

TEACHERS - GENERAL

1995

JUNE - DEC.

# Teachers 'not losing on taxes'

CHRIS BATEMAN  
POLITICAL STAFF

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

Reacting to angry DET teachers,

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

Western Cape Education Department spokesman Dr Orland Firmani said each department had

functioned on its own budget. The former House of Representatives (HoR) had subtracted the bonus tax monthly — but the ex-Cape Education Department (CED) and ex-DET subtracted it once-off.

On April 1 the ex-CED amalgamated with the financial systems of the ex-HoR and adopted their system.

## Teacher pay increase talks stall

ET 11/6/95 (32)

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

According to Sadtu general secretary Mr Thulas Nxesi, the deadlock occurred because of a refusal

by the National Professional Teachers' Association of SA to allow the state to take the increase from the pension fund.

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

The talks are set to resume today. — Staff Reporter

# Teachers' unions split over salary increase offer

(321) Star 3/15/95 1/6/95

BY MICHAEL SPARKS

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

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

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

creases take effect from July 1.

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

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

National Professional Teachers' Organisation president Leepile Taunyane said in a statement that the source of funds for the salary increase was still in contention, while his organisation was holding out for an 18,4% increase, which the Government rejected.



# Sadtu, <sup>(32)</sup>Naptosa ~~sovereign~~ diverge in talks

1/6/95

By Claire Keeton

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

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

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

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

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

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

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

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

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

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

Department of Education Education spokesman Mr Corrie Rademeyer confirmed the State's offer was unchanged.

## Union against pension 'loan'

ARLT 3/6/96

JOHANNESBURG. — The Natal African Teachers' Union in KwaZulu-Natal has rejected a government plan to borrow from teachers' pension funds to finance salary increases. (321)

Spokesman Musa Shezi said yesterday the government had not told teachers how it intended repaying

money drawn from pension funds.

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

The union threatened protests if its objections were not heeded. — Sapa.

## SA LAST NIGHT

### *Star 3/6/95* **Teachers reject plans to borrow from pension funds**

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

# It's a blackboard bungle

By RAMOTENA MABOTE

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

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

In a move that could

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

"Even if we did not train any more teachers in the humanities for the next five years, we would still be covered. We would like to train people who will improve the economic and technical ability of our province," says Mrs Gaoretelelwe. Her words come in

the wake of talk nationally of revamping teacher-training in order to bring it up to par with international standards. Other provinces looking into revamping teacher-training are Gauteng and the Northern Transvaal.

Gauteng MEC for Education Mary Metcalfe is on record as saying her province has enough teachers — the priority was to deploy them where they were needed most. Meanwhile, her counterpart in the

Northern Transvaal, Dr Aaron Motsaedi, is battling with unions who are demanding that he provide jobs to more than 11 000 unemployed teachers.

Teacher-training is costing the government millions of rands despite the fact that most of the teachers produced are of a low standard and that most of those who qualify find themselves without a job.

According to the Human Sciences Resource Council more than 78 000 students countrywide enrolled for

teacher-training in different levels last year at a cost to the taxpayer of R4 500 each. Figures for this year are believed to be more or less the same.

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

However many students failed and others dropped out.

# 'Posts not enough'

28/4/61/95  
(321)

BY ROCKY MOKOENA

THE South African Democratic Teachers' Union (Sadtu) in the Pietersburg region is locked in a dispute with the Northern Transvaal government over the allocation of 4 000 teaching posts.

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

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

# Teachers lock horns on increase

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

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

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

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

"Naptosa has now rejected the proposal in total."

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

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

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

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

ESANN de KOCK reports.

(321)

to resist fundamental transformation of South African education."

But Naptosa spokesman Andrew Pyper said his organisation had been opposed to the idea of borrowing pension fund money to help finance the increase.

"Sadtu were also originally opposed to the idea, but then changed their minds."

Mr Pyper said the state pension fund was already "underfunded" and the government could give no guarantees on it.

He said Naptosa would be "prepared to negotiate" further with the government and other parties today.

"We hold 60 percent of the vote in the Education Labour Relations Council and we hope matters don't reach a deadlock."

Naptosa president Leepile Taunyane said his organisation had a 99,8 percent mandate from its members to resist the proposal of using pension fund money to boost teacher salary increases.

Naptosa is demanding that educators be given R990 million — 39,6 percent of the amount budgeted for improving conditions of service in the public sector.

This would mean a salary in-

crease of 6,5 percent across the board.

Mr Nxesi acknowledged there were many issues surrounding the pension fund itself that needed to be thrashed out.

These included rationalisation of pension funds in terms of teachers from former homelands, joint control of pension funds and monitoring matters.

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

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

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

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

ARG 5/6/95

lu/Natal in 1987, and further arrests, on the basis of the "fairy tale" to Greytown, "situated in in the fairy tale."

## School strike looms as pay talks deadlock

Kevin O'Grady

80 6/6/95

321

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

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

The state's final offer — of 5% to 10% for earners of less than R107 000, funded to the tune of R840-million from public servants' pension fund — now becomes general policy and will be implemented from July 1.

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

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

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

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

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

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

A teacher earning the lowest yearly salary of R18 222 would from July 1 earn R20 118 — an increase of 10.45% — and income of earners previously at the maximum R126 411 would grow 4% to R131 478.

du  
fir  
poi  
pla  
nar  
wa

P

PO  
me  
Ma  
Sep  
org  
Gr

T  
sou  
mu

W

Co

I

of

cen

ow

est

wi

res

ye

los

pr

we

pa

sta

ore

E

C

re

st

# Chalk-down in schools ARLT 6/6/95 (321) looms after talks stall

**The Argus Correspondent**

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

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

The latest offer will give teachers earning between R18 000 and R24 000 a year an increase of up to 10 percent. All teachers earning more than R24 000 a year will receive a five percent increase.

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

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

resurface.

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

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

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

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

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

He said Sadtu reserved the right to strike, but said the

union would investigate all avenues to avoid industrial action.

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

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

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

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

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

Industrial action could not be ruled out, Naptosa said.



---

## Govt, teachers still deadlocked

(321) CT 6/6/95

JOHANNESBURG: Wage negotiations between the government and teachers' unions deadlocked again yesterday after the government stuck at its final offer of a 6,6% increase for teachers on the minimum wage scale.

The offer was rejected by the National Professional Teachers' Association of SA and the SA Democratic Teachers Union.

---

## Pay talks stall as teachers clash

(321) *stan 6/16/95*  
Tension between the two major teacher unions has caused salary talks to stall, increasing the likelihood of a strike by one of the unions.

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

The R840-million needed for the teachers' salary increases is to come from the State's

contribution to the different pension funds.

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

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

Sadtu's Thulas Nxesi yesterday accused Naptosa of holding the talks to ransom.

AL

# Teachers clash over salaries

By Mzimasi Ngudle

TWO teachers' trade unions have blamed each other for the lack of progress in wage talks after yesterday's deadlock in the Education Labour Relations Council.

The South African Democratic Teachers Union accused the National Professional Teachers Organisation of South Africa of holding the wage talks to ransom by using its veto in the council.

Naposa, in turn, said Sadu had "no option but to succumb to whatever pressures were brought to bear upon it by its allies".

Sadu charged that Naposa's unwillingness to consider the funding of salary increases by diverted employers' contributions to the pension fund had rendered the whole bargaining process ineffective.

"It has given the employer the upper hand in capitalising on the lack of agreement between the unions," Sadu general secretary Mr Thulas Nxesi said yesterday.

Naposa, president Mr Leepile Tauanyane said Sadu, which had originally rejected the proposal, had changed its stance to the detriment of teachers.

Tauanyane said that, while his union expressed an independent view, Sadu

had "no option but to succumb to whatever pressures were brought to bear upon it by its allies".

Announcing the deadlock yesterday, Mr Corrie Rademeyer, communications director of the department of education, added that no agreement had been reached on diverting employers' contribution to the pension funds despite government guarantees to ensure that pension funds would not be eroded.

"These guarantees, while acceptable to Naposa, were not acceptable to Sadu, where not acceptable to Naposa. As Naposa has 60 percent of the votes of employee members, no agreement could be reached," Rademeyer said.

The Government is offering a 5 percent increase for educators earning less than R107 000 a year. Teachers earning more than this will get increases that will taper off to 4 percent up to the level of a director.

The offer takes effect on July 1. Rademeyer said the amount made available to the public service amounted to R3 340,5 million, which included R840 million to be diverted from the employers' contribution to the pension funds.

Sadu general secretary Mr Thulas Nxesi said his union wanted an inflation-related increase of 11 percent for teachers earning less than R47 000.

**Teachers' sums**

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

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

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

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

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

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

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

Klopper says Naptosa members are reluctant to consider strike action but it "has received clear indications from its affiliate organisations that industrial action cannot be ruled out." ■

# 'No posts (321) for women'

CT 13/6/95

STAFF REPORTER

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

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

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

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

# Threat to sue Metcalfe over promotion process

■ BY LEE-ANN ALFREDS  
EDUCATION REPORTER

(32)

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

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

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

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

Davy said the teachers had

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

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

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

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

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

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

## Teachers' pay talks stall

■ EDUCATION REPORTER

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

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

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

The Government entered the negotiations last year with a

1,4% offer before increasing the figure to 5% across the board.

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

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

Naptosa rejected the Government's plan to divert R840-million from its contributions to a pension fund while Sadtu indicated that it was acceptable.

# No Cape teachers will be fired, says Olckers

ARLT 21/6/95 (321)

□ Voluntary retirement packages may be offered

ESANN de KOCK  
Education Reporter

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

This assurance has been given to the region's 36 058 teachers by regional Education Minister Martha Olckers after reports that 6 000 teachers would be retrenched at the end of the year.

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

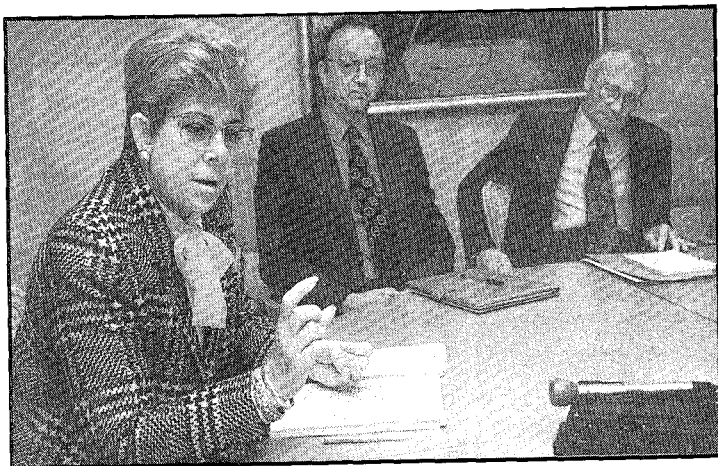
But retrenchments were not on the cards and the working committee on staffing, chaired by Brian Gilbert, had not included this in its proposal to the department, Mrs Olckers said.

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

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

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

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



**ANNOUNCEMENT:** Western Cape Education Minister Martha Olckers at a press conference where she said the department would not fire teachers. Next to her is chairman of the staffing committee, Brian Gilbert, and acting department head, Francois Knoetze.

"We are not going to fire teachers," Mrs Olckers said.

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

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

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

Incorrect information about this was the result of the South African Democratic Teachers' Union (Sadtu) walking out of

the meeting and talking to the media.

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

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

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

Mrs Olckers said her department was talking to the national education ministry and the department of state expenditure "to see whether they can assist us with more money".

# W Cape 'has 12 000 teachers too many'

CAROL CAMPBELL

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

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

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

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

(321)  
Mrs Olckers also rejected the suggestion that teachers would be retrenched.

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

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

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

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



**NO RETRENCHMENTS:** Western Cape Education Minister Mrs Martha Olckers.

CT 21/6/95  
the department was investigating a "workable" staffing model.

Principals would know exactly where they stood with their new staffing structures by the end of the July school holidays so they could plan for the next year.



# Teacher <sup>(32)</sup> training 'the key to change'

ET 26/6/95  
**STAFF REPORTER**

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

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

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

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

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

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

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

A follow-up seminar is planned for September in Northern Province.

# Locked-out teachers back

By Musa Zondi

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

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

expected to attend.

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

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

Last Wednesday they went to the circuit office but were still unable to get a reply from the

inspector — a Mr Mgwenya.

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

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

(321) Sowetan 27/6/95

for the specific post. After being shortlisted, he was interviewed and evaluated with the other shortlisted candidates and was found to be the most suitable candidate for the specific post.

- (ii) This was not a normal promotion in terms of the promotion policy, but an appointment in a new South African Police Service post which was advertised. The criteria used were split out in the advertisement and were the following: police officers, preferably in possession of a relevant degree/diploma, or equivalent qualification with appropriate managerial experience.

- (2) Yes. The allegations were investigated with investigations being headed by the team headed by Dr D'Oliveira. According to the investigation conducted, it was found that the allegations were based on misunderstandings.

\*15. Mr J A JORDA.<sup>2</sup>—Finance. [Question standing over]

#### Shooting of 53 persons on 28 March 1994

\*16. Mr D H M GIBSON asked the Minister for Safety and Security:

- (1) Whether two political parties, the names of which have been furnished to the South African Police Service for the purpose of his reply, are co-operating with the police in its investigation into the shooting of 53 persons on 28 March 1994; if not, why not; if so, what are the relevant details;

- (2) when it is anticipated that the said investigation will be concluded?

N869E

#### THE MINISTER FOR SAFETY AND SECURITY:

- (1) Yes.

The South African Police Service is in the process of identifying and obtaining statements from witnesses from within the ranks of the ANC and the IFP

- (2) The investigation is at an advanced stage.

#### South African Police Service: overtime pay

\*17. Mr D H M GIBSON asked the Minister for Safety and Security:

- (1) Whether the South African Police Service is to renege overtime pay for its members; if not, why not; if so, (a) what hourly overtime rate is to be paid to each rank; (b) when will overtime pay be introduced; and (c) what will be the total estimated monthly cost of overtime payments;

- (2) whether any measures are being considered to prevent the abuse of the system of overtime pay; if not, why not; if so, what measures?

N870E

#### THE MINISTER FOR SAFETY AND SECURITY:

- (1) Yes.

- (a) Overtime rates are calculated according to salary notches as applicable in the broader civil service.

- (b) Funds for the payment of overtime have been approved by the National Commissioner of the South African Police Service for this financial year. The date of implementation is being negotiated at present.

- (c) A total amount of R99,6 million was approved for the payment of overtime. The monthly costs will vary depending on the amount of overtime worked, during a specific month.

- (2) Yes.

The measures are as prescribed in the Public Service Staff Code, Chapter D, VII IF7, applicable to overtime remuneration. A departmental policy in this regard was also formulated with the various unions of the SABS and implemented.

\*18. Mr K M ANDREW.—Finance. [Question standing over]

\*19. Mr K M ANDREW.—Minister without Portfolio. [Question standing over]

#### Diplomatic links established with Sudan

\*20. Mr A J LEON asked the Minister of Foreign Affairs:

- (1) Whether diplomatic links have been established with Sudan; if so, what is the nature of these links;

- (2) whether in deciding on South Africa's diplomatic links with Sudan his Department took into consideration the human rights record of Sudan; if not, (a) why not and (b) what other factors were taken into consideration?

N873E

#### THE MINISTER OF FOREIGN AFFAIRS:

- (1) South Africa and Sudan established full diplomatic relations in October 1994. Since then Sudan has opened an embassy in Pretoria and has requested agreement for a resident ambassador. South Africa has not established an embassy in Khartoum and its acting High Commissioner in Addis Ababa has been appointed on a non-residential basis as Acting Trade Representative to promote South Africa's commercial interests in that country.

- (2) In establishing diplomatic relations with foreign countries, South Africa follows the principle of universality. Relations are established with a state and not a government. The establishment of diplomatic relations does not imply that the Government either supports or condones the internal policies of a particular country.

The conduct of international relations must be viewed within the context of a range of contributing factors, such as political influence, trade, commercial, cultural, scientific and technological interests.

Human rights is an important element of world politics and of South Africa's foreign policy. The Government is of the opinion that the most effective way to address human rights issues is to develop a results orientated policy that promotes dialogue and not confrontation. South Africa, for example, voted against Sudan at the 49th Session of the UN General Assembly on the question of human rights. The Government's decision to establish diplomatic relations with Sudan was based

on a combination of factors, including Sudan's membership of the OAU, its potential as a trading partner, and the opportunities that diplomatic relations will give us to raise and attempt to resolve matters of concern, *inter alia*, human rights and conflict resolutions.

#### Attacks on hospital staff by patients

\*21. Mr M J ELLIS asked the Minister for Health:

- (1) Whether any state hospitals are experiencing any problems with attacks on hospital staff by patients; if so, what is the (a) extent and (b) cause of these problems;

- (2) whether any steps have been or are to be taken to protect hospital staff from such attacks; if not, why not; if so, what steps?

N874E

#### THE MINISTER FOR HEALTH:

- (1) No incidents have been officially reported to the Department (further information has been requested from the provinces).

- (2) Not applicable.

#### Salaries of teachers

(321)

\*22. Dr T J KING asked the Minister of Education:<sup>1</sup>

- (1) Whether he is involved in any negotiations with any teacher organisations; if so, what are the relevant details;

- (2) whether the Government has taken any decision on the salaries of teachers; if so, what decision;

- (3) whether any of these organisations have threatened the Government with legal action following on this decision; if so, which organisations;

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

N875E

#### THE MINISTER OF EDUCATION:

- (1) Yes; there are a number of issues presently on the agenda of the Bargaining Committee of the Education Labour Relations Council, which include:

1. Phasing out of gender disparities; housing allowance

2. Rationalisation in terms of the Constitution
  - 2.1 Absorption measures
  - 2.2 Rationalised regulations
  - 2.3 Rationalisation of other conditions of service
- 2.4 Amendment of the Educators' Employment Act
- 2.5 Review of Retirement Provision in South Africa
- 2.6 Payment of Foreign Allowances
3. Improvement plan for 1996/97 and 1997/98
- 3.1 Reports by research committees
4. Provisioning of educators' staff
  - 4.1 Pupil : teacher ratio
  - 4.2 Staffing formula and class size
5. Levies for the Education Labour Relations Council
6. Time off for union matters
7. Teacher appraisal
8. Structures for consultation at national level
9. Procedure for advertising and filling posts
- (2) Yes: the Government made a last offer to the employee organisations. The salary increase which will be implemented as of 1 July 1995 amounts to R817.8 million for the 1995/96 financial year.
- (3) No.
- (4) A statement on this matter has already been made.

#### Portfolio Committee on Communication

\*23. Mr J J DOWRY asked the Minister for Posts, Telecommunications and Broadcasting:—

- (1) Whether the Government intends substituting any investigation into the decision of the Portfolio Committee on Communication to appoint persons to the Board of the South African Broadcasting Corporation; if not, why not; if so, what are the relevant details;

- (2) whether the appointment of persons to the Board will be held in abeyance until this investigation is concluded; if not, why not; if so, what are the relevant details?

N878E

#### THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING:

The nomination of additional members to the Board of the SABC has occasioned widespread comment and discussion on the status and composition of the Board.

Much of this, however, well intentioned and intended to protect the integrity and independence of the SABC Board, has been misunderstood and based on a fundamental misunderstanding of the selection procedure by which the current SABC Board was chosen.

The appointment process, carried out in early 1993, was agreed to by most major South African parties—the exceptions being the Freedom Front and the African Christian Democratic Party, which were not in existence at the time.

The body responsible for selection, the Selection Panel, was, similarly, accepted by all major parties then in existence.

Criticism of the outcome of the process by any other than these parties must be viewed against this background.

The process involved the establishment of a selection panel jointly chaired by two judges and including several prominent legal figures, which then called for public nominations for the new SABC Board.

From the several hundred nominations, the Panel used an agreed set of criteria—based broadly on the need to establish a Board which was generally representative of the South African public and whose composition generally reflected the composition of the South African public—to draw up a short-list of 88 (check this number) individuals. These individuals were then interviewed in a series of public hearings.

Based on these interviews, the Panel selected 25 individuals.

The process was and remains among the most transparent and publicly accountable of any for the appointment of the controlling body of a public corporation in South Africa—*oi*, indeed, anywhere in the world.

This is an indisputable fact, acknowledged nationally and internationally. The process was widely praised by many prominent figures involved in public broadcasting in many countries.

The process has been adopted, with only minor variations, for subsequent selection procedures for public office, notably in the selection of members of the Constitutional Court.

Seven of the 25 individuals originally nominated by the Selection Panel were subsequently removed from the nominations list at the insistence of the state president.

This was unilateral decision and was widely criticised by political and civil society representatives alike, including several of those organisations now criticising the resulting Board and the two recent additional nominees.

Given the consensus over the process and the high degree of transparency and public involvement, it would be inconceivable that the Board appointed through this process, "ANC-dominated" or politically biased in any other way.

The current SABC Board has for the past two years sought consistently to move the SABC out of the arena of political dispute. They have done so together, as a collective initiative, irrespective of our personal views and backgrounds.

It does not serve the interests of the country or of the public SABC exists to serve to attempt to drag the SABC back into the arena of political dispute through political point-scoring across the parliamentary floor.

Whether or not it is intended, the result of these groundless attacks on the integrity of the Board is to undermine the initiative by the Board and its management to remove the SABC from the political arena.

This is particularly inappropriate at this point in South Africa's history, both because the process which appointed the Board was one over which extensive consensus was achieved and because the development of South African democracy requires an authoritative, impartial media voice of the sort which can only be provided by an independent public broadcasting system.

As far as I am aware, given the separation of powers between the executive and the legislature, it would be a gross violation of the spirit of our Interim Constitution if government were to order

an investigation into the proceedings of any of the committees of the legislature.

The decision of the Portfolio Committee on Communications to make recommendations to the State President regarding his power to appoint members of the SABC Board arose from a motion in this House which passed unopposed, that the Portfolio Committee on Communications be seized with that matter.

There does not appear to be anything irregular about the manner in which the matter was placed before the Portfolio Committee. I have been advised that the State President is giving serious consideration to the recommendations of the Portfolio Committee.

\*24. Mr M VAN S HAMMAN—Trade and Industry [Question standing over.]

#### Persons detained for long periods

\*25. Mr R H GROENEWALD asked the Minister of Justice:—

- (1) Whether a certain person, whose name has been furnished to his Department for the purpose of his reply, was detained in prison for seven months without the charge of murder for which he would have stood trial being disposed of; if so,
- (2) whether this person was released on bail of R500 in the magistrate's court in the district of Vereeniging without any bail conditions having been set; if so,
- (3) whether the South African Police Service has been informed of the application for bail; if not, why not; if so, what are the relevant details;
- (4) whether his Department intends taking any steps to prevent persons from being detained for long periods before their cases are disposed of; if not, why not; if so, what steps?

N878E

#### The MINISTER OF JUSTICE:

- (1) Yes.
- (2) The accused was released on bail on 21 February 1995 on condition that he has to attend Court on 31 March 1995.
- (3) No. When the case was postponed on 20 January 1995 the Magistrate who did not preside in the case on previous occa-

HAMS and 28/6/95

9

**Volskstaat Council**

371. Mr A S BEYERS asked the Minister for Provincial Affairs and Constitutional Development:†

Whether the Volksstaat Council has arranged any public meetings where members of the public were allowed to make inputs; if not, what is the position in this regard; if so, (a) how many, (b) what was the average attendance at these meetings, (c) what was the (i) advertising, (ii) travel and (iii) other costs in respect of these meetings amounted to and (d) in respect of what date or dates is this information furnished?

N771E

**THE MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT:**

Yes.

(a) Fourteen public meetings were held in Pretoria and ten meetings in the various provinces.

(b) The attendances varied from 15 to 30 persons per meeting.

(c) (i) R178 799,88

(ii) R1 423,55

(iii) None.

(d) The period 16 June 1994 to 15 June 1995.

**Official vehicles allocated to Ministers/Deputy Ministers:**

375. Mr A J LEON asked the Minister of Transport:

(1) Whether any official vehicles allocated to Ministers and Deputy Ministers were involved in accidents during the period 1 January 1995 up to the latest specified date for which information is available; if so, (a) how many, (b) what was the total cost of repairing or replacing these vehicles and (c) what was the total cost of the damage caused to other vehicles involved in these accidents.

(2) whether any persons were (a) killed or (b) injured as a result of these accidents; if so, how many in each case?

N775E

**THE MINISTER OF TRANSPORT:**

On behalf of the Minister of Transport, the Department of Transport in co-operation with the Provincial Government of Gauteng, has gathered and prepared the information as requested.

(1) Yes.

(a) Four vehicles were involved in accidents for the period 1 January 1995 to 9 June 1995.

(b) Although no vehicles were replaced, the repair costs currently amounts to R22 940,00. The repair costs of two of the vehicles is still awaited.

(c) Only one claim was received in the amount of R1 457,32.

(2) (a) and (b) To our knowledge, nobody was killed or injured as a result of these accidents.

**Theft of cheques by post office workers**

377. Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting:

(1) Whether any investigation has been undertaken by the South African Police Service into the alleged theft of mailed cheques by post office workers; if so, (a) what were the findings and (b) what was the total amount of money involved;

(2) whether any postal workers were dismissed or suspended in connection with the theft of mailed cheques during the period 1 January 1995 up to the latest specified date for which information is available; if so, (a) how many and (b) what are the relevant details in each case;

(3) whether any of these persons have been arrested in connection with the matter; if not, why not; if so, how many;

(4) whether any of these persons have been charged in connection with the matter; if not, why not; if so, what were the charges;

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

N777E

**THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING:**

The Chief Executive of the South African Post Office Limited has informed me as follows:

(1) Yes.

(a) The South African Police Service arrested and charged 13 Post Office employees.

(b) The total amount of money involved cannot be determined yet.

(2) Yes.

(a) Thirteen Post Office employees have been suspended of which three have been dismissed. Disciplinary hearings are pending in respect of the remaining 10 employees.

(b) As these cases are still under investigation and of a sensitive nature, information cannot be made available at this stage.

(3) Yes. Thirteen.

(4) Yes. Thirteen employees have been charged criminally. These employees have been charged with Fraud, possession of stolen property as well as charges under the Post Office Act.

(5) No.

**Postal deliveries currently employed by post office**

378. Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting:

(1) How many postal deliveries are currently employed by the Post Office;

(2) whether this Department is planning to replace street deliveries with deliveries to post boxes at entrances to suburbs; if so, (a) when is it anticipated that this plan will be implemented and (b) what are the further relevant details;

(3) whether an investigation has been undertaken to determine the savings that this plan will effect for the Post Office; if so, (a) what will the estimated savings amount to and (b) in what areas will they be made.

*Answered 29/6/95*

(4) whether any postal deliveries are to lose their jobs as a result of this scheme; if so, how many;

(5) whether it is the intention to utilise these postal deliveries elsewhere; if not, why not; if so, what are the relevant details?

N778E

**THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING:**

The Chief Executive of the SA Post Office Limited has informed me as follows:

(1) Not applicable.

(2) Although the present delivery policy stipulates that street deliveries will not be extended to new street delivery addresses, the existing street delivery addresses and developing areas will be serviced by means of Address Boxes conveniently situated.

(3) Not applicable.

(4) Not applicable.

(5) Not applicable.

**Teachers' strikes**

381. Mr M J ELLIS asked the Minister of Education:

(a) How many teachers' strikes took place in (i) 1993 and (ii) 1994 and (b) in each case, (i) which organisations were involved, (ii) how many school-days were lost as a result, (iii) how many pupils were affected and (iv) what was the outcome of the strike?

N781E

**THE MINISTER OF EDUCATION:**

(a) (i) 12

(ii) 05

(b) (i) 1993: SADTU

(ii) 1994: SADTU

(iii) 1993: Approximately 27 school days

(iv) 1994: Approximately 12 school days

(v) 1993: Approximately 25 700 pupils

(vi) 1994: Approximately 10 700 pupils

*(321) (over)*

(iv) The grievances of pupils and teachers concerning, *inter alia*, examination fees and conditions of service of educators, were addressed.

