institution at Northlands.

Each morning the couple arrive at the school together, Mrs Berruti driving her husband.

He is carried from the car by one of the school's domestic workers and transferred to his wheelchair.

He is then taken to his ground-floor classroom where he spends the day with different groups of pupils coming to him for their lessons.

At lunchtime Eunice comes and feeds him while he supervises the chess club, his hobby since his days of cricket coaching ended.

When school finishes, his wife returns to drive him home.

With her previous experience as a teacher,

**... and
now
Aldo's
going
to read,
read,
read**

she is also able to draw the occasional diagram on the board for her husband and help him with his marking.

"We're a team," says her husband. "She has made all this possible for me."

Aldo Berruti says he's pleased to say he has been offered no special treatment from the boys in response to his handicap.

"The situation is a very healthy one. They treat me like any other teacher. Although they do help me at times and I'm considered to be one of the strictest masters, they're still naughty and full of tricks."

Mr Berruti says for him, the best part of teaching has always been to see the boys develop mentally from when they arrive at the school in Standard Six to when they leave after Matric.

He says he sure will miss the pupils and his work but 40 years teaching has been a good innings.

"What I want to do now is read, read, read. And get up in the mornings when I feel like it."

Mr Berruti has probably taught some 4 000 pupils geography. His new found freedom will certainly be a loss in a lesson of courage for a whole new generation of boys coming into the school.



TWENTY-THREE years teaching from a wheelchair ended on Friday for polio victim Aldo Berruti who, with the help of his wife Eunice, has become a living legend at the school

Transvaal marking strike plan fails through

4/12/50
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 322/101

DIAMOND-BOYKOTTED OFF A MARKING STRIKE
 A proposed teacher boycott of the matric results collapsed today because of the time factor involved in organising the "strike" action.

After Senator Owen Horwood's shock announcement on Thursday night that there would be no interim salary increases for teachers, large groups of teachers met over the weekend to discuss retaliatory action.

Among other things, it was proposed that teachers who would start marking matriculation papers today, withdraw their services.

"This is our attitude towards the Cabinet. If they refuse to recognise the teacher crisis, they can do without matric results," said one angry teacher.

Strong representation was made to the Transvaal Teachers Association for support on Friday, but according to the president, Mr Peter Mundell, it was already too late.

"Senator Horwood's announcement threw the cat among the pigeons. It was unsuitable for and badly timed and created a total unnecessary air of degeneracy among teachers," he said.

"We are waiting for action from the Federal Council of Teachers' Associations, and if there is strong reaction, we will immediately convene an emergency committee meeting to discuss the issues."

"In practical terms, a boycott of the matric results is impossible. By now, most teachers have already begun marking — most of them away from their schools and homes. It would have been the most effective action possible.

Prospects for the New Year seem even worse than before as teachers prepare to go on holiday tomorrow, and the Transvaal Education Department has finally announced more than 800 vacant post in Transvaal schools, according to Mr Jack Ballard, secretary of the T.T.A.

Durban employment. Here they are less securely placed

than before.

Table 1 presents summary statistics for the domestic (South

) African population in 1960,

1970 and 198

TABLE 1: St

(a) Populat

Male

1960 5 92

1970 7 76

1980 10 45

(b) Summary

1960

% of total
M, F.

by ratio

% 15-64M
15-59F

1970

% of total
M, F.

by ratio
Masculine

% 15-64M
15-59F

Teaching recruits 'scared off' — Viljoen

West Rand Bureau
The Minister of National Education, Dr Gerrit Viljoen, yesterday urged teachers to look at the "positive side" of last week's salary announcement by Senator Owen Horwood.

He also said teachers were scaring off recruits by speaking out strongly against conditions in the profession.

Addressing a meeting of West Rand principals and senior teachers in Krugersdorp, Dr Viljoen said he understood the profession's disappointment at not being granted an interim pay rise.

But there were positive aspects to the announcement. These were:

● Senator Horwood had undertaken to adjust salaries earlier than usual next year, so teachers would not have to wait until the budget.

● The Minister had stressed that the standing of the teaching profession relative to other Public Service professions would be fully considered.

● The investigation into the profession would ensure a stronger case for improvements and adjustments when it was completed early next year.

At the same time, Dr Viljoen warned teachers not to expect too much and urged them to realise the importance of the mother profession in the white South African community.

He said any defects in today's teaching system could take up to 15 years to settle and appealed to teachers to act responsibly and with tact so as not to harm the image of the profession among potential recruits.

67	53	52	47	39	49
33	111	25,9	23,2	42,0	52,6
7,7					

63	44	48	46	44	51
24	101	31,9	30,9	35,6	43,3
8,0					
F	M	F	M	F	F
er urban	Rural	Homelands			

tic population only

371 724	45 530	10 868 816	10 530 715
459 735	56 308	8 243 480	7 884 437
484 326	102 269	6 407 407	6 171 153
Male	Female	Male	Female
Foreign	Total		

ATISTICS 1960, 1970 and 1980

Teachers' journal backs Sabra

Pretoria Bureau

The mouthpiece of Transvaal's Afrikaans teachers has come to the defence of the highly conservative South African Bureau for Racial Affairs (Sabra).

A powerful defence of Sabra was made in the latest edition of Mondstuk, the official journal of the Transvaalse Onderwysvereniging (TO).

In an editorial the journal stated if there were any attempts to bring Sabra to its knees by casting suspicion on it or withdrawing finance, the TO would spring to its defence.

The teachers would find the means to continue the struggle together with Sabra in the interests of happy and peaceful co-existence of the people of South Africa.

Only through fearless and united action based on the principles of Christian National attitudes will the Afrikaner and all that is holy to him survive in this hostile world, the editorial states.

It adds that the TO sees itself as a collaborator with Sabra on youth programmes.

The emotional reaction follows recent attacks in the Press when it was found that Sabra received money from administration boards concerned with black affairs.

Sabra supports the concept of a "white heartland" in which only whites will be allowed to live and work and from which blacks will be excluded.

Sabra envisages that such a heartland, which could be called "Oranjia," could later be extended to cover large parts of the country.

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900

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Valuation
Directors'

Value
Market

to preference shareholders

Stock amounting to R22 000 comprises cost or net realisable value.

3.

Stock

Duppa (Pty) Limited
Unlisted 900

Scuppa Limited
Listed 750

2.

Investments

% of Share

The company is in arrears with the dividend for the period July 1979 to 31 December

DEAL SALES (PTY) LIMITED - BALANCE SHEET (continued)

STAR

- 77 -

New teaching body planned

321/28
STAT
11/2/65

By Carolyn Dempster
Education Reporter

The creation of a multi-racial statutory body, representative of all teachers' interests, is under consideration by the Human Sciences Research Council investigation into education.

In concept, the body would:

- Negotiate salaries and service conditions at Government level.
- Be part of negotiations at all levels.
- Declare a labour dispute and demand arbitration if negotiations reached an impasse between the Government and teachers.
- Discuss the teachers' right to strike if negotiations failed completely.

It was evolved at the 77th congress of the Afri-

kaans Transvaalse Onderwysvereniging in September this year.

Teachers present at the congress unanimously accepted the idea of a statutory teachers' body, and proposals were carried forward to a meeting of the Federal Council of Teachers' Associations in October.

The FCTA circulated a questionnaire to all the white affiliated teacher organisations in South Africa to determine feeling about the concept of a statutory body.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said the proposals as laid down by the FCTA received the full support of his organisation.

So far the Federal Council — representative of all of South Africa's white teachers, has accep-

ted the concept, and feelers are being extended to black teacher organisations to determine their thoughts on the issue.

Mr Koos Steyn, general-secretary of the FCTA was not available for comment, but it is believed the proposal has been forwarded by the FCTA to the Human Sciences Research Council commission into education for consideration.

Discussions have been held between members of the Department of Business Science and the part-time lecturers from the profession, who give the courses in Actuarial Science I and II and Compound Interest and Annuities Certain. It was agreed to recommend that:

1. Actuarial Science I be taken in the third year with Actuarial Science II remaining in the fourth year.
2. The half-course Compound Interest and Annuities Certain, which is a prerequisite for the Actuarial Science courses, be moved into the second year.

3. A new half-course, Practical Business Science, be introduced in the second year with relevant to their future.
4. The first semester unit (AM343) given by Applied year, but that students native first semester u
5. The content of the pres

It has for some time been apparent that the present arrangements for teaching Actuarial Science I and II concurrently in the final year are not entirely satisfactory. Students who have selected the Actuarial Science special field in their first year, do not become involved in the major subjects directly relevant to their chosen career until the last year of their studies. This has led to some problems with students who do not readily identify at an earlier stage with the actuarial profession and may be unable to secure the maximum benefit from vacation work in life assurance offices.

Actuarial Science Special Field

CURRICULUM FOR DEGREE OF BACHELOR OF BUSINESS SCIENCE:
REVISION OF SPECIAL FIELDS IN ACTUARIAL SCIENCE,
MARKETING AND COMPUTING AND DATA PROCESSING

DEPARTMENT OF BUSINESS SCIENCE

Teacher crisis hits commerce

NM 12/2/80
321

Teachers are also having to take subjects they are not sufficiently qualified to teach. For example, an English graduate who had studied one year of history might end up teaching history to matric pupils.

What is particularly worrying is that men are drifting away from teaching. When they make up only 33 percent of the permanent staff you can see our problems, Mr Montgomery said.

The Natal Chamber of Commerce has expressed serious concern about the teacher crisis and its implications for commerce and industry.

In the leading article of this week's edition of Information Digest, Mr James Aikman, assistant general manager of the chamber, said: 'Ultimately much, if not all, depends on the quality and adequacy of education and training. If this is not of a uniformly high standard,

★ TURN TO PAGE 2

P.T.O.

Mercury Reporter

COMMERCE and industry would be severely hit by the forced lowering of education standards in the wake of the teacher crisis, Mr A N Montgomery, deputy director of education in Natal, said yesterday.

'Unless children are given a good basic education, how can they take advantage of training in the skills when they leave school?' he asked.

Mr Montgomery said the department was seriously concerned about the narrowing of the selection of applicants for teacher training colleges.

'In the past, out of 500 applicants you could pick 200 who had not only the right academic qualifications but also the right personalities. Now you could have someone who was rejected in 1978 being accepted in 1981.

Obviously this is going to be reflected in the quality of education at schools.'

Quota

Edgewood College of Education would probably fill its quota of trainees 'but the selection is seriously affected'.

The Durban Training College had filled only half its quota of 120 and the Natal Training College for pre-primary and junior teachers would not fill its quota either, Mr Montgomery said.

'Our recruitment was down last year but it was nothing like this year.'

There were 6000 posts in Natal and, on December 5, 144 of these had not been filled for next year. This included a shortfall of 84 secondary school teachers in a workforce of about 2500.

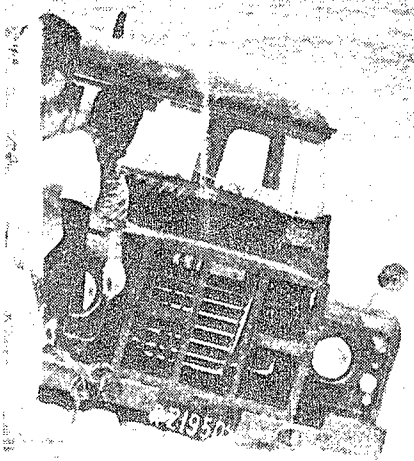
This year, by October 31, 774 teachers had resigned from the Natal Education Department.

'We managed to double up classes and take on temporary staff but good quality teachers were being spread pretty thinly.

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Carry, who said it was a mili-
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re totally

unfounded.
I went to the United States myself to taste the chickens and they were definitely not inferior to the local chickens. The United States Department of Agriculture is one of the strictest in the world and there is no way that they would try to export inferior quality chickens.
'But the percentage differences are so small that I'm surprised the producers are trying to make capital out of it.'
It was reported yesterday that the head of Rainbow Chicken, Mr. Steve Methven, claimed that chickens produced and sold in South Africa could not have a water content higher than 6 percent while in the United States it was 12 percent.



and Rover was almost swamped Ocean yesterday. Its two-man crew taking it on a test run, went to the water's edge and the vehicle foundered in the sand near Virginia. It eventually had to be pulled out by a recovery vehicle after attempts to get it out failed and the tide began to rise.

34
21/12/80
Teacher
crisis

FROM PAGE 5

available to all, and from enough teachers of sufficient calibre, the future is bleak.

'There is yet again a bottleneck emerging in the skilled labour market, which not only threatens continued growth, but is a major cause of the very inflation which is now said to be a reason for not increasing teachers' salaries.

Some teachers may be forced to 'moonlight' to make ends meet if they did not receive salary increases soon, the president of the Natal Teachers' Society, Dr Bruce Dobie, said last night.

'The society views the situation currently facing education in South Africa with grave displeasure.

'The increasing rates of resignation, the falling recruitment and a general sense of gloom among teachers combine to present a state of affairs which should worry any parent concerned about the schooling of his children,' Dr Dobie said.

Teachers did more than merely teach. They were entrusted with the socialisation, upbringing, and maturation of the next generation.

'They are often parent replacements — they are counsellors and have the power to effect attitudinal change.

'Dissatisfaction among teachers can affect the whole fibre of a society because the maintenance of civilization depends on effective teachers and teaching,' Dr Dobie said.

The priorities of society had gone wrong somewhere if sales representatives earned double the pay of teachers.

The idea of teaching as a vocation was no longer valid.

'Teaching does offer personal or emotional rewards for many. But these rewards do not pay the rent,' Dr Dobie said.

Interim adjustments to salaries would have provided at least some relief and incentive.

'The refusal to grant these will do nothing to improve the morale of teachers,' Dr Dobie said.

See also Page 5

CARSONS OFFICE FURNITURE

CARSONS

Teachers' bid for new negotiating body

Pretoria Bureau

White teachers are soon to approach other race groups to propose a new teachers' negotiating body.

This was confirmed by Mr Koos Steyn, secretary of the Federal Council of Teachers' Associations, who said documentation for the contact was being prepared.

"Before we have had official liaison with recognised representative bodies of other population groups, no further details will be made known," he said.

It appeared the contents of a report had leaked. It deals with a new negotiating mechanism for the organised teaching profession as teaching bodies are convinced that existing negotiating mechanisms are obsolete and no longer acceptable to the profession.

Mr Steyn said the groups representing other races could decide for themselves what form the proposed negotiating mechanism would take.

The Federal Council saw itself merely as one of the interested parties and its report was the basis for discussion.

Proper negotiating procedures and courtesy make it necessary to keep the matter private. When necessary further details would be released to the authorities and the media, Mr Steyn said.

II. The African labour force was split into urban and rural components as the outcome of a political battle fought and won by white agricultural against white agricultural interests. With the passage of time, white agriculture has become more capital-intensive and its need for very cheap labour has diminished. However, new imperatives emanate from the service sector, its one, become, its one, circumstances that comes restrictive capital intensify. How are we to do to point to do to labour direct what would decide (and the capital) duction were ad view II would b appropriate exp to engage in co historians do w Civil War had n the U S South a Points can be ac be urged that sc

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capitalism in South Africa.

TABLE 4: ANALYSIS OF AFRICAN EMPLOYMENT BY REGION-TYPE AND SEX, 1960 AND 1970

(a) 1960

Male	¹ Agriculture	² Mining	³ Manufacturing	⁴ Electricity	⁵ Construction	⁶ Commerce	⁷ Transport etc	⁸ Finance	⁹ Services	Total
Metropolitan	26 954	327 147	217 152	16 724	56 112	107 147	81 859	11 951	199 680	1 044 726
Urban	14 267	114 468	58 184	6 975	33 685	43 614	30 135	866	87 156	389 350
Rural	768 755	57 133	18 896	517	29 593	5 671	7 760	46	10 149	898 520
Homeland	643 659	33 010	27 472	1 630	17 734	20 231	14 185	568	59 777	818 266
TOTAL	1 453 635	531 758	321 704	25 846	137 124	176 663	133 939	13 431	356 762	3 150 862
Female										
Metropolitan	1 648	10	10	10	10	10	10	10	10	41
Urban	1 379	8	8	8	8	8	8	8	8	83
Rural	62 045	64	64	64	64	64	64	64	64	66
Homeland	152 541	40	40	40	40	40	40	40	40	96
TOTAL	217 613	1 24	1 24	1 24	1 24	1 24	1 24	1 24	1 24	86
Total: M & F	1 671 248	533 00	533 00	533 00	533 00	533 00	533 00	533 00	533 00	248
% Female	13.0	0.2	5.2	0.2	0.2	5.3	0.6	3.4	62.4	21.1

More and more male teachers are leaving

13/12/80 (321)

Mercury Reporter

RESIGNATIONS from men on the permanent staff of Natal schools was gathering momentum and would have serious repercussions, Mr A N Montgomery, deputy director of education in the province warned yesterday.

Mr Montgomery said although the number of resignations from the permanent staff was up this year compared with 1979, this was not the chief cause of concern.

'It's the distribution that is very worrying. In 1979, 115 men and 480 women resigned. In 1980, 186 men and 464 women resigned.

'The totals do not differ that much -- 650 resignations this year compared with 595 last year -- but for obvious reasons we need men in schools.

'The resignations underline very heavily that salaries paid to teachers are just not enough. A man cannot afford to keep a family on what he earns.'

Mr Montgomery emphasised that the figures he gave were for permanent staff only -- 'the hard core of the profession'. The 774 resignations recorded up to October 31 this year included temporary staff.

The breakdown of resignation figures for 1980 were: first quarter, 27 men and 80 women; second quarter, 37 men and 71 women; third quarter, 24 men and 43 women; fourth quarter: 98 men and 270 women.

Teacher shortage is 'critical'

175 321
STAR
13/12/80

By Carolyn Dempster
Education Reporter
South Africa would have to employ unorthodox measures to solve the critical lack of teachers in subjects such as science and maths, Professor F Nabarro said in his graduation address at the University of the Witwatersrand this morning.

These measures included the use of television as a teaching medium, the use of video tapes in addition to instruction, and computer-assisted lectures.

Professor Nabarro, vice chancellor of Wits also called upon those qualified in mathematics and physical science to play a part in education in addition to whatever jobs they were doing.

"In South Africa only 45 out of every 100 000 of the population have been educated beyond the secondary level — the corresponding figure in Japan is 370.

"Basically this is because we have not used the potential skills of the black majority," he said.

Fewer than 20 percent of urban blacks reached Standard 6 and only 1 000 blacks graduated each year. Those that qualified in the sciences did not go into teaching — much the same as their white counterparts.

Although the Government was taking vigorous steps to improve the qualifications and salaries of black teachers, it would take about 14 years before parity in teaching posts in black and white schools was achieved, said the professor.

The demand for black skilled workers by 1985 would have rocketed from 7.5 percent to more than 40 percent — and almost all would be required in fields in which a mathematics qualification was essential, he said.

To remedy the situation, Professor Nabarro estimated that it would require an output of 472 teachers a year — and that only for English-medium black and white schools.

An increase in salaries would definitely attract some people back to teaching from industry, said the Professor, but in industry itself was desperately short of scientists.

Local graduates filled 35 percent of the need for engineers, immigrants 20 percent and the other 45 percent remained unfilled, he said.

Acting now was the only solution, the professor argued — even going as far as to say that "It could well be said that the teacher in the classroom is doing more to combat terrorism than the sentry on the border."

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ase in homeland unemployment/underemployment

assuming homeland agricultural employment re-

t at its 1970 level. Economic activity (some-

labour force participation) rates had to be

the 1960 and 1970 Population Census. Opinions

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nces. 5 The Current Population Survey

considerable step forward: unfortunately very

its collected has been published so far, so

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DO YOU WANT TO
JOIN THE PERMANENT STAFF?



BRUCE DOEBE
It's a step forward



MIKE HAFFEMAN
A lot less frustrated...

NOW WOMEN TEACHERS

GET THE CHANCE

TO REACH FOR THE TOP

By WANDA EDKINS, A Teacher

THE Natal Education Department has sent out a questionnaire asking temporary women teachers if they want to be placed on the permanent staff.

And from next year temporary women teachers

the pre-primary schools where training had not usually, up with the hard to teaching that the more would have the most effect.

A spokesman for the NED said he could not

time to apply for promotion posts. If accepted, they will be placed on the permanent staff.

These new measures have been described as a step in the right direction by teachers who believe they could be the beginning of a better deal for married women.

"We've always wanted all teachers to be treated equally," Dr Bruce Dobie, president of the Natal Teachers' Society, said this week.

"There are many valuable members of the teaching profession not about to qualify for permanent staff because they are married. A lot could function well in promotion posts. We see this move as a step forward," he said.

Promotion posts include head of department, deputy principal, principal and lecturer at a teachers training college. In the past, applications for these positions have been limited to permanent staff.

Dr Dobie said there were no general rules about categorising women teachers to temporary or permanent staff. This was entirely in the hands of Natal's Director of Education and depended, among other things, on the needs of the NED.

Temporary

Most married women teachers who resign from the permanent staff, usually to have children, are re-employed on a temporary basis.

Temporary teachers can, give or be given 24 hours' notice. Most are appointed on an annual basis and have to reapply for their jobs each year. Teachers in this category make up about 18 percent of the teaching force in Natal's white schools.

Mrs Pixie Hardman, vice-president of the NTS, described as a "good step forward for women" the fact that those on the temporary staff will be able to apply for promotion posts.

"A lot feel terribly frustrated knowing they are working hard but gaining no recognition," she said.

Permanent staff will still be given priority when these posts are vacant.

Mrs Hardman said she believed it was mainly in

survey into temporary staff members. He said he would first have to wait and see the results.

Natal's Director of Education, Dr Gerald Hosking, was at meetings and could not be contacted for comment.

Meanwhile, in Queensburgh, no appointment to the post of principal at the girls' high school has been made for next year.

Women, who make up more than 72 percent of Natal's teaching force, are reluctant to make the move to the top.

Married

Mrs Hardman confirmed that no suitable application had been received for the position left vacant by the retirement of Mrs Betty Hallows, principal for the past 12 years.

"It's a great pity," Mrs Hardman said. "A lot of women are suited for headships and would do well. But many don't have the confidence to apply for such a position."

"Others are unable to because they are married and have other responsibilities or commitments that prevent them. Often they are tied to a particular area through their husbands' work and so moving is impossible."

Out of about 117 senior appointments to primary and secondary schools and training college made in Natal for the next year, only 27 went to women. In the pre-primary section, all 15 senior appointments went to women.

"Women seem reluctant to accept the total responsibility that goes with a job like that of principal," Mrs Hardman said.

Some felt they would not be able to cope with the move from the academic to the administrative with total responsibility for finances, pupils and staff, both black and white.

Up until now no training for this transition has been offered for teachers.

Mrs Hardman said next year the NTS will run a comprehensive training programme for aspirant principals.

Teachers want no part in festivity

Education Reporter

THE Cape Teachers' Professional Association (CTPA), a 13-year-old organisation with more than 15 000 members, has dissociated itself from all the projected celebrations of the 20th anniversary of the founding of the Republic of South Africa, planned for 1981.

In a statement issued at the weekend the CTPA

said it also rejected any proposed festivities in schools.

'It would be extremely presumptuous and insensitive of a community, stripped of all political rights, and which is furthermore constantly being reminded that it is not part of the mainstream of the South African political situation, to have any part in the planned celebrations,' the statement said.

The statement added that as a community organisation the CTPA was keenly aware of the inferiority of the educational system and the inferior status to which its members had been relegated.

'Consequently, we see no reason for any celebration. All things being considered, CTPA much rather sees cause for mourning.'

The Development Trust and Land Act, 1936

III

decided.

The outcome of this bid for allegiance has yet to be

hitherto the object of broadly-based African opposition.

be encouraged by this consideration to defend these systems,

thought that this group (the black 'middle class') might

years ago) and it has not escaped the notice of conservative

capitalism is less dependent on the state than it was 30

accumulate human and physical capital, just as Afrikaner

true as time goes on if they use their present position to

discussion (though it is possible that this will be less

Figure 1. Their position depends on the systems under

much of the right hand tail of the income distribution in

insider Africans has come into the existence. These inhabit

systems, then, that a relatively privileged group of urban

It is a consequence of influx control and the labour bureau

categories from 'insiders'.

to be made, making employers keener to recruit the latter

clerical workers, in whom a greater training investment has

Teacher crisis *STARK* 'pulled down' *321* matric results' *18/12/80*

Own Correspondent
This year's matric results proved the teacher crisis had had a detrimental effect on the standard of education, says Mr Peter Mundell, president of the Transvaal Teachers' Association.

Many of the country's school pupils would not reach their full potential unless the crisis is rapidly resolved, he said in Pretoria.

"Lower marks than usual were obtained in English first language, maths and science, and this can be directly attributed to the nation-wide shortage of qualified teachers in these subjects.

"Until the teacher crisis is solved, pupils will not

get the results they deserve.

"There are many very talented matric pupils in the Transvaal, and this year's results showed that not all of them attained their full potential."

Mr Mundell warned the situation could deteriorate even further next year.

"There is a disturbing number of impending teacher resignations, especially from English-medium schools.

"Many teachers are waiting to see what the Budget has in store for them. If it does not meet their expectations, these teachers will leave the profession," he warned.

Mr J F Steyn, secretary of the Transvaalse Onder-

wysersvereniging, said he was also alarmed by the under-achievement in English, maths and science.

"The TO will study the results in the new year, and if necessary will make recommendations on possible ways of preventing further deterioration."

Mr Steyn said the shortage of teachers was probably the main reason for the lower marks, but a higher standard of exam papers could also have contributed to the lower performance.

But he said he was quite satisfied with the general matric results, and Transvaal pupils could be proud of their achievements.

21 Teachers resigned each day

Own Correspondent

Transvaal teachers have resigned at a rate of 21 each schoolday over the past three months.

Latest figures from the Transvaal Education Department show there were 2 292 resignations from September 1 to November 25.

This brings the total number of teacher resignations this year to 4 042 - 2 381 permanent teachers and 1 161 temporary staff.

INCREASE

This is an increase of 176,3 percent over last year's figures, when 1 463 Transvaal teachers resigned. Of these, 1 239 were permanent and 224 were temporary staff.

The teacher exodus is expected to continue next year, unless the profession is given a hefty slice of the April Budget.

Mr Peter Mundell, president of the Transvaal Teachers' Association said many resignations, especially from English-medium schools, were in the pipeline as teachers waited to see if salary increases met their expectations.

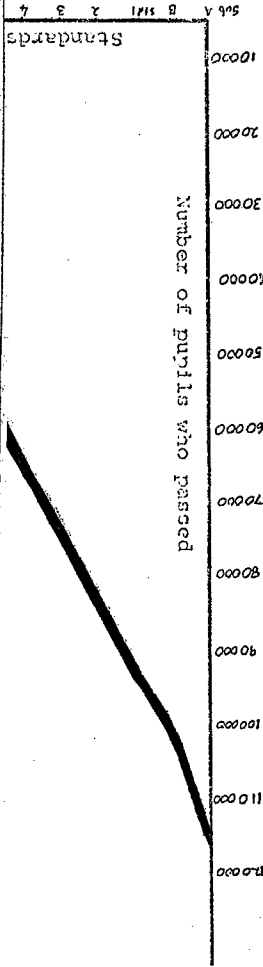
Mr Koos Steyn, secretary of the Transvaalse Onderwysersvereniging, said the outlook for 1981 was bleak, as hundreds of teaching posts in Transvaal schools would be vacant.

The Transvaal teaching corps has become increasingly disillusioned and embittered this year.

Attitudes have hardened, and established party-political loyalties on the part of the Afrikaans-speaking teacher have been destroyed, or are about to be destroyed.

"Although the professional character of education still exists, the majority of the members favour the establishment of the trade union organisation, in order to give the profession increased bargaining powers with the authorities."

Mr Steyn also called on the TED to forge new links of communication between the department and teachers next year.



3 11111

"Something must be done to remove the areas of friction between the two. The department should do its utmost to provide a comprehensive administrative and professional service to teachers," he said.

400 male teachers threaten to resign

321
5/10/12
20/12/16

By David Breier
Pretoria Bureau

An urgent round table conference to prevent the mass resignation of 400 male teachers was proposed today.

Mr Koos Steyn, General Secretary of the powerful Transvaalse Onderwysvereniging and Secretary of the Federal Council of Teachers Associations, made this call after a new row developed between education authorities and teachers doing military training.

The 400 teachers have completed an officer training course in the South African Defence Force at Oudtshoorn.

They have threatened to resign unless the pay dispute with the provincial education departments is sorted out.

The soldiers claim they were promised that when they received promotion to the rank of full lieutenant, the increased officer's pay would be deducted from the total salaries paid to them by the education departments.

Instead the departments had deducted the full officer's pay from teacher's pay and teachers who now have the rank of lieutenant are receiving no more money than when they were privates.

The acting Transvaal Director of Education, Professor G J du Toit, told Mr Steyn last night the rules governing payment of teachers doing military service were determined by the Commission for Administration.

Students will have to pay up to avoid retrenchment

By Carolyn Dempster

New students at the Johannesburg College of Education will have to pay a R70 application fee as part of a plan to prevent retrenchment of lecturers.

The new "levy" — payable on confirmation of their applications — has been imposed to offset the consequences of a sudden drop in enrolment, the rector of the college, Professor A. N. Boyce, said today.

If any student subsequently decides not to register at college, he can reclaim the R70 — but he must inform the college of his decision.

In the past the R70 levy has been imposed during the academic year, and the money absorbed into college funds. This is the first time the college is trying out the new system — one which has been used successfully by Afrikaans teacher training colleges for a number of years to determine accurate enrolment figures.

In September, Professor Boyce announced the retrenchment of 13 of his teaching staff because of the drastic decrease in applications by students interested in teaching as a career.

Unlike the universities, all of the teacher training colleges base their staff complement on student enrolment figures, and the position is reviewed at the end of each year.

"Previously, students would put their names down for college and confirm the application, and if they were accepted for university or another college did not bother to inform us of their decision," said Mr. D. Lewis, vice-rector.

"About four years ago, the list of applications stood at just over 600. Only 400 students turned up," he said.

SHORTAGE

In view of this and the critical shortage of English-speaking teachers, the college decided to implement a system which would enable the rector

of exactly how many applicants to expect.

"So far, I have only had to retrench temporary staff," said Professor Boyce, "and by the time applications close on January 20 I will have a fairly good idea whether any more of my staff will have to go."

Enrolment figures for 1981 stand at 280, almost 40 percent down on the total enrolment figures for the college last year.

The college can accommodate 3 000 students but will have only about 1 350 students next year. But the Province is going ahead with the construction of a new R5-million complex for the R45-million campus.

The Rector of the Pretoria College of Education, the only other English teaching college in the Transvaal, Dr. Ken Paine, said his enrolment figures were "slightly up" but this was because the college was a mere one year old.

● The long-awaited Venter report on the status of teachers should be completed next week.

New pay row over teachers in uniform

RDM 23/12/80

7/12/80 321

By SUE ROBERTSON

THE executive committee of the Federal Council of Teachers will meet early in the New Year to discuss a new pay complaint, believed to come from 400 teachers who were promoted during their military training.

The secretary of the council, Mr Koos Steyn, said yesterday that, although he was not in a position to confirm the facts of the case, the council would discuss the issue at a meeting on January 5 or 6.

The complaint is understood to have arisen out of an agreement between the teachers — who had completed their teacher training and had then gone into the army — and the four provincial administrations.

The teachers claim that, whereas the authorities had agreed to deduct only a rifleman's pay from their teacher salaries, regardless of possible promotion, they lost 75% of a lieutenant's pay once they had been promoted to that rank.

They are now R80 poorer each month than when they were rifleman, they say.

"It is quite clear there is a gross misunderstanding regarding their pay.

"I cannot understand why the directors of the provincial

education departments) made an undertaking to these people that was not carried out," Mr Steyn said.

It is believed that the Commission for Administration had overruled the provincial administrations' agreements with the soldiers.

He added that although he had not received any official confirmation of the case, from either the soldiers themselves or from education authorities, education departments could not afford to lose 400 teachers.

"The matter needs to be cleared up between the provincial departments, the Department of National Education and the Commission for Administration," he said.

Meanwhile, the president of the Transvaal Teachers Association (TTA), Mr Peter Mundell, has suggested that an immediate conference be held by both representatives of the provincial and national education departments and the soldiers.

He added there was a dearth of young male teachers in the country and if the reported threats of resignation were carried out, effects would be dire.

"I feel it is absolutely shocking that before the soldiers even take up their positions as

teachers they should be subjected to this kind of bureaucratic frustration."

He said there was a very strong feeling of distrust between the teaching corps and the Committee of Administration "who often appear to exert more authority than the Cabinet itself".

The Acting Director of the Transvaal Education Department (TED), Professor Gert du Toit, said he knew only of the matter through newspaper reports.

His department had not received any complaints from the teachers but "we will look into it and do the necessary investigation if we do".

"Their pay, like all civil servants, is governed by the Commission of Administration.

"It is not a matter for the TED," Prof Jooste said.

The Secretary for National Education, Mr G J Rousseau, said as the provincial administrations had employed the teachers it was up to them to clarify the matter.

"We (National Education) are not involved," he said.

Neither the chairman nor the secretary of the Commission of Administration were available for comment, as they were on holiday.

the number of those exposed. The further in the production process one gets from underground mining the worse the exposure of workers to asbestos because of the dry nature of the processes (e.g. milling) or the more concentrated or refined nature of the product. The number of those exposed while mixing and using insulation compounds, doing building work, working with asbestos textiles, repairing brakes and clutches etc. is indeterminate. There is also little chance of knowing the level of their exposure - incidental or continuous, heavy or light. Yet all these people, including those who work packaging asbestos, storage and transport workers on the railways or in the docks, shipyard workers and others, could be significantly exposed. There is no possibility of most of them being picked up in statistical studies, which leads to underestimation of the risks involved.

A further factor leading to underestimating those industrially exposed is the migrant character of labour, especially in the mines. The high labour turnover means that a large number of people (including many from outside the country) are being exposed at some stage of their lives to a potent carcinogen in substantial quantities. Altogether one can estimate a minimum of 40 000 people who are currently industrially exposed in South Africa.

A.4.iv OTHER TYPES OF EXPOSURE

ENVIRONMENTAL EXPOSURE. This type of exposure is especially pertinent to the risk of getting Mesothelioma but may also be associated with lung cancer and even asbestosis. For instance, household members of the families of exposed workers have been found to have significantly increased chances of contracting mesothelioma and asbestosis. One study found 3% of healthy household contacts of amosite workers to have X-ray lung abnormalities. Because less asbestos exposure can produce cancer without asbestosis the danger of household contact exposure is thrown into sharp relief. 21b

Own Correspondent

Transvaal teachers are quitting mainly because of the "dictatorial" attitudes of education authorities — and not just because of low salaries.

This was said today by Professor Lotz Strauss of the University of Pretoria's physics department. Professor Strauss was a teacher in the Transvaal Education Department for 10 years.

"If I could be freed of the headmaster's dictatorial powers and earn my present income, I would immediately return to school teaching because it is an extremely satisfying occupation," Professor Strauss said.

He criticised the "chicken coop psychology" which he said prevailed in schools, with strict "pecking orders". He compared

Prof hits at education authorities

the atmosphere in schools to military hierarchies, the public service and socialist systems.

While he was still a teacher he had not realised these things as fully as he does now, because he was then a "cog in a machine," trapped in a "rat race for promotion" like the rest.

Success in this rat race

depended partly on the results his pupils received. As a result teachers rapidly learned two important techniques of achieving such results he said.

The first was to drill pupils "like Pavlov's dogs" which he said was not meaningful education.

The second was to encourage as many pupils as possible to take courses in

the standard grade rather than the higher grade, regardless of the pupil's talents or needs, because this would yield higher marks and more distinctions.

Teachers were not treated like professionals, Professor Strauss said. For instance, doctors had to be registered with the Medical and Dental Council and could be disciplined by it, but were allowed to practise on their own responsibility and participated in election of council members.

But the teaching profession was "sort of socialised" with superiors constantly peering over teachers' shoulders and telling them what to do.

But Professor Strauss thought teachers would "swallow a lot of nonsense" for a sufficiently high income.

The monitoring of owner who employs are subject to inspections can be for overstepping the of certification will first fine which in further offence.

In terms of the asbestos are specifically discretionary for work are the responsibilities such examinations chief inspector of action is supposed to These are currently 5 short fibres (the s levels are also dis the initiative of t for overstepping th inspection of factt encouraging. The there were a total safety covering 30 for factory inspect

The National Centre research but the re: the general public by industry. 78

Move to RDM pump 23/12/81 'savings' 321 back to lecturers

By JAYNE LA MONT

THE Transvaal Provincial Administration should allocate the 'thousands of rands' they will save in 1981 because of the drop in teacher training enrolment to retain expert lecturers at the Johannesburg College of Education.

That is the opinion of Mr Peter Mundell, chairman of the Transvaal Teachers' Association, who was reacting to the announcement that 13 lecturers at JCE have been retrenched because there will be too few trainee teachers in 1981.

"I think it would be an act of good faith on the part of the administration if they were to use the money they will be saving in not having to train so many student teachers in an effort to keep on the highly trained staff at JCE who are now facing possible retrenchment," he said.

In an effort to prevent retrenching more lecturers, new JCE students will now have to pay a R70 application fee, payable on confirmation of their application.

This move has been introduced by the rector of JCE, Professor Napier Boyce, because only 280 students have enrolled for next year — a drop of 40% on 1979.

To date only temporary staff have been retrenched but when the new intake begins in January, more might have to be retrenched if less than 280 pupils begin the course.

Mr Mundell yesterday backed Prof Boyce's decision to impose the 'levy' on applicants.

"Many matriculants apply to the college but are accepted elsewhere and never bother to inform JCE that they will not be attending college there.

"The college, and the whole system of English education, is in a bad way and there is no easy way out. I think it is laudable that Prof Boyce is making every possible effort to ease the situation," he said.

Mr Mundell said that the staff of JCE compared favourably with other teacher training colleges throughout the world.

"Many of these people are experts in the field and it is frightening that they will have to be retrenched because there are too few students taking their subjects. In the Transvaal we need all the teachers we can get, particularly high school teachers. These are the people who will suffer if these experts are not retained," he said.

With more than 4 000 teachers resigning from Transvaal schools this year, the R45-million JCE complex, which is capable of handling 3 000 students, will have a total enrolment of 1 350 next year.

464 teachers quit in Cape over pay

321 mgus
263
31/12/80

Education Reporter

FOUR hundred-and-sixty-four teachers in the Cape have resigned this year to pursue more financially lucrative careers outside the profession, according to statistics released by the Department of Education.

The Cape has not been as badly hit as the Transvaal, where, this year, teachers have been resigning at a rate of 21 a day.

But in 1979 and 1980 the Cape lost 253 male teachers alone.

According to principals, there are already schools in Cape Town where high school posts have been advertised without receiving a single application.

STANDARD 7 SNUB

In a profession flooded by women, male teachers particularly are becoming increasingly disillusioned. When the take-home packet of a Post Office worker, 22 years of age and with a Standard 7 pass, is higher than a teacher's, one can hardly blame them, a principal of a large Cape Town high school said.

He said a teacher on his staff with an honours de-

gree was earning less than his wife who worked in a bank and had no qualifications whatsoever.

It is very sad to see men of 40 and 45 with families having to go out and mark papers to earn extra money. It is difficult for them to change at this stage but more and more are thinking of it if the situation does not improve, the headmaster said.

WORST EVER

In the Transvaal, where a total of 4 000 teachers — mostly male — have resigned in 1980, enrolment figures at both English-medium and Afrikaans-medium teacher training colleges are the worst they have ever been.

Applications at the five major colleges are down by at least 40 percent and as a result 13 members of the lecturing staff at the Johannesburg College of Education have been retrenched.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said Senator Owen Horwood's dampening statement last month that teachers would have to wait until the New Year for salary increases announcements did irreparable damage to recruitment drives.

If we had had some promise of better salary scales we would have been able to sell these to matriculants, he said.

HOPE

Educationists, school principals and teachers alike are now looking to the 2 200-page Venter Report as a partial solution to the teacher crisis.

The report, from a study under the chairmanship of Dr Roux Venter, contains a comparative study of teachers' status, salaries and conditions of service with other professions.

It is to be handed to the Minister of National Education, Dr Gerrit Viljoen, in mid-January.

Dr Viljoen has promised that the recommendations, once reviewed, will be tabled in Parliament and taken into account when deciding teachers' salaries next year.

- c) The Stella mine for white asbestos in the Eastern Transvaal.
- d) Hoogenoeg mine for amosite at Bewaarkloof (Eastern Transvaal)
- e) Beatrice mine and mill for white asbestos (Eastern Transvaal)

Each separate entity mentioned above corresponds to a unit of management.

A.1.11

PRODUCTION OF RAW ASBESTOS IN SOUTH AFRICA

To give an idea of the different companies giving production figures, large companies (Blue Mines) produced.

Presumably the Mining Annual in that they of

Overall production for the country was produced of 168 amosite.

In 1976 the total 308 chrysotile

An attempt to count will be based on Mail 20/5/7913

Mauli 7 Asbes. The figures apply to 1976 production.

58% of white and 43.6% of African AFD cases. Another study shows that 17.7% of African workers in the Northern Cape Crocidolite Mines have pleural asbestosis only and that this was the largest disease category. 38

The small sum paid in compensation for fatal diseases like cancer speak for themselves. The structural linkage between the primary responsibility of the asbestos mines for medically examining African miners with a view to screening for or compensation and the fact that the mines are 100% responsible for compen-

Back to school — and a crisis situation

By Marion Duncan

Transvaal secondary schools will start the new term on January 7 with a shortage of 411 teachers. This means that at least 12,000 pupils, many of them in their final matric year, will be without teachers for some of their subjects.

Dr J H Jooste, Director of Education in the Transvaal, was quoted in an Afrikaans morning newspaper today as saying he did not expect a crisis this year. A large number of newly qualified student teachers was available, he said, and he believed that the future "looks much better" for teachers in general.

President of the Transvaal Teachers' Association, Mr Peter Mundell, did not agree.

He said: "The 411 vacancies may not be a crisis for all schools, but what Professor Jooste did not say was that these vacancies are concentrated in the Witwatersrand area."

"At least 12,000 school children will be starting the year without teachers for some of their classes."

"And that is a minimum figure. In many instances there are more than 30 pupils per teacher. If that is not a

crisis, then I don't know what is."

Mr Mundell said it was "depressing" that the school year would start with so many vacancies. "This number will not go down," he said. "In fact, you can expect it to double by the end of 1981."

"We (in the Teachers' Association) are expecting some sort of emergency procedure to be instituted during the year in the Transvaal — sharing of teachers, sharing of facilities, that kind of thing."

"It has been discussed already. In fact it became more and more of a topic as 1980 progressed."

He said such procedures would be "essential," particularly for Standard 9 pupils going into their final matric year.

"We know of thousands of Standard 9 pupils who have not received proper tuition for certain of their subjects. They are now facing their final year, and some of them have not finished half of their syllabus yet."

"You cannot snap your fingers and make teachers appear. It takes at least four years to train them."

"We are in a crisis situation, and something has to be done."

510K
321
50
31/2/80

Hansard

320

(5) 294 Teacher training institutions
325. Dr. A. L. BORAINÉ asked the
Minister of Education and Training:

(1) Whether any new teacher training
institutions were established by his

MARCH 1980

300

Department during 1979; if so, (a)
where and (b) how many students
were enrolled in each institution?

(2) what was the total number of students
enrolled in teacher training institutions
in the Republic in March 1979?

The MINISTER OF EDUCATION AND
TRAINING:

(1) Yes.

(a) One institution at Mabopane-
East.

(b) 291.

(2) Colleges 14 551
Universities 790

Total 15 341

WEDNESDAY, 7 MAY 1980

†Indicates translated version.

For oral reply:

Prime Minister:

Teachers' salaries: documents

*1. Dr. A. L. BORAINE asked the Prime Minister:

- (1) Whether any officials of his Office recently compiled a document relating to teachers' salaries; if so,
- (2) (a) which officials and (b) on whose instructions;
- (3) whether any other Ministers or Government departments were consulted in regard to the matter; if so, which Ministers or Government departments;
- (4) whether the document was transmitted to any person for release to the media; if so, to which person?

†The PRIME MINISTER:

- (1) Several documents were compiled by officials of various departments.
- (2)(a) and (b) Several officials in the ordinary course of their duties.
- (3) The institutions normally consulted on the conditions of service of persons employed in education are the following:
The Office of the Commission for Administration.
The Treasury.
The Departments of National Education, Indian Affairs, Coloured Relations, and Education and Training.

- (4) If the question by the hon. member has a bearing on the document which was referred to during the debate on my Vote on 30 April 1980, I would like to furnish the following information on that point:

It is likely that information in respect of White teachers' salaries available in the documents to which I have already referred, has been leaked to the media. In accordance with my undertaking I have requested the Commission for Administration to investigate the correctness or otherwise of the information disseminated by the media.

The Commission found that the amounts and percentages which have been made known are, despite minor deviations and differences in interpretation, substantially correct. I have already informed the Federal Council of Teachers' Associations by letter fully in this regard.

As the hon. member and the media will appreciate my Press Liaison Officer is not prepared to disclose the source of his information.

Dr. A. L. BORAINE: Mr. Speaker, arising out of the reply given by the hon. the Prime Minister, may I ask whether it is his custom to issue statements concerning another department, to originate them, without consultation with the hon. Minister concerned?

†The PRIME MINISTER: Mr. Speaker, I do not know what the hon. member for Pinelands is referring to. The hon. the Minister of the Interior is not present. The Commission for Administration falls under my personal control and has been delegated to the Minister concerned.

Dr. A. L. BORAINE: Mr. Speaker, further arising out of the hon. the Prime Minister's reply, may I ask whether the hon. the Minister of National Education was consulted before such a document was compiled and distributed?

†The PRIME MINISTER: Mr. Speaker, nobody was consulted.

Mr. C. W. EGLIN: Mr. Speaker, further arising out of the reply given by the hon. the Prime Minister, was this document distributed on behalf of any department, or was it the sole responsibility of the hon. the Prime Minister's Office?

†The PRIME MINISTER: Mr. Speaker, the Office of the Prime Minister has absolutely nothing to do with this document.

Ministers:

Amount spent on teacher training
Hans. Q.C. 876 (24/6/80) (32)
699. Dr. A. L. BORAINÉ asked the
Minister of Education and Training:

- (a) What amount was spent by his Department on teacher training, excluding university training, in each of the past five years and (b) what amount is to be spent during the current year?

The MINISTER OF EDUCATION AND
TRAINING:

877

FRIDAY, 13

The information is not readily available as the Department only changed over to the target budgeting system from 1 April 1979. The following amounts appear under programme 7: Teacher Training, of my Department's budget vote for the 1980/81 financial year:

1979/80.....	R6 768 000
1980/81.....	R8 084 000.

Hansard

7(419)

20/3/80

321

7(419) 12/1/80 Teachers 25
865. Dr. A. L. BORRAINE asked the
Minister of Coloured Relations:

How many Coloured and White teachers, respectively, were employed in schools for Coloured pupils in the Republic in 1979?

The MINISTER OF COLOURED RELATIONS:

Education for Coloured Persons in the Republic is a matter which has been delegated to the Executive of the Coloured Persons Representative Council. I have, however, ascertained that the reply to the above question is as follows:

Coloured Teachers	26 618*
White Teachers	1 194
Total	27 812

*Substitutes included

Hansard

1980

321

TEACHERS - GENERAL.

3/1/81 — 31/12/81

Shortage now spreads to onderwysers

5196
3/1/81
(321)
(128)

By Marion Duncan

South Africa's chronic teacher crisis has broken through the English-language border into Afrikanerdom. For the first time in 15 years, Afrikaans teacher-training colleges have been unable to fill their quotas.

This latest news from Transvaal Teachers' Association president Peter Mundell is yet another preterm blow to the profession.

In the last few days, less than a week before the first school term of the new year, it has been announced that:

- The province's school enrolment is more than 3 000 pupils up on last year (522 500 for 1981 as opposed to 519 253 in 1980).

- Transvaal teacher-training colleges are down

10 to 20 percent on enrolment. The Johannesburg College of Education, for example, has about 1 350 registrations for 3 000 places.

- Teacher resignations during 1980 amounted to 3 240 in the Transvaal alone.

- Schools in the province will start the new term with 411 vacant teacher posts, and a number of under-qualified teachers holding positions in primary and secondary schools.

Mr Mundell said: "High school teacher shortage is unprecedented and the backlog will grow bigger every year. It is a chronic situation."

"And now Afrikaans colleges are down on enrolment. It is a new experience for them and they don't like it."

Man serious after beach shooting



Sharon Urry of Pietermaritzburg recovering in hospital — a bullet smashed into her ankle during a fight on a Durban beach this week

A PIETERMARITZBURG man is lying seriously injured in hospital after what started out to be a fun camping party on a Durban beach ended in violence when a woman opened fire with a pistol wounding three people.

Tribune Reporter

The man, 26-year-old Robert de St. Fern, was hit in the stomach by one of the bullets.

He collapsed on to the sand at Rocket Hut Beach ... seconds earlier he had been involved in a violent fight with his twin brother.

Two women then allegedly turned the gun towards a tent where others in the camping party, including four young children, were sheltering from the rain.

Sharon Urry, 29, was hit in an ankle and Mandy Wade, 22, in a shoulder. Both women are from Pietermaritzburg.

The three wounded people were taken to Durban's Addington Hospital where Mr de St Fern underwent an emergency operation. His condition was described as fair yesterday.

Mrs Urry had an operation on her ankle while Mrs Wade was treated and discharged.

One of the camping party said they arrived at the beach on New Year's eve for a few days of camping and swimming. Robert de St Fern and his twin brother, Brian, got involved in an argu-

ment on Friday night and this eventually led to a fight between the two men.

A woman then intervened and allegedly fired shots one of which hit Robert de St Fern's stomach.

The other shots went through the tent hitting Mrs Urry and Mrs Wade who were sitting with their young children.

A Hillcrest woman, aged about 24, was later arrested by the police who took possession of a pistol.

Tribune Reporter

GENERAL Secretary of the Federal Council of the Teachers' Association, Kees Steyn, has appealed to the 400 teachers who have threatened mass resignation from the profession over a pay dispute to contact him.

Steyn told the SUNDAY TRIBUNE that he had received information that 400 men teachers who are doing an officer's training course with the South African Defence Force in Heidelberg have threatened to resign from the teaching profession because their increased officer's pay has been deducted from their teachers' pay.

They say they are now receiving the same pay as teachers who are privates.

According to Mr Steyn, the teachers' union claim they were promised that on promotion to lieutenant, the increased officer's pay would be reflected in the salary paid to them by the various departments of education.

Mr Steyn said he would like to take their case to the authorities.

Teachers' body appeals to 400 involved in pay dispute

— he has already called for an urgent foundation conference of the teachers' union to prevent the mass resignation — but does not know how to get in touch with the 400 teachers involved.

An informant at the military base in Ondisboorn said the officer's course finished 10 days ago and the men had gone home for the Christmas holidays.

"It's going to be very difficult to track them down," Mr Steyn said. "It's time of year. It's time of year. He believes they will return to Ondisboorn tomorrow and will try to contact them then. Nevertheless, he said, urgent steps must be taken to prevent the resignation of the men who were vital for the teaching profession. There had already been 4 042 resignations from the Transvaal Education Department alone this year and the profession could not afford to lose the young officer-teachers into the bargain, Mr Steyn said.

The Deputy-Director of Education in Natal, Mr A. N. Montgomery, said he was preparing governing the pay of teachers doing military service had changed.

4/1/81 S. Indur 321 23

Chaos looms at schools

Chaos looms at schools

'Bring teachers from overseas'

From page 1

are other practical measures which could alleviate the situation.

Among these are:

- ① An easing of regulations which restrict the entry of overseas-qualified teachers into the profession.

- ② The implementation of proficiency, or specialist pay. This would mean that those teachers in high demand would receive more for their services on a demand-supply basis.

- ③ Teachers should be relieved of extra-mural loads and concentrate on teaching instead.