(a) held and (b) attended by each board member?

N786E

### Meetings of SABC Board

386. Mr K M ANDRIYV asked the Minister for Posts, Telecommunications and Broadcasting:

Whether all members of the SABC Board attended all board meetings during the past 12 months; if not, how many board meetings were

The MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING:

(a) Meetings

Special meetings

(b) Meetings attended by each board member

BOARD MEMBERS	TOTAL MEETINGS	SCHEDULED MEETINGS	SPECIAL MEETINGS	TOTAL NUMBER OF MEETINGS
Masepe-Casaburi, I	11	3	3	14
Hickling, C	11	3	3	14
Bailey, H	8	3	3	11
Bam, H	7	1	1	8
Bam, F	5	0	0	5
Barrel, L	10	3	3	13
Boshoff, A	9	3	3	12
Chillers, E	11	3	3	14
De Beer, A	8	1	1	9
Gildenhuys, A	11	2	2	13
Klunhane, T	9	2	2	11
Mabizha, E	5	1	1	6
Meer, F	7	2	2	9
Modise, B	6	1	1	7
Ndebele, N	8	2	2	10
Ndunge, W	9	1	1	10
Nkabinde, A	9	2	2	11
Pogiet, P	10	3	3	13
Sisulu, S	11	2	2	13
Thembela, A	11	3	3	14
Tee-Tomasselli, R	10	3	3	13

(1) Mr Zvelahle Sisulu, the Group Chief Executive of the SABC, appointed on 1 October 1994, sits on the SABC Board as an Ex-Officio member.

(2) Since his appointment Mr Sisulu has attended a total of nine scheduled meetings and one special meeting.

(3) This gives a total of 10 meetings of the Board, attended by Mr Sisulu.

## INTERPELLATIONS UNDER NAME OF MEMBER

Ahnt, Dr T G—

Finance, 1001

Batha, Dr W J—

Finance, 1012

Breytenbach, Mr W N—

Defence, 58

Casslin, Mr M F—

Environmental Affairs and Tourism, 1006

Justice, 783

Trade and Industry, 485

Water Affairs and Forestry, 205

Welfare and Population Development, 1156

Chikane, Mr M M—

Public Works, 623

Chiole, Mr J—

Housing, 8

De Lille, Mrs P—

Land Affairs, 69

Geldenhuys, Dr B L—

Foreign Affairs, 2, 479

Gibson, Mr D H M—

Correctional Services, 1161

Transport, 63

Gordhan, Mr P J—

Provincial Affairs and Constitutional Development, 1263

Green, L M—

Home Affairs, 1069

Groenewald, Mr P J—

Safety and Security, 210

Hamman, Mr M van S—

Safety and Security, 628

Jacobsz, Dr F P—

Welfare and Population Development, 382

Jiyane, Dr Z B—

Health, 387

Landers, Mr L T—

Justice, 475

Safety and Security, 891

Love, Ms J Y—

Agriculture, 771

Trade and Industry, 997

Makweth, Mr C M—

Trade and Industry, 895

Niehaus, Mr C G—

Correctional Services, 1, 53

Nzimanide, Dr B E—

Provincial Affairs and Constitutional Development, 377

Rangobin, Mr M—

Correctional Services, 1063

Saloojee, Mr C—

Finance, 1151

Stuurs, Ms M—

Home Affairs, 393

Van Heerden, Dr F J—

Foreign Affairs, 1269

Van Schalkwyk, Mr M C J—

Posts, Telecommunications and Broadcasting, 777



**MATHS MONEY:** Accepting a donation towards mathematics teacher education from Engen's Mr Joe Latakomo (left) is Mr Brian Gilbert (centre), chief director of the Education Department, and Mr Aarnout Brombacher, regional manager of the Association for Mathematics Education.

## Engen adds R100 000

(321) CT 30/6/95  
**STAFF REPORTER**

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

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

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

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

TUESDAY  
JULY 4, 1995 ★

'NOT BLACK ENOUGH TO BENEFIT'

# Teachers complain of discrimination

CT 4/7/95

(321)

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

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

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

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

"Although the ANC has never promoted blacks as the only group

to be affirmed, they appear to remain silent as the process is unfolding and developing into a racial issue," he said.

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

Mr Vergotine also told the delegates:

- The business sector was racist and blatantly disregarded the new constitution in advertising jobs for Xhosa-speaking applicants only.

- Black people were now accorded first priority at the University of the Western Cape and the Peninsula Technikon, at the

expense of coloured people.

- The change to teaching in English at these institutions discriminated against children from rural areas.

- A proposal to fund 5% salary increases for teachers from their pension fund was unacceptable.

- Proposed changes to labour legislation to incorporate teachers into the public service together with a proposed cut of 80 000 jobs from the public service endangered more teachers' jobs.

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

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



# Exposed: Bribes to obtain teaching job

**A**

30-YEAR-OLD TEACHER yesterday said she was "sold" a teaching post for R300 by a senior education official, who also demanded half of

her monthly salary for as long as she kept the post.

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

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

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

She received two cheques totalling R6 000 in March.

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

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

Later a relative gave her a R400

*Sowetan 4/7/95 (321)*  
A newly qualified teacher 'bought' her post, reports **McKeed Kotlolo**

cheque on April 26 to appease the senior official. "He returned it, saying the people demanding a share suspected the cheque could be a trap."

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

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

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

More, who is now temporarily employed at Semphato Primary School in

the same building, said she had not received her salary for May and June.

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

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

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

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

# Teacher discontent is growing 'crisis area'

## Education Reporter

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

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

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

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

He said a united vision was needed for education.

"If you're not an idealist, you really don't belong in education."

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

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

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

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

He commented on the effectiveness

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

"But, education is not entirely academic and training is not entirely practical."

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

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

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

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

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

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

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

"For most people, nothing seems to change. And, the buzzword 'process' is being seen as nothing less than a substitute for a lack of progress."

# Teachers vow to fight staff cuts

(321) CT 6/7/95

**STAFF REPORTER**

AFRIKAANS teachers from the Western, Northern and Eastern Cape vowed yesterday to fight any moves by provincial education departments to cut back on staff, saying teacher rationalisation should be negotiated at a national level.

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

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

He said the union was considering declaring a formal dispute against the department.

## Teachers' new medical aid

PORT ELIZABETH: A new medical scheme will foster unity and improve health benefits among teachers, the Cape Teachers' Professional Association (CTPA) said yesterday. (321) CT 6/7/95

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

# Teachers to get 5% pay increase

## SPECIAL CORRESPONDENT

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

The move to implement the

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

Teachers earning between R18 000 and R24 000 a year will receive increases of between six

and 10%, while teachers who earn more than R24 000 will receive five percent. The increase is effective from July 1 and will not be backdated to April. (321)

The teachers had demanded at least 18,4%. CT 7/7/95

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

# Teachers' unions not happy with 5% increase

SAW 7/7/95 (321)

■ BY LEE-ANN ALFREDS  
EDUCATION REPORTER

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

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

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

In terms of the final offer, all teachers earning between R18 000 and R24 000 a year will receive increases of between 6% and 10%, while

teachers who earn more than R24 000 will receive 5%. The increase is effective from July 1.

The teachers had demanded at least 18,4%.

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

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

But while Sadtu and Naptosa have repeatedly stated their opposition to what they termed "insult-

ing" offers, the imminent implementation of the 5% increase appears to have passed with barely a whimper.

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

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

Naptosa spokesman Andrew Pyper said while their affiliates were holding protest meetings, they had no plans to demonstrate against the implementation.

# Cosas call to end 'racism'

By TEFO MOTHIBELI

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

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

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

by president Songezo Mijongile.

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

## Contributions

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

"No teachers, be they black, white or Indian, should be unfairly dismissed as they have made important contributions to the community," said the or-

ganisation's secretary-general Tshlidzi Ratshitanga.

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

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

They pledged never to "allow mini, pocket organisations to confuse and misinterpret the aspirations of the majority."

(321) Star 8/7/95

# Teachers' congress will skirt key issues

(321)

B010/7/95

Mduduzi ka Harvey

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

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

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

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

The union was also forced to institute its own internal investigation, which was expected to report back on June 6. However, the union could not comment on further developments of the inquiry.

Parents alleged that union members had threatened teachers who were unsympathetic to the union, the union had taken control of schools with the knowledge of the education department and that the union was covering up for the implicated teachers who allegedly beat up pupils with knobkerries and shoes.

The Unionise and Reconstruct for Teacher Empowerment congress will concentrate on other issues, focusing on drawing a balance between rights and obligations of teachers. It will also look at educational transformation, which will entail a transition from protest politics to constructive engagement.

The union will be represented by 700 accredited delegates, with 100 national observers and 20 international guests. The assembly is expected to be the largest since the union's inception in 1990.

A union statement said it had been steadfast in trying to transform the education system in the country.

It had campaigned for a single education system, better conditions of service and had demanded the apartheid regime stop victimising and harassing teachers.

It also campaigned against unilateral decision-making and rationalisation by the state. The union's new task will be to determine strategic and long-term objectives.

## Van der Merwe queries Munnik report

Nobuvenda Mathlano

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

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

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

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

He said Munnik could

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

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

He said he would not comment on the actions of

the police.

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

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

## PEANUTS

By





# Allegations of teacher abuse date back 10 years

60 11/7/95  
Mduduzi ka Harvey

AN SA Democratic Teachers' Union (Sadtu) inquiry into allegations of child abuse and corporal punishment at Soweto schools will take longer than expected as allegations date back 10 years, to before the union's inception (321)

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

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

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

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

The allegations are also the subject of an investiga-

tion set up by Gauteng education MEC Mary Metcalfe in May.

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

The solidarity strike action affected 20 000 pupils.

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

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

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

n  
ils

selected  
in First

in SAA

awarded

chosen  
ed on

judged  
he-of-the-

awarded

# Teachers aim to learn from errors

## ■ EDUCATION REPORTER

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

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

That is why wage talks will be one of the major issues to top the bill at the union's national congress which is to be held at the World Trade Cen-

tre in Kempton Park today.

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

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

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

Sadtu initially demanded 18,4%, but had indicated it was prepared to settle for 11% just before the Government tabled its final offer.

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

12

SPW 11/7/95

(321)

MAKING EDUCATION VISION A REALITY

# Principals launch body

(321)CT12/195

**THE SOUTH AFRICAN Principals' Association, launched yesterday, aims to bolster its members' management abilities and lend support to attempts to restore stability in black schools. CAROL CAMPBELL reports.**

SCHOOL principals have to become involved in developing the policy for the new education system and they can do this through the South African Principals' Association, its president says. Mrs Reena Snelling, head of Williamson High in Benoni, was elected at the association's launch in Somerset West yesterday.

"The nuts and bolts of the education system are being put together now and we will involve ourselves at national level and regionally through our provincial bodies," she said.

The association would focus on developing the management abilities of school heads and would work out a code of ethics.

"We want to give of our exper-

tise to ensure education is effective for all," Mrs Snelling said.

The vice-president, Mr Nat Bongso, who is president of the Western Cape Principals' Association and head of the Chumisa Primary School in Knopelstha, said it was the role of principals to make the education vision a reality.

"Our task is to establish stability in our schools and to bring back parental authority — which was lost in the struggle against apartheid."

A team of 30 in the Western Cape had been trained to facilitate management training courses for principals.

"We must be able to have cordial relationships with all stakeholders — especially teacher

## 'Teachers must have say'

SPECIAL CORRESPONDENT

JOHANNESBURG: Denying teachers a say in the new education policy was disastrous and a waste of resources, an international expert said yesterday.

Professor Pat Obanya, Africa education director for the United Nations Educational and Scientific Cultural Organisation, said the exclusion of teachers from decision-making had had a disastrous effect on education.

Addressing the third national congress of the SA Democratic

Teachers' Union, he said their exclusion had meant that policy and developmental initiatives had not effected changes at school or in the classroom.

This had proved that education was too important to be left only to educators, he said.

Education is too serious a matter to be taken out of the hands of its professionals — the teachers, "Prof Obanya said.

He warned that teachers needed to organise themselves into unions to make a meaningful contribution to society.

not played a meaningful role in education.

"We must empower our principals and, with that, bring back accountability," Mr Bongso said.

organisations — because without them there is little principals can do," Mr Bongso said.

Black principals had been marginalised for so long that they had

# Teachers must be central to education policy-making – expert

## ■ EDUCATION REPORTER

Depriving teachers of any say in the development of educational policy was disastrous and a waste of resources, an international expert said yesterday.

Professor Pal Obyanya, Africa education director for the United Nations Educational and Scientific Cultural Organisation (Unesco) made the statement to the

SA Democratic Teachers' Union (Sadtu) at the opening of its third national congress.

He said teachers' exclusion from decision-making had had a disastrous effect on education.

Their exclusion had also meant that policy and developmental initiatives had not managed to effect changes at school or in the classroom, he said.

"Education is too serious a

matter to be taken totally out of the hands of its only known professionals — the teachers," said Obyanya.

But he warned that teachers needed to be empowered and needed to organise themselves into unions to make a meaningful contribution to society.

"When we educate and empower the teacher, we improve the chances for children in

schools to be better educated. And the better educated the population, the greater the likelihood of its contributing to overall social development.

"Therefore, a society which seeks to empower its teachers will in fact be empowering itself but a society which neglects the empowerment of its teachers will simply be weakening itself.

The conference began with

thunderous applause for Sadtu's outgoing national committee.

Sadtu's outgoing president Duncan Hinde paid tribute to the approximately 1 000 delegates who, he said, had transformed their participation from "passengers in a taxi driven by the leadership to drivers of a thundering express which is taking all teachers aboard".

(321) 4 Nov 12/7/95

# We have muscle, says Sadtu boss

(321) Sowetan 12/7/95

By Claire Keeton

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

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

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

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

He told Sadtu members they were bound as

professional educators to inform education policy and to ensure the policies of "people's education" were implemented.

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

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

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

Hindle said the focus of the union's programmes and mass action "must be on education policy, curriculum and professional development".

---

# Teachers vote to accept govt pay offer

CT 14/7/95  
(321)

---

## **OWN CORRESPONDENT**

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

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

It was the first response by Sadtu to the government's decision to go

ahead with the implementation of its final offer after the failure of protracted salary negotiations.

## **Increases**

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

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

Sadtu had initially demanded an 18,4% increase but had agreed to settle for 11%.

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

The union said it was not satisfied but accepted it was the best the government was able to offer.

---

# Teachers (321) Jan 14/95 agree to pay offer

■ BY LEE-ANN ALFREDS  
EDUCATION REPORTER

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

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

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

Sadtu had initially demanded 18,4%, but later agreed to settle for at least 11%.

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

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

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

# TMC firm on squatting moratorium

BY BONGIWE MLANGENI  
CITY REPORTER

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

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

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

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

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

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

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

# Teachers agree to pay offer

BY LEE-ANN ALFREDS  
EDUCATION REPORTER

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

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

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

Sadtu had initially demanded 18.4%, but later agreed to settle for at least 11%.

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

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

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



# Sadtu accepts Govt's pay increase offer <sup>(321)</sup>

By Claire Keeton

**T**HE SOUTH AFRICAN Democratic Teacher's Union has formally accepted the Government's 5 percent pay increase offer. Sadtu's newly elected president, Mr Duncan Hindle, announced this at Sadtu's third biennial national congress at the World Trade Centre in Kempton Park yesterday.

The union was not satisfied with the offer, he said, but at the same time the union realised it was the Government's best offer in the circumstances.

*swelam 14/7/95*  
This puts an end to months of uncertainty about a possible strike in schools following teachers' frustrations with the negotiations.

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

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

About 800 delegates voted for an executive with Hindle at the helm and Mr Thulas Nxesi as general secretary. Nxesi said Hindle's election was very

significant as it showed Sadtu was not simply a black union.

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

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

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

It proposed a more broadly representative forum.

# Teacher strike averted as union accepts 'final' offer

(321)  
**LEE-ANN ALFREDS**

Staff Reporter

20/6/15/19/95

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

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

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

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

Sadtu had initially demanded 18,4 percent, but had then agreed to settle for at least 11.

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

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

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

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

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

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



**Sibusiso Bengu**

# Teachers urged to respect school heads

By RAMOTENA MABOTE

ONE of Africa's leading educationists has told South African teachers to start making sacrifices so that pupils can get the education they deserve.

Tom Bediako, the secretary-general of the South African Teachers' Organisation, told the SA Democratic Teachers Union's annual congress to show appreciation for the pupils who sacrificed their lives — and sometimes their lives — to help the teachers in their struggle for better working conditions.

"Now is the time to die a little so that these children can get nothing but quality education," the Chan-

anian educationist and former teacher said to rousing applause.

Mr Bediako, a leading member of Education International, called on Sattu to respect their principals and learn to recognise authority.

"I want to see a principal, administrator and a worker manager and do not forget that," said Mr Bediako.

He said that some principals had been used as government agents in the past, which made the relationship between teachers and heads of schools "not a good one". But other principals "believed in the struggle", he said.

"If we begin to apportion blame and judge the present with the past

experience, and say that we do not recognise heads of schools, we cannot move forward.

Mr Bediako, who was in South Africa in 1976, said members held principals in charge during that earlier this year in Diepkloof. So

principals to join the union and recognise them as leaders, irrespective of their political beliefs.

He said the right to strike should be enshrined in the constitution, as should the right of employers to lock out strikers.

"When and how you can resort to strikes should be guided by circumstances. A strike is like a sharpened

knife — if used indiscriminately, it gets blunt," he said. Sattu should try to co-operate with the government and find ways of dealing with disputes amicably.

Mr Bediako rebuked teachers who complained that the government was not delivering, saying that the government had done enough in a short space of time.

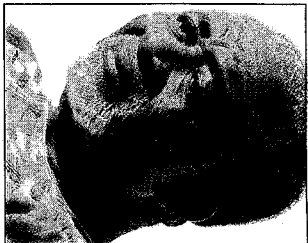
"Those of you who say the ANC government cannot deliver are sadists. What has been done over 300 years cannot be done in one-and-a-half years by the ANC."

He said the problem with African countries was that they "tumbled into

unprepared programmes" and that South Africa was lucky to have a person of President Nelson Mandela's calibre.

"The ANC made promises and the earlier they deliver, the better. But the government cannot deliver if people are unproductive."

The secretary-general of Sattu, Thulas Nxesi, said: "The time has come to sacrifice for the nation. It's part of the Reconstruction and Development Programme. In some areas, we need to offer literacy classes, not for remuneration, but to help teach our people how to read and write."



SACRIFICE . . . Tom Bediako help teach our people how to read and write.  
Picture: RUYAN BOSHOFF

# Teachers rule out strikes over pay

ARG 17/7/95

(321)

ESANN de KOCK  
Education Reporter

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

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

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

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

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

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

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

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

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

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

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

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

Its members called for a plan of action to ensure this would not be repeated.

# Democratic

## Youth will

### aid white

### teachers

SPAN 17/7/95

■ BY MANDLA MTHEMBU

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

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

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

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

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

He said "to simply replace all white teachers will not only be impractical but also unconstitutional".

# White teacher ousting: Row

CT 13/7/95 (321)

JOHANNESBURG: The South African Students' Congress yesterday condemned plans by rival organisations to force white teachers from black schools, saying it would lead to confrontation, chaos and disruption.

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

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

## BRIEFS

### Teachers will have to wait

CT 24/7/95 (321)

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

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

The delay has been caused by problems in implementing new salary scales.

---

CT 26/7/95  
Teachers jobs  
still on hold (321)

**CAROL CAMPBELL**

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

Yesterday chief director for education in the Western Cape Mr Brian Gilbert dismissed reports that the department was surreptitiously continuing with plans to axe teachers.

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

Staffing scales, which included a new teacher-pupil ratio, first had to be finalised.



# Sanlam launches niche medical aid fund to meet the needs of teachers

CT(RR) 1/8/95

(321) (298)

By FRANÇOISE BOTHA

STAFF WRITER

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

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

The marketing manager of San-

med, André Fourie, said: "It is the first time that a medical fund tailored especially for teachers and educationists has been launched.

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

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

"A valuable bonus of Edumed is that it will be managed by teach-

ers with a specialised understanding of the unique requirements of educationists," Fourie said.

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

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

The surplus of the fund would be retained for the use of members.

# Student campaign — white teachers leave

**The Argus Correspondent**

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

They were teachers from Tyhilulwazi High School and Ikwezi Lomso Comprehensive School, both in Zwide.

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

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

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

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

Members of the Western Region Conflict Management Team were at

both schools, monitoring the situation.

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

White teachers are employed at three township high schools — Ithembelihle in KwaFord, Tyhilulwazi and Ikwezi Lomso Comprehensive.

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

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

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

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

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

He said there were also many unemployed white teachers.

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

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

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

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

Provincial Education Minister Nosimo Balindlela and spokesman Pampama Mfenyanane were not available for comment.

ARG 2/8/95

(321)

# Bid to oust white teachers

(321) Star 4/8/95

BY LEE-ANN ALFREDS  
EDUCATION REPORTER

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

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

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

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

be targeted.

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

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

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

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

The education department was not available for comment.

# Student teachers plan 'job' march

PETER DENNEHY

STUDENT teachers who are worried about their prospects of securing posts on graduation are to march to the offices of the Western Cape Education Department today.

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

CT 7/8/95  
The student teachers are troubled about college closures, reductions in first-year quotas and dwindling prospects of their securing public sector jobs after graduation.

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

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

A form signed by applicants for

(321)  
loans says the department is under no obligation to guarantee a post for a loan recipient.

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

(321)  
**Student teachers march**

ARG 7/8/95  
ABOUT 1 000 student teachers from Western Cape colleges marched to the provincial education department today with a petition outlining their grievances. This follows a weekend meeting of the student representative councils from Bellville College of Education, Hewat College, Sonhe College and the Good Hope College of Education. — Education Reporter.

# Student teachers fear joblessness

CT 8/8/95

(321)

**CAROL CAMPBELL**

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

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

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

The chairman of the Hewat College of Education student representative council, Mr Clayton Turner, said students were worried they would not be able to get jobs when they graduated and wanted a guarantee from Education Minis-

ter Mrs Martha Olckers that the situation would improve.

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

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

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

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

He said he would respond to the students' memorandum in writing by August 21.



Picture: ANDREW INGRAM, The Argus.

**RIGHT ON!** Some of the student teachers who presented a memorandum of grievances to educational authorities during a mass demonstration outside the provincial building in Wale Street yesterday, spell out their concern.

# Student teachers issue ultimatum during rowdy Wale Street demonstration

**ESANN de KOCK**  
Education Reporter

**STUDENT** teachers concerned about their future handed provincial education authorities an ultimatum outlining their demands during a rowdy demonstration outside the provincial administration building in Wale Street.

The march came after a weekend conference of student

representative councils from seven education colleges.

According to the memorandum, only students failing under the former House of Representatives still are required to write the language endorsement examination.

This, the students said, was an insult to their lecturers and unnecessary as they wrote a similar exam at the end of their third year.

Also, only students from the former House of Representatives did not get the chance to write a supplementary exam before the end of the following year.

Because of this, these students felt they lost a year in which they could have been teaching.

They demanded that all students should have a chance of

writing supplementary exams in February.

Other points included:

- Complaints about discrepancies that had come to light in marking and re-marking of the language endorsement examinations;

- Clarity on the autonomy of colleges was urgently needed; and

- The possible closure of colleges and reduced first-

year quotas for colleges were causing concern.

Student teacher Sheldon Phillips of Hwatu College said there was great concern about the scarcity of teaching posts and sharp increases in fees at a time when students were battling with delays in getting their bursary money from the department.

A spokesman for the stu-

dents, Memory Gaju, said attempts to address matters through college administrations had proved unsuccessful. He believed education colleges should unite on matters of concern to them all.

The students gave the department two weeks to respond to their grievances and said they would "take action" if they did not get a reply.

# Teachers back in classes after protest

## ■ EDUCATION REPORTER

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

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

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

grievances.

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

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

The chalkdown was resolved on Tuesday when an education official addressed the teachers and agreed to suspend the depu-

ty principal while the department investigated the matter.

The trouble at Firethorn is the latest in a series of outcries over the filling of 1 700 vacant promotion posts in Gauteng.

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

Although the department was unavailable for comment, it is engaged in talks with teacher organisations on the issue.

(321) Star 11/8/95



# Minister issues warning on teachers' plight

(32) ARG 12/8/95

JEAN LE MAY  
Staff Reporter

WESTERN Cape Education Minister Martha Olckers has admitted that she expects "the usual end-of-year disruptions" in schools, but adds that "this time, the trouble could start with teachers, not with pupils".

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

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

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

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

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

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

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

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

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

Posts had been found for most of the 200 in the 600 extra positions the department had created in "disadvantaged" ar-

eas, she said.

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

"Every year there are justified complaints about book shortages.

"How can children learn without books?"

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

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

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

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

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

"And even that pre-primary phasing-in is complicated by the fact that most of the Sub A's come from illiterate parents: We have 1,2 million illiterate adults in the Western Cape — where are we expected to get money for Adult Basic Education?"

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



Mrs Martha Olckers

# Developing teachers

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

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

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

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

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

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

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

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

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

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

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

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

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

However, in the past, delegates stressed, teacher education has been dominated by theory and the

Stakeholders in education came together to focus on the quality of black teachers, **Claire Keeton reports.**

(321) Samelani 14/8/95



**A recent conference decided that a teacher education programme was needed to upgrade the standard of teaching in South Africa.**

need to strike a balance – by integrating theory and practice.

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

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

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

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

## Several concerns

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

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

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

De Wee said there is around five percent allocation of funds for Inset in the education budget but

this was not enough to have a major impact. A restructuring of the budget could provide the 10 to 15 percent allocation required to make a difference.

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

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

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

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

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

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

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

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

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

## Parents patrol township school

(321) (325)

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

CT 15/8/95

# Pupils reject teacher 'swop'

□ Campaign to replace whites with blacks

AKG 16/8/95

(32)

**ESANN de KOCK**  
**Education Reporter**

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

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

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

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

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

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

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

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

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

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

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

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

# Teachers imported

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

**T**HE SEVERE shortage of maths and science teachers in the Eastern Transvaal has forced the provincial department of education to employ teachers from India.

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

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

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

Mabuza also announced that his department would have to take all

powers away from white governing bodies so as to redress education imbalances in the province.

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

He said he had cut model C school subsidies by 100 percent last week as he disapproved of these subsidies enabling white schools to look like hotels. He had also withdrawn all transport subsidies given to white teachers in the province and said that some white teachers were now taking legal action against his department. For unfair labour practices. — *African Eye News.*

the Works Department of that province to remove the statue at Mthatha. The report we received was a verbal report, not a written report, but I believe that in all likelihood it came from the province.

(2) This is a provincial matter.

#### Research project on mussel culture at Saldanha

\*11. Mr A S BEYERS asked the Minister of Environmental Affairs and Tourism:—

(a) What are the estimated costs of his Department's planned research project on mussel culture at Saldanha, (b) when will this project commence and (c) what are the prospects of the mussel industry in respect of the provision of employment? *Handwritten: 23/8/95* N1052E

The DEPUTY MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:

(a) Estimated costs for research projects on mussel culture in Saldanha Bay amount to about R460 000 during a period of three years, as follows:

Contract R100 000 per annum from Projects: R20 000 per annum from Field work: R20 000 per annum from the Sea Fishery Fund Equipment: R100 000 from a single RDP allocation

Personnel costs and consumables to the value of approximately R370 000 during this period, which are funded out of the Departmental revenue budget, should be added.

Two research projects are at stake:

(i) to assess what tonnage of mussels can be farmed at any one time without negatively affecting the carrying capacity and hence the growth rate of mussels; and

(ii) to initiate processes within the bay by means of scientific models with a view to ensure the maintenance of the high water quality standards required by export markets.

(b) The Main Programme started in April 1993 and will end in March 1996.

An additional two projects will be carried out in 1996/97 with a view to developing decision-support models, after which it will become an environmental management tool.