- ④ Part-time aides to help with administrative work normally done by teachers, should be considered.

"These are of necessity stop-gap measures which would be seen as temporary until the Government takes steps towards solving the teacher crisis," said Mr Starfield. "If implemented now, they could transform the position within the next two months."

According to Mr Peter Mundell, president of the Transvaal Teachers Association,

many teachers are pinning their hopes on the Venter Committee Report on the status and salaries of teachers, which should be finished "sometime this week".

Dr Gerrit Viljoen has promised teachers the Report's recommendations will be passed on to the Cabinet almost immediately — hopefully in time for incorporation into the Part A Appropriation Budget announcement next month.

If the recommendations and budget announcement do not meet with teacher expectations, hundreds more could resign said Mr Mundell. In 1980, a total of 4 042 teachers resigned, 176 percent more than in 1979.

According to Mr Jack Ballard, secretary of the TTA, headmasters will not know how bad the situation is until after the first couple of school days. "Headmasters then begin phoning to ask us if we know of a maths, science, English teacher available in their area."

The frantic scramble for teachers at the outset of the school year is an annual phenomenon, says Mr Ballard, but he expects 1981 to be the worst yet.

FCTA will meet to discuss the crisis

Education Reporter

Threats of teacher resignations, shortages in the profession, and possible pay increases will be discussed at the first major meeting of the Federal Council of Teachers' Associations in Cape Town on Thursday.

Chairman of the FCTA, Professor H O Maree, said today he hoped the Venter Committee Report on the status and salary scales of teachers would be completed in time to be discussed at the meeting.

All affiliated associations had been asked to submit proposals and guidelines towards a solution.

Teacher crisis leaves hundreds of posts vacant

By Carolyn Tompster, Education Reporter

Transvaal secondary schools are now only a few days away from closing their doors to pupils because of the teacher crisis, with or without teachers.

The Transvaal Education Department confirmed today that not all teacher commitments have been carried out, and there are still more than 400 vacant posts in secondary schools.

Only hope

The situation could worsen if teachers approached to posts they did not originally apply for, do not turn up for work tomorrow.

Approximate Transvaal principals are to make strong representations to the Minister of National Education, Dr Gerrit Viljoen, in the face of further possible teacher resignations.

On the eve of the resignation of Transvaal Minister Mr L. Starfield, chairman of the Transvaal Association of Government Schools, the resignation of a "third" school principal, said an education official, has now seen it as their duty to approach the

Minister directly on the teacher crisis.

The Association's executive committee is due to meet early next week and the decision when to approach the Minister will be taken then, said Mr Starfield.

"It is no use waiting for the Human Sciences Research Council investigation into education to submit its recommendations. This will take far too long and their mandate covers a vast area," he said.

"So far nothing really effective has been done to attempt to stem the teacher exodus or to bring about short-term alleviation."

Just prior the Association approached the Administrator of the Transvaal, Mr W. Cunningham with suggestions aimed at alleviating the teacher crisis. The Administrator failed to respond to the proposals, said Mr Starfield.

"Whatever method it may be to go directly to the Minister, if something can be done, it should be done," he added.

Although salary increases and paramount insurance to teachers and have been the focus of the pressures exerted on the authorities, the Starfield believes there

To Page 2, Col 6

Prof Maree added that at the moment teachers were deeply unhappy and mistrusted extravagant promises made to them after a year of broken hopes.

Teachers' pay report

Pretoria Bureau

The Minister of National Education, Dr Gerrit Viljoen, is today likely to receive a report on the salary structure of teachers but it is unlikely to be given to the Federal Council of Teachers' Associations meeting in Cape Town tomorrow.

The report, drawn up by a project committee under the chairmanship of Dr Roux Venter, contains the results of investigations of salary structures and ser-

vice conditions of teachers and academics at universities, technikons and teachers' training colleges.

When the Minister receives the report, it will first be referred to a committee on educational structures and then to the committee of heads of education.

The Federal Council will have an opportunity to study the report.

Thereafter the report will be put to the Commission for Administration and the Cabinet.

Teachers' pay, status report under scrutiny

STAR

8/1/81

321

By Carolyn Dempster,
Education Reporter

The recommendations of the Venter Committee Report on teachers' pay and status could still be incorporated into the mid-February Part Appropriation Budget, the Minister of National Education, Dr Gerrit Viljoen, said yesterday.

The Minister received the completed report late yesterday afternoon.

The report is to be dealt with in four stages:

● The original report will go "undiluted" to the Cabinet.

● The Department of National Education's "Komitee in Saak Onderwys Strukture" (KOS) is to pass on the report to the three committees of school, university and technikon heads.

● Once they have read the report they will submit proposals and ideas to KOS who will draft a response to report recommendations.

● The Commissions of Administration and Treasury are to receive copies. The issue will then be debated in Parliament, Dr

Viljoen said.

The Federal Council of Teachers' Associations which met in Cape Town today had hoped to see the report but the Minister stated yesterday it was not part of the advisory structure and so would not receive a copy.

Although there were nine FCTA members represented on KOS (Interdepartmental/Heads of Education) the committee was due to meet only tomorrow and representatives would not be able to report to FCTA immediately.

Part No.		Shop Order No.	Quantity	Order Date	Promised
Page of		Scheduled Week:			
Description		Forge Fitting Assem.			
Customer					
Dept.	Op.	Seq.	n	Operation	
Dr. Labor at Sid.					
Date					
Pieces					

Only Operation Circled Is for This Card

The following diagram shows a typical job ticket.

- (g) Start, finish, and elapsed production time on the job.
- (f) Standard or estimated time allowed for set-up (if applicable) and operation
- (e) Date jobs should start

Prof: white education props up privilege

EAST LONDON — Black teachers' bodies were warned last night about clamouring for equal education with whites.

The warning came from Witwatersrand University professor of African literature, Professor Phele Mpahlele, who was guest speaker at the opening of the Joint Council of Teachers' Associations of South Africa (Joctasa) conference in the Parkside Civic Centre.

"White education merely glorifies supremacy," the English lecturer who lived 20 years in self-exile said and asked: "Do we really want to be integrated into white education which itself props up white privilege?"

In a nearly hour-long address to the 500 strong crowd of teachers with a sprinkling of invited guests, Prof Mpahlele made a strong plea for the "Africanisation" of black education and urged teachers' bodies to look at education in perspective.

"A union has to ask itself questions like: Education for what? Education for whom? What are the cultural im-

peratives that should define education and vice-versa? What is national education in relation to local cultures and economic groupings?"

"What is compulsory education in a society where there is no freedom of mobility and residential areas are racial and ethnic?"

Prof Mpahlele said "Africanisation" of education had been nagging him since the 50s when he realised how consciously "Native education" had been reinforcing the condition of a disinherited mind.

"Not in the sense in which Verwoerd and Eiselen considered us to have been educated by the missionaries for pastures owned by whites that we should not be allowed to enter. Ours was a disinherited mind because we were teaching for someone else's purpose and the syllabuses clearly promoted that purpose.

"But such are the painful paradoxes of black life that we had a fighting chance even then to build on the basics gleaned from "Native education" and

survive it."

Elaborating on his theme of "Africanisation", Prof Mpahlele said even in the early days of "Native education" the white man's supremacy was glorified.

He said they were taught of all the great white men and events and black historical characters in Southern Africa, its civilisation, its indigenous cultures were either neglected or ridiculed.

"Far from suggesting a reverse syllabus that will undermine the white man's history in Southern Africa, I am urging a cultural revolution in which intellectual honesty will reign supreme.

"A greater South Africa is not possible unless intellectual honesty becomes the basis for our interpretation of the humanities," he said.

He also urged blacks to help rescue the English language from its second language status as "the English-speaking community has abdicated its cultural position as an admission of political defeat". — DDR

Plea for better system

EAST LONDON — The Joint Council of Teachers' Associations of South Africa (Joctasa) was trying in its own small way to create a normal society in South Africa, the president, Mr Randall Poteni, said last night.

Opening the first conference of Joctasa in the Parkside Civic Centre last night, the Fort Hare University lecturer called for an open, free education system where race and colour would be no criteria.

"We get so used to the way society is organised in South Africa that we sometimes come to believe it is normal," he said. "But events make us

realise what an abnormal situation we live in and we in Joctasa are trying in our own small way to make this a normal country."

He said separation of people was abnormal and that South Africa was one country but an attempt was being made to make several countries out of it.

There was also one nation but several nations were being made out of one nation.

Education should be free and compulsory for all children up to the age of 15 and the per capita expenditure for all should be equal, irrespective of race or colour. — DDR

A crucial barometer for the government to gauge the problems in black education will be on display in East London today when the first conference of the Joint Council of Teachers Associations of South Africa (Joctasa) gets underway.

It is a strategically-timed conference, coming after a year of classroom upheavals that saw an admission by the government that all was not well in black education and the launching of a Human Sciences Research Council Commission of Inquiry into the education system in the country.

It also comes only weeks before pupils return to their desks and parents and authorities hope for a smooth and quiet return without any incidents.

Today's conference brings together the delegates representing nearly 80 000 teachers belonging to Joctasa's two affiliates — the African Teachers' Association of South Africa, led by Fort Hare lecturer Randall Peteni, and the Union of Teachers' Associations of South Africa (Utasa), led by prominent educationist Franklin Sonn.

And it is in the numbers of Joctasa, these vital eyes and ears in the classroom, that the government has a golden opportunity to draw on a loaded type of think tank to map out the country's education of the future. Education for the future is also the theme of the conference.

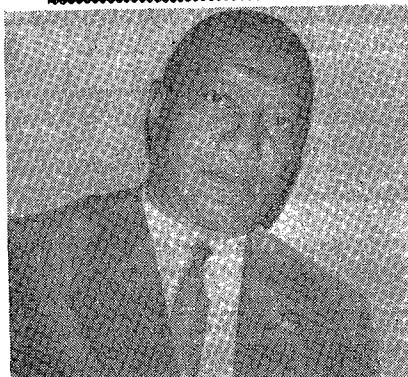
Joctasa will no doubt endorse the call today for all forms of racialism to be eradicated from the educational system and will no doubt take a step further in its major objective — to take united action towards a free and open educational system in a non-racial society in South Africa.

And because of the political nature of such a stand, the conference call will come up against the

Teachers meet in crucial assembly

DD
9/1/81
(324)

By staff reporter
MATTHEW MOONIEYA



Fort Hare lecturer Randall Peteni, leader of the African Teachers' Association.

ideology of racial separation.

The papers to be delivered today by the University of the Western Cape's Prof Jakes Gerwel on a unitary education system and the University of Durban-Westville's Prof D. Bughwan on inequality in

education may serve as vital pointers to an alternative to apartheid in education.

The conference could also provide a platform for the unification of teachers working under different racial departments.

A united teachers' body could not, however, work

with different racial departments and the teachers realise they have a massive task ahead if they are to confront the government with a united voice and cut across the policy of racial separation.

The political stand will no doubt be articulated by Utasa affiliate, the Cape Professional Teachers Association (Cpta), which has a history as a controversial body.

At the height of the boycotts of schools under the Department of Coloured Administration, it was the Cpta that intervened during the deadlock between the pupils and the authorities and met with a barrage of criticism from pupils, who labelled it a reactionary body, after it met the Prime Minister, Mr. P. W. Botha.

Criticism was that the Cpta played into the hands of the government by coming between the students and the authorities, but the Cpta said Utasa was proud of its record of being a responsible body with a long record of honest involvement in educational matters.

Perhaps the most crucial aspect of the conference will emerge from the question posed by Utasa vice-president, Mr H. Peterson, on whether the schools boycotts are really over.

Writing in the latest issue of the Utasa magazine, Education, Mr Peterson concludes the boycotts may continue until the real agitators — the discriminatory practices and injustices of apartheid educational, social and political institutions — are removed.

That will be the pivotal point of this conference.

The failure of the government to act on the Cillie Commission of Inquiry report lingers as a sorrowful memory.



PROF MPAHLELE

Call for teacher-student solidarity

DD 10/1/81 (32)

EAST LONDON — Political action and solidarity with students should be the response of teachers in the education crisis which should be seen in its historical perspective, Professor Jakes Gerwel said here yesterday.

The head of the Department of Afrikaans-Nederlands at the University of Western Cape was speaking at the Joint Council of Teachers Associations of South Africa (Jocasta) where fears were expressed about the situation in black schools — especially in the Eastern Cape.

There was a lively

debate on what teachers' responses should be and a Natal delegate, Mr E. B. Smith, raised the question of teachers being asked to join pupil boycotts.

Mr B. Franke, of Natal, also urged the conference to state what teachers' response should be but Jocasta's vice-president, Mr Franklin Sonn, rejected the call and said it was not incumbent on a teachers' union to discuss what may happen.

"We don't want to be a body following an action-reaction response," he said. "I resent the implication that we act only when students act. We act on our own terms as a respon-

sible body."

The matter was first raised by the principal of Mzomhle High School in Mdantsane, Mr Ben Tengimfene, who expressed fears about the position at the schools due to open on Monday.

"I want guidance on how to deal with our sons and daughters," he said.

Prof Gerwel said he had been faced with the same problem on his campus and his response was to let his students see him acting politically.

"Students want political action and I cannot foresee a return to the peaceful situation in

learning until there is fundamental change brought about."

He said it was sad to see pupils not going to school but the destabilisation in society had to be seen in its proper historical perspective.

"The challenge by the youth must be seen as a positive and progressive step."

Professor Es'kia Mphahlele, of Witwatersrand University, echoed Prof Gerwel's sentiments and said when pupils realise their education had nothing to do with their own environment, there was bound to be revolt.

Discrimination was the root of the problem but teachers had to get down to talking with pupils and parents in an attempt to solve the immediate problems.

Mr J. G. van der Heever, principal of the Grassy Park High School in Cape Town, said teachers should back student demands and "if students see we are sincere, they will respect us and pay heed to our advice".

A Port Elizabeth headmaster, Mr D. D. Vinqi, said the troubles would remain as long as students were starved politically. He called for better liaison with students. — DDR.

No to Republic Day festivities

EAST LONDON — The Joint Council of Teachers Associations of South Africa — which controls nearly 80 000 black teachers — yesterday rejected any participation in this year's Republic Day celebrations.

In other strongly worded resolutions at the conference in the Parkside Civic Centre, the association demanded the release of all detainees held in connection with the school boycotts, and called for a uniform system of education and equal salaries for all teachers irrespective of race, colour or sex.

The resolution on the public Day festival said the conference considered celebrations as fundamentally alien to disenfranchised, disinherited and oppressed people.

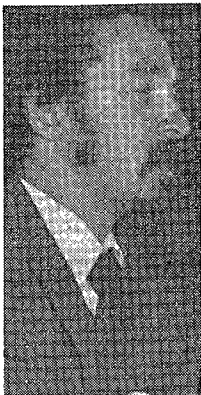
"It would therefore be foolish and insensitive of any black to take part in any such festivities and thereby pretend that he is part of the system. Rather than contemplating celebration, this conference can think of numerous reasons why

it should go into mourning."

On the deadlock in black schools, conference said the redress of grievances had been minimal and that the crisis in schools had escalated. Conference viewed the loss of a year of schooling for pupils as a tremendous setback and a crippling blow to education in South Africa and called on the government for an immediate commitment to redress all short term as well as long term grievances.

Conference also called for a say in decision making and objected to the contention that education should be isolated from politics since it was the inherent right of every individual in a democracy to question his rights and duties as a citizen.

"This organisation therefore believes in the inalienable right of every individual, irrespective of race, colour of creed, to have a say in the central decision-making processes of his country. This body of teachers reiterates its commitment to fight for



PROF GERWEL

fundamental human and political rights," the resolution said.

A resolution also called for teachers to have a social status and conditions of work to provide them with a standard of living that was adequate and lashed at the blatant discrimination embodied in salary disparity.

The resolution also rejected any salary boosts for one particular racial group at the expense of others. — DDR

Prof rejects unitary system of education

EAST LONDON — A unitary system of education was rejected for the second time at the Joint Council of Teachers Associations of South Africa here yesterday.

Delivering a paper on a unitary system of education, the head of the Department of Afrikaans-Nederlands at the University of the Western Cape, Professor Jakes Gerwel, rejected the system if it was not coupled with fundamental revolutionary change in the country.

"I have problems with this concept in our highly divided society," he said. "If a unitary system of education means the willy nilly absorption and integration into the white system of education, I would certainly as a parent give an unequivocal No."

He said participation in such a system meant participation in the political power means the power to control what goes into the syllabi and the control over the value systems

which underpin that educational system."

Prof Gerwel made a strong plea for artificial race barriers to be transcended in education.

"In few other areas of our society's structures could the systematic and cold-bloodedly deliberate segmentation have been more pernicious than in education.

"Bantu education is without doubt the cruelest demonstration of how an ideology can pervert a society.

"It therefore should come as no surprise if there is even a violent reaction to differentiation in the educational sphere.

Prof Gerwel hit at apartheid propagandists who use South Africa's heterogeneous and plural society as a reason for separation.

"All societies are heterogeneous and always say God save any society from being truly homogenous. It will be like a colony of ants."

He said South Africa's heterogeneous society may

at first hand serve as a prima facie case for a diversified and differentiated educational system.

But South Africa was a deliberately segmented society.

The cultural differences have been exploited to create artificial minorities. It has been nurtured and promoted by a white minority oligarchy primarily to maintain its own position of power and privilege."

Prof Gerwel also warned of a change overnight that would give equality — "that typically bourgeois and free enterprise contention".

"In a society with a long history of inequality, it would be abstract to think that mere equitable share to the historically disadvantaged constituted equity."

In her paper on inequality in education, Professor D. Bughwan highlighted discrimination against women, listing domestic workers as the worst off. — DDR

Schools: State or private?

THE CHOICE between government and private schools is based not so much on academic standards it seems, as a general milieu of mental and cultural stimulations.

Which type of school delivers the best results is hard to judge, as both types have produced prominent public figures and community leaders. But it seems to be individual attention in a school rather than a government one for these children.

Most private schools are by their nature, institutions with day-pupil facilities which provide all-day participation for pupils.

There is continual encouragement from the many teachers who are involved in school activities in and out of the classroom.

Class sizes are much smaller — limited to 15 pupils — as compared to class sizes sometimes reaching 40 at a government school, with consequent greater individual attention important for personality development and character building.

Although many government schools have excellent teaching staffs, the records, parents seen concerned that their children will get lost in the masses.

The limelight
It always seems to be the same children who catch the limelight. This can be very discouraging for an average performer, who feels why should they try at all if only the top performers get the praise, a mother complained.

In large government schools in urban areas, where the number of pupils come between 600 and 1,000, the concentration on the top performers tends to fall in the classroom, the



Many urban government schools offer training and participation in sports other than the traditional ones, such as squash, waterpolo, synchronized swimming, lifesaving and ball, but government pupils will only become involved out of their own interest.

The same goes for extramural activities such as bridge and chess clubs the facilities are there but the interest is on the parents to stimulate their children's interest.

In private schools the stress is more on participation in sports. In some private schools, participation in sport is compulsory.

Sports facilities
The range of sport facilities at most private schools is wider than at government schools, and can include extras like horse-riding, polo, show-jumping, judo and even sailing. In addition to the sports, there are extra mural activities like chess, public speaking, debate, group and play acting, sports and drama training.

Another consideration when looking around at private versus government schools may be the interracial contact at private schools.

Not only are most private schools in Natal now interracial, they also have a high proportion of academic and recreational levels with schools from other racial groups.

Private school parents see government schools as too curriculum-bound and not geared enough towards the pupil with unusual characteristics and interests.

In Natal there are three main types of schools: government, private and boarding. Government schools are limited to 15 pupils and in fulltime remedial schools the teacher-pupil ratio is 1:8.

In Natal there are three main types of schools: government, private and boarding. Government schools are limited to 15 pupils and in fulltime remedial schools the teacher-pupil ratio is 1:8.

African languages are offered without exception at primary school levels and where it isn't offered at a high-school level, provision is usually made for children who are interested. Exceptionally gifted children are assured of additional stimulation at a level beyond the primary classes in unusual subjects such as astrology and outings to universities and other institutions are organised.

There are also regular excursions to the theatre, cinema and other cultural development.

Children at government schools are usually dependent for this kind of stimulation on the individual teacher or headmaster who happens to take a special interest in the matter.

Another factor that should be taken into consideration when determining into which sector a child should be sent is that the majority of private schools have a definite religious influence, whether negative or positive — on the pupils attending it.

The policy at government schools is that the children should receive education at a Christian nature and are appointed. There are religious education classes in all government schools, which is based on a study of the bible and not on a specific religion. Although non-examination, all children have to attend these classes unless parents arrange for exemption.

Teachers' salaries
Although salaries are on a par with the government, the turnover of teachers at government schools seems to be higher than at private schools, probably due to the greater security in private school teaching.

While the rate of resignation of teachers at government schools has reached 6 per cent in Natal 2 per cent in 1980 figures, private schools do not report a high turnover or a critical shortage of teaching staff.

This may be a deciding factor in sending children to a private school.

The shortage of teachers in government schools is a major factor in the criticism between male and female remuneration and the fact that female married teachers are seldom appointed in permanent posts at government schools.

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Broader contact
A government school, he feels, offers a child contact with a broader cross section of the community — more true to the society the child is going to enter, whereas in a private school, the child's experience is limited to a selected group.

Mr P.E. McCreath, headmaster of Epworth Private School, sees the main advantage of private schools in the smaller class numbers and the greater personal attention.

"I am not paying down the importance of the importance of communal life that children lead at private schools has an influence that reaches beyond academic development to personality development."

Frina Botha.

IS NO ACTION to be taken at this time, says a statement issued by the Natal Education Board. The statement, which was issued in response to a letter from the Natal Education Board, says that the board is not in a position to make any decision on the matter at this time. The statement also says that the board is not in a position to make any decision on the matter at this time.

Married women in ten-poor appointments often leave the teaching profession for the security of public sector. Others, particularly in the private sector, are able to work better conditions in the private sector.

In 1980, 41 female and 17 male teachers resigned from government schools in Natal, an increase of 41 percent over 1979.

Most of the resignations are from graduate teachers and government appointments are forced to appoint

The Cost

What it's going to cost you to educate your child is a question that many parents ask. The cost of education is a major factor in the decision to send a child to a private school.

Government schools: (Includants: R50 - R120, Insurance R5 - R12, 50/-, outings to the theatre, including partly sponsored educational tours, R200, Total between R300 and R320, 50/-)

Private schools: (Fees — R10 000 - R20 000; books & stationery if most boarders are bought secondhand from the schools, R250, R300 outings, R100, R150 extra photography between R100 and R200, 00/-)

What it's going to cost you to educate your child is a question that many parents ask. The cost of education is a major factor in the decision to send a child to a private school.

TTA starts new drive on lot of foreign teachers

By Carolyn Dempster
Education Reporter

The Transvaal Teachers' Association yesterday started a drive for the acceptance of teachers with foreign qualifications.

In a questionnaire circulated to all Transvaal schools headed "Recognition of foreign qualifications," Mr Jack Ballard, secretary of the TTA, said:

"In view of the critical teacher shortage in South Africa, it seems there is a need to employ teachers with foreign qualifications who are already in the country.

"Low salaries and non-recognition of qualifications have, however, to date, militated against their employment.

"TTA would like to

compile statistics on teachers with foreign qualifications to support its drive for a review of the criteria by which these qualifications are evaluated.

"We appeal to all teachers in this position to complete one of these questionnaires and return it to us."

Pressure has previously been applied by parent organisations on the Government to review the situation in the face of the teacher shortages — especially in the Transvaal.

But there are no accurate statistics to back up the parents' or teachers' demands.

"There are a number of people living in South Africa who would be only too happy to teach if

their overseas qualifications were graded on an acceptable level," said Mr Peter Mundell, TTA president.

"Some time ago the Transvaal Education Department received applications from 800 teachers who were prepared to emigrate to South Africa.

"Of these only 50 were chosen and their qualifications graded at unrealistic levels.

"The few that actually did come did not stay long because they were dissatisfied with the low salaries equated with their 'graded' qualifications."

The Minister of National Education, Dr Viljoen, said recently the Government was taking a fresh look at getting teachers to emigrate to South Africa.

But if the stringent regulations permitting their employment are not eased, it is likely they will seek employment in commerce.

The questionnaire includes an item dealing with evaluation by the TED of the teachers' qualification — "Have your qualifications been evaluated by the TED, how long did it take and what reasons did the TED give for the evaluation?"

The TTA has also appealed to any teachers with foreign qualifications who have left the profession to apply to the TTA to complete the questionnaire.

Mrs. Thornton White Prize
For the best work in
first year.

Miss M F J Sandilands

S A Brick Association Prize

For the student who has made
best use of bricks in his
design work.

G Kirkman

Stubbs Award
For the best project in
structure and design.

R I Ness

For the Building Industry
Book Prizes

For the best student in each
hour of study of the degree
course.

First Year
J A L Chapman

Second Year
C S Jones

Third Year
B de Jong

Fourth Year
R W Kohne

George Strachan Prize
For the best final year
student of the degree course.

W Kohne

A Prize
For the best student obtaining
first class pass for a
dissertation in Building
management.

S F Richardson

Teachers not paid, bonuses late

321

By Carolyn Dempster
Education Reporter

Nearly 2,000 Transvaal
teachers have not been
paid this month, and hun-
dreds more did not
receive a double cheque
"birthdays" bonus — part
of the new salary deal in
April last year.

The Transvaal Educa-
tion Department has ad-
mitted that it has been
unable to pay all teachers
but says it hopes to deliver
all cheques by next Tues-
day.

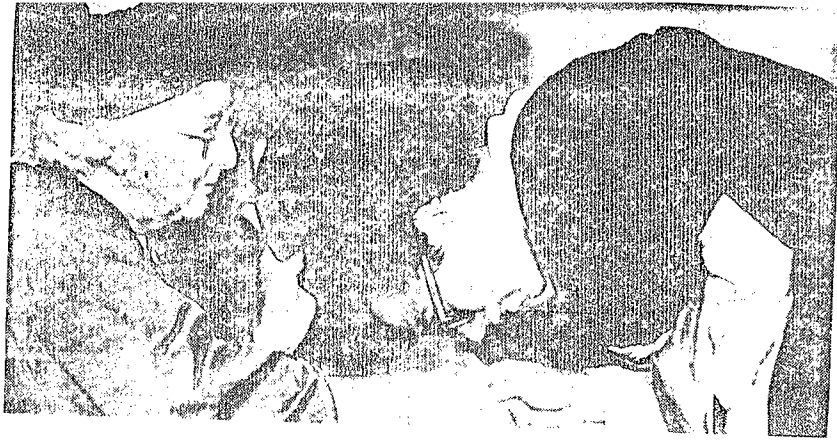
have all cheques out on
time. More than 25,000
cheques had been issued
by January 23.
In primary and senior
schools all over the Trans-
vaal teachers reacted with
anger and took action
told by their superiors
there was no extra or
bonus in the TLD pay-
package.

"There is nothing we can
do. All the files have been
sent out to be processed
so we don't know who,
how much or where to
pay."
After the festive season,
many teachers were ap-
pointed to their new posi-
tions and many pay pack-
ages (some with the bonus)
and many say they now
find themselves in finan-
cial difficulties.

"You work your guts
out, take extra-mural ad-
vices, spend hours on ad-
ministrative work at home
... and what do you get
for it? Humiliation, be-
cause you can't pay debts;
stresses because you don't
know how you can survive
for a month. The TLD treats us
with contempt and every
teacher I know is fed up
with it," she said.

The double cheque bo-
nus is given to teachers in
the month of their birth-
days — which means ap-
proximately 100,000 Rands
are paid to a lump sum
bonus.

Mr. Peter Mondell, pre-
sident of the Transvaal
Teachers' Association, said
the situation had arisen
because the province allo-
cated the bonuses from
the 1980/81 budget.
The new financial year
only begins in April so
teachers who expected bo-
nuses in the first three
months of 1981 will have
to wait until then.



THE Chancellor of UWC, Professor Erika Theron, confers the BSc degree on John Small, son of poet Adam Small.

Boycotts pose teacher crisis

Education Reporter

THE country may never recover if the disruptive effects of the schools boycotts were repeated in an already desperate teacher-supply situation, the Rector of the University of the Western Cape, Professor R E van der Ross, said today.

Professor van der Ross was speaking at the graduation ceremony.

He said there had been a shortage of quality teachers in the past, and the problem would get worse before it became better.

The university recognised that students had

been 'starved of a good education' and had introduced computerised education which retraced much of what should have been learnt at school.

Professor N F Wichahn, chairman of the Wichahn Commission, said that in the Roman empire at its height, there were people

who also refused to make their own beds, relied on the labour of others and who perhaps also even left the care of their children to other faces.

Graduates should have the responsibility to pull their weight seriously.

Professor Wichahn said that under the new labour and industrial systems, the maintenance of peace fell more and more on the shoulders of the individual employer and employee.

More than 300 students received degrees and diplomas.

About 200 others did not receive certificates as they were unable to complete their practical teachers' training because of the boycott.

Four students were awarded degrees with honours.

They were Jacobus Carnow, BA cum laude; Donald Muller, BA Social Work cum laude; Cyprian Martin, BEd cum laude; and Andrew Phillips, BTheology cum laude.

Denial by
A. R. W.
Teachers
Action
Committee

127
327

11/2/81

Education Reporter:
THE black Teachers' Action Committee has denied that it sent representatives to a meeting of Government officials and the chairman of the Community Council on Sunday.

The meeting was held to discuss details of the suspension of the schools boycott and two committee members were present in their private capacity, according to the committee.

NO REASON

A statement by the Parents' and Teachers' Action Committee and the Students' Regional Committee said: 'We wish to dissociate ourselves from the utterances of the chairman of the Community Council.'

'We strongly refute the statement that we attended a meeting on Sunday as there was no reason to attend such a meeting.'

TEACHERS WAIT FOR HORWOOD'S D-DAY MINI-BUDGET TOMORROW

By WANDA
EDKINS

AMID rumours of mass resignation, threats of an election stayaway and talk of strike action, South Africa's 50 000 white teachers are preparing for tomorrow's announcement by Finance Minister Owen Horwood on their long-awaited salary increases.

Tension is running high as speculation divides into two camps — those who are either optimistic or pessimistic about what the Minister will offer in his mini-Budget.

"Some feel the case in favour of teachers is too strong for the Government to wriggle out of a respectable increase. Others believe they're bound to find a way," Peter Mundell, president of the Transvaal Teachers' Association, told the Sunday Tribune.

Tomorrow is being described as D-Day by many teachers in the Transvaal, the province worst-hit by the present teaching crisis and where 4 400 left the schools last year.

"They see it as the cut-off point, the day they've been waiting for when they will finally decide whether to join the mass exodus from teaching or to stay on," a senior high-school teacher explained.

While teachers' societies throughout the country are adopting a wait-and-see approach to the announcement, teachers from several schools spoke or privately formulated questionnaires being distributed to gauge support for general strike action, withdrawal from extramural duties, or mass sick leave stay-aways.

"A lot of individual teachers support a policy of militancy if increases are not felt to be up to standard. The problem is co-ordinated effort is essential for any action to be effective," a spokesman for a group of Natal teachers said.

"Most teachers' societies have not been keen on anything other than a moderate stand in the past. Some teachers are now looking at the possibility of initiating concerted action from without the associations," he said.

It has been reported that politically conscious Afrikaans teachers feel they have been betrayed by a government which they helped bring to power. Threats have been made of a massive election stay-away if salary increases fail to meet their expectations.

Meanwhile, the Minister of National Education, Dr Gerrit Viljoen, has called together executive members of the Federal Council of Teachers' Associations and teachers' society presidents for a meeting in Cape Town tomorrow.

Scheduled to take place after the general mini-Budget announcement, Mr Mundell said he believed the Minister was planning to "put the flesh on the bones" and clarify specific aspects of the deal teachers would be receiving.

Mr Mundell said three important levels of reaction would have to be taken into account.



Owen Horwood

Cut off point

3219
5 Tnd
15/8/81

To stay or not, that is the question

First, there was Federal Council. "In the past, as an extreme measure, they have threatened to cut off all negotiations with the Government. The associations always look first to Federal Council for guidelines."

Second were the individual teachers' associations. "Each one will have the option of reacting how it sees fit. In the Transvaal, where the situation is most extreme, there could be a whole range of reactions from favourable to outright protest with petitions and work-to-rule or withdrawal from certain activities."

Third was the reaction of individual teachers. "If he decides he can't make ends meet, that's the end of the story. My gravest concern is for individual reaction. My prayer is that teachers will respond favourably. "Once a teacher walks

out of a classroom, he's gone for good," Mr Mundell said.

He added that the Transvaal Education Department was now trying to run a sophisticated education system minus more than 4 000 teachers — the number who left the profession last year.

"The individual teacher will take his cues from what comes from the Federal Council and the associations. But finally it is up to him to make up his mind about job, career and prospects. That, is what frightens me."

"Once everything dies down the individual teacher will make his appraisal. If the increase meets the expectations of the man in the classroom, we're okay."

He said reaction would probably be mixed. "If on the whole it's positive, things will be looking good."

Election may end nightmare of teachers' pay frustration

By Carolyn Dempster,
Education Reporter

Set against a background of soaring inflation, rising food costs and increased tax, the past 10 years have been a nightmare of financial frustration for teachers.

Since 1971 teachers have been told and cajoled by the Government to remain responsible, be professional in their attitudes and stay in their jobs. A series of Ministers of Education have made promises they have not kept, spoken about new deals and finally, have been forced to bow to decisions made by the Minister of Finance, Mr. Hopwood, and the Commission for Administration.

The simmering dissatisfaction felt by all teachers, from headmaster to school primary school teacher, has already reached a boiling point with the result that the teaching profession will suffer

severely for the next 8 to 10 years, says Mr. Peter Mundell, President of the Transvaal Teachers' Association. The education of thousands of white school-children — both English and Afrikaans — will be impaired.

In 1971, the first signs of the rot were felt in English medium circles. Enrolment at the Johannesburg College of Education was down by 100 to 780. By comparison, the 1981 figures stand at 484 for first year registration and a dismal total of 1,500 overall enrolment on a new campus that can accommodate more than 3,000 students.

Professor Napier Boyce, rector of the college, says he is "extremely relieved I do not have to retrench any more teaching staff" — another side-effect of the drop in enrolments.

The Federal Council of Teachers' Associations, representing the country's

50,000 white teachers, advised against asking for an increase in 1972 because of the economic depression.

By 1973, teachers were agitating for a salary increase and scale for the first time, but instead the prices imposed the quota system on teaching colleges, limiting the intake of potential teachers.

Linked to civil servants' increases, teachers got a 15 percent rise in 1974, which stilled the frustrations of few.

Dr. Koornhof, then Minister of National Education in 1975 promised the rank and file a "new deal" — which never came to light. 1976 saw a 10 percent pay increase along with all the other teachers' wants and in 1978, of 8.5 percent, a maximum.

Patience began to wear thin in 1979 when the cold altogether and it was only the urgent pain-

ings of the Federal Council and an alarming increase in the rate of resignations that led to the 1980 increases and the introduction of the bonus system.

But as the Government gives with the one hand, it takes with the other. exodus from the teaching profession, particularly in the Transvaal.

Throughout, the Government has been unwilling to admit that there is a crisis, or even

approaching crisis in the profession, and has been unresponsive to teacher calls for more pay and better service conditions. In the Transvaal has increased the wages, and teachers now have the support of parents and principals in the event of a walk-out.

Afrikaans teaching institutions are, for the first time, allying themselves with their English colleagues as the crisis takes

its toll within Afrikaans teacher training colleges. But more than anything else, it is the politicians' lack of response that has brought about the impasse.

A telegram sent to the Minister of National Education, Dr. Viljoen, by a disgruntled Transvaal teacher, stated: "I have not been paid by the EED for three months. I require immediate payment, I have not even answered, nor was the woman paid."

"It is up to the politicians to realise that they are the ones to blame for the teaching tragedy," said Mr. Howard Harrison, a Transvaal teacher who submitted his letter of resignation last month.

In the face of the pending general election and the threat of a right-left split within the ranks of the National Party, school teachers' unions are, for the first time, allying themselves with their English colleagues as the crisis takes

Mini-budget called a case of .

Vote now, pay later

CAPE TOWN — Opposition parties yesterday blasted Mr Owen Horwood's mini-budget in which all civil servants — and MPs — were granted pay increases ranging from 9,2 per cent to well over 20 per cent.

The Progressive Federal Party's Mr Harry Schwarz, accused the government of using the budget for the April general election and added that it was a case of "vote now, pay later".

And the New Republic financial Party spokesman, Mr George Barlett, described the mini-budget as an "election gimmick".

Both spokesmen also accused the government of exacerbating inflationary trends in the economy which, they said, would hit the ordinary man in the street.

They were reacting to the speech by Mr Horwood, the Minister of Finance, in the Assembly, in which he announced salary increases totalling R720 million.

Mr Horwood said that "special treatment" would be given to teachers, policemen, soldiers,

prison officials, nurses, health officials, and the Department of Justice's judicial staff.

He did not disclose details of the "special treatment" but said fully qualified teachers and those in upper grades would on average be paid "upwards of 20 per cent".

Mr Horwood also announced in his R8 900 million-mini-budget:

- Increases in social, civil, war veteran and military pensions.
- A special, one-off bonus payment to pensioners, amounting to a R10 grant to white pensioners.
- A three cent per litre tax cut on sparkling and fortified wine, apple, pear and orange beverages.
- An extra R8 million in flood relief, bringing the total to R10 million.
- An increase in travel

deal directly with taxation proposals, but Mr Horwood hinted that the tax threshold would be raised and that some taxpayers might no longer have to submit returns.

He said he was considering a system of final deduction of PAYE so that people whose incomes were basically salaried would no longer have to render further tax returns.

Pensions would be increased by R13 for whites, R9 for coloured and Indian people and R7 for blacks.

The special bonus benefits for pensioners, to be paid in April, would amount to R30 for whites, R24 for coloureds and Indians and R18 for blacks.

The increase in social pensions would take effect in October, while the increase in civil pensions would take effect in April.

Mr Horwood also extended the levels of the means test to include people with higher incomes than before.

The pension payout would amount to R65 million in the coming financial year and R150 million in a full year.

Mr Horwood said he hoped a further bonus payout could be made to pensioners in the second half of the year.

No decision had yet been made on the taxing of fringe benefits but the minister said he hoped a final decision would be taken before August.

He also announced new travel allowances which would enable travellers to take out R4 000 a year on holiday and R7 000 on business.

Turning to defence

BARRY STREEK Political correspondent

- R720m wage increases
- Some teachers 20pc
- Pension rise and bonus
- Travel allowances up
- 3c cut on wines

Details page 10 Reaction page 11

bonus bonds, the minister said a higher interest rate would be paid from April 1.

The number of Krugers bonds available to the South African public would be doubled immediately and 300 000 ounces of gold would now be sold per year.

The new defence bonds would now carry an interest of nine per cent, and not eight per cent as at present, with an additional five per cent being paid on redemption after five years. This would give an average return of ten per cent a year.

Few details of the salary increases were revealed in either Mr Horwood's speech or in separate statements by the Minister of National Education, Dr Gerrit Viljoen, and the Minister of Internal Affairs, Mr Chris Heunis.

But Mr Horwood did say that the average increase would be 12 per cent with greater increases for lower-paid staff tapering down to 9,2 per cent for the upper echelons. — PC.

(News by Barry Streek, Press Gallery, House of Assembly.)

Teachers, nurses wait

00 13/2/81

CAPE TOWN — There was a startled reaction from teachers' unions yesterday because the exact amount of the salary increases announced in Mr. Owen Horwood's mini-budget had not been worked out. But there was more angry reaction from pensioners' unions as the increases were described as falling below the breadline.

The Federal Council of Teachers' Associations could not say whether it accepted the new scales until details were made available.

Professor H. Maree, chairman of the council, said after almost two hours of talks with the

Minister of National Education, Dr. Gerrit Viljoen, that the increase was "the largest single salary improvement in the history of the teaching profession."

But he added that the amount needed to put the teaching profession in a competitive position should have been larger than that announced.

Prof Maree said it was possible that the improvements announced might serve as a first instalment in the settlement

of an account to teachers which was long overdue and had created many problems for the profession.

The Cape Teachers' Association also met yesterday with the Minister of Internal Affairs, Mr. Chris Heunis — who is responsible for coloured education — to hear how the increases would affect coloured teachers.

Mr. Pat Samuels, president of the Durban-based Teachers' Association of

South Africa, said he might a 30-year battle in pay with a pay scale that had been largely won.

Speaking after an earlier meeting with Heunis, Mr. Samuels said from April 1 about 80 per cent of the 7 000 teachers would be receiving equal pay as whites.

He said the closing of the wage gap.

A spokesman for the non-racial National Education Union of South Africa said there was a danger that the government

Wait and see but pensioners angry

350
321
45
385

and would use the new salary scales to substitute pay discrimination.

"We hear that the biggest increases are going to go to D' category teachers (matric plus four years' experience)," he said. If this is so, few blacks have these qualifications and the salary gap will be widened rather than narrowed.

"There is a strong case for paying by the job qualifications," he said. The president of the

South African Nursing Association, Prof Charlotte Searle, said in Pretoria, she had been told by the Minister of Health, Dr. L. Mnuma, that certain categories of nurses would increase of up to 20 per cent.

"But we can't say which these categories are until we have studied the new scales."

The minister had also told her that overtime payments would be doubled. Prof Searle said. "The board of the SA

Nursing Association is not satisfied with an annual 12 per cent increase which does not even meet the increased cost of living, but we realise that these scales must be considered in the overall context of public service salaries."

Prof Searle said the board would, however, have to reopen negotiations again immediately.

"In the meantime, I must appeal to nurses not to panic because we do not

yet know how much benefit will accrue to them in the critical areas in which the sisters rank."

The opinion of the "man on the beat" on the announcement of 12 per cent and more for the police was summed up by one Cape "It's nothing to sing about."

How much is the more, a number of members of the force asked pensioners reacted with

deep disappointment and while pensioners claimed that their increase to R122 a month did not constitute a "living wage" in the face of rampant prices and dramatic rent increases.

The director of the National Council for the Aged, Mrs Gertrude Dreyer, said she was grateful for the hand-out, but it was still inadequate in view of the rising cost of living.

She expressed particular concern for elderly urban blacks who, despite having to work month increase, had to do with a pension of R40 a month. She said the new pension of R120 for whites was still below the breadline. — DDC:SAF.

The fits, news of pay rises appeared in the late editions of The Star yesterday and without really knowing what their individual increases would be, these teachers at John Orr Technical High School gave the thumbs up to a 20 percent rise, announced by the Minister of Finance Mr. Horwood. From left are: Susan Manuel, Pedro Geldenhuys, Wina Mar-
tens, Leanne Knoetze and Norma Coosier. A b.c. for women teachers' counterparts.



Teachers' reactions mixed

By Carolyn Dempster
Education Reporter

Yesterday's "20 percent and more" mini-budget announcement has mixed reaction from teachers.

"I had it been anything less than 20 percent, we would have been sitting out on the pavement today," said a primary school teacher.

"I have not received my January salary yet and no I'm not happy with the

vague 20 percent, but compared with increases we should be grateful," she added.

A senior Northern Transvaal teacher said, "We might as well all resign."

Government can talk until it's blue in the face, but the point is that we have been hooked, played with and dropped — again."

The majority of teachers reacted more cautiously. They first want to find out what effect the changes will have on their salaries and prospects in teaching.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said

after a meeting with the Minister of National Education, Dr Viljoen, and the Federal Council of Teachers' Associations that the 20 percent was a definite acknowledgement of the tremendous short-fall in the profession.

Teachers could look to a brighter future after the Minister's announcement of a revision of salary structures even if the immediate prospect might not seem satisfactory.

"Retention and recruitment of teachers are our two gravest concerns."

"I feel emphasis has been laid where the need is most desperately felt within the teaching corps," he said.

Dr Viljoen said yesterday all details of the Budget changes and Budget changes and amendments would be made available to teaching associations and the FCTA as soon as possible.

He told Federal Council executives that the Venter Committee recommendations had been largely accepted by the Government, including even the more radical proposals.

Among the changes mentioned yesterday on the two new notched on the first grade level of the salary scale.

This means qualified teachers with seven years experience will go up a notch on April 1 and

SALDRU/SANST

CONFERENCE ON THE ECONOMICS OF HEALTH CARE IN SOUTHERN AFRICA

SEPTEMBER 1978

Mixed (324)
reaction sym
of teachers

From page 1

another notch on April 1
next year.

The 10 salary scale
levels have been reduced
allowing for greater
flexibility.

On the higher levels,
salary levels have been
achieved between men and
women teachers.

Professor Henrie Matée,
chairman of the RCTA,
said the council welcomed
ed the new scales.

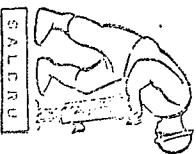
But it was impossible to
rectify the backlog of 10
years overnight and the
amount needed to put the
profession on a footing
comparable to private en-
terprise should have been
larger than the 20 per-
cent.

Professor Matée said if
the changes to salary
scale and structure could
be seen as the first instal-
ment in the settlement of
an account, the teaching
profession could hold out
hope for the future.

THE PROBABILITY OF ADVERSE DRUG-DRUG INTERACTIONS IN MULTIPLE PRESCRIPTIONS

by
J. HEDDEN & R. CORBETT

Paper No. 75



Once objectives are expressed in terms of measurable indicators programmes can be ranked according to their impact on these measures and those achieving the largest reductions in mortality/morbidity per rand chosen. Again, since information on the impact of programmes is frequently lacking, the effect of using indicators systematically to assess health programmes would be to direct research more from the purely scientific to epidemiological lines of inquiry, and from collection of data on health status, only, to research into the impact of different dispositions of resources on these indicators.

The effect of introducing overall measures of health status, is, by introducing select value judgements about the relative importance of various kinds of health problems, to render the analysis of a much wider range of choices possible as if they were questions of efficiency: of choosing the most cost-effective methods of reducing mortality and morbidity.

The same end is achieved in cost-benefit analysis, where money, instead of an indicator of health is used as the numéraire for the comparison of benefits. The additional advantage is that projects falling within the health ministry can more easily be compared with those carried out by other authorities. The importance of this will be discussed below. The additional cost is the far more horrendous value judgements implicit in the translation of health benefits into money terms. We can only justify these if it can be shown that these judgements too are made already in the political process by which funds are allocated: and that there are clear advantages in making such judgements explicit.

4.2.4 Cost-Benefit Analysis

The aim of cost-benefit analysis is to compare the total cost of a programme to society with the social benefits, and thus to arrive at a measure of the Net Social Benefits. If Net Benefit is positive the project should be undertaken. If however, there are too many projects for the available funds, one would rank the projects on the basis of their

Steps taken 'towards parity among teachers'

By Carolyn Dempster
Education Reporter

Black teachers have been brought a step towards parity with their white colleagues, the Minister of Education and Training, Dr Hartzenberg, announced yesterday.

"I am pleased to announce the mini-Budget of my colleague serves as proof that the Government is prepared to fulfil its promise to bring the conditions of service of black teachers in line with those of other population groups," he said.

Among the benefits black teachers will reap from the budget allotment to education are:

• They will be placed according to the same key scale applied to teachers — the new six level scale

— with two extra notches.

• Parity of salary has been extended to cover post levels two to five for teachers with qualifications from category C and higher (this means anybody with a matric and three years' training or more).

• Equal salaries for male and female teachers from post level four and higher.

• Narrowing of the gap between sex differentiated scales in post levels two and three, with special emphasis on teachers with qualification C and higher.

The importance of the new salary structures applied to the black teaching corps is that qualifications are stressed. Teachers will now find it

to their advantage to undertake correspondence courses to improve their gradings on the salary scale.

The department has instituted a scheme whereby for every university subject passed the teacher is reimbursed R50.

Despite the restructuring of the scale and introduction of parity of salary, more than 60 percent of black teachers do not comply with the minimum requirements.

Mr Franklin Sonn, president of the Union of Teachers' Associations of South Africa, said his organisation had "registered a strong plea for improvement for those who have a junior certificate plus a teacher's certificate."

16. For see S. A. L. 17. Lex

Teachers wary about increases

NM 18/2/81 321

Mercury Reporter

TEACHERS were sceptical yesterday about their 20 per cent salary increases.

They were reacting to Minister of Finance Owen Horwood's mini-budget announcement that qualified teachers' salaries would be increased by an overall 20 percent.

But teachers are now worried about exactly how big their individual salary increases will be.

An ex-teacher, who resigned over poor pay, said yesterday he 'didn't trust Mr Horwood's mini-budget an inch'.

About 12 former Durban

teachers said they would never return to teaching, even with the increases.

The headmaster of the Glenwood Boy's High School in Durban, Mr J Dixon, said he would be prepared to comment on the increases only after he had 'played the waiting game'.

But no mention was made of salary rises for black teachers by Mr Horwood in his mini-budget.

The circuit inspector for Kwa Mashu, Mr L A Msomi, confirmed yesterday that KwaZulu received a Government grant from Pretoria for black education.

'Although the budget should affect us,' commented Mr Msomi, 'we have received no information about it.'

Matched

A statement issued by the Minister of National Education, Dr Gerrit Viljoen, said after the announcement that he had arranged for the details of the new salary structures to be made known to the executive of the Federal Council of Teachers' Associations as well as to official representatives of the different educational sectors on the department's advisory bodies dealing with the co-ordination of salary affairs.

He said the new salaries

would be effective from April.

Dr Bruce Dobie, chairman of the Natal Teachers' Society, said he had met with the Minister of Education soon after the budget was announced.

'Teachers' salaries have been matched against the private sector,' Dr Dobie said.

Indian and coloured teachers with the lowest qualifications — grades AA, A and B — would not come in for parity immediately, Mr Pat Samuels, president of the Durban-based Teachers' Association of South Africa, said yesterday.

● See also Page 11

State teachers 'should be able to air grouses'

Own Correspondent

TEACHERS working for the Government should be allowed to make effective representation about salaries, working conditions and the settling of disputes, says the SA Teachers' Council (SATC).

It had become urgent to consider legislation to allow this, according to the latest issue of its magazine.

Unlike employees in the private sector, teachers were bound by statutes which prevented them from bringing wrangles about salaries and other matters to a head, said the magazine.

Unrest in teachers' ranks, and public debates stemming from it, were harmful to the status of the profession.

These views were expressed by the SATC to the Human Sciences Research Council committee of inquiry into education and reported in the "SATC Bulletin".

The SATC said it was of "utmost importance" that teachers should practise their professions in circumstances which would enable them to perform best.

It was particularly important that the matter be studied in depth because stability was essential.

The SATC report said a recent study had revealed that the organised teaching profession did not have three basic rights which existed in the industrial and commercial sector.

These were: to establish and register trade unions; to bargain collectively; and to withhold services from an employer to improve working conditions.

The study pointed out that, in the absence of these three rights, teachers did not have the statutory negotiating machinery necessary to prevent and settle disputes.

While teaching is an essential public service, and is also prone to unrest and disputes between employer and employee, the position is that there is a ban on strikes or go-slow strikes defined as misconduct," the journal said.

"Settlement of a dispute is entirely in the hands of the authorities who are party to the dispute, and the employee has virtually no recourse to anyone, apart from the employer, for final settlement."

effective settlement of a dispute."

The SATC said that teachers who were employees of the Government or provincial authorities were subject to the Industrial Conciliation Act.

They were therefore prohibited, as public servants, from making use of the effective collective negotiating machinery of the private sector.

CHEMICAL

G L Crogg

mark.

obtaining the highest average For the first year student

A E & C I Prize

L Menegaldo

Drawing.

Awarded to the student with the best classwork in Engineering

Sammy Sacks Memorial Prize

J H Rens

Civil Engineering.

student in Land Surveying or examinations to the best male

Awarded on results of final Professor George Menzies Prize

B F McClelland

J H Rens

D P Weeks

T J Cumming

P M Salmon

Fourth Year (Gold Medal)

Miss N C Davidson

Third Year (Silver Medal)

Miss G C Littlewort

Second Year (Bronze Medal)

for the 2nd, 3rd and final years.