(c) The current annual mussel production in Saldanha Bay is 2 500 to 3 000 tons with a local employment of about R10 million and employing about 300 people. The possibility exists for a sustainable potential to increase the current productive volume and number of job opportunities ten times, provided that export opportunities can be realised. The local market is limited.

The DEPUTY SPEAKER: Order! Now we have Question No 12, addressed to the Minister of Education. [Interjections.]

#### Judgment in Industrial Court re married women teachers

\*12. Mr D H M GIBSON asked the Minister of Education:

(1) Whether a judgment in the Industrial Court relating to married women teachers and their entitlement to housing allowances to the effect that the failure of his Department to pay housing allowances on an equal basis to men and women was held to be an unfair labour practice was brought to his attention; if so, what are the relevant details;

(2) whether an appeal has been lodged on his behalf against this judgment on the grounds that it could never have been the intention of the legislator that merely the omission or failure to remove or to negotiate on the removal of an inherently unfair practice or policy, constitutes an unfair labour practice; if not, what is the position in this regard; if so, what are the relevant details;

(3) whether he will consider withdrawing the appeal; if not, why not; if so, what are the relevant details? N1055E

The MINISTER OF EDUCATION:

(1) Yes, the judgment was brought to my attention in its entirety together with its implications for Government in relation to matters of mutual interest on which I am

obliged by the Education Labour Relations Act No 146 of 1993 to negotiate in the Education Labour Relations Council.

(2) Yes, this appeal has been made on the grounds that "the Industrial Court should have found that it was not the intention of the legislator (with the Education Labour Relations Act No 146 of 1993) that the existing unfair policies and practices (such as the one in dispute in this matter) may be declared an unfair labour practice and may be struck down, but that the said intention was that the removal of such policies and practices must be orderly negotiated by way of a process of collective bargaining". There are also other factors which formed the basis of the appeal. This in effect implies that there is a duty to bargain on conditions of service for educators.

(3) As the appeal does not affect the right of married women educators to participate in the housing allowance scheme, and the negotiations which started before these were brought to court, and are continuing, but deal with fundamental principles relating to whether matters which are meant to be regulated in the Education Labour Relations Council whether discriminatory or not, can be ruled on by a labour court if such negotiations are still in progress as determined by the Education Labour Relations Act No 146 of 1993, I am not yet considering to withdraw the appeal. However, I am monitoring the situation very closely.

Mr D H M GIBSON: Mr Speaker, arising from the hon the Minister's reply, would he not agree with me when I say that the women of South Africa—and more particularly the married women teachers of South Africa—were listening very intently to his reply?

Secondly, would he tell us whether he is committed to ending the unfair discrimination applied by his department and other departments against married women teachers in terms of which they do not receive the same entitlement to housing allowances as is enjoyed by male teachers? Will the hon the Minister commit himself to ending this form of discrimination and could he tell us when he proposes to do so? [Interjections.]

The MINISTER OF EDUCATION: Mr Speaker, in the first place I want to say that I am aware of

the fact that most women teachers would be listening to this response attentively. With regard to the second question I would like to say that I believe that, according to the judgment, we shall have met the demand by January. We were given time until January. The way in which negotiations are proceeding indicates to me that we may be there by January. The commitment to do so is definitely there. [Interjections.]

The DEPUTY SPEAKER: Order! January 1996, Minister? [Laughter.]

The MINISTER OF EDUCATION: Yes.

Business interrupted in accordance with Rule 199(3) of the Standing Rules for the National Assembly.

\*13. Mrs P DE VILLIERS—Public Service and Administration. [Question standing over.]

#### International Freedom Foundation

\*14. Dr R H DAVIES asked the Minister of Defence:

(1) Whether, with reference to a certain newspaper article, a copy of which has been furnished to the South African National Defence Force for the purpose of this reply, the International Freedom Foundation was established as a secret project of Military Intelligence; if not, what is the position in this regard; if not, what was the project initiated; (b) for what purpose; (c) on whose instructions and (d) what amounts of public funds was channelled to the said foundation;

(2) whether any funds were channelled to support the activities of Senator Jesse Helms and/or Mr Grover Norquist in the United States of America; if not, what is the position in this regard; if so, what are the relevant details? N1058E

The MINISTER OF DEFENCE:

(1) The National Defence Force has advised me that the International Freedom Foundation (IFF) was not established by Military Intelligence, I understand it already existed in 1983, whereas the Military Intelligence utilizes its services, namely as a vehicle for it, dissemination of information. Services rendered were paid for. It therefore becomes clear that if the IFF was

# We're bottom of barrel, irate teachers tell Bengu

ARG 23/8/95

(321)

## Education Reporter

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

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

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

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

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

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

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

The teachers said this

year's "paltry increase" of five percent seemed to indicate this was the case.

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

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

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

"Good teachers are good workers.

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

The Sacs teachers asked Professor Bengu why South Africa's minister of health could convene a forum to im-

prove the employment conditions of state doctors to ensure the health infrastructure of the country did not collapse.

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

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

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

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

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

"We agree the increases were paltry and insulting.

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

"But, what many don't understand is that when the minister makes a final wage offer, that's the end of negotiations."



**UNDER FIRE:** Three members of Azanian Students' Movement (Azasm) defend their campaign to oust white teachers from black schools yesterday at Guguletu Comprehensive Senior School. In the background are unhappy parents of pupils at the school who did not want to allow the Azasm students on to the school premises.

PICTURE: CLIVE SMITH

# Township pupils act to keep white teachers

C T 24/8/95 (321)

**CAROL CAMPBELL**

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

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

Several hundred angry pupils tried to escort the Azasm students

off the school premises after being addressed by the group's deputy president, Mr Donald Mankge.

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

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

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

Shortly afterwards teachers, parents and pupils from the Joe Slovo Comprehensive School in Khayelitsha marched on the Athlone offices of Azapo chanting: "Forward with white teachers for-

ward" and "We love our white teachers, we love them".

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

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

"If Azasm is serious about this campaign, they should go to Parliament and not disturb our school

so close to exams," he said.

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

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

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

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



# White teachers are defiant

□ *"We won't be scared off by campaign to get rid of us"*  
*ARG 25/8/95 (321)*

**ESANN de KOCK**  
 Education Reporter

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

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

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

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

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

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

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

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

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

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

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

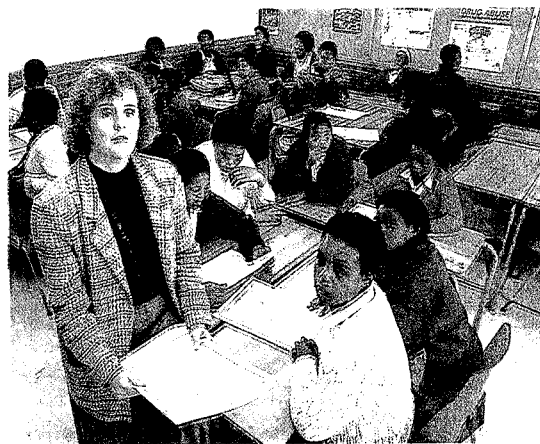
At Joe Slovo Senior Secondary, the four white teachers have been on the staff since the school opened in 1989, and some taught at other township schools before that.

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



Pictures: LEON MULLER, The Argus.

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



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

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

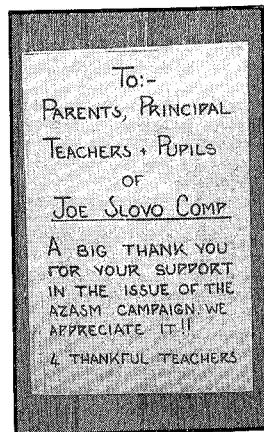
"Azasm is not a racist organisation and the campaign is not racist.

"We want to create an opportunity

for black teachers to be employed.

"This is not about hatred towards white teachers."

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



**THANK YOU!** The sign on the office door of the four white teachers at Joe Slovo Senior Secondary school says it all.

school. There was "overwhelming" support for the campaign, he claimed, but pupils were hesitant to involve themselves actively in it because they were close to exams and didn't want any disruption of their schooling.

PUPILS 'DON'T CARE ABOUT SKIN COLOUR'

# White teachers 'not afraid'

(321) ET 25/8/95

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

**T**HE first question most whites ask Mrs Suzette Frank when they hear she teaches at Joe Slovo Comprehensive School in Khayelitsha is: "Aren't you scared of going into the townships?"

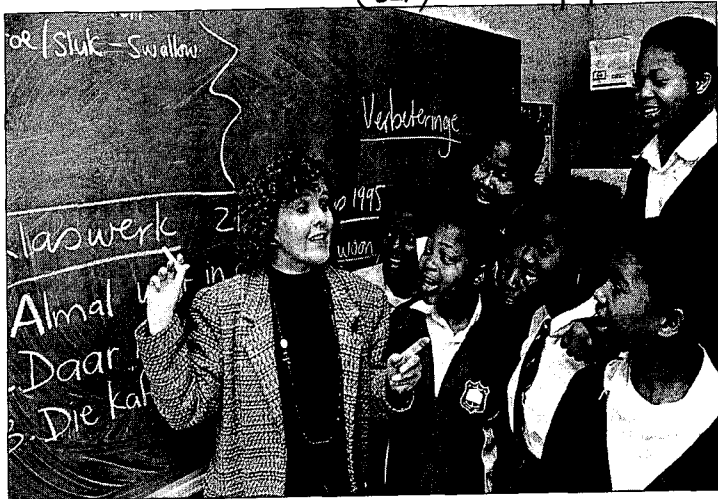
Her answer that she is most definitely not afraid is always tinged with amusement because Mrs Frank knows the pupils at Joe Slovo don't care about the colour of her skin.

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

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

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

The example set by the pupils at Joe Slovo Comprehensive was



**EAGER LEARNERS:** Std 6 pupils at Joe Slovo Comprehensive School enjoy a lesson with teacher Mrs Suzette Frank. The pupils are adamant that the white teachers remain at the school.

**PICTURE: ANNE LAING**

followed by Guguletu Comprehensive Secondary School on Wednesday when toyi-toying students surrounded the Azasm students and showed them the way to the school gate.

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

Cosas officer Mr Ntuthuzelo Ngwane said the organisation

wanted to discuss the problem with Azasm but could never find them because they were still "underground".

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

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

Ncediswa Vena said she didn't care about the colour of teachers'

skin "as long as they come to class".

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

"The day American student Amy Biehl was killed my pupils begged me to go home and escorted me out of the township.

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

● See Page 6

# Student group puts 'distorted' white teacher campaign on hold

**ESANN de KOCK**  
Staff Reporter

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

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

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

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

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

In a Press statement Azapo said: "Nothing in the content of the resolution justifies an inference to remove

white teachers from black schools.

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

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

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

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

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

The summit, he said, would probably only take place next year, as pupils were about to start exams and their schooling could not be interrupted.

(321) ARG 26/8/95

# 'HELL NO - WE WON'T GO'

cd 27/8/95

(321)

## White teachers ride out Azasm storm

WHITE teachers in "black" township schools have not been fazed by the Azanian Student Movement's (Azasm) scare tactics, City Press has found.

White teachers who ran the gauntlet of Azasm's intimidation campaign to drive them out of township schools this week vowed to stay put - with the community support.

Maria Kok, a teacher at the Joe Slovo high school in Khayelitsha, said she was nearly beaten up by a group of Azasm members and told to leave the school within ten minutes.

"I told them I didn't have transport, and they should wait until my transport arrived," said Kok.

She said they started throwing stones at the school, breaking win-

dows.

Students including Congress of South African Students members confronted the Azasm members - who then left to threaten white teachers at other schools.

However, security measures have been taken at most schools with white teachers, including Good Hope College near Khayelitsha.

"They will fail in their resolve. We have strong support from the community - including students," said another white teacher at the Joe Slovo school, Suzette Franck.

Deputy principal Mbusi Dziba said strong security measures had been taken by the Parents, Teachers and Students Association and police had been told to keep an eye on most black schools with white teachers.

"They (Azasm members) are very aggressive and are able to cause havoc," another teacher at Joe Slovo, Erna Shabbert said.

There are more than 18 white teachers in black schools in Khayelitsha, Langa and Gugulethu.

The white principal of the Luthaza high school

in Khayelitsha, CW Louw, said his students had told him Azasm had started a campaign to rid townships of white teachers.

The campaign - dubbed the "Save Black Education and Employment of Black Teachers Campaign" - has been launched by Azasm nationwide. Azasm maintains only black teachers should be employed.

The decision to expel white teachers was taken at Azasm's congress in Kimberley in July.

A teacher student at the Good Hope College who did not want to be

named said: "It's good that they are chasing white teachers away from schools and not from colleges. We need them at colleges - but not at schools."

She said there was a significant number of unemployed black teachers.

But Elsa Rall, a white lecturer at the Good Hope College, said: "We will stay put. We are not going anywhere. They can do what they want - we've got the support of the community."

The regional general secretary of the Students Representative Committee at Good Hope College, Bongani Magazana, said there were not enough qualified black teachers in the townships and white teachers were needed.

He said the majority of lecturers at the Good

Hope College were white. "Even the few black lecturers here are not permanent," he said.

German expatriate Bedeneke Eiselein, who has taught in a number of black colleges, said: "I don't feel threatened by these hoodlums. They are going to stop it - and if need be the government will have to intervene."

However, the Western Cape regional chairman of the Azanian People's Organisation and also a lawyer, Jimmy Yekiso, said on a live radio talk show: "It is a countryside campaign to get rid of white teachers, including lecturers, and we are going to make sure that they are out of the townships."

He said there was an army of unemployed black teachers and the preference was to employ white teachers.

---

## Call for black teachers 'not racist'

Renee Grawitzky

(321) 602 28/8/95

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

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

He denied that this call was racist. "What is actually racist is not what Azasem

is doing but the arrogance of white people who believe they are indispensable and the recalcitrance of a government that wishes to perpetuate black disadvantage".

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

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

● Comment: Page 14

---

*Bid to oust white teachers*

# Gauteng schools face showdown

BY LEE-ANN ALFREDS  
and JUSTICE MALALA

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

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

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

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

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

plans to remove white teachers."

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

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

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

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

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

It accused the "hostile white press" of deliberately distorting its programme, saying the intention of the campaign was never to oust white teachers from black schools.

All together now . . . Jabuani Technical High School teacher Jarine Baikie laughs with some of her pupils at the school yesterday. She is one of thousands of white teachers in township schools being targeted by the Aaarian Students Movement. PICTURE: THY'S DILLAART



# Students vow to protect their teachers from Azasm

BY JUSTICE MALALA

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

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

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

But the teacher's stay at the

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

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

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

"I personally do not feel threatened. The students I have spoken to do not have any problems with my staying

here and I have seen nothing to make me believe otherwise. It seems as if it is other people, outside the school, who have a problem, and it's not what the students want," she said.

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

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

Spokesmen for Azasm could not be reached for comment despite several attempts yesterday.

Star 29/8/95

(321)



# R500-m salary shortfall for Cape teachers

HRGT 30/8/95

(321)

ESANN DE KOCK, Education Reporter

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

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

But education department spokesman Orland Firmani said today he was not prepared to "make any assumptions".

He did however confirm the shortfall of more than R500 million, and "at the moment there is no indication where additional money will come from" to pay teachers until the end of the 1995/96 financial year.

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

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

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

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

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

# White teachers resist efforts to expel them

(321)

■ BY LEE-ANN ALFREDS  
EDUCATION REPORTER

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

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

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

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

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

Star 30/8/95

## Pupils lay charges after racial clashes

JOHANNESBURG: Two charges of assault are being investigated at a high school here after racial clashes between pupils, police said yesterday.

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

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

## kwaZulu campus closed after student protests

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

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

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

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

## No comfort for teachers

CAROL CAMPBELL

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

This follows an announcement by outgoing Western Cape Education Department head Dr Francois Knoetze that the salary budget was R500 million short and, unless funds were provided from the national department, teachers would not be paid in January, February and March.

National department spokesman Mr

Corrie Rademeyer said the department had not received a request for the money.

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

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

The SA Democratic Teachers Union, said the union would not comment until it became apparent that teachers would definitely not be paid.

# Teachers, pupils resist Azasm move

By Noxolo Kweza

THE principal of Silver Oaks Secondary School in Eldorado Park, south of Johannesburg, has vowed to defend white teachers from being expelled from black schools.

Ms Anna Dutker, the principal, said yesterday: "I will do anything to see that schooling is normalised in my school and no teachers are being expelled without my permission."

Dutker, who was speaking during a protest against the Azanian Students' Movement's campaign to expel all white teachers from black schools, said she sympathised with the unemployed black teachers but their ordeal should not be recited at other teachers' expense.

She said Azasm should fight for jobs for all teachers without repeating the errors made during the apartheid years. Dutker said the Eldorado Park branch of Azasm had visited Silver Oaks Sec-

ondary School on Monday and threatened to physically remove all white teachers.

Silver Oaks has five white teachers. "I called the police and they evacuated them from the premises," Dutker said.

In a letter to Dutker, Azasm said the organisation would use whatever means were necessary to remove white teachers from black areas. They alleged that many black teachers were being overlooked when posts became available. Pupils at Silver Oaks Secondary

(321) *sowetan* 31/8/95

School, Lances Vale Secondary School, Kiptown Secondary School, Eldorado Park Secondary School, Klipspruit West Secondary School and Heerengrad Primary School and angry parents attended the march.

Meanwhile, *Sapa* reports that the ANC Youth League charged yesterday that Azasm's campaign to drive white teachers from predominantly black schools was a strategy to undermine preparations for November's local government elections.

# Teachers' pay running out

*Western Cape coffers empty after November* (32i) star 31/8/95

## ■ OWN CORRESPONDENT

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

A salary shortfall of more than R500-million in the department has led to speculation that teachers will not be paid for December, January and February.

But education department spokesman Orland Firmani said

he was not prepared to "make any assumptions".

He did, however, confirm the shortfall of more than R500-million, and "at the moment there is no indication where additional money will come from".

The department had applied to the provincial treasury for additional funds and expected the request to be passed on to the Ministry of National Education.

John Samuel, deputy director-

general of the national education department, confirmed his department had conducted "investigations" into the financial problems of the Western Cape.

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

"In this way, we hope to be able to take some pressure off the provinces."

Samuel said the department would hear within the next two weeks whether money set aside for school buildings could be used instead to pay teachers.

But Firmani said yesterday the Western Cape education department was not aware of any plans to use RDP money to pay the salaries.

# ANCYL to face Azasm

Sowetan 11/9/95 (321)

ANCYL to protect white teachers and  
to fight against Azasm campaign

By Noxolo Kweza

**T**HE GAUTENG African National Congress Youth League has vowed to defend white teachers in black schools.

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

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

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

ANCYL's call comes after Azasm allegedly threatened to remove five

white teachers at Silver Oaks Secondary School in Eldorado Park, south of Johannesburg, on Monday.

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

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

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

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

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

# Azasm bid makes little headway

Star 2/9/95  
By BRONWYN WILKINSON  
and SAPA (321)

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

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

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

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

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

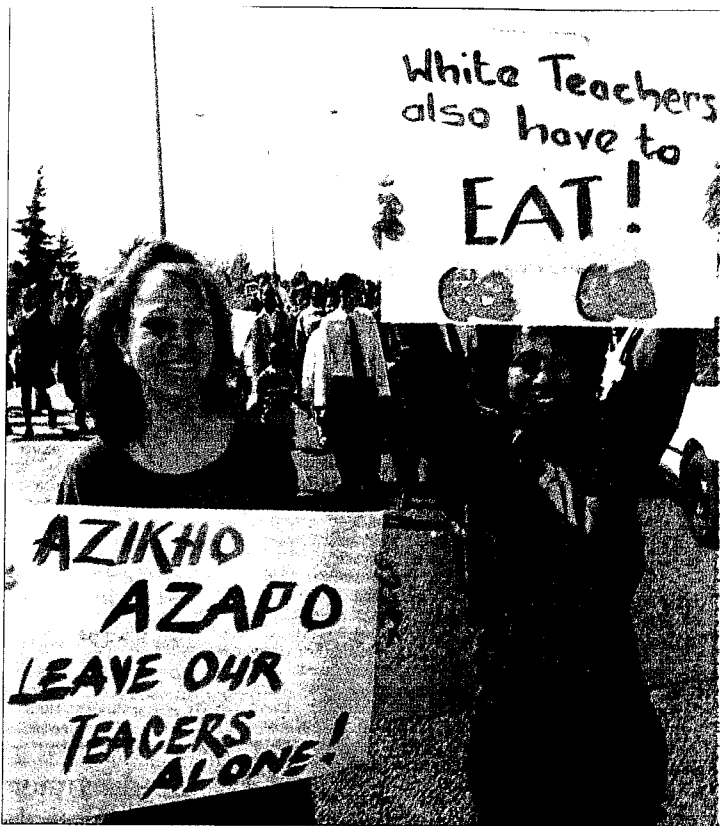
The ANC's Youth League has accused Azasm of trying to undermine the local government elections, which Azasm's parent body, Azapo, has vowed to boycott. The league said: "While Azapo has the democratic right not to participate in elections, it however has no right to cause instability in education as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

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

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

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

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



**PUPIL POWER:** Teachers and pupils protest against hardline Azanian Students Movement (Azasm) in sup this week. Azasm has called for white teachers to be ousted

## Deadlock over closure of Unisa rioting students clash with po

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

University spokesman Doeren Gough said yesterday the administration had told protesting students it would decide whether to reopen the campus after discussions with the students.

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

Gough said the issues the students had brought up in protest

actions on Wednesday had since changed, leading the university to believe the action was not about issues but political power.

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

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

They also demanded that ho-

liday jobs be reserved for black students.

Unisa rector Professor Marinus Wiechers said the memorandum would be considered seriously.

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

Any student who had an appointment with a staff member would be admitted to campus, she said.

Police and soldiers were called in to quell a mini-riot on Wednesday afternoon.

Several windows and cars



in support of their white teachers in Eldorado Park, south of Johannesburg  
 PHOTOGRAPH: AFP

# Unisa campus after police and soldiers

ack were damaged and a cleaner had been assaulted, said Gough.

Police fired teargas into the crowd of students outside the main administration building.

By yesterday police had left the campus, and security was being controlled by university security guards.

The students held a meeting in the centre of Pretoria to discuss their demands and their response to being banned from the campus.

Education Deputy Minister Renier Schoeman said he was deeply concerned about events

at Unisa and the Mangosuthu Technikon in Umlazi, near Durban.

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

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



**CAMPUS CHAOS:** Students protest at the Unisa campus in Pretoria this week  
 PHOTOGRAPH: PRETORIA



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



# AZASM faces people's wrath

By JEFFERSON LENAGANE and MASIPATI TSOITSOITSO

THE Azanian Students Movement (AZASM) campaign to evict white teachers from black schools is set to unleash a confrontation of unparalleled proportions among South African students and communities if the strongly worded responses from those opposed to it are anything to go by.

A statement from the ANC Youth League (ANCYL) has "warned AZASM against any attempt to create a crisis within our schools". The statement further says that "we are aware that this issue has more political motivation than education itself".

A more terse warning came from the Mass Democratic Movement (MDM) press conference held in Johannesburg on Thursday in which the movement's affiliates vowed to fight for the retention of white teachers.

"The past provided for Bantu Education through ideological apartheid curriculum and its illegitimate departments. We now have a legitimate department that is out to achieve the following objectives for which we are prepared to fight: The right to basic education, equal access to schools and centres of learning; no unfair discrimination by the education department, state-aided schools, and private schools which receive state subsidies.

"We therefore call on our people, both black and white, to reject the racist campaign by AZASM, and to instead support positive initiatives by progressive structures."

The MDM includes ANC, SACP, COSATU, SANCO, SADTU, SASCO and COSAS affiliates.

## Attempt to oust white teachers gets big 'no'

The violent political fights of the early eighties involved these groupings, together with Black Consciousness Movement affiliates.

Peter Gerber, youth leader of the National Party Youth Action (NPYA), also warned: "The murder of the American student Amy Biehl, and the racial conflict at the Free State Technikon, and more recently at the Pretoria Technikon and University of Pretoria, were tragic examples of the consequences of AZASM and SASCO propaganda campaigns."

"The NPYA continues to insist: that the students of AZASM and other students who are guilty of this type of behaviour should be debarred and prosecuted."

The National Minister of Education, Professor Sibusiso Bhengu also recently warned that he would prosecute AZASM students if they should continue to act against and intimidate white teachers.

The South African Democratic Teachers Union (SADTU) said: "We want to further express grave concern regarding AZASM's approach. We have repeatedly indicated that this campaign is a recipe for racial conflict and is playing into the hands of the rightwingers."

(321) CP 3/9/95

The PAC believes the campaign will "divide and polarise the different communities". Maxwell Ntshavane, the general secretary said: "White teachers have skills that they obtained at the expense of the Africans and now affirmative action must go hand in hand with them imparting those skills to formerly disadvantaged African students and teachers."

Meanwhile, students and teachers at Eldorado Park, south of Johannesburg vowed to fight AZASM's move to expel white teachers from their schools. This stance was taken at a rally attended by thousands of students, teachers and residents at Eldorado high school on Wednesday.

This followed an attempt on Monday by a group of AZASM members to evict five white teachers at Silver Oaks Secondary school in Eldorado Park.

Anna Duker, the principal at the school, said she would do anything to see that schooling was normalised and that no teachers were expelled without her permission.

Timothy Barnard, an SRC leader at Klipspruit high school told City Press that AZASM did not have a right to forcefully expel white teachers whenever they felt like. "They did not even consult us on the matter, but they expect us to agree with it, which is not fair," he said.

He went on to say that the new teachers imposed by AZASM would not be welcome in schools. The white teachers expelled by AZASM would continue to be paid, while those imposed by them would not be paid, thus creating another conflict between the two groups of teachers, which will have a bad effect on the normal teaching and learning process.

# New police ranks show break with past culture

Stephané Bothma

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

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

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

So-called militaristic ranks such as general, brigadier, colonel and warrant-officer would disappear to make

way for the more internationally accepted titles of commissioner, director, superintendent and inspector.

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

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

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

Fivaz also unveiled the new emblem of the SAPS. Although still based on the star-design — accepted

almost without exception throughout the democratic world as a symbol of policing — the new emblem had as its centre-piece the aloe plant.

It would be introduced immediately but would be phased in systematically, Fivaz said.

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

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

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

## Azapo campaign to employ black teachers 'not racist'

Susan Russell

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

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

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

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

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

The organisations said government

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

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

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

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

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

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

## MECs 'break the meeting boycott'

Farouk Chothia

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

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

Miller confirmed he and Ngunane were at a meeting with Meyer last week which was attended by MECs from four provinces. "Whether technically it was a Minmec meeting can be argued," Miller said. Premier Frank Mdlalose's office said Miller met Meyer on a one-to-one basis.

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

ARLT 4/9/95

# Hunger strike by student teachers

## Education Reporter

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

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

today.

(321)  
This followed a march early last month when students demanded an answer from Mrs Olckers on several grievances, including:

- Students from the former House of Representatives still being required to write an English language competence exam;

- Possible closure of education colleges and reduced first-year quotas;

- Discrepancies in marking

and remarking of the language competence exams; and

- Clarity on the autonomy of colleges.

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

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

# Groups support white teachers

(321) Sowetan 4/9/93

By Noxolo Kweza

**S**TUDENTS organisations have distanced themselves from the campaign aimed at "driving out" white teachers from black schools.

At a Press conference at Ipelegeng Community Centre in Soweto yesterday, delegations from the Congress of South African Students, the Pan Africanist Students' Organisation and the Students' Association of State Aided Schools said the campaign was morally and politically wrong.

They said the campaign was ~~depriving pupils of proper education~~ and undermining plans to improve education.

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

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

## Azasm campaign will deprive black pupils of proper education

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

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

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

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

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

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

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

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

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

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

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

# Student teachers on hunger strike

Education Reporter

(321) ARLT 6/9/95

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

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

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

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

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

They demanded an immediate answer.

# Zimbabwe's white farmers face new land-grab threat

5F 10/9/95

(321)

By MICHAEL HARTNACK  
Harare

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

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

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

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

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

Mr Kangai also announced that, in addition to introducing a computer

register of all agricultural property, "a land tax will be introduced for all people with more land than is recommended in a particular ecological region".

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

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

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

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

Small scale farmers were devastated by this year's drought, but the commercial farmers' expertise and financing resources enabled them to reap a bumper R1,6-billion tobacco harvest.

# Conspiracy of silence

*(32) Sowetan 11/9/95*  
**Oupa Ngwenya** explains why the campaign to remove white teachers in preference to blacks is doomed to fail

**T**HE PROBLEM with the Azanian Students Movement's campaign to replace white teachers in townships is that it champions the cause of those who remain rightfully trapped by the non-racial conspiracy of silence.

Not a word has escaped from the lips of the aggrieved, reducing Azasm to misguided "racist loudmouths".

The campaign belongs to unemployed black teachers and the relevant unions, who should have taken unambiguous responsibility for raising their plight. If Azasm's campaign succeeds, black teachers would undoubtedly benefit.

Aware that they stand to benefit from the campaign, but not sure of the price they may have to pay if it fails, black teachers speak in hushed tones in support of Azasm. They fear the moral hazards of taking a public position.

Azasm must stop the campaign. If black teachers are not aggrieved by their conditions of service and work opportunities, no matter how appalling, Azasm's actions are in vain.

Its campaign has nevertheless made a number of points that can serve as a basis for debate and further consideration. It calls for unemployed black teachers to be given preference.

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

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

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

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

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

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

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

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

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

The first thing they do when they enter the



**BLACK SOLIDARITY ...** Azasm's campaign to replace white teachers in townships is in vain if it does not have the support of black teachers.

kraal of achievement is to shut the door behind them so as to remain the only blacks in this kraal.

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

The legitimacy of their cause depends on white validation.

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

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

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

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

Non-racialism is about: "What about whites?"

The political arena has already addressed

"white fears". Strangely, born-again new South Africans have never cared to ask if there is a non-racial basis for "white fears". What constitutes white fears?

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

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

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

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

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

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

And shame, Karl Marx said, is a revolutionary sentiment. The ball is in the court of the Department to show it is capable of displaying this sentiment.

# Teachers claim victory for gender equality (321)

**STAFF REPORTER**

07/15/95

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

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

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

Sadtu was committed to eradicating all forms of discrimination.

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



# Decision soon on teachers

(321) *somepar*  
19/9/95

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

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

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

## **Achieving parity**

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

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

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

However, there was substantial consensus that the issue was a national one. "For rationalisation to proceed in the absence of agreed national norms would lead to total chaos," Taunyane said. — *Sapa*.

T

## Teaching post guidelines 'soon'

Education Reporter

(321)

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

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

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

Teachers' organisation spokesman Andrew Paeper said consensus depended on a majority vote from each section and a combined majority. *ARG 19/9/95*

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

But Mr Paeper pointed out that

the ratio applied only to teachers and not "other educators" such as principals and inspectors.

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

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

"There are also budgetary constraints which have to be considered."

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

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

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

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

## Dispute body (321)

CT 20/9/95

A WESTERN CAPE branch of the Education Labour Relations Council is to open in Cape Town in October to resolve "domestic" disputes between teachers and the provincial education department.

A branch chairman has yet to be appointed, says local council secretary Mr Eugene Southgate.

NURSES' JOBS ALSO AT RISK

# 5 000 Cape teachers face axing

CT 21/4/95

(45) (321)

**AROUND 5 000 teachers face the sack as nurses may also be axed unless budgets are increased.**

**CHRIS BATEMAN reports.**

**F**IVE out of every 30 teachers in the Western Cape will have to be retrenched by the end of March next year if the region's R500 million education budget deficit is to be balanced, regional Finance Minister Mr. Kobus Meiring warned yesterday.

This would translate into retrenching 5 000 teachers. Delivering a budget update in the provincial government, Mr. Meiring said the region was in dire straits due to a government formula which will cut the province's funding by an average of 3,41% a year over the next five years.

All other provinces with the exception of the Northern Cape (minus 3,85%) face positive annual growth rates in funding ranging from 1,05% in the Eastern Cape to 8,16% in Gauteng.

Mr. Meiring said the Western Cape this year had an overall R1,02 billion deficit and would run out of funds in January next year — two months before the end of the financial year.

The local Department of Education was "seriously looking" at retrenchments and would have to

make the cuts by the beginning of the next financial year as salaries made up 85% of the education budget, he said.

Education Minister Mrs. Martha Olickers said voluntary retrenchment would be the guiding principle. She would keep her word to pay salaries until the end of the year and urged union and other central government advisory bodies to speedily reach agreement on teacher/pupil ratios.

Mr. Meiring was "desperately worried" that nurses would face "the same kind of story".

Health in the province faced a R191,99 million deficit which could not be brought under control without serious political and service implications.

## Formula

The Financial and Fiscal Commission formula was weighted so that 25% of the funding for provinces would be based on the number of rural people in each province — placing the Western Cape at the bottom of the ladder. This put the grant for education per person at R540 compared to the national average of R606 and for primary health care at R93,26 versus R106,52.

"Nowhere in the world has pulling down the top person helped the underdog — rather maintain standards and help others up," Mr. Meiring said.

GOVT MAY RESCUE NURSES, TEACHERS

# Life-line for W Cape jobs

22/9/95

321

**THE WESTERN CAPE** education and health departments, suffering from recent budget cuts, may receive additional funds from the government. **ANTHONY JOHNSON** reports.

**T**HE government is considering a variety of rescue packages to save the jobs of thousands of nurses and teachers threatened by budget cuts in the Western Cape and elsewhere.

Provincial Finance Minister Mr Kobus Meiring warned this week that 5 000 health workers and a similar number of teachers would have to be retrenched unless the Western Cape received more money from Pretoria.

But yesterday the education ministry said the cabinet was looking at ways to provide assistance to provinces like the Western Cape and Gauteng which are affected by budget cuts.

And the health ministry said good progress was being made in securing international bridging finance that would forestall any

retrenchment of health workers in the Western Cape.

Education ministry spokesman Mr Lincoln Mali said there were ongoing discussions between the provinces and finance Minister Mr Chris Liebenberg and Minister Without Portfolio Mr Jay Naidoo "to see how they can come to the assistance of the provinces".

But Mr Mali emphasised that if additional funds are released to provinces they would have to demonstrate a commitment to "reprofiteering".

If this did not happen, the shift towards equity in spending would be slowed and the same budgetary crisis would repeat itself on an annual basis without education being restructured, he said.

He acknowledged that the Western Cape had seen an effective

cut in education spending but dismissed suggestions that this was a punitive measure. The government planned to equalise spending within the next five years.

"Provinces must learn to budget according to what they are getting and not what they think they deserve," Mr Mali said.

Health ministry spokesman Mr Vincent Hlongwane the department would not allow services to collapse because of a projected shortage of funds.

## Primary care

"We will be opening up a lot more clinics and health facilities in the coming year and are in the process of training more nurses, particularly for primary health care," he said.

He said Health Minister Dr Nkomo Zuma had been abroad in search of bridging finance and groupings like the European Union had been "quite willing to

give a hand".

Mr Hlongwane said: "We do not envisage a situation where we retrench nurses. Rather the plan is to extend the reach of the health services into areas that are understaffed at present."

Meanwhile, the national and nine provincial health departments yesterday agreed to urgently find solutions to problems of salaries, promotions and working conditions among health workers.

During a meeting in Pretoria, task teams were set up to look into the problems and to make recommendations.

Dr Zuma will brief the cabinet next week on the national health services situation.

"Channels of communication are being opened between the national and provincial departments of health to monitor the situation. The department is also initiating contact with health workers to address their problems," a health department statement said.

# Teachers reorganised under nine provinces

BD 2/10/95

(321)

Kevin O'Grady

ALL teachers' posts in the 14 formerly racially-based education departments would be abolished and recreated in the nine provinces, in terms of agreements reached on Friday between government and teachers' unions on the rationalisation of education.

The agreements, signed by Education Minister Sibusiso Bengu, the SA Democratic Teachers' Union and the National Professional Teachers' Organisation of SA, also provided for "affordable" pupil-teacher ratios in the country's schools, Bengu said.

Described by Bengu as a "major breakthrough" in transforming education, the agreements reached in the Education Labour Relations Council would also bring about equity in the financing of education, he said.

The rationalisation process would not result in a cutback in teachers. Excess teachers in any province would be retrenched only if they were unwilling to accept voluntary redundancy or transfer to another province.

"The total number of educators will have to increase as a result of backlogs and the annual increase in learners," Bengu said.

However, the rationalisation agree-

ment aimed to distribute the country's 360 000 teachers equitably between the provinces.

The agreement stated: "As much as possible, a wholesale retrenchment of serving educators should be avoided and therefore the primary objective should, as far as possible, be a redistribution of educators."

In terms of the agreement, provincial education MECs would draw up plans for the distribution of teachers aimed at "reaching equity in the provision of personnel in institutions in rural and urban areas". Criteria for declaring posts redundant and teachers in excess should be negotiated.

Education deputy director-general Roelf du Preez said there had been "unexpected" agreement between all parties on the department's proposed teacher-pupil ratios of 1:40 in primary schools and 1:35 in secondary schools.

These would even out the differences between ratios in former (white) House of Assembly schools (1:21,1) and schools in former self-governing territories (1:40), Du Preez said.

Agreement was also reached on removing gender discrimination from the department's homeowner allowance scheme and on allowing union members time off for union activities.

# Teacher wins in subsidy battle

(321)

By JESSICA  
BEZUIDENHOUT

A CAPE Town school teacher who was refused a housing subsidy on the grounds that she was married and her husband was not medically unfit, has won her battle against the Western Cape Education Department and the Minister of Education. (M) 15/10/95

The ruling could open the way for thousands of civil servants in the same situation to challenge the department's housing subsidy policy, the Industrial Court was told.

Mrs Karen George, a music teacher at Goeie Hoop Primary School, told the court the department's refusal to grant her a housing subsidy was unfair.

Giving his ruling, Mr M P Freemantle agreed that the department's refusal constituted an unfair labour practice.

He ordered that Mrs George be paid compensation.

Advocate Norman Arendse, for the department, urged the court to consider the effects of a judgment in favour of Mrs George as thousands of employees had been similarly disqualified and it "would open a floodgate". 27

# Teacher wins battle for subsidy

ET 17/10/95

(321)

## EDUCATION REPORTER

A CAPE Town teacher made history yesterday when the Industrial Court ruled that the Western Cape education department's policy barring married women from receiving housing subsidies was an unfair labour practice.

Mrs Karen George of Bracken-

fell fought the education department staff code on the grounds that it discriminated against her in gender and marital status.

Handing down judgment, advocate Mr M P Freemantle said the education department's refusal to give Mrs George a housing allowance was an unfair labour practice in view of the equality

clause in the new constitution.

He ruled that the department would have to pay Mrs George from the time of her application for the subsidy in January this year and pay her legal costs.

Her lawyer, Mrs Estelle Morkel, said the case was "a victory for women in the face of discriminatory laws".



# Ruling may spark flood of claims

☐ *Woman teacher wins plea for housing subsidy* <sup>(321)</sup>  
AR 19/10/95

**ESANN de KOCK**  
Education Reporter

APPLICATIONS for housing subsidies by women employees of the Western Cape Education Department are expected to flood in after a decision by the Industrial Court in favour of a teacher who was denied a subsidy.

This is the opinion of Norman Arendse, counsel for the Western Cape Education Department in the case of Goeie Hoop Primary School teacher Karen George, who took the department to court after she was refused a housing subsidy.

It was argued that because Mrs George was married and her husband was medically fit, she was not entitled

to a housing subsidy.

But Mr Arendse said Mrs George had in fact been denied a subsidy by the Public Service Commission and it was the commission that should be taken on in court.

He said it was expected that the state would appeal against the court's decision.

"The Education Department was sympathetic to Mrs George's case and supported her application for a subsidy in exceptional circumstances.

"Yet she chose to take the department on in court."

The Public Service Commission should be under attack here, he said,

adding that the court's decision could influence hundreds, if not thousands of other women employees to apply for subsidies.

Mr Arendse said the state's main problem was one of principle.

"The court decided it wasn't correct that Mrs George had been denied a housing subsidy.

"But we feel the Education Labour Relations Act, like the Labour Relations Act, promotes collective bargaining to resolve disputes. This route wasn't followed."

● Mrs George was advised by her counsel not to comment and the Public Service Commission could not be reached for comment.

51% CUTBACK IN W CAPE

# Fewer students to be trained as teachers

CT 23/10/95 (321)

**HIGH** provincial teacher-student ratios have led to a reduction in teachers' training. **EUNICE RIDER** reports.

**T**EACHERS' training colleges are to cut their student intake by 51% for 1996 and no education bursaries will be allocated to first-year college or university students next year, the Western Cape Education Department announced yesterday.

Dr Orland Firmani, director of communications in the Western Cape Education Department, said 390 first-year students would be admitted to the seven residential colleges of education in the province next year.

This figure represented a reduction of 51% in comparison with this year's intake.

"The South Cape College of Education will receive a quota of 30 first-year students and the other six colleges of education will each receive 60," said Dr Firmani.

The cutback in the intake for next year comes in the wake of the

department having to cut back on the "production" of teachers. The reason for the cutback is that teachers will no longer be guaranteed jobs as the Western Cape teacher-student ratio is too high compared with the national distribution of teachers.

Regional Education Minister Mrs Martha Olckers said recently that national teacher-student ratio guidelines indicated primary school classes should have about 40 children each and high school classes about 35 pupils.

## Shortage

In the Western Cape, however, classes in schools which formerly fell under the white and coloured education departments have only about 23 pupils each, which means the fate of about 12 000 teachers is in the balance.

Although there are still critical shortages of teachers in some black schools in the Western Cape, not enough white and coloured teachers are making themselves avail-



**'BUDGET SHORTFALL':** Western Cape Education Minister Mrs Martha Olckers

able to teach there.

With a shortfall of R50 million in the Western Cape Education Department, there was a serious need for the region to cut back on the number of teachers it produced, Mrs Olckers said.

# Teacher training colleges reprieved

(321) AK/r23/10/95  
Education Reporter

NO teacher training colleges will be closed next year, and far-reaching decisions on their future will be taken only after the final report of the National Commission on Higher Education is released in 1997.

This was agreed to at a meeting between a working group from the Cape Education Colleges and the Western Cape Education Department.

A statement from the working group said the meeting was held between the colleges and Education Minister Martha Olckers to discuss concerns over rationalisation.

"In response to recommendations from the college sector, particularly in respect of the imminent closure of colleges, Mrs Olckers was able to give the assurance that it was not the aim of the department to close any of its colleges."

The statement explained that the department was nevertheless obliged to address the realities of a shrinking annual budget, teacher unemployment and the prospect of qualified teachers being taken out of the system in keeping with amended teacher/pupil ratios, as well as the need to cut back on the annual salary bill for teachers.

Western Cape Education Department spokesman Orland Firmani confirmed that college representatives secured an undertaking that no colleges would be closed next year and that far-reaching decisions, including possible mergers and amalgamation, would await the final report of the National Commission on Higher Education in 1997.

He also confirmed that a task group, representing the department and the teacher education sector, would be set up to examine the possible extension of the functions of colleges of education.

● Teacher training colleges will have to cut their student intake for next year by 51 per cent and no education bursaries will be allocated to first-year college and university students, the Western Cape Education Department has announced.

# Protests planned over cutbacks

**CAROL CAMPBELL**  
STAFF REPORTER

TEACHING students will not take the 51% cutback in student intake at training colleges lying down, but will only start protest action after exams, it emerged yesterday.

The Western Cape Education Department announced the cutback in next year's intake at the weekend and also that no education bursaries will be given to first-year college or university students.

Ms Nokuzola Mehlo, a spokeswoman for the Federation of SRCs (of all teacher training colleges in the Western Cape), said the cutback did not make sense as there was still a desperate need for teachers in the townships.

It is understood a suggestion to provincial education ministers that there be no intake of first-year students next year was dismissed as "unrealistic".

Ms Mehlo said it was difficult for students to protest against the department's decision now because they were writing exams.

(321) CT 24/10/95  
However, there would be protests early next year.

Ms Mehlo said students had met provincial Education Minister Mrs Martha Olckers before the meeting of the nine education ministers and asked her to fight to maintain the status quo or at least some of the bursaries.

## Emergency

"How are poor students going to be able to attend college now? There should at least be bursaries for the students who will be admitted next year."

Yesterday Mr Willie Scholtz, the rector of the Good Hope College of Education in Khayelitsha, said an emergency meeting of college rectors would be held today.

College rectors nationwide will meet in Gauteng tomorrow.

● A spokesman in the office of national Education Minister Dr Sibusiso Bengu said yesterday an announcement on the national bursary and loan scheme for tertiary education was imminent.

# Teacher training slashed

■ BY LEE-ANN ALFREDS  
EDUCATION REPORTER

The number of students admitted to teacher training colleges is to be drastically reduced by 40% next year in an effort to stem the oversupply of teachers, Gauteng MEC for Education Mary Metcalfe announced yesterday.

The announcement of the reduction follows a national audit of teacher education which projects that Gauteng will have 10 000 more teachers than it needs by 2000 if the number of teachers being trained in the province is not curtailed.

At present, thousands of qualified teachers are unemployed and several thousand more are set to join them upon their graduation from universities and teacher training col-

leges. In Gauteng alone, it is projected that about 2 000 teachers are unemployed.

Speaking at a press conference, Metcalfe said that the 40% reduction meant that only about 1 500 would-be teachers will be allowed to enrol at the nine teacher training colleges in the region next year.

This was a drop of just over 1 000 from last year's enrolment figure of 2 600.

It was also likely that potentially hundreds of thousands of would-be teachers would have to be turned away as the Soweto College of Education alone had received 120 000 applications, Metcalfe said.

"The small percentage who will receive places may be a source of immediate frustration, but it would be irresponsible of

the education department to admit students for a training course that is unlikely to lead to employment," she said.

Metcalfe said that while all nine teacher training colleges would be affected, some colleges would be harder hit depending on the subjects they offered.

Colleges offering maths, science and the technical subjects, especially at secondary level, would experience no real reduction, but colleges offering only primary student subjects would have to cut their enrolment by the required 40%.

Sixty percent of all students admitted would also have to major in maths or science.

Metcalfe said the decision had been relayed to the colleges via letters and in meetings.

(321) Star 24/10/95

## Intake of student teachers will be slashed

~~227~~ 60 24/10/95 (321)  
GAUTENG education MEC Mary Metcalfe yesterday warned that only a small percentage of young people who had applied for admission to teacher-training colleges next year would gain admission.

Meanwhile, in the Western Cape it was announced that no educational bursaries would be awarded to first-year students at colleges and universities for next year.

There would also be a

51% drop in the number of first-year students accepted into colleges of education.

"This may be a source of immediate frustration, but applicants are reminded that it would be irresponsible of the Gauteng department of education to admit students for a training course that is unlikely to lead to employment," Metcalfe said.

"Students need to explore other alternatives for access to higher edu-

cation or employment, with an understanding of the broad human development needs of our country as we face the challenges of reconstruction and development."

Metcalfe said it was anticipated that Gauteng would have a surplus by 2000 of as many as 10 000 teachers.

She announced various measures agreed at a meeting with rectors of teachers' colleges, aimed at reducing the student intake. — Sapa.

(321)

## Bursary ruling 'disappointing'

**EDUCATION REPORTER**

CT 25/10/95

THE decision by the Western Cape Education Department not to offer bursaries to teaching students next year was "disappointing" and could exclude good students from the profession, a Cape Council of Teachers spokesman said yesterday.

Mr Mike Reeler said the council understood the need to avoid the over-production of teachers and the shortage of money faced by the department but that in the case of bursaries only a small amount of money was involved.

"If the department is not providing bursaries, we hope that private concerns will invest in education" he said.

---

ARG 25/10/75

## Education

### college curbs get backing

#### Education Reporter

RECTORS of the eight colleges of education in the Western Cape have accepted the necessity for a reduced intake of first-year students next year (321) (54).

The equitable distribution of students over the seven residential colleges was also accepted in the light of the previously announced moratorium on the closure of any colleges.

At a meeting of the rectors this week, they expressed deep concern about the late announcement and of the implied lack of bursary assistance for those students who had already passed through the selection processes and were expecting to have access to bursary support.

It was felt that many students would be denied access to the institutions and the profession through an inability to meet their financial obligations.

The rectors said in a statement that tuition fees, presently determined nationally by education departments, stood at R3 000 a year.

"In the prevailing economic climate this amount is beyond the reach of many families within the province."

Rectors believed it was possible for the department to effect savings within the sector without prejudicing the interests of students and negating the national goals of access to higher education and human resource development.



## Soweto exams 'unaffected' by Sadtu quarrel

(321) *MAN 25/10/95*

Examinations in Soweto will not be disrupted despite a quarrel between the local and national leadership of the South African Democratic Teachers Union (Sadtu).

Speaking at a press conference in Diepkloof yesterday, Sadtu Soweto general secretary Zukile Kosi assured the public that examinations would proceed as planned despite the branch being suspended by the national leadership at the weekend. The branch does not recognise its suspension.

Sadtu suspended the entire 10-man Soweto branch executive for disrupting a meeting aimed at addressing the demarcation of the "unwieldy" Soweto branch of the teachers union into smaller branches.

The Soweto branch has 6 000 members.

A defiant Kosi said the national executive did not consult with local representatives about the viability of this course.

The ANC, Cosatu and the SACP have expressed support for the suspension, saying that discipline is fundamental to proper democracy. — Education Reporter.

*Report slates teachers who don't teach*

## The loafers in school

*for 26/10/95 (321)*

■ BY LEE-ANN ALFRED  
EDUCATION REPORTER

More than 80% of high school teachers in Soweto, the country's biggest township, spend less time teaching than they are supposed to, while a third of deputy principals do not teach at all, documents in the *The Star's* possession reveal.

And only 20,39% of primary schools in the area are full or overcrowded while two-thirds are under 90% full and half are less than 80% full, according to preliminary statistics released by Gauteng Education MEC Mary Metcalfe in response to questions tabled in the legislature by DP MPL Jack Bloom.

The statistics - which come at a time when revelations of ill-discipline among members of the Soweto branch of the SA Democratic Teachers Union have come to light - are lending credence to

growing fear that apathy and a lack of accountability among male teachers, and the bad management of resources, are behind the continuing problems in "black" education.

It is the strongest evidence to date that many teachers in the townships are not totally committed to their pupils' needs.

Even before receiving the statistics, *The Star* had received several calls from pupils, parents and other people claiming that teachers in various townships would study, complete assignments, run personal errands and mark papers when they were supposed to be teaching.

This seems to be borne out by the statistics released by Metcalfe which state that only 17,46% of high school teachers in Soweto teach the advised 48 periods a week or more, with the lowest teaching of 30 periods a week being recorded at Tetelo Sec-

ondary School. (A period lasts 30 minutes.)

On average, teachers at 52 out of 63 high schools in Soweto teach less than the advised 48 periods a week. About 73,25% of primary school teachers in the area teach the requisite number of periods.

Among high school deputy principals, only 28% teach the advised number of periods or more, while a third do not teach at all. Close on 72% of primary school deputy principals do not teach at all.

While not denying that certain teachers did not teach, the general secretary of Sadtu, Soweto, Zukile Kosi said that he did not believe the figure was as high as 80%.

He said that studies into the rate of work of teachers had never been conclusive, and the credibility of statistics provided by principals had to be doubted.

## BRIEFS

### Support for union suspensions

(321) CT 27/10/95  
JOHANNESBURG: The South African Democratic Teachers' Union in the Gauteng region yesterday came out in support of the national executive committee in its dispute with 10 suspended Soweto branch committee members. The NEC suspended the 10 for disrupting a union meeting last week and for refusing to accept the redemarcation of branches in Soweto. The 10 have refused to accept their suspension.

# Soweto branch of teachers' union increasingly isolated

SAW 27/10/75

(321)

The suspended executive of the Soweto branch of the SA Democratic Teachers' Union (Sadtu) was isolated further yesterday when the union's Gauteng region came out in support of the executive's suspension for ill-discipline.

Sadtu Soweto, was suspended by the union's national executive last weekend for refusing to go along with a decision to demarcate Soweto into smaller branches.

Since then, the defiant Soweto branch executive, which has refused to recognise its suspension, has been at loggerheads with Sadtu's national executive in an

attempt to have their suspension reversed.

This refusal has resulted in Sadtu Soweto being increasingly isolated as Cosatu, the ANC, SA Communist Party and now the Gauteng region have come out in support of the actions of the national leadership.

It has also placed Sadtu Soweto - notorious for being a "loose canon" - on a collision course with the national leadership who are intent on forging ahead with plans to subdivide the Soweto branch because it is too unwieldy and difficult to manage in its present state. - Education Reporter

# Unemployed form 'loafers' association

SAW 27/10/75

It is hard work being a loafer.

The SA Loafers Association (Salofa) would have us believe. The newly formed association, held its first "mass meeting" in the Jabulani Amphitheatre, Soweto, yesterday. It insists its members are hard workers and that they want to be taxpayers.

About 150 "loafers" turned up at the meeting but Salofa chairman Charles Tsothela, an unemployed sound engineer, said they were expecting many more to arrive later in the day. "We are not lazy people and we want to work. Many of us are professionals, but are forced to be loafers because we can't find work," he said. Salofa's aim was to have members ready for employment by the time the RDP created jobs for them. "We want our people to get the jobs when they become available and not foreigners," he added. Unemployed people were resorting to crime because they were hungry. The association's PRO, William Berny, said a national campaign would be launched next week. - Staff Reporter.

# Suspensions: Sadtu applauded

(321) Sowetan 31/10/95

By Claire Keeton

THE Gauteng leadership of the SA Democratic Teachers Union has expressed its support for the organisation's national executive committee in its battle against the defiant leadership of the Soweto branch.

The organisation suspended the 10-member executive after a mass meeting called to discuss the redemarcation of the branch into smaller units was disrupted a few weeks ago.

The suspended leaders distributed a petition this week calling for an end to their suspensions. They also rejected the redemarcation of the branch and the unseating of its general secretary.

Gauteng media officer Mr Thabiso

Matia said yesterday: "We throw our weight and loyalty behind our elected national leadership."

The provincial leaders appealed to the suspended leaders to cooperate with the demarcation committee and the strategic task force established to investigate problems in Soweto.

National general secretary Mr Thulas Nxesi said the demarcation committee met with the provincial executive committee on Saturday to facilitate the redemarcation.

Gauteng chairman Mr Dennis Molaba said the province had established its own demarcation sub-committee to discuss the redemarcation of Soweto.

He said the provincial leadership

was "unanimously in agreement" that Soweto had to be redemarcated.

Sadtu leaders in some areas of Soweto said the suspension of the Soweto leaders was long overdue.

Tsepo Mathodlana of the Dob/Meadow area committee said: "By far the majority of teachers in Soweto support the NEC. Teachers in the classrooms are asking why the suspended members have not yet been expelled."

The area leaders accused the branch leadership of having distorted information, reneged on agreements, illegally occupied schools, and imposed principals on schools. Meanwhile, Sadtu has expressed support for the ANC in the local government elections.

SCHOOL STAFF GET BIGGER SAY IN POLICY

# Teachers' council set up

**THE LAUNCH** of the Western Cape branch of the Education Labour Relations Council gives teachers the clout to negotiate on jobs and schools. **CAROL CAMPBELL** reports.

**T**EACHERS in the Western Cape are to have a greater say in major decisions affecting their working lives following the launch of the province's Education Labour Relations Council in Cape Town yesterday.

Teacher unions, including the South African Democratic Teachers' Union (Sadtu) and the Cape Council of Teaching Organisations, parents and the Western Cape Education Department are to make up the majority on the bargaining body.

Major issues, like the rationalisation of staff and new school staffing scales that involve working out teacher:pupil ratios, are to be thrashed out at its initial meet-

ings.

Council spokesman Mr Eugene Southgate said the rationalisation of schools would be top of the agenda at the next meeting on November 9.

Discussions about the monthly education "list" used to advertise school posts will also be a priority.