Corporation Medals

ENGINEERING

5 219 quit
(321) 173
teaching Mdk

A total of 5 219 teachers left the profession in the Transvaal last year, Education MEC, Mr. David Brink, said in Pretoria yesterday.

But at the same time, 4 881 had entered the teaching profession. Of these 2 678 had entered for the first time, while 2 203 had returned, Mr Brink said.

Teachers who left in 1980 had done so for a number of reasons including transfer, retirement and discharge.

The greatest number of teaching staff vacancies was in the Boksburg region, which had 186.

Please sir, more for teacher? (32) FRI 25/2/81

The pay increases given to state-employed teachers in this week's mini budget — much more than 20% in some cases — has focused attention on an issue which, because it involves the future well-being of children and entrenchment of white privilege, is charged with more emotion than reason.

There is no doubt that these pay increases are inflationary in more than one respect (see first leader). Yet it is widely held that they are justified and many believe them inadequate, as inflation has caused teachers' real incomes to decline.

That may be a matter of opinion. But what cannot be disputed is that under the present state educational system this issue will always be with us. No matter how much more they are given, teachers will never believe they are not hard done by. And because children are involved, they will have a large following among the anxious parents of the privileged.

The plain facts of the matter are:

□ In this country we do not have the wherewithal to give every child, black and white, the standard of government education currently being provided free to whites.

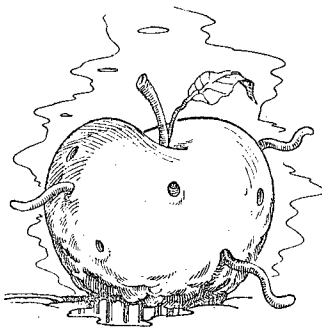
□ Logically in these circumstances, whites should contribute a greater share of their disposable incomes to education.

□ The introduction of Christian national education and moves to centralise its administration have tended to militate against the attraction of teachers to vacant posts through monetary incentive. Teachers themselves tend to be against any pay differentiation for equal standards of qualification.

□ The result is that, in relation to posts available, there is no overall shortage of white teachers. But there are large regional shortages and shortages of teachers in certain subjects, such as maths, science and English. Resources are, consequently, being wasted.

□ As the state's involvement in white education grew, so (until the last few years) the smaller private schools were unable to compete and many were forced to close. Simultaneously, state-employed teachers' pay tended to keep pace with their growing security of tenure.

□ In recent years that process was sharply arrested. As government imposed tight



control on its expenditure to free resources for the private sector, so teachers have felt the nip.

As the private sector has prospered and faced a skills shortage, increasingly teachers have left state schools for better pay in commerce and industry. Those who are left have had to work harder. This might have stimulated the dedicated. It certainly disconcerted those who feared the judgment of the market place.

It is only natural for the residue to see a crisis in every state classroom and a professional slight in any criticism. Inevitably they have become increasingly more vocal. Common cause in these circumstances is easily made with white parents who fear they might lose the privilege of free education for their offspring.

The answer, of course, is not for government to give in and simply pay white teachers higher salaries. It is to offer substantially more tax relief to those willing to set up private schools for white children.

If experience in the US is anything to go by, this process could be very rapid. Instead of white parents having to pay for education through constantly rising taxes, they will pay the schools direct. But, inevitably, their children would enjoy a far higher standard of education and in due course the cost would fall.

Of course, the transition could be difficult. Some form of short-term accommodation by the state may be necessary to soften the process. But it is a situation that at some time or other has to be faced. The alternative is simply to prolong or endure present wasteful inadequacies and perpetuate racial privilege, the cost of which will only rise.

The change would give parents far more influence on the type of education given their children and it would negate whatever indoctrination processes are implicit (or are feared to be so) in Christian national education.

To be sure, those state teachers who have not switched to the private sector already are unlikely to be of a disposition that would easily be convinced of the benefits of trade and competition. The element of special pleading in their pay demands should, therefore, be clearly recognised with dispassion by both government and parents alike.

In the interests of SA's future growth and stability, the emphasis must be on education and training for blacks.

Other mini budget coverage appears in *The Economy* on pages 677, 680 and 681.

Teaching admission relaxed

Political Staff

The Administrator of the Transvaal said yesterday the selection system for teachers would not be applied as rigidly as before when overseas-trained teachers were concerned.

Speaking in the minibus debate in the Provincial Council, Mr. Willem Cruwagen said teachers from overseas were not excluded as a supplement to the shortage in the Transvaal.

Recent consultations with the Minister of Education, Dr. Gerrit Viljoen, had resulted in a possible elimination of minor stumbling blocks in the appointment of overseas trained teachers.

Mr. Cruwagen said the criterion would be whether a teacher was professionally qualified to meet the requirements of teaching in South Africa. Minor details would not be rigidly applied.

of mental health personnel, which is still reflected in the acute shortage of qualified, and especially qualified Black personnel. In 1976 there were 42 full-time psychiatrists in the departmental services, who carried the brunt of the care for a population of 26.1 million people. Although a few Black general practitioners are working in the mental health field, there are as yet no Black psychiatrists in South Africa. A breakdown of statistics in the nursing field shows that in 1964 there were 96 registered Black psychiatric nurses against 899 in 1976.

TEACHING SERVICES

clinics, working in collaboration with existing medical clinics, have been established in the rural area served by Groothoek. Most of these clinics are staffed by full-time nursing sisters, most of them residing next to the clinic. With the inception of the psychiatric clinics these sisters received an intensive, though short in-service training in psychiatric emergencies, out-patient and after care services. They are encouraged to make home visits to psychiatric patients whenever possible.

These clinics are visited on a two-to-four-weekly basis by a community mental health sister, a psychologist, general practitioner, and on a consultative basis by a psychiatrist. Statistics for missions, dispensaries, out-patient attendance and for the period 1972-1977 are reflected in Table 14 in the annexure to this paper.

TRADITIONAL PRACTITIONERS AND PRIESTS OF SEPARATIST CHURCHES AS MENTAL HEALTH WORKERS

A picture of the mental health field in South Africa is incomplete without a discussion of the many roles played by the traditional practitioners (indigenes) and the priests of the separatist churches.

In the Groothoek area, as in the rest of South Africa, two kinds of traditional practitioners can be distinguished: the 'herbalist' who acts as the 'general practitioner' and the 'diviner-priest', who could be described as a 'specialist'. Their task is essentially to identify the cause of misfortune, illness or death, which is always caused by a human agent, namely either by ancestral shadow or by a living witch or sorcerer. The practitioner's prestige depends not only on his ability to identify the source of misfortune, but also on his power to neutralise or counteract the results. The herbalist's power is vested in his divinational

psychiatric patients.

In 1973, Groothoek, a sanatorium for 200 chronic psychiatric patients was established as an extension of the existing service. The patients of this hospital are made up of transients from other psychiatric hospitals in the remaining area of the Transvaal.

Training facilities for psychiatric nursing students have been established at Groothoek hospital. The hospital is also recognised as a training centre for medical and psychology interns.

In the past five years 20 psychiatric out-patient

COMMENT

The Star

Importing teachers is fine—for now

RECRUITING teachers from abroad might be a good short-term solution to the teacher shortage, but it is rather like "repairing" a leaking radiator by pouring in more water. There are two holes through which teachers are draining out of the profession. One is the long neglect of their pay structure; the other is their conditions of service.

Mr Peter Mundell, president of the Transvaal Teachers' Association, said in a radio programme last night that teachers' reaction to Mr Horwood's announcement of pay increases was generally favourable, but there was also some scepticism. The doubts are understandable because they have been disappointed in the past and Mr Horwood was vague about the latest improvement. Even reasonably big increases will still leave teachers well behind the salaries offered in the private sector.

However, teachers who join the profession because they feel it is what they can do best do not expect to become wealthy. Nor do they expect their jobs to be completed in half a day, which is the popular belief: many teachers often have to work far into

the night preparing lessons or marking.

They also have to contend with what they regard as undue interference from and regimentation by the education departments. An example was the imposition of a code for white teachers which defined their behaviour in narrow limits and almost told them what to think. They were not asked to join the union: subscriptions were arbitrarily deducted from their salaries. Discontent led to the formation of the National Education Union of South Africa. Disturbing reports from universities and colleges suggest that young people are finding the prospect of teaching less attractive: there are fewer enrolments for courses.

If South Africans are finding conditions in the teaching profession irksome, is there hope that teachers from overseas who are used to greater freedom of action, will find it less so? The prospect is that they will trickle out through the holes in the radiator. Recruitment may prove to be an effective short-term palliative, but we can only hope that the Human Sciences Research Council can find better long-term answers.

Overseas

teachers

7 pm
welcome
26/12/81

By Andrew Walker

The Transvaal Teachers' Association would welcome an overseas recruitment campaign to help avert the teaching crisis.

"We have been asking the authorities to introduce such a scheme for some time," said Mr Jack Ballard, general secretary of the association.

He was commenting on remarks made by Dr Viljoen, the Minister of National Education.

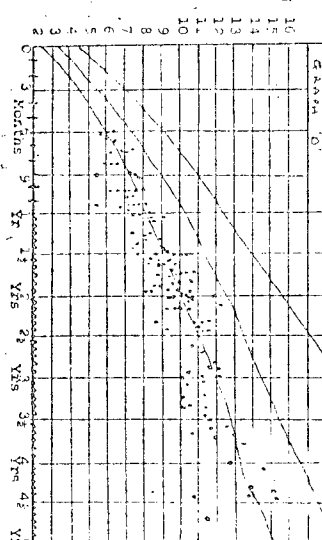
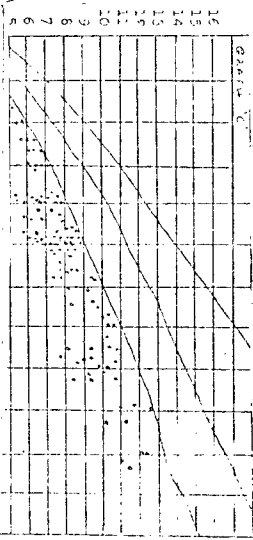
Sapa reports that speaking on a radio programme, Dr Viljoen said an overseas recruitment programme had already been discussed with provincial authorities.

Despite some reservation he felt the plan should proceed provided South African teachers were not discriminated against.

The TTA advocated the employment of overseas teachers on short-term contracts.

"If teachers were employed as temporary staff on short-term contracts then this would be a way of getting around the stringent qualification requirements."

"Contracts should be renewable, and for those who want to stay there would be ample time for them to do the necessary training courses," said Mr Ballard.



I.

Borcent - 18 months, mazarina. Illegitimate and father unknown. Mother dropped child on an acquaintance after attempting to strangle him, for which she was subsequently jailed. Grandparents dead.

II.

Vusani - 3 years, third admission for kwashiorkor. Mother a defective epileptic, father unknown, grandparents dead.

III.

Zolpha - 4 months, mazarina. Abandoned, false address supplied.

IV.

Tosak Ja - 16 months. Mother working in town because father dead. In care of aunt granny who died while child was in hospital. If the mother stopped working to care for child, she would not have money to buy food for him.

A

children have been established in the clinic for such children, although

ritual resistance on the grounds that African society is for every child. This is an anachronistic view of

d caregivers engaged as a consequence of arrangements and

Aden can't be rescued from their quarters and

households of the first 30 children enrolled to the home

in chargeant. Thus only one was supported by his father,

and by his mother. Five fathers were dead and the rest

leprosy. Only three mothers were caring personally for

their children, two of whom were defective and one mad. Of the rest, three

were dead, two were defective, one other mad, and four had

abandoned their children, two of whom were alcoholic. The rest were working

in the town because they had been deserted and there was no way nearer home.

All the children were in the state of very noticeable quiescence. In addition

to the defective and mad others already mentioned, there were twelve very old

relatives of whom three also while their children were in hospital, three were

blind and six friendly senile. The rest were in the care of young children,

hired nurses, a neighbour or destitute and with their own children, one of

Professors, lecturers: salary scales 321
14.3 6.000 (12/81)
*9. Dr. A. L. BORAINÉ asked the
Minister of Education and Training:
25/11/81

Whether any steps were taken in 1981
to narrow the gap in salary scales for
White and for Black professors and lectur-
ers at the universities for Blacks: if so,
what steps; if not, why not?

The MINISTER OF EDUCATION AND
TRAINING:

Yes. With effect from 1 April 1980 the
same salary scales for White and for Black
professors at the universities for Blacks
were introduced.

Parity was also reached in respect of
registered medical specialists and medical-
ly qualified academic staff from senior
lecturer to professor. The salary gap be-
tween White and Black lecturers of the
latter group was narrowed from 89.4% to
94.9%. Existing salary gaps will in due
course be blotted out. Universities close
the gap from their own income in the
meantime. Student fees are retained as
revenue for this purpose.

GENERAL NEWS

Moonlighting to earn more

By Marion Duncan

Nurses, teachers waiting at tables

Dozens of nurses and teachers are turning to "waitressing" as the answer to their economic ills. Many are moonlighting; others are giving up their professions and going into apports fulltime.

Their reasoning is hard to fault. They say they can earn more than three times their career salaries by serving at the tables of Johannesburg's cafes and restaurants.

Carol M is 26, a qualified nurse and midwife who has been in the medical field for four years. She says: "Friends in the nursing home told me waitressing was a marvelous way to make money. So every time I needed money I went into wait-

ressing.

"When I qualified as a midwife I was earning less than R700 a month. By waitressing I can get over R2 000 — most of that in tips. And tips are tax free.

"Now I want to do psychiatric nursing so I have to undergo special training, during which I will be getting only about R200 a month. So I am working now as a waitress to save money to see me through.

I resent it, though I love nursing, and it is a very responsible job. I don't see why we should be penalised for dedicating to our work, which is what it amounts to. The salaries are impossibly low."

Marlette D agrees. She is a nursing sister, who spends as much time as possible as a waitress. "It is very hard work, and your feet and head get sore. But I'm used to that. In a good month I can earn more than R2 000."

Even with the new pay, Teachers, too, take to the tables to make ends meet. Anneline F is married, with two children. She teaches history at a primary school.

"My salary is ridiculous. Not even the increase announced in the mid-budget makes it financially viable. I love teaching, but it is a struggle. By the time I have been taxed, I

increase. Marlette says she is "far better off" on wait duty.

Other nurses support her argument. Of 26, 15 said they doubled their new salaries and 10 said they "heavily" topped their take-home nursing pay.

Teachers, too, take to the tables to make ends meet. Anneline F is married, with two children. She teaches history at a primary school.

"The extra money I make is a lifesaver. We couldn't manage without it," she said.

Neither could teacher Anne de V and her family. She works six days a week, five hours a night at a steakhouse.

The full names of those quoted cannot be given because of regulations laid down by the Transvaal Council and the Department of Education. De-

partment. The

take home slightly more than R300 a month.

"So I took a tip from friends, went to be- at the waitress. Now I work five days a week from 6 pm to midnight. I double my take-home pay — mostly from tips, of course."

The role of voluntary Associations and individuals was therefore crucial for the setting up and support of the clinics in the early days, just as support of the Divisional Council was essential for the work to continue to reach each scale it has today.

The clinics provide a comprehensive primary health care, but it is a struggle. By the time I have been taxed, I

take home slightly more than R300 a month.

work and immunization of schoolchildren were also done from the start. In due course the D.C. gave more support to the work, and when the local Red Cross was discredited a few years ago, it took over the running of the clinics entirely.

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The battle to stop sex discrimination begins

20/8/78 321

English teachers are preparing to fight the Transvaal Education Department on one of its most controversial rulings — the reservation of teaching posts for males and females.

This reservation of posts, or quota system, was introduced in 1977 and was met almost immediately with an outcry from English schools. It hit hardest there because the greatest shortage of males was in English schools.

In 1979 a petition with about 3 000 signatures from teachers and parents calling for an end to the quota system was sent to the TED.

Other deputations from the 3 600-strong Transvaal Teachers' Association also took up their opposition to the quotas with the TED. The Director of Education in the Transvaal, Dr J H Jooste, justified the reservation of posts by saying men were necessary to help with sport, discipline and "in the event of terrorist activities."

The TTA has never disputed the need for more male teachers. "But you cannot legislate for men who do not exist," said one TTA executive member.

Having had no joy from the provincial bureaucrats who run education, the TTA is now consulting lawyers about possible legal action to change the quota system.

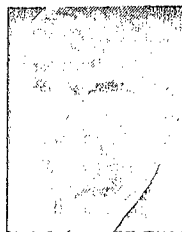
"From our point of view the TED introduced the reservation of posts unilaterally. Now it can withdraw it unilaterally," says TTA president Mr Peter Mundell.

"The other provinces have modified it to suit their needs. In any case the provincial education authorities are not bound

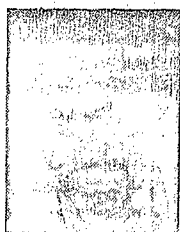


Dr J H Jooste... men are necessary "in the event of terrorist activities."

Sex discrimination in the appointment of teachers to Transvaal schools has fuelled the discontent and cynicism among the province's educators. But now some of the profession are moving to change this "quota" system — and they have the support of the Minister of Education. CAROLYN DEMESTER and TONY DUIGAN report.



Dr Gerrit Viljoen... policy is to remove sex discrimination.



Mr Peter Mundell... "running on woman-power."

to accept recommendations made by committees at inter-departmental level."

The TTA's approach to the problem has been to examine legislation affecting the reservation of posts on the grounds of sex discrimination.

Miss E Niemeyer, headmistress of Johannesburg Girls' High School, asked Dr Hennie Reynders, chairman of the National Manpower Commission, for his opinion.

Dr Reynders said the quota system could be seen as an anomaly and it might be possible to show it up as such, Miss Niemeyer said.

But Dr Reynders recommended that the TTA wait until the Human Sciences Research Council's investigation into education was completed before pressing its case any further she added.

On other fronts the

TTA has continued to voice its opposition to the discriminatory ruling which, in a survey done recently on the Witwatersrand, was one of the chief grievances given by TTA members.

Last October Mr Mundell sent a memorandum to the Director of Education in the Transvaal calling for rescinding the reservation ruling and introducing a new and speedier system of appointments to schools.

The TED's response was short and sharp.

"The TED regards the quota system as essential, pedagogically (educationally) sound and in the best interests of the pupils. We cannot afford to implement measures that will lead to the exclusion of men from our profession or prevent a regular inflow of newly-trained teachers into all schools."

Right. But where are

the men? Every year at English schools far more posts reserved for men are advertised than can be filled by the small number of male teachers graduating.

Each year this means many posts at English-medium schools have to be filled by Afrikaans-speakers or women temporarily appointed.

In its reply to the TTA's memorandum, the TED totally rejected the suggestion to make the quota system voluntary "according to the needs of individual schools."

This was "not possible, practical or justifiable," the TED replied.

An important ally of the TTA in its fight to scrap quotas is the new Minister of National Education, Dr Viljoen.

In a recent interview he said it was his and his department's policy to remove sex discrimination.

24/7-181 (321) STNR

'Ignore scales,' teachers warned

Own Correspondent

Transvaal teachers should take no notice of so-called salary scales for teachers being circulated at schools, the chairman of the Transvaalse Onderwysersvereniging has warned.

Professor Hennie Maree, who is also chairman of the Federal Council of Teachers' Associations, said today the council's standing committee would meet the Minister of National Education, Dr Viljoen, on March 10 in Pretoria for final discussions on teachers' salary structures and scales.

The so-called scales now being circulated could be totally misleading, Professor Maree said, and might create expectations — whether positive or negative.

He believed everyone concerned was working as

rapidly as possible to get the correct information to teachers.

Dr Viljoen has asked for the March 10 meeting to be held. Professor Maree said the standing committee appreciated the Minister's consultative approach.

On March 9, just before the meeting with Dr Viljoen, the interdepartmental advisory committee on educational structures would meet.

The Human Sciences Research Council said today its committee looking into education intended to recommend eleven principles to the Cabinet in June.

This had meant that many researchers throughout the country had had to work through December and January, although they normally enjoyed holidays at this time, the HSRC said.

Call to include blacks in parity plan

Political Correspondent

CAPE TOWN — Africans have been left out of the moves towards parity in teachers' pay scales, Mrs Helen Suman, PTP MP, for Houghton, said today.

She said it was "manifestly unfair" to leave Africans out of the moves towards parity.

She was commenting on the announcement by the Minister of Internal Affairs, Mr Hendrik Verwoerd, in which he pointed out that Indian, coloured and white teachers with a three-year or higher post-matric qualification would now be paid the same.

"South Africa at this stage of her development should have one education system for all and the yardstick for salaries should be merit and merit alone."

Coloured and Indian leaders described the mini-Budget as "a white man's budget" today and said it was aimed more at winning votes for the National Party in the general election than at solving the country's basic problems.

They particularly deplored the continuing gap between old-age pensions paid to whites and pensions paid to other race groups.

But Indian leaders complimented Mr Harwood for what they said was at least a start towards equal pay for equal qualifications and work among teachers, though they felt much more could have been done to improve the lot of black teachers.

They had children were not discharged until they had reached a certain level of health and were able to take care of themselves. It was felt that if the children were not discharged until they had reached a certain level of health and were able to take care of themselves, they would be able to take care of themselves.

caused the condition to be able to do so. In hospital malnutrition children who survive and have no other diseases often show contracting weight gain and socialisation within a month and may be considered medically fit for discharge. However the release and mortality rate after such apparently adequate medicalisation is very high.

Thus, of fifty children who were admitted and given up for discharge, five had died of another episode of malnutrition, twenty were losing weight, twenty were stationary and only five were thriving at follow up at three months.

It seemed necessary from these findings to keep children longer and thoroughly to investigate the conditions into which they were to be returned before they were discharged. This led to a policy of prolonged convalescence, which of course leads to decreasing in the ward. This was solved by accommodating children in care in the local area.

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Utasa (321)
Am 4/3/61
**complaint
of 'lack of
recognition'**

THE United Teachers' Association of South Africa has complained bitterly to the Minister of Internal Affairs, Mr Chris Heunis, about 'lack of recognition and of being treated like naughty schoolboys.'

In a 10-page memorandum the association (Utasa) also expressed its grave concern and feeling of injustice at not being consulted, about being bypassed and dictated to, about the unsympathetic department and haughty officials and about unequal treatment of black staff compared to that of white teachers.

The accommodation crisis at schools had led to the much-hated double-shift system.

PROBLEMS

The crisis affected the whole fabric of the education system, the memorandum said.

Other problems listed were the poor quality of accommodation and the lack of special and sporting facilities.

An urgent plea was made to the department, as a short-term measure, to eliminate the backlog in education facilities and to call for more construction tenders to speed up building.

Teacher shortage in Transvaal poses questions

Too many different matrices

The internal exam experiment was first started in the Transvaal 13 years ago, where it was hailed as the first significant step away from the rigid matric exam.

It was also seen as an opportunity for teachers to go beyond the syllabus.

Initially 20 schools were given the go ahead to set and mark their own internal matric exams, with control exercised by the Education Department inspectors and moderators from the Joint Matriculation Board.

Question banks, consisting of a mass of multiple choice questions, have to a large extent now replaced the role of the moderators, and serve to maintain the high standards set by the TED.

The advantages of the fully-exempt schools were set in sharp contrast against the hazards of the external exam system.

Matric had become a two-year syllabus swot — for both teacher and pupil — and everything was geared towards the final exam, even if it meant repeating a topic at the expense of another subject.

By comparison, said the proponents, the fully exempt system would not place the same emphasis on the final exam and pupils would be judged on their performance throughout the year.

Teachers would have the opportunity to diversify and deal with subject matter outside of the syllabus — giving the pupils a broader education.

"There are tremendous possibilities within the exempt system, and the aim of introducing it is to promote good teaching and sound learning," Professor Napier Boyce, rector of the

Johannesburg College of Education and an advisory member on the TED planning committee for accredited schools stated.

But prerequisites for the success of the system are:

- Good teachers qualified to cope with the additional administrative work and the ability to use the system to full advantage.

- Teachers of high professional integrity who would not be tempted to abuse the system.

- A consistently high standard maintained from year to year.

In 1976 the system was introduced in the Cape Province, and the Director of Education, Mr H A Lamprecht, says 15 schools had been granted full exemption by the time the internal exam experiment was phased out last November.

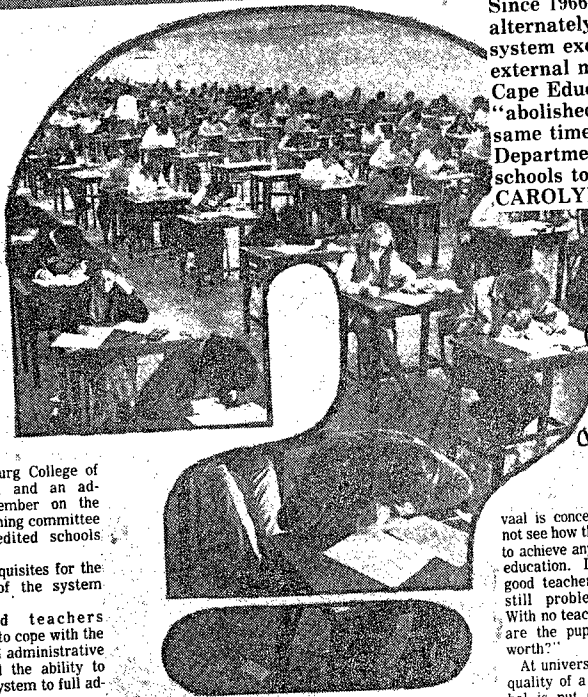
"As far as we are concerned, it was essentially an experiment. We had the freedom in the fully exempt schools to test new syllabus content with a view to a revision of the syllabus. In some cases it did work, and in others it didn't," he said.

Mr Lamprecht did not say why the system was phased out, and could not explain how the Transvaal Education Department saw the future of the fully exempted school.

"The TED might have other aims, but as far as we are concerned it was essentially an experiment," he concluded.

Cape author, examiner and high school science teacher with 12 years' experience, Mr Ron Jones, summed up the situation: "Unless there is total and continuous control with uniform standards and the system is operated only with top teachers, the internal exam system is meaningless and can only lead to educational disaster.

Since 1966 educationists have alternately slated and praised the system exempting schools from the external matric exam. Last year the Cape Education authorities "abolished" the experiment. At the same time the Transvaal Education Department invited another 19 schools to become "fully exempt." CAROLYN DEMPSTER reports.



Now there is the JMB matric, the National Senior Certificate, the TED matric, the other three province matrics and a multitude of individual school matric exams — each with slightly differing standards.

"It is too early to tell whether students from fully-exempt schools fare better or worse, and those with high symbols usually perform correspondingly well at university.

"But we are fast moving toward a university entrance exam which would impose a uniform standard," she said.

Mr William Smith, head of Star Schools, said that pupils from the "internal exam" schools came in droves to the Star Schools classes "to make sure they are getting the right education."

"The system creates gods out of teachers. For all the pupils know, their maths, science or English teacher could be leaving a chunk of the syllabus out.

"Ironically, the worse the teacher-crisis becomes, the more teachers are being invested with the responsibility of determining whether a pupil will survive in commerce and industry, at university or technikon.

"In the present climate of resignations there is no guarantee that a teacher will be there from one day to the next," he said.

King Edward School, Johannesburg, was one of the first to adopt the new

system. Mr K MacMurray, headmaster, firmly believes the system is working and can be measured in terms of the final product.

"Our matrics have a sound educational basis, and fare at university as well as their predecessors.

"There is a lot of additional administrative work for the teachers, as marks have to be prepared to be submitted to the TED, but in the long run, it is definitely worth it."

Bryanston High School, with 1171 pupils, was one of the 19 which opted for full exemption this year. Mr D P Campbell feels one of the primary reasons for switching to the new system was a good teaching staff.

Whatever the results at individual schools, the inevitable outcome is a multiplicity of matric exams with a multiplicity of standards.

As with private schools, employers and universities are tending to rely more on the school's reputation, than the system as a whole.

vaal is concerned, I cannot see how they can hope to achieve any meaningful education. If you have good teachers there are still problems galore. With no teachers — what are the pupils' symbols worth?"

At university level, the quality of a matric symbol is put under severe pressure. With a first year failure rate of 30 to 50 percent, the University of the Witwatersrand's Maths faculty shows up the cracks.

"The matric examination is not screening pupils either effectively or efficiently," says Miss Kathy Driver, a maths lecturer at Wits for 19 years.

"There are simply just hundreds of students who shouldn't be here in the first place... but the university has to apply some kind of norm, and this happens to be the symbols the pupil achieved in matric."

Miss Driver says all the internal exams system has done is contribute to the variety of matrics already existing.

"As far as the Trans-

"It was deemed a failure in the Cape despite our adequate teaching staff. In the present teacher crisis in the Transvaal it can only spell disaster."

In the words of a senior Cape maths teacher, the system is "open to abuse."

She said "It is almost impossible to mark objectively." Situations could arise where the teacher compensates for his or her own inadequacies, or laziness, and restricts the exam paper to select portions of the syllabus.

Favouritism, parental influence and, in co-educational schools, sexuality, are pitfalls which the teacher must avoid.

"As far as the Trans-

S/MK
9/3/81

Nod for overseas teachers

PRETORIA — South African education departments have been given the green light to recruit teachers overseas for certain subjects.

The go-ahead came last night from the Minister of National Education, Dr Gerrit Viljoen, who said the departments could import teachers in "scarce" subjects.

Dr Viljoen noted that there appeared to be a teacher "bias market" at present in some countries, such as Britain and West Germany.

Because the number of pupils had dropped in these countries, highly-qualified teachers were having difficulty finding suitable posts.

In South Africa, on the other hand, there was a serious shortage of well-qualified teachers, particularly for subjects such as mathematics and science.

Dr Viljoen said he felt education departments should again try to recruit qualified and acceptable teachers for "scarce" subjects — from countries with a high standard of training.

This, hopefully, would lead to more English-speaking teachers in the subjects being available, and enable more Afrikaans-speaking teachers to be retained at Afrikaans schools.

Dr Viljoen said the procedure in recruiting teachers from abroad should be clear:

- The same criteria

should be used as for South African applicants; • Applicants had to have qualifications meeting the norms laid down by the committee of education heads;

• Applicants must be chosen on character and attitudes, with an eye to them carrying out, among other things, the Christian and national principles laid down in education policy legislation;

• Applicants had to be able to speak one of the two official languages, and could not be considered for promotion posts until they were bilingual; and

• Applicants who were not South African citizens could not get permanent appointments — they could be employed only temporarily on contract for, say, three or five years.

The secretary of the Transvaal Teachers' Association, Mr Jack Ballard, welcomed the announcement last night.

"For a long time we have been urging importa-



DR VILJOEN

tion of teachers as one of the few short-term solutions to the critical shortage, and to maintain reasonable standards of education in our schools."

Mr Peter Nixon, the Progressive Federal Party's spokesman on education in the Transvaal Provincial Council, said the campaign would not succeed if teachers were offered temporary posts for a few years.

of their work, obvious differences in productivity and the danger than any minimum wage fixing could lead to maximum wages. Not surprisingly, 81 percent of all farmers interviewed by the Unisa researchers were against statutory protection for farm workers because 'the agricultural sector does not lend itself to such protection'. (20)

This looks remarkably like a cop-out; and the reasons given for the 1951 Commission's disapproval of statutory minimum wage fixing — quoted by the Theron Commission without comment — seem weak.

A full discussion of the advantages and disadvantages of such measures would require more space and more expert knowledge than are at the disposal of this paper, but a few remarks seem necessary. The fixing of wages by farmers certainly does seem arbitrary, as the 1951 Commission implies; some farmers may be paying acceptable wages but there is no pressure on them to do so, and it seems a little unjust that workers should have to rely

Teacher salary rises cause greater friction

By Carolyn Dempster
Parity in salary increases for some categories of black, coloured and Indian teachers has caused a split between the minority "haves" and the majority "have nots."

This was said by Mr Ralph Thomas, president of the South African Union of Teachers, at the non-racial union's regional meeting in Lenasia yesterday.

About 80 percent of black teachers, 78 percent of coloured teachers and 40 percent of Indian teachers fell within categories below the level at which teachers could achieve parity with their white colleagues, he said.

This created friction between teachers with high qualifications and teachers with no qualifications but

with years of teaching experience.

"We are not paid the rate for the job," one irate teacher said after hearing his increase would barely cover the cost of inflation.

Although the increases for coloured and Indian teachers have not yet been released, Mr Thomas read out the approximate scales teachers could ex-

pect from the parity salary allotment.

According to his figures teachers in the A category will get between R4 374-R8 430; B category R4 782-R8 970; C category R6 810-R11 670; D category R7 890-R13 920.

The meeting resolved that teachers should be upgraded on the basis of experience so that they would not lose out altogether to the highly qualified teacher.

Other suggestions were that if it was not possible to negotiate a better deal for the "have-nots" thought should be given to a stay-away, and that the relevant education departments should pay teachers who wished to improve their qualifications.

321
6/2/81
STW

CT 6/3/81 (35)

UK caution on SA teaching offer

Own Correspondent

LONDON — British teacher leaders reacted cautiously yesterday to the news that South Africa wants 2,000 teachers to make up the national shortage, and made it clear they would not stand in the way if their members wanted to go.

This might put them on a collision course with the Trades Union Council (TUC), whose ex-

ecutive recently decided to ask all affiliated unions to discourage their members from taking job offers in South Africa.

Mr Doug McAvoy, deputy general secretary of the National Union of Teachers (NUT) said yesterday that his union had no definite policy on the matter.

"Naturally, if there is a direct recruiting campaign, we would give members intending to apply every possible advice. Such advice would have regard to the situation in South Africa."

"We would not instruct our members not to go or try to prevent them from going. We cannot do so. But we should certainly wish to involve the World Confederation of Organizations of the Teaching Profession."

This is a worldwide body, to which the NUT is affiliated, which observers believe might well consider asking teachers to boycott South Africa.

Mr David Hart, general secretary of the National Association of Head Teachers, which represents two-thirds of Britain's State schools, said: "Our association would not take a political line at all. If our teachers cannot get jobs here, they must go where they can get them. But I would consider it a tragedy if they were to feel themselves forced to go to South Africa."

Teachers! You will soon know . . .

By GERALD REILLY
Pretoria Bureau

SOUTH Africa's 60 000 teachers should know by the end of the month to what extent they will benefit from the new round of salary increases.

Mr K Steyn, secretary of the Federal Council of Teachers' Associations, said details of the rises were still being worked on, but that the average increase should be between 20% and 26%.

Hopefully the increases would be reflected in teacher's April cheques, Mr Steyn said.

The authorities were aiming to get a letter with full details to teachers before the school vacation in the Transvaal on April 2, he said.

Senior public service sources claimed that although teachers merited a rise of between 20% and 26%, the fact that State department workers would get an average of only 12% would cause greater dissatisfaction in the service.

Earlier this week the Public Servants' Association met the Commission for Administration to protest at the inadequacy of some of the rises.

After the meeting Dr Colin Cameron, president of the PSA, said the commission would report on the discussions to the Prime Minister through the Minister of State Administration.

He stressed the 12% would be inadequate to eliminate all the stumbling blocks.

Dr Cameron said further steps were urgently needed to strengthen the competitive position of the Government in the scarce labour market.

Experts say barriers hinder teacher hunt

By GERALD REILLY
Pretoria Bureau

EDUCATION spokesmen warned yesterday that any teacher recruiting campaign overseas would fail unless the Government made drastic changes to the criteria used at present.

This follows the go-ahead for overseas recruiting given by the Minister of National Education, Dr Gerrit Viljoen, to Provincial education departments earlier this week — to find teachers for the "scarce" subjects, mathematics and science.

According to the Transvaal Education Department (TED), the last recruiting campaign overseas — in 1965 — yielded only 20 teachers, although more than 800 applied for jobs.

The Progressive Federal Party spokesman on education in the Transvaal Provincial Council, Mr Peter Nixon, said

the 1965 campaign flopped because of the rigid criteria the TED applied to immigrant teachers.

However, the TED spokesman said his department would "gladly" participate in any nationally co-ordinated recruiting campaign abroad.

Mr Nixon said: "They will have the greatest difficulty in finding qualified teachers prepared to come to South Africa if all they can offer them is a temporary post for a few years."

The existing criteria would exclude, for example, an Oxford BA, whereas a BA from the University of Pretoria was acceptable to the TED.

What was needed urgently was a more realistic view of the teacher crisis, and the removal of barriers which discouraged foreign teachers from coming to South Africa.

The chairman of the Associ-

ation of Governing Bodies of English medium high schools, Mr L. Starfield, supported an overseas recruiting campaign, saying it was a policy the association had maintained for years.

But the campaign would fail if the criteria were not changed.

Mr Starfield said there were many foreign teachers in South Africa at present who could not get posts because of the State criteria and the fact that they did not have South African teaching diplomas.

The Federal Council of Teachers' Associations welcomed the go-ahead for a new drive for immigrant teachers.

Its secretary, Mr Koos Steyn, said that as long as the qualifications and evaluation system used were the same as those which applied to South African teachers, there could be no objection.

Strike by teachers is 'out of the question'

By Carolyn Dempster
Education Reporter

If teachers, as professionals, accept the concept of service beyond self, then strikes are out of the question. This is the view of Professor D J du Plessis, Vice-Chancellor of the University of the Witwatersrand.

He was speaking at the Johannesburg College of Education on the occasion

of the opening of the gallery of portraits of Hutton Award winners since 1927.

In his address, titled "Leadership loyalty and service," Professor du Plessis told assembled students and educationists that these three qualities were particularly required by teachers in times of adversity.

Loyalty was an essential requirement in education

where it was interwoven with a concept of service.

True professionals were people who, without compulsion or threats, raised the quality of work done.

"This raises the question whether true professionals can withhold their services as a weapon to obtain better conditions of employment," Professor du Plessis said.

"I believe even the mention of a strike as a possibility is unacceptable. Dissatisfaction must be expressed in other ways more appropriate to professional people and people who are loyal to the organisation by whom they are employed."

He added that he did not, however, believe "in blind loyalty and obedience under all circumstances." The institution should also be loyal to the individuals who serve it.

Resignation was also ultimate disloyalty, the Professor said, because

"in education it results in a loss of educational opportunities for those who desire and require it most."

"We are at present in a difficult period in education in this country and this institution has a major role to play in its rehabilitation."

Although several prominent speakers laid emphasis on the manpower shortage in South Africa, very few seemed to draw the obvious conclusion that the reason was that insufficient resources were being made available for training and education, he said.

"It also seems strange that at a time of unheard of affluence, we should find ourselves in a position where educationists feel compelled to leave their profession because of financial difficulties. Education needs a very much larger proportion of the country's wealth."

APPENDIX 3.CLINIC COMMITTEE.

In 1977 a clinic committee was established at Ipoti in Unhlabi which has since been closed down. The problems in setting up and the reasons why it was closed down are typical. For the short period that it existed, the functions of the committee were as follows:

- a) To advertise the clinic by going to families with sick people and convincing them that the clinic would help them. (Apparently within a few months more people understood about the clinic, and were coming than ever before.)
- b) Let the nurses know the people's needs.
- c) When the nurses had problems at the clinic to do with lack of resources they were to discuss them with the Area Health Board. When a particular issue came up for discussion (for example, that the water supply was dirty) it was the duty of the committee to hold meetings in each sub-headman's area to discuss the problem.
- d) To raise money; the money was used for:
 - i) hiring an ambulance or paying a car owner's petrol when people needed to get to hospital in an emergency.
 - ii) To pay the clinic staff.
 - iii) To pay the clinic people.
 - iv) To give milk to clinic people.
 - e) The committee also, for example, two sisters with their sister's lip and palate then walked several miles collapsed. The mother who had witnessed the fight, did not help the younger child to get to the clinic, the fight had been caused by the husband of the older sister raping the younger sister. The area is far from the police and nobody would have interfered. However the clinic committee

/ ...

called a "trial" where they fined the mother and the rapist, and said that if they did not accept this they would send somebody into town to report them to the police.

Heartening 'new deal'

▶▶ from page 1

by the beginning of next week.
Mr Jack Ballard, secretary of the Transvaal Teachers Association, said he was particularly heartened by the "new deal", and confirmed that it was definitely better than anything teachers had been granted by the Government in the past 10 to 15 years.

Of those teachers contacted, some were thrilled with the 20 percent and more prospect. A few felt the Government could have allotted more to the profession.

Dr Viljoen also announced that the first report of the Venter Committee — dealing with teachers' salaries and status — would be released early next week.

Once function How first start happen of the but s: could different areas. Therefore it was organised that each sub-headman bring up in his area and that This did not work either went to each area on issue. An appeal for money was received. on each family. The buying and selling v soup from Kuyugani

Increases hailed as best teachers deal in a decade

By Carolyn Dempster

Salary increases for teachers of 20 percent and more confirmed by the Minister of National Education, Dr Viljoen last night, have been hailed

by educationists as "the best deal for teachers in over a decade."

Dr Viljoen made the "minimum of 20 percent" announcement after concluding talks with the Federal Council of Teachers' Associations (FCTA).

Professor Hennie Maree, chairman of the FCTA, said the new salary scales were significant for the senior teacher and would promote teaching as a long-term career prospect.

The higher salaries on the lower rungs of the professional ladder would also help to attract new recruits and improve the image of the profession.

"I think the majority of teachers will be happy with their increases which are the best in over 10 years," he said.

"What is important is that the Commission for Administration and the Department of National Education relied on recommendations made by the Roux Venter Committee in devising the new scales."

"For the first time teachers' salary increases are directly related to scientific criteria."

The final draft of the scales will be forwarded to the various education departments by the Commission for Administration on Friday.

Teachers should know their individual increases

To Page 3, Col 6

politics in the hospital hierarchy.

When the hospital's decision was made public, a series of meetings was held in each area and the decision was taken to call the committee "The Area Health Committee" as opposed to "Clinic Committee" and that it should be answerable to the Tribal Authorities.

Imported teacher plan 'doomed to failure'

Own Correspondent

The Government's campaign to import teachers is doomed to flop if the existing employment criteria are not relaxed.

Both the Transvaal Teachers' Association and the Transvaalse Onderwysvereniging felt principles of recruitment would have to be more

flexible to attract good staff.

In a previous attempt by the Transvaal Education Department to recruit teachers overseas, more than 800 possible teachers made inquiries but less than 10 were eventually "imported". The number of suitable qualified teachers who

would leave a home in Europe and travel more than 8 000 kilometres for a temporary job in South Africa was limited, a spokesman for the Onderwysvereniging said.

Mr Peter Mundell, president of the TTA, said that unless South Africa wanted the "dregs" from

Europe the Education Department would have to relax the rigid criteria affecting their selection.

Imported teachers would not hold permanent posts in South African schools unless they were fully bilingual; they would not stand in line for any promotion and could be

339 (133/61)
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given 24 hours notice. Mr Mundell said proficient teachers were often eliminated because of these inflexible principles of recruitment.

A TTP spokesman said at no stage would the Department allow "imported" teachers to have employment advantages over local teachers.

Viljoen honours teachers pay pledge

Education Reporter

Most of South Africa's white teachers are expected to receive monthly pay increases ranging from R105 to R350 and more.

The proposed new salary scales for 1981 have been revealed in a draft document and bear out the promise made earlier this week by the Minister of Education, Dr Gerrit Viljoen, that qualified teachers would receive increases of at least 20 percent.

The document details the precise figures circulated to education departments before the scales were finalised at a meeting between Dr Viljoen and the Federal Council of Teachers Association on Tuesday but education sources expect that changes to the draft will be minimal.

The draft indicates that special dispensation has been given to senior teachers occupying posts at higher levels, offering long-term incentives for students who wish to make teaching a career.

Discrimination on the basis of unequal pay for men and women with the same qualifications still exists, with women teachers placed one to two notches below their male counterparts. But the key scales have been radically revised.

At Post Level 1, male teachers in Category C (with matric and three years' training) will receive salaries rising from R567.50 a month to R972.50, the draft proposes. Women will receive salaries rising from R477.50 to R860 a month.

For men, this is an increase of 22 percent on the 1980 scales, and, for women, 24 percent.

In Category D (matric and four years' training) it is proposed that men should receive salaries rising from a starting figure of R657.50 to R1 085. The

draft recommends that women's salaries should rise from R567.50 to R972.50.

In Category E (BA degree and two years' training) men should receive salaries rising from R705.50 to R1 141.25, an increase of 20 percent. The proposed scale for women is from R612.50 to R1 028.75, an increase of 21 percent.

Post Level 2 now includes principals of a "Primary P4" school, heads of department in secondary schools and lecturers.

Men in Category C should receive about R972.50 to R1 265 a month and women from R860 to R1 141.25 a month.

These increases of 56 and 47 percent respectively are almost double those at Post Level 1 but individual teachers will not automatically receive increases of this size as the grading system has been altered.

A male Category D teacher can expect an increase of R372.50 (52 percent) if he has the requisite experience, and a Category D woman teacher, an increase of R310 (46 percent).

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STPRK
14/8/81

bonus was calculated according to the number of days worked during the year. Of these,

- 3 fell into the R20,01 to R25 range,
- 8 fell into the R25,01 to R30 range,
- 4 fell into the R30,01 to R35 range,
- 8 fell into the R35,01 to R40 range,
- 1 fell into the > R40 range

during a full working year.

In addition, one worker received a fixed percentage

(one percent) of the farmer's income at the annual yearling

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R20 m teachers' complex opened

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[6/3/8]

Mercury Reporter

WITH an estimated population of 40 000 000 by the year 2 000, South Africa would need 56 000 teachers, Dr A L le Roux, rector of the Edgewood College of Education, said at the opening of the new complex in Pinetown at the weekend.

The opening of the R20 million college was combined with the 1980 diploma ceremony for 161 third- and fourth-year students.

The small number of qualifiers pointed to the drastic shortage of teachers in South Africa as Edgewood is now the second-largest teachers' training college in the country.

Miss Margaret Martin, described as the doyenne of education in Natal, was honoured last Friday night when she attended the opening by Dr G A

Hosking, Director of Education in Natal, of the Margaret Martin Theatre named in honour of the woman who started the college 15 years ago.

At the ceremony, Dr Hosking said the idealism in the academic world should be tempered by a measure of realism.

At present R700 was spent on every white pupil in South Africa and if this amount were to be spent on every pupil, the entire population would have to take a 25 percent drop in their standard of living.

'Education is a very expensive undertaking — it costs R2 million a year to run Edgewood,' Dr Hosking said.

The college will have its open day tomorrow. Items on the itinerary include a gymnastics display, demonstration lessons and poetry readings.

Biggest ever pay hikes for teachers?

16/2/81

(321)

PRETORIA — Details of teachers' salary increases will only be released this week but semi-official leaks indicate that they're big — in fact the biggest, especially at the higher levels, ever granted to the profession.

According to one source, the rises range from 22 per cent to more than 50 per cent.

At post level five principals of P1 and F1 high schools can rise to a maximum of R20 000 a year.

However the telescoping of some post levels is calculated to cause serious dissatisfaction in some areas.

For instance, promotion posts in primary and high schools have been levelled out and school inspectors will be on the same maximum level as the principals of large high and primary schools.

This means that the advantage gap between primary and high school principals has been eliminated, as well as that between high school principals and inspectors, although the method of adjustment could be used to maintain some differentiation.

Neither the Transvaal Teachers' Association nor

the Transvaal Onderwysersvereniging had the full details of the new deal at the weekend.

In fact an item on the TTA executive meeting agenda on Saturday had to be scrapped because of a lack of information on which to base a discussion on salaries.

Basically, senior educationalists said last night from what was so far known the new deal would go some way to providing a much needed long-term incentive.

It was the lack of this which was a major cause of last year's massive resignations — more than 4 000 in the Transvaal alone. The new deal would also raise the status and stability of the profession.

Some examples of the new deal according to the information are:

Post level 1: Male teachers in category C with matric and three years' training, will get salaries rising from R567,50 a month to R972,50. Women will receive salaries from R477,50 to R860,00 a month.

Category D: Matric and four years' training: men should get salaries rising from a starting point at R657,50 to R1 058,50.

Women's salaries should rise from a base of R567,50 to R972,50. This would mean men receiving R115 a month more and women R105.

Category E: BA degree and two years' training, men, according to the information, to receive salaries from R795,50 to R1 141,25, an increase of 20 per cent.

Post level 2 now includes principals of primary P4 schools, heads of departments in secondary schools, and lecturers. Men in category C should receive about R972,50 to R1 265,00 a month and women from R860 to R1 141,25 a month.

A male category D teacher should get an increase of R372,50, that is 52 per cent if he has the necessary experience, and category D women teachers a rise of R310 or 46 per cent.

The number of post levels has been telescoped from 10 to 6.

The new heads of departments' scales, according to the source, provides that:

A teacher with three years' training after school will have a base scale of R11 760 per year and a maximum of R15 180.

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Cape Town
Wilson :
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Philip, Cape
Francis

David Philip,

on the Health System.

Farm Labour in South Africa, Francis Wilson, Alide Kooy and Della Hendrie (eds.), (R9,00)

BOOKS

26	I.C.G. DouwesDekker	The Process of Collective Bargaining and its implications for Industrial Relations Policies. (R0,75)
27	Marc Best	The Scarcity of Domestic Energy: A Study in Three Villages (R1,00)
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29	Dudley Horner/Alide Kooy	Conflict on South African Mines: 1972-1979 (R0,75)
30	George Ellis	The 'Quality of Life' Concept: An overall framework for assessment schemes (R2,00)
31	Don Rinnock	Telona: Some reflections on the work of a private labour recruiter (R2,00)

Teachers hail 'new deal' salary scales

321

STW 17/3/61

Staff Reporters

The "new deal" salary scales for white teachers have officially been hailed as "positive, fair and favourable" by the Federal Council of Teachers' Associations.

In Pretoria today, Professor Hennie Maree, chairman of the FCTA, said an overall favourable reaction could be anticipated from teachers.

Some teachers in high posts will receive up to 57 percent more.

More than half the country's 55 000 teachers who fall into the C and D categories of the first post level, will receive between 19.69 percent and 29.1 percent more from next month.

Starting salaries for men teachers in category C with a three year qualification, will be increased from R5 550 to R6 810 a year, and for women from R4 950 to R5 730 a year. Men starting with a four year qualification will earn R7 890 and women R6 810 a year. Their old salaries were R6 510 and R5 550 a year.

More than half the teachers in these two cate-

gories were already on their maximum salaries, Mr Koos Steyn, secretary of the federal council, said today.

Men in category C now earning R8 550 a year, will have an increase of R203 a month, while women get R181 a month more if they are now earning R7 470 a year.

Men in category D, earning R9 750 a year will have an increase of R216 a month.

Women in the same category, earning R8 550 a year will have a R203 a month increase.

SHORTAGE

A ninth salary notch has been introduced which will give men in category C a 1982 maximum salary of R11 670 a year. In category D the 1982 maximum will be R13 020.

The comparative maximums for women will be R10 320 and R11 670.

The highest increase will be paid to a woman who is head of a primary school with less than 600 pupils and whose present salary is R9 150 a year. Teachers in this category will earn R435 a month more — 57 percent — on

the new scale of R1 197,50 a month.

The highest-paid teaching post is that of head of a high school with more than 600 pupils.

Teachers holding this post will be able to achieve a maximum salary of R24 450 a year, or R2 037,50 a month, in the next three years.

The Federal Council emphasised that there would still be points of dissatisfaction but it had the assurance of the Minister of National Education, Dr Viljoen, that the problems would be investigated.

"The Council is still worried that there is a serious shortage of well-qualified teachers in the science and technical subjects, but firm ground has been prepared for further consultation with the Government," said Professor Maree.

Two problem areas which still remained in the teaching profession were the professional autonomy (freedom of decision) and the working conditions of the teacher.

Teachers should receive news by post of their increases tomorrow or on Thursday.

R189m for teachers

But it's caution in Natal over new pay deal

PRETORIA—Gross dissatisfaction over pay was a major problem area which affected all aspects of the teaching profession, the Project Committee of investigation into the status of the teacher found in its first report, writes Sapa.

The Government had accepted almost in its entirety the committee's proposals for bringing into line remuneration in the teaching profession with that of the private sector and the public sector.