Schools have been given five years to meet the national guideline ratio of 35 children to each teacher in high schools and 40 to one in primary schools.

At a joint press conference yesterday, those involved in launching the council agreed that uncertainty in schools had to be brought under control.

Mr Basil Snayer of Sadtu said

that, with the formation of the unit, the relationship between employer and employee had changed as negotiation would replace consultation.

This would give teachers a legal framework to defend their rights and, if a matter could not be agreed upon in the unit, it would go automatically to arbitration.

## Weakened

Mr Southgate said the establishment of the council weakened the power of the education department but was in line with a national move towards negotiation.

Mr Archie Vergotine of the Cape Teachers' Association said he expected some "hard bargaining" in the unit.

The national council, based in Pretoria, is to continue to negotiate

on issues that have countrywide implications, like wage increases.

The unit is to be funded by monthly contributions from teachers: R2 for union members, R7,50 for non-union members and R2 for each teacher from the education department. The amounts have been deducted from teachers' salaries since April, when the national council was established, and will not be increased.

kwaZulu/Natal is the only other province that has set up a branch office.

Mr Dawood Bagus, a retired director of the old House of Representatives education department, was appointed chairman yesterday. Mr Southgate, a labour expert, was seconded by the education department some time ago to lay the groundwork for the council to be established.

(321) CT 31/10/95

# Teachers in corruption scandal

(321)

By CHARL DE VILLIERS

ST (M) 5/11/96  
REGIONAL education authorities are embroiled in a major corruption scandal involving at least 70 teachers and three suspended clerks in the former black teaching department in Bellville.

According to well-placed sources, forged service certificates had been used to fraudulently boost teachers' income with handsome kick-backs for cohorts in the education bureaucracy.

Acting Western Cape education head Mr C B Gilbert this week confirmed an official probe into the scam, involving at least R200 000. More officials would be appointed tomorrow to assist in the on-going investigation, he said.

One source said many of the implicated teachers may have been among those drafted into the old Department of Education and Training this year to reduce teacher-pupil ratios in overcrowded township classrooms.

Forged private sector certificates of service had been used to boost teachers' earnings by listing job experience they did not have, a source said.

"In effect, you'd have teachers who have probably just graduated going into the DET offices in Bellville with certificates of service from companies for which they'd never worked.

"But in the state, previous job experience also determines how much you earn, which explains the reason for the scam," another source said.

Certificates of service from a well-known insurance company and major retail business had been used.

Mr Gilbert said irregularities had first emerged when an observant clerk in salary enquiries had discovered a R21 000 cheque in September, which had been made out to a fictitious person.

This irregularity had subsequently been traced to the appointment section of a branch office in Bellville, with investigations revealing a widespread problem.

"After it had been revealed that certain officials in the branch office had falsified the service certificates of certain teachers and shared the resultant financial benefit with the members of staff concerned, certain officials were immediately suspended," he said.

Three clerks and at least 70 teachers are being investigated, according to a source.

"In the nature of things this investigating is processing slowly. Each suspicious case must be dealt with individually, and access to some residential areas is sometimes hindered," Mr Gilbert said. He could not say when the probe would be completed.

Given the huge classes found in many schools and a forecast annual growth in pupil numbers of 4%, more teachers are needed. But there is no room left in provincial budgets to employ them, let alone build extra classrooms.

Nor does it make sense to train teachers who will not get jobs. Gauteng Education Department head James Maseko says it costs the State more than R14 000 a year to train each student teacher. Yet Gauteng Education MEC Mary Metcalfe forecasts a surplus of 10 000 teachers in the province in five years' time. It all results from poor planning, says Maseko, "and the wasted expenditure runs to millions of rand."

So enrolment of student teachers in the province's nine State-owned colleges next year will be cut by 40% from 2 600 to about 1 500. College staff who, as a result, become under-employed will, "as the first option," be redeployed in those institutions, says Maseko. He admits "quite a number" could eventually become redundant.

Colleges of education are in for a major shake-up in other ways, too. Many are out of touch with what is going on in school classrooms, says Maseko. As a result, their students are not being provided with appropriate knowledge and skills.

His point is supported by Deputy President Thabo Mbeki. Recently, he told students at the University of Potchefstroom

that of the 200 students who recently graduated from a teacher training college in Mpumalanga, more than half had attained distinctions in biblical studies but only one in accountancy and one in mathematics.

From next year, Gauteng and other provinces will accept as student teachers only those prepared and qualified to do courses in maths, science, technology and commercial subjects. The effect on student numbers, Maseko accepts, could be devastating.

Most student teachers in Gauteng are black but few do well enough in matric in those subjects, if taught them, to warrant tertiary level study. Of those who do make the grade, most prefer to continue their studies at universities or technikons rather than colleges of education.

Maseko insists that the new policy will not be abandoned: "We are starting to prioritise and take tough decisions. We know there's no other way."

The saddest outcome of all this would be if matriculants rejected by State institutions turned to private teachers' training colleges, paying their fees from private resources.

There are many in Gauteng, says Maseko, "but the former Department of Education & Training did not have stringent enough regulations to ensure the quality of teaching in those institutions was controlled and what was taught in them was linked to the needs of the education system." ■

EDUCATION

(321)

Fm 10/11/95

## Training fewer teachers

**The decision** by all nine provinces to slash next year's intake of student teachers is an indication of education's financial crisis.





Gauteng education MEC Mary Metcalfe at a news briefing on teacher-pupil ratios in Gauteng schools. Picture: NICKY DE BLOIS

(321) 80 10/11/95

## Teacher-pupil ratios to be uniform

**Nomavenda Mathiane**

BY NEXT year no school in Gauteng would have a pupil-teacher ratio greater than 40:1 in primary schools and 35:1 in secondary schools, education MEC Mary Metcalfe said yesterday.

At a news briefing in Johannesburg, Metcalfe said teacher-pupil ratios in the different education departments had led to large classes in some schools and small classes in others.

This had resulted in the greatest education load being carried by teachers working under the worst conditions. These teachers were forced to work without proper administrative, educational and infrastructural support.

In an effort to achieve equity in education and lay the basis for improving the quality of education in schools, the Gauteng education department and

teacher organisations had agreed on a common approach to deal with the pupil-teacher ratio problem.

All schools with pupil-teacher ratios in excess of the national norm would be reduced to this norm next year. Schools with a ratio below the national norm were to move towards this norm within the next two years.

Primary schools with pupil-teacher ratios of less than 30:1 and secondary schools with ratios of less than 27:1 would operate on the minimum ratio from next year.

Schools had been asked to work with the department to find creative solutions to the problem.

Where teachers could no longer be accommodated within the revised ratios, they would be given redeployment options. A last option would be retrenchment, Metcalfe said.



**SPESCOM**  
ELECTRONICS LTD.

(Registration number 87/01083/06)

(Incorporated in the Republic of South Africa)

# Boost for teachers

□ *Temporary school staff set to get permanent jobs*

ARG 14/11/95 (321)

**ESTELLE RANDALL**  
**Labour Reporter**

FOR five years Amina Mohamed has taught maths and physical science at Garlandale High School but as a temporary teacher she has never been sure, when school closed for the year, whether she'd be asked back.

Ms Mohamed is one of about 6 000 temporary teachers who may benefit from a resolution which the new Western Cape Provincial Education Labour Relations Council passed last week, effectively converting temporary teachers in vacant posts to permanent teachers from January 1 next year.

"Sometimes I felt a little isolated at school because I never knew for how long I would be there," she said. "Temporary teachers could get 24 hours notice to leave."

Luckily, Ms Mohamed had her contract renewed each year. But years of uncertainty have made her wary of showing too much elation too soon. "I hope the resolution will be implemented."

In terms of the resolution, educators now employed temporarily will be appointed in a permanent capacity from January 1, 1996, provided:

● The post they currently occupy was advertised and filled

in accordance with procedures of the particular former department;

● the educator was correctly nominated according to existing accepted procedures;

● the educator meets existing conditions of employment to qualify for permanent appointment to the advertised post; and

● the present governing body endorses the nomination of the educator.

The resolution was passed at the first sitting of the Western Cape Provincial Chamber of Education Labour Relations Council.

The council was established

in October this year and comprises representatives from six teacher unions, parents' organisations and the Western Cape Education Department. It is linked to a national council, based in Pretoria, which negotiates on issues which have national implications.

The unit is funded by monthly contributions deducted from teachers' salaries since April, when the national council was established.

Vivian Carelse, Western Cape regional secretary of the South African Democratic Teachers' Union (Sadtu), hailed last week's resolution as a major victory.

# Pupil-teacher ratios back to drawing board

Star 17/11/95 (321) (49)

A miscalculation in original plans would have allowed traditionally white schools to gain more teachers than black ones

By LEE-ANN ALFREDS  
Education Reporter

Next year's planned implementation of uniform teacher/pupil ratios in schools around Gauteng is in danger of being torpedoed because of a major miscalculation in the formulas, which would have allowed traditionally white schools to gain more teachers than black schools.

The miscalculation was relayed to schools last Friday, a day after the announcement by education MEC Mary Metcalfe that uniform teacher/pupil ratios would be phased in over the next two years because of financial constraints and an "urgent" need to move towards equity.

In terms of the new ratios, no high school class could have more than 35 pupils and no primary school class more than 40 pupils from next year. These ratios would only be smaller in technical subjects because of the priority accorded to maths, the natural sciences and commerce, Metcalfe said.

She also announced at the time that the new ratios had been relayed to schools which had been asked to plan accordingly.

But in a surprising turn-around a day later, school principals were told that the new formula for allotting teachers had been suspended.

This was because the new formulas effectively meant that traditionally white secondary schools stood to gain more teachers than black schools because of the weight accorded to technical subjects.

"The Gauteng Education Department (GED) thought the new ratios meant that white schools, and especially the secondary Model C

schools, would lose more teachers than they would gain. But according to the formula you can get more teachers if you have commercial (subjects) and maths because they count them twice. So these schools stand to gain," a source said.

This was confirmed by the deputy director of the Transvaalse Onderwysvereniging (TO), Chris Klopper, who said that he had been aware of the implications of the agreement before it was signed.

"I warned them last Tuesday that

“  
**I cannot look  
my teachers  
in the eye  
anymore**  
”

it was dangerous to sign the agreement in haste and urged them to make sure that they understood the significance of the formula, but they were in too much of a hurry," he said.

Klopper said that following their miscalculation, the GED had informed him a day later that they wished to renegotiate and had set up a meeting for Wednesday.

"But nothing was concluded at the meeting," he said. While he was still awaiting the new proposal, it was unlikely to go through soon because the TO had to go back to its members for a mandate.

Metcalfe said people who wanted to resolve the problem would find a way to plan for next year.

# Salary scam rocks W Cape

ARG 18/11/95 (321)

## Teachers accused of bumping up CVs to boost income

**JOHAN SCHRÖNEN**  
Crime Reporter

**FRAUD** has once again reared its ugly head in the Western Cape — with allegations this time involving teachers.

A source close to a police investigation into widespread government service corruption said the teachers were falsely claiming to have university degrees to be eligible for higher salaries.

Police have also revealed that education officials intercepted the death certificates of retired teachers to pocket their pensions.

Investigations were gaining momentum this week as police closed the net on perpetrators, the source said.

These are among the shocks

■ Western Cape teachers are allegedly claiming to have university degrees to boost their salaries.

in yet another fraud scandal that has rocked the Western Cape government services.

The revelations follow the recently-exposed pension payout scam. Preliminary investigations showed the Western Cape's welfare system was losing R20 million each month through alleged corruption and fraud.

Criminal prosecutions are imminent as police intensify their crackdown on fraudsters, with forensic accountants sifting through mountains of records to unravel the case.

The scam plunged the pension scheme into a state of near collapse, with more than

1 000 people, including officials and clients, thought to be involved in the ripoff.

In a separate case this week involving the Western Cape Education Department, three education department officials faced charges of fraud and theft involving hundreds of thousands of rands.

A salary clerk spotted a suspicious department cheque made out to a fictitious person, which led investigating officials to a branch in Bellville, where the irregularities proved more widespread.

Charges were laid on Thursday.

Orland Firmani, education

department spokesman, said that at the beginning of the investigation in his department earlier this month 70 cases of falsification of certificates and other documents amounting to R200 000 were uncovered.

Dr Firmani said since then the number of cases and amounts involved had "increased steadily" as the investigation progressed and could be "much, much more".

Death certificates of retired teachers who had died, which had been sent to the department to stop pension benefits or salaries, were allegedly intercepted and kept under cover while the funds were rerouted to the perpetrators' private accounts.

Dr Firmani said two Fraud Unit members would join the departmental investigation on Monday.

The investigation was expected to take a long time because cases often required visits to teachers or former teachers' homes to establish true details, he said.

A spokesman for the South African Police Service's Commercial Branch said several other government departments have been subjected to preliminary investigations.

But the spokesman stressed allegations remained allegations until investigators could find enough evidence for a case.

However, he encouraged government office workers and the community to keep a lookout for irregularities which, if investigated, could reveal a major scam. The spokesman said detectives expected to finalise a number of initial investigations soon.

## Police promotion a privilege - Fivaz

**PRETORIA.** — All role players, including MECs, provincial police commissioners and three police unions, were involved in the South African Police Services promotions process, Commissioner George Fivaz said.

Commissioner Fivaz was reacting to claims by what he called "a small clique of SAPS members" complaining anonymously that recent promotions were done "without suitable criteria" because they were not included.

He said those complaining were "either not eligible at this stage or are simply not up to standard".

Commissioner Fivaz said the issue of promotion "has never been and will never be a right but a privilege".

"Even so, police officials have never had it so good with regard to promotions."

Since April 1994 almost a quarter of the entire SAPS — about 38 000 members — had been promoted, said Commissioner Fivaz.

He said the figure included about 4 000 commissioned officers — almost the entire officer corps of the SAPS.

Another 853 warrant officers were awaiting presidential approval for promotion to the rank of lieutenant.

Other diverse categories of personnel would soon also become eligible for promotion.

Comparing the SAPS promotions with other government departments, Commissioner Fivaz said: "These numbers and

rate of promotions are unequalled."

"I must therefore seriously question the bona fides of this small clique of complaining members and deliver the following ultimatum: act in the interest of the SAPS by using existing channels to identify perceived grievances or choose another career path."

Referring to criticism concerning "the alleged promotion" of Captain Ivan Langeveldt, Commissioner Fivaz explained: "Captain Langeveldt is presently appealing a conviction for corruption."

"Automatically this implies that if this appeal has not been satisfactorily addressed by 24 November, he has not been promoted." — Sapa.

# Cape Town's first job agency for teachers

Staff Reporter

CAPE TOWN'S first employment agency for teachers has been started by a teaching couple in Bellville.

Francios and Emmie Haasbroek said the idea of the agency was born when they saw unemployment figures for teachers reaching "astronomi-

cal" levels.

The Haasbroeks created Edunet, a computerised database of unemployed teachers whose basic details are kept on record for job hunters at a cost of R50 a year.

The service puts available teachers in touch with schools as a free service. Schools that need a permanent or tempo-

rary teacher contact Edunet for a shortlist of suitable teachers for short and long-term placements.

Mr Haasbroek said Edunet was a much-needed employment agency to serve both the supply and demand ends of the employment market in the "beleaguered" teaching profession.

ARG 21/11/95 (321)

# Teachers' pay to be linked to performance

Star 24/11/95

(321)

New salary structures agreed upon rely less on old criteria such as qualifications and years of experience

By **LEE-ANN ALFREDS**  
Education Reporter

**P**erformance in the classroom, rather than the number of qualifications, will in future determine teachers' salaries, in terms of a restructuring of salary scales for educators.

The new salary structures, which will be applied from now on, were adopted at the signing of an agreement between the Government and teacher organisations in the Education Labour Relations Council in Pretoria yesterday.

In terms of the restructuring, "broad-banding" would replace the eight levels and "plethora of qualifications categories" that currently determine a teacher's salary, accord-

ing to SA Democratic Teachers' Union (Sadtu) spokesman Kate Skinner.

The amount paid to teachers within specific "bands" - the exact number and nature of which were still being negotiated - would be determined more by how a teacher performed in the classroom than by the old criteria, which were linked directly to qualifications, position and years of experience.

"Broad-banding will be more performance related and will also allow good teachers to remain in the classroom and be paid large salaries rather than be moved to managerial positions where they would be paid more than in the past," Skinner said.

But she added that Sadtu was worried about the criteria that

would be used to assess performance.

"No criteria have been agreed upon yet, but we are working on it," Skinner said.

She said other important resolutions agreed on related to teacher training and pension funds.

In terms of these agreements, training - especially in-service training - for teachers would be made a priority and the ten existing teacher pension funds would be rationalised to create a single one that employers and employees would control jointly.

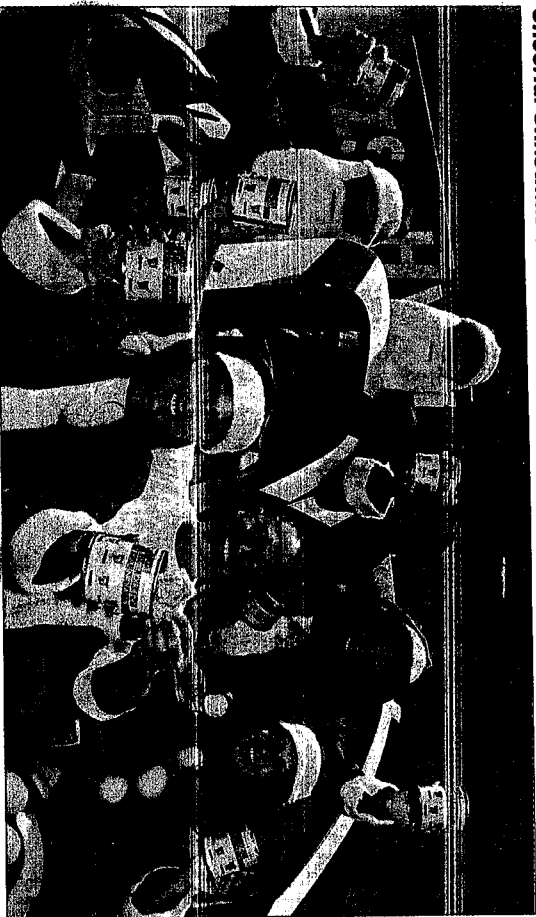
Agreement was also reached on guidelines for teacher/pupil ratios, grading of schools and colleges, and criteria for advertising and filling posts.

UNIONS URGE GOVT TO TRAIN LOCAL TEACHERS

# Cubans may fill teaching posts

ET 28/11/95  
(32)

Cheerful Christmas collectors



**COLLECTING FOR NEEDY KIDS:** The Children's Father Christmas campaign this year celebrates its 13th anniversary and more than 50 Father and Mother Christmas and clones will call on over 450 restaurants and pubs from Fish Hoek to Hermanus to raise funds for needy children. Giving cheer to the campaign are (front from left) Stephanie Riddy and DJ Peal Kage, and (back from left) Matthew Brook, Chris Ramsbottom, Elaine Miller and Yvette Smit.

PICTURE: ANNE LANG

THE GOVERNMENT's decision to explore the possibility of recruiting Cuban teachers has met with some resistance from unions. **CAROL CAMPBELL reports.**

THE GOVERNMENT is exploring the possibility of recruiting Cuban teachers to ease the massive shortage of science and mathematics teachers.

An advance party from the Department of National Education will visit the island soon to prepare for a visit by Education Minister Dr Sibusiso Begega.

A spokesman for the Cuban embassy, Mr Elio Savon, said Cuba was eager to help South Africa by sharing its expertise. Maths and science education was one area where it could offer assistance.

He confirmed that the South African education delegation would investigate whether to make use of Cuba's wealth of well-trained teachers as a short-term solution for rural schools.

In Cuba education was a national priority and pupils encouraged to pursue careers in engineering, medical and technical professions, the Cuban embassy spokesman said.

The proposed export of teachers to South Africa would be supported by the Cubans who could come to "some agreement" as to how the South Africa could reimburse the Cuban government for the cost of the teachers' training, he said.

All teachers in Cuba were educated at the state's expense.

Although Spanish was the mother tongue of Cubans, English was compulsory from about 5-7.

Mr Savon said the uproar over the pos-

sibility of importing Cuban doctors to South Africa was exaggerated because they were among the best in the world — their training had impressed the South African delegation, which included members of the Medical and Dental Council which had visited the country recently.

Last night the general secretary of the South African Democratic Teachers' Union, Mr Philias Nkomo, said that by importing Cuban maths and science teachers the government could address the skills shortage in the short term but the long-term solution was to train local teachers to fill the posts.

Mr Nkomo said the curriculum of schools and teacher training colleges needed to be restructured so that they catered for local teachers who could meet the needs of the country.

**'Audit needed'**

"We need to do a thorough audit of the teachers we have available in this country before we start importing any. If maths and science teachers have left the profession for commerce we need to find ways to attract them back into teaching."

He emphasised that if the decision was taken by the government to import Cuban teachers the teaching profession would have to be involved in the decision.

Cape Council of Teaching Organisations' spokesman Mr Mike Reeler echoed Sadiq's comments on training local teachers, though he said if the Cuban teachers were prepared to work in rural areas they could well fill a desperate need. "What we really need are teachers who are trained in maths and science and who can speak the languages of South Africa's different communities."

## Teachers ask for more time to study draft (321)

PRETORIA: The National Professional Teachers' Organisation of South Africa said yesterday it had asked Education Minister Dr Sibusiso Bengu to extend a deadline for comment on a draft White Paper on the organisation, governance and funding of schools.

Teachers would be engaged until the end of the year in finalising school examinations and planning for next year, Naptosa president Mr Leepile Taunyane said.

CT 29/11/95  
This made it difficult to formulate comment and arrange mandating processes through which such comment would have to be passed before its submission to the minister.

Mr Taunyane said the working paper on the draft constitution would also have to be thoroughly studied before comment on the draft White Paper could be made.

Naptosa had therefore asked Dr Bengu to permit it and affiliates wishing to submit separate comment to do so by February 10, thereby extending the deadline by a month. — Sapa

---



# Teachers down pens over pay

By Josias Charle

**A** PAY DISPUTE has crippled the marking of matric exam scripts of more than 100 000 pupils in the Northern Transvaal, and this threatens to delay the results.

Thousands of teachers downed pens on Wednesday evening after learning that their pay for marking the scripts would be taxed heavily. More problems affecting the 6 000 teachers, based at

Complaints include bad food and poor accommodation for 6 000 teachers

the Northern Transvaal Technikon marking centre, have arisen.

The teachers complain of bad food, poor preparations for accommodation and burglaries.

A spokesman for the teachers, Mr Tom Kgomo, told *Sowetan* yesterday that teachers had vowed not to resume

marking scripts until their problems were resolved.

A senior education-department official from Pretensburg was due to address the teachers later yesterday.

"Initially our remuneration for the marking period was taxed at a 25 percent flat rate. Now we have been told that this

might be added to our monthly salaries and then the gross would be taxed. This is unfair," said Kgomo.

He said this situation was limited to teachers from the former-Apartheid Gazankulu homelands. Students who were assisting during the examinations were also heavily taxed in spite of the fact that they did not receive a basic salary.

Teachers also told *Sowetan* that their pay cheques for marking the June examination scripts of adult students were still

outstanding. "Some of us received the pay in October while many others have still not been paid," a teacher said.

Kgomo said the food at the marking centre is "junk mish-mash". Lack of adequate accommodation had 150 led to some teachers sleeping in a room meant for two, while others slept on the floor or in their cars. Yesterday teachers were milling around the centre waiting for the officials. A mass meeting was also due to be held later in the day.

321 Sowetan 11/2/95

# Non-Sadtu unions in W Cape take first step to set up new body

STAFF REPORTER

CT 4/12/95

(34) (321)

THE five Western Cape Teacher Unions not affiliated to the South African Democratic Teachers' Union would begin working towards unification in the next six months, the new chairman of the Western Cape Council of Teacher Organisations, Mr Chris Jaftha, said last night.

Mr Jaftha, principal of Portavue Primary School in Athlone, was elected chairman at the council's inaugural meeting.

The council is to comprise the Cape African Teachers' Union, the Cape Teachers Profes-

sional Association, South African Association of Vocational and Specialised Education, Suid Afrikaanse Onderwysers Unie and South African Teachers' Association (Sata).

"This is a temporary structure until we form one body. By June the first unifications will have begun to take place," Mr Jaftha said.

The new body will not take the place of the Cape Council of Teacher Organisations, which is to continue as an umbrella for the Northern, Western and Eastern Cape Teacher Councils.

Mr Sam Pienaar, head of Excelsior Primary School, was elected council vice-chairman and Sata director Mr Mike Reeler, secretary.

## STD 10 PUPILS TO HAVE INTERIM SYLLABUS

# Guide for matric teachers

**TEACHERS ARE TO RECEIVE** guidelines to help them eliminate uncertainty about next year's matric exams and boost their confidence. **CAROL CAMPBELL** reports.

**O**N the first day of school next year all matric teachers in the Western Cape will be issued with guideline documents in different subjects to help them prepare pupils for the first united Std 10 exam for South African schools.

In the past the matric final exam was set more than a year in advance but because of the dramatic changes and the restructuring of education over the past 18 months this has yet to happen.

The final syllabus for schools is expected to take some time to be confirmed and, in the meantime, all schools will be working from an interim syllabus — which is an adaptation and updating of all the

old syllabi.

The guidelines, which are being put together by exam committees appointed by the Western Cape Education Department, with the help of subject sub-committees, are aimed at eliminating uncertainty about next year's exams and boosting teacher confidence.

The documents will outline how many questions will be asked in the final exam, the number of marks that will be given to certain topics and the type of questions to be asked.

The deputy headmaster of Westerford High School and chairman of the provincial subject committee on mathematics, Mr Arnout Brombacher, said teachers

ET 7/12/95  
from the different ex-departments needed, in the new year, to discuss what to expect from the paper and possibly groups of schools should work together to set the same mock exam for September.

### Problem-solving

Already a great deal of teacher training in mathematics, funded mostly by business and organised by the Association for Mathematics Education of South Africa, had taken place at Std 5 to 7 level, he said. There was a strong emphasis on teaching problem-solving skills instead of the old-style of rote learning.

Mr Simon Perkin, senior deputy headmaster and head of the history department at SACS in Newlands, said the history guideline document would be posted to

(321)  
schools during the Christmas holidays and teachers would know which direction to take by the time they got to school next year.

"We have attended seminars on what the core syllabus will consist of but each province will be able to make its own additions relevant to its area if it chooses to."

He said the syllabus would be much the same as it had been this year but possibly with less content and a slight change in the examining style.

Western Cape Education Department spokesman Mr Tim Gordon said politically sensitive material that discriminated against some race groups had been removed and teachers were being encouraged to use their discretion when teaching controversial issues like the battle of Blood River or the death of Boer hero Piet Retief.

# SA needs maths, science teachers

CT 8/12/95 (321)

**CAROL CAMPBELL**

SOUTH AFRICA has an over-supply of teachers but a serious shortage of maths, science and technical educators.

This was revealed in the first national education audit of teachers, which was released yesterday to Minister of Education Dr Sibusiso Bengu. The audit was commissioned by the national education department so it could assess teacher supply, demand, utilisation and cost.

The report suggests that while there are pockets of excellence, the overall quality of teacher education is poor and not efficient or cost-effective.

It recommends that access to teacher training colleges be limited and that students enrolled should not be allowed to use the colleges simply to obtain a higher education.

The proliferation of teacher training colleges, especially in the private sector, would add to the over-supply of teachers and should be regulated.

Colleges needed to look at the types of teachers they provided — some provinces were producing too many junior school teachers when they needed senior teachers.

There should be incentives to encourage teachers to move to rural areas and perks like extra scholarships to encourage more students to train to teach maths, science and technical subjects.

The over-supply of teachers was most acute in the Western Cape, Gauteng and the Northern Cape, where the average teacher-pupil ratios were 24:1, 29:1 and 27:1.