The new salary deal for teachers coming into operation on April 1 will cost R189.4 million over the next 12 months. The money to be voted later in Parliament will be spent on pay increases, service bonuses and enlarged pension contributions.

Announcing this yesterday, the Minister

of National Education, Dr Gerrit Viljoen, said the new posts and salary structures created at the recommendation of the Project Committee amounted to a drastic restructuring of education.

Highlights of the new dispensation for teachers are:

- An average increase of 28 percent for lecturers.
- An average increase of 16 percent for lecturers at technikons and universities.
- Restructuring of posts. The 10 post levels up to chief inspector of education have been reduced to six revised levels.
- A narrowing in the salary gap between men and women teachers. Equal salaries would be paid to men and women from April 1. At universities there was already a parity of salaries while at

technikons only the post of lecturer will have separate scales for men and women.

Equalised scale maximums will be introduced from Category D in the qualification categories. This will mean, for instance, that a principal P11 in Category D and a principal P11 in Category G can receive the same maximum salary of R22,650 a year.

Revised key salary scales and structures which offer extended scales. This means the scale minimums for the rank of 'Teacher' have been raised one salary notch on the terms. The scale of 'Teacher' is extended to a seven-point to a nine-point scale. The first eight points come into operation on April 1 and the ninth a year later; and

The April adjustments mean an aver-

age increase of 20 percent for teachers in Categories C to G with six years' experience. Those who have been at the top of their scales for not less than a year will receive a raise of 27 percent on average.

The Project Committee found there were several disadvantages in the present education set-up which had led to a shortage of suitably qualified teachers at primary and secondary schools had less than the required minimum tertiary training in the subjects they taught.

Dissatisfaction with pay when compared with similar jobs elsewhere was one of the main reasons the profession had failed to attract sufficient teachers.

Dr Viljoen said yesterday that the Hu-

man Sciences Research Council was conducting a comprehensive investigation into the education of all population groups.

But a Mercury reporter writes that the president of the Natal Teachers' Society, Dr Bruce Dobie, has taken a cautious approach to the new deal. Although it appeared that the new deal would be acceptable to most teachers, there are some doubts whether the services of teachers with six to seven years' experience would be retained.

It is at this level of experience that teachers consider moving over to the private sector.

Dr Dobie said this would become clear only once the report of the Venier Commission was published. The Venier Commission is examining the restoration of

and tasks of the teaching profession and comparing them with the private sector.

Dr Dobie said it was not possible to comment on the restructuring of the existing 10 posts — levels up to chief inspector of education — which had now been reduced to six. It would take some time to study the implications.

There did, however, appear to be an improvement in starting salaries. This, he said, would help attract people to the profession.

Dr Dobie welcomed the new equalised salary scale maximums for private schools which had at last been justifiably rewarded for their responsible positions.

Further comment could only be expected tonight after he had met members of the Natal Teachers' Society.

Headmasters and teachers were not in a position to comment last night but he said they had not yet seen the new salary scales.

The Teachers' Association of South Africa, representing more than 6,000 Indian teachers, was busy studying the scales and a statement would be issued in due course. Mr P.C. Pat Samuel, its president, said last night.

Indian principals had not yet received copies of the new scales, he said, adding that April 1 was expected to be an important date because for the first time, there would be parity in pay with white teachers in some categories.

The 22 workers

Range:	Mean:	total
35,01 - 40,00	> 40	
30,01 - 35,00		
25,01 - 30,00		
20,01 - 25,00		
15,01 - 20,00		
10,01 - 15,00		
5,01 - 10,00		
0 - 5,00		

Bonus, R per year

Distribution of workers

according to annual

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Teacher rises ⁽³²⁾ too late — claim

EAST LONDON —

Although teachers' salaries were to be increased, the long delay over the years had caused literally thousands to join industry and commerce, said the PFP provincial candidate for King William's Town last night.

Speaking to party members at a meeting in Bonza Bay, Mr Murray McGregor said the increases were too little, too late. Mr McGregor, who was president of the general committee of the South African Teachers' Association, said since the last pay increase the cost of living had risen by 26 per cent, and the proposed increases were only up to 24 per cent.

He said education, an important thing, had been allowed to languish too long and if the government had acted earlier there would be no crisis now.

Mr McGregor said conditions of service also had to be improved. He cited overcrowded classes as a

major problem.

Turning to hospitals, he said the government's maladministration had forced some hospitals to close certain wards because of a lack of nurses.

Mr McGregor, who was curator of the King William's Town museum, said museums were educational institutions and were crying out for money but the government's "tight-fistedness" hampered any development. — DDR.

(News by K. Lindsay, 33 Caxton Street, East London).

See also page 13.

- Economics of Health in South Africa* Volume II : Hunger, Work and Health. Francis Wilson and Gill Westcott (eds.). Raven Press, Johannesburg and David Philip, Cape Town, 1980. (R4,00)
- Economics of Health in South Africa* Volume I : Perspectives on the Health System. Gill Westcott and Francis Wilson (eds.). Raven Press, Johannesburg and David Philip, Cape Town, 1979. (R4,00)
- Farm Labour in South Africa*. Francis Wilson, Alide Kooy and Della Hendrie (eds.). David Philip, Cape Town, 1977. (R9,00)

BOOKS

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|----|------------------------------|------------------------------------------------------------------------------------------------------|
| 26 | L.C.G. DouwesDekker | The Process of Collective Bargaining and its implications for Industrial Relations Policies. (R0,75) |
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| 31 | Don Pinnock | Telona: Some reflections on the work of a private labour recruiter (R2,00) |

Education Reporter

It was inevitable that there would be some degree of dissatisfaction among teachers, "but I hope the problems will be marginal and not major ones," he said.

As a bonus, teachers have been given the go-ahead to work off their contractual bursary if they decide to move to another province. Previously, a married woman teacher under contract had to pay off her bursary to the relevant department if she decided to work in another province, even though she continued teaching.

In another announcement, Dr Viljoen stated that teachers who contributed personal monies to extra-mural school activities could be reimbursed out of school funds or a special fund created by parents.

Previously, any reimbursement had to be applied for through the principal, the regional office and the head office. Finally, the sum was sanctioned or refused by the Education Department's finance section.

These new measures were to be implemented as the relevant education departments saw fit, Dr Viljoen said.

Teachers will know
how they are being taught tomorrow

All school

All school subjects

are scarce
— committee

"Practically all subjects may be regarded as scarce subjects," concluded the Venter Committee after showing that schools were not attracting teachers with the necessary qualifications.

In a survey covering teachers from Grade 1 to Matric, the committee revealed that 45 percent of teachers did not have the requisite tertiary training for the subjects they were teaching.

At the root of problems affecting the teaching profession, was a deep dissatisfaction with remuneration.

Taking salary as a determining factor in the quality of life of white educators the committee based its investigation on the following premises:

- Salaries should be comparable with those in the public sector.
- Salaries of the business sector should be taken into account when determining scales for educators.
- The scales should be determined by scientific methods.
- Salaries should be devised for the educational profession as an entity.
- Remuneration scales should offer career incentives.

● The end result should ensure contentment among educators.

● A career in education should be seen as equitable with comparable careers in the public/busi-

POST LEVEL

Category C (female + three years +, initial)	Men		Women	
	Prevalence pm	Retired pm % gain	Prevalence pm	Retired pm % gain
R402.50	R617.50	22.10	R417.50	34.85
R402.50	R617.50	21.85	R427.50	32.67
R402.50	R617.50	21.85	R437.50	32.67
R402.50	R617.50	21.85	R447.50	32.67
R402.50	R617.50	21.85	R457.50	32.67
R402.50	R617.50	21.85	R467.50	32.67
R402.50	R617.50	21.85	R477.50	32.67
R402.50	R617.50	21.85	R487.50	32.67
R402.50	R617.50	21.85	R497.50	32.67
R402.50	R617.50	21.85	R507.50	32.67
R402.50	R617.50	21.85	R517.50	32.67
R402.50	R617.50	21.85	R527.50	32.67
R402.50	R617.50	21.85	R537.50	32.67
R402.50	R617.50	21.85	R547.50	32.67
R402.50	R617.50	21.85	R557.50	32.67
R402.50	R617.50	21.85	R567.50	32.67
R402.50	R617.50	21.85	R577.50	32.67
R402.50	R617.50	21.85	R587.50	32.67
R402.50	R617.50	21.85	R597.50	32.67
R402.50	R617.50	21.85	R607.50	32.67

POST LEVEL 1

Category D (males + four years training)	Men		Women		
	Previous pm Retired pm	% gain	Previous pm Retired pm	% gain	
R543.50	R915.50	31.40	R460.50	R367.50	22.70
R382.50	R792.50	20.60	R320.50	R250.50	21.80
R585.50	R880.50	31.32	R585.50	R502.50	14.10
R715.50	R860.00	20.70	R622.50	R547.50	12.40
R678.50	R816.50	20.16	R653.50	R563.50	13.60
R812.50	R1085.00	26.60	R711.50	R616.50	14.30
			R372.50		28.60

POST LEVEL 4

Principal of a P11 school	Previous	Revised	% gain
Category A	R107.00	R119.75	11.94
Category B	R117.50	R129.50	8.51
Category C	R127.50	R139.50	7.84
Category D	R137.50	R149.50	7.27
Category E	R147.50	R159.50	6.78
Category F	R157.50	R169.50	6.35
Category G	R167.50	R179.50	5.98
Category H	R177.50	R189.50	5.63
Category I	R187.50	R199.50	5.33
Category J	R197.50	R209.50	5.06
Category K	R207.50	R219.50	4.82
Category L	R217.50	R229.50	4.60
Category M	R227.50	R239.50	4.39
Category N	R237.50	R249.50	4.21
Category O	R247.50	R259.50	4.04
Category P	R257.50	R269.50	3.88
Category Q	R267.50	R279.50	3.74
Category R	R277.50	R289.50	3.60
Category S	R287.50	R299.50	3.48
Category T	R297.50	R309.50	3.36
Category U	R307.50	R319.50	3.25
Category V	R317.50	R329.50	3.15
Category W	R327.50	R339.50	3.06
Category X	R337.50	R349.50	2.97
Category Y	R347.50	R359.50	2.89
Category Z	R357.50	R369.50	2.81
Category AA	R367.50	R379.50	2.74
Category AB	R377.50	R389.50	2.67
Category AC	R387.50	R399.50	2.60
Category AD	R397.50	R409.50	2.54
Category AE	R407.50	R419.50	2.48
Category AF	R417.50	R429.50	2.42
Category AG	R427.50	R439.50	2.36
Category AH	R437.50	R449.50	2.31
Category AI	R447.50	R459.50	2.26
Category AJ	R457.50	R469.50	2.21
Category AK	R467.50	R479.50	2.16
Category AL	R477.50	R489.50	2.12
Category AM	R487.50	R499.50	2.08
Category AN	R497.50	R509.50	2.04
Category AO	R507.50	R519.50	2.00
Category AP	R517.50	R529.50	1.96
Category AQ	R527.50	R539.50	1.92
Category AR	R537.50	R549.50	1.88
Category AS	R547.50	R559.50	1.85
Category AT	R557.50	R569.50	1.81
Category AU	R567.50	R579.50	1.78
Category AV	R577.50	R589.50	1.75
Category AW	R587.50	R599.50	1.72
Category AX	R597.50	R609.50	1.69
Category AY	R607.50	R619.50	1.66
Category AZ	R617.50	R629.50	1.63
Category BA	R627.50	R639.50	1.60
Category BB	R637.50	R649.50	1.57
Category BC	R647.50	R659.50	1.54
Category BD	R657.50	R669.50	1.51
Category BE	R667.50	R679.50	1.48
Category BF	R677.50	R689.50	1.45
Category BG	R687.50	R699.50	1.42
Category BH	R697.50	R709.50	1.40
Category BI	R707.50	R719.50	1.37
Category BJ	R717.50	R729.50	1.34
Category BK	R727.50	R739.50	1.32
Category BL	R737.50	R749.50	1.29
Category BM	R747.50	R759.50	1.27
Category BN	R757.50	R769.50	1.24
Category BO	R767.50	R779.50	1.22
Category BP	R777.50	R789.50	1.19
Category BQ	R787.50	R799.50	1.17
Category BR	R797.50	R809.50	1.15
Category BS	R807.50	R819.50	1.12
Category BT	R817.50	R829.50	1.10
Category BU	R827.50	R839.50	1.08
Category BV	R837.50	R849.50	1.05
Category BV	R847.50	R859.50	1.03
Category BV	R857.50	R869.50	1.01
Category BV	R867.50	R879.50	0.99
Category BV	R877.50	R889.50	0.97
Category BV	R887.50	R899.50	0.95
Category BV	R897.50	R909.50	0.93
Category BV	R907.50	R919.50	0.91
Category BV	R917.50	R929.50	0.89
Category BV	R927.50	R939.50	0.87
Category BV	R937.50	R949.50	0.85
Category BV	R947.50	R959.50	0.83
Category BV	R957.50	R969.50	0.81
Category BV	R967.50	R979.50	0.79
Category BV	R977.50	R989.50	0.77
Category BV	R987.50	R999.50	0.75
Category BV	R997.50	R1009.50	0.73
Category BV	R1007.50	R1019.50	0.71
Category BV	R1017.50	R1029.50	0.69
Category BV	R1027.50	R1039.50	0.67
Category BV	R1037.50	R1049.50	0.65
Category BV	R1047.50	R1059.50	0.63
Category BV	R1057.50	R1069.50	0.61
Category BV	R1067.50	R1079.50	0.59
Category BV	R1077.50	R1089.50	0.57
Category BV	R1087.50	R1099.50	0.55
Category BV	R1097.50	R1109.50	0.53
Category BV	R1107.50	R1119.50	0.51
Category BV	R1117.50	R1129.50	0.49
Category BV	R1127.50	R1139.50	0.47
Category BV	R1137.50	R1149.50	0.45
Category BV	R1147.50	R1159.50	0.43
Category BV	R1157.50	R1169.50	0.41
Category BV	R1167.50	R1179.50	0.39
Category BV	R1177.50	R1189.50	0.37
Category BV	R1187.50	R1199.50	0.35
Category BV	R1197.50	R1209.50	0.33
Category BV	R1207.50	R1219.50	0.31
Category BV	R1217.50	R1229.50	0.29
Category BV	R1227.50	R1239.50	0.27
Category BV	R1237.50	R1249.50	0.25
Category BV	R1247.50	R1259.50	0.23
Category BV	R1257.50	R1269.50	0.21
Category BV	R1267.50	R1279.50	0.19
Category BV	R1277.50	R1289.50	0.17
Category BV	R1287.50	R1299.50	0.15
Category BV	R1297.50	R1309.50	0.13
Category BV	R1307.50	R1319.50	0.11
Category BV	R1317.50	R1329.50	0.09
Category BV	R1327.50	R1339.50	0.07
Category BV	R1337.50	R1349.50	0.05
Category BV	R1347.50	R1359.50	0.03
Category BV	R1357.50	R1369.50	0.01
Category BV	R1367.50	R1379.50	0.00
Category BV	R1377.50	R1389.50	0.00
Category BV	R1387.50	R1399.50	0.00
Category BV	R1397.50	R1409.50	0.00
Category BV	R1407.50	R1419.50	0.00
Category BV	R1417.50	R1429.50	0.00
Category BV	R1427.50	R1439.50	0.00
Category BV	R1437.50	R1449.50	0.00
Category BV	R1447.50	R1459.50	0.00
Category BV	R1457.50	R1469.50	0.00
Category BV	R1467.50	R1479.50	0.00
Category BV	R1477.50	R1489.50	0.00
Category BV	R1487.50	R1499.50	0.00
Category BV	R1497.50	R1509.50	0.00
Category BV	R1507.50	R1519.50	0.00
Category BV	R1517.50	R1529.50	0.00
Category BV	R1527.50	R1539.50	0.00
Category BV	R1537.50	R1549.50	0.00
Category BV	R1547.50	R1559.50	0.00
Category BV	R1557.50	R1569.50	0.00
Category BV	R1567.50	R1579.50	0.00
Category BV	R1577.50	R1589.50	0.00
Category BV	R1587.50	R1599.50	0.00
Category BV	R1597.50	R1609.50	0.00
Category BV	R1607.50	R1619.50	0.00
Category BV	R1617.50	R1629.50	0.00
Category BV	R1627.50	R1639.50	0.00
Category BV	R1637.50	R1649.50	0.00
Category BV	R1647.50	R1659.50	0.00
Category BV	R1657.50	R1669.50	0.00
Category BV	R1667.50	R1679.50	0.00
Category BV	R1677.50	R1689.50	0.00
Category BV	R1687.50	R1699.50	0.00
Category BV	R1697.50	R1709.50	0.00
Category BV	R1707.50	R1719.50	0.00
Category BV	R1717.50	R1729.50	0.00
Category BV	R1727.50	R1739.50	0.00
Category BV	R1737.50	R1749.50	0.00
Category BV	R1747.50	R1759.50	0.00
Category BV	R1757.50	R1769.50	0.00
Category BV	R1767.50	R1779.50	0.00
Category BV	R1777.50	R1789.50	0.00
Category BV	R1787.50	R1799.50	0.00
Category BV	R1797.50	R1809.50	0.00
Category BV	R1807.50	R1819.50	0.00
Category BV	R1817.50	R1829.50	0.00
Category BV	R1827.50	R1839.50	0.00
Category BV	R1837.50	R1849.50	0.00
Category BV	R1847.50	R1859.50	0.00
Category BV	R1857.50	R1869.50	0.00
Category BV	R1867.50	R1879.50	0.00
Category BV	R1877.50	R1889.50	0.00
Category BV	R1887.50	R1899.50	0.00
Category BV	R1897.50	R1909.50	0.00
Category BV	R1907.50	R1919.50	0.00
Category BV	R1917.50	R1929.50	0.00
Category BV	R1927.50	R1939.50	0.00
Category BV	R1937.50	R1949.50	0.00
Category BV	R1947.50	R1959.50	0.00
Category BV	R1957.50	R1969.50	0.00
Category BV	R1967.50	R1979.50	0.00
Category BV	R1977.50	R1989.50	0.00
Category BV	R1987.50	R1999.50	0.00
Category BV	R1997.50	R2009.50	0.00
Category BV	R2007.50	R2019.50	0.00
Category BV	R2017.50	R2029.50	0.00
Category BV	R2027.50	R2039.50	0.00
Category BV	R2037.50	R2049.50	0.00
Category BV	R2047.50	R2059.50	0.00
Category BV	R2057.50	R2069.50	0.00
Category BV	R2067.50	R2079.50	0.00
Category BV	R2077.50	R2089.50	0.00
Category BV	R2087.50	R2099.50	0.00
Category BV	R2097.50	R2109.50	0.00
Category BV	R2107.50	R2119.50	0.00
Category BV	R2117.50	R2129.50	0.00
Category BV	R2127.50	R2139.50	0.00
Category BV	R2137.50	R2149.50	0.00
Category BV	R2147.50	R2159.50	0.00
Category BV	R2157.50	R2169.50	0.00
Category BV	R2167.50	R2179.50	0.00
Category BV	R2177.50	R2189.50	0.00
Category BV	R2187.50	R2199.50	0.00
Category BV	R2197.50	R2209.50	0.00
Category BV	R2207.50	R2219.50	0.00
Category BV	R2217.50	R2229.50	0.00
Category BV	R2227.50	R2239.50	0.00
Category BV	R2237.50	R2249.50	0.00
Category BV	R2247.50	R2259.50	0.00
Category BV	R2257.50	R2269.50	0.00
Category BV	R2267.50	R2279.50	0.00
Category BV	R2277.50	R2289.50	0.00
Category BV	R2287.50	R2299.50	0.00
Category BV	R2297.50	R2309.50	0.00
Category BV	R2307.50	R2319.50	0.00
Category BV	R2317.50	R2329.50	0.00
Category BV	R2327.50	R2339.50	0.00
Category BV	R2337.50	R2349.50	0.00
Category BV	R2347.50	R2359.50	0.00
Category BV	R2357.50	R2369.50	0.00
Category BV	R2367.50	R2379.50	0.00
Category BV	R2377.50	R2389.50	0.00
Category BV	R2387.50	R2399.50	0.00
Category BV	R2397.50	R2409.50	0.00
Category BV	R2407.50	R2419.50	0.00
Category BV	R2417.50	R2429.50	0.00
Category BV	R2427.50	R2439.50	0.00
Category BV	R2437.50	R2449.50	0.00
Category BV	R2447.50	R2459.50	0.00
Category BV	R2457.50	R2469.50	0.00
Category BV	R2467.50	R2479.50	0.00
Category BV	R2477.50	R2489.50	0.00
Category BV	R2487.50	R2499.50	0.00
Category BV	R2497.50	R2509.50	0.00
Category BV	R2507.50	R2519.50	0.00
Category BV	R2517.50	R2529.50	0.00
Category BV	R2527.50	R2539.50	0.00
Category BV	R2537.50	R2549.50	0.00
Category BV	R2547.50	R2559.50	0.00
Category BV	R2557.50	R2569.50	0.00
Category BV	R2567.50	R2579.50	0.00
Category BV	R2577.50	R2589.50	0.00
Category BV	R2587.50	R2599.50	0.00
Category BV	R2597.50	R2609.50	0.00
Category BV	R2607.50	R2619.50	0.00
Category BV	R2617.50	R2629.50	0.00
Category BV	R2627.50	R2639.50	0.00
Category BV	R2637.50	R2649.50	0.00
Category BV	R2647.50	R2659.50	0.00
Category BV	R2657.50	R2669.50	0.00
Category BV	R2667.50	R2679.50	0.00
Category BV	R2677.50	R2689.50	0.00
Category BV	R2687.50	R2699.50	0.00
Category BV	R2697.50	R2709.50	0.00
Category BV	R2707.50	R2719.50	0.00
Category BV	R2717.50	R2729.50	0.00
Category BV	R2727.50	R2739.50	0.00
Category BV	R2737.50	R2749.50	0.00
Category BV	R2747.50	R2759.50	0.00
Category BV	R2757.50	R2769.50	0.00
Category BV	R2767.50	R2779.50	0.00
Category BV	R2777.50	R2789.50	0.00
Category BV	R2787.50	R2799.50	0.00
Category BV	R2797.50	R2809.50	0.00
Category BV	R2807.50	R2819.50	0.00
Category BV	R2817.50	R2829.50	0.00
Category BV	R2827.50	R2839.50	0.00
Category BV	R2837.50	R2849.50	0.00
Category BV	R2847.50	R2859.50	0.00
Category BV	R2857.50	R2869.50	0.00
Category BV	R2867.50	R2879.50	0.00
Category BV	R2877.50	R2889.50	0.00
Category BV	R2887.50	R2899.50	0.00
Category BV	R2897.50	R2909.50	0.00
Category BV	R2907.50	R2919.50	0.00
Category BV	R2917.50	R2929.50	0.00
Category BV	R2927.50	R2939.50	0.00
Category BV	R2937.50	R2949.50	0.00
Category BV	R2947.50	R2959.	

POST LEVEL 5

Category C	Previous pm	Revised pm	% gain
	R1063.50	R1332.50	25.40
	R1112.50	R1400.00	25.80
	R1175.00	R1467.50	24.50
	R1237.50	R1555.00	24.00

This shows that although the new scale ranges from R15 990 pa to R22 630 pa a teacher will only reach his/her maximum after at least a few years of more. The figures given in the above scales only apply to teaching personnel attached to schools.

● Revised key salary scales and an extension of the seven-point notch structure to a nine-point scale.

In some instances the Government had improved on the recommendations, Dr. Villison stressed. The \$17,000 annual salary for a category D teacher (male) is seven percent higher than the maximum proposed by the project committee. The committee also proposed that "score subject" teachers be better remunerated than the ordinary teacher, but that Government rejected the proposal on the basis that there was not sufficient information justifying the proposal.

Sex differentiation (differences in salaries for men and women) should be maintained, the report suggested. This was based on comparative salary studies done in the private sector, but the Government rejected the suggestion, and continued to move to introduce parity at qualified levels.

The recommendations of the Vetter Committee provided "irrefutable evidence on which to base future action," Dr Viljoen stated, adding that with the report as a solid instrument, research committees would be able to carry out a continuing appraisal of the salaries and status of white teachers in South Africa. The revised salary

structure and size of the school would have a significant effect on the teaching profession, but would not necessarily solve the problem of the shortage of teachers.

"You can't enlarge the pool just with new salaries," he said, adding

that job satisfaction correlated with feelings of professional autonomy, probably played a more important role in the teaching profession.

These issues were presently being investigated by the Venter Committee and the second report on the working status of the educator should be released towards the end of 1981, Dr Viljoen stated. It was hoped that th

work of the various research committees and the continuous attention paid to the state of the teaching profession in the future would obviate Government action on "crisis" bases, Dr Viljoen

"Practically all subjects may be regarded as scarce subjects," concluded the Venter Committee after showing that schools were not attracting teachers with the necessary qualifications.

In a survey covering teachers from Grade 1 to Matric, the committee revealed that 45 percent of teachers did not have the requisite tertiary training for the subjects they were teaching.

At the root of problems affecting the teaching profession, was a deep dissatisfaction with remuneration.

Taking salary as a determining factor in the quality of life of white educators the committee based its investigation on the following premises:

- Salaries should be comparable with those in the public sector.
- Salaries of the business sector should be taken into account when determining scales for educators.

- Salaries should be devised for the educational profession as an entity.
- Remuneration scales should offer career incentives.

● The end result should ensure contentment among educators.

LAGGING

The committee found that teachers were lagging behind their counterparts in the public sector by as much as R12 500 a year.

The committee proposed salary increases for teachers — based on equity with the public sector — and for university and technikon lecturers — based on a profile comparable with the public and business sectors.

In both cases, the Government has seen fit to implement average increases of 26 and 16 percent respectively.

In evaluating of posts, the committee found that some posts were inappropriately ranked. As a result, principals of S1 and P1 schools have been dramatically raised in status and inspectors of education have reduced rank.

Commenting on the "telescoping" of post levels from 10 to six, Minister of National Education, Dr. Gerrit Viljoen, said some teachers would benefit from the reduced number of levels, and others not. But promotion prospects had been greatly increased.

preceding section, nearly everybody would agree that medical need and not economic status should govern access to medical care. But in practice, as medical economists point out and nausum, hard choices have to be made because resources are finite. In the absence of the price mechanism, and given our limited capacity to devise institutions capable of efficient altruism, the rationing of medical care is done either by the provider (hospital or doctor) on the basis of evaluations of competing need, (8) or by the payment of time: the opportunity cost of waiting for service.

Two comments are needed here. Taking waiting time first, it has to be traded off against excess capacity and would

The new deal for teachers did contain anomalies which would obviously cause friction. Mr Mundell said. One of these is that teachers with more experience will start at the same increased scale as perhaps better qualified people with less experience.

The high numbers of teachers unqualified to teach a particular subject contained in the Roux

"In the new salary scales the Government, and particularly the Minister of Education, Dr Viljoen, have done their best to cater for both areas, although it will take at least another 12 years for things to stabilise," he said.

FRICTION

political process of which they are only one part. Who actually doing the rationing is a question with multiple

is the status of health care as a "primary good". Inition they are "things every rational man is ant... [primary goods] have a use whatever a final plan of life" (Rawls 1971 : 62). rights and liberties, powers and opportunities, health - "social primary goods" - in contrast vigour, intelligence and imagination, the "natural primary goods". The concept of a set of basic needs that defines and measures a social minimum falls into the same category, and no doubt shares a common philosophical ancestry.

The important consequence following on from the conception

as health care as a primary good satisfying a basic need is that it must then be accorded a certain ranking over other needs and other goods. How high in the social ordering and therefore how extensive and complete the dispersion of such care is to be across the base of the social pyramid is the key strategic question. It would be highly naive to assume that policy decisions can be reached at this abstract level. But it is along such lines of thinking we must move for guidance in allocational choices.

VI Allocation of South African health care

The timely salary boost for teachers has staved off a massive further exodus from the profession.

"There were a lot of people waiting to resign," Mr Peter Mundell, president of the Transvaal Teachers' Association, confirmed today.

"Some definitely based their decisions to stay on the favourable coverage of the intended salary increases. Although most schools have not yet received the circulars disclosing individual raises, teachers who were in a quandary have been reassured - and most will stay," he added.

Mr Howard Harrison, principal of the Rand Park Primary School in Johannesburg, withdrew his resignation after hearing news of the increases.

As a senior teacher with about 20 years of teaching experience, Mr Harrison's resignation was seen by colleagues in February this year as an indication that the rot had set in.

At the time, Mr Harrison said it was "purely for reasons of salary" that he was leaving but if the Government chose to rectify the situation in time he would reconsider.

The two major aspects of the teachers' struggle had been catered for, said Mr Mundell, and these were retention and recruitment.

Increases stave off exodus of teachers

By Carolyn Dempsey
Education Reporter

poorest 80%, mainly black, organized in the public sector through clinics and hospitals where out-of-pocket payments are some fraction of cost or nominal? Do the two systems meet only at the level of highly specialized and technically sophisticated treatments where, once reached, the link between access and economic status is weakest? While I suspect this broad description needs qualification - for example, lower income groups do purchase significant amounts of medical care through fee-for-service channels - it is accurate in essentials. Given the great distances that separate the resource bases of groups in the population, it would be surprising to find a homogeneous system of health care.

Pay rise praise for PW

By Carolyn Dempster
The in-depth Venter Committee investigation and subsequent salary boost for teachers was a reflection of the "style" of the Prime Minister, Dr Gerrit Viljoen, the Minister of National Education told a 300-strong gathering of teachers yesterday.

Speaking at a general meeting of teachers and political representatives at Geduld on the East Rand — one of the regions worst hit by the teacher crisis and the mass of teacher resignations during 1980, Dr Viljoen said the Venter Committee investigation was unprecedented in the history of the teaching profession and provided a solid base for further negotiation.

"The committee utilised the help of experts drawn from the private sector, and although the first

part of the report was only completed late in December, the Prime Minister gave his assurance that it would be considered and might be incorporated in the 1981 budget," Dr Viljoen said.

"This is indicative of the management style of a man who believes that there should be a good solution to once and for all find an effective basis for the handling of a problem, rather than resort to a hasty attempt at solving the problem."

Dr Viljoen went on to reassure teachers that the Education Department's announced plan to recruit foreign teachers for the "scarce subjects" Maths, science and technical courses, did not mean local teachers would come off second best in any way.

Any teachers recruited

overseas to fill "emergency posts" would only be employed under contract, as temporary teachers, would need the necessary qualifications and Christian outlook, and could never become SA citizens on a contractual basis, he said.

PARTLY POLITICAL

Dr Viljoen also told the meeting that the policy of segregated schools was only partly political.

Speaking on his and the Government's general attitude towards the broad spectrum of education, he said it was necessary schools be kept within a culture, a people, a population group.

One generation should hand over the values of his culture to the following generation, and this was best achieved by learning, or starting to learn in the mother tongue, Dr Viljoen stated.

April deadline set for bonuses

Teachers whose birthdays fell in January, February or March of this year, will receive their 13th cheque bonuses at the end of April, based on the new salary scales.

This was confirmed yesterday by the Minister of National Education, Dr Gerrit Viljoen.

Hundreds of distraught teachers who had relied on the bonus cheque at the beginning of this year, and did not receive it, threatened to resign if they did not get what they had been promised.

Dr Viljoen said the misunderstanding arose because the Government had not allotted additional funds to cater for these bonuses.

Participants

3 members & 3 non-members

also projects interview of data, was

2.4 NOTES CONCERNING MY INFORMATION ON THE PROJECTS

6.

1. Amthole Creamery was the only place where I could check the figures people gave me. Generally, their estimates of income were more than twice as high as the actual amount earned over the last year.
 2. Over-estimation of profits from the project may be a general trend. Projects fluctuate so wildly over time (also depending on seasonal and market conditions) that it is misleading to take any one time as representative.
 3. The people I interviewed are a specific section of the population i.e. those who have decided to get involved in projects. One cannot take them to be a cross-section of the population at large. While I have the income from all sources for the people I interviewed, it is difficult to compare them with others as there are no records of the income of the general population.
 4. Because there are figures concerning how agricultural capital (e.g. land and stock) are distributed in the rehabilitation planning reports, I have used access to land as an index of project participants' wealth relative to that of the total population of the village. This is problematic in that one is not dealing with a class of peasants or farmers. The major source of income in these areas is remittances from migrants. If a person is too poor to plough her fields, it makes no difference whether she has any or not.
- The only really significant differentiation one can make is between those families which have Full Economic Units and the others. (Most of the families with Full Economic Units I came across have no other source of income than farming). Generally, the few families are the most established peasant farmers in the area: they were only allocated the FEU's because they had the most land and stock at the time of survey.
- I have made no attempts to analyse the class structure in detail.
- Basic divisions I use are:
- Professional and business people (shops and transport)
 - People with access to land
 - People with no agricultural resources who are generally migrants
- One must note the family linkages within the business and professional class and how different sectors support each other at various times.

Mundell sees long battle to end the crisis

By GERALD REILLY
Pretoria Bureau

THE teacher crisis, which developed over 10 years, would take as long to eliminate, providing reasonable annual increases were granted, the president of the Transvaal Teachers' Association, Mr Peter Mundell, said in Pretoria yesterday.

For instance, he said, even if the substantially-improved pay scales succeeded in attracting more teaching students, it was important to remember they would not be ready for classroom duties until 1987.

"We must not fall into the psychological trap that all is now well because reasonable increases have been granted."

Teachers' pay would have to be kept competitive with salaries for people with similar qualifications in the public and private sectors.

The Venter Committee had

highlighted the alarming shortage of suitable qualified teachers.

This showed about half the teachers in primary and secondary schools — men and women — had less than the minimum required tertiary training in the subjects they were teaching.

Mr Mundell said some teachers would certainly be attracted back to the profession by the new salary levels, but this could never solve the problem.

There were two priorities. The first was to establish and maintain conditions calculated to retain experienced staff, and the second to ensure adequate recruitment of suitable students.

The Johannesburg College of Education, for instance, could take more than double its present number of students.

The shortage of men teachers was extremely serious, and

even under ideal conditions, it would continue for at least another five years.

The fabric of education in South Africa had been damaged by the refusal of the Government to listen to repeated warnings from the organised profession of the crisis that would result unless conditions were created to stabilise the profession.

It could not be easily or quickly restored.

At least for the time being, salaries had been adjusted to a reasonable level. Teachers would now wait anxiously for the next report of the Venter committee on the teacher's working environment.

This would deal with the burdens imposed on teachers by extramural activities, and what the Minister of National Education, Dr Gerrit Viljoen, saw as an excess of administrative red tape and bureaucratic zeal in their working climate.

Many teachers don't meet standards

RDM 21/3/81
321

By JOHAN BUYS

BETWEEN 40% and 60% of Government school teachers have lower qualifications than the minimum set by the Department of Education, the Minister of National Education, Dr Gerrit Viljoen, said in Springs.

Addressing a meeting of East Rand teachers and principals this week, he said the shortage of science and maths teachers was especially acute on the East Rand, particularly in English-speaking schools.

Replying to a question, Dr Viljoen said a possible solution to this problem would be to use technical aids such as computer-assisted lectures for these two subjects.

The meeting was called by Mr Sam de Beer, MP for Geduld, to discuss the teacher shortage crisis.

Dr Viljoen said the crisis was precipitated by the accelerating economic growth in the past two years and the fact that teachers were lured to private enterprise by more attractive salaries.

Resignations from the teaching profession had taken on alarming proportions for certain regions in the Transvaal, he said.

Referring to the Project Committee's report on education, the Minister said one of the most disturbing findings was that from 40% to 60% of teachers at all levels had lower qualifications than the minimum set by the Department of Education for

teaching certain subjects.

He said that if it became necessary to recruit teachers from overseas, they would be selected on the following basis: On the same qualification standards set for South African teachers;

o On character and attitude towards this country's education system and;

o That they also be conversant in one of the official languages.

Dr Viljoen said their appointments would be on a contract basis and would only become permanent after they had taken out South African citizenship.

The Minister stressed that these teachers would not be promoted until they had become bilingual.

(Report by J. Buys, 16b Fifth Avenue, Springs)

DD 24/3/81
**Pay parity
 for some
 teachers**

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workers, since city workers

if a farm worker is not longer

be true, as several farmers

see housing at or near the

the worker, of which the most

during and after work - may

farmer is in some sense

PRETORIA — Black teachers in certain categories will receive the same pay as their white colleagues from April 1.

The Director General of Education and Training, Mr G. J. Rousseau, said yesterday heads of departments, deputy principals and principals would receive the same salaries as whites.

Pay parity between male and female teachers would now include post level so that women school principals would benefit. — SAPA.

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control his own leisure, far less his work.

important implications. It means that the worker cannot

crisis on the farm or a job to be finished urgently, has

and can be called from his house at any time if there is a

This idea, that the worker is 'on duty' at all times

week occupation for both the farmer and his workers.

they are wet) and that farming was a 24 hour a day, 7 days a

distances when it is hot, nor should they be shorn when

the hours (sheep should apparently not be moved over long

the sun, that the type of work to be done often determined

or mining. They said that work had to begin and end with

as working hours in manufacturing industry, construction

hours on a farm could not be considered in the same way

Farmers interviewed were fond of repeating that working

Working hours:

in this survey.

their results can be used as a check on results obtained for all workers

between Coloured & African working conditions and wages (see page 15)

By Carolyn Dempster
Education Reporter

Academics have hit out at the Government for the "raw deal" they have been given in the 1981 salary increases.

Professor D J J Botha, head of the Department of Economics at the University of the Witwatersrand, said as a result of the re-structuring of posts "South Africa must be the only country in the world where a university professor is equated with the principal of a large senior or primary school.

"No one in his wildest dreams would have thought the two positions would be placed on equal maximums," he said.

Another feature of the new post evaluation is the split between a senior professor and a professor — the first time in the history of universities that a distinction has been made.

"The Venter Committee report sets out the new post levels quite clearly, but nowhere does it state how to distinguish between a professor and a senior professor. This will undoubtedly cause major dissent among senior academics."

The gap between the

Academics give black mark to new pay scheme

maximums of a lecturer and senior lecturer has also been narrowed considerably — from R6 105 to R1 620, which Professor Botha describes as one of the "most flagrant aspects of the report."

"The trouble with the Peromnes system of evaluation (that used by the Venter Committee) is that it has apparently been constructed with the private sector in mind. The main feature of the academic sector is that people have spent a great deal of time and money educating themselves.

"An academic is a kind of watchdog without any ulterior axe to grind. The higher the salary offered, the better the man be-



Prof Botha . . . "wildest dreams."

comes. This is why a top academic should not be rated lower than a top civil servant."

In a critical analysis,

Professor Botha said it appeared that very few academics had played a consulting or contributive role in the "in-depth" investigation.

Despite the additional seven percent boost for senior academics after the 16 percent increase recommendation by the Venter Committee, some lecturers are looking towards teaching as a lucrative prospect.

Professor Napier Boyce, rector of the Johannesburg College of Education, says the unfavourable deal for educators at tertiary level means some academics will seriously consider returning to the classroom.

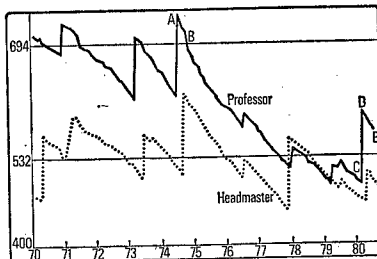
"There is no doubt about it that lecturers on the whole enjoy many more privileges than teachers. Academics are encouraged to study and improve their qualifications, do not necessarily have the same pressures as a teacher and derive a high degree of job satisfaction."

But, according to at least three senior teacher training college lecturers the greatest lure is the private sector.

"Although we cannot hope for parity of salary in this respect, it is the Government's duty to see that the public sector should not lag behind," a lecturer who wished to remain unidentified claimed.

How their salaries compare

The graph of top salaries for headmasters and professors over a period of 10 years show how a professor's salary, in real terms, has dipped to the same level and in 1978, fell below a headmaster's earning capacity. The new salary increases for lecturers and professors continue to perpetrate the trend. An indictment of the low salaries paid to academics is the subvention scheme, whereby commerce and industry supplement the salaries of lecturers at university level. The comparison is based on: ● Figures refer to married men with a family of two child-



ren. ● The annual bonus is included, but pension contributions and tax are deducted. ● The net figure is corrected in line

with the monthly consumer price index, to indicate the value of "take home pay" in terms of 1970 purchasing power.

The new salary scales for academics are: Professor R20 040—R26 250; Assistant Professor R18 420—R22 630; Senior Lecturer R14 310—R20 830; Lecturer R10 995—R19 230; Junior Lecturer R7 890—R12 345.

GENERAL NEWS

Teachers: salary parity action is accelerating

321 Jim
24/3/81

By Carolyn Dempster

Education Reporter

The programme to achieve parity between the salaries of black and white teachers has been drastically accelerated, the Director-General of the Department of Education and Training, Mr G. J. Rousseau, announced yesterday.

He also said no one would receive an increase of less than 12.7 percent when the new salary scales were implemented from April 1.

Parity for black teachers in category C (matric with three years' training) from post level 2 upwards was announced by the Minister of Education and Training, Dr Hartzenberg, in February this year.

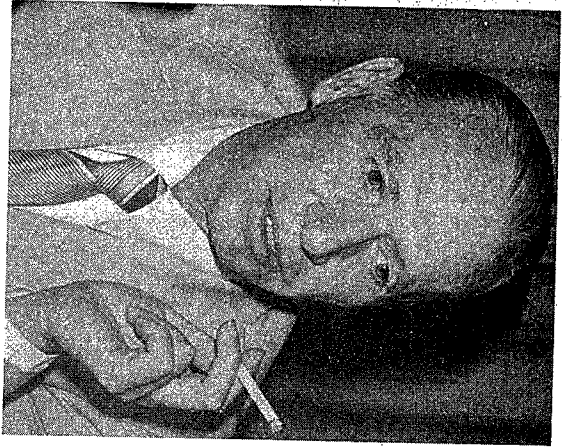
But the majority of black teachers, about 80 percent, will not profit from the new parity measure as they fall within the lower levels of the profession.

Mr Rousseau said the increase on the minimum scales at post level 1 amounted to between 12.7 and 24.8 percent, and 12.7 and 38.3 percent on the maximum scales.

As with white teachers, black women in the position of principal of S2 and P2 schools now receive parity of salary with their male colleagues, and will therefore receive "exceptionally good increases", according to Mr Rousseau.

The new salary scales and parity increases emphasised the importance of qualifications in teaching, said Mr Rousseau. "In view of this many steps have already been taken, and more are envisaged."

Such steps presently include 300 adult education centres throughout the country offering matric and part-time courses offered for the first time at four teacher training colleges.



Det's Director General, Mr G J Rousseau.

New salary scales for teachers lauded

THE programme to achieve parity between the salaries of black and white teachers has been drastically speeded up, the Director General of Education and Training, Mr G J Rousseau announced this week.

He also stated that no person would receive an increase of less than 12.7 percent when the new salary scales are implemented from April 1.

Parity for black teachers in category C (subordinate) will be achieved with three years' training, from post level 2 upwards.

was announced by the Minister of Education and Training, Dr. Peardie Hartzenberg in February this year.

Unfortunately the majority of black teachers, about 80 percent, will not benefit from the new parity measure as they fall within the lower levels of the teaching profession.

Mr Rousseau said the increases on the minimum scales at post level 1 amounted to between 12.7 and 24.8 percent, and 12.7 and 38.3 percent on the maximums.

ADDITIONAL

Since most teachers are already on their maximum salary they will receive an additional increment.

An indication that the department has considerably narrowed the salary gap between black and white teachers is that at post level 1 the ratio of black teachers' salary to white is 78 percent.

As with white teachers, women in the position of principal of S2 and P2 schools now receive parity of salary with their male colleagues, and will therefore receive an "exceptionally good increase", according to Mr Rousseau.

The nature of the new salary scales and parity

to improve their qualifications within the next few years.

At present there are:

- 300 adult education centres throughout the country offering matric.
- Part-time courses are being offered for the first time at four teacher training colleges.
- The department offers grants to teachers who complete degree courses at Unisa.
- The department is slowly phasing in a minimum training of three years after matric, for entry into teacher training.

importance of qualifications in teaching, said Mr Rousseau.

"In view of this many steps have already been taken, and more are envisaged to enable teachers

Sowetan 25/3/81 381

R 50 000
pledge for
teachers

Staff Reporter

CONCERN over the current teacher crisis has prompted an industrial undertaking to pledge R50 000 to the Urban Foundation for the University of Cape Town's part-time degree programme for upgrading education levels among teachers — especially coloureds and blacks.

Yesterday Mr E C Woods, managing director of 3M South Africa (Pty) Ltd, presented the executive director of the Urban Foundation, Mr J H Steyn, with the first of five yearly cheques of R10 000 each.

Mr Steyn in turn presented the cheque to the Vice-Chancellor and Principal of UCT, Dr Stuart J Saunders, who said:

"The sort of support this firm has given us can make a very real contribution to the improvement of the quality of life of the communities we serve — a task which we have in common with the Urban Foundation and the firm."

Dr Saunders said a survey conducted by the university had brought to light that 6 000 teachers in schools in the Western Cape had no university education.

Professor J S de Wet, UCT's Dean of Science, said he welcomed the injection of funds from the private sector into the programme.

"It's most heartening to the teachers and aspirant teachers who are putting so much effort into improving their qualifications," he said.

More than 90 candidates have enrolled for the special part-time BA and BSc courses. Four of 32 students registered for science courses are white — the rest are coloured and black.

Of the 52 registered in the Faculty of Arts, 44 are coloured or black and 41 are already teaching.

Teacher morale high as new term starts

STAR 21/4/81 321 21/4/81 321 510K

By Carolyn Dempster
Education Reporter

Teacher morale is high on the eve of the second Transvaal school term, but there are still hundreds of vacancies in both primary and secondary schools.

"The timely salary increases have resulted in a definite upward swing in attitudes among most teachers, but this doesn't mean the teacher shortage has disappeared," said Mr Peter Mundell, president

of the Transvaal Teachers Association.

"There are still hundreds of schools short of teachers, and although the situation has stabilised among the temporary body of teachers, the permanent posts that are vacant will not be easily filled."

At the start of the 1981 school year, the Transvaal Education Department confirmed a shortage of 500 teachers — mostly in primary schools, English

medium schools, and schools situated on the East Rand.

Resignations among senior teachers rose sharply when it became apparent that the Government was not taking immediate action to halt the flow of teachers from the profession, and hundreds threatened to resign if the salary increases were not substantial.

"Among the English-speaking teachers, there is a mood of hope and opti-

mism. Those who wanted to resign would probably have done so already so I don't think there will be any resignations at the end of April," Mr Mundell said.

A spokesman for the Transvaalse Onderwysersvereniging, said the strong feelings roused at the peak of the teacher salary negotiations had simmered down.

"However, because nobody really knows what their salaries will definitely be, they are waiting for the end of April to see what their salary cheques contain," he said.

Two of the immediate consequences of the rise in teachers' salaries are an interest in the teaching profession among matriculants — many of them males and a shift in emphasis from the salary issue to the organisation and workings of the provincial Transvaal Education Department.

"Teachers now feel that if the salary issue could be resolved, on a national basis, the TED can make the necessary adjustments to improve the local framework," said Mr Mundell.

"A lot will depend on whether the TED will be able to get out the April salary cheques efficiently with a minimum of error," he added.

4.

The District Surgeon deals with the administrative task of medico-legal duties, assault cases and controlling epidemic-type diseases. He also sees pensioners and certain categories of civil servants.

In reading the remainder of this report it should be borne in mind that Graaff-Reinet is an exceptional area with regard to the provision of primary health care. Other areas in the vicinity are not as well provided for, and this in itself poses a problem in the Graaff-Reinet area.

3.

and newer homes built by the Local Authority, which had four rooms and running water.

The new 'coloured' settlement called Santaville on the outskirts of Graaff-Reinet appeared to be of the more modern type. Farm labourers' housing showed a good deal of variation but most were between 2 - 4 rooms with no running water. However the size of the houses on the farms usually varied in parallel with the size of the family while this would not appear to be so in the towns.

Some teachers still in dark about their pay

N.M.
9/4/81

(321)

By Nagoor Bissetty

WHILE parity in pay for Indian teachers, which came into effect on April 1, will bring a double jump in terms of salary increase for thousands at the end of the month and a triple jump for some women in top positions in schools, the plight of many teachers in the lower grades will continue, the Mercury was told yesterday.

Many teachers are still in the dark about what 'real benefits' to expect on pay day in terms of actual rands and cents, but a snap survey showed that for some teachers their pay cheques will be boosted by more than 40 percent to bring their salaries in line with their white counterparts.

Difficult

However, some teachers employed in rural areas which experience teacher shortages will still be taking home pay which is less than the R165 a month paid to school cleaners classed as labourers, Tasa News, official mouthpiece of the 6 000-strong Teachers Association of South Africa, said in its latest issue released yesterday.

It is difficult to understand the basis on which the rates of pay were determined for the lower-graded 'ZA' teachers, it said, adding that if the Venetor Committee finding that teachers were lagging behind other sectors of the public service by 26 percent were applied in this instance then such teachers should now be paid R315 a month.

Concerned

Mr P C (Pat) Samuels, the association's president, said that although the principle of rate for the job had at last been won, long years of struggle for salaries to keep pace with spiralling costs of living still lay ahead.

The association, he said, was concerned about the plight of teachers in the lower category of posts who were getting an increase of about only 13 percent.

Tasa News said the 'depressing dispensation' for teachers in below category C 'is bound to cause deep disappointment'. Most of these teachers entered the service when demand for teaching staff exceeded supply and also when, for many of them, opportunities for improving their qualifications were rare.

1. Therapeutic services
2. Antenatal care
3. Deliveries
4. Post natal care
5. Family planning
6. Orthopaedic care
7. Geriatric clinic

Council through two mobile clinics and the Municipal Council through the Municipal Clinic. On the private side there are 7 private practitioners in the area. Besides these organisations, SANTA have a nursing hospital for cases of Tuberculosis requiring hospitalization.

The Midlands Hospital handles the more serious ailments seen by the public institutions, as well as the deliveries and specialist services such as Orthopaedics, Ear, Nose and Throat, etc. The Clinics' area of responsibility is minor ailments while all facilities provide Post Natal Care and Family Planning.

It serves the Magisterial District as well as Aberdeen, Jansenville, Pearston and Murraysburg.

Teacher lack bodes ill

Education Reporter

A shortfall of 4 000 English-language teachers in Transvaal English-medium schools bodes ill for the future of thousands of children whose home language is English, says Mr Peter Mundell, president of the Transvaal Teachers' Association.

Writing in the April issue of Transvaal Educational News, mouthpiece of the TTA, Mr Mundell points to the alarming drop in enrolment at all Transvaal teacher training colleges as extreme cause for concern.

Vacancies in English-medium schools might previously have been filled by student teachers trained at Afrikaans colleges, but now there are

just not enough teachers to go round.

Mr Mundell lays part of the blame at the door of the provincial authorities which, until recently, refused to enlarge teacher training facilities for English-speaking people in the Transvaal.

"By contrast, so successful has been the training of Afrikaans-speaking students that besides the admirable accomplishment of holding the entire system together and preventing total collapse, the Department (TED) is embarrassed by its success and is, we understand, compelled to curb its excess by the introduction of reservation of posts, quotas, subject restrictions and so on.

"The accumulated effect of this atrocious planning hits the English-medium

school with bewildering and damaging effect."

The 1981 training college enrolment figure for the Transvaal stands at 6 282.

Universities have enrolled 4 294 students in education courses.

There are altogether 163 675 English-speaking pupils in the Transvaal, who would require 8 000 teachers to meet their needs.

The Transvaal Education Department employs 4 000 English-speaking teachers.

Considering that thousands of teacher candidates were turned away from the old overcrowded Johannesburg College of Education in 1976 "we now have a very heavy and bitter price to pay because of the shortsightedness of our administrators," said Mr Mundell.

AP 37 500 7/16

Higher salaries haven't eased teacher crisis

4/15/81
321
STW

By Carolyn Dempster
Education Reporter

Teachers generally have welcomed their boosted April pay packets, but the increases have not stemmed the "creeping rot" which has overtaken education.

This is the opinion of a number of teachers and principals in areas and schools hardest hit by the teacher shortage.

A headmaster of an East Rand primary school said the majority of his teachers were pleased with their increases but the new pay deal had not brought anybody back.

"There are still grave shortages with some high and technical schools more than four and five teachers below strength," he said.

"The creeping rot has affected those teachers who have remained. Some are no longer prepared to put up with additional classes and heavy extramural duties, even if they are being paid more.

"I know of one headmaster who is actively

looking for another job. He was very disappointed with his increase."

A northern suburbs principal said his staff, mostly women, were "reasonably satisfied" with their pay cheques but the increases would not have any impact on attracting new recruits.

For the first time in months the Transvaal Education Department succeeded in getting the cheques out to the schools on time, and most teachers received pay slips giving details of their salaries the day before the general election.

However, several teachers, on exactly the same scale with the same qualifications and experience, had had different amounts deducted for pension and tax.

This probably results from an increase in monthly pension payments, announced in the March issue of the Government Gazette and implemented as from April 1 1981.

For example, a Category D teacher with 40 years of

service and a salary of R6 909 a year who used to pay R72.81c a month towards pension, will now pay R82.30, for example.

Black teachers, eagerly awaiting the increases contained in the April salary cheques were largely disappointed, reports Carol Mathiane.

Most received between R10 and R30 a month more because of their "inadequate qualifications" — Junior Certificate plus teaching diploma.

Principals on the other hand with the necessary qualifications received substantial pay boosts.

Mr G M Madida, headmaster of the Morris Isaacson High School in Soweto, said he was "thrilled" with his increase which brought his salary close to R1 000 a month.

At the other end of the scale, a bitterly disappointed higher primary teacher complained of her R10 increase saying: "I am still the most underpaid Government servant."

Education union also says no

221
222
STAR
15/5/61

Education Reporter

A call to boycott Republic Day celebrations has gone out to more than 500 members of the National Education Union of South Africa (Neusa).

The resolution to boycott was passed by the Southern Transvaal branch of the union last month. If effective it will include school teachers, academics and students.

Reasons for the decision by the executive committee are:

- that South Africa is

responsible for education which is inferior, inadequate and undemocratic.

- that South Africa allocates only four percent of the GNP to education.

- that teachers and pupils are involved in a celebration of a political event which excludes 75 percent of South Africa's people.

"Neusa is committed to a democratic and just South Africa. Republic Day symbolises the opposite of these ideals," the editorial in the newsletter Newsa states.

Neusa is the most recent organisation to join "anti-Republic Day" boycotters.

At least 100 political, social, sporting, educational and religious organisations attended an anti-Republic Day meeting in Durban this week.

Although the celebration's theme is "unity in diversity," white, black, Indian, and coloured organisations have slammed it as a farce.

Now teachers join boycott

(321) 15/5/81

A CALL to boycott the Republic Day celebrations has gone out to over 500 members of the National Education Union of South Africa (Neusa).

The resolution to boycott was passed by the Southern Transvaal branch of the Union last month. If effective it will include a number of school teachers, academics and students.

Giving reasons for the decision, the executive committee states that:

- The Republic is responsible for a system of education which is inferior, inadequate and undemocratic;
- The Republic allocates only four percent of the GNP to education;
- Teachers and pupils are being involved in the celebration of a political event which excludes three-quarters of South Africa's people.

As Neusa members we are committed to a democratic and just South Africa. Republic Day symbolises the opposite of these ideals.

Neusa is the most recent organisation to join the fold of the anti-Republic Day boycotters.

At least 100 political, social, sporting, educational and religious

organisations attended an anti-Republic Day meeting in Durban this week.

Although the theme of the celebrations has been "unity in diversity" white, black, Indian and coloured organisations have slammed the celebrations as a farce.

Speaking for the Anglican Church of South Africa which recently joined the boycott, Bishop Bavins said: "The majority of the population has for years had to live without any say in who governs them. I can therefore see no reason for celebration."

Among the boycotting organisations are the South African Council of Churches, the Congress of South African Students, the National Union of South African Students, the Black Sash, the Azanian Peoples' Organisation (Azapo), the South African Council on Sport and all of the black teacher organisations.

Natal University administration has indicated that no facilities will be used for Republic Day Celebrations. At the University of the Witwatersrand however, a call by the Student Representative Council for the administration to show their support for a boycott has been met by stony silence from the vice-chancellor, Professor du Plessis.

The teacher crisis

FM 29/5/81



Last week, in the first of a series of articles detailing the crisis in education, the *FM* analysed the dismally low standards of black education. In this second article the critical shortage of properly educated teachers, and the need for remedial attention is assessed.

A great majority of black teachers have the Higher Primary Teachers Certificate — a standard eight plus two years teacher training. On any criteria this is not sufficient, even for primary school.

Failure of the formal system to produce teachers capable of doing the job effectively has created an alarming cycle in which poorly educated people enter teaching and produce poorly educated pupils. The most damaging result is the perpetuation of mediocrity in a group whose standards have to be upgraded if SA's developmental needs are to be met.

Importing skilled immigrants can ease some of the short-term bottlenecks — but in the longer term blacks not only have to be trained at adequate levels, but will demand such training as rightfully theirs.

According to Dr Kenneth Hartshorne, a leading educationist, approximately one third of the black teachers in secondary schools have suitable qualifications, which are a standard 10 plus one, two or three years' teacher training. The balance consists of fairly experienced primary school teachers moved up to fill gaps created by shortages, and teachers completely under-qualified for the work they are expected to do. Only a small percentage are graduates.

The 1980 Annual Report of the Department of Education and Training — which includes the homelands, excluding Transkei, Bophuthatswana and Venda — measures the extent of under-qualification in secondary schools. Of the 15 054 high school teachers, 2 842 (18.8%) had qualifications of standard eight or lower; 4 270 (28.3%) had matric with a Primary Teacher Certificate; 2 854 (18.9%) had matric with a Secondary Teacher Certificate; 982 (6.5%) had incomplete university degrees; and 1 023 (6.7%) were graduates. This means about one graduate per school providing secondary education, and

in practice, would leave the majority of schools without graduates as they tend to gravitate to the city centres.

Black teachers are, accordingly, compelled to engage in what Hartshorne calls "survival teaching." This amounts to rigid and defensive teaching because they have lost self-respect, feel vulnerable and insecure, and cannot cope with the new generation of socially and politically aware pupils who question established values. Security is found in traditional teaching methods with an emphasis on textbook learning, thereby discouraging questions and discussion.

Teaching as a profession, according to senior educationists, has low status in the eyes of pupils and the community. This automatically leads to their low morale, which in turn affects the entire school, and feeds back into the community. All share the anger and resentment caused by discrimination.

Pretoria is well aware of the problems, but it expresses confidence in its planned solutions. In 1980, 1 038 qualified secondary school teachers were produced, and

tion for the temporary drop in teacher production at the end of 1983.

Even if Pretoria intends the new colleges for more advanced training, the requirement is really for institutions which provide a *whole* academic background — essential for higher education, including inter-relationships with other race groups. Only white colleges of education and the universities presently approach these standards.

The most glaring focus of black teachers' discontent is that their salaries are not on a parity with whites who have equal qualifications. Pretoria has agreed in principle to parity, but no urgency is evident in the practical application.

According to Dr Franz Auerbach, well-known educationist, the parity decision was taken in 1971 with the following appli-

cation: In 1978, at comparable levels of qualification, teachers in the black system were being paid five notches below whites, and teachers in the coloured and Indian systems two notches below. By 1981, coloureds and Indians reached parity — but blacks remained four notches below equivalently qualified whites.

As from April 1981, parity extended to black principals, deputy principals and heads of departments, provided their qualifications fell into category C (matric plus three years' training) or higher. Ordinary teachers will only receive parity in 1982 or 1983.

Parity, however, will not extend to any categories below C. This effectively eliminates the majority of black teachers from parity unless they improve their qualifications — necessarily a long haul over a

number of years. This prospect must be daunting to older teachers and those with minimum qualifications.

The reason given for not applying parity in the lower categories is to provide an incentive for badly qualified teachers to upgrade to level C where it exists. The massive expenditure required would also make it impossible.

No doubt the desire for higher incomes will motivate some teachers to improve their qualifications, and this will benefit the system. But, with only 350 teachers upgrading qualifications this year in anticipation of parity, the future looks bleak, especially with commerce and industry continuing to draw the more highly qualified teachers from already depleted ranks. (Next week the *FM* takes a look at the crises in white education in SA.)

it aims to improve the qualifications of a further 800 a year through adult education programmes. It estimates that by 1984 it will be in a better position than now to meet the demands for secondary school teachers.

But, out of the 75 640 teachers in all black schools, including the homelands, only 15 054 (19.9%) are secondary school teachers, of whom approximately two thirds are not properly qualified.

And what of the mounting number of pupils? The rapid expansion of secondary school intake makes it difficult to maintain, let alone reduce, the unsatisfactory teacher:pupil ratio. In addition, the ratio of 1:47 cannot be reduced without creating a physical shortage of teachers, qualified or otherwise.

There is the further problem that the teacher upgrade programmes can only deal with the historical backlog of under-qualification. All it means is that a small number of teachers are raised to the level they should have been teaching at from the beginning.

Given this, Pretoria must be relying on the fact that ever more blacks are reaching matric — but there is no evidence that a significant proportion of those who pass will turn to teaching.

Of the 43 000 blacks who wrote matric in 1980, approximately 25% obtained university exemption and 40% senior certificate. This pass-rate has been the pattern for some time. Past experience shows that about 20% of the near 100 000 pupils writing correspondence examinations in June 1981 will pass senior certificate, and few will get university exemption, according to Hartshorne.

Although certain teacher training courses can be taken with matric, the

COMPARATIVE TEACHER QUALIFICATIONS

Republic Excluding Transkei:	— 1977 — Black		1977 Coloured		1978 Indian		1974 White	
	No.	%	No.	%	No.	%	No.	%
Professionally qualified and with:								
University degree	1 456	2.1	809	3.7	1 258	18.2	12 951	29.6
Matriculation or equivalent	8 737	12.4	6 124	24.0	4 426	63.9	28 387	64.9
Junior Certificate or equivalent	134 381	49.0	18 089	83.2	948	13.7	—	—
Std 6	11 332	16.1	—	—	—	—	—	—
Other qualifications (e.g. Technicall)	243	0.3	33	0.1	—	—	—	—
No professional qualifications but:								
University degree	168	0.2	74	0.3	18	0.3	1 080	2.5
Incomplete degree	158	0.2	—	—	—	—	—	—
Matriculation or equivalent	1 455	2.1	475	1.9	153	2.2	1 332	3.0
Technical certificate	189	0.3	209	0.8	118	1.7	—	—
Junior Certificate	12 036	17.2	—	—	—	—	—	—
Not matriculated and no technical or special qualification	—	—	1 558	6.1	5	0.1	—	—
TOTAL	70 195	100.0	25 497	100.0	6 924	100.0	43 750	100.0

system desperately needs graduates. An added problem is the low salaries compared with commerce and industry.

So there is little incentive to become a teacher. And even though conditions of service — excluding pay — are technically equal to those for whites, there are many insidious differences.

In the view of black, coloured and Indian teachers approached by the FM these are: The education system is not designed for the benefit of those who receive it, but to implement government policy; teachers are pressured by inspectors to complete the syllabus whether the child understands it or not, and there is a crippling emphasis on written work; the principals, appointed by the department, are so-called "stooges" who allegedly monitor political behaviour with assistance from inspectors — only "watchdog" principals, who support government policy, are appointed and principals control salaries with the "merit notch" system which serves as an inducement for subordinates to toe the line. Some teachers

have lost their jobs or been transferred to outlying schools because they questioned the system.

The result, quite simply, is that teaching attracts those who are not good enough to be in commerce or industry.

Pretoria glosses over the problems by bandying numbers around. Thus, Dr Ferdie Hartzenberg, Minister of Education and Training, says: "If 15 000 trainee teachers are not forthcoming from the expected 70% pass rate of the 63 000 writing matric in December 1981, the black community will be responsible for not motivating its people to help solve its own problems."

This is tantamount to saying the black community must accept financial penalties, in the form of low salaries, because of a situation created by the government in the first place. And, on the contrary: blacks feel very strongly that the responsibility is the Minister's, since they have been subject to a clearly inferior education system for as long as they can remember. In this context, appealing to "loyalty" is futile and patronising.

Building programmes are underway to meet demands for teacher training colleges. By 1984, 10 colleges (two partially complete) in the common area will take in 7 000 students, and produce about 3 000 qualified teachers a year, assuming very high pass rates. This will supplement the 28 colleges for 15 000 students in the homelands.

According to Hartshorne, most of the existing colleges service the needs of primary schools, which have the biggest demand for teachers, and most of them are not equipped to deal with secondary school training.

Pretoria says facilities in the new colleges will compare favourably with their white counterparts, and that only three-year post-matric courses will be offered from 1982 — most teachers up till now have completed shorter courses.

But, if matriculants do not fill the courses, blacks who have passed standard eight or nine will have to be accepted to ensure a flow of teachers into the system. And the additional year of training will necessitate some form of compensatory



Teacher problem . . . underpaid, overworked and under-qualified

Deductions 'erode' teachers' salary benefits

3/16/81
Angus
321

Education Reporter

THE benefits of the new teachers' salary scales have been seriously eroded by the increased tax and pension deductions, according to the South African Teachers' Association May newsletter.

'The loudest complaints came from teachers who found that tax and pension deductions were double their payments prior to March, the report said.

'The effect of these deductions has been to erode the confidence and satisfaction that had been aroused by the new scales.'

Another grievance was that the Government had made notch for notch adjustments instead of notch per year adjustments.

MAXIMUM

This had resulted in many teachers who had been on their maximum salaries for years finding themselves four to six notches off their new maximum on a new common maximum salary.

'The result is that, for example, principals of many years' experience are on the same salary notch as their junior counterparts.'

Sata has accused the Minister of Finance, Mr Owen Horwood, of manipulating circumstances so that the Government's

actual outlay has been reduced to a minimum. It had taken with the left hand what it gave with the right.

'It has achieved this not only by increasing the tax rate, but also by reducing its contribution to the Government Service Pension Fund while upping the contribution of teachers.'

INFLATION

Many teachers' take-home pay had increased by less than the inflation rate.

Figures quoted in the newsletter indicated that a principal of a large high school in his or her first year on the maximum post would gain a net increase of R103.93 if single and R150.07 if married. This represented the lowest net increase of 9.6 and 13.4 percent respectively.

His or her deputy on the first year maximum salary would enjoy an increase of R162.12 or R199.93 for married teachers. This represents a net increase of 17.7 and 21.2 percent.

First year teachers gain a net increase of 15.8 percent. The average net increase for single teachers was 14.7 percent and 17.4 percent for married teachers.

'Do you get the feeling that everything is not quite what it was made out to be?' the report asks.

High school face tremendous strain

Political Reporter

NATAL high schools are under 'tremendous strain' because of the teacher shortage, Dr Gerald Hosking, the Director of Education, said yesterday.

A crisis point in the fourth phase subjects of science, mathematics, commerce and technical training is fast approaching as the Education Department will have no reserve to draw on.

Dr Hosking said in his 1980 report, tabled in the Provincial Council last night, that while it could not be said breakdown point had been reached in high schools, the department is being forced to request more and more beginners and inadequately qualified teachers to assume responsibility for senior classes.

He told the Mercury that there had been virtually no growth in the teacher population. There was a static pupil population.

Additional

There was no teacher shortage in primary schools.

Many high school teachers were undergoing additional training provided by the department to equip themselves for senior class work.

Although we are not in a desperate plight, many of our teachers are doing senior work with only one year of training in the subject they are teaching. We would like at least two years, and preferably three years.

In his report Dr Hosking said there had been a fall-off in the number of students enrolled at the three colleges of education in Natal.

This year's total of 1 247 was the lowest since 1976, when the figure was 1 152. Last year's figure was 1 282 while in 1979 and 1978 the totals were nearer the 1 400 mark.

The Durban Teachers' Training College, where lectures were given in Afrikaans, showed the most dramatic drop with only 309 enrolments for this year, compared with 341 last year and 403 in 1979.

Edgewood was down to 675 from 690 last year and 721 in 1979 while the Natal training College in Pietermaritzburg showed an increase of 12 over last year's figure of 251.

Appealed

Dr Hosking said there had been an increase in resignations, particularly among male teachers in high and primary schools, after the announcement of the new salary structure and scales in April last year.

Many teachers had appealed against their merit assessment this year, putting the inspectorate under strain.

It has been decided that in future all appeals will

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DEFINITION: ACUTE OR CHRONIC ill health here used to refer to any deviation from normal in any socio-medical context.

SERVICES TO BE PROVIDED BY:

Team consisting of

- Part or Full Time Doctor
- Industrial Nursing Sister
- Ancillary aids e.g. First Aid Workers
- Ancillary Social Services

Make up of team dependent on size and needs of industrial organisation.

Management, some enlightened, others not so enlightened, have often raised objections, some valid, some invalid, to the introduction and maintenance of medical schemes.

It is proposed to deal with them here by listing the most commonly used, and answering them in the light of experience gained.

- The majority of workers in the Western Cape have Medical Aid schemes, and for those who have not, there are plenty of hospital and Day Hospitals. Why should management take responsibility for his health care? He can and should look after himself!
- The answer is relevant to any industrial community but especially so to the South African community. For a variety of well-



DR HOSKING ... not enough teachers

have to be motivated in writing by principals and teachers wishing to appeal.

Dr Hosking said that in spite of signs of a drop in pupil enrolment in most areas, there had been increases in a few growth areas. Additions had to be made at several schools in Pinetown, including the Benjamin Pine Primary, the Pinetown Senior Primary and Gelofte Primary. Other growth points were Vryheid and Kilbarchan at Newcastle.

Teachers have right to strike, says motion

Post Reporter

THERE is a trace of militancy in some of the proposed resolutions to be discussed at the South African Teachers' Association conference in East London this month, including one which affirms the right of teachers to "withdraw their work".

Submitted by the association's Cape Town branch, the motion notes the right of every employee to negotiate his working conditions and to get the "fairest possible reward for his work".

It also notes an employee's right to withdraw his labour if that reward is inadequate or unfair. It points out that there are many areas in education where the rewards and conditions of service are "inadequate".

In terms of the resolution, Sata would make it plain that it could not be party to negotiations or agreements "by which teachers voluntarily surrender their right to withdraw

their work should circumstances arise when such action becomes necessary".

One of the liveliest debates is expected to be on the subject of Press publicity given to teachers' salaries.

Many teachers are said to resent the reporting in detail of their earnings, while others feel that secrecy surrounding salary negotiations should be lifted at all stages so that the public is kept informed.

A second resolution requests Sata's general committee to study the question of pay for extra-mural activities. If the motion is adopted, the committee will be required to "make representations to the relevant authorities" once concrete proposals have been agreed on.

Other items on the agenda include a call for the advertising of posts for principals at co-educational schools to omit any stipulation of sex.

The conference begins at Selborne College on June 26.

'English crisis': Teachers meet

Education Reporter

ABOUT 110 teachers met to discuss the crisis in English education yesterday at the University of Cape Town.

The meeting was organised by the university's newly-formed English in Education Unit, which is directed by Professor Doug Young.

During discussion, opinion was divided on whether the best method to tackle the crisis was to concentrate on the classroom situation, or to take English outside the classroom and get teachers and

students involved in the community with the emphasis on English as a means of communication.

FEAR

'The need of the pupils we serve is written English. Parents keep asking why their children can't write, and fear that they won't get jobs,' one teacher said.

However, it was felt that in a community, divided as few others were, the lingua franca should be taken out of the classroom and shared in workshops and other programmes.

Suggestions included specific courses for in-service teacher training, co-ordinating text book manuscript evaluation and investigating the idea of language across the curriculum.

COMMAND

This would involve pupils being in full command of the language to learn other subjects, rather than learning to pass examinations in English.

More than 20 teachers signed up to form a consultant committee to devise new ways of teaching English.

Fewer Natal teachers quit since salary increases

Mercury Reporter (L) There is a far greater degree of satisfaction in the province since the increases, the number of resignations of Natal teachers this term, although the profession was still short staffed.

The Deputy Director of Education, Mr. A. N. Montgomery, said yesterday he attributed the drop in resignations to the new salary scales.

Mr. Montgomery said there was no severe

shortage of primary school teachers because the number of children enrolling in Class I had been on the decline for the past three years. This was because of a decline in the white birthrate in Natal.

According to vocational guidance teachers who spoke to the Mercury yesterday, the fall-off in the number of students enrolling at teachers' training colleges was a

result of the publicity given to teachers' salaries last year.

One teacher, who did not want to be named, said yesterday: "The pupils are very aware of teachers' pay and it puts many of them off. In fact, some of the teachers go so far as actually saying to the boys 'whatever you do — don't become a teacher because you won't be able to come out on your salary'."

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Teachers to seek action on salary delays

2681 EP
321

Post Reporter

IMMEDIATE steps should be taken by the Cape Education Department to ensure that teachers receive their salaries on time.

This is one of the resolutions which will be discussed at the three-day congress of the Suid-Afrikaanse Onderwysersunie which starts in Port Elizabeth on June 29.

About 70 resolutions will be discussed by the union during the congress, including one by the Weskus branch that the department investigate the possibility of bringing the salaries of all coloured workers on the platteland in line with those in the cities.

The Uitenhage branch will ask that the department investigate paying a service bonus on a pro rata basis to replacement married teachers who are not in service on their birthday but who provide their services for most of the year.

Another Uitenhage branch resolution is that married women in the B category who have temporary posts and who are trying to improve their qualifications should be entitled to a study bursary and should be able, for the duration of their studies, to compete for posts on an equal footing with unmarried women.

The Werda branch will ask that housing subsidies be extended to teachers who live in boarding and official houses.

The Administrator of the Cape, Mr Eugene Louw, will be the guest speaker at the opening of the congress at the University of Port Elizabeth Sports Centre at 7.30pm on July 1.

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Exodus slows, but TTA leader warns

By GERALD REILLY
Pretoria Bureau

THIS YEAR's 26% rise in teachers' pay appears to have slowed down the breakneck resignation rate, according to the president of the Transvaal Teachers' Association, Mr Peter Mundell.

He warned, however, that the teacher shortage in some vital areas — particularly the shortage of men teachers — was still acute.

Education was "not yet nearly out of the woods as far as adequate personnel is concerned".

If next year's salary rises failed to compensate fully for the expected 15% to 17% inflation rate, the exodus would rise

again to last year's critical levels, Mr Mundell forecast.

The shortage of men teachers is underlined by enrolments at the Johannesburg College of Education this year. Of 328 students enrolled in January, only 37 were men.

The college's total enrolment is 1 517 — about half its capacity.

Mr Mundell said the shortage of mathematics, science and other specialist teachers was still critical, despite this year's pay rises.

"This class of teacher appears to be resigning at a rate which makes replacement impossible. The lack of these teachers is education's most serious problem in the Transvaal."

The private sector was still prepared to pay premium salaries for the services of these specialists.

The Director of Education in Natal, Dr Gerald Hosking, said last week that Natal high schools were under "tremendous strain" because of the teacher shortage.

Mr Mundell said the pattern of the problem was similar in the Transvaal.

Dr Hosking said a crisis point was fast approaching in the teaching of science, mathematics, commerce and technical training, because the Education Department had no reserves to draw on.

Mr Mundell said, however, that the teacher recruiting effort in Transvaal schools was

in the second of three phases, and the prospects were certainly brighter than they were last year.

Much would depend on the second report of the Roux Venter committee on the status of the educator. This would deal with the teacher's work load and working conditions.

Continued efforts would have to be made to keep teachers' pay levels competitive with those paid to people with similar qualifications in the private sector, Mr Mundell said.

An official of the Transvaal Education Department said 161 teachers had resigned in January, and another 218 between then and May 13. He was unable to give comparative figures for last year.

New body to tackle teacher training problems

(321)
Nm
19/6/81

Mercury Reporter

AN ASSOCIATION to cope with the problems of teacher training is being formed by the staff of all training colleges in Natal.

The Natal Teacher Education Association will be the first multiracial organisation of its kind in Natal. Its main aim will be for the staff of Edgewood College, Bechet College, Springfield College, and representatives of black training colleges in Natal and KwaZulu to meet one another and to formulate ideas on different issues.

Dr Brian Reed, a lecturer at Edgewood College in Pinetown, said the first meeting would be at Edgewood at 10 a m tomorrow.

'It is hoped that a multiracial association will bring to the fore the problems faced by the different race groups as well as the common problems faced by all,' he said.

Tomorrow's meeting will be addressed by the vice-principal of the University of Natal, Pietermaritzburg, Prof G D L Schreiner, whose topic is Teacher Education in the 1980s.

I. GENERAL INTRODUCTION

The socio-economic causes of ill-health in the South African homelands have been widely recognised. In recent years people at mission hospitals, particularly, have tried to implement projects aimed at countering malnutrition and other poverty related diseases. Examples of such projects are feeding schemes, nutrition rehabilitation centres and employment centres such as small factories and home industries. All of these projects entail external management and resources and thus can only cover limited areas. Partly for this reason and also because of a concern to generate self-confidence, management skills and general involvement and control by local people, there has been a new emphasis on self-help projects.

In this paper, I will deal with small self-help projects of basically two types:

- 1) Production projects. That is, those producing food and so supplementing the diet of members, and those aimed at generating a cash income for members through sale of what is produced.
- 2) Service projects such as clinics, crèches and marketing centres.

The paper is divided into two sections:

PART I in which the problems confronting, established producer co-operatives are considered as problems likely to confront any small scale project in the South African reserve environment were it able to get off the ground. The main focus is on which economic groups the projects benefit and the extent to which projects are economically viable in the situation of extreme shortage of resources.

PART II deals with different classes' response to projects and the relationship between this and the degree to which projects benefit them. It focuses on problems in establishing projects and inspiring commitment from people and on the particular problems and misconceptions which external agencies might have.

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PART I

2. INTRODUCTION & BACKGROUND INFORMATION TO PROJECTS SELECTED

I have chosen to focus on one distinct Whaba to be able to clearly how a particular social and economic system works; are integrated into a whole.

The description is very detailed because I am specifically to kind of information one needs, to be able to work out whom a benefits and how it works. When I first heard of and visited projects, I was very impressed; projects are generally described initiators and organisers and donors generally only get to see the initiators want them to.

I will use pseudonyms for people and places throughout. This leads to a loss of authenticity, I think it would be unactors involved were I to use their names. I am trying to people play in the structural situation and not to say that or "bad". As I hope readers will realise, the intentions are often different from the results of their actions.

2.1 REHABILITATION

In order to understand the agricultural and general layout must know how, and to whom, land is allocated. The programme, also called Betterment schemes or locally "Trust", into villages with residential sites, blocks of fields and These areas are fenced off from each other. The intention to keep the cattle in camps and so avoid destruction of crops and to restore the veld by rotating the cattle in the different It is also easier to provide services such as schools, clinics the people are living together in villages instead of in scattered

However, this physical reorganisation was only a small part of the policy: "Ultimately, the transformation of the rural by means of a gradual resettlement of the population in Ru as on full economic farm units". (1)

National service teachers get concession

IN A bid to beat the critical shortage of teachers in the province, the Transvaal Education Department has announced a new concession for men teachers who are doing national service.

Men who have qualified

through the Transvaal Education Department's bursary scheme will fulfil part of their contract obligations to the department while in the forces. In the past newly qualified teachers had to work for the department for the equivalent period for which study bursaries

had been paid.

The Director of Education, Professor J H Jooste, said that teachers who had qualified with the help of the province would have to serve only two years of their four-year contract after their 24-month national

service.

Professor Jooste told about 300 people at the official opening of the Pretoria College of Education last night that the concession was made because the TED was proud of the young men who were doing military services. — Sapa.

321 C- Times 22/6/81

Teachers talk on crisis in coloured education

Staff Reporter

THE recent crisis in coloured education will come under focus at the 14th annual conference of the Cape Teachers' Professional Association (CTPA) in Athlone from June 29 to July 2.

The theme of the conference will be "A new educational system for South Africa now".

Mr Franklin Sonn, president of CTPA, said in a statement yesterday that the conference would examine sex discrimination and salaries of female teachers. A panel of female teachers in the lower salary categories would discuss the issue, he said.

Another topic for discussion would be the crisis of authority in the school at various levels.

The president of the African Teachers' Association of South African (ATASA), Mr Randall Peteni, will be a special guest on the opening night of the conference.

Other prominent scheduled speakers are Professor Bob Leshoai, head of the Department of Literature at the University of Bophuthatswana, and Dr Cecil Leonard, a senior lecturer in education at the University of Western Cape.

A leading educationist, Mr K B Hartshorne, will speak on the Human Science Research Council investigation into education. Mr M C Qgaji, the principal of Fezeka High School in Guguletu, will give an address on "Education as a vehicle to equal opportunity and full citizenship".

About 500 teachers are expected to attend the conference.

TABLE 8

Response to question -
 "Rank the importance of the following criteria for the
 selection of medical students"

1	Personal interview
2	Personality
3	Academic results
4	Entrance exam
5	Previous qualifications
6	Age
7	Nationality
8	Sex
9	Random selection
10	Proximity to UCT
11	Race

Teachers to discuss threat to stop salaries

Education Reporter

THE four main teachers' bodies will hold their annual conferences at the end of the month and beginning of next month.

The South African Teachers' Association will meet at Selborne College in East London from June 27 to 30.

The Cape Teachers' Professional Association will meet in the Athlone Community Hall, Cape Town,

from June 29 to July 2. Government threats to stop teachers' salaries under certain circumstances will be high on the agenda.

From June 29 to July 1 the Suid Afrikaanse Onderwysersunie will meet at the University of Port Elizabeth.

The Teachers' Association of South Africa will hold their conference in the Durban City Hall from July 7 to 9.

1 Aug 22/6/11 (32)

Teachers vote to keep right to strike

E. Post 321
27/6/81

By KEITH ROSS
EAST LONDON. — A resolution to keep the way open for teachers to go on strike was passed at the annual conference of the South African Teachers' Association today.

The motion, which was carried by a large majority, recognised the moral right of teachers to withdraw their work.

It instructed the representatives of Sata not to negotiate any agreement by which teachers would voluntarily surrender their moral right to withdraw their work should circumstances arise in which serious consideration was given to the possibility of strike action.

The conference noted it was the right of every employee to obtain the fairest award for his work.

The employee had the right to negotiate his reward and the conditions under which he would work.

Every employee had the moral right to withdraw his work should he believe his reward was unfair or inadequate, or if he believed the conditions under which he worked were such that it could not be carried out properly.

The conference noted there existed many areas in South African education in which the rewards and conditions under which teachers worked were inadequate or militated against educational effectiveness.

Appeal for

Argus
harmony

30/6/81

320

in schools

Argus Bureau

PORT ELIZABETH. — The establishment of healthy and successful race relations (volkeverhoudinge) will have to start in schools, the chairman of the Suid-Afrikaanse Onderwysersunie, Professor C G de Vries, said last night.

He was speaking at the union's annual conference at the University of Port Elizabeth.

Professor de Vries, of the University of Stellenbosch's education department, said it would to a large extent be the task of teachers to lead and teach the youth in relations between race groups.

Each group had the right to receive education in its own context. This was the only way in which teaching could do justice to a person's cultural and spiritual values.

DEMANDS

'On the other hand, the residents of a multi-racial country like South Africa must constantly be aware that a multi-racial society puts demands on them.

Governments will have to accept greater responsibility for teaching in South Africa. They will have to think of ways and means to enable equal teaching among all groups.

'Healthy and successful race relations do not come by themselves for the maintaining of an own identity and the realising of political cultural and economic ideals, absolute requirements are mutual respect and trust between race groups,' said Professor de Vries.

Men teachers on decrease, ³²¹says Louw

Provincial Reporter

THE decreasing number of men entering the teaching profession was a cause for deep concern, especially in high schools, Mr Gene Louw, Administrator of the Cape, said in Port Elizabeth last night.

Closing the SA Onderwysersunie congress, Mr Louw said in primary schools in the Cape only 29.2 percent of teachers were males.

The situation in high schools was of even greater concern, because high school boys in particular needed a strong, masculine hand to guide them and with whom they could identify.

RECRUITMENT

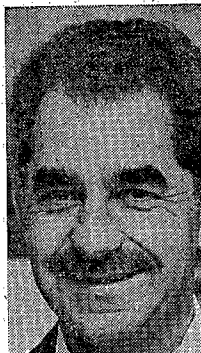
While there was a need for a balanced presence of both male and female teachers, the recruitment of male students in an attempt to stem the flow away from the teaching profession would have high priority.

Mr Louw said it was necessary to ensure that the teaching profession was happy in its task, and had good prospects.

He would have been afraid to address a teachers' congress before the new salary scales and improved prospects were introduced on April 1.

Now he hoped that the remaining causes for complaint could speedily be settled, and that mutual consultation between education heads and teachers would improve.

Mr Louw said a large shortage of physics and chemistry teachers had developed in the Cape. This problem had also to be overcome.



MR Gene Louw

Laboratory assistants for Cape colleges

Provincial Reporter

A NEW post of laboratory assistant is to be introduced at the Cape's training colleges and all high schools with more than 300 pupils, Mr Gene Louw, Administrator of the Cape, announced in Port Elizabeth last night.

Teacher associations have long asked for laboratory assistants for science classes at high schools.

Speaking at the end of the SA Onderwysersunie congress, Mr Louw said the introduction of laboratory assistants would be a milestone in science instruction in the Cape.

This year, one laboratory assistant post would be established at each teacher training college, except Barkly House which trained primary school teachers.

Race relations vital to education planning—claim

TEACHERS were involved in training the leaders of the future, and it was essential that good race relations be a feature of future education plans, a Cape Town delegate, Mr L Knoetze, told the Suid Afrikaanse Onderwysersunie congress at the University of Port Elizabeth yesterday.

Mr Knoetze asked what teachers were doing to develop good race relations and how many white children came into contact with children from other race groups.

Many people wondered, in the light of recent events in the Transvaal and the Cape, whether teachers were handling this aspect correctly, he said.

OVERBURDENED

A delegate from Middelburg, Mr N P Kruger, said teachers and principals were overburdened with administrative work.

Many principals do not get time for the really important things such as classroom preparation and attention to children's problems. While endless forms are filled in, important issues are neglected, he said.

Mixed teacher training opposed

THE executive of the Transvaal Teachers' Association (TTA) was opposed to the joint training of teachers of different population groups at the same tertiary training institutions.

This was revealed in a Press statement in Pretoria yesterday by Prof H O Marree, chairman of the Federal Council of Teachers. The statement was issued on behalf of the executive of the Transvaal Teachers' Association.

As far as the opening of white tertiary institutions to other population groups was concerned, the executive felt that, because of the culturally orientated nature of education in South Africa, among other things, it was not desirable to allow the unqualified opening of the institutions to all race groups.

If there were educational institutions committed to the training of teachers which

wished to deviate from this policy, it was felt that a new in-depth look would have to be taken at training facilities of teachers of the different population groups.

Referring to the investigation being conducted into education by the Human Sciences Research council, the TTA said that with the information at its disposal it was still bound to positive co-operation with the council and would do everything in its power to prevent this important project from being "shipwrecked".

According to the statement, the association has given special attention to the question of the participation of pupils in multiracial school sports.

It was hoped that a clear picture of the various views on this would emerge during a seminar at the Goudstad teachers' training college on July 6.

Sapa

For the second best student in the subject of Building Construction.

C W von During

S A Brick Association Prizes
For the best student in the subject of Building Construction.

III: No award

II : A R Low Keen

I : N D G Sessions

For the best student in each of the courses of Building Economics I, II and III in the third, fourth & fifth years respectively.

TTA Prizes

P R Swift

Professional Practice.

For the student obtaining the highest marks in

Surveyors' Prize

Cape Chapter of Quantity

The Committee of the Western

P C Key

Bell-John Prize
For the best all-round student in any year of study.

(Continued)

QUANTITY
SURVEYING

URBAN &
REGIONAL
PLANNING

show
end

Teachers meet S. Tribune in Natal this week

5/7/81 (321) Tribune-Reporter

NATAL Teachers' Society and the Teaching Association of South Africa held their annual conferences in Pietermaritzburg and Durban next week.

The teachers' society conference begins tomorrow and will be opened by President Lucas Mangoshe of Bophuthatswana.

The conference at Maritzburg College in Pietermaritzburg will close on Wednesday. The new president of the society, Mrs. Pixie Hartman, will assume office during the conference. She takes over from Dr. Bruce Doble.

Motions submitted for discussion deal mainly with bread-and-butter issues such as teachers' librarians' salaries, school secretaries' housing subsidies and the recognition of qualifications.

A motion proposed by the south eastern branch calling on the conference to express its opposition to the merit award system as implemented now should cause keen debate. Many feel the system could be abused.

The teachers' association conference is at the Caister Hotel in Durban from Tuesday to Friday.

Guest speaker at the official opening in the City Hall on Tuesday will be the principal of the University of Natal, Professor Noel Clarence. The theme of the conference is priorities for education for the eighties.

Some information on TB is available from the work of SANRA volunteers. 27 new cases of TB were notified between March and December 1976. Thus about 4.5 per thousand of the black population were found to be suffering from TB, excluding any cases already found by other means. Of the 2 826 preschool and school children who were given the heat test, 68 were significant reactors (grade 3 + 4), a rate of 5.16%. (Other Free State districts had rates varying from 2.08 to 26.4%). These children numbered 10 000. The volunteer reported the interesting fact that the developing TB in later life if not treated.

to members

3. The indigenous healer
Few people admitted going to such a healer. 'Good' healers were apparently rare. However one such 'good doctor' who threw bones and provided herbal medicine

Farmer whom I met on his farm (certified). The maid a good practitioner. I got she gave herbal herself would use available. did only be sought and that even then

2. PROVIDERS OF NATAL CARE

1. The family

The basic care of health is the concern of the family, who, by the social and physical environment they provide, have a profound influence on the health of their members. Their ability in this respect is limited, as in all cases, by their wisdom and resources: one elderly builder and painter remarked that his only health problem was to find work. The family also provides curative medicine as a first resource, using home medications or pills from the shops.

2. The farmer and wife

Pills and medicine available in the shops seem to be

used less frequently by farm labourers than by residents of the location. Instead, if the illness is severe enough, labourers take members of their family to the farmer, who would decide whether to arrange for medical care or to try some home medicine. The 'madam' was frequently mentioned as possessing pills and medicine which were sometimes effective in quelling pain.

It was clear that they would be treated by any doctor far from home. Compared with the Transkei there seemed less demand for the services of indigenous healers. In part this may have been due to the greater availability of western scientific medicine but many have been dependent on the only source in greater waiting time and cost of the dominant culture.

4. The district surgeon
In former times two doctors resided at Pietermaritzburg. By 1971 there were none. One doctor moved in a few years later but remained only one year. According to local residents he found he could make more money elsewhere, although both the previous incumbents had left farms to their families. Another local doctor came out of retirement for some periods, but never undertook District Surgeon work. Thus, for much

Vast shortage of teachers predicted

Education Reporter

BY the year 2009 more than 300 000 black and about 50 000 white pupils in South Africa, Bophuthatswana, Transkei and South West Africa are expected to pass Standard 10 or its equivalent.

These were figures projected by the Department of National Education and quoted by the president of the Council for Scientific and Industrial Research, Dr C F Garbers, this week.

The projections allowed for about 50 000 white and 25 000 black matriculants last year.

In the year 2009 just under 99 000 black and 25 000 white matriculants will gain a university entrance, if the projec-

tions prove accurate. Last year the allowance was 10 000 black and 24 000 white matric exemptions.

IN JEOPARDY

In an interview Dr Garbers said the figures had been arrived at by the use of other information such as the tendency to go through to matric and the increasing population.

'The problem of finding enough teachers for such a vast number is enor-

mous and the whole question of science education, which is essential for industry, is in jeopardy,' he said.

The problem will be addressed very strongly by the Human Sciences Research Council investigation into education. That is not my field so I am unable to comment on how they plan to cope.

Added to the figures there will be 30 000 coloured and 17 474 Asian matriculants by 2009.

Methods of economic analysis generate questions which may at present be unanswered; the techniques may be inapplicable due to lack of data. Thus the approach of health economics which stimulates the collection of

33.

APPENDIX I

INDICATORS OF HEALTH STATUS

Different measures of 'health' are appropriate for different purposes. Some of the functions which indicators can serve are:

- to measure changes in public health status over time or difference between regions;
- following from the above, to estimate the impact of health services over time and in different areas;
- to provide an overall measure of health for public discussion and debate;
- to provide a measure for the evaluation of specific expenditures according to the results each is expected to produce.

A single indicator obviously has advantages of convenience for all of these but more than one indicator could be used. Only for the last function, evaluation of health expenditure, is there a fundamental need for a single indicator.

The use of a health measure to indicate relative need for health programmes in different areas is an important related issue, but measures of 'need' normally depend on other factors - population, density of settlement, existing services, etc. - beyond simply health status. These are discussed in Appendix II.

1. Simple indicators

Ideally it is desirable to have indicators relating to at least two dimensions of health: length of life and quality of life, the latter including a measure of the impact of health impairment on individuals.

Length of life: this can be measured by:
Crude mortality: but this reflects the age structure of the population as well as the mortality experience of each age group.

Adjusted mortality: a standard age and sex distribution is used to weight a set of age-specific mortality

34.

Broken pledge riles teachers ^{1.5.84} ^{Star 10/5/84}

Senior lecturers and departmental heads at teacher training colleges are furious over what they term "a deceitful and dishonourable" move by the Government.

The academics claim that the Government is refusing to back up entrenched personal salary scales promised before this year's election.

The new scales would have effectively given senior personnel an extra

R2 000 over two years. They would also have pushed the salaries of certain women lecturers up to the same level as their male counterparts.

"The Government has now quietly withdrawn this without a word to the media. We would probably not have known about the move until we received our payslips in January," an indignant Afrikaans senior lecturer said.

She said the breaking of the government promise would mean a loss of at least R1 700 a year to most women. In her case it would mean a loss of about R2 610. Professor Hennie Maree of the Federal Council of Teachers Associations — with more than 50 000 white members — has accused the Government of making teachers mistrustful of government promises.

inspection previously used, we may also consider the cost of per unit of defectives which are passed by the sampling scheme.

A sampling scheme involves the total in It relies on assumption of p, the % defective specify & accurately.

Double sampling

This is a useful technique in the scheme.

③ If $x_1 \leq c_1$ accept

If $x_1 > c_2$ reject

If $c_1 < x_1 \leq c_2$

① Sample n_2 the second

⑤ If $c_1 + c_2 \leq c_3$

If $c_1 + c_2 > c_3$

the C curve may be double sampling region

items selected before

Sequential or Multiple

The process can be set the same principle as the advantage when a gain, costs of multiple against benefits of

Teacher pact: Wits gets all warning

Pretoria Bureau

THE Administrator of the Transvaal, Mr Willem Cruywagen, yesterday threatened to end a student teacher agreement with the University of the Witwatersrand if the guidelines laid down in the Education Act were not followed.

He was responding to an attack on Wits by a Nationalist member of the Provincial Council based on the flag burning incident at Wits recently.

Winding up the second reading stage of the budget debate the Administrator said there was an agreement between the province and the University to train teachers according to certain principles and guidelines laid down in the 1967 Act.

Christian

One was that children should be brought up in a Christian and national spirit and that teachers should be capable of performing this duty.

If it became apparent that these principles were being ignored he would use every legislative power at his disposal to terminate the agreement.

"I have to take the provisions of the Act into account. And if there is any reason to believe they are being ignored I would have to act."

He said his approach did not only apply to Wits but to all universities and teacher training institutions in the province.

Bursaries

Mr Cruywagen said in an interview last night that the agreement affected student teachers with provincial bursaries at Wits doing certain prescribed courses.

He would not act, he said, on a single incident. But an incident like the burning of the flag was a straw in the wind — an indication that the climate might not be absolutely right.

sampling using a % of population would be required. I have to be balanced. all sample size.

each plan, and average numbers of

be step 4. 22 defectives

numbers specified

total reduces total

not be so easily used.

difficult to the distribution of L and TPD. open, which would

65/321/21w 6/8/81

R2600 a year to train a teacher

Own Correspondent

It costs the Transvaal Education Department more than R2 600 a year to train a teacher.

Replying to a question tabled by Mr Peter Nixon (PFP Johannesburg North) the MEC in charge of education, Mr Fanie Schoeman, said the latest unit cost available, for the 1979/80 financial year, was R2 661,17 for teacher training.

Other figures released by Mr Schoeman showed the unit cost for senior high

school home economics pupils was R1 398,17 and that for agricultural and technical pupils R1 165,14 a year.

Art pupils cost R1 009,79 while general, humanities, natural science and commercial senior high school pupils cost R776,76 a year.

The unit cost for pupils in the junior secondary school phase was R767,45 a year, special schools' pupils R1 655,73, primary schools R504,03 and pre-primary pupils R699,41.

not be hit by the section as it was then worded. The 1959 amendment-
the net of the section and based on the decision in Smith's case
(supra) the amendment has achieved this result.

Equal pay for male, female teachers soon

Political Staff

7/19/81 (321)
HOUSE OF ASSEMBLY. — The government had decided to move towards parity on male and female teachers' salaries, the Minister of National Education, Dr Gerit Viljoen, said yesterday.

Speaking during the committee stage debate on the budget, he said it would cost a considerable amount of money but would be implemented "in the near future".

He also said the education system would "collapse" without married women teachers.

He was replying to Mr Ron Miller, Natal leader of the New Republic Party, who asked if more use could not be made of married women teachers to alleviate the teacher shortage.

Women were often put off teaching because they were

placed on the "temporary" staff and because benefits were not good enough.

Dr Viljoen said the whole education structure would collapse without the dedicated and able married woman. However, there were problems with appointing married women to the permanent staff of schools.

Because women were tied to the towns where their husbands worked, the mobility of the overall teaching staff was affected and people could not fill in when there were temporary shortages elsewhere.

Dr Viljoen said there had been different systems of appointing married women to permanent staffs.

The problem had been that the matter had not been properly co-ordinated, he said, and now different systems were in use.

Male English-speaking teachers 'endangered'

Political Staff

HOUSE OF ASSEMBLY. — English-speaking male teachers were becoming an "endangered species", Dr Alex Boraine, the chief opposition spokesman on education, said yesterday.

And, the minister, Dr Gerit Viljoen, conceded that there was a manpower shortage in upper echelon jobs and no immediate sign of a dramatic improvement.

Speaking during the budget debate on national education, Dr Boraine highlighted the shortage of English-speaking teachers and the number of teachers who are not fully qualified in the subject for which they were responsible.

Quoting figures from the Venter Report, Dr Boraine said that from standards eight to ten, 53 percent of men and 47 percent of women were not fully qualified in the subjects they were teaching. There were similar figures in other standards as well.

Dr Boraine appealed to English speakers to consider

teaching as a useful and worthwhile profession. Teachers could not be classified as ordinary public servants as education was the key to the country's future prosperity.

Dr Viljoen replied that while the figures quoted by Dr Boraine were disturbing, it had to be pointed out that the so-called unqualified teachers were often in non-essential subjects, such as music and physical education.

Dr Viljoen said that since teachers' salaries had been increased there had been no further marked deterioration in the situation.

There was however a shortage of upper echelon manpower in the country and the teaching profession had to compete against others for personnel.

The recent increases had been 2.7 percent higher than the 26 percent recommended and had consequently put teachers' salaries slightly higher than comparable jobs in private enterprise.

Teacher exodus a disaster, says PFP

RDM 2/9/81 (321)

By GERALD REILLY

LAST year's flood of teacher resignations had been a major tragedy in the country's education history, the Progressive Federal Party's spokesman on education in the provincial council, Mr Peter Nixon, said yesterday.

Speaking in the committee stage of the budget debate, Mr Nixon also appealed for a "real" three-term school year in the Transvaal and warned of the fast-declining numbers of pupils in primary schools.

He said there was no room for the complacent belief that the considerable pay rises for teachers this year had solved the teacher crisis.

"What the increases have done is to buy time for the country. It has given a breathing space in which the number of resignations can be expected to drop."

To regard the salary increases as the final solution was a dangerous attitude. Except for 1980, in real terms teachers were worse off in every year since 1966.

The 20% resignations in 1980 had been a disaster.

Mr Nixon said it was a tragedy in the country's education history that such a disaster had been allowed to take place.

On the need for a "real" three-term school year, Mr Nixon said the Transvaal had a three-term year only in name. In practice it had developed into a four-term year.

The 1982 calendar, for instance, showed 19 days vacation in April, 25 in July-August, nine in October, and 41 in December-January.

The only difference between the Transvaal and the other provinces — which had four terms — was that in October Natal had five days, the Free State six and the Cape six.

Mr Nixon said it made sense to have three terms of, say 66 days, and three holiday periods of the same duration. This had tremendous advantages educationally.

Peak

On the expected decline in white school pupils, Mr Nixon said 1981 would see the largest number of primary school pupils the province would ever have to educate.

After this year the number would decline.

The numbers in secondary schools would peak in 1986 or 1987.

Mr Nixon said he knew of a number of primary schools in Johannesburg where the number of pupils was falling every year. One primary school in Parktown had only half the number of pupils it could accommodate.

This had led to a tremendous scramble by headmasters to draw pupils to their schools. Inevitably some would have to

The leader of the PFP in the council, Mr Douglas Gibson, urged the scrapping of the province's plan to build a 1200-bed academic hospital in Pretoria.

He warned that the hospital could eventually cost R120 million.

He questioned the wisdom of building so gigantic a hospital in Pretoria at a time when there were other priorities.

"Where is the money to come from? Where will we find the staff — the nurses, paramedics, doctors and the administrative staff — to run the hospital?"

Existing provincial hospital staff was stretched to the limit and beyond.

And there was a serious over-provision of beds for whites, Mr Gibson said.

Against the experience of the costly Johannesburg Hospital, where only 1200 of the 2000 beds were filled after two years, Mr Gibson wanted to know whether another huge hospital could be justified.

Teachers
call for
release of
colleague

RECEIVED
19/9/82
328
Main Correspondent
THE Teachers' Association of South Africa (Tasa) has sent telegrams to the Minister of Justice and the Minister of Police and Prisons calling for the immediate release of a Cape Town teacher being held under Section Six of the Terrorism Act.
Mr Derrick Naidoo, a physical education teacher at Harold Cressy High School, was detained in Durban on July 18 and held under Section 22 of the General Laws Amendment Act for 14 days. He fasted for 40 days in detention and was admitted to Woodstock Hospital for treatment.

Grave concern
In its monthly bulletin, Tasa News, the association said it had made "urgent representations" to the Ministers calling on them to either charge or release Mr Naidoo.
The association said Mr Naidoo's fast in detention had "caused grave concern and perturbation" throughout the country.
"We hope that this and similar calls made through the media and by all lovers of freedom and justice will not go unheeded. We would like Mr Naidoo's immediate family to know that we stand by them," the association said.
Two other men are also being held under Section Six of the Terrorism Act in Cape Town. They are Mohammed Matthew Cloete, 21, a former high school teacher, and Ebrahim Patel, 19, a BA student at the University of the Western Cape. Mr Cloete was detained on May 21 and Mr Patel on July 18.

5.2 A Brief History of
Capital

Equity

In discussing the history of capital, I will focus on developments in this area. The first recognition of debt and equity interest began with the beginning of utility regulation. public utilities were able to raise capital. They were wont to incur a cost of asset, as it increased. permissible rates were calculated on the basis of court cases involving a utility. "interest is justified in view of the importance of capital necessary because we would have had for industrial development. In this decision no distinction is made between equity capital. From about 1920 on both debt and equity capital were raised by trade associations. The results of different companies would not be comparable unless allowances were made for the differences between companies that used their own capital for fixed asset acquisitions and those that used outside debt capital. In any event, it seems illogical that the cost of an asset should be a function of the method of paying for it. The Harvard

est on equity on, as the major in the USA. cost (i.e. both ded with the are set so that their return on their interest as a se on which their of the early ruled ie im- and cannot purposes." 9

between debt and d-20's, interest ised by certain the operating

Council seeks to track down AWOI teachers

By MARTIN FEINSTEIN

THE SA Teachers' Council for Whites is considering asking police to help trace the large number of teachers who fail to notify it of address changes.