The most critical area was the Eastern Cape, where the average teacher-pupil ratio was 41:1. This was followed by the Northern Province at 37:1 and kwaZulu/Natal at 35:1.

The audit suggested that an extra six pupils be added to the ratio in real terms because not all teachers, like principals and librarians, were actively teaching.

The national average ratio was 34:1 (fairly good) but the teachers were unequally distributed across racial groups, urban and rural areas, with over- and

## CURRENT SUPPLY OF TEACHERS (Pupil teacher ratio)

### TOTAL (Primary and Secondary)

	African	Coloured	Indian	White	Total
Eastern Cape	45:1	25:1	23:1	19:1	41:1
Mpumalanga	35:1	31:1	23:1	18:1	33:1
Free State	35:1	28:1	N/A	18:1	31:1
Gauteng	35:1	26:1	24:1	21:1	29:1
kwaZulu-Natal	40:1	24:1	21:1	22:1	35:1
Northern Cape	35:1	27:1	N/A	18:1	27:1
Northern Prov	38:1	30:1	22:1	19:1	37:1
North West	35:1	31:1	22:1	19:1	33:1
Western Cape	41:1	23:1	13:1	19:1	24:1
National	39:1	24:1	22:1	20:1	34:1

under-supplies in different provinces.

In the black areas of the Western Cape there was a shortage of teachers in the primary and secondary sectors and the teacher-pupil ratio was 41:1.

This was the second worst area

in the country — in the Eastern Cape the average black ratio for primary and secondary schools was 45:1.

In the old white schools in the Western Cape the ratio was much lower at 19:1, and in coloured schools it was 23:1.

## 6 SOUTH AFRICA

# Teacher training fails the test

(321)MHG 8-14/12/95

Research into teacher training has revealed that the system is not making the grade, writes **Philippa Garson**

**T**he first national teacher education audit to be conducted in South Africa has uncovered an alarmingly inadequate teacher education system in need of fundamental restructuring.

Results of the audit, released this week, show that the quality of teacher education is generally poor: that too many primary school teachers are being few secondary teachers are being trained; that there is a dire shortage of teachers in mathematics, science and technology; and that the system is being dogged by those desperate for tertiary education but with no interest — or prospects — in the teaching profession.

The audit, conducted during six

months of research commissioned by the education ministry, shows the need for a national strategy to rationalise teacher training colleges — the largest sector in tertiary education — and improve the quality of teacher education. Projected figures show that unless restructuring takes place, "as a matter of urgency", by the year 2004 South Africa will need 6 000 fewer primary school teachers than now, and about 50 000 more secondary school teachers.

This means that the number of primary school teachers to be trained in the next decade should be drastically reduced, and that far more secondary school teachers (38 percent) must be trained.

A critical factor in assessing how many teachers are needed in future is the teacher/pupil ratio. The above figures must be seen in the context of the pupil/teacher ratios currently aimed for by the education department for the year 2000: 40:1 in primary schools and 35:1 in secondary schools. The

audit reveals that South Africa's average pupil teacher ratio is 34:1.

The authors of the audit, Jane Holmery and Graham Hall, believe that the government's intended ratios may have to be reconsidered because they will not be as easily implementable — for reasons such as classroom size — as lower pupil/teacher ratios.

This would mean forking out more money in teacher salaries, however, and provincial education budgets will have trouble finding the money for extra posts.

The authors also point out that the demand for so many secondary teachers in future may be short-lived. The current demand is due to the ballooning of pupil numbers in primary schools, a ballooning which will move through and eventually out of secondary schools and into the already beset higher education system.

Unlike other developing countries which struggle to produce enough teachers, we have the general capacity to do so", Holmery said this week. "We

have more than enough institutions and more than enough space." However, there is a maldistribution of teacher institutions, with an oversupply of teaching colleges in most provinces — particularly acute in Gauteng, the Northern Province and the Western Cape — and an under-supply in some provinces, notably KwaZulu-Natal and Mpumalanga.

Where Northern Province has 21 teacher training colleges, Mpumalanga has only four. There is also the contradiction of teacher training colleges falling under provincial control despite the fact that higher education falls under the national education department.

Holmery argues the need for co-operation between the provinces in correcting the imbalances in teacher supply as a short-term solution until a national policy framework, "which is a matter of urgency", is devised. A draft white paper based on the findings is likely to be compiled next year.

While rationalisation will have to take place, Holmery argues that

teacher training colleges be used as alternative education institutions, such as community colleges, given the massive demand for higher education. An estimated one-fifth of newly qualified teachers never find themselves in the classroom. They nevertheless flood the colleges because a teaching qualification is better than none.

"People are coming out with matric in increasing numbers and the demand for higher education is huge," says Holmery.

She cites the "uncontrolled growth of private colleges" as adding to the surplus of teachers unable to find employment. "Some of them are so dubious they do not have official accreditation for the certificates they churn out," for the certificates to an alarming trend of Holmery points to an alarming trend of universities making deals with private colleges, stimulating their growth.

The audit reveals that the "teaching force is two-thirds qualified, largely African and female (64 percent of all teachers) and concentrated in the 25 to 45 age group."

Although women predominate as learners both in pre-service and in-service teacher training institutions, management positions are dominated by men. The same trend is apparent in student leadership structures in the colleges.

# New policy on teachers needed

*Sowetan 8/12/95 (321)*

**S**OUTH AFRICA's teacher training system needs to be reconstructed, according to a national teacher education audit released in Pretoria yesterday.

A national policy framework for teacher supply, utilisation and development, which would regulate the contributions of all role-players, was required.

The audit was initiated by the Department of Education and found the problem was not the quantity of teachers in South Africa, but the quality of their training.

The country had the physical capacity to produce enough teachers for its needs during the foreseeable future and many provinces already had an over-supply of teachers.

The audit found, however, a concentration of teachers in primary education at the cost of secondary education.

"There should be greater emphasis on training secondary school teachers for the country's needs after the year 2000."

The quality of teacher training offered was generally poor, the audit said.

It added good teacher training was being sacrificed as institutions turned

South Africa needs more scientific and technical secondary level teachers, audit finds



**Dr Chabani Manganyi**

to cheaper correspondence education without adequate student support.

High failure rates and cost-ineffective institutions also wasted resources.

"However, the most serious squandering and misuse of state resources occurs because many students who have no desire to teach enter teacher

education programmes in order to obtain a higher education qualification".

The deep-seated and severe nature of these problems meant that tinkering with the policies of teacher supply utilisation and development would not solve them. "System reconstruction is essential."

Department of Education director-general Dr Chabani Manganyi said the audit provided the Government with tools for the development of a national teacher education policy.

He said teacher training would be "drastically reduced" from next year, with new intakes targeted at mathematics, science, technology and other technical subjects where there was a shortage.

The audit report would form the foundation for several provincial workshops and public comment. "The next step will be to convene an international conference in April or May next year". - *Sapa*.

## Report says SA teacher training poor

By LEE-ANN ALFREDS  
Education Reporter

Millions of South African pupils receive inadequate education because teacher training in the country is generally of a poor quality, a National Teacher Education Audit has found.

The audit was unveiled in Pretoria yesterday.

According to the report, "the quality of teacher education is generally poor, despite pockets of excellence and innovation".

But good teacher education is also "rapidly being driven out of

existence" as more and more institutions turn to cheap correspondence education without student support, the report says.

"The truth is that we are not preparing teachers in the way that we should to meet the demands of the 21st century. If we don't get that right, we can kiss any future competitiveness in the global arena goodbye."

"The quality of teacher education is the biggest challenge confronting South Africa," said co-author of the synthesis report, Dr Jane Hofmeyr.

(321) ~~HP~~ Star 8/12/95

# Fewer teachers to be trained

By JEFFERSON LENGANE

(32)  
TEACHER training will be drastically reduced from next year, education minister Sibusiso Bengu announced recently.

"This was a difficult decision to take, but we have to act decisively for the future of our education system," said Bengu.

Speaking at the Africa Education's Presidential and Premier Education Awards in Midrand, he said: "Our transformation process is grounded in a commitment to unify different inherited educational systems."

The system will be transformed into one that enables life-long learning,

access and mobility through an open learning system which utilises educational technology, he said.

A process of constituting a task team on a National Open Learning Agency (NOLA) will begin in earnest this month.

The team will formulate a proposal on the functions, nature, size and structure of an agency that will give meaning to the principles of Recognition of Prior Learning (RPL), accumulation of credits within and across different learning contexts, learner support, removal of barriers to access and quality learning for all.

In regard to curriculum

transformation, work on a proposal for a new curriculum model for Pre-Higher Education will be completed this month, after which there will be a period of public debate before policy is decided.

"The adoption of a new model will be one of the most significant education systems changes of our generation. It will lay the foundation for a fertile period of curriculum development," Bengu assured.

Similar announcements are soon to be made on the area of Early Childhood Education.

Meanwhile, a draft white paper has been released that will put an

end to the uncertainty of schools models and governance.

"We believe this will open the way to a developed and dynamic school system and a new contract in education between government and communities, learners, educators and especially parents," said Bengu.

■ In another development, the establishment of the National Student Financial Aid Scheme has been approved by Cabinet. The step is geared towards opening access to higher education for the most disadvantaged sectors of our society.



# Sadtu to fight layoffs

## 3 500 face retrenchment in budget cuts

By Abdul Millazi  
Labour Reporter

**T**HE SOWETO BRANCH of the South African Democratic Teachers Union has threatened to fight the proposed retrenchment of more than 3 500 teachers in Gauteng next year because of cuts in the provincial education budget.

The outcry follows the announcement by Gauteng MEC for education Mrs Mary Metcalfe at the weekend that next year's proposed R4,4 billion budget for education meant that the province would have less to spend than this year.

Metcalfe said because there was a need to ensure that not more than 85 percent of the budget was spent on

teachers' salaries, a minimum of 3 500 teachers would have to be retrenched.

Sadtu Soweto branch general-secretary Mr Zakele Kosi said despite the budget cuts, the union did not expect its members to lose their jobs.

"Although we were part of the pupil-teacher ratio agreement with the government, we cannot accept that so many teachers will be laid off next month," Kosi said.

He said it had been agreed that a national ratio of one teacher for 35 pupils at secondary and one teacher for 40 at high schools had to be achieved over a period of three to five years.

Metcalfe said the ratio would have to be achieved next year instead of during the agreed time frames.

Kosi said the laying off of teachers



Gauteng MEC for education Mrs Mary Metcalfe.

would affect thousands of black pupils, who were already overcrowded in classrooms and without enough teach-

ers. "We support fully the planned rationalisation of the education system because it will do away with segregation and will mean better education for all, but as a union we will never support the retrenchment of our members," said Kosi.

### Budget cuts

Kosi said Sadtu deplored the budget cuts: "Gauteng never had home-lands but it seems a lot is being taken from this province to remedy the situation in the former home-lands. Our situation as black teachers here has never been different from that of our homeland counterparts."

"Budget cuts here in Gauteng mean it is black teachers and pupils who will suffer."

However, he said the union supported Ga...g's School Education Bill which came into effect on Friday and criticised the National Party, Democratic 24 ty and Freedom Front for seeking an impediment to stop its implementation.

The proposed education budget for next year is R4,4 billion from which R300 million will be deducted due to overspending by the province.

Metcalfe said Gauteng was allocated R4,5 billion this year and had spent R4,8 billion, the balance of which would have to be recovered from next year's budget.

She said Gauteng would get only four percent of the R1 billion set aside for the building of new classrooms.

# Gauteng teachers face layoffs as budget is cut

(321)

Union says it will fight cut of estimated 3 500 jobs

By SUSAN MILLER

The Gauteng Ministry of Education will operate on a reduced budget next year and thousands of teachers face retrenchment - a development teachers say they will fight.

Gauteng MEC for education Mary Metcalfe says there is no way of estimating the number of teachers who will be affected by the government cut-back in the province's education budget.

This year's allocation was R4,5-billion and the province spent up to R4,8-billion. The difference will be deducted from next year's allocation of R4,4-billion, leaving the Gauteng Ministry of Education with R4,1-billion for the 1996-7 financial year.

Zukile Kosi, general secretary of the South African Democratic Teachers Union Soweto branch, said his organisation could never accept a cut of 3 500 teaching jobs, a figure reported in a Sunday newspaper yesterday.

Although his union had been party to a teacher-pupil ratio agreement earlier this year, the decision was supposed to be im-

plemented over the next three years. Metcalfe said yesterday it would be implemented next year.

She said it was "very premature" for organisations to claim that at least 3 500 teachers would be retrenched, but conceded she was unable to say how many would be affected.

"The national cake was cut and the province of Gauteng received substantially less than last year," she said yesterday.

She said speculation over numbers was "premature" because both the provincial budget and the provincial education budget had not yet been worked out.

Metcalfe said no teachers would be retrenched without consultation with teacher organisations and the bargaining chamber, and stressed the department would concentrate on redeployment of teachers to other areas rather than retrenchment.

Metcalfe said the budget cut would also affect the number of schools which could be built and the allocation of textbooks.

"Whatever amount we get, I would argue that we cannot spend more than 85% of our bud-

Stan 11/12/95  
get on teachers' salaries because then we will run into other problems with building costs and other priorities," she said.

Metcalfe confirmed that Gauteng had received only 4% of the R1-billion allocated by central government for new classrooms. "I will be fighting this, as they have failed to take into account the number of people moving into the province with children."

She said the budget allocation had to be seen against a historical shift away from the previously privileged provinces such as Gauteng to the "historically disadvantaged" such as KwaZulu Natal and the Eastern Cape.

"I will be meeting again with the Gauteng Education and Training Forum and teacher organisations early next year as they must know under what constraints we will all be working," she said.

Meanwhile, Metcalfe welcomed reports that the National Party, Democratic Party and Freedom Front would be seeking an interdict to stop new education legislation in Gauteng, which came into effect on Friday, as it would clarify the situation.

## Call for overhaul of teacher training in Mpumalanga

By JOVIAL RANTAO

Hazyview - Mpumalanga MEC for Education, JI Mabena says teacher education in the province is in a crisis and has called for an overhaul of the whole system.

Addressing a media briefing at the weekend, Mabena said there were too many teachers in certain fields and this resulted in the formation of organisations for unemployed qualified teachers.

The Mpumalanga province

has a total of 3 500 qualified teachers who are currently unemployed.

"The labour market needs a teacher with certain skills which the available teachers do not have. On the other hand our colleges of education are over-enrolled. We also have problems with the number of private colleges and teacher training colleges that are mushrooming all over the country," Mabena said.

He said discussions on the

problems have been held with various stakeholders.

The admission criteria at all colleges would be drastically changed to place emphasis on "scarce" subjects.

Mabena said 10 new schools were being built at a cost of over R350-million. An additional 40 schools were being provided with extra classrooms at the cost of R12-million, with R20-million being paid for the renovation of 20 schools.

# Cape's teacher colleges could merge by 1997

CT 11/12/95 (321)

**CAROL CAMPBELL**

TALKS about merging the seven teacher training colleges in the Western Cape are under way because too many teachers are being trained for the province's already overstaffed schools.

Because the discussions between the colleges are still in the exploratory stage no date has been set for such a merger but it is understood it could be as early as 1997, the Western Cape chairman of the Committee of College of Education Rectors of South Africa, Mr Ed Pratt, confirmed on Friday.

The Western Cape Education Department, which controls and finances the colleges, asked rectors to come up with their own rationalisation plan and to involve staff in the process.

Mr Pratt said colleges had since all formed rationalisation task teams which were looking at ways the colleges could be down-scaled.

The state-controlled teacher training colleges in the province are Good Hope College in Khayelitsha, Hewat College in Athlone, Cape Town College in Mowbray, Bellville College, Roggebaai Distance College, South Cape College in Oudtshoorn and Songhe College in Worcester.

The news of a possible merger comes only days after a government national teacher education audit revealed that the Western Cape had the lowest pupil:teacher ratio in the

country — 24:1. The ideal, according to the government, would be 40 pupils for every one teacher in primary school and 35 pupils per teacher in high school.

Already, throughout the country, all state bursaries to student teachers have been stopped and colleges have been limited to accepting only 60 students each. In some cases this is half their normal intake of students.

## Autonomy

While the Western Cape appears to have too many teacher training colleges, other provinces like the Northern Province have relied heavily on the major urban centres to train the bulk of their teachers. This has become increasingly difficult since the provinces were given autonomy and the Western Cape authorities are now asking why they should pay to train teachers for other areas of the country.

The problem is made worse when young graduates fail to return home and instead start looking for work in the already flooded market of Cape Town.

There is a move to bring the teacher colleges under the jurisdiction of the national education department, which might resolve the problem — but this would undermine the authority of the provincial departments, which need to control the outflow of newly graduated teachers to their schools.

# Expatriate teachers will be paid out, replaced by locals

BD 21/12/95 (321)

**Mduduzi ka Harvey**

ABOUT 400 expatriate teachers in Northwest have accused the province's education department of double standards, saying it has been urging teachers to renew their work permits while instructing the home affairs ministry not to renew them.

Ugandan-born teacher David Sekimpi claimed that teachers from India, Ghana, Uganda, Nigeria and Zambia were victims of a government conspiracy to rid the province of expatriate teachers.

He said most of the affected teachers had served in the previous Bophuthatswana homeland and under the new provincial government for more than seven years, which entitled them to pensions and provident funds for the

duration of their service.

He said the manner in which the provincial government was dealing with the matter caused teachers to suspect the department wanted to get rid of them as quickly as possible to deprive the teachers of benefits due to them.

"We do not mind them telling us straight that they no longer need our services, but they must come clean and give us what we are entitled to," Sekimpi said.

Northwest education ministry spokesman Neo Sehume said the department was in the process of establishing uniform working conditions for all teachers and was ending the employment of teachers on a contract basis.

He said because of the large number of unemployed local teachers, first preference would

now be given to them.

Regarding the fact that about 500 expatriate teachers' contracts had expired, he said the department could not be forced to renew these as it would constitute an unfair labour practice.

Affected foreign teachers could submit arguments in writing why they felt their contracts should be renewed, he said.

The department had discovered that some expatriate teachers were receiving salaries of up to 40% more than locals, but this would not stop the department from paying the expatriate teachers what was due to them in pensions and provident funds.

"There is no way we can deny them their rights.

"They will be given what is due to them," Sehume said.

## NOTICE OF SCHEME MEETINGS

# Expatriate teachers will be paid out, replaced by locals

BD 21/12/95 9 (321)

Mduduzi ka Harvey

ABOUT 400 expatriate teachers in Northwest have accused the province's education department of double standards, saying it has been urging teachers to renew their work permits while instructing the home affairs ministry not to renew them.

Ugandan-born teacher David Sekimpi claimed that teachers from India, Ghana, Uganda, Nigeria and Zambia were victims of a government conspiracy to rid the province of expatriate teachers.

He said most of the affected teachers had served in the previous Bophuthatswana homeland and under the new provincial government for more than seven years, which entitled them to pensions and provident funds for the

duration of their service.

He said the manner in which the provincial government was dealing with the matter caused teachers to suspect the department wanted to get rid of them as quickly as possible to deprive the teachers of benefits due to them.

"We do not mind them telling us straight that they no longer need our services, but they must come clean and give us what we are entitled to," Sekimpi said.

Northwest education ministry spokesman Neo Sehume said the department was in the process of establishing uniform working conditions for all teachers and was ending the employment of teachers on a contract basis.

He said because of the large number of unemployed local teachers, first preference would

now be given to them.

Regarding the fact that about 500 expatriate teachers' contracts had expired, he said the department could not be forced to renew these as it would constitute an unfair labour practice.

Affected foreign teachers could submit arguments in writing why they felt their contracts should be renewed, he said.

The department had discovered that some expatriate teachers were receiving salaries of up to 40% more than locals, but this would not stop the department from paying the expatriate teachers what was due to them in pensions and provident funds.

"There is no way we can deny them their rights.

"They will be given what is due to them," Sehume said.

TEACHERS — GENERAL

1996

JANUARY — JULY

# Teachers' union fights retrenchment

Star 6/1/96

(321)

The South African Democratic Teachers' Union yesterday came out strongly against plans by the Gauteng government to retrench teachers.

Sadtu general secretary Thulas Nxesi told a Johannesburg news conference that instead of retrenching teachers, the Government should release more funds to improve teachers' salaries and embark on equitable distribution of resources.

Nxesi called on the Government to redeploy teachers where there more pressing educational needs, such as rural areas.

He urged the Government to address the rural-urban disparities by creating extra incentives for teachers taking up posts in rural areas. Sadtu was concerned at threats by some provincial education departments to embark on a wholesale retrenchment of teachers this year.

Any "irrational" action on this matter would wreck the

agreements reached by the Education Labour Relations Council, it said.

Sadtu protested against Government plans to privatise certain educational facilities or turn them into semi-private facilities.

Sadtu president Duncan Hindle said the cutback in the number of teachers had more to do with the release of additional funds by the Government than educational needs.

The unequal distribution of resources within and between provinces had contributed to the drop in the matric pass rate last year, Sadtu added.

The Government was moving slowly in unvelling its plans on teachers' professional development. Apartheid education had led to the unequal training of teachers. This had also contributed to the lower matric pass rate, Sadtu said.

Hindle said battles would be fought this year by various

provinces on how to use funds allocated to them. All role-players faced the challenge of understanding that everyone had a part in improving the quality of education.

Sadtu also called on the Government to review the school feeding scheme, which almost collapsed last year in certain provinces because of corruption.

It put the blame partly on the Government's apparent failure to involve teachers unions in managing the scheme.

Sadtu's 1996 campaigns would focus on:

- Defending public education against privatisation.

- Equitable distribution of human and physical resources.

- Development projects on restructuring the curriculum, organisation, and the content of teacher training.

- Recruitment of teachers in rural areas, in particular in KwaZulu Natal. - Sapa

# Teachers vow to fight retrenchment

(321) CP 7/1/96  
THE SOUTH African Democratic Teachers' Union has come out strongly against plans by the Gauteng government to retrench teachers.

Sadtu general secretary Thulas Nxesi said on Friday that instead of retrenching teachers, the government should release more funds to improve teachers' salaries and embark on equitable distribution of resources.

"We won't accept anything that deals with retrenchment of teachers," he said.

Nxesi called on the government to redeploy teachers in areas with more pressing educational needs, such as rural areas.

He urged the government to create extra incentives for teachers to take up posts in rural areas.

Sadtu said it was concerned by threats by some of the provincial education departments to embark on a wholesale retrenchment of teachers in 1996.

Any "irrational" action on this matter would wreck the agreements

reached by the Education Labour Relations Council (ELRC), it said.

The matter should be dealt with in the provincial bargaining chambers of the ELRC.

Sadtu protested against government plans to privatise certain educational facilities or turn them into semi-private facilities.

The unequal distribution of resources within and between provinces had contributed to the drop in the matric pass rate this year, Sadtu said.

The government was moving slowly in unveiling its plans on teachers' professional development, Sadtu said. Apartheid education had led to the unequal training of teachers. This had also contributed to the lower matric pass rate.

Sadtu also called on the government to review the school feeding scheme which almost collapsed last year in certain provinces due to corruption.

It put the blame partly on the government's apparent failure to involve teachers' unions in managing the scheme. - Sapa

Political comment and newshills by K Sibhys, headlines and sub-editing by M Adams, both of 2 Herb St, New Doornfontein, Johannesburg.



## Teacher, pupil debate goes on

(321)

EDUCATION REPORTER

CT 10/11/96

THE debate over how many teachers are needed in different Western Cape schools will continue tomorrow when the province's education labour relations council reconvenes.

Although there is unlikely to be any consensus between the different parties, local teacher unions and the Western Cape education department, the talks are expected to bring the council closer to a final agreement.

Once the teacher:pupil ratio is decided on it will be implemented over five years — apparently to avoid massive teacher retrenchments and give teachers the opportunity to move to schools that are short-staffed.

They will also deal with ratios for schools that teach children with special educational needs.

# Drastic cutbacks on new teacher trainees

THE GROWING number of unemployed teachers in the province has forced the Mpumalanga Department of Education to scale back on teacher education at all six colleges in the region and to start negotiations for the partial closure of some colleges.

This year pupil intake to the colleges has already been cut by 40 percent and will continue to be cut even more over the next five years, according to Mpumalanga director for post-school education, Steve Mommen.

The cuts follow announcements by Mpumalanga MEC for Education, David Mabuza, in parliament late last year that the current six teacher training colleges were producing almost

2 000 new teachers each year while only 200 new teaching posts became available annually.

With more than 3 000 unemployed teachers in the province already, he said that new teachers stood absolutely no chance of getting jobs in Mpumalanga or in surrounding provinces.

*Sowetan* reporter Khathu Mamaila reports that the Northern Province government has also announced that they are going to close down 15 of their 22 teacher training colleges because of the over production of teachers.

More than 7 000 teachers were unemployed last year and this figure is expected to be higher this year.

As student numbers in Mpumalanga decline due to the cuts and empty classrooms become available at the colleges, private educational institutions such as technikons, technical colleges and universities will be invited to set up satellite campuses and partnerships with the colleges.

Department officials, however, stressed this week that the proposed closures or repositioning of the teaching colleges would not mean the dismissal of staff.

Mommen said lecturers would be offered the choice of being redeployed either on the college campuses or at schools within the province.  
— *African Eye News Service*.

*Sowetan 10/11/96 (321)*

DEPARTMENT, UNIONS TO HOLD TALKS

# Bid to solve staffing crisis at Cape schools

CTH/1/96

(321)

**SOME TOUGH TALKS** can be expected today when teacher unions and the education department meet over possible retrenchments at schools. **CAROL CAMPBELL** reports.

**T**EACHER unions and the Western Cape Education Department will hold talks today to resolve the staffing crisis at schools caused by a lack of provincial government funds for teachers' salaries.

If an agreement is reached, the uncertainty over a cutback in posts at schools will be resolved.

However, education commentators have warned that a quick decision is unlikely.

The national guideline for education departments is that primary schools should have 40 pupils per teacher and high schools 35 pupils per teacher.

All provincial educational departments have until April 2000 to reach these targets before the national department steps in to either decrease or increase the number of teachers at a school.

In the Western Cape, the biggest problem is a shortage of money to maintain the current levels of staffing in schools — the average ratio for the province is 24 pupils per teacher.

The exception is schools from the old Department of Education and Training, which have a ratio of 41 pupils per teacher.

Today's talks have been greeted with cautious optimism by the teacher unions and the education department.

The department was keen that teachers and schools know exactly

where they stood at the earliest possible date, "certainly by the end of February", spokesman Mr Tim Gordon said yesterday.

Earlier, provincial Education Minister Mrs Martha Olckers said the crisis had to be resolved quickly because the education ministry was under tremendous pressure from the provincial government to cut costs.

Last year it borrowed heavily from provincial funds to meet a huge deficit caused mainly by excess staffing.

The unions — the Western Cape Council of Teachers' Organisations (an umbrella body for five smaller unions) and the South African Democratic Teachers' Union (Sadtu) — have to protect the rights of their members and today they will be fighting to stave off retrenchments for as long as possible.

They will argue for the redeployment of teachers to other more needy provinces — provided the affected teachers and schools are satisfied with the move.

The redeployment of teachers within the province is unlikely because the staff shortage in black schools has largely been addressed.

For parents in the old white (Model C) schools there is a chance school fees will rise if teaching posts are lost.

This is because principals may opt keep some of the teachers on at

the school's expense — and parents inevitably will have to foot the bill.

Western Cape Council of Teachers' Organisations spokesman Mr Mike Reeler said he was sure today's meeting would involve some hard bargaining, but in a spirit of co-operation.

He stressed that any agreements reached will still have to be ratified by the Western Cape Labour Relations Council.

This could take a few days.

"I don't think a final agreement will be reached today, but the talks will lay the groundwork for future discussion."

Mr Reeler stressed that bigger classes did not necessarily mean a drop in the quality of education as this depended on the teacher.

This was why the uncertainty, which had been wrecking teacher morale, had to be sorted out soon.

Sadtu provincial head Mr Basil Snayer said it would be difficult for the union to make any firm agreements with the education department today because it would need the mandate of its members.