And the council may also crack down on newly-qualified teachers who fail to take up posts they have accepted, according to its recently-released report for the period April 1980 to March 1981.

Another case that came before the council concerned a teacher who failed to register although he knew he was legally obliged to do so.

"The council decided that prosecution... seemed inevitable," the report said.

It also disclosed that:

- An approaching deficit — due to a staff increase of over 600% during the council's short life — would by next year, force an increase in the annual fees paid by teachers.

- A total of 5,714 new teachers were registered in the year under review, bringing the total to 88,290.

- More than 98% were professionally qualified, while 1.9% had no recognised qualifications, and 67.4% were women.

Several teacher-training colleges have begun using an "act of dedication" compiled by the council, which includes an undertaking to practise any calling as a teacher in the country that education in this country is founded on the Bible.

The statutory council — formed in 1976 to enhance teachers' professional status — has come under fire for its racial exclusivity and vague functions.

The report did not detail how the council envisaged police would help, and said only that both matters had been discussed by a committee of preliminary inquiry.

It disclosed complainants against three teachers had been lodged, but none were referred to a disciplinary committee for investigation.

"In both investigations, the person concerned was convicted of a contravention of the professional code of conduct," the report said.

Although no details of the apparent offences were given, in the first case the accused was convicted and the disciplinary committee recommended the registrar both the conviction and decision were later confirmed by the council.

Cautioned

In the second case, the offender was reprimanded and cautioned.

One case was still under

32-1
KOR
24/1/81

Severed arm:

Man recovers

(321)
Medical Reporter

PAARL factory worker Daniel Oggies is recovering well after a marathon operation to re-attach his severed arm, a spokesman for Tygerberg Hospital said today.

Mr Oggies, 18, lost his arm when it was caught in a machine.

It was still too soon to tell if Mr Oggies would regain the full use of the arm, but he was feeling better and walking around his ward, the spokesman said.

MICHAEL GARDINER

(32)

FM 13/11/81

A lonely position



Michael Gardiner is newly-elected president of the National Education Union of South Africa (Neusa), and head of the English department at the Johannesburg College of Education.

FM: What is Neusa's role, now that government has rejected the most significant recommendations of the De Lange report?

Gardiner: The report doesn't fundamentally challenge the apartheid structure of education, nor face real educational issues. So we intend drawing up a coherent set of principles for a non-racial and democratic education system by debating the issues and drawing in teachers, parents and children.

Realistically speaking, does Neusa have a future?

Yes. But to be a nonracial organisation in SA is a lonely and bleak situation. One doesn't expect a mass membership to be drawn to Neusa's principles and policies at this moment, but the ideas that Neusa represents are likely to be acceptable on a broader and broader front, in future.

Neusa is not a mass organisation and its activities are at present localised in the Transvaal. In the coming year we will attempt to establish branches in other centres, like Natal. When a national grouping is organised, Neusa could pressurise existing organisations to bring about change.

At present there are a number of teacher organisations, including the recently formed Transvaal Educators Society (TES), reflecting differing interests —

can this segmentation achieve anything?

The response of the established teacher organisations since 1976 has been wholly inadequate. Inertia within these organisations is giving rise to a restlessness in teachers. I am not sympathetic to the TES, who broke away from the Transvaal Teachers' Association because it was regarded as insufficiently moderate. I welcome a reconsideration and re-think about the relationship between teachers, the Department of Education and the community.

What are Neusa's objections to the SA Teachers' Council for Whites?

We uncompromisingly reject its unracial character. We are also uneasy about the possible diminution of academic autonomy of organisations like Wits, JCE, and other teacher-training institutions. There have been proposals for extending control to student teachers in the last year of their training, subjecting them to the council's code of conduct. This implies that if the student has behaved in a manner unacceptable to the council, he could become ineligible for later appointment. It is a repellent organisation and Neusa has set up a small working party to investigate it.

What is Neusa's position in relation to other teachers' organisations?

We try to seek maximum co-operation with other teacher organisations, although we adopt a critical position if warranted. Presently, teachers can be members of other teachers' organisations as well as Neusa, although it is obviously awkward to belong to a racial and nonracial organisation simultaneously. Neusa can only enter into discussion with other teacher organisations if they are reconsidering the question of opening membership to all races.

Thursday, November 5, 1981

Skirmishes threaten split teachers group

By MARTIN FEINSTEIN

THE 77-YEAR-OLD Transvaal Teachers' Association (TTA) is facing skirmishes on two fronts that may erode its hold on almost half the teachers in the province — about 3 500 out of 7 000 — in the New Year.

On the Right, the TTA is being challenged by the embryo Transvaal Educators' Society (TES), which was formed by breakaway North Rand branch members and already claims a membership of about 60.

And on the Left, it faces a fast-cooling attitude from the National Education Union of South Africa (Neusa), which counts many TTA members — who oppose the TTA's racial exclusivity — in its ranks.

At the last count Neusa had about 500 members.

Both the TES and Neusa have the power to prise members away from the TTA — the TES in North Rand and Neusa in Central Rand, where many teachers hold dual membership.

The TES, led by breakaway TTA members Mr John Lambson and Mr Howard Harrison — both headmasters — held its inaugural meeting this week at which about 45 teachers heard proposals for a "moderate alternative" to the TTA.

The meeting followed growing opposition in the North Rand — and, apparently in the Far North branch in Pietersburg as well — to the TTA.

According to Mr Lambson, interim TES chairman, the organisation already has about 60 members.

Mr Lambson resigned from the TTA earlier this year in protest at "leftwing intrusion" into the association and its "vague" policy on mixed schools.

Mr Howard Harrison — now TES vice-chairman — also quit after Mr Lambson was refused re-admission to the TTA, and several North Rand branch members followed.

Mr Lambson said this week that 35 people had joined TES before this week's meeting and another 25 were "in the post".

Identity

Mr Lambson told the teachers: "TES believes in the retention of group identity, and education in schools of one's own is essential for the transferring of culture and cultural values from one generation to another".

TTA officials have dismissed the new organisation, saying they are too busy dealing with the profession's response to the De Lange report on education to worry about "personal squabbles".

The threat posed by Neusa is less immediate but potentially more damaging, as the powerful Central Rand branch has many teachers with dual membership who could, if relations worsen, be called on to resign from one or the other.

Until its annual general meeting last month Neusa's attitude to the TTA was one of almost unconditional co-operation.

At the AGM, however, a resolution paved the way for opposition to organisations standing in the way of Neusa's goal of nonracialism.

According to Neusa sources, many members who abhor the TTA's "whites-only" make-up (it does not bar blacks, but they cannot qualify for membership) may resign next year if the TTA does not alter its constitution.

Handwritten notes on the right side of the page:

Make a country "name" expensive as well. No borders, markets, and expand more expensive. It is stable. Two because by increasing value p. In the real world it can be seen. Found that V and Q are price of inflation and Q is the output. $M = \text{stock of money}$, $V = \text{velocity of money}$, $P = \text{the price level}$. Where $MV = PQ$. Where M is a net decrease in economic growth. At C there is no change as all growth is absorbed by inflation. At points A & E, output is higher than inflation and there is increased net growth.

IT IS indeed good news from the Minister of National Education, Dr Gerrit Viljoen, that the State will move closer to sex parity in teachers' salaries soon.

So far, the number of women teachers affected by parity is small — with one exception.

Last year equal pay for high school principals affected about 25 women of all races in the whole country. This year parity was extended to P1 (large primary) and to S2 and P2 (medium-sized high and primary) school heads.

This affects some 220 white, and a few Indian and coloured, women school principals. However, it does extend parity to several thousand African headmistresses of lower primary schools throughout the country — a most welcome boost for this important group of principals.

Gap

One can only hope that when next the State attends to the gap, it will not only close it for lower promotion posts but will also narrow it for post-one level women — the majority of teachers.

For thousands of them who do not have three years post-matric training, the gap is two notches for better qualified women at the same post level, and only one in promotion posts.

The State has also been closing the gap between teachers of different population groups with similar qualifications and responsibilities.

But once again this process is uneven. Indian and coloured teachers with matric plus three years had a 2-notch gap in 1978 which narrowed to one last year and was wiped out in 1981.

The Government has promised to reduce salary discrimination between the sexes in the teaching profession. But is this taking place fast enough for the thousands of teachers who form the backbone of South Africa's black education system, asks FRANZ AUERBACH, director of the Independent Teachers Centre.

Equal salaries: it's a long wait for women in the classroom

But similarly qualified Black teachers, who were five notches behind in 1978, moved to a 4-notch gap in 1980, and this remained the same in 1981.

One wonders what where non-African teachers' pay was when they started on R857.50 pm (men) and R567.50 (women) Africans (some 2% of the teaching force) with the same qualifications (start on R477.50 (men) and R387.50 (women)).

At matric plus three years level, starting pay for African women is R339.50 pm for African men to R367.50 pm for non-African men is still a big gap. But there is another major

complaint about the 1981 teachers' scales.

The majority of South African teachers received a 12-13% pay rise this year.

But, although much studying for improved qualifications is going on in the various population groups, most of the country's children are being taught by African teachers whose professional qualifications are two years post-aid eight training.

The country should know their 1981 scales.

MENT: Black Col/Ind
Men pm 149.50 189.50
Max pm 394.50 422.50

Teachers started teaching for these minima this year, at a time when many unskilled workers are earning up to R18 a day, 45c R12 a month.

Matric

When looking at a "typical year" we must remember that some 10 000 African teachers — mostly women and many in rural teachers' — have no matric and no teachers' certificate but do stand in front of classes and teach about 500 000 pupils.

Their 1981 fixed monthly pay is R97.50 for women and R126.50 for men. It is clear that the movement towards race and sex parity in teachers' pay is still rather slow for the majority of South African teachers. The Government deserves credit for gradually implementing its 1971 promise "barrow, and unbarrow that Dr Viljoen will close the gap at a faster pace for the majority than has been the case in the past, and that the incentive of a lower percentage rise for the tens of thousands who keep the African and coloured systems going will be redressed in the next budget.

ADN 17/11/81

321

WOMEN: Black Col/Ind
Men pm 252.50 339.50
Max pm 286.50

Politics, education problem for teachers

ARGUS
8/12/81
321

Education Reporter

TALKS between the Federal Council of Teachers' Associations of South Africa and the Joint Council of Teachers' Associations of South Africa ran into problems this weekend over the issue of politics in education.

For the first time on Saturday black and white teachers met to discuss the formation of a statutory body representing all teachers.

Eleven teachers' organisations were represented under the broad umbrella of the two councils. The Natal Indian Teachers' Association of South Africa was represented independently.

A representative at the meeting said that 'some sectors wanted the statutory body to be simply a wage-negotiating one'.

NO SEPARATION

'The stand of the black teachers was that education could not be separated from politics and any joint body of teachers should discuss the current socio-economic and political dispensation.

'They held that apartheid was at the root of South Africa's education problems. There was deep division on this issue.'

The organisations represented have been asked to make suggestions to the two councils and another meeting will be held next year.

TEACHERS - GENERAL

FROM

1982, 1983; - 1984 - NOV

Call for 'unified' action by teachers

Cape Times 10/2/82
Staff Reporter

PROGRESS in pre-school education and day care would be negligible unless there was "concerted and unified" action by pre-school teachers, Mr Franklin Sonn said yesterday.

Mr Sonn, president of the Cape Professional Teachers' Association, told the Western Cape Conference on Pre-school Care and Education that he believed the stage was set for "significant progress" in the field of nursery education.

But, he said: "I am absolutely convinced that progress will vary from nil to limited if there is not going to be concerted and unified action on the part of teachers to bring about the kind of change and progress they desire."

He said one of the problems was the lack of determined negotiating by well-organized and well-represented bodies. But with more unity, determination and more organiza-

tion, pre-school education would come into its own.

Mr Sonn described nursery education as of "vital importance".

He said he was concerned that most people running nursery schools had no training in child psychology or in education. Opportunities would have to be created for them to undergo training on a full-time or part-time basis.

As far as the coloured community was concerned, an important battle was won in 1980 when an Act was passed whereby the State would provide nursery schools.

However, little had been done because of the lack of funds and an infrastructure to administer nursery education.

The State would at present consider providing nursery schools only where it had been proved that the community involved could not provide the facility.

(327)
Teachers
E. Post
welcome
26/3/82
general
15% pay
increase

Post Reporter

TEACHERS today welcomed the general 15% across-the-board increases announced in a confidential letter to principals.

The president of the South African Teachers' Association's Port Elizabeth branch, Mr S S Taylor, said today though the minimum increase was 15%, maximum salary scales and graded increments had also been increased.

"We are very thrilled with what we have seen, particularly that it has not been a purely blanket increase percentage-wise."

The chairman of the Suid Afrikaanse Onderwys Unie in Port Elizabeth, Mr A L van Wyk, said they were "thankful" for an increase which had come without teachers asking for it.

He said the 15% kept up with the increase in the cost of living.

Principals approached today were reluctant to comment on the increases as they had been informed in strict confidence.

The Director-General of Education and Training, Mr J J Rousseau, said today teachers in all education departments would receive the increases.

He said the increase differed from category to category, and that some teachers would receive increases of as much as 45%. None would be lower than 15%.

Bonanza prize

Maximum ⁽³²¹⁾ salaries of ^{Heunis} headmasters ^{29/6/82} pushed up

By NAGOOR BISSETTY

THE maximum salaries for headmasters of large primary (P1) and secondary (S1) schools have been pushed up to R28 185.

Parity in pay for Indian and coloured teachers with their white counterparts has been welcomed in teaching circles as long overdue.

Mr Dhama Nair, secretary of the Teachers' Association of South Africa, said yesterday there was still a great deal of dissatisfaction in pay for teachers in categories below B as they had not been given a dispensation in keeping with their work and efforts.

'We have made representations to the Minister of Internal Affairs, Mr Chris Heunis, on behalf of these teachers,' he said.

Mr Nair said however, that his association was displeased that salary scales for teachers were being 'bandied about' in public, even though his association and principals had not yet been supplied with full details.

The new scales provide for a general 15.2 percent increase, and up to a 38.7 percent rise for some teachers.

Mr Amichand Rajbansi, executive chairman of the South African Indian Council, said yesterday he had signed the salary structure for Indian teachers on Friday, and detailed pay rises would be posted by the Department of Indian Education to principals today.

He said he was 'furious' that the new scales which were confidential and personal to teachers had apparently been leaked.

'My executive member in charge of education, Mr P I Deven, and I had insisted on tight security in the council and in the department for these scales.

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Bank

Science 821 teachers: 'many not qualified'

Own Correspondent

More than a third of natural science teachers in Standard 8 to 10 in South African schools are not properly qualified to teach these subjects.

This "alarming data" has come to light in a study undertaken by Mr Tom van Schalkwyk of the Human Sciences Research Council.

"Although the shortage of qualified teachers in the subjects concerned in the senior secondary phase is cause for concern, the situation in the junior secondary school phase is positively alarming," a statement released today said.

More than half the teachers of mathematics and general science in Standards 6 and 7 do not have the required qualifications, either. According to the report, "poorly qualified teachers must necessarily affect pupils' achievements and the popularity of the subjects."

SURVEY

In a survey taken by the HSRC among school principals to determine the minimum qualifications for teachers, the majority indicated degree course training as the minimum qualification for teaching physical science and maths in Standards 8 to 10.

The report showed that more than a third of teachers in these subjects do not have the minimum qualifications and in Standards 6 and 7 more than half do not.

In Standard 8 to 10 biology and Standards 6 to 7 mathematics, there are more qualified women than men teachers.

New parity triumph for coloured teachers

teachers

HR45 3/3/RZ (321)

225

MORE coloured teachers will get parity with whites next month — and bumper pay rises of up to 49 percent.

The parity victory and pay rises have come after a long struggle for recognition by the Coloured Teachers' Professional Association.

A CTPA spokesman said that from April 1 men in category B (matric plus two years' training) would get a 38.73 percent increase, rising from R3 806 to a maximum R5 802 and a minimum R10 317.

Women will get a 49.45 percent increase, representing an increase from the old minimum of R1 745 and maximum of R6 270 to a new minimum of R4 098 and maximum of R8 457.

Principals

Last year parity between white and coloured and Indian teachers was introduced at category C (matric plus three years' training). However, parity between men and women has still not been introduced in any of the education departments below post level four (school principals). The Commission for

Administration is currently reviewing the salaries of those in categories A (JC plus three years' training); AA (JC plus two years); and ZA (no professional qualifications).

In the 1981 'new deal' for teachers, unqualified and underqualified teachers were discriminated against in the pay package, in spite of the fact that many had upwards of 20 years' experience.

Last year, the commission dragged its heels about these categories and said they could not use parity as a measure because there were no white teachers in the categories.

Argued

'We argued that they must at least get a living wage,' the spokesman said.

'We are optimistic that we will get increases in these categories, but that will probably only be towards the middle of the year. The average increase this month for ZA, A and AA will be 18.25 percent.'

Last year the minimum any coloured teacher could earn was R1 170. This has been increased to R1 350. The maximum has gone up from R26 250 to R30 255.

Values should not be tied to a particular ethnic group

THE emergence of a movement in the Transvaal by the Transvaal Teachers' Association to define clearly an alternative education philosophy to Christian nationalism is an interesting development for all English-speakers, but one which needs to be carefully analysed.

It appears to be an attempt to formulate a liberal philosophy on the basis of a set of values which are held to be located in one group of the population, English-speaking South Africans who are taken to be predominantly white.

Support has been sought among other sections (coloured and black) but they have not proved receptive.

I do not believe it is wrong to assert them in such a manner as to tie them to an ethnic group, in this

Any liberal
education must

w/k Arcus 17/4/82

(321)

(322)

Education Reporter

A TEACHERS' conference which starts in Zimbabwe today may mark a milestone in South African education as members of the Union of Teachers' Associations of South Africa (Utasa) make a bid for international recognition.

The World Confederation of Organisations of the Teaching Profession (WCOTP) conference takes place this week. At present the only South African affiliate is the African Teachers' Association of South Africa, which represents African teachers only.

Early last year Utasa, which represents coloured and Indian teachers, formed an alliance with Atasa and a new body was formed, the Joint Council of Teachers' Associations of South Africa (Jocata). This represents 80 000 black teachers.

AFFILIATION

It is under this umbrella body that Utasa will make its bid to become affiliated to the world body.

It is understood that the president of Atasa, Mr. Randall Peteni, will give his full support to the Jocata affiliation.

The Utasa delegates to the world conference are Mr. Franklin Sonn (president), Mr. Henry Petersen

SA teachers' bid for world recognition

19/4/82

321

(vice-president), Mr. of the Transvaal Association of Teachers (secretary-treasurer), Mrs. A. and Miss Marianne Richter (executive member of the Cape Teachers' CTPA).

~~321~~ Hansard Teacher training 21/4/82
Q. 667-668
476. Dr. A. L. BORAINÉ asked the Minister of Education and Training:

321
What amount is to be spent by the Department of Education and Training on teacher training, excluding university training, in the current financial year?

→

21 APRIL 1982

668

The MINISTER OF EDUCATION AND TRAINING:

R4 718 000.

Registration cancelled 30/7/76

VENETIAN BLIND AND ALLIED PRODUCTS WORKERS UNION

Advice bureau set up to assist teachers

321 28/4/82
Sowetan

THE National Education Union of South Africa (Neusa) has established an advice bureau in Johannesburg to help teachers with a variety of problems related to their jobs.

The advice bureau, which started functioning earlier this month, will look into problems such as non-payment or underpayment of teachers' salaries, incorrect assessment of qualifications or appointments, difficulties relating to pensions and other benefits, discrimination, unfair dismissals, transfers and related matters.

In a statement released this week, a spokesman for Neusa said the concept of the advice bureau arose be-

By SAM MABE

cause the need was perceived for a new means of settling many problems which many teachers face with respect to their employment.

"Some teachers have also been experiencing serious difficulties in obtaining solutions to their problems because they do not know what to do and how to do it."

At present, the advice bureau, which has its offices on the 6th Floor, Dunwell House, 35 Jorissen Street, Braamfontein, will be open only on Saturday mornings from 9 am to 12 noon.

The Neusa spokesman said that depending on the progress the bureau makes in its dealings with teachers' problems, its functions may in future be extended to helping students as well.

Neusa is also inviting teachers to a weekend seminar to be held at the Wilgespruit Seminar Centre on the weekend beginning 8th May. Included in the R15 registration fee for the weekend is accommodation, food and party meals.

The seminar will run from 9 am on Saturday until 2 pm on Sunday.

Officials: Secretary: Mrs. A.M. Schelltema

Address: P.O. Box 541 Bloemfontein 9300
Telephone: (051) 78628

27/1/81
Star

Year	African	Asian	Coloured	White	Total
1980				500	500
1979				450	450
1978				383	383
1977				500	500
1976				500	500
1975				500	500
1974			
1973				428	428
1972			
1971			
1970			
Membership					

Teachers meet to discuss common problems

Post Reporter

THE Port Elizabeth branch of the South African Committee for Higher Education (Sached) will run a one-day workshop for high school teachers from all three education departments next month to discuss problem areas in teaching.

Sached's main function is to provide a service to students registered with the University of SA (Unisa), who can attend weekly tutorials where course material is discussed under the guidance of a tutor.

Teachers from the Port Elizabeth, Uitenhage and Grahamstown areas are invited to attend the non-racial workshop at the Sached centre in North End on June 22.

From 9am to 5pm they will discuss problem areas in teaching, including teaching materials, pupil activity, text-book dependency and audio-visual resources. They will also share ideas on resources, material and methods.

During the afternoon session, the workshop will concentrate on three subjects, English, history and mathematics, and a number of teachers from Cape Town who have been involved in similar projects have been invited to participate.

The director of the local Sached branch, Mr Dennis Siwisa, said as a result of formal and informal discussion it had become apparent there was considerable interest among teachers in such workshops.

He said it was particularly necessary for teachers of all education departments to get together to share resources which were unevenly distributed between the departments.

● Interested teachers should contact Mr Siwisa at ☎ 543139.

Before the hide was found he had already produced the first positive lead in the hunt.

"CONFIDENT"

The chief constable of North Yorkshire, Mr Kenneth Henshaw, said certain signs had been left by the fugitive but added that a laborious search could take several days.

"Now we have somebody looking for him with even more skill in the art of evasion and survival I am confident we are going to find this man."

After the employment of Mr McGee the search teams of nearly 1,000 officers from 11 forces were scaled down, and the search was being concentrated within 10 km of Malton.

It was in this quiet market town that police sergeant David Winter, 31, was shot dead this week. The killer's other victims were constable David Haigh, 29, and electrician, Mr George Luckett, 52.

J Terry 58 Gimp Ave Table View. They all receive courtesy cards from Sister Knicker. The answers to the competition were: A = 6 B = 8, C = 4, D = 7, E = 3 F = 2, G = 1, H = 5.

Argus 2/7/82 (321)

'Thousands of teachers needed'

Education Reporter

A PROGRESSIVE Federal Party politician has sharply criticised an address by Professor J P de Lange, chairman of the Human Sciences Research Council investigation into education at the South African Teachers' Association conference.

Mr Jan van Eck, PEP spokesman on education in the Provincial Council, said he had been "startled" by some of the assumptions Professor de Lange had made.

Mr van Eck attended two days of the conference in the Wilderness, including Professor de Lange's keynote address. He said it was the first time he had heard the professor speak.

Professor de Lange had said that whites appeared to be abdicating their responsibility in educating their young, but fortunately this came at a time when white teachers would be less needed as white pupil numbers would drop with the estimated decrease in the white population.

Mr van Eck said: "Thousands and thousands of teachers are needed and to specify to which race group they should belong surely goes against the whole spirit of the HSRC report."

"Would white teachers be retrenched if there is a surplus of them some time in the future?"

Professor de Lange emphasised the need for

non-formal adult education. He said the 1976 Soweto riots highlighted a situation where normal adult authority over children had been lost because students, with their formal education had lost respect for their less literate parents.

Mr van Eck said: "Parents' loss of authority has no relationship to the fact that they are less educated. It has a direct relationship to their children having a greater political awareness and ability to be free political agents."

"You can give all the non-formal education you like, but unless the political system changes, meaning parents are treated as first rather than third-class citizens,

the parental authority Professor de Lange refers to will not be restored."

The strong emphasis the professor placed on vocational training and career education was "potentially explosive."

In a normal society it would be acceptable to emphasise the skilled labour needs of a country and use that to justify a different system of education. Mr van Eck said.

However, in South Africa whites had had a broad academic education for decades. The HSRC investigation, set up in response to the crisis in black education, proposed that the emphasis in education in the future should be on training and not broad education.

By Robin Parker

THE Winelands Berg River canoe marathon — a gruelling, four-day event from Paarl to Veldrif, comes of age this year, but some of the stalwarts of yesteryear will not be there to celebrate the occasion.

The event, which takes place from July 14 to 17 over a 256 km course, has this year attracted a record number of entries including a strong international contingent.

With the absence of last year's winner, Sunley Uys, who has withdrawn for personal reasons, and Chris Greeff, who has elected to participate in international events, and a question mark hanging over the fitness of two other top contenders, Stephan Hugo and Andre Collins, the international contingent could well prove

vide the winner for the first time.

The early winter rain have swelled the level of the river which will ensure less portage.

In addition all indications are that the competitors will be aided by cool conditions.

The absence of some of the stars will not lessen the interest that the race attracts annually.

The international contingent this year is expected to include Tim Cornish, who could present a real threat to the South African entrants. He is now living in South Africa and keen to confirm his fitness.

He has taken part in the marathon before and is a winner of the Sella in

Spain and the Danish, Gudera.

Two other international competitors will be Neil and Andrew Freeman (not related), who as a doubles combination were second in the recent Westminster Deinzies 120 km non-stop marathon.

The fourth member of the international contingent is expected to be announced today.

Although their fitness is suspect, Collins and Hugo cannot be ignored by fellow contenders. Both are known to be tenacious canoeists with plenty of stamina.

Hugo was deprived of victory last year after an objection lodged by Uys.

The race starts under the Market Street bridge at 9 am on July 14.

Record entry for canoe marathon

British rail strike to go on

Argus Bureau

LONDON. — Aslef, the drivers' union, was early this morning still on track to bring Britain's rail network to a complete standstill for an indefinite period starting at midnight tomorrow.

After a day of talks Aslef officials made a bid for peace but found themselves rebuffed by BR

chiefs, who made it clear that only total surrender would now be good enough.

What the union offered was a face saving formula under which BR reversed the compulsory imposition of flexible rostering in return for the strike being called off.

This, Aslef believed, would have allowed time

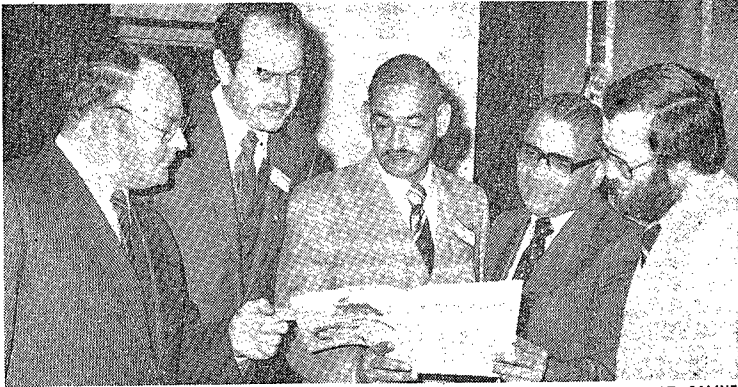
for it to recommend to its membership the trying out of the rosters on an experimental basis.

But British Rail, in the belief that Aslef does not in any event have the full support of its members for the strike, said it was not even prepared to talk to the union until the strike threat was removed.



Congress pageboys

Pat Samuels re-elected



Teacher bodies 321 flirt with unity C. Herald 17/7/82

From Bobby Harrypersadh who attended the annual meeting of TASA in Durban

ANOTHER Annual TASA conference has come to pass, not without the opportunities for educationists to observe and to examine critically several problems confronting the teacher.

The theme of the 1982 conference on "The status of the Teacher" also gave Tasa the opportunity to order its priorities on important criteria to give the teacher a professional status in the same way as other professional bodies with their own codes of ethics.

However, there appeared to be a note of urgency in the appeals made by the nine teacher associations for a single body.

Such calls have been made in the past, but it is disconcerting to note that no body has taken the initiative to convene a meeting to form a single teacher association, and to draw up a constitution.

At one time it was convenient for the white teacher bodies to keep aloof from the "non-white" teacher associations.

What is desirable now is the formation of a single body and a totally new constitution should

● MR PAT SAMUELS (centre) was re-elected president of the Teachers' Association of South Africa in Durban at the weekend. He is seen at Tasa's annual congress with, from left, Prof W L Nel, dean of Stellenbosch University's education faculty, Prof W J Ashley, head of Cape Town University's education section, Mr R S Naidoo, the president of the SAITA and Mr Roger Burrows, the professional secretary of the white Natal Teachers' Society.

LBm 24/9/82

Scaled-down salary rises in April for teaching profession

By 'GERALD REILLY

THE country's 60 000 teachers are likely to receive scaled-down pay increases in line with those received by other members of the public sector next April.

It was learned that the big rises granted to nurses from the beginning of October would be the last large pay adjustment in the public sector till the economy starts to climb out of the recession.

The Government has made it clear through the Minister of Finance, Mr Owen Horwood, that expectations will have to be lowered, belts tightened and sacrifices made while the economy remains sunk in the current trough.

More recently, the Secretary of the Treasury, Mr R P Wronsley, told the Congress of the Public Servants' Association that to give public sector workers 15% pay increases would cost the country more than R1 000-million.

He clearly implied that increases of this magnitude were out.

Post office and railway workers have also been warned to expect little more than token pay rises next year.

The issue of teachers' salary increases will be raised at a meeting of the Federal Council of Teachers' Associations in Rustenburg at the end of the month.

According to a council source, the second part of the undertaking given to the teaching profession by the Minister of Education and Training, Dr F Hartzenberg, last year still remained be honoured.

The first was the big 26% rise granted to teachers after months of drawn-out, acrimonious negotiations in April last year.

The second part of the deal was to raise the "priority status" of the profession by granting teachers an additional two-notch increase.

Teachers submitted their pay recommendations for next April in February this year. They have so far received no response from the department.

EDUCATION

Seconds out

Verbal brawling in public between the Minister of Education and the Transvaalse Onderwysersvereniging (TO) would have been unimaginable a couple of years ago. But the De Lange Commission report has joined the collection of reform proposals polarising Afrikanerdom, and Afrikaans teachers are in the thick of it.

At issue is an article in the TO's organ, *Mondstuk*, reacting to Education Minister Gerrit Viljoen's speech to the TO congress. The article accused Viljoen of using his ministerial position to plug party political issues — that is, government's reform proposals — to Transvaal teachers. It enquired why Viljoen, unlike his predecessors, is ready to speak publicly so often, alleging that Viljoen's appearances were arranged through political channels.

Viljoen reacted vigorously and at length. He denied that he was introducing party politics, saying he was eager to support "any responsible efforts to counter the politicisation of education." He countered most of *Mondstuk*'s claims, adding that the reason for his greater number of public appearances was the intensified debate on education generated by the De Lange report.

The TO offered a grudging apology, saying that it could substantiate its allegations, and that it would discuss the issues with the Administrator of the Transvaal.

The TO is one of the strongest pillars of the Federasie van Afrikaanse Kultuurbewegings (FAK), the Broederbond's front organisation. The Bond and its offspring are close to the Conservative Party in the Transvaal. Professor Hennie Maree, Chairman of the TO, is a senior Bond member.

Edutec generated interest – organiser

EAST LONDON — "Edutec '83" was a success from an educational point of view, and for the companies that displayed their high-technology wares at the event, said the organiser, Mr Vaughan Jones.

The "education technology fair" was held for three days, ending yesterday, at the East London Teachers' centre.

The programme included lectures to teachers by experts on the use of audio-visual technology in the classroom, and a display of some of the types of education equipment now on the market.

Included in the display were computers, computer/video training systems, video tape recording units, and overhead projectors.

"We succeeded in showing people that there is no escaping this sort of technology in the clas-

room. And the companies that set up their displays here generated a lot of interest in their products," said Mr Jones, who is also media co-ordinator at the teachers' centre.

The final lecture of the Edutec programme was given by Mr John Tindall, of the centre for audio-visual education in Cape Town.

Mr Tindall stressed that schools should carefully consider their reasons for buying video equipment, and should make a point of using it well if they do buy it.

Mr Tindall said, in an interview, that video tape recording equipment was a valuable classroom tool in the hands of a teacher skilled in its use, but that no matter how good the equipment was in itself, it was wasted if poorly used.

Many schools, he

added, fell into the error of buying video equipment only to find later that they could not fit it into their curriculum.

Because of this, schools should "ask themselves a whole set of questions" before buying video tape recorders.

Video-taped items could be used well as "illustrative source material" in the classroom, Mr Tindall said.

Edutec would probably be run again next year, said Mr Jones.

Several representatives of companies displaying equipment at Edutec said they hoped the fair would become an annual event.

They said Edutec '83 had generated a large number of inquiries from prospective buyers, and, in some cases, had led to sales as well. — DDR



A young scholar puzzles over a computer terminal at Edutec '83. Dr J. Zawels, a computer-training consultant, looks on.

Apartheid: Sata challenged

AKGAS
2-11/2/83

321
~~322~~
~~323~~

Staff Reporter

A MEETING between representatives of the Cape Teachers' Professional Association and the Cape region of the South African Teachers' Association, to seek common ground to form a unitary teachers' body, ended inconclusively when agreement could not be reached on a charter document.

Mr Franklin Sonn, guest speaker and president of the CTPA, said his association, which had "stuck its neck out" in seeking unity with the English-speaking teachers' association, could not "water down" the conditions under which such unity could be achieved.

"If you want to have this unity, tell us and the

world where you stand on apartheid," he told the meeting last night.

'Almost trite'

"It is almost trite to say that education and apartheid are inseparable in South Africa.

"But where we insist in our charter on 'the condemnation of apartheid as detrimental to education and society at large,' Sata waters this down to the comment:

"It is recognised that racial discrimination is a block to the achievement of equality in education."

"There is no way the cynics among the coloured teachers — and we who seek this unity with the white English teachers daily face very strong opposition from these cynics — will ac-

cept that kind of woolly statement as anything but evidence that Sata is running true to the stereotype.

"And this stereotype states that the English never say Yes or No — just 'wag 'n bietjie.'

"Brutal honesty"

"Quite frankly, it would suit us if Sata sent us away from here tonight with a flat refusal to see things our way, because then life for us would be a great deal easier," Mr Sonn said.

"This is brutal honesty, based on the fact that I know black teachers are reluctant to accept a unitary teachers' association because this would affect their international credibility."

Education: stopping the gaps

White, Indian and army teachers have stepped into Transvaal's coloured education crisis to be the stop-gaps in a disintegrating system.

"Without them we would really be in trouble," the Chief Inspector of Coloured Education, Mr A Feldman said.

The chronic shortage of coloured teachers had led to the recruitment of more than 120 white teachers; about 13 servicemen training at the Witwatersrand Command; and about 10 Indian teachers.

Even so, some senior secondary schools were still short of up to seven teachers in science and languages. At the start of 1983, Chris Jan Botha High principal Mr R Feldman was still scrambling to find 11 teachers; at Willow Crescent, the principal Mr E H Noble faced a 16 teacher shortage. He managed to fill only nine of the vacancies.

The latest measure to help matric students get professional tuition is a teacher-sharing scheme. The only drawback being that teachers "on loan" can only give lessons at other schools after hours.

A parent said: "It is better than no lessons at all and almost certain failure in those subjects."

The majority of coloured high school teachers are either unqualified or underqualified for the positions they hold. At least 66,6 percent still earn between R280 and R340 a month despite the introduction of parity down to the B category (matric plus two years teacher training) and the new salary deal of 1981.

Coloured education in the Transvaal has been steadily deteriorating over the past three to five years with a worsening teacher crisis and plummeting matric pass rates. Emergency measures are all that is staving off collapse reports Carolyn Dempster.



Learning under the trees... special measures have to be taken to prevent coloured schooling from collapsing completely.

Some principals regard the situation as "catastrophic". One Johannesburg head said: "I may be fully staffed but I lack expertise in my staff because about half are under-qualified. Those are teachers who have to cope with classes of 60 or more when they are ill-equipped to cope with half that number."

"Then there is the dilemma all senior school principals face — how to distribute the teachers. Everything is geared towards passing matric, so naturally the Standard 10 students have priority. The Standard 6's and 7's are left with the less qualified teachers."

The teacher loss situation has reached crisis proportions in the Transvaal because of the options commerce and industry offer. Teachers can command three or four times their salary in commerce.

In 1980 the shortage of teachers was ascribed to that exodus but now there is simply none around.

The student boycotts of 1980 and upheavals during 1981 coupled with the shortage crisis have taken their cumulative toll on the education system. The results are apparent. In 1981 the matric pass rate

dropped to an alarming 56 percent and last year it was scarcely better at 67 percent.

A Catch 22 situation has developed to add to the headache. The steady growth of the school population and increase in primary school enrolment, brings the demand for extra accommodation and more schools — but there are not the teachers to staff them.

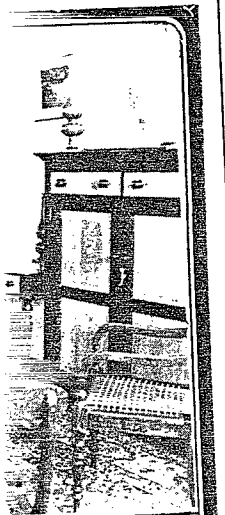
The result of this was seen at the start of 1982 when Eden Park School in Alberton opened without any teachers and was forced to rely on temporary help from army servicemen.

Mr Feldman with Transvaal Association of Teachers president Mr Stan Jacobs agree this year is better than 1982. The irony being it is almost certainly the recession that is keeping teachers in their posts and driving school-leavers into the profession.

Against a backdrop of such problems, the average teacher also has to cope with the bureaucracy of the Department of Coloured Education, frequent late payment of salaries and is all too often caught between the demands of politically conscious pupils and the demands of the Government.

This was shown in 1981 when a number of teachers who sympathised with pupil boycotters later lost their jobs. Some have never been re-employed.

A large majority of parents, pupils and teachers feel that at the heart of the crisis lies the political inadequacies and inferiorities of a separate education system. Until that is changed the crisis is almost certain to continue.



**INDRY ROAD
LIVER**
923 (Opp Station)
morning 8.30 - 11.30

'Keep Capab at open venues'

Staff Reporter

THE Administrator of the Cape, Mr Gene Louw, should ensure that no Capab performances take place at venues not open to all races.

This call was made today by Mr Jan van Eck, Progressive Federal Party spokesman on Capab.

Mr van Eck complimented the Administrator on taking the initiative in asking the Minister of Community Development, Mr S F Kotze, to open all Capab performances to all.

"But I am not happy about the interim period. The Administrator has stated that it is not Capab policy to rule out venues where a person may be refused admission on grounds of race.

"Until the Minister gives his consent to open all venues where Capab performs, Capab should not perform at any venue that is not open to all races."

New deal on training teachers?

ARGUS 2/3/83 321

Education Reporter

ENROLMENT of first-year students at white teacher training colleges in the Cape has dropped by nearly 50 percent since 1977, according to the Director of Education, Mr H A Lambrechts.

These colleges would have to be "rationalised" in the near future, Mr Lambrechts said yesterday.

He said there had been a 41.5 percent drop in enrolment between 1977 and 1981. In 1981 there had been a 38 percent decrease in men enrolling while the number of women dropped by 11.8 percent.

"More recent figures have not yet been published, but the numbers have continued to drop. This trend is likely to continue.

"The demand for teachers in the department is directly linked to the number of pupils and the birth-rate of whites continues to decline," he said.

Political

Mr Lambrechts said he could not comment on whether students of other race groups would be allowed into the white training colleges in the Cape as this was a "political matter".

Most of the white colleges have just over a 50 percent enrolment while

nearly 200 applicants had to be turned away from the training college at Port Beaufort, the only one for African teachers. Training colleges for coloured teachers are also expected to be full this year.

There is also a reported shortage of qualified teachers in both the Department of Internal Affairs (coloured education) and the Department of Education and Training (black education).

Mr Lambrechts said because of the drop in enrolment the department would have to consider the number of colleges needed to train white teachers.

Crime in city: No time for figures

By TOS WENTZEL
Political Correspondent

FIGURES for violent crime in the Peninsula cannot be provided by the police because it would take too much time and effort, the Minister of Law and Order Mr Louis le Grange told Mr Colin Eglin (PFI Sea Point).

Questions on the crime figures have been put and replied to in Parliament since 1975, but the Minister yesterday refused, in a written reply to a question by Mr Eglin, to answer such questions.

Mr Eglin said he was shocked at this reply ministers had never the past refused this

10' Gold Fish Fortnight



Light amid the gloom

Recession 'aids' student teacher intake

By Carolyn Dempster

There is one field that is benefiting from the recession — the teaching profession.

Student enrolments at almost every teacher training college in the Transvaal have soared and the recession seems to be the main reason.

For the first time in its history, the Soweto College of Education received more first-year applications than it could accommodate — 600 applicants for 250 places.

"And that is not counting the number of students who came late and didn't even get as far as filling in the forms," said Mr M M Morapeli, rector of the college.

The total number of students at the college has shot up to 690 compared with 490 last year, despite the 1981 regulation limiting admission to matriculants. Before this the majority of applicants held only a Standard 8/Senior Certificate qualification.

"The recession could definitely be said to be having this effect on our numbers," said Mr Morapeli. "When there was a

boom, the major firms were only too eager to snap up black matriculants for training, but this is not the case at the moment."

Other major factors accounting for the dramatic increase given by Mr Morapeli were:

- The substantial increase in the number of matriculants coming out of Soweto schools and the increase in the number of schools since 1976.

- The introduction of parity for qualified teachers from 1981 which means that a student teacher with matric plus three years at the college starts at a salary of about R600.

Mr Gerald Braam, rector of the Rand College of Education, which caters for the Transvaal's coloured primary and junior secondary teaching students, says this year's intake of 148 first-year students is a record. The intake for 1982 was only 48.

Here, even more than in the black community, the recession has been pinpointed as the main reason for the sudden increase. However, Mr Braam also ascribes his

record figures to an increased awareness among school pupils of the crisis facing coloured education in the Transvaal, and the need for more teachers.

"The conflicts and the boycotts gave rise to a greater awareness of the education problems facing us in the future," he said.

The Johannesburg College of Education, which caters for English-speaking white students, has notched up an increase of 200 first-year students over last year's dismal figures.

Although the college is far from full, and men students represent only a fraction of the total, there are now 613 students at the college. Professor Napier Boyce, rector of the college, said recruitment drives had been the same as in previous years and that no new courses were on offer, so it seemed the recession was possibly the only new factor responsible.

Afrikaans colleges have also shown an upswing in applicants for first-year courses.

Unionising Mr Chips

PM 11/4/63

A teacher's lot is traditionally a tough one. The hours are long, the pay low. That might change if John Lambson, president of the Transvaal Educators Society has his way. At the society's annual conference he suggested the country's 22 teacher organisations should get together to discuss "collective action."

Tucsa secretary general Arthur Grobbelaar was right behind him. Grobbelaar told the meeting that "if teachers wanted to engage in collective bargaining as a trade union and were determined and vigorous enough, the law would be amended to legalise their actions."

"Legislation reflects the desire of the people. If legislation is unsatisfactory, we

are ourselves to blame. You can decide to organise as a trade union — even if the law doesn't recognise you as yet," he said.

Grobbelaar added that "teachers are workers and management has never displayed natural philanthropic tendencies. Even if the words 'management' and 'employer' were substituted with 'government,' the situation would not change. "Workers have to unite to improve their lot."

He also warned teachers not to allow their "status" to obscure the fact that unless they were management people of the entrepreneurial class, they were workers.

Some educators have reservations. They anticipate difficulties in the education field in distinguishing "management" from "workers." Lambson felt it was true that anyone holding a teaching post is involved in management, to a greater or lesser de-

gree. But he suggested "that in education, everyone from assistant teacher to Director General is an employee." The Ministers of Education, and of Labour, would then be seen as "management."

His reasoning was that it would not be productive to divide teachers into opposing groups, when all had a common objective — "the educational welfare of children." They should therefore form "an undivided team." Grobbelaar, too, stressed the importance of a united front, and said that "the workers motto could well be the same as SA's 'unity is strength'."

Lambson argued that "teachers have been forced into our present position by the actions, or lack thereof, of successive Parliaments since 1910, most of which have given the just remuneration of teachers a distressingly low priority."

However, the introduction of collective bargaining might create a climate where teachers would receive pay in line with their skills.

Teachers complain of racism

BY ELLIOT
TSHINGWALA

BLACK and white teachers at Soweto's top technical college are forced to use separate toilets.

Black teachers at Molapo Technical College are forced to use separate toilet facilities creating suspicion that their toilet facilities may be of questionable standards.

Teachers also complain they are not served tea while their white counterparts have a paid "tea girl" who serves during breaks.

Teachers who spoke to **THE SOWETAN** complained bitterly of working conditions at the school. They accused the principal of running the school under the National Party apartheid policies.

Up to last year black men, teachers, were using student toilets until they protested and a separate block was built for them.

The women's situation was even worse, according to one teacher. He recalled an incident where a black female teacher was ordered out of the "white" toilets after she had ignored the unwritten laws and had used "white" facilities.

The principal was reported to be on study leave. A Mr Reedmead, who described himself

as the acting principal confirmed that black and white teachers were using separate toilets at the school. Mr Reedmead refused to give the Press his initials.

He said he was new at the school and had never bothered to ask

about the arrangement. Mr Reedmead said blacks were welcome to the tea room. He denied that blacks were being discriminated against. He said blacks had decided to eat separately and not mix with the white teachers.

Teachers feel authorities are 'high-handed'

THE president of the Union of Teachers' Associations of South Africa, Mr Franklin Sonn, held discussions with the Minister of Internal Affairs, Mr F W de Klerk, on coloured educational matters in Cape Town on Saturday.

In a statement to Sapa, Mr Sonn said a number of issues were raised with the minister. These included:

- The prevailing feeling among teachers that educational authorities, as a matter of policy, want high-handedly to force people into line.

'Demands'

- Schools were inundated with inspectors and subject advisers who often made extravagant demands and gave contradictory instructions to teachers.

- The "you do it our way or get out" attitude of educational authorities.

- Instead of attending to the known deficiencies of coloured education and the grievances of teachers, recourse was taken to intimidation.

As a result, tremendous tensions had developed between the Union of Teachers' Associations and the Department of Internal Affairs. The union was, for the first time, beginning to consider the advisability of its present policy of negotiation with the department.

The dissatisfaction was carried over to the pupils and the wider community which, in turn, increased an atmosphere of suspicion.

Mr Sonn said that although Mr De Klerk did not give any specific undertakings, he left the union with enough reason to believe that the issues raised were of grave concern to him and would receive his and the government's attention.

Teachers go back to school

TEACHERS in the Cape are going back to school.

Many of them have enrolled at the Savio Education Centre to try to raise the standard of their education.

The Savio Adult Education Centre in Claremont was started as a pilot project by the Urban Foundation in April 1979.

They decided that there existed a need for a project of this nature, especially so, among the lower qualified teachers.

The aim of the project was to provide for a need which existed with lower qualified people, primarily female teachers, nurses and ordinary working people.

ELECTED

The principal, Mr Sarel Pieterse, was elected by a board of trustees which included in its members, Mr Aboo Desai of Hewat, Dr Harold Herman of UWC and others.

"This institution," said Mr Pieterse, "is open to everybody and anybody. Beside the normal school subjects which are offered at matric level, we also offer beginners courses in Xhosa, German and Mathematics."

There are 392 students at the centre (of which all but 20 are women). The age groups of the students vary from 24 to 36 while the oldest student at the centre is 57 years old.

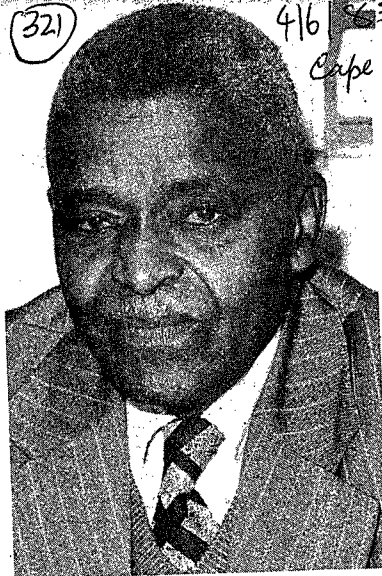
NURSES

The majority of the adult pupils are teachers but there is a smattering of nurses and "pupils" from other professions.

"While the affairs of the institution are run and managed by a board of trustees, I select the tutors. Our tutors include teachers from Spes Bona, Livingstone and Crestway and from the universities.

"We are not able to allocate as much time to each subject as is done in day school but yet we still get results. The reason for this is that beside being more matured than the average day student, people have a definite goal.

"Classes operate from Monday to Thursday from 3.15 pm to 5.15 pm then again from 5.30 pm to 7.30 pm."



● MR Sarel Pieterse... principal at the Savio Adult Education Centre in Claremont

S African teachers' 'watchdog' gets a new chief

ARGUS 14/6/83
321

Education Reporter
MR JOHN Stonier, rector of the Cape Town Teachers' Training College, has been appointed chairman of the influential Federal Council of Teachers' Associations of South Africa.

Mr Stonier, who has been active in teacher association affairs for many years, has served on the executive council and as president of the Cape-based South African Teachers' Association and is a member of the National Education Council.

Close study

In the past 2½ years he has been vice-chairman of the Federal Council, an interprovincial watchdog of conditions of teachers' service.

In an interview Mr Stonier said the council, which includes English and Afrikaans teachers' bodies, was closely studying possible changes in education in South Africa.

"We are looking at the constitutional dispensation and how it could affect the organised teaching profession," he said.

Reformation

"The council is also concerning itself with the reformation of the teaching profession and the possibilities of developing closer working ties with teachers' organisations of the other population groups."

So far the other groups have declined, saying that it is not a priority, he said.

The council was also working towards forming a body, based on foreign models, which would act

as a negotiating machinery with the Government of the day.

Ugly scenes

"Hopefully, through this we will be able to avoid ugly public scenes as happened a few years ago when teachers held public meetings to show their dissatisfaction with salaries.

While there were considerable differences in opinion between many Afrikaans and English teachers, the council had

successfully ignored the differences and concentrated on issues of common ground.

Mr Stonier graduated with a BSc from Rhodes University in 1952 and went on to win a Higher Education Diploma and BEd with distinction at the same university.

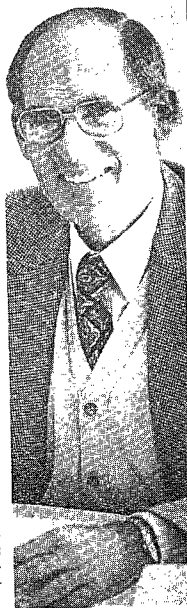
First posts

In 1974 he gained an MA in education from

the University of Lancaster, England.

He began teaching at Kingswood College, Grahamstown, in 1954 and taught at King Edward VII High School, Johannesburg, Selborne College, East London and Kimberley Boys' High.

He served two headships, at Clifton Park High School and Selborne College in East London.



Mr John Stonier, rector of Cape Town Training College, who has been appointed chairman of the powerful Federal Council of Teachers' Associations.

Schools sport under scrutiny

Staff Reporter

WORCESTER. — An ad hoc committee to investigate the practice of sport in coloured schools has been formed by the Cape Teachers' Professional Association (CTPA).

At the association's congress here this week, delegates expressed anxiety over the tensions which had developed in sport as a result of "the policy and practice of apartheid".