"A number of meetings have been arranged for the first two weeks of the new term throughout the province so that the union could gain that mandate."

The union would "see how things went" today and decide what action to take as the meeting progressed.

Mr Snayer said the union felt encouraged by the department's willingness to consider all options to avoid the retrenchment of teachers.

---

# No deal yet on staff crisis at Western Cape schools

(321) CT 12/1/96

## EDUCATION REPORTER

NO agreement was reached yesterday in talks on the staffing crisis at Western Cape schools between the education department and teacher unions.

The unions and the department are trying to agree on the number of teaching posts needed at a school. Their agreement will affect class sizes and determine how many teachers in the province will be made redundant.

About 6 000 posts have to be scrapped if the education department is to meet its budget.

There are fears that if a decision is not reached soon and the "extra" teachers continue to be on the payroll, the department will be pushed further into debt.

Yesterday, none of the parties involved in the negotiations were prepared to comment.

However, it is understood that a lack of information on the number of teachers in the province and on the needs in education held up the talks.

A sub-committee was established to deal with this issue quickly and it will meet today to sort out the hitch.

---

# 7 000 E Cape teachers' pay stopped

CT 16/1/96

(321)

**CAROL CAMPBELL**

THE Western Cape Education Department last night stopped payment of the January salaries of 7 000 teachers in the Eastern Cape — plunging education in that province into crisis.

The WCED has been footing the bill for Eastern Cape teachers because it still administers the House of Representatives and the Cape Education Department payroll.

In an agreement between the provinces the Eastern Cape has to hand over its salary money to the WCED every month — something it has failed to do, running up a R200-million debt.

A highly placed government source said the Western Cape could not afford to continue paying the salaries of teachers in the Eastern Cape because "it had teacher salary problems of its own".

The Western Cape Education Department took a R600m cut in its education budget this financial year (ending in March) and is negotiating with teacher unions to cut back 6 000 posts.

The R200m loss to the Western Cape has pushed its total loss in education money this year to close to R1 billion — a figure that would have continued rising every month until the Eastern Cape paid up.

The Eastern Cape, on the other hand, received an increase in its education budget, but its government and the education department have been plagued with fraud scandals.

When the feeding scheme fraud was exposed last year police in the Eastern Cape also discovered that salaries were being paid to teachers at 16 ghost schools.

When they tried to track the owners of the bank accounts into which the salaries were being deposited they discovered they were all bogus and were emptied soon after payments were made.

The central government recently made R200m available

to the Eastern Cape to repay the Western Cape by depositing the money into the Eastern Cape Education Department account.

When the money was deposited the education department's account was frozen and used to reclaim the large part of a R208m overdraft run up by the ECED.

A spokesman for the Eastern Cape education ministry, Mr Phapama Mfenyane, last night confirmed his department was experiencing a "cash flow problem".

He said: "We just have to get the treasury to release money so we can repay the Western Cape Education Department."

## Teachers' pay crisis averted

Linda Ensor

(321)

BB 17/1/96

CAPE TOWN — A major education crisis in Eastern Cape was narrowly averted yesterday when the provincial treasury transferred R156m to the Western Cape education department to pay 7 000 Eastern Cape teachers their January salaries.

In terms of an interprovincial agreement, Eastern Cape was required to pay the department millions of rands each month in advance so it could pay the salaries of all the teachers in the province.

The agreement arose following the demarcation of provincial boundaries, when the department continued to administer the House of Representatives and Cape education department payroll.

A spokesman for the Eastern Cape education department, Phapama Mfenyane, admitted yesterday that the province had had "problems" with Western Cape but that the funds had been transferred. This was confirmed by the department's bankers yesterday.

"Western Cape has been allocated R156m from our own budget. We have not overspent and it was just a question of transferring the amount," Mfenyane explained.

Department spokesman Tim Gordon said the transfer had followed a department warning to all involved that it would not be in a position to pay the salaries if the requisite advance payment was not forthcoming.

# Eastern Cape teachers to get their salaries

*Sowetan 18/1/96*

(321)

**By Sowetan Correspondent**

EASTERN Cape teachers will be paid this month after the province managed to find the R200 million it owed the Western Cape education department, Western Cape education MEC Martha Olckers has said.

At a Press conference yesterday she said the money was paid to the WCED yesterday and confirmed her department would now continue to render its agency service of salary payments to the Eastern Cape.

The WCED earlier this week decided to stop salary payments to the Eastern Cape until the province settled its debt with the WCED.

Eastern Cape education MEC Nosi-mo Balindela disputed the amount,

however, saying it was not R200 million that was owed, but R156 907 081.

Balindela's department said in a Press statement that it regretted the negative effect which "these unfounded rumours" could have had on the morale of teachers in the province.

Asked when the WCED would terminate its agency service to the Eastern and Northern Cape, Olckers confirmed that a target date of April 1 had been set for provinces to have their own infrastructures in place.

She said that with an education budget deficit of R639 million, the Western Cape could not afford to tolerate overdrafts on its own budget as a result of non-payment of debts by other provinces.

# Teachers plan sit-in to protest conditions

(321) Sowetan 18/1/96

By Mckeed Kotlolo

TEACHERS at an overcrowded Seageng Primary School, housed in a disused building on a farm at Klip-en-Kruisfontein in North West, plan to stage a sit-in at the circuit inspector's office in Garankuwa from today to highlight problems at the school.

The teachers said that the sit-in was aimed at showing the seriousness of the school's plight and forcing the authorities to act speedily in the matter.

The year-old school, situated on a piece of land controlled by a civic association affiliated to the Pan Africanist Congress, has nine dilapi-

dated classrooms which accommodate more than 800 pupils. There is a teaching staff of 20.

Teachers said their problems included intimidation by members of the civic association, who allegedly interfered in the administration of the school, lack of sanitary facilities, electricity and running water.

## Confronted by parents

They said they had been confronted by parents who had registered their children at the civic offices after they were told the school was full. The civics members told them (the teachers) that no child should be turned away even if the school was full.

"Although we had already sent many children home as a result of overcrowding, we were forced to accommodate more than 20 pupils whose parents had demanded that they be accommodated," a teacher told *Sowetan*.

The building used by the school has no blackboards and teachers have to use walls to serve as boards.

The roofs of most of the classrooms are leaking and the two toilets shared by teachers and pupils are blocked and dirty.

A member of the civic association told *Sowetan* yesterday that his chairman, who was the only person allowed to speak with the media, was not available for comment.



# Education in crisis: teachers face cut-backs

MtG 19-26/1/96

(321)

Thousands of teachers face retrenchment or redeployment to under-resourced schools due to severe educational budget constraints, report **Philippa Garson** and **Vusi Mona**

**T**ENS of thousands of teachers around the country will soon have to pack up their bags and move to under-resourced schools or be retrenched.

The government's commitment to equity in schools and the severe constraints on the education budget mean many schools will have to cut-back on the number of teachers they employ.

The squeeze on the education budget, and the fact that many provinces have already overspent on last year's budget, is forcing schools to cut back on the number of teachers they employ by increasing teacher/pupil ratios to 1:40 in primary schools and 1:35 in high schools over a period of five years and cutting back on subject choices.

Ironically, the subjects the country needs the most in terms of human resource development, like science, will be the first to go, because these are the smaller, and more expensive classes to run. So too will the better, more experienced teachers bear the brunt of the cut-backs, as they are the more expensive to employ.

But the only way that provinces can balance their books is by slashing back on teachers salaries — which swallow 85% of the education budget. According to some, the number of teachers currently in employment is roughly adequate for the country as a whole. For others, no amount of redeployment will absorb the excess number of teachers generated by the new teacher/pupil ratios. The 1994 national teacher/pupil ratio was 1:34

in primary schools and 1:27 in high schools, implying that enforced new ratios will generate a surplus of teachers. There are already as many as 15 000 unemployed teachers.

Glaring inequities exist in terms of teacher distribution, with an abundance of teachers and small classes in most formerly white schools. It is in the many township schools, in peri-urban informal settlements and in rural areas, where teacher shortages exist.

Teachers wanting to keep their jobs will have no option but to relocate to the areas where they are needed. But moving teachers to poorer areas brings with it a host of legal, financial and social obstacles, said Peter Buckland of the National Business Initiative. In terms of

the Educators' Employment Act, affecting state-aided or model C schools, schools have the right to choose which teachers to employ. To redeploy teachers would mean amending this legislation.

Moving teachers to other schools also implies the need for travel costs, relocation costs and in some cases, accommodation costs — money which the government doesn't seem to have.

Then there is teachers' resistance to moving on the one hand, and communities' antagonism towards "outside" teachers coming to take up jobs when their own teachers are unemployed. Many white teachers would balk at moving to volatile informal settlements where they may not be welcome.

The South African Teachers Union has agreed in principle to redeployment, if it means that jobs can be

saved. "We are backing redeployment in that we are backing teachers' jobs. But we need a strategy to attract teachers to impoverished areas," said general secretary Thulas Nxesi.

Issues such as housing arrangements and travel allowances would have to be negotiated, Nxesi added, warning that last-resort retrenchments would meet with resistance. "We don't believe there's an oversupply of teachers. If they talk retrenchments we will do whatever we can to protect our members' jobs."

**G**auteng MEC Mary Metcalfe said travelling expenses could not be paid however. She said redeployment had already been negotiated with the teachers' unions for the moving of teachers "from the better-off to the more under-resourced schools to be phased in over the next two years. People will be offered redeployment to areas within reasonable distances from where they live.

"Educationally we'd agree that smaller class sizes are better but we are going through a period of massive reconstruction and we simply cannot afford smaller classroom sizes."

Metcalfe added however that even if the new ratios were complied with, the province could still not meet its budget. This would point towards inevitable retrenchments. Metcalfe refused to confirm this in the absence of a finalised budget or negotiations.

According to Jane Hofmeyr, also of the NBI, "teachers will have to be retrenched unless we relook at the teacher/pupil ratios and the education budget". In her view, it is time to consider loans from the World Bank. "We don't want a debt trap forever but there are few countries that don't use loans at some time or another. It is a critical time for us in terms of human resource development."

**More experienced teachers will bear the brunt of the cut-backs, as they cost more to employ**

# Pay hitch for teachers

ET 2/2/96 (321)

## EDUCATION WRITER

HUNDREDS of teachers on the Western Cape Education Department's temporary staff have not received their January pay cheques because of an administrative hitch in the department's wage office.

To protest against the delay, teachers at Grassy Park High School went on a wild-cat strike yesterday, the head of the Western Cape branch of Sadtu, Mr Basil Snayer, said last night.

"This was a wild-cat strike which was not called by the union, but we do understand the frustrations of the teachers," he said.

Late yesterday, teachers at neighbouring schools also threatened to strike.

Department spokesman Mr Tim

Gordon said all of the 700 teachers affected would "probably" have their money by Monday.

"A number of temporary teachers' employment contracts, which should have ended in December, were extended to the end of March this year pending a decision on the teacher-pupil ratio by the Education Labour Relations Council.

"The administrative load of extending all these contracts by three months was too much to handle at the last moment, which accounted for the delays."

Some teachers were paid yesterday. More will be paid today and on Monday.

A Sadtu delegation will meet Education Department head Mr Brian O'Connell today to discuss the problem.

## 'Model C schools must change'

JOHANNESBURG: The ANC yesterday called for the transformation of Model C schools, saying their exclusive nature denied non-white pupils access to education.

Addressing a news conference here, ANC education spokesman Dr Blade Nzimande said the ANC supported the campaign by the Congress of South African Students to abolish Model C schools.

Nzimande said the ANC acknowledged the good work being done by Model C schools, adding these standards should be upheld. All the ANC wanted was for the schools to reflect the country's demography.

Nzimande said a teacher-pupil ratio of 1 to 35 was not unmanageable. — Sapa

# Late pay — teachers still unhappy

## Staff Reporter

A DEPARTMENT of Education task team was called in to "iron out" the administrative hitch which apparently resulted in the late payment of January salaries to temporary teachers.

The late payment resulted in a "wildcat" strike on Thursday by teachers at Grassy Park High School.

Department spokesman Tim Gordon said several teachers, including temporary teachers, had to re-apply for their posts before December 31 last year.

ARG 5/2/96  
(321)  
The fact that the Education and Labour Relations Committee (ELRC) had not approved their posts in the short time allowed, resulted in the late payments.

Temporary teachers at the school claimed they were the first to send in their applications, and that they should have been processed.

At an early morning meeting on Friday between teachers and school management, the education area manager for Wynberg, Brian Schreuder, apologised to teachers.

He said matters had been re-

solved and that teachers were happy with the way the department had handled the situation.

But teachers said they remained unhappy even after they got their pay.

Teacher Valdi Williams said Mr Schreuder could not guarantee that the problem would not happen again in April.

Temporary teachers are employed for only three months which means they will have to re-apply for their posts at the end of March.

Teachers are adamant they will take similar action if the problem recurs.

# Coloured teachers switch allegiance

(321)  
**EDUCATION WRITER**

CT 5/2/96

COLOURED teachers in the Western Cape voted to split from the Western Cape Council of Teachers' Organisations at the weekend because they were dissatisfied with their representation in teacher retrenchment talks under way with the Education Department.

The Cape Teachers' Professional Association, which represented mostly coloured teachers under the old education system, is now talking to the predominantly black SA Democratic Teachers' Union about a possible alliance.

The president of the teacher body, Mr Archie Vergotine, said that ultimately the needs of all teachers would be best served by one united teacher organisation or union.

The 7 000-strong teacher association is the biggest teacher body in the Western Cape and its change of allegiance is expected to swing the power base to Sadtu.

---

# Quality education St Barnabas' mission

60 6/2/96 (321) 367

Kevin O'Grady

A JOHANNESBURG school, well-known for its efforts to provide a quality education to underprivileged children, is improving the lot of many more children than it can accept through its teacher development programme in other provinces.

St Barnabas College, situated in Bosmont on the West Rand, was established as a boarding and day school in 1963 — with help from the Anglican Diocese of Johannesburg and funding from six mining houses.

Under the guidance of headmaster Michael Corke, who has led the school for 25 years, St Barnabas' ethos of non-racialism was firmly established and an extensive scholarship programme set up to admit talented children from marginalised communities.

The school caters for about 350 children — roughly half as boarders — and uses intensive compensatory teaching as a way of preparing children, who have had little or no exposure to quality education, for their school careers.

This takes the form of a Std 5 preparatory year in which literacy and numeracy are developed across the curriculum, based on their importance for success in any field or profession.

Std 10 pupils are prepared for the Independent Examinations Board university entrance examinations and, for the past four consecutive years, it has achieved a 100% pass rate.

The school's admission programme works in two ways. Newspaper advertisements calling for applicants result in about half of the admissions and, for the remainder, staff travel to rural areas in just about all of the country's nine provinces and recruit talented youngsters from schools there.

But St Barnabas' contribution to the upliftment of the underprivileged does not end there. Its teacher development programme has been approved by Education Minister Sibusiso Bengu and the process of selling the programme to provincial education MECs is under way.

The programme includes helping teachers, students and parents accept appropriate learning-based methodologies in place of teacher-centred models of imparting facts with chalk on a blackboard to a captive, passive student audience.

Implementation of the programme has occurred in the Free State, Gauteng, Mpumalanga, Northern Cape, Northern Province and Northwest, with expansion planned for this year.

---

# Teacher rumpus looms over call to ditch whites

## ‘Wrong thinking’ over Model C issue, say experts

ESANN DE KOCK  
Education Reporter

TEACHERS in former House of Representative Schools stand a high risk of losing their jobs due to rationalisation of the Western Cape Education Department.

For this reason, the Cape Teachers' Professional Association (CTPA) says, it is fighting for the jobs of coloured teachers by calling for the ousting of white teachers from Model C schools.

They want teacher composition at Model C schools to reflect that of the children. CTPA spokesman Archie Vergotine said his organisation was justified in calling for greater representation by coloured teachers.

With more than 6 000 teachers in the Western Cape whose jobs are in jeopardy, he asked why coloured teachers "should always bear the brunt".

His organisation had a responsibility to fight for its teachers and that was why the CTPA, a mostly coloured or-

ganisation, had decided to withdraw from the Western Cape Council of Teachers' Organisations (WCCTO) which represented five teacher organisations.

Teacher organisations are embroiled in talks with the Western Cape Education Department and the CTPA has said its membership of the WCCTO was no longer in the best interests of its members.

It is expected the move will give the CTPA greater bargaining power.

But, the association's call for the ousting of white teachers from Model C schools has unleashed a storm of criticism. Senior educationists have condemned the CTPA's approach as "emotional" and "wrong thinking", calling instead for a process whereby equity should be reached.

They said that to oust white teachers from Model C schools could cause a national row. The predominantly white Afrikaans-speaking South African

Teachers' Union said in a statement it would "not accept any ruling based on ethnicity".

The organisation warned that the approach by the CTPA would lead to conflict and uncertainty and said it would be a great pity if a racial issue were made of the matter.

It said the CTPA's calls were "far-fetched", because the WCCTO was negotiating how rationalisation could be phased in over four years.

The CTPA, still a member of the National Professional Teachers' Organisation (Naptosa), had not raised the matter of ousting white Model C teachers in Naptosa.

Naptosa spokesman Andrew Paepers said today the CTPA had not withdrawn its membership of Naptosa and there had been no reference to the issue at national level so far.

A senior educationist acknowledged the need for equity in Model C schools but said it was important that the teacher composition at schools had to reflect that of the children.

"Children need people with

whom they can identify."

But he said he did not believe the issue should be tackled by retrenching teachers "of any race". Reaching equity would be a "long process" and teachers, parents and authorities should be educated to achieve this.

Sources said that removing Model C teachers from predominantly white schools could result in further splits in teacher organisations.

The CTPA's split already meant the WCCTO was no longer the major force in negotiations in the Western Cape.

Talk that the CTPA was considering an alliance with the South African Democratic Teachers' Union (Sadu) did not seem far-fetched. Sadu has acknowledged it may be interested in a future "strategic alliance" with the CTPA.

But spokesman Basil Shayer said Sadu could not look at the equity issue in terms of race.

"While we cannot accept the origin of Model C schools, we have to accept the reality. It is not a question of replacing

white teachers. The pupil/teacher ratio has not even been finalised in the Western Cape.

"But if the ratio is such that some teacher posts will become redundant, there has to be a process of assessment."

WCCTO spokesman Mike Reeler said it was regrettable that the matter was being debated through the media.

"The CTPA never indicated that it wanted to raise the matter within the WCCTO."

He said the WCCTO consisted of four other teacher organisations and was making great strides towards a unified, professional body to represent the interests of teachers in the Western Cape.

"Strong bonds are being forged in an effort to break away from the ethnic teacher structures forced on the profession during the apartheid era and it is sad to see one of the associations apparently returning to the isolation of a single-race organisation," Mr Reeler said.

UNION CALLS FOR EQUITY ACTION

# ‘Oust white Model C

# teachers’

ET 7/2/96

(321)

**THE RACIAL COMPOSITION** of staff at Model C schools should reflect that of its pupils, says the CTPA. **CAROL CAMPBELL** reports.

**A** MAJOR teachers' union in the Western Cape will fight for coloured and black teachers to replace white teachers in Model C schools when teachers start losing their jobs later this year.

When the province's bargaining unit reconvenes next Tuesday, the mostly coloured Cape Teachers' Professional Association (CTPA), the biggest teachers' union in the province, will argue that the staff of the white Model C schools do not represent the racial composition of pupils and this should be taken into account in teacher cutbacks.

CTPA chief Mr Archie Vergotine said these schools should lose more teachers than their allocated quota to open posts for coloured teachers who could then be redeployed from overstaffed coloured schools on the Cape Flats.

Of the 34 000 teachers employed in the province, 23 000 are coloured, 8 000 are white, 3 000 are black and 274 are Indian. The retrenchment of teachers will take place in the white and coloured sectors.

In coloured schools, there are on average 23 pupils for every teacher and in white schools 19 pupils per teacher.

The national goal is to have an average of 40 pupils per teacher in primary schools and 35 pupils to each teacher in high schools.

The CTPA split from the Western Cape Council of Teachers' Organisations — a federation of white English, Afrikaans and some black teachers — at the weekend to ensure they had a louder voice in the retrenchment talks under way with the Western Cape Education Department.

They also want better representation on the technical committees restructuring education in the province.

Vergotine said yesterday it was time Model C schools adopted an affirmative action campaign to ensure the racial composition of their staff reflected that of their pupils.

The reason this had not happened yet was because the governing bodies of these schools had too great a say in the employment of teachers and did not consider black and coloured teachers when they applied for posts.

"Some Model C schools have as many as 400 coloured pupils, but not a single coloured teacher — this must change. We want justice and equity in all schools."

He said it was not the fault of white teachers that they were in the firing line, but equity had to be achieved and he was not prepared to let coloured teachers get the raw end of the deal.

The Western Cape Council of Teachers' Organisations will comment on this issue today.

Parent bodies approached for comment are also expected to respond today.

● See Page 2

## MONEY SHORTAGE 'CAUSES STRESS'

# Moonlighting keeps wolf from the door for teachers

**I**T wasn't easy for the young teacher, shot five times by an angry restaurant patron, to tell his story.

After all, what was he doing working as a doorman at a Waterfront restaurant when he had a good job at a local primary school with the chance of another promotion this year?

"I used to work for the restaurant often, but I stopped some time ago. Then they phoned me in December to ask if I could help out in the school holidays and, of course, I said yes because I needed the money desperately."

For weeks after the shooting the father of two lay fighting for his life in intensive care at Groote Schuur Hospital. His wife, also a teacher, thought her husband would die.

After doctors amputated his leg, he began to recover.

Had he not needed the money so badly to finish renovating his Parow home or if he had had money to take his wife and two children on holiday, he said, he would not have had to work that night.

He will return to school only in about two months.

Although this case had devastating consequences, it highlights the plight of thousands of teachers

who are taking on extra work to supplement their incomes. And there is no talk yet of how much salary increases will be for teachers this year.

SA Principals' Association spokesman Mr Leon Leideman said teachers were facing a moral dilemma because bread and butter issues were forcing them to compromise their role as educators.

"We understand the plight of teachers, especially in the lower ranks, because they take home very little at the end of the month."

A walk through the flea market at Green Point stadium at the weekend reminds one of visiting a school fête as there are so many teachers running stalls.

One teacher drives a tour bus around South Africa during school holidays using his knowledge of the history and geography of the country to educate overseas tourists.

Many are waiters and waitresses — this is regarded as the quickest way to earn money without a serious commitment to the employer.

Mr Francois Haasbroek, a teacher at Groote Schuur Primary School, and his wife Emmie are



**Poor pay is forcing teachers to take a second job to make ends meet. CAROL CAMPBELL reports.**

using their computer skills to put teachers on to a computer database which schools can access if they need new or temporary staff.

Their dial-a-teacher service is open to the public who can use the database if they need a tutor for their children or if they want to learn a new skill such as pottery, woodwork or even how to install a satellite dish.

In workshops with teachers, stress expert Prof Lourens Schlebusch, from the University of Natal, said a shortage of money was one of the most common problems listed by teachers in stress tests.

"By taking in extra work, teachers are placing more pressure on their time, a major cause of stress."

"Other issues such as insecurity about their jobs and changes in their working environments aggravate the problem, pushing teachers into the high-risk category of stress."

People who fall into this category, including policemen and nurses, often suffered from physical problems for which there was no logical explanation. They were also more prone to anxiety and depression.

"If the problem goes untreated, people's mind-sets change and they start thinking life is not worth living."

To feel better, they smoke more, drink alcohol or buy over-the-counter sedatives.

If the problem continued, suicide could become a threat, Prof Schlebusch said.

Western Cape Education Department spokesman Mr Tim Gordon said "officially" no teacher could take a job which stopped them from performing their functions properly at school.

"Since the creation of the Western Cape Education Department, there has not been a case of a teacher being dismissed for moonlighting, though in certain instances in some of the previous departments, certain teachers were warned that their activities were beginning to fringe on the unacceptable."

"No one here can remember a case of a teacher being dismissed in any of these departments either."

ET 7/2/96

(321)



## Two teacher bodies hold unification talks

Kevin O'Grady

THE ANC-aligned SA Democratic Teachers' Union (Saddu) has held unification talks with the Cape Teachers' Professional Association, an affiliate of Saddu's main rival, the predominantly white National Professional Teachers' Organisation of SA.

Yesterday the Cape association's president Archie Vergotine and Saddu president Duncan Hindle committed their organisations to the "ideal of having all teachers within a single organisation".

The talks in Cape Town follow a failed unification attempt in 1990.

"It was agreed that many of the conditions which had prevented unity at that stage had changed and that the potential for success, therefore, was greater at present," the leaders said.

60 8/2/96 (321)  
The meeting resolved to develop a framework for future co-operation based on a common approach to issues of educational and social transformation. These included matters relating to conditions of service, especially rationalisation of teachers, as negotiated in national and provincial labour relations forums, and educational development, especially policy formulation and legislation affecting education.

A proposal was considered which would lay the basis for a more inclusive process of unification among teachers, particularly among historically oppressed groupings.

Both organisations agreed to take the framework agreement to their constitutional structures for approval and established a working group to facilitate the unification process at national and provincial levels.

## New name for Model C likely

□ 'Public schools' to be self-governing

Education Reporter

INDICATIONS are that the government's latest education policy will, in practice, allow the continued existence of state-aided Model C schools, but the "Model C" name will fall away.

The second government White Paper on the Organisation, Governance and Funding of Schools was approved by the cabinet yesterday and were to be made available later today.

Early predictions are that the positive governing and funding qualities of Model C schools will be retained within the newly formed category of public schools.

Some educationists, however, wish to have Model C schools abolished entirely.

Experts have said the public schools, as Model C schools are to be called, are expected to be given certain powers to govern themselves. Schools which do not have the ability

to do this, might be helped via a capacity-building programme.

In this way, the government is expected to ensure that all schools will eventually be governed along the lines of Model C.

Indications are that parents will be expected to pay for their children's schooling.

However, no child may be refused admission to a public school due to non-payment.

Schools will reportedly be able to appoint and pay additional teachers. Parent involvement in school governance is another principle which is expected to be given priority.

Yesterday, education minister Sibusiso Bengu said a submission on how schools would be financed would follow in due course.

Another matter on which clarity is awaited is the Constitutional Court's decision on whether the laws affecting education are in conflict with the Constitution.

## Teachers' body accused of racism

Education Reporter

"RACISM and a blatant attempt to serve itself lie at the root of the Cape Teachers' Professional Association's view that teachers should reflect the racial composition of schools."

This was one of the heated criticisms levelled at the CTPA following its announcement that it would fight for the ousting of white teachers from Model C schools to make the composition of teachers in these schools more representative.

The Democratic Party has lashed out at the CTPA, saying its view on the issue was "blatantly self-serving and racist".

"The cause of good education would hardly be served by placing the colour of teachers' skins above their ability to teach," said DP spokesman Mike Ellis.

There were enough hurdles on the path towards a quality education system without introducing further destructive difficulties.

Mr Ellis said decisions on the racial, ethnic or linguistic composition of the teacher population at a particular school should rest jointly with the school and parents.

The CTPA, mainly comprising coloured teachers, announced this week it had withdrawn from the Western Cape Council of Teachers' Organisations to fight for the rights of its own teachers in the light of teacher retreatments in the Western Cape.

The South African Teachers' Association said "sinister party political motives" lay behind the CTPA action. Evidence of this could be found in the "irrelevant attack on Model C schools".

'FOCUS ON CULTURE OF LEARNING'

# Colour of Model C teachers 'irrelevant'

(321)

CT 8/2/96

**THERE HAS BEEN** reaction to a call by a mainly coloured Cape teachers' union for more white teachers to be axed from Model C schools. **CAROL CAMPBELL** reports.

**T**HE colour of teachers working in Model C schools was irrelevant if they were well-qualified and offered children a quality education, the head of the Cape Province Parents' and Schools' Association Mr Kobus Smith said yesterday.

He was responding to calls from the Cape Teachers' Professional Association (CTPA) to axe more white teachers than planned in Model C schools to make way for coloured teachers from over-staffed schools on the Cape Flats.

The retrenchment of 6 000 local teachers, planned for later this year, is under negotiation by unions and the Western Cape Education Department.

Mostly white and coloured teachers are expected to lose their jobs in schools with a low teacher:pupil ratio.

Smith said it was important for children to see that people in authority could be any colour and this was only possible by employing black and coloured teachers.

"What I don't like is educationists using this issue for political reasons when they should rather focus on developing a culture of learning, teaching and discipline in their school and encouraging parent involvement — this is what attracts people to the Model C system."

The president of the South African Teachers' Association, Mr Hugh Killips, said he was convinced there were "sinister" political motives behind the CTPA's comments to secure jobs for coloured teachers.

This was evident in their "irrelevant" attack on Model C schools and their violation of the community's right to appoint teachers.

The Democratic Party spokesman on education, Mr Mike Ellis, said the CTPA's stand was "blatantly self-serving and racist".

Calls from concerned parents flooded the Cape Times yesterday after the head of the CTPA, Mr Archie Vergotine, publicly criticised the old white Model C

schools for not embracing affirmative action.

Although most callers said no black or coloured teachers taught at the schools attended by their children none said they cared which race group the teachers were drawn from.

The principal of Gardens Commercial High School, Mr John Wegerhoff, also reacted angrily to what he said was intentional politicking against the old Model C school structure.

"We are aware our staff must reflect the population of the country but it takes time to change."

"I would take more black and coloured people on to my staff but I have to take the most qualified for the job, irrespective of colour."

The principal of Plumstead High, Mr John Powell, said that to start classifying teachers on a school's staff according to race was reverting to the apartheid way of thinking.

Mr Mike van Hagt, head of Queen's Park High School in Woodstock for the past year, said schools had been unable to appoint teachers because all posts were frozen.

● See Page 6

# Call for cash to pay teachers

□ Kriel opens parliament with budget warning (321)  
AR 14/2/96

ROGER FRIEDMAN  
Provincial Affairs Reporter

PREMIER of the Western Cape Hernus Kriel today called on President Mandela to increase the province's budget to avoid forced teacher retrenchments.

Delivering his opening address to the Western Cape parliament, Mr Kriel challenged Mr Mandela to live up to promises — made last year, and as recently as last week — that teachers' jobs were safe.

"There is an old saying that says: 'Talk is cheap, but money buys the whisky'.

"We all know there is a whisky called Teachers. Perhaps, the expression should be: 'Talk is cheap, but money buys the Teachers,'" said Mr Kriel.

Retrenchments were unavoidable unless the anticipated 1996/97 budget was significantly increased.

Mr Kriel said the reduction in central government funding had also placed "severe limitations" on the delivery and transformation of health services.

"The retrenchment of employees, the closure of hospital beds and the significant downscaling of services and health programmes are inevitable unless adequate funding is obtained from central government," he said.

The enactment of the province's vision for growth and development relied on the availability of finance — and the province was forced to rely on central government for money.

Mr Kriel said he felt fiscal federalism "should be implemented without delay", adding gambling legislation to regulate the industry and generate funds for the province was imminent.

"We agree with the Financial and Fiscal Commission that there should be greater equity in the country. However, we do not agree that this province should be punished to help other provinces where the funds are not used productively."

"If equity means that every province should be relegated to a minimum standard of poverty, the future of the country is indeed bleak."

Looking ahead, Mr Kriel said the greatest challenge facing the province was effecting improvements to residents' quality of life within the context of the shrinking budget.

Should the province fail in this endeavour, crime, conflict and unproductivity could be the result.

## Premier lists 1996 priorities

Provincial Affairs Reporter

PREMIER Hernus Kriel announced "the most pressing issues to be resolved this year" in his opening speech to the provincial parliament today.

They are, in order of priority:

- Access to clean water for every Western Cape citizen.
- The delivery of more housing opportunities.
- The provision of primary health care.
- The transformation of education to become more career orientated.
- Clamping down on crime.

- Improving the quality of life of the aged, handicapped and indigent.
- Writing a provincial constitution.
- "So much work, so little time. So much to do, with so few funds," said Mr Kriel.

- Increasing economic growth to create jobs and wealth.
- Achieving excellence in administration.
- Striving for clean government.

# Woman teacher in landmark victory

ST(M) 18/2/96 (321)  
By JESSICA BEZUIDENHOUT

A CAPE Town school teacher has successfully challenged Western Cape education authorities over discriminatory labour practices, in a landmark case that could open the door for similar actions by thousands of State employees.

The Labour Appeal Court this week upheld a previous Industrial Court ruling that the Education Department's refusal to grant a housing subsidy to Mrs Karen George, a married woman teacher, was an unfair labour practice.

Last year Mrs George successfully contested the department's refusal to grant her a housing subsidy on the grounds that she was married.

Mrs George, a music teacher at Goeie Hoop Primary School, argued that the exclusion of married female employees from housing subsidies was an unfair labour practice.

Acting for the department in the previous case, Advocate Norman Arendse said thousands of other public service employees might take advantage of the scheme, but the state did not have the funds to satisfy them.

# Teachers give a cautious nod to plan for a fairer school system

(321) ST 18 2/96

By RAMOTENA MABOTE

TWO organisations representing mostly white teachers have backed the Department of Education's plan to transfer teachers from so-called white schools to disadvantaged ones.

The South African Teachers' Association and the National Professional Teachers' Organisation of South Africa said this week they welcomed any move to transfer teachers made redundant by rationalisation, but warned that they and the schools to which they were to be transferred needed to be consulted.

The mainly black South African Democratic Teachers' Union also welcomed the plan, saying it did not want teachers to be retrenched.

The Minister of Education, Professor Sibusiso Bengu, said in a White Paper on education released last week that it was important to transfer teachers to schools that needed them to achieve a unitary education system.

"This historic exercise to achieve a rational, equitable and non-racial distribution of teachers will mean that some teachers will be asked to transfer to other schools, while by far the majority of teachers will remain in their posts," Professor Bengu said.

The White Paper was re-

leased amid fears that thousands of teachers in Gauteng would lose their jobs within a year through rationalisation.

Mary Metcalfe, the education minister for Gauteng, announced earlier this year that her department would have to retrench a large number of teachers to meet the new teacher-pupil ratios and to stay within its budget.

All three teachers' organisations and many students' organisations oppose retrenchments. Some have threatened to fight them with mass action.

A spokesman for the South African Teachers' Association, Mike Reeler, said it was a good idea to use teachers where there was a need.

But, he added: "If a teacher who is employed in Cape Town is asked to leave for Beaufort West and they cannot because of family commitments, then that teacher should be allowed to leave the profession with full benefits."

He warned that politicians and the media were fooling the public by asserting it was easy to move teachers between schools and across provinces.

A spokesman for the National Professional Teachers' Association, Andrew Pyper, said situations at schools had to be examined before any rationalisation took place.

# Sadtu members to bury hatchet

321 Sowetan 21/2/96

By Claire Keeton

THE national leadership of the South African Democratic Teachers' Union (Sadtu) hopes to reach agreement with the suspended Soweto leadership by the end of the month.

The Soweto branch executive committee was suspended in October last year after they refused to accept the re-demarcation of the branch into smaller units and slandered certain members of the national executive committee.

The branch defied their suspension and the national executive committee issued an interdict to enforce it. At the time the Gauteng regions of the African National Congress, the Congress of South African Trade Unions and South African Communist Party expressed their support for the national leadership and condemned the conduct of the Soweto branch.

But Sadtu national president Mr Duncan Hindle said a "positive trend" is developing now and both parties will pursue discussions to settle their dispute.

Leaders from the national and Soweto executive committees have

engaged in meetings together and with their constituencies this month to agree on a broad framework for the way forward.

The Soweto "super-branch" is the biggest branch in Gauteng with over 4 000 signed up members out of about 7 000 teachers in Soweto. The leaders of all the areas of the Soweto branch supported the recommendations and framework arising from discussions on February 8 between Sadtu national and Sadtu Soweto.

Suspended Soweto general secretary Mr Zukile Kosi said another meeting was scheduled between the national and Soweto leaders on February 28.

"We want to reconcile the differences between us. We intend to conclude an agreement towards the end of February," Hindle said.

Meanwhile the Soweto branch has been concentrating on planning for the redeployment of teachers to make sure it takes place in the best possible way for its members.

Sadtu has agreed to re-deployment in principle so long as it does not disadvantage its members.

# Teachers to <sup>(321)</sup> *Sowetan 23/2/96* be redeployed

**By Claire Keeton**

VOLUNTARY teacher redeployment has already begun on the East Rand on a temporary basis with overstaffed schools allowing teachers to move to schools with staff shortages.

District director for Brakpan/Benoni, Dr Brahm Fleisch, said many schools in the district needed teachers and about 15 teachers had since taken this opportunity to move.

"The temporary voluntary redeployment of teachers has been a completely consensual process," he said. The teachers, principals, PTSAs, and the schools releasing and receiving them, have to agree to the moves.

Fleisch's district is leading the way with redeployment – a difficult process that will take a long time to

implement.

Teacher unions have agreed to redeployment in principle, but they are still discussing details in the Education Labour Relations Council.

Fleisch said his first priority in implementing redeployment would be to post teachers to secondary schools with more than 35 students in a class and to primary schools with over 40 pupils a class.

But he stressed that the department must compile accurate statistics to do exact planning.

Gauteng hopes to begin with the first stages of legal redeployment in the next few months.

Education spokeswoman Ms Subethri Naidoo said redeployment in the various districts was uneven at this stage.



# Teachers' unions accept that numbers will be cut

BD 20/3/96

(321)

to Andre Ensor

CAPE TOWN — Agreement was finally reached between Western Cape teacher unions and the education department last night on a radical reduction in teaching posts after nearly five months of gruelling negotiations.

It was agreed that 6 000 posts would be abolished at the end of June, but teachers would be given the options of being redeployed elsewhere in the province; voluntary redundancy; or transfer to another province. Special provision would be made, too, for extra teachers considered necessary so the school year could be completed without disruption.

"Only as a last resort, when none of the options can be utilised, will teachers be retrenched," said education MEC Martha Olckers.

The agreement was signed by the Western Cape Education Department and teachers' organisations, including the SA Democratic Teachers' Union, the Cape Teachers' Professional Association and Western Cape Council of Teachers' Organisations.

In terms of the agreement the pupil:teacher norms for the Western Cape were set at 26:1 in secondary schools and 36:1 in primary schools as from July 1. Thereafter these ratios would be regularly revised upwards, after negotiation and depending on the annual education budget, until national goals were reached by the target date of April 2000.

The national pupil:teacher ratio targets have been set at 35:1 in secondary schools and 40:1 in primary schools.

Olckers said that over the next two months teaching posts in each school in the Western Cape would be identified for abolition. This would be done in consultation with the local community.

She expressed concern about the "potentially devastating impact" of a large-scale reduction of staff in the middle of the school year and said she had reached agreement with premier Hernus Kriel and finance MEC Kobus Meiring that this impact be limited as far as possible.

This would be accomplished by assisting schools to keep as many

of their current number of teachers, above the agreed ratio for the year, as was necessary to complete the academic programme without disruption.

Olckers said the necessary funds to implement this policy did not form part of the Western Cape's education budget for 1996/97 and would have to be sought by re-examining priorities within the current budget and by negotiation with other provincial and national agencies.

In the provincial legislature yesterday, Kriel confirmed his commitment not to disrupt the academic year. He said that postponing the retrenchment of teachers to the end of December would cost the province R330m.

The Western Cape was particularly hard hit by the national targets as the vast majority of its schools had low pupil:teacher ratios. Coloured schools had an average of 23 pupils a teacher and white schools 19.

And Olckers said: "The negative impact is far greater on the Western Cape than on any other province."

D-M  
BOOKS

TECH

forest d

BUSI

B

bond n  
factors.  
The  
a forei  
dealers  
ative-p  
ernmen  
gramm  
ment w  
strateg  
spoon.  
that it  
cult t  
dealers  
The  
field of  
ew Y  
mmen  
1,790  
sevious

URNI  
oup  
butah

# Teachers' unions accept that numbers will be cut

By Linda Ensor

CAPE TOWN — Agreement was finally reached between Western Cape teacher unions and the education department last night on a radical reduction in teaching posts after nearly five months of gruelling negotiations.

It was agreed that 6 000 posts would be abolished at the end of June, but teachers would be given the options of being redeployed elsewhere in the province; voluntary redundancy; or transfer to another province. Special provision would be made, too, for extra teachers considered necessary so the school year could be completed without disruption.

"Only as a last resort, when none of the options can be utilised, will teachers be retrenched," said education MEC Martha Olckers.

The agreement was signed by the Western Cape Education Department and teachers' organisations, including the SA Democratic Teachers' Union, the Cape Teachers' Professional Association and Western Cape Council of Teachers' Organisations.

In terms of the agreement the pupil:teacher norms for the Western Cape were set at 26:1 in secondary schools and 36:1 in primary schools as from July 1. Thereafter these ratios would be regularly revised upwards, after negotiation and depending on the annual education budget, until national goals were reached by the target date of April 2000.

The national pupil:teacher ratio targets have been set at 35:1 in secondary schools and 40:1 in primary schools.

Olckers said that over the next two months teaching posts in each school in the Western Cape would be identified for abolition. This would be done in consultation with the local community.

She expressed concern about the "potentially devastating impact" of a large-scale reduction of staff in the middle of the school year and said she had reached agreement with premier Hernus Kriel and finance MEC Kobus Meiring that this impact be limited as far as possible.

This would be accomplished by assisting schools to keep as many

of their current number of teachers, above the agreed ratio for the year, as was necessary to complete the academic programme without disruption.

Olckers said the necessary funds to implement this policy did not form part of the Western Cape's education budget for 1996/97 and would have to be sought by re-examining priorities within the current budget and by negotiation with other provincial and national agencies.

In the provincial legislature yesterday, Kriel confirmed his commitment not to disrupt the academic year. He said that postponing the retrenchment of teachers to the end of December would cost the province R330m.

The Western Cape was particularly hard hit by the national targets as the vast majority of its schools had low pupil:teacher ratios. Coloured schools had an average of 23 pupils a teacher and white schools 19.

And Olckers said: "The negative impact is far greater on the Western Cape than on any other province."

BD 20/3/96

(321)

## Teacher layoffs despite promise

(321) Star 20/3/96

Cape Town – The Western Cape and Gauteng will have to lay off teachers despite President Nelson Mandela's promise last year that this would not happen, Education Minister Sibusiso Bengu said yesterday. The numbers to be laid off might emerge from an expected agreement with teacher unions before the end of the month.

"There is the problem of teachers who need to be retrenched in provinces that enjoyed advantages in the past ... Gauteng and the Western Cape," he said.

Bengu said the Government had made a special allocation late in the 1995/96 fiscal year to help

provinces, including the Western Cape and Gauteng, to meet their school salary bills.

"There will be a certain number of teachers who will need to be laid off in the Western Cape. There will also have to be redundancies in Gauteng," he said.

Mandela intervened last year after Western Cape Premier Hernus Kriel said the budget awarded to his province would force the layoff of thousands of teachers.

Rationalisation would include redeployment of those willing to move to areas such as the Northern Cape, where there were not enough teachers. – Reuters.

# Teachers accuse Olckers of 'political expediency'

(321) CT 22/3/96

**FINANCE RIDER**  
STAFF WRITER

OUTRAGED teacher organisations yesterday accused Western Cape Education MEC Martha Olckers of political expediency.

The person given for their claim was that, after weeks of intense salary negotiations using a "fixed" budget, Olckers had announced that an additional R330 million had suddenly become available to pay teachers who were to be made redundant from July 1, and enable them to stay on until the end of the year.

Mr Hugh Killips, president of the SA Teachers' Association (Sata), said although the money was welcome, Sata was dissatisfied that Olckers and her department had insisted throughout a tough, long bargaining process that no extra money was available.

"This formed the basis on which the negotiations took place and certain agreements were reached," he said.

"Now, because it is politically expedient, a large sum of money is miraculously found. If the Western Cape Education Department knew of this possibility beforehand, they were bargaining in bad faith and not being honest with their

partners in the provincial chamber.

"This magnanimous gesture on the part of Olckers and Western Cape Premier Hennis Kriel gives the impression of being hugely generous. In fact, it is the right of every teacher to have a maximum six-month period, after being declared redundant, during which to try to find another post."

"This right is part of a national agreement and an agreement reached between employer and employee parties in the Western Cape yesterday. The cost of this has to be borne by the employer and is not dependent on a special dispensation from politicians."

Mr Basil Strayer of the South African Democratic Teachers Union said his union "deplored" the way in which Olckers "simply announced" that more money had suddenly become available after negotiations had been completed.

"We view this as a deliberate and cynical manipulation of teachers' fears for party political purposes," he said. "We also view the announcement as a deliberate attempt to subvert national agreements about rationalisation."

Olckers said last night that the R330m arrangement had come too late for the negotiations and that the

money had not been "miraculously found".

It had been decided to raise the money by asking other provincial departments to provide a "small percentage" of their budgets, and by Kriel approaching President Nelson Mandela for assistance.

Education experts consulted overseas had said it was "unprecedented in the world" to retrench 6 000 teachers mid-year.

Olckers said she would not apologise "for making a last-minute effort to keep education going, and make the transition as painless as possible".

# Sadtu (321) slams Olckers ARLT 23/3/96

Education Reporter

THE South African Democratic Teachers' Union (Sadtu) and the African National Congress have accused Western Cape education minister Martha Olckers of political opportunism.

This follows her announcement that the province had an additional R330 million available to retain redundant teachers until the end of the year. The Western Cape Education Department (WCED) was in fact "obliged to retain the services of redundant teachers for a maximum of six months", according to a national agreement published in the Government Gazette of November 13, last year.

"It is therefore no benevolent gesture on the part of a premier (Hernus Kriel) with a National Party-driven

agenda to extend these contracts, said Sadtu.

"It is his responsibility, however, to ensure that the provincial budget should be re-prioritised to absorb the additional cost implication."

Sadtu issued a clear warning that "this political point scoring" showed the "immature and deliberate" attempts to discredit the legitimate negotiating forums and the integrity of the collective bargaining process.

"The information about the funding was not tabled at the provincial chamber of the Educational Labour Relations Council (ELRC) and this clearly indicates the employer party was not bargaining in good faith or was simply kept uninformed about the party political moves of a local government election campaign."

Lynne Brown, ANC spokesman on education, said although the party welcomed the announcement that no teachers would be retrenched before the end of the year, it was angered by the manner in which Mrs Olckers had conducted the negotiations.

"Why was it not made clear at the beginning of the process that there was money available to pay teachers until the end of the year?"

Ms Brown said the National Party had been "cynically manipulating the fears of teachers" faced with losing their jobs.

She said it became even more cynical since the central government last month had made available an additional R370 million.

Yet, the National Party had insisted all along that teachers would have to be retrenched because there was no money.

# Striking mineworkers fired

*Sowetan 26/3/96*

GENGOLD has fired 239 miners following an unofficial strike by underground rock drill operators at the Unisel gold mine near Welkom in the Free State on March 20, the mining company said yesterday.

Gengold announced yesterday that the miners had been served with dis-

missal notices. Its action has been supported by joint owner Randgold.

Gengold spokesman Mr Andrew Davidson said rock drill operators went underground at the mine on March 20, but refused to carry out their duties. The miners reportedly refused to work until a demand was met to

upgrade job levels. This would effectively double their pay.

Despite talks and meetings with the rock drill operators' committee on the mine and officials of the National Union of Mineworkers, the strikers refused to resume work, the company said.

The strikers went underground again on March 22 and 23, but refused to work.

"Owing to the dispute there has been no blasting of underground rock at Unisel since Tuesday, March 19. The industrial action has caused a serious loss of production and it is estimated that the recovery of some 60kg of gold has been lost," the company said. — *Sapa*.

Mandela would have disclosed details of the physical attacks had he been goaded by his wife's lawyer.

"Winnie attacked him (Mandela) more than once," the newspaper quoted a source close to the President's family as having said.

## Sadtu strikes

**By Winkie Dibakwane**

THE South African Democratic Teachers' Union and its Soweto branch will bury the hatchet at a mass meeting at Thabazimbi High School in Soweto today.

This was announced at a special th

the 30-year marriage, and evidence of Winnie's adultery had been unchallenged.

The court ordered Mrs Madikizela-Mandela, as she now prefers to be known, to pay the costs of the case. — *Sapa-AFP*.

## Sadtu strikes accord

*Sowetan 26/3/96*

Relations between the two went sour last October when the Sadtu national body recommended that the Soweto branch should be demarcated into sub-branches.

The ensuing conflict led to the entire Soweto executive being suspended.

Mr Zukile Kosi, the Soweto branch secretary, said yesterday that it was decided at the weekend conference to break the impasse.



### Share prices on the Johannesburg Stock Exchange

These were prices at close of market.  
N.B: The JSE does not operate on public holidays.  
Prices courtesy of Frankel, Pollak, Vindemine Inc

Name	Buyer	Seller	Last	High	Low
1. Nail	R2,45	R2,50	R2,45	R3,40	R1,20
2. Kltmanlano	R2,40	—	R2,40	R3,00	R2,30

(321)

# All is forgiven in Sadtu, Soweto

*Sowetan* 27/3/96 (321)

**By Victor Mecoamere**

THE South African Democratic Teachers' Union and its 4 000-member Soweto branch, which was suspended in October last year for rejecting demarcation into smaller units, have buried the hatchet.

Sadtu national president Mr Duncan Hindley told a packed hall at Thabo-Jabula Secondary School in Klipspruit yesterday that the Soweto branch had returned to the fold like "a prodigal son".

"We are not ashamed to acknowledge the mistakes of all the parties which were involved in the dispute," he

said. The Soweto branch was suspended for slandering certain Sadtu officials and for defying a ban placed on members of its executive committee.

The suspension was lifted after months of behind-the-scenes negotiations, which culminated in the convening of a Gauteng special provincial conference in Johannesburg at the weekend where it was decided to lift the suspension and that the demarcation process would go ahead.

Sadtu deputy president Mr Willie Madisha said: "In the past five months it is yourselves (Soweto branch members) who suffered. We must ensure that we lay this sad chapter to rest."

# Union agrees to restructure Soweto branch

(321)  
Star 27/3/96

EDUCATION REPORTER

The Soweto branch of the SA Democratic Teachers' Union (Sadtu) – long regarded as a loose cannon which wielded undue influence over decisions taken by the union – is to be demarcated.

The decision to restructure the 6 000-strong branch was announced at a mass meeting in the township yesterday, five months after the Soweto executive committee was suspended by the national leadership for disrupting a union meeting intended to address the demarcation of the "unwieldy" branch.

The 10-person committee reacted by defying their suspension and, in turn, demanded the resignation of Sadtu secretary-general Thulas Nxesi.

But in a show of unity intended to dispel any further anxiety among the public and its members, both the national and branch executive committees buried the hatchet yesterday, vowing that the "union was bigger than individual goals".

Sadtu national president Duncan Hindle said he accepted that mistakes had been made and the branch executive apologised publicly for its actions.

Assistant secretary-general Mxolisi Nkosi then announced that an agreement on the demarcation of Soweto had been reached.

He said the eight sub-branches would be restructured into a new region comprising four Soweto branches, Lenasia, Ennerdale and Eldorado Park.

This would increase efficiency and effectiveness, he added.

Nkosi also announced that the suspension of the Soweto branch executive was to be lifted immediately and the interdict restraining them from carrying out their duties rescinded.



# Teachers union to merge feuding branches

(321)

By RAMOTENA MABOTE

ST 31/3/96

THE South African Democratic Teachers Union decided this week to split its biggest and most powerful branch, Soweto, into four autonomous branches.

But in a controversial move, two areas at loggerheads over demarcation of the branches are to be joined.

The Diepkloof area of the Soweto branch has advocated one "super Soweto branch", while the Dobmeadow (Dobsonville and Meadowlands) area has led the fight for separate branches. Now they will be merged into one branch.

This resolution was taken at a meeting attended by more than 1 000 teachers on Tuesday, and follows a series of talks since the beginning of the year.

After the meeting teachers from the Dobmeadow area expressed their unwillingness to work with their Diepkloof counterparts, who have been associated with disruptions and wildcat strikes in Soweto.

The Diepkloof members are also believed to have been the most influential voice within the Soweto executive.

The executive committee last year came out in support of union members who expelled principals at all Diepkloof schools for allegedly stealing school funds.

The expulsion was heavily criticised by members in the Dobmeadow area, who were later backed by the Momomoja area (comprising Mofolo, Molapo, Moroka and Jabavu).

This caused serious strain between the areas, and relations between them have been bitter ever since. There have been walkouts at mass meetings.

A further irony to the mooted joining of the Diepkloof and Dobmeadow areas is that they are far apart geographically.

The union's national assistant general secretary, Mxolisi Nkosi, said the two branches had not been merged deliberately but that the whole demarcation process was based on reconciliation within Soweto, Gauteng and the national office.

At Tuesday's meeting, Mr Nkosi also announced the lifting of the suspension on the Soweto branch executive "upon rendition of an appropriate public apology" (by the Soweto executive) regarding the events at Regina Mundi.

The 10-member Soweto executive was suspended five months ago when it barred national executive members from addressing a mass meeting at the Regina Mundi Catholic Church in Soweto.

The national executive was due to announce plans to demarcate the Soweto branch. Tempers flared and the meeting was dissolved.

The national executive also applied for a court interdict stopping the Soweto executive from taking part in union activities.

The branch executive responded with an announcement that they did not recognise the national committee's decision and that they vowed to continue occupying their offices and performing their daily work.

They were rebuked by the ANC, Cosatu and the SACP.

Mr Nkosi announced that the interdict would be withdrawn and that the Soweto executive would be reinstated until the final demarcation had taken place.

A national and provincial committee will facilitate the demarcation which will kick off at a special conference to discuss the process.

'JOB LOSSES CANNOT BE JUSTIFIED'

# 6 000 teachers face the chop

CT 1/3/96

(321)

**AN AGREEMENT** reached by teachers' organisations and education authorities means thousands could be retrenched by July, writes **CAROL CAMPBELL**.

**T**HE two biggest teacher trade unions in the Western Cape have agreed, in principle, to a proposal by the Western Cape Education Department for the teacher:pupil ratio in local schools to be increased to 26 pupils to one teacher in high schools and 36 to one in primary schools by July.

The South African Democratic Teachers' Union (Sadtu) and the Cape Teachers' Professional Association (CTPA) agreed to the cutbacks in the bargaining unit of the labour relations council but the matter still has to be ratified by a full meeting of the labour council.

The education department wants the new ratio to be implemented by July 1 — which would mean the immediate retrenchment of 6 000 teachers.

According to a working document drawn up by the education department for negotiations, the pupil teacher ratio in the Western Cape would gradually be increased to 35:1 for high schools and 40:1 for primary schools by 2000.

In a teacher audit conducted for the national education department last year, the average teacher: pupil ratio in Western Cape Schools was 24:1.

A spokesman for the Western Cape Council of Teachers' Organisations (WCCTO), Mr Mike Reeler, said the organisation opposed the move on the grounds that schools should be given more time to adjust to smaller teaching staffs.

"We support wholeheartedly the move to equity, and accept the 35:1 and 40:1 ratios which has to be reached by April 1, 2000.

"However, we emphatically believe the movement towards these ratios must be in even steps so that schools can adapt to a loss of posts and continue to provide a good education to pupils."

If the retrenchments do take place on July 1, the old Cape Education Department will lose 1 550 posts, the House of Representatives 4 300 posts and the House of Dele-

gates 60 posts.

"The WCCTO cannot understand how the other employer bodies could have accepted these cutbacks — how will they be able to justify to their members and parents a net loss of 6 000 jobs and the effect this will have on schools," Reeler said.

Late yesterday the provincial head of Sadtu, Mr Basil Snayer, said there were a number of factors still standing in the way of final consensus.

"We have not reached agreement on the grading of schools or the staff provisioning scales," said Snayer.

This would determine the status level of the school principal and his staff, depending on the size of the school.

# No deal reached