After its first sitting, the ad hoc committee issued an interim report to the congress yesterday reaffirming this view and its basic belief in "a single and open education system serving a democratic South Africa".

Complex issue

Because of the complexity of the issue, the committee has formed a study group which will report back to the CTPA Representative Council meeting in September.

Subsequently, it will make a report to the CTPA's next conference for possible adoption.

Delegates from the floor raised the issue, requesting that the association clarify its stand on the matter.

The CTPA has previously made the stand that it cannot support specific sporting, religious or political bodies but that it will support its members in their right to choose their own affiliations.

The study group will consist of Professor Owen van den Berg, Mr T. Leonie, Mr D. Roberts and Mr F. Sonn, under the leadership of Mr R. P. van den Heever.

Black schools staffing crisis

From MARTINE BARKER

WORCESTER. — Apart from the root cause of the present crisis in staffing coloured and black high schools with properly-qualified teachers, Mr Franklin Sonn, president of the Cape Teachers' Professional Association told the association's congress here yesterday.

Addressing delegates on the Department of Internal Affairs' decision to compel graduates employed in junior schools to move to high schools as a solution to the crisis, Mr Sonn said the situation would not have arisen if a single, open education system existed.

While white schools had a surplus of graduate teachers, black schools were "very lucky" if 50 percent of their staff held degrees.

In the platteland, the position was particularly bad. One high school principal told the congress that only 10 of the 27 staff members at his school held degrees.

Another said only seven of 46 staff members at his school were graduates and a third

said nine out of 59 teachers were properly qualified.

Mr Sonn said that while the CTPA was opposed to the "coercion" involved in forcing qualified primary school teachers into senior schools, he saw no alternative solution to the problem.

Given the crisis situation, he urged such teachers to "go over" to senior schools where their qualifications were desperately needed.

He emphasized that qualified teachers were as necessary at primary schools as in high schools.

But while such a shortage existed, their skills were more urgently needed in senior schools, where teachers often found themselves unable to answer adequately students' questions.

The delegates yesterday passed a resolution instructing the CTPA executive committee to "positively support all efforts aimed at bringing about non-racial schools as a start to an open and democratic society in South Africa".

ARCS 4/7/83

(321)



White teachers' giant step towards unity with their black colleagues

Education Reporter MAGGIE ROWLEY sums up two important teachers' conferences

By condemning apartheid as detrimental to education at their annual conference in Kimberley last week, the South African Teachers' Association took a giant step towards unity with their black colleagues.

The Cape Afrikaans teachers' body, the SA Onderwysersvereniging, which also held its conference in Kimberley last week, by contrast passed no resolutions on either teacher unity or segregated education.

Major obstacle

In the past the SATA, which represents about two-thirds of English-speaking teachers in the Cape, has taken a stand against racial segregation of education.

Their past reluctance to condemn apartheid has been a major obstacle in the creation of true unity between the SATA and their more outspoken black colleagues.

Addressing the conference, Mr Roger Burrows, protes-

sional secretary of the Natal Teachers' Society, said that while there was migrant labour, malnutrition and other inequalities in South Africa there could not be equal opportunity in education as promised by the Government.

Earlier in the conference, prominent educationists stressed that political issues, which affected education could not be ignored. Education, they said, had been turned by the Government into a "political golf ball".

Among them were Mr Neil Patterson, principal of SACS, who was recently appointed to the selection committee of the Cape Education Department, and Dr John Stoner, rector of the Cape Town Training College and chairman of the Federal Council which consists of both Afrikaans and English-speaking teachers' bodies.

Both men stressed that "the moment of truth had arrived". It was time to stop avoiding the real issue affect-

ing education in South Africa and they urged the conference to condemn apartheid.

Mr Richard Hawkins of the Cape Town delegation warned that apartheid ideology was "inhibiting education so severely that the country was heading towards social revolution, the like of which has never been seen in Africa".

An overwhelming majority passed the motion condemning apartheid, but not before it had been debated heatedly for more than two hours with many delegates concerned that it might be offensive. At least one member said he would have to resign if the motion was passed.

Condemnation

Before this and other controversial motions came before the floor, lengthy sessions were held to try and iron out conflicting and potentially divisive opinions.

The SATA had avoided comment on political and controversial education is-

sues, but an overwhelming majority mandated their general committee to speak out on such issues.

Within a day, the SATA president issued a joint statement with the other two English-speaking teachers' associations — the Natal Teachers' Society and the Transvaal Teachers' Association — condemning the Government's failure to implement the major recommendations of the De Lange report on education.

Two motions took a step towards teacher unity.

The conference called on the general committee to take necessary steps towards establishing and maintaining links with all teachers' organisations which are committed to the principle of unitary teachers' association.

The conference also decided to maintain links with teachers' associations not committed to the principle of teacher unity, namely their Afrikaans colleagues.

A second motion allowed for changes in the SATA's constitution if it was necessary to further teacher unity.

The SATA wants unity with all teachers' associations, and speakers said the SATA should not initiate a break with Afrikaans teachers' groups.

At the S A Onderwysers- sunie conference, president Mr Nolte Smit said the SAOU was not prepared to talk with teachers' organisations of other race groups except on purely professional matters.

He did not think the SATA's condemnation of apartheid would affect their working relationship, as "we have agreed to differ on such issues".

The two topics which dominated the SATA conference and the annual conference of the Cape Teachers' Professional Association (coloured teachers) earlier this month — teacher unity and politics as it affects education — were not discussed at the SAOU conference.

CME Times
11/8/83 (321)
**Call for
single
teacher
register**

Education Reporter

AN AMENDMENT to the Constitution Bill could effectively rule out the possibility of a single, non-racial teachers' council in any future educational structure in South Africa.

Recently, many teacher organizations have called for teacher unity and for South African education to be controlled by a single ministry of education responsible for all population groups.

Yesterday, teacher organizations expressed strong reservations about the implications of the amendment which makes the professional registration of teachers an "own affair".

'Won't co-operate'

Mr Franklin Sonn, president of the Cape Teachers' Professional Association (CTPA), which represents coloured teachers, said his organization "will not co-operate with it".

The CTPA's stand had been made "perfectly clear" when it rejected the formation of a coloured registration council a few years ago. It believed in an open, non-racial teachers' council for all.

Mr Pat Samuels, president of the Teachers' Association of South Africa, the national body for Indian teachers, said the amendment was a negative step which went against the wishes of teachers country-wide who had called for a single council.

'Detrimental'

Mr Alan Powell, president of the South African Teachers' Association (Sata), the Cape teachers' body, said: "If this means that teachers will be registered and their professional activities monitored within their population groups only, then Sata rejects it as being detrimental to teacher unity and to progress in education in South Africa."

The president of the Natal Teachers' Society (NTS), Mr Dave Ryman, said that if the amendment had been correctly reported, the NTS would view it with "genuine concern".

Teachers' tuition fees to be doubled

321
Agnes 1983
Education Reporter
TUITION fees at all white teacher training colleges in the Cape will double from January next year.

A notice in today's edition of the Education Gazette states that fees will be increased for students from R120 a year to R240 a year as from January 1.

Mr Willem Bouwer, MEC in charge of education in the province, said the last increase in tuition fees at training colleges in the Cape was in 1973.

Total fee

"Even with the new increase our total fee of R950, which includes boarding fees, is lower than any of the other provinces.

"We have done our best to keep fees down for as long as possible, but the economic climate has made this move necessary", he said.

He said at this stage it seemed unlikely that boarding fees at the colleges, presently pegged at R718, would also increase next year.

The total fee paid by students at Natal colleges is R1500, R700 of which is for tuition. Transvaal students pay a total of R1245, of which R180 is for tuition and students at colleges in the Orange Free State pay a total of R980, R440 of which is for tuition.

"Lowest fees"

"If the Transvaal also increases tuition fees, it is likely the Cape will still have the lowest class fees," Mr Bouwer said.

Mr Malcolm Powell, president of the South African Teachers' Association, said he did not think the increase in fees would decrease the intake at teachers' colleges as the majority of students were bursary holders.

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Population groups 'should swop teachers,' PC told

Staff Reporter

EACH population group should have outsiders teaching at their schools, the science committee of the President's Council heard today.

This formed part of the evidence delivered by Professor Willie Rautenbach, a physicist from the University of Stellenbosch who has studied work being done in Israel on rehabilitating people with educational deficiencies due to cultural changes.

NOT VIABLE

He said the idea that each group should supply its own teachers was not viable.

They had to obtain people from the outside who were aware of the current environment.

Professor Rautenbach described how Scottish teachers at the "Milner schools" in the Western Transvaal early this century understood the Afri-

kaners and raised their educational standards.

Many teachers now in South Africa showed symptoms of what he called "secondary retardation" due to rapid changes.

These symptoms were transferred to their pupils.

Secondary retardation was caused by an inability to profit fully from learning experiences during periods of change, as when traditional societies changed to industrial societies.

Many whites in South Africa still retained a pre-industrial outlook and this caused difficulties.

SYMPTOMS

People who suffered from secondary retardation showed symptoms including:

- A self-centred and ethnocentric view of life.
- Impulsive behaviour.

● Trusting to luck and trying to escape from reality.

● Thinking in stereotypes.

● Low IQ and performance levels.

● A tendency to rote learning.

Professor Rautenbach outlined a method developed in Israel to assimilate Jews from countries, such as Yemen and Morocco to rehabilitate their thinking deficiencies.

"The best brains in South Africa are needed in non-bureaucratic development structures to formulate and test the innovations needed on a small scale before large scale development," he said.

"It is absolutely essential that an appropriate South African industrial culture should be developed to mobilise the efforts of people in all categories."

While political influence in the industrial sphere is increasing in importance in Malaysia as a consequence of the New Economic Policy and attempts to raise Malay participation rates in industry, there remains a very significant part of the market economy that is relatively insulated from state intervention. In Kenya the state's potential for intervening for or against labour or capital is much greater because of the relative ease of access to members of the state executive to major companies and because of the leverage afforded by state patronage of the trade union leader-ship through protective legislation. The absence of either a strong and independent managerial class or labour movement means there is little resistance to encouragement by the state into industrial relations matters (Brown and Miller, 1976). In Malaysia, as close to that of private industry as are the interests of the political and industrial elite in Kenya. While the Malaysian government is at least theoretically committed to prevent the integration of any broadly based working class movement, it is at the same time willing to encourage the pursuit of individual grievances against employers through an active labour inspectorate and industrial court system and continues to refrain from introducing an incomes policy.

Although on the surface there are many parallels between the development of industrial relations in Kenya and Peninsular Malaysia, there are significant differences. While the drift towards authoritarianism in both governments is apparent, the position adopted in this paper is that there are a variety of different causes as much rooted in particular historical circumstances, social structure and political philosophy as in any general character of capitalist development.

CAUL TIPS 17/8/83
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Education in SA criticized

Political Reporter

A BASIC fault in the South African education system was that children were not taught to think, Professor Willie Rautenbach, a physicist from the University of Stellenbosch, told the President's Council yesterday.

Giving evidence before the Science Committee, he said South Africa's development problems lay in the basic objectives of the education system rather than in the shortage of trained people.

Children of all races suffered from secondary retardation — the result of a lack of development of human and thinking skills. Acquiring knowledge only by rote learning, they would never be able to control or comprehend forces in their environment.

Even more alarming, he said, was that many teachers in South Africa suffered secondary retardation.

He said some student teachers were "a threat to the teaching profession", but there was nothing that could be done to stop them graduating and going

into the classrooms.

Professor Rautenbach gave evidence for several hours to the Science Committee, which is investigating the need for an informal and non-formal education campaign in South Africa.

He told the committee it was imperative that an appropriate culture or value system be adopted for all races in the country to ease the "cultural mismatch" which was stifling development.

He suggested a specific and sophisticated "industrial-type culture" with certain Christian and religious ethics and a viable political structure.

Rapid development of the individual and his adaptation to a changing environment could take place if a sympathetic and soft approach were adopted. The process had to involve the entire community.

The problem with the migrant labour system was that a worker went from his family in a tribal environment to an industrial one and back again. The alternative was to push industry out of the big centres and into the smaller towns.

Student teachers may not get sack

By SHAUN HARRIS

THE threat of expulsion, hanging over student teachers for the past 18 months, may be lifted this week — if they qualify for their matric certificates.

The students are victims of the 1981 matric examination "leaks", which disqualified more than 6 000 black pupils from obtaining matric certificates unless they rewrote certain subjects.

About 20 student teachers at Indumiso Training College, on the outskirts of Maritzburg, were admitted to the college because the symbols they obtained for their matric subjects qualified them to enter for the Teachers' Diploma course, although they did not have their matric certificates.

A Department of Education and Training source said the pupils were admitted to the training college because of the critical shortage of trained black teachers.

Fears

But at Indumiso Training College the students lived under the threat of expulsion, after being told by the rector they would not be allowed to write their final examinations unless they obtained their matric certificates.

They were told they might have to leave the college at any time.

But their fears might now be over.

The Chief Director of Liaison Services for the Department of Education and Training in Pretoria, Mr Job Schoeman, said the results of a supplementary examination the students had written in May would be released this week.

Mr Schoeman said if the students had passed the papers they had rewritten there would be no problem about obtaining their matric certificates.

The examination "leaks" caused an uproar in 1981 and left the future of thousands of black pupils in the balance.

Argus 6/9/73

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'Action by dissatisfied teachers can't be ruled out'

Education Reporter

DR JOHN STONIER, chairman of the powerful Federal Council of Teachers' Associations, has warned that unless the Government takes urgent steps to rectify the backlog in teachers' salaries, public action could not be ruled out.

According to informed sources, teachers' salaries have fallen behind in the public service by more than 15 percent in recent years.

If the Government were to grant an across-the-board increase to public servants, the backlog in teachers' salaries

would be further increased.

Dr Stonier's statement followed the formation of a teachers' union by a small group of teachers and school secretaries under the direction of the breakaway Transvaal Educators' Society in Johannesburg.

In a statement Mr Stonier said that while this move was "regrettable", there was an appreciation of the dissatisfaction which was building up in the ranks of the profession.

"Occurrences of this nature are symptomatic of the frustration of teachers and the Minister was fully informed only a few weeks ago about the

current feeling within the ranks of teachers.

TES, which has about 150 members, was formed two years ago when a group of teachers broke away from the main Transvaal English-speaking teachers' body, the Transvaal Teachers' Association.

Mr Stonier said the move towards setting up a union was not supported by the mass of practising teachers throughout the country.

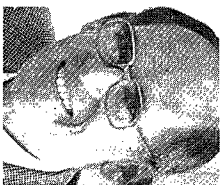
"This creates the impression of internal dissension in the ranks of the organised teaching profession and could lead, in effect, to undermining the feeling of solidarity among teachers, which is a necessary pre-

condition for effective negotiation.

However, he said, the standing committee of the council had frequently warned the relevant authorities over the past few years that the establishment of unions in the profession could not be excluded unless major changes were made in the machinery for consultation and negotiation.

"The council has made no secret of the fact that its own submissions in connection with a new negotiating mechanism included many features which are regarded as rights in the sphere of the recognised trade unions," he said.

Mr Stonier said that if



Dr John Stonier

the Government failed to act quickly with regard to teachers' salaries, public action of the sort taken by teachers in recent years — such as public meetings to rally support from sympathetic organisations, school committees and parents — could be considered.

2/21/83

Teachers rally to support detainee

Education Reporter

As a gesture of support to the detained maths teacher Miss Jansie Lourens, maths teachers belonging to the National Education Union of South Africa (Neusa) have decided to mark her pupils' third term examination papers.

Before her detention on August 23, Miss Lourens taught maths to Standard Six pupils at C.J. Botha High School in Bosmont, Johannesburg.

"As a dedicated teacher, we believe Jansie will be concerned for her pupils. By marking her papers we hope to show her our support," said Miss Rena Sherman, member of the Neusa maths workshop.

Neusa had condemned the detention of Miss Lourens as a "cruel system through which the State tried to suppress all attempts at opposition", she said.

Teachers' pay '30% below cost of living'

2004 20/9/83 321

By HELENE ZAMPETAKIS

RESENTMENT over teachers' salaries has not been diminished by Government assurances that they will give top priority attention to the problem.

Angry teachers said in interviews they would like to see regular cost of living salary adjustments which take inflation into account, outside of salary increases.

They said their salaries had fallen about 30% behind the cost of living since the Government responded to massive teacher agitation in 1981 by increasing salaries by up to 26%.

Mr Jack Ballard, TTA general secretary, said this increase had brought teacher's salaries up to standard for a year.

But salaries have dropped so far behind their equivalent professions that a principal with a masters degree who has been teaching for 17 years takes home a mere R1 000.

Several teachers expressed resentment over the fact that they came boldly into the public eye whenever their salaries needed upgrading.

"It is embarrassing for us to have to campaign for a decent income every few years when it should be an automatic annual consideration," one teacher

said.

And another said: "Unfortunately we are dealing with a Government that only responds to pressure. So we have to constantly haggle in three year cycles for a decent increase that brings us up to standard.

"The Government reacts to a tremendous uproar by giving teachers an increase, and then they leave it for several years.

"They need to work out a system whereby we get cost-of-living increases every year," one teacher said.

● Eking out a
living — Page 11

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● Eking out a living — Page 11

200 at veteran unionist's funeral

By STEVEN FRIEDMAN
Labour Correspondent

MORE than 200 people, including employer representatives and trade unionists across a wide spectrum of ideologies, gathered at Johannesburg's West Park Cemetery yesterday for the funeral of veteran trade unionist Mr Morris Kagan.

Mr Kagan, who was general secretary of the Witwatersrand Liquor and Catering Employees' Union,

helped to initiate unions for shop workers and assisted in the formation of independent black trade unions during the 1950s and 1970s.

He was a familiar and respected figure to both employers in commerce and to trade unionists across a wide spectrum.

Besides members of Mr Kagan's family, including his three children, employers from several major chain stores and tearoom owners'

representative Mr D Michos attended the funeral yesterday.

Trade unionists who attended included Mr Chris Dlamini, president of the Federation of SA Trade Unions, Mr Phisoasho Gama, general secretary of the Council of Unions of SA, and Mr Arthur Grobbelaar and Dr Anna Scheepers, general secretary and president of the Trade Union Council of SA.

A large delegation from

the Commercial, Catering and Allied Workers Union of SA, one of the fastest-growing black unions in the country which Mr Kagan assisted at various times, also attended, including union general secretary Mrs Emma Mashinini, president Mr Isaac Padi and worker leaders from various stores.

Rabbi I Gross conducted the service and delivered brief remarks lauding Mr Kagan's contribution to the trade union movement.

RIS
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many more

Squabble over TV series

London Bureau

LONDON. — A major TV documentary series about the Social Democratic Party was almost scrapped at the last minute because of a row over using the theme music from the award-winning film "Chariots of Fire".

Only the last-minute intervention of film producer David Putnam saved the four-and-a-half hour documentary, "Claret and Chips", from being pulled off the air by Channel 4.

TV cameramen spent more than a year filming the activities of the Social Democrats to compile a history of the party over the last two years.

All went well until they started editing the film. The trouble stemmed from the fact that the SDP had used the "Chariots of Fire" music as one of their campaign tunes.

Greek composer Vangelis was furious when he learned about his composition being associated with a political party and refused permission to use it.

Then David Putnam, an SDP supporter, stepped in. He personally contacted Vangelis, who finally relented.

Di's pregnancy is 'speculation'

London Bureau

LONDON. — Princess Diana's Press secretary, Mr Victor Chapman, was yesterday quoted as saying fresh reports that she was pregnant were "pure speculation" and "rubbish".

But with even Fleet Street's "serious" newspapers publishing reports in recent days claiming she was expecting a baby in April, Mr Chapman's statement has not halted speculation.

Buckingham Palace has not yet issued a firm denial of the reports. Spokesmen either refuse to comment or describe the reports as speculative.

Princess Diana, Prince Charles and the infant Prince William are still on holiday with the Royal Family at their Balmoral Castle estate in Scotland.

The princess herself refused to comment. She answered with an adroit "that's a bit personal" when she toured a factory last week and a girl worker asked her directly if she was expecting.

Buckingham Palace has not responded to a swipe at Princess Diana from Mr Arthur Scargill, the Marxist leader of Britain's mineworkers.

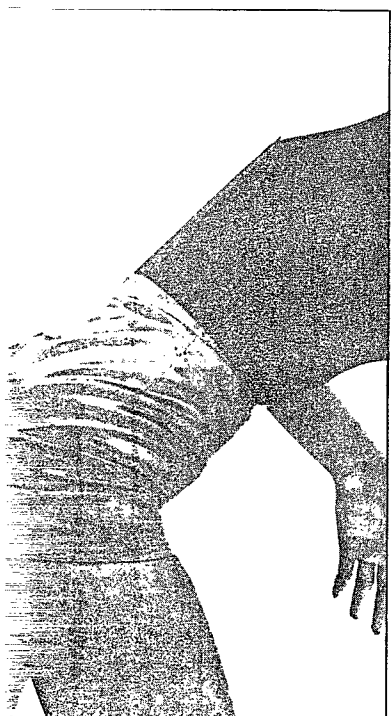
In a morning television interview he said he wanted



PRINCESS DI
pregnant?

republic and that the Royal Family should be deposed.

Protesters jammed the switchboards when he said the princess could be better employed selling maternity dresses and other members



Teachers' union backs UDF

By HELENE ZAMPETAKIS
THE non-racial National Education Union of South African (Neusa) affirmed its commitment to the United Democratic Front and the Charter for Teacher Unity at its annual national conference on Saturday.

Mr Curtis Nkondo, former teacher and community leader, was elected president of Neusa.

The conference, which was

held in Maritzburg, was attended by 160 delegates and observers, including those from the Teachers' Association of South Africa, the Natal Teachers' Society and Azaso.

Neusa voted to send delegates to a conference of the coloured and black Union of Teachers' Association of South Africa, Utasa, which drew up a charter for teacher unity earlier this year.

Mr Ian Moll, the general secretary of the Neusa, said Neusa delegates would address the conference on the organisation's belief that education needed to be located within a broader context in society.

"We want to say that we can only start talking about change in education when there is change in South Africa as a whole," he said.

The delegates also noted

with approval that teachers' organisations were increasingly addressing the political nature of education.

Neusa passed a motion condemning the detentions of its members, Miss Jansie Lourens and Miss Catherine Hunter, and other detainees.

A second motion expressed solidarity with those detained and harassed in the Ciskei, Mr Moll said.

Teacher unity charter called too political

By Jean Hey,
Education Reporter

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3/10/83

Reaction ranging from hesitation to harsh criticism has greeted the plan to unite teachers of all races of South Africa under one charter.

At its annual conference the Transvaal Teachers' Association (TTA) slammed the Charter for Teacher Unity for being too political.

On the same weekend the National Education Union of South Africa (NEUSA) was questioning the charter's validity from the opposite standpoint at its annual conference in Maritzburg.

The charter, Neusa delegates said, did not place education in a sufficiently broad political perspective.

The charter was drawn up in January this year by the Joint Council of Teachers' Associations (Joc-tasa), a national body formed by black and coloured teachers' associations.

FREE SCHOOLING WANTED

It calls for teacher bodies to join in support of free, compulsory and non-racial education.

Joc-tasa plans to hold a meeting of all sympathetic teaching bodies to discuss the charter in Cape Town on December 10. Both Neusa and the TTA delegates hope to attend.

Commenting on the charter in his presidential address Mr Eddie Brown of the TTA said the document was muddled, with statements of intent interspersed with educational principles and political statements.

"It certainly is not a document by which we would like future generations to judge us as academics."

The TTA also objected to the fact that acceptance of the document was a precondition to being included in later discussions.

The main problem, however, was its political nature.

ALIENATION FEARED

Some of its statements would probably be unacceptable to some members of the TTA and were likely to alienate Afrikaans-speaking teachers, said Mr Brown.

"We feel this document would therefore not lead to teacher unity but merely to a realignment of teachers' associations with some bodies still being excluded.

"Teacher unity, if it is to be pursued, must include teachers' associations from all our race and language groups."

Defending Joc-tasa's charter, the newly elected president of Neusa, Mr Curtis Nkondo, said those who drew a line between education and politics were missing a fundamental point.

"Education is inevitably influenced by politics in South Africa and there can never be unity between educationists who support apartheid and those who aim for a non-racial society," he said.

The general secretary of Neusa, Mr Ian Moll, said that Neusa believed the basic idea of a charter for teacher unity in South Africa was a good one.

"However, the charter makes the same mistake as the De Lange Report by assuming you can change education while ignoring the rest of society."

'Apartheid in education is evil'

Neusa presidency for the 'teacher in limbo'

By Jean Hey
Education Reporter

Mr Curtis Nkondo, the ex-school principal who believes above all else that politics and education are indivisible, is wearing another cap.

Earlier this year he was elected vice-president of the United Democratic Front.

Now this controversial figure — who was suspended from his post as headmaster in 1977 after supporting the students of the Soweto riots and who was later detained and banned — has been elected the new president of the National Education Union of South Africa (Neusa).

The new cap, he says with gusto, fits perfectly.

Mr Nkondo is not one to mince his words or to prostitute his beliefs for the sake of expediency.

He says in no uncertain terms that apartheid — in education as in all spheres — is an evil system that causes enmity and stunts progress.

And Neusa, he believes, echoes his stand.

"It is the only non-racial teachers' organisation working for a democratic and free society. Its future is dynamic; it has great potential.

"We must bring teachers together and mobilise them towards change in South Africa."

Free, compulsory and democratic education is what Mr Nkondo advocates with passionate intensity.

True to the Freedom Charter, to which this

Mr Curtis Nkondo, the former school principal, has been an outspoken critic of apartheid in education for years. He is the new president of the National Educational Union of South Africa and sees his new post as an ideal vehicle for change.



Mr Curtis Nkondo ... new president of Neusa.

middle-aged man says he strictly adheres, Mr Nkondo believes the doors of learning should be open to all.

It was for this vision that he sacrificed his position as school principal of Lamula Secondary School in 1977.

Once described as "a teacher in limbo", Mr Nkondo is adamant he will not return to formal teaching until there is an end to separate education.

to be true," he says with a shrug.

Mr Nkondo believes the present South African system of education has inhibited teachers, domesticated them and made them slaves to regulations.

It is a hard conclusion for a man who comes from a family of eight teachers and whose teacher father was his strong inspiration.

"He made us believe all other professions were second best," he says simply.

Least one wonders whether he has lost that conviction, Mr Nkondo quickly assures he still believes in the importance of teaching.

"A teacher should be a leader who creates dialogue between people. He must not only impart knowledge but also make children aware in a broader sense."

Already, says Mr Nkondo, black students have been awakened to harsh political realities.

"School boycotts will continue and worsen and children will become more militant until separate education ends.

"You never used to hear of black students assaulting teachers. Now it is becoming common. Children are politicised and their frustration is higher than ever before."

Through his new role as Neusa president, Mr Nkondo hopes he will be able to participate more strongly in bringing about the non-racial, democratic educational system of his dreams.

"How can I return to a system riddled with contradictions and conflicts?"

"Our present education system indoctrinates whites to believe they are superior, while blacks are educated for subservience — and neither system allows for criticism from pupils or teachers."

Suddenly Mr Nkondo stops himself, laughs and apologises for talking in clichés.

"The problem is many political clichés happen

NEW PAY DEAL FOR TEACHERS

C. Herald
THOUSANDS of teachers with lower primary qualifications will be getting a better pay deal in the new year, according to Mr Franklin Sonn, joint president of the Cape Teachers Professional Association (CTPA) and the Union of Teachers' Associations of South Africa (Utasa).

Speaking at a meeting of the CTPA's Paarl branch on Tuesday, Mr Sonn said "the battle for better salaries for all teachers is almost won".

A Utasa delegation had seen the Minister of Internal Affairs, Mr F W de Klerk, on Monday and they had been given the assurance that there would be an improvement in salaries for the lower category teachers on January 1 and again later during the year.

"Unfortunately, he did not tell us precisely what the improvement would be," Mr Sonn said.

GUILTY

"We always feel guilty when we receive our cheques at the end of the month and realise that the people who work the hardest are earning the least.

"January 1 will be a breakthrough for us, but it will only be the beginning."

Mr Sonn said the 29-man delegation had asked that the "double A" category, the lowest category, be scrapped and that all those teachers upgraded.

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ALL teachers to get travel perks

ALL teachers who cannot live in the areas where they teach will now be eligible for travel allowances.

This was announced after a meeting between the Union of Teachers' Associations of South Africa (UTASA) and the Director of Coloured Education, Mr AJ Arendse.

According to Utasa president Mr Franklin Sonn, the Director had assured them that travel allowances would in future apply to all teachers

in the Department, irrespective of race.

Up to now, the only teachers who qualified for travel allowances were whites, with the exception of a few teachers in the rural areas who managed to get allowances.

The issue of allowances had created problems at some schools. Principals had refused to sign applications for travel allowances by white teachers because, they

believed, it meant discriminating against other staff members.

Tension had also been caused between principals and white teachers when the teachers bypassed the principals to get their allowances.

Many teachers, for example, those working in Mitchells Plain, had to travel far to school because their income was too high for them to qualify for a houses in the area.

Teachers 'conned' into working for status, says Wits educationist.

CAPE TOWN — Calling teaching a profession was a "con" to make teachers work for status rather than money, according to a Johannesburg educationist.

Ms Pam Christie, a lecturer in the education de-

partment at the University of the Witwatersrand, told a UCT summer school course on women and work that professions had four things in common — specialised knowledge, status, financial reward and a measure of control.

But the teaching profession did not fulfil any of these criteria, she said.

"In spite of many teachers doing post-graduate diplomas in education, this is not rewarded in the same way as other professional qualifications such as medicine or law."

She said there was little financial reward or promotional opportunity in teaching, especially for women.

Giving teaching the status of a profession when it did not really fulfil any of the criteria trapped teachers in "professional behaviour."

"You don't ask for increases, organise unions or go on strike if you are a professional," said Ms Christie.

She said the cliché that teaching was a good job for a woman but not a good career was borne out by statistics.

"More than 70 percent of teachers in the Transvaal are women, 51 percent of whom are married."

"There is a higher concentration of women in primary and pre-primary schools. The vast majority of principals, inspectors and even heads of departments in high schools are men."

"Because married women are paid less than men, do not get the same housing subsidies and do not have permanent positions for promotional opportunities there are considerable disadvantages for them in a career where they make up the majority of the workforce," she said.

Viljoen told of restless teachers

Education Reporter

A GROUNDSWELL of restlessness had become evident among teachers and salary increases for the profession had to be treated as a matter of urgency, the Federal Council of Teachers Associations told the Minister of National Education, Dr Gerrit Viljoen, in Cape Town yesterday.

In a statement released after the "fruitful

2 1/2-hour meeting" the chairman of the council, Mr J F Stonier, said their delegation informed the minister of the "urgent" situation "in unequivocal terms".

He said Dr Viljoen reiterated the government's undertaking to give teachers' salaries "highest priority during the 1984-5 financial year".

The delegation made

strongest appeals" for an early announcement on the matter and stressed the need to finalize a date for implementation of the salary adjustments.

This was a matter that was "urgently" necessary even though details of an increase might not be available, he said.

The federal council pointed out that restless-

ness in the profession was being "aggravated by the fact that no specific announcements or dates are being given".

The minister had been asked to treat "with the utmost caution" any suggestion of dealing in this matter with "individual sections of the educational family" before the others.

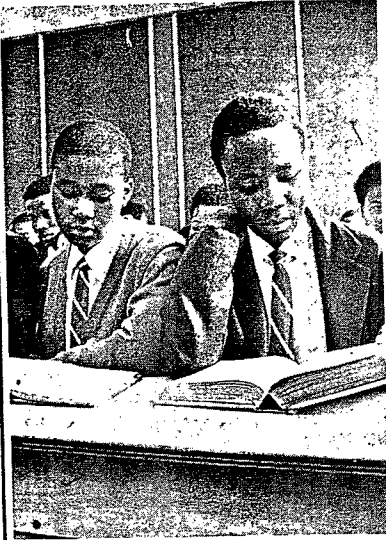
"Positive and encouraging progress" had

been made in discussions on creating machinery to enable the profession to participate fully in educational planning, said Mr Stonier.

Other matters discussed included the financing of education and the question of legislation following the government's White Paper on provision of education.

Teachers needed to help improve African matriculants' pass rate

CAPE TOWN 13/3/86
By DAPHNE WILSON



African pupils ... good potential being wasted

THE 50.4 percent national pass rate for African matriculants at the end of 1983 has caused consternation among all concerned with education in South Africa.

Even then the pass rate is one in which the majority of the students failed to obtain matric exemptions.

It is alarming to think that despite the findings of the De Lange Commission the government can still ignore the most vital of its recommendations and continues to endorse separate and unequal educational systems based on racial classifications.

So very serious weaknesses are being perpetuated, black scholars have inadequately trained teachers, and good potential year after year is still being wasted through an under-developed and woefully handicapped primary and secondary education system for blacks.

It has been with the

intention of trying to counter some of the weaknesses in the black secondary-school structure that under the aegis of the South African Institute of Race Relations, enrichment classes for African matriculants have been run on Saturdays and week-day afternoons over the past two years in Langa. Money for this project has been made available by the Evangelische Zentralstelle Entwicklungshilfe of Germany, commonly known as EZE.

EZE has particularly wished to promote the understanding of maths and science so the enrichment programme has concentrated on providing tuition in those two subjects and in English for standard 10 students studying the "academic" course of studies at the local high schools.

The question one has to ask now in the light of recent poor matric results is how helpful have these classes been? Have they helped at all? The results show that they have.

Classes were started on March 5 last year and were held in the unoccupied classrooms of St Francis Cultural Centre every Saturday until mid-November.

The physical science classes attracted the largest numbers because at some of the schools there had been long periods in standards nine and 10 when students had had no physical science teacher and simply had to work on their own as best they could.

Priority

Students saw help in this subject as their major priority. The enrichment maths classes were likewise well attended but in both these subjects teachers had to cope with students at very different levels of accomplishment and all students were handicapped to a greater or lesser degree by very inadequate basic training.

The week-day afternoon classes in English set works and later in biology were also con-

ducted to 70.3 percent and the matric exemption rate to 16.2 percent, while for a minimum of 40 attendances the general pass rate was 76.7 percent and that of the matric exemptions 23.3 percent.

The lowest of the enrichment programme pass rates was appreciably better than the national pass rate of 50.4 percent for the 1983 African matriculants and better than those of our local African schools where, for three out of the four schools, the pass rate was actually lower than 50 percent.

It is accepted that the keener students would have attended the programme and this would have weighed in favour of a better enrichment programme pass rate but what in my opinion undoubtedly confirms the measurable value of the programme in terms of examination results is the clear correlation between better attendances at enrichment classes and better results. This improvement is too large and consistent to be accounted for purely by the fact that the keener students attended the programme.

The immeasurable values of the classes of course are ones of general friendship and understanding with a broadening of cultural horizons.

Bursary

As after 1982 both EZE and the bursary department of the South African Institute of Race Relations in the Western Cape have been able to help the more successful students from the programme to continue their studies at tertiary level so it has been gratifying to see 17 of these young people now registered at various institutions throughout the country, including UCT, Wits, Rhodes University, UWC, Fort Hare and the University of the Transkei. Their progress will continue to be followed with warm interest.

The EZE enrichment programme is about to start again and this time

African pupils ... good potential being wasted

after year is still being wasted through an under-developed and woefully handicapped primary and secondary education system for blacks.

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The week-day afternoon classes in English set works and later in biology were also popular but were attended mostly by students who were not on the academic course, which includes maths and science, and who consequently did not attend the Saturday classes.

Although the total overall attendance was large, occasionally swelling to more than 300, individual attendance records were regrettably low or erratic.

Of those who attended during the year at least 10 times and more there was a total of 196 students.

The pass rate of these 196 students at the end of the year was 62.8 percent with 14.3 percent of them obtaining matric exemptions.

Attendance

However, the general pass rate at the matric exemption rate rose significantly when linked with better attendance.

For those who attended a minimum of 30 times the pass rate rose

and this would have weighed in favour of a better enrichment programme pass rate but what in my opinion undoubtedly confirms the measurable value of the programme in terms of examination results is the clear correlation between better attendances at enrichment classes and better results. This improvement is too large and consistent to be accounted for purely by the fact that the keener students attended the programme.

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The EZE enrichment programme is about to start again and this time will provide Saturday classes throughout the year in physical science, maths and English not only for standard 10 students but also for standard nines.

For the programme to expand and cater for the needs of our senior secondary African students a large number of additional expert teachers will be needed. We would like to appeal in particular for those with experience in teaching physical science and maths at senior secondary level to offer their services. All teachers are paid small honorariums.

Inquiries should be addressed to the Manager, the Bursary Department, SAIRR, 5 Long Street, Mowbray, Phone 65-1025.

[Daphne Wilson, is Principal, 1983 Enrichment Programme and Chairman, Bursary Department, SA Institute of Race Relations, Cape Western Region.]

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Women teachers to get better deal

(Cont from Page 1)
tions in special cases or on the grounds of special local circumstances.

Dr Viljoen said: "Some of the other important recommendations which I have approved relate to contributions to pension funds, membership of the Unemployment Insurance Fund, financial assistance, medical aid benefits, promotion and housing benefits.

"I have granted approval for

the responsible authorities to be negotiated with in all cases where different conditions of service apply to male and female teaching staff, so that the differences can be eliminated."

He said an important implication for women who chose to continue teaching in a permanent capacity after marriage was that they would "rightly be expected to perform all the duties, even after school hours, that are normally expected of their unmarried colleagues."

Improved benefits for women teachers

Political Staff

THE Government has announced a new deal for women teachers in which the quota system will be changed and fringe benefits improved.

The Minister of National Education, Dr Gerrit Viljoen, said this afternoon the changes resulted from a report of the Committee of Heads of Education.

Education departments would phase in the new co-ordinated system from next year until it was fully in effect from January 1987.

Dr Viljoen said: "In both primary and secondary schools, 10 percent of teaching posts below the level of head of department will be reserved for the appointment of students who are completing their training and for teachers who are available for temporary appointment (or, in the Transvaal, are members of the permanent relief staff)."

Of the remaining posts in primary schools, 20 percent will be reserved for men and 20 percent for women. In secondary schools, the figure will be 30 percent. The balance may be filled by both men and women.

The head of education concerned may authorise excep-
(Turn to Page 3, col 2)

REMOVE DISCRIMINATION

He said: "Certain recommendations which I have approved will considerably improve the position of women — and particularly married women — in education."

The principle of a quota system would be upheld but the new deal would remove discrimination against married women and reduce the percentage of reserved posts.

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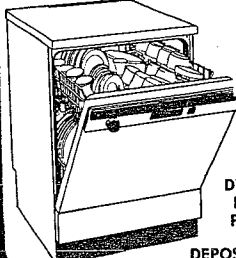
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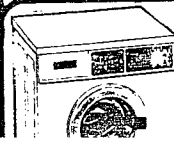


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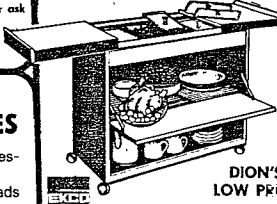
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AKGUS 11/4/84

(321)

CITY / NATIONAL

Teachers welcome abolition of quota

Education Reporter
WHITE teachers' organisations and educationists have welcomed the abolition of the old quota system which discriminated against married women teachers.

They have also emphasised the need for the re-

moval of other disparities between men and women teachers.

The Minister of National Education, Dr Gerrit Viljoen, yesterday announced that the quota system which allowed married women in the Cape to hold only 15 percent of permanent posts would be scrapped and

replaced by a new system placing the appointments of men and women on the same footing.

However, many educationists have expressed concern that the new system — which will be phased in from next year with a deadline of January 1, 1987 — also involves the reservation of

posts which they believe should be scrapped.

They have also expressed concern that the new system will not effectively recruit and retain men in the profession.

"Only competitive salaries will do that," said Mr Alan Powell, president of the SA Teachers' Association (Sata).

Sata had repeatedly expressed the unequivocal view that appointments should be on the basis of merit alone and therefore welcomed the move.

"While we note the Government's willingness to negotiate parity on other conditions of service, we draw little comfort from the fact that parity of salaries at post levels one and two (all posts below that of deputy-head) remains merely an accepted principle.

"Principles do not pay bills or encourage confidence in a profession. It is cold comfort to women teachers that parity of salary is accepted in principle when most of them continue to be paid less than their male counterparts," he said.

Under the new quota system 10 percent of teaching posts below the level of head of department in both primary and secondary schools are reserved for the appointment of students and temporary teachers.

In addition 20 percent of all posts in primary schools will be reserved for men and 20 percent for women, while the rest may be filled by either sex.

In secondary schools 30 percent of the posts will be reserved for men, 30 percent for women and the rest may be filled by either sex.

Sata expresses reservations about the implications of the 10 percent staffing quota which must be kept open for first-year and temporary

teachers, as "this could lead to schools being unable to appoint experienced teachers in vital subject areas".

The chairman of the SA Onderwysersunie (SAOU), Mr H E Franzsen, welcomed the new dispensation for married women teachers as it was in agreement with the broad principles of the organisation.

"The minister emphasised a number of matters dealing with conditions of service where disparity between men and women still exists. The SAOU trusts that these matters, especially equal pay and equal housing benefits, will be set right as soon as possible," he said.

Contribution

Mr Jan van Eck, a Progressive Federal Party spokesman on education, said that by removing the restrictions on the appointment of married women teachers, the new system acknowledged "the massive contribution which is made daily by married women to the education of our children".

"It will also increase the professional status of the teaching profession by removing non-educational factors such as marital status in appointments."

He warned that the shortage of male teachers would not be solved by maintaining a quota system. Other solutions needed to be found.

"Unless this is done the profession will become more and more woman-dominated, bearing in mind that the number of reserved male posts has been considerably reduced and that the directors of education can waive the quotas and allow the appointment of women in posts reserved for men but for which men are not available," he said.



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Quota boost for women teachers

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Political Staff

THE phasing out of discrimination against married women teachers was taken a further step yesterday with the introduction of a new quota system.

The Minister of National Education, Dr Gerrit Viljoen, announced at a press conference yesterday that the new system removed discrimination against married women, while the percentage of reserved posts was also being reduced.

In addition he said he had approved recommendations as far as married women teachers were concerned with regard to:

- Contributions to pension funds.

- Membership of the Unemployment Insurance Fund.

- Financial assistance — the rendering of service and taking over of burials.

- Medical aid scheme benefits.

- Promotion.

- Housing benefits.

Dr Viljoen said with regard to these matters he had given permission for negotiations to take place with the relevant authorities or departments where differences between male and female staff exist, "so that the differences can be eliminated".

Parity

He further reiterated the government's stand on remuneration that parity in principle had been accepted and was already being applied at post level 3 and upwards. Further implementation of the principle would receive attention "as soon as financial circumstances in the country permit".

The new quota system will be phased in from the beginning of 1985 with full implementation scheduled for January 1 1987.

In terms of the new quota system:

- In both primary and secondary schools 10 percent of teaching posts below the level of heads of department will be reserved for appointment of students completing their training and for temporary teachers or, in the case of the Transvaal, relief teachers.

- For permanent appointments in primary schools, 20 percent of posts will be reserved for men, 20 percent for women and the rest may be filled by either.

- For permanent appointments in secondary schools, 30 percent of posts are reserved for men, 30 percent for women, while the rest may be filled by either.

Shortcomings

- Departure from the quota system may be authorized by a head of education in cases where schools are mainly for boys or girls, schools with less than 100 pupils, special and clinic schools, junior primary schools, schools with both primary and secondary departments and where local conditions warrant it.

The minister said the old quota system had two shortcomings. Firstly it discriminated against married women and secondly it was applied differently by the various education departments.

Three of these departments — National Education and departments in the Cape and Orange Free State — restricted the maximum percentage of married women appointed to permanent posts, while the Transvaal set minimum percentages at schools for the appointment of men only and for women, whether married or single.

Reacting to the announcement, Mr Roger

Burrows, a Progressive Federal Party spokesman on education, said he was totally opposed to the quota system "to achieve an educational aim".

He said that undoubtedly more men were needed in education, but that a quota would not bring them in — "improved salaries and service conditions may".

Eight percent

Citing Natal as an example, Mr Burrows said it was ridiculous to apply a 20 percent quota for men in primary schools when only eight percent of such posts were held by men at present.

Mr Burrows welcomed the possible improved service conditions for married women and expressed the hope that they would come into effect soon.

However he added that "only improved salaries and a greater professional autonomy will attract more men and women of the highest calibre to the profession".

The PFP spokesman on education in the Cape Provincial Council, Mr Jan van Eck, said that by removing the restrictions on the appointment of married women teachers, "the massive contribution which is made daily by married women to the education of our children is acknowledged".

He said the announcement had to be welcomed and it would also increase the professional status of the teaching profession.

With regard to the lack of men teachers, he said the quota system would not solve this problem and other steps would have to be taken "to make the profession more attractive to men so that maintaining a quota system will become redundant".

New deal for married women teachers

Mercury 11/4/84

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Mercury Correspondent

PRETORIA—Discrimination against married women teachers has been removed, the Minister of National Education, Dr Gerrit Viljeon, announced here yesterday.

Recommendations made by a committee of heads of education departments had been accepted, and would improve considerably the position of women, and particularly married women, in the teaching profession.

The minister said differences relating to pension funds, unemployment insurance fund membership, financial assistance, medical aid benefits and housing benefits would also be eliminated.

Gradual

The existing quota system had serious shortcomings including discrimination against married women teachers, the minister said, and a difference in application by the Departments of Education.

The old quota system in three of the education departments restricted the permanent appointment of married women to a maximum percentage of the posts at any school.

The new system was flexible and enabled a head of education to vary the quotas in specified cases.

It would gradually be phased in from 1985, with full implementation from January 1, 1987.

The new system provides for 10 percent of teaching posts below the level of head of department in primary and secondary schools be reserved for the appointment of students, and for teachers available for temporary appointments, or members of the permanent relief staff.

Of the remaining posts at the level below head of department 20 percent in primary schools would be reserved for men, 20 percent for women and the rest could be filled by men or women.

Accepted

In secondary schools 30 percent of the posts would be reserved for men, 30 percent for women and

● TURN TO PAGE 2

New deal for married teachers

● FROM PAGE 1

the rest could be filled by men or women.

However the minister pointed out that women teachers who continued in their posts in a permanent capacity after marriage, would be expected to perform all duties, including those after school hours, normally expected of their unmarried colleagues.

The minister added that the Government had already accepted in principle parity of salaries for men and women teachers and this was being applied.

Natal's Director of Education, Mr J W J van Rooyen, said he did not think the minister's announcement would have a great deal of effect in Natal.

We are committed to a quota but we have a shortage of men at primary and secondary levels. So I don't foresee the decision is going to have any immediate effect here.

We do not have the percentage of men that the quota allows.

Mr van Rooyen said his department had compensated for years for the shortage of men teachers by employing married women.

Important move on teacher unity

By MAGGIE ROWLEY
Education Reporter

THE majority of teachers' organisations in South Africa today took a massive step towards teacher unity.

This could result in a complete re-alignment of teachers' organisations on the basis of political ideology, leaving the white Afrikaans-speaking bodies "out of the cold".

At an historic meeting between representatives of all teachers' organisations in Cape Town, the white English-speaking organisations and their black colleagues came out in support of the "spirit and letter" of an Education Charter which denounces apartheid as detrimental to education and calls for a unitary education system.

The Afrikaans-speaking bodies have rejected these basic principals of the charter.

Abstained

The progressive National Education Union of South Africa (NEUSA) abstained from voting because the group felt the charter does not go far enough.

The Education Charter was drawn up last year by the umbrella body of teachers' organisation, the Union of Teachers' Association of South Africa (UTASA). Today's conference was called by the Joint Council of Teachers' Associations of South Africa (JOCTASA), which represents all African and coloured teachers in the country.

The majority of the organisations voted to set up a steering committee to work towards "further structures to promote teacher unity in South Africa".

Organisations

These organisations include JOCTASA, the Teachers' Association of South Africa (TASA), the white South African Teachers' Associations (SATA), The Natal Teach-

ers' Society (NTS) and The Transvaal Teachers' Association (TTA).

Vice-president of JOCTASA Mr Franklin Sonn, said today's meeting could result in a re-division of the organisations leaving the Afrikaans-speaking teachers "out in the cold".

"The fact that the white English-speaking organisation voted with their black colleagues could bring tremendous pressure on their relationship with the Afrikaans-speaking bodies on the all-white federal council.

Ideology

"The dividing line is no longer according to race, it is a matter of political ideology — between those for and against apartheid education," he said.

A statement issued by the SA Onderwysersunie, on behalf of the Afrikaans bodies represented today, said they had come to the meeting under the impression that the principles of the Education Charter would be discussed.

"SAOU was under the impression that they would be given a chance to state their case, but when we arrived we were confronted with the fact that most of the represented organisations supported the Charter and discussions were done on the basis that all organisations were in agreement.

The SAOU said they had put forward an amendment which stated that the existing teachers' associations and federations should be maintained and that separate mechanisms should be created where issues of common educational concern could be discussed.

Women teachers to get square deal

By GERALD REILLY
Pretoria Bureau

WOMEN teachers are to get a new deal in terms of a quota system in which discrimination against married women will be removed, the Minister of National Education, Dr. Gerrit Viljoen, announced in Pretoria yesterday.

Recommendations made by a committee of heads of education departments had been accepted and would considerably improve the position of married women in the teaching profession. The Minister said differences relating to pension funds, unemployment insurance, financial assistance, medical aid, benefits and housing benefits would also be eliminated.

The existing quota system had serious shortcomings, including discrimination against teachers married women, application and a difference in appointments by the Department of Education, the Minister said.

The old quota system in three of the education departments restricted the permanent appointment of married women to a maximum percentage of the posts, at any school.

The new system was flexible and enabled a head of education to vary the quotas in specified cases.

The new system was flexi-
tion from January 1, 1967.

● The new system includes:
low the level of head of de-
partment in primary and
secondary schools reserved
for the appointment of stu-
dents and for teachers avail-
able for temporary appoint-
ments or who are members
of the remaining relief staff.

● For the permanent appoint-
ment 50% of posts in pri-
mary schools are reserved
for men, 20% for women
while the balance can be
filled by men or women.

● In secondary schools 30%
of the posts are reserved
for men, 20% for women
and the balance can be
filled by men or women.

The Minister pointed out
that an important implication
of the new system was that
teachers who continued in
their posts in a permanent
capacity were expected to perform
extra-mural activities nor-
mally expected of their col-
leagues.

The Minister added that
the Government had already
accepted in principle parity
of salaries for men and wom-
en teachers and this was be-
ing applied and this was be-

Cape Times 16/4/84 (321)

Move to boost unity of teacher bodies

Staff Reporter

MOVES towards uniting all South Africa's teacher organizations into one body had mixed success on Saturday when representatives of 18 teachers' organizations, some of them poles apart from one another, met in Bellville.

It was the first-ever meeting to which all bodies in the teaching profession had been invited, said Mr Franklin Sonn, president of the Union of Teachers' Associations of South Africa (Utasa) and the Cape Professional Teachers' Association (CTPA).

A resolution was passed to instruct a Joint Council of Teachers' Associations of South Africa (Jocstasa) steering committee to try to set up structures to promote teacher unity in South Africa.

But several teachers'

bodies voted against the resolution, he said.

"For the first time, the basis for division between teacher groups was ideological, not racial," said Mr Sonn.

An educational charter drawn up by Jocstasa was supported not only by the mainly coloured Utasa and the African Teachers' Association of South Africa (Atasa), but also by the South African Teachers' Association, the Natal Teachers' Society, the Teachers' Association of Namibia and the Transvaal Teachers' Association, he said.

"The split between these and the other organizations centred on two clauses in the charter — one in which we pledged to condemn apartheid as detrimental to education, and another in which we expressed the wish to establish a non-racial society based on

respect for human dignity."

At the end of the charter, a further pledge was made to "move towards a single national, non-racial association", said Mr Sonn.

The chairman of the SA Onderwysers' Unie (SAOU), Mr H E Franzsen, said education was an "own affair", and added that the existing separate structures should continue to exist.

"The SAOU would like to co-operate, and we are prepared to talk about educational and professional matters of common interest, but we can't co-operate on the basis of the Jocstasa charter," he said.

The SAOU and the Natal and Transvaal branch unions, and the Union for Technical and Professional Teaching (VTB) voted against supporting the Jocstasa charter.

150 000 teachers reject apartheid

321 star 16/4/84

By Jean Hey,
Education Reporter

Teacher organisations representing about 150 000 teachers in South Africa and Namibia joined in condemnation of apartheid this weekend and declared themselves in favour of the Charter for Teacher Unity.

This charter calls for one Ministry of Education and equal standards of education for all — regardless of race, creed or sex.

COMMITMENT

The meeting, held in Bellville, was called by the Joint Council of Teachers' Associations (Joc tasa), a national body formed by black and coloured teachers' associations. Twelve associations attended.

All the Afrikaans

teacher bodies represented at the meeting rejected the charter and expressed their commitment to apartheid.

The non-racial National Education Union of South Africa (Neusa) also rejected the charter because of its reformist approach.

The president of Neusa, Mr Curtis Nkondo, said: "The charter accepts the present system and believes the reform moves are working in the right direction. Neusa believes these reforms will lead to further repression in South Africa."

All other English teachers' organisations, the Indian Teachers' Association of South Africa (Tasa), the black African Teachers' Association of South Africa (Atasa), the coloured Union of Teach-

ers' Association of South Africa (Utasa), and the non-racial Teachers' Association of Namibia (TAN), accepted the spirit of the charter, which is essentially anti-apartheid.

In a surprise move, the Transvaal Teachers' Association (TTA), which in the past has claimed an apolitical stand, and criticised the political nature of the charter, also accepted it.

WORDING

The president of the TTA, Miss E Niemeyer, said the organisation's acceptance of the charter would be discussed at the TTA's annual conference in September.

Debate raged around the wording of the document, which is to be decided by a steering committee.

Swartz 17/11/84 (371)

Teachers say 'no' to apartheid

TEACHER organisations representing some 150 000 teachers in South Africa and Namibia joined in a condemnation of apartheid this weekend and declared themselves in favour of the charter for teacher unity.

This charter calls for one ministry of education and equal standards of education for all, regardless of race, creed or sex.

The meeting held in Bellville in the Cape was called by the Joint Council of Teachers' Associations (JOC-TASA), a national body formed by black and coloured teachers' associations, and attended by 12 teacher organisations.



Mr Curtis Nkondo:
President of National
Education Union of
South Africa.

All Afrikaans teacher bodies represented at the meeting rejected the charter and expressed their commitment to apartheid.

The non-racial National Education Union of South Africa (NEUSA) also rejected the charter because of its reformist approach.

"The charter accepts the present system and believes the reform moves are working in the right direction. NEUSA believes these reforms will lead to further repression in South Africa," said Mr Curtis Nkondo, president of NEUSA.

All other English teachers' organisations, the Indian Teachers' Association of South Africa (TASA), the black African Teachers' Association of South Africa (ATTASA), the Coloured Union of Teachers' Association of South Africa (UTASA), and the non-racial Teachers' Association of Namibia (TAN) accepted the spirit of the charter which is essentially anti-apartheid.

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Debate raged around the wording of the document which is to be decided by a steering committee.

Major coup over unity charter for teachers

By Jean Hey, The Star's Education Reporter

Teacher organisations representing some 150 000 members of all races voiced their rejection of apartheid at a meeting unprecedented in the history of South Africa.

Teacher bodies from as far afield as the Cape and Namibia met in Bellville at the weekend to discuss the Charter for Teacher Unity — a document which calls for one Ministry of Education and equal standards of education for all, regardless of race, creed or sex.

After a day of heated debate and tough negotiation, all but one of the white English-speaking teacher organisations accepted the charter.

The Indian Teachers Association of South Africa (Itasa), the black African Teachers Association of South Africa (Atasa), the coloured Union of Teachers Association of South Africa (Utas), and the non-racial Teachers Association of Namibia (Tan) also voiced their support.

For the Joint Council of Teachers' Associations (Jocetsa) who drew up the charter and arranged the meeting, its success was a major coup. Few believed Jocetsa would be able to unite teachers from such a wide political spectrum.

English-speaking teacher organisations such as the Transvaal Teachers' Association (TTA) are well known for their apolitical stand, claiming they represent members with diverse political views.

In a surprise move, the TTA accepted the charter along with the Cape and Natal English-speaking bodies.

"We agree on the charter and the spirit of teacher unity. But this decision will have to be discussed further at our annual conference," said

the president of the TTA, Miss E. Nieneyer.

Despite its success in uniting black, coloured and English-speaking teachers against apartheid, the charter failed to gain the support of the Afrikaans teachers' organisations because of its anti-apartheid stand.

At the other end of the political spectrum, the non-racial National Education Union of South Africa (Neusa) refused to throw in its support because it believed the document would hamper fundamental change in South Africa.

"The charter and Jocetsa are prepared to work within the present political system. We believe the present moves for reform in South Africa will only bring further repression," said Mr Curtis Nkondo, president of Neusa.

The seven organisations in favour of the charter — who represent about 90 percent of South Africa's teachers — have formed a steering committee to decide what further action to take.

Indications are that Jocetsa will become a broad umbrella organisation for the individual bodies and will look after the political and social issues of education.

But the English-speaking white bodies are already members of the white Federal Council of Teachers' Association (FCTA) and may be obliged to choose between the two.

If they choose in favour of Jocetsa, Afrikaans teachers' organisations will face increasing isolation.

In the words of Jocetsa's vice-president Mr Franklyn Somo: "The focus is very strongly on the English associations. To belong to both organisations would be schizophrenic. They have to make a choice."

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Tragedy for education'

APCWS 321
8/1/84 321

Parliamentary Staff
IT was "an enormous tragedy" for South Africa that education under the new constitutional dispensation would still be subject to apartheid, the Assembly was told.

Mr Horace van Rensburg (PFP Bryanston) said this was a rejection of the most valuable recommendation of the De Lange committee on education and had come as a disappointment to thousands of teachers, parents and others of all races.

The continuation of the apartheid system was also "a cruel setback" in South Africa's process of reform.

TWO OPTIONS

Predicting that apartheid would eventually be abolished, Mr van Rensburg said the Government had two options:

- It could abolish apartheid at its own initiative; or,

- It would eventually have to give way under pressure and thereby lose control over the process.

Mr van Rensburg said most South Africans wanted an education system that was not based on apartheid.

CHARTER

Teacher organisations representing about 150 000 teachers in South Africa and South West Africa had joined in condemnation of apartheid at the weekend and declared themselves in favour of a charter for teacher unity.

The charter called for one Ministry of Education and equal standards of education for all, regardless of race, creed or sex.

Mr van Rensburg called on the Government to announce a programme for the elimination of race discrimination in the allocation of education funds.

SEVEN TIMES

He said whites were at present allocated seven times the amount granted to blacks for education and 24 times the amount allowed for sport.

The present annual allocation for each child for the various race groups was: whites R1 385, Indians R871, coloured R593 and blacks R192.

"This crass form of discrimination cannot be tolerated any longer," Mr van Rensburg said.

Replying to points raised during the debate, the Minister of National Education, Dr Gerrit Viljoen, said it was wrong to use the expenditure per child as a starting point in considering education finance.

NEW FORMULAS

Other factors also had to be taken into account. The Government was seeking new formulas for financing education.

The Government was, in fact, making concerted efforts to bring about equal education opportunities for all race groups as soon as possible.

However, the standards achieved in the more advanced education systems could not be allowed to be lowered in the process.

Changes in the education system could not be achieved overnight.

BRIDGE GAP

Efforts to bridge the education gap in respect of black and coloured children were seriously hampered by the high rate of population growth of these groups and by a shortage of trained teachers.

While the Government was committed to bringing about equal education, the extent to which this could be achieved would be up to individual communities.

Dr Viljoen said the Government was considering the imposition of levies on families to pay for education.

This was a matter which had to be co-ordinated between the provincial authorities.

He gave an assurance that legislation to put such a move into effect would not be introduced before the public had been fully informed.

Notes 8/1/84 321

High failure rate in teacher exams

ARGVS 16/5/84

321

Provincial Staff

OF the 707 provincial teachers who wrote Afrikaans and English first language bilingualism examinations last year, 72 percent failed.

The failure rate among the 40 teachers who wrote the second grade language examinations was 60 percent.

Of the teachers who took oral bilingualism examinations, 25 percent failed the Afrikaans and English first language, and 45 percent failed the second language tests.

Few passed

Figures provided in the Provincial Council yesterday by Mr Willem Rouwer, MEC in charge of education, showed that only 117 teachers of 547 passed the English first language bilingualism examinations, and only 84 of the 160 passed the Afrikaans first language tests.

Of the 18 teachers who wrote the Afrikaans second language written ex-

amination, only five passed, while 11 of the 22 teachers who wrote the English second language examination passed.

A total of 22 of the 301 teachers who wrote the English first language oral examination passed, while 78 of the 99 who

wrote the Afrikaans first language oral examination passed.

Six of the 15 who wrote the Afrikaans second language oral exam passed it and all five teachers who wrote the English second language oral exam passed.

Of the 402 teachers who offered Afrikaans as a subject at English-medium primary schools, only 53 spoke it as a home language, while 90 of the 95 teachers who offered Afrikaans at English-medium high schools spoke it as a home language.

Teachers up in arms over increase date

Now TTA joins pay dispute

Sweftan 18/6/84

321

By GERALD REILLY
Pretoria Bureau

THE Transvaal Teachers' Association (TTA) has thrown its full weight behind the Federal Council of Teachers' Associations in the pending struggle to persuade the Government to introduce salary increases before the announced date of December 1.

The TTA decided its stance at a meeting of its executive in Johannesburg at the weekend.

The executive expressed its extreme disappointment at the late implementation of the salary increase and supported the strong reaction of the Federal Council to the announcement.

And there are growing fears that a demand will again come from some teachers for a boycott of extra-mural activities unless the salaries are increased by — at the latest, — October.

Observers say the bitter reaction of the Federal Council after its meeting in Pretoria on Friday is a measure of the frustration felt throughout the profession.

The council declared itself "in serious dispute" with the Government and announced it would seek an interview with the Prime Minister.

Pretoria sources said, however, the Government would stand firm on the December date — mainly because the funds are just not available to introduce the increases any earlier.

At the weekend the Minister of National Education, Dr Gerrit Viljoen, said the salary issue had been given the highest possible priority by the Government but a shortage of State funds had made it impossible to introduce increases before December 1.

However, teachers say the Government found the funds to give other areas in the public sector — especially state department employees — substantial increases.

There is resentment too that no mention was made by the Minister in the official announcement that the December increases would be back-dated.

Most teachers had expected the increases, in terms of a Government undertaking, to be introduced in July. They say three or four months back-dating would be fair and would help defuse the potentially explosive situation.

Observers point out that by delaying the implementation until December the Government has saved itself millions of rands.

It is estimated that the increases — details have not been given but the expectation is an average of between 20% and 25% — will cost the exchequer more than R500 million.

This, it is pointed out, is one of the major reasons why economists expect another increase in GST before the end of the year.

And in other reaction to the announcement of salary increases:

● The South African Teachers' Association (SATA) expressed its "complete dismay" at the weekend to the December salary increase date.

SATA President Mr Alan Powell said the implementation of the new pay package had been delayed "despite repeated reassurances given since September 1983 that the promised redress would be effected early in the new financial year".

● The Suid Afrikaanse Onderwysersunie, which represents Afrikaans teachers in the Cape, has called a special meeting of its executive for this morning to discuss dissatisfaction about the implementation date.

(4) No, the inhabitants are to be settled in Naledi Extension.

231
Hansard 26 June 1984
Teachers: 2,716, 1,807
*23. Mr. R. M. BURROWS asked the Minister of Internal Affairs:

With reference to the recently announced increases in salaries and other benefits for teachers with effect from 1 December 1984, State will be the estimated total cost to the State in the current financial year of implementing these increases in (a) October and (b) November 1984?

THE MINISTER OF EDUCATION AND TRAINING (for the Minister of Internal Affairs):

- (a) R337 million.
(b) R281 million.

Teachers: salaries

*24. Mr. R. M. BURROWS asked the Minister of Internal Affairs:

With reference to the recently announced salary improvements for teachers with effect from 1 December 1984, what is the anticipated cost in respect of a full financial year of the (a) increased promotion possibilities and (b) move towards parity for male and female teachers at post level 27

THE MINISTER OF EDUCATION AND TRAINING (for the Minister of Internal Affairs):

- (a) R94 million.
(b) R15 million.

Oil procurement

*25. Mr. R. R. HULLEY asked the Minister of Law and Order:

- (1) Whether, with reference to his reply to Question No 16 on 22 June 1984, the officer concerned has compiled any reports for the South African

the said Act in each of these five years?

*THE DEPUTY MINISTER OF INTERNAL AFFAIRS:

- (1) (a) None, for the period 1 January 1979 until 31 December 1983.

(b) Falls away.

- (2) (a) 1979: 3 397
1980: 4 436
1981: 5 490
1982: 3 248
1983: 2 840

(b) Falls away.

*27. Mr. H. H. SCHWARZ—Finance—Reply standing over.

Pietmaritzburg: Deeds Office

*28. Mr. R. M. BURROWS asked the Minister of Community Development:

- (1) Whether there is any delay in registering title deeds in the Deeds Office in Pietmaritzburg, if so, what is the extent of the delay in registering land ownership;

- (2) whether any steps are being taken or are to be taken in respect of the current delay; if not, why not; if so, what steps;

- (3) whether registration of land ownership in the Clermont area is handled in this Deeds Office in chronological order; if not, why not?

*THE MINISTER OF COMMUNITY DEVELOPMENT:

- (1) No.
(2) Falls away.
(3) Yes.

Nico: premises in Cape Town

*29. Mr. K. M. ANDREW asked the Minister of Community Development:

- (1) Whether his Department has taken any steps in respect of the (a) premises of the National Institute for Crime Prevention and Rehabilitation of Offenders (Nicro) in Harrington Street, Cape Town, and/or (b) the use of these premises as a night shelter; if so, (i) what steps, (ii) when and (iii) why;

- (2) whether he has received any representations in this regard; if so, (a) when (b) from whom and (c) what was the (i) nature of the representations and (ii) response thereto;

- (3) whether his Department owns the Nicro premises in Harrington Street; if so,

- (4) whether any changes are envisaged in the (a) continued existence of the building and (b) use thereof; if so, (i) what changes and (ii) why?

THE MINISTER OF COMMUNITY DEVELOPMENT:

- (1) (a) and (b) No.
(2) Yes.
(a) At the beginning of 1984.

- (b) From the management of Nicro.

- (c) (i) That the agreement with regard to the lease of the building be extended.

- (ii) The undertaking was given that Nicro will not be given notice to vacate before alternative accommodation has been found.

- (3) Yes.
(4) (a) No.

The demand exceeds supply

SOUTH African schools, particularly those with black and coloured pupils, are experiencing a deteriorating supply and an increasing demand for teachers competent in English, says Professor Douglas Young, Director of the University of Cape Town's Language Education Unit.

"At least 75 percent of the teaching of English in 'white' South African schools is done by non-English speakers and this figure rises considerably if one looks only at black schools," says Professor Young.

"The deteriorating level of pupil competence in English is shown very clearly in the alarmingly poor matric results in 'black' schools in 1983. Many teachers are often inadequately trained in English and they pass such underpreparedness on to their pupils."

"In 'black' schools, many teachers now in action are themselves the products of a system of instruction in three languages: English, Afrikaans and their vernacular tongues."

"They are often much less proficient in English than the teachers of the generation now in their fifties and sixties, who were educated prior to the introduction of Bantu Education in 1953."

"Incompetence pyramid"

"Many older teachers were virtually mother-tongue speakers of English, who had been educated through the medium of English and were able to teach it very well."

The growing "pyramid of incompetence," English relates not only to the teaching and learning of English as a subject, but also to the growing demand

for English as the medium of instruction.

In "black" schools, the vernacular is seen as limiting, while Afrikaans is no longer politically acceptable as a medium.

"Language is central in the education process," Professor Young stresses. "Not just as a subject in the curriculum, but across the curriculum as a medium for learning different subjects. Competence in language cannot be the sole responsibility of the language teacher. It is every teacher's responsibility."

"Mother-tongue instruction in black schools is seen by many as a policy of divide and rule. There is not just one vernacular language, so mother-tongue is seen as a catch-all term of ethnic identity, an attempt to suppress people, to prevent them from progressing in a normal way to an open society with full access to the world at large."

Tragic events in Soweto

"The general pattern in Africa has been to move away from mother-tongue instruction and to introduce English as the medium early on in the primary school."

"[The] languages are largely rural based and they have not kept track with technological development. English is seen as a world language, functional and sophisticated. It opens doors if you use it."

It is only since the late 1970s following the tragic events in Soweto in 1976, that English is being used as a medium from Std 3 in black schools, says Professor Young.

This is the first of a two-part series by THELMA SHIFRIN of the University of Cape Town who examines the crisis in English language teaching in South Africa. The second part will appear tomorrow.

In coloured schools in recent years, there has been a corresponding move towards using English as the medium of instruction and an alienation from Afrikaans, largely for political reasons.

"A lot of coloured families who were traditionally Afrikaans-speaking, are now insisting that their children speak English. And this is reflected in the schools. People choose to take English as a first language who are not English-speaking, and in some cases disadvantage themselves because they are not able to handle English as a first language."

The label "English as a second language" is seen to be derogatory, second language equals second class, inferior, says Professor Young.

Shock waves of concern

In white schools, the shortage of English-speaking teachers has already produced shock-waves of concern. Only 28 percent of white teachers are English speaking, Mr Jan van Eck pointed out in the Cape Provincial Council last month. Will the recently announced new salary structures attract more English speakers to the teaching profession?

Professor Young thinks it is not simply a question of salaries. The profession needs to be upgraded, he says. There is too much bureaucracy in the present system.

"Teachers do not want to feel circumscribed in what they do," he says.

"For do they want to feel that they are an extension of the civil service?"

"The long-awaited announcement about salaries recently made apparently includes attractive new service conditions and these might attract more English-speaking teachers to the profession," Professor Young believes, "but these moves might be too late to woo back many fine teachers already lost to teachers."

Under-qualified teachers

Is it possible to train sufficient teachers to meet the growing demand, especially in black schools given an estimated shortage of 250 000 in the next ten years?

"The proportion of properly trained black teachers with university degrees is minute in relation to the needs of black education," says Professor Young. "In the vast majority of black schools, there are large numbers of children being taught by under-qualified teachers. Teachers of maric classes sometimes do not themselves have a matric certificate."

"It is clear that the needs of black education are not going to be met simply by training black teachers. On a number basis, they might meet the requirements. But will there be enough university graduate teachers who have been through relevant teacher-training programmes?"

The UCT Education Department is longer prepared to ignore questions.

When the traditional town English-speaking 1 has been from White s university back to continue schooling the native creasingly aims to put who are competent in schools.

Unitary system

And the primary Language Education Unit 1981, is to cater for the s needs of the majority of English is not a home l the medium of instructio

Although the recom De Lange Report for a tion system under one m rejected, by the Minister "De Lange has set in no expectations for change resistent," Professor Yo inaugural lecture in July

One of the ways in wh men attempts to brode to the wider South Africa sent its student teacher practice to schools in B KwaZulu, Namibia and 1 solho. The aim is to enric experience and to increa ness beyond the insular Cape Town.

"For many of our suc tist with black African first in their lives," s Young.

● Tomorrow: R African needs.

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27/6/84

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EDUCATION

The demand exceeds supply

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The UCT Education Department is no longer prepared to ignore these burning questions.

Whereas the traditional route of Cape Town English-speaking trainee teachers has been from white schools through university back to comfortable posts in white schools, the university today increasingly aims to produce teachers who are competent to teach in all schools.

Unitary system rejected

And the primary concern of the UCT Language Education Unit, established in 1981, is to cater for the special language needs of the majority of schools where English is not a home language but is the medium of instruction.

Although the recommendation of the De Lange Report for a unitary education system under one ministry has been rejected by the Minister of Education, "De Lange has set in motion forces and expectations for change that will be irresistible," Professor Young said in his inaugural lecture in July 1983.

One of the ways in which the department attempts to broaden its relevance to the wider South African society is to send its student teachers on teaching practice to schools in Bophuthatswana, KwaZulu, Namibia and in 1982 to Lesotho. The aim is to enrich the students' experience and to increase their awareness beyond the insular community of Cape Town.

"For many of our students such contact with black African people is the first in their lives," says Professor Young.

Tomorrow: Relevance to African needs.

UTASA *CPA 2/15 2/16/84* rejects *(32)* 'racial council'

Education Reporter

THE United Teachers Associations of South Africa has declined to participate in a national working committee established by the Minister of National Education on the nature and function of a central professional registration body for teachers.

The organization released a statement yesterday saying it had declined membership of the committee "in accordance with its policy of total rejection of separate racial teachers' councils".

Central body

The government intends setting up four teacher councils, one for each race group, which will fall under a central body.

At the annual conference of the UTASA-affiliated Cape Teachers' Professional Association (CTPA) last week the president, Mr Franklin Sonn, said teachers could not afford not to participate in the education structures of the new constitution, because decisions taken in them affected teachers.

The four professional teacher bodies, however, which were completely racially-based, were unacceptable. If there could be a single medical council and a single bar council, there was no reason why a single teachers' council could not be formed, said Mr Sonn.

'In conflict'

"The UTASA however faces the reality that while the proposed education structures are in conflict with the UTASA's policy of an open and unitary educational system, for the foreseeable future teachers will be forced (under protest) to teach in schools provided for separate racial groups.

"Nevertheless, the UTASA will not participate in educational structures which have been designed to investigate the extension of apartheid in education," it said.

1082. Mr H H SCHWARZ asked the Minister of Internal Affairs:

Total cost of proposed salary improvements:

	Present Financial Year	Full Financial Year
(a) (i) Education profession (including top structure gradings)	260.7	710
(ii) Administrative staff involved with the education profession	None	None
(b) Household staff	3.3	10

(1) (a) 9.

- Administrative staff attached to educational institutions were not included in the investigation into the education profession. They have already received an occupational specific dispensation separately from the education profession.
- It is assumed that by "hospital staff" household staff is meant. Hospital staff as such include several occupational classes which have already received occupation specific dispensations separately from household staff.

Cape fur seal

1105. Mr E K MOORCROFT asked the Minister of Environment Affairs and Fisheries:

- (1) (a) How many breeding colonies of the Cape fur seal occur off the South African coast and (b) what is the total estimated population of these colonies;

(2) (a) how many of these colonies are subject to culling and (b) what was the total pup quota awarded in respect of the latest specified period of 12 months for which figures are available?

1106. Mr R W HARDINGHAM asked the Minister of Environment Affairs and Fisheries:

Afforestation

- (1) (a) 9.
(b) 380 000.
(2) (a) 1.
(b) 4 500 for the period 1 January to 31 December 1983.

**THE MINISTER OF ENVIRONMENT
AFFAIRS AND FISHERIES:**

How many applications for permits in respect of afforestation were (a) received and (b) refused in each of the latest specified three years for which figures are available?

	(a)	(b)
1 April 1981 to 31 March 1982 ..	139	14
1 April 1982 to 31 March 1983 ..	81	25
1 April 1983 to 31 March 1984 ..	108	3

WEDNESDAY, 4 JULY 1984

Handwritten: Howard
Indicates translated version:
For oral prep: 4/7/84
Prime Minister: Q. 601/1827

South West Africa: dump for nuclear waste

*1. Mr B B GOODALL asked the Prime Minister:

- (1) Whether any person and/or body attached to the (a) South African Government and/or (b) Administration of South West Africa has received any requests, offers or representations concerning a dump for nuclear waste in South West Africa; if so, (i) when, (ii) what was the nature of these requests, offers or representations, (iii) to whom were they made and (iv) (aa) from whom and (bb) in respect of which countries were they received;

(2) whether these requests, offers or representations have been considered, if so, (a) by whom, (b) when and (c) with what result;

- (3) whether a decision has been reached on the matter; if not, when is it anticipated that a decision will be reached; if so, what is the decision;
- (4) whether he will make a statement on the matter?

The PRIME MINISTER

- (1) Since 1979 a number of enquiries were received from certain bodies and individuals, originating from a number of European countries, regarding the possibility to establish a depository in South West Africa for radio-active waste.

- (2). When these offers were received they were referred to and considered by the then Atomic Energy Board (now

Rosettenville post office

*1. Mr H M J VAN RENSBURG (Rose-
tenville) asked the Minister of Posts and
Telecommunications:†

- (1) Whether the facilities in the present Rostreville post office building (a) comply with the standards of his Department and (b) meet the requirements of the public; if not, why not;
- (2) whether any alternative rented accommodation is available in the immediate vicinity of this post office; if so,

- (3) whether his Department is considering making use of this rented accommodation, if not,
- (4) whether his Department intends to erect a new post office building for use in the area of the former post office building in Rosemeadville; if so, (a) what site will be used for this purpose, (b) how the site will be situated from the present post office building, (c) what is the total estimated cost of the land and building, (d) when is the building expected to be completed and (e) what facilities are envisaged in respect of (i) the public, (ii) businesses and undertakings and (iii) parking; if not, why not;

- (5) whether it is being or will be considered to use the present site for this purpose; if not, why not;
- (6) whether any agreement has been entered into in respect of the post offices in Roseauville and Townsville; if so, what is the nature of the agreement;

1903

WEDNESDAY, 4 JULY 1984

1904

premises of the company concerned but when there, in the normal execution of their functions because of the unrest situation that prevailed there, and if necessary to take such action as the circumstances may dictate.

(c) Chubby Chicks (Pty) Ltd.

(2) (a) No.

(b) Yes.

(i) To the managing director and the administrative manager of the company.

(ii) Because they acted in the execution of their duties.

(iii) It is neither the policy nor the practice to disclose particulars of this nature.

*3. Dr A L BORLAINE—Law and Order—Reply standing over.

*4. Mr R A F SWART asked the Minister of Law and Order:

(1) Whether the South African Police were informed of an explosion outside and old-age home in Musgrave Road in Durban on or about 21 June 1984; (a) when did the explosion take place and (b) what were the circumstances surrounding the incident;

(2) whether the incident has been investigated; if not, why not; if so, what were the findings?

THE MINISTER OF EDUCATION AND TRAINING (for the Minister of Law and Order):

(1) Yes.

(a) At 07h00 on 21 June 1984.

(b) What appeared to have been a

1905

WEDNESDAY, 4 JULY 1984

1906

married women teachers referred to in the Government Notice were excluded at the request of certain Provincial Administrations, such request being supported by Teachers' Associations and by the majority of the married women teachers who were employed in a temporary capacity as set out in the Notice.

The reasons advanced at the time for the exclusion were—

(i) married women teachers are normally employed only for limited periods during the absence of permanent teachers;

(ii) such teachers are, generally speaking, only available for appointment at schools reasonably close to their place of residence; and

(iii) as far as the Department of Manpower is concerned there would be great difficulty in placing married women teachers in suitable employment, since most teaching vacancies are controlled by the education departments of the four provinces.

(2) Single (a) men (b) women employed as temporary teachers and whose earnings do not exceed R18 000 per annum are liable to contribute to the Unemployment Insurance Fund.

(3) Yes.

(a) On 4 April 1984.

(b) The Department of National Education.

(c) (i) That it should be investigated why married female teachers are excluded as contributors to the Unemployment Insurance Fund.

(ii) The matter is being investigated and a memorandum is being prepared for submission to the Unemployment

ment Insurance Board which will make its recommendations to the Minister.

(4) As the matter is still under consideration I do not propose making a statement at this stage.

*26. Mr R M BURROWS asked the Minister of Internal Affairs:

Whether the cost of the salary increases granted to underqualified teachers is included in the final figure for the cost of the improvement of conditions of service; if so, (a) what is the anticipated total cost of these increases in respect of (i) the current financial year and (ii) a full financial year and (b) with effect from what date will they be paid; if not, (aa) from which Vote or Votes will these increases be paid, (bb) what will be the total cost of the increases in respect of a full financial year and (cc) with effect from what date will they be paid?

THE MINISTER OF INTERNAL AFFAIRS:

Yes.

(a) (i) R64 million.

(ii) R192 million.

(b) With effect from 1 December 1984.

Teaching professions: salaries

*27. Mr R M BURROWS asked the Minister of Internal Affairs:

Whether the cost of the salary increases to the top structure of the teaching profession with effect from 1 January 1984 is included in the final figure for the improvement of the conditions of service; if so, (a) what is the anticipated total cost of these increases in respect of the current financial year, (b) what ranks of the teaching profession will receive these backdated increases and (c) when will payment of these increases be made; if not, (i) (aa)

when and (b) from which Vote or Votes will these increases be paid and (i) what posts are affected?

*THE MINISTER OF INTERNAL AFFAIRS:

No.

(i) (aa) The salary increases for the top structure of the teaching profession will be effected from 1 January 1984 but the actual date of payment has not yet been finalized.

(bb) The cost of the increases for the period 1 January to 31 March 1984 will be financed from separate provision for the top structure on Vote 12 (improvement of conditions of service) while the cost for the current financial year has already been made available on the Votes of the relevant teaching departments.

(ii) Posts on post level 6 as well as posts on post level 5 of which the current scale maxima are R28 185 per annum.

DeVillie Wood: commemorative museum

*28. Mr B R BAUFORD asked the Minister of Foreign Affairs:

With reference to the reply of the Minister of Community Development to Question No 18 on 29 June 1984, (a) (i) which organizations were consulted prior to the plans for the commemorative museum at DeVillie Wood being drawn up and (ii) when did these consultations take place, (b) which ex-servicemen's organization represented and (c) (i) by whom was each such ex-servicemen's organization represented and (ii) when did consultations in this connection take place in each case?

The DEPUTY MINISTER OF FOREIGN AFFAIRS:

(a) (i) Since 1980 when the physical

development Committee about the matter is still awaited.

Development Boards: liquor outlets

*30. Mr P G SOAL asked the Minister of Co-operation and Development:

(1) Whether any Development Boards have sold any of their liquor outlets; if so, (a) how many liquor outlets belonging to each specified Development Board (i) had been and (ii) remained to be sold as at the latest specified date for which figures are available, (b) to whom was each of the outlets sold, (c) what was the price paid by the purchaser for each outlet in respect of each Development Board and (d) when is it anticipated that the sale of these liquor outlets will be completed;

(2) whether any conditions were attached

(b) and (c)

Alexandra—Albino (Pty) Ltd.	R135 000
Alwal North—T Prins and CM Strydom	215 000
Dordrecht—T Prins and CM Strydom	70 000
New Brighton (Somerset East)—Lingelbhe Bottle Store (Pty) Ltd.	207 300
Fingo (Grahamstown)—T Pandile Nkanti (Pty) Ltd.	295 200
Makana's Kop (Grahamstown)—T Pandile Nkanti (Pty) Ltd.	150 500
Lingelbhe (Craddock)—Lingelbhe Bottle Store (Pty) Ltd.	50 500
Jabavu (East London)—Duncan Village Liquor Store	200 000
Port Alfred—Fred Jackson (Pty) Ltd.	210 000

(d) No definite date can be stated.

Northern Cape Development Board

(1) Yes.

(a) (i) 4.

(ii) 6.

(b) and (c)

Pabalele (Upington)—Vampur (Pty) Ltd.	R465 000
Galeshewe (Kimberley)—J M Mothusi	581 000
Galeshewe (Kimberley)—J M Mothusi	272 000
Galeshewe (Kimberley)—J M Mothusi	477 000

(d) No definite date can be stated.

to the sale of these liquor outlets; if so, (a) what conditions and (b) why?

THE MINISTER OF CO-OPERATION AND DEVELOPMENT (Reply laid upon the Table with leave of House):

Western Cape Development Board

(1) No.

(a) (i) Nil.

(ii) 9.

(b) Falls away.

(c) Falls away.

(d) No definite date can be stated.

East Cape Development Board

(1) Yes.

(a) (i) 9.

(ii) 15.

Pay deal date advanced to October

Govt bows to demands by teachers

ROM 11/7/84 (321)

By GERALD REILLY
Pretoria Bureau

THE Government has agreed to advance the implementation date of teachers' salary increases from December 1 to October 1.

This was announced by the Prime Minister, Mr P W Botha, at a Press conference in Cape Town yesterday.

However, because of a shortage of state funds, the October/November payments will be delayed until the start of the next financial year — and paid as backpay in April and May 1985.

The compromise follows a meeting between the Prime Minister and the Federal Council of Teachers' Association in Cape Town last week, when the council stressed the profession's acute dissatisfaction with the late dating of the increases.

At a second meeting yesterday, the Prime Minister announced the Government's decision to the federal council.

The profession had accused the Government of reneging on an undertaking given last year that the new salary deal would be implemented soon after the start of the 1984/85 financial year.

The concession has defused a potentially disruptive situation in the teaching profession with groups threatening strike action unless their demands for an earlier implementation were agreed to.

Last night, the general secretary of the Transvaal Teachers' Association, Mr Jack Bellard, said the majority of teachers would see the Prime Minister's announcement as an acceptable compromise — although most had hoped for an advance of the implementation date to July.

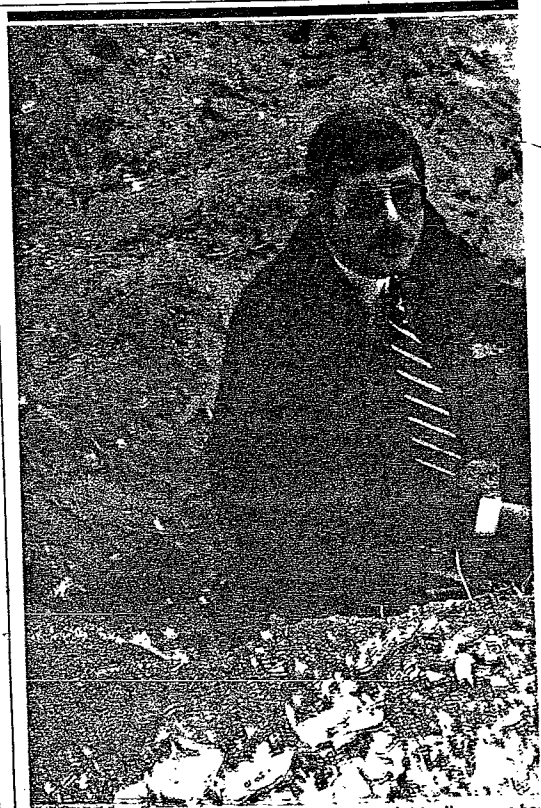
Mr Bellard added the TTA regarded the new post structure as "a very satisfactory deal".

At yesterday's Press conference, the Prime Minister said special arrangements had been made for the new salary package for educationists to come into effect earlier than December 1.

However, because of lack of funds, the October/November benefits would only be paid in April and May next year.

It became evident, Mr Botha said, that the improved salary package for educators announced recently, had been accepted as fair — but that there was unhappiness about the implementation date.

Another look was therefore taken at the possibility



The hole which police dug up on a Bryanston plot to discover a buried rotting remains are shown by Detective Warrant Officer Esterhuysen

£ 16 widowed
GIRL, bride lost her
— in a car accident a
— they were married

home again
— ment of Community
— ordered by a
— judge to restore a
— it had partially de-
— yesterday handed the
— keys to his house.

comes second
— rather live in the
— a drop in salary than
— reveal, a survey by the
— of South Africa seems to

union issues
— trial Court will soon
— die on key trade union
— will become major
— legal and legal problems
— Africa.

Business Day

freed
— ment has accepted in
— the Competition Board's
— decisions on removal of
— on the supply and dis-
— of coal.

ered illusions
AFRICAN illusions seem
— as big a tumble over
— week as either the gold
— the rand.

ports probe
TTTEE is to be set up to
— the export of non-ferrous
— metal, according to Dr Dawie
— Minister of Industries,
— and Tourism.

li doctor charged
DP — Israeli anaesthetist —
— rged last night with the kid-
— of Nigeria's multi-million-
— er Transport Minister, Dr
— Dikko, last week.

over detainees
— of letters have been sent
— over the world to South
— and Lesotho appealing for
— of detainees from deten-
— about trial.

d chickens case
SANDS of under-nourished
— — allegedly fed with poor
— feed — died earlier this
— papers before the Rand
— Court claimed yesterday.

Feeling
the 'chill

Committee can
revel of marr

...have taken as big a tumble over the past week as either the gold price or the rand.
— PAGE 3

Exports probe

A COMMITTEE is to be set up to consider the export of non-ferrous scrap metal, according to Dr Dawie de Villier, Minister of Industries, Commerce and Tourism.
— PAGE 4

Israeli doctor charged

A LEADIN Israeli anaesthetist was charged last night with the kidnapping of Nigeria's multi-millionaire former Transport Minister, Dr Umaru Dikko, last week.
— PAGE 4

Plea over detainees

DOZENS of letters have been sent from all over the world to South Africa and Lesotho appealing for the release of detainees from detention without trial.
— PAGE 5

Dead chickens case

THOUSANDS of under-nourished chickens — allegedly fed with poor chicken feed — died earlier this year, papers before the Rand Supreme Court claimed yesterday.
— PAGE 5

Show Mail

Festival winners

THREE winners of major awards have been named at the Grahamstown Festival and all have made major contributions in drama, sculpture or music.
— PAGE 6

Flair

Out of the box

MARY GOBER, executive trouble-shooter, believes secretaries shouldn't huddle in little boxes on company charts.
— PAGE 7

Inside Mail

So who pays?

THE Government has begun one of its more delicate egg-dances on the matter of how the 26 black town councils established last year will be financed.
— PAGE 9

HAVE you

got problem parents — the sort that won't settle down? Don't miss EVE's look at wayward parents, amongst other things, in Thursday's issue.



Sports Mail

Racist threat to Test

RACIST Yorkshire cricket bootlegs pose a serious threat to the third Test between England and the West Indies, which starts in Leeds tomorrow, and officials have discussed drafting in extra police for the match.
— BACK PAGE

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Auctions	15-14
Bridge	14
Car Specials	11-12
Comics	14

late dating of the increases.

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At yesterday's Press conference, the Prime Minister said special arrangements had been made for the new salary package for educationists to come into effect earlier than December 1.

However, because of lack of funds, the October/November benefits would only be paid in April and May next year.

It became evident, Mr Botha said, that the improved salary package for educators announced recently, had been accepted as fair "but that there was unhappiness about the implementation date".

Another look was therefore taken at the possibility of financing the new dispensation from a date earlier than December 1.

Representations on the implementation date were received from various education bodies and were considered by the Government.

"During this week I investigated the question of the implementation date with the Education Ministers and the Federal Council of Teachers Associations and the necessity to rectify the salary position of educators by way of an earlier implementation date."

This, Mr Botha said, was carefully balanced against the country's financial position.

Because of the high priority placed on the education function, the Government decided the improved dispensation should take effect from an earlier date.

Funds were not available to implement the improvements which would cost about R56-million a month, in the current financial year.

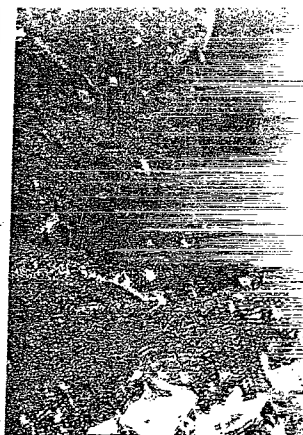
The increases for October and November, therefore, would only be paid in April and May next year.

The step was evidence of the Government's intention to do everything in its power to ensure fair treatment for the teaching profession.

The implementation of the Government's decision had considerable administrative implications.

The Commission for Administration would work out the details of the additional April and May payments in collaboration with the responsible education authorities.

Not only salaries but other related service benefits would be affected by the advancement of the date to October 1, Mr Botha added.



The hole which police dug up on a Bryar rotting remains are shown by Detective

Feeling the 'chill factor'

Mail Reporter

WEATHERMEN call it the chill factor — a biting combination of wind speed and ambient temperature — and it is causing Johannesburg people to feel icy cold even though temperatures are well above freezing.

A spokesman at the Weather Bureau in Pretoria said yesterday that although a temperature of 11°C was recorded at Jan Smuts Airport at 3pm yesterday, a wind speed of 12 knots and heavy cloud cover effectively knocked the temperature down to a chilly 1°C.

The nights are warmer because a thick blanket of cloud, caused by the low pressure system over Botswana, is keeping the warmth at trapped near the surface, the spokesman said.

The Pretoria Weather Bureau yesterday forecast cloudy and cold conditions over the Highveld today with occasional morning drizzle, and moderate to fresh winds.

Temperatures are expected to range between 5°C and 13°C in Johannesburg and from 8°C and 16°C in Pretoria.

Minimal rainfall was recorded in the Transvaal yesterday with 5mm falling at Waterval-Boven in the Eastern Transvaal and 7mm at Piet Retief.

● Map — Page 3

Commie repeal

By CHRIS FREIMOND Political Correspondent

HOUSE OF ASSEMBLY. — Parliament yesterday gave the go-ahead for a Select Committee to consider the repeal of the Mixed Marriages Act and Section 16 of the Immorality Act — but with due regard to continued "ordering" of communities.

In a debate on the issue in Parliament, however, the Nationalists clearly revealed the dilemma they face in moving away from apartheid laws.

The select committee, which had been investigating the measures under the chairmanship of the Deputy Minister of Internal Affairs, Mr Piet Badenhorst, recommended that its brief be widened to include repealing the measures.

It said most evidence to the committee had favoured the repeal of the measures "as they cannot be justified on scriptural or other grounds".

But at the start of the debate yesterday, the Minister of Internal Affairs, Mr F W de Klerk, pro-

Now strik

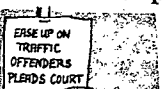
By IAN HOBBS London Bureau

LONDON. — Most British seaports were strike-bound yesterday in a costly lightning dispute over a single man.

Dockers' Union leaders denied their action was in support of the miners' strike which is now in its 19th week, with incidents of extreme violence increasing.

The Prime Minister, Mrs Margaret Thatcher, condemned the dockers, saying they were driving

Breakfast Quip



Lonely dock life savings

London Bureau

Só lyk onderwysers se skale

Van ZELDA JONG-
BLOED Port Elizabeth

DAAR is jandwyd onderwysers van alle bevolkingsgroepe die grootste atwagting en opgewondenheid oor die komende salarverhogings van tussen 20 en 30 persent - die eerste werklike verhogings sedert 1982.

Onderwysers het wel aan die begin van die jaar n inflasie-toelae van 12 persent gekry. Die toelae het egter aan vasgestelde salarisskale geen verki-gemaak nie.

Oor presties hoe die nuwe salarisskale daar gaan uitson, is daar nog geen sekerheid nie.

RAPPORT het egter

tog syfers bekom wat n aanduiding gee van hoe nuwe salarisse moontlik daar gaan uitson.

Die syfers is, na verneem word, reeds deur die Navorsingskomitee vir Onderwysstrukture (NA-KOS) aan die Regering voorgele.

Hoer persentasie

Hoewel dit moeilik is om nou reeds te voorspel dat die syfers, soos voorspel deur die Regering, getimplementeer gaan word is daar aanduidings dat die Regering dit wel so sal aanvaar.

Volgens die Regering-

aankondiging oor die

nuwe salarisse, sal onderwysers in die laer katego-rië n hoer persentasie verhoging as diegene in die hoer kategorie kry.

Oor presties hoe die ska- le van die laer gekwalifiseerde onderwysers kate-gorie A en AA) daar gaan uitson, is daar nog glad geen aanduiding nie.

Gelykheid

Na verneem word, gaan die vassstelling van die skale moontlik aan aksio-derlike onderwyse departe-mente oorgelap word om uit te werk.

Die grootste ontevre-

lansie is juis in hierdie

laer kategorie. Meer as 60 persent van alle bruin onderwysers val nog in hierdie kategorie wat geen vergelykbare blanke kategorie het nie.

Die beginsel van gelyk- heid tussen die rasse word reeds toegepas.

Volgens die syfers wat RAPPORT bekom het, sal n onderwys-assistent wat tans staan op n jaar-likse leef van R 7 833 (dit is R 653,57 per maand) onder die herstene skaal n jaarlikse salaris van R 9 709 (dis R 809 per maand) verdien.

Dit verteenwoordig n

van 23,9 persent. Met die

inflasietoelae van 12 per- sent wat daar bykom, sal die onderwyser in hierdie kategorie van 1 Oktober R 10 873,96 (R 906,08 per maand) verdien, n ver- tering van R 253,33 op sy bestaande salaris.

Anders beson- (by benadering) van on- derwys-assistente se ver- hoging is onder meer:

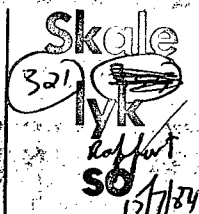
Bestaande-herstene ver-
hoging is onder meer:
R 8 454 R 10 458
R 8 675 R 11 208
R 8 848 R 12 208
R 9 037 R 12 708
R 10 097 R 13 611
R 11 877 R 14 514
22,2%
In al die bogenoemde gevalle moet die 12 per- sent-toelae nog bygeveg word.

n Assistent-onderwyser

met byvoorbeeld 5 jaar ondervinding wat tans R 12 657 (R 1 054,75 per maand) verdien, kry van 1 Oktober R 15 417 (R 1 284,75 per maand) wat n verhoging van 21,8 persent is. Met die 12 per- sent-toelae verdien hy uiteindelik R 17 267 (R 1 438,92 per maand), n verbetering van R 384,17 op sy bestaande salaris.

n Adjunk-hoof wat tans n jaarlikse salaris van R 20 301 (R 1 691,75 per maand) verdien se hersten-skaal sal R 24 684 (R 2 057 per maand) wees.

* Lees verder op bladsy 5



• Vervolg van bladsy 1 •
'n verbetering van 21,6
persent. Met die 12 per-
sent-toelae staan sy uit-
eindelijke salaris van 1
Oktober op R27 646
(R2 303 per maand), 'n
verbetering van R612).

Skoolhoof

'n Skoolhoof wat tans
jaarliks R24: 045
(R2 003,75 per maand)
verdien, se nuwe skaal is
R29 253 (R2 437,75 per
maand), 'n verhoging van
21,7 persent. Met sy toe-
lae van 12 persesnt skuif
dit op na R32 763,63
(R2 730,28 per maand),
'n verhoging van
R726,53.

'n Skoolhoof op 'n hui-
dige maksimum-skaal van
R30 255 (R2 521,25 per
maand), se nuwe skaal is
R36 573 (R3 047,75 per
maand), 'n verhoging van
20,9 persent. As sy toelae
bykom, skuif sy jaarlikse
salaris op tot R40 961,76.

All teacher unions meet on new deal

321
C. T. M.
25/9/84

Education Reporter

AN extraordinary meeting between teacher representatives of all races took place in Pretoria yesterday to discuss growing concern and uncertainty over how education is to be controlled under South Africa's new constitution.

The unusual meeting between representatives of the (white) Federal Council of Teacher Associations, the (coloured) Union of Teacher Associations of South Africa (Utasa), the African Teachers' Association of South Africa (Atasa) and the (Indian) Teachers' Association of South Africa (Tasa) reflects the extent of concern over the issue.

Umbrella bodies

The organizations, which are the umbrella bodies of teacher organizations in each of South Africa's racial groups, have no joint negotiating or representative body.

While no details of the discussions were available yesterday, the meeting was called because of concern over lack of information on how the new dispensation will work.

It has been claimed

there are discrepancies in the 'own affairs' structures for education for the different races.

Teacher bodies are also angered that there has been no consultation with them in developing the new structures. It has been claimed that information has been so scarce that even the existing education departments have been ill-informed.

Yesterday's meeting also discussed the implementation of new salary scales for teachers.

Utasa and Tasa are due to meet the Minister of Home Affairs and National Education, Mr FW de Klerk, in separate meetings tomorrow.

In a memorandum on unhappiness over details of the new structures which has already been handed to Mr De Klerk, Utasa describes the education dispensation as "a backward step which clearly places political and ideological motivations before educational and professional considerations".

Not only did the new dispensation reaffirm apartheid, but the teaching profession was never consulted in its formation, the memorandum said.

Teachers get details of new pay deal

Education Reporter

TEACHERS in the Cape have been informed of what to expect when they receive their increased salary packages in December.

For most of the teachers, the details have come as no surprise, as they have been able to work them out for themselves in the three months since increases were announced in June.

The pleasant surprise, according to teacher representatives, has been the increase in the number of promotion posts at schools.

It was expected that a number of new posts would be created, but it was feared the number might not be great enough to make an impact on promotion prospects for teachers.

Only the December pay rise will reach teachers' pockets in December, even though the new deal is effective from October. This is because the money for the increases is not available from the education budget for 1984/85. The increases for October and November this year will be paid out in April and May next year.

The Government is committed to providing equal opportunities for education for all our peoples.

The HSRC Report (1981) revealed that in 1978 there were more than 70 000 teachers with sub-standard qualifications or none at all.

In the six years that have passed since then, that number has not decreased. Most of the unqualified and underqualified teachers are employed in primary schools, particularly in the Grade 1 to Standard 3 classes.

In Standard 3, where all subjects in schools for black children are taught through the medium of English, many of the teachers cannot themselves speak English with confidence and competence.

Teaching, under these conditions, cannot claim to be a profession in our country.

Imagine the uproar there would be if unqualified or underqualified doctors were allowed to practise in South Africa.

Until all teachers — black, coloured, Indian and white — are professionally qualified, we cannot pretend that teaching is a profession and we cannot begin to approach the objective of equal opportunities for education for all our peoples.

Now I do not wish to imply that the Department of Education and Training has been dragging its feet in upgrading the qualifications of teachers.

Herculean efforts have been made

Tackle the problem of underqualified teachers

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A way of helping to achieve the objective of equal opportunities for education for all South Africans is suggested by Professor Don White.

To get more black children into schools, particularly into the secondary school, and large numbers of secondary school teachers have been helped to achieve Sd X qualifications.

But there has been little improvement in the lower primary school area and the consequences of this have been a continued impoverishment of the quality of schooling provided at this level.

I wish to argue that the gap between the skills and knowledge which many unqualified or underqualified lower primary school teachers have and the skills and knowledge required for effective teaching is so great that it cannot be bridged by short in-service courses.

Six weeks a year for 10 years would scarcely suffice. The just cannot wait that long. The only real solution is to

take the upgrading courses to the teachers in their own schools.

The notion of school-based in-service courses is not new, but has not been attempted on a large scale in South Africa.

My proposal is that a small team of teacher educators and trainers be located in a group of neighbouring primary schools, charged with the task of helping the unqualified and underqualified teachers who work in those schools to satisfy the criteria for full professional qualification.

I have no space here to develop a list of these criteria, but they would certainly include an adequate command of the language used for teaching.

These school-based teacher educators and trainers would, of course, need links with and guidance from a college of education not too far away.

Arrangements for training these new teacher educators and trainers would need to be set in motion with urgency.

One teacher trainer could probably not handle more than about 10 in-service teachers, so we would be looking for substantial numbers of them.

Since teacher training is at present an "own affair", it is left to the DET to tackle this task alone.

With their limited resources and with the immediacy of other demands on those resources, I believe they have little or no chance of success.

I now return to my plea to Dr Viljoen to use his understanding of the educational needs of our country and the power of his position in the Cab-



Professor White... "teaching cannot claim to be a profession".

net to have teacher training declared a "general affair".

If colleges of education were to be recognised as tertiary institutions, divorced from the racially segregated school systems which currently control them and associated instead with the university of their choice, they would be free to address the teacher training needs of our country as a whole.

The teaching "profession" has a vested interest in ensuring that all teachers are professionally qualified, and would support their endeavours to the hilt.

Until we harness all our resources to tackle this problem, large numbers of our children will continue to be condemned to a poor start in their early years of schooling, with all the obvious consequences.

● Professor Don White is Dean of the Faculty of Education at the University of the Witwatersrand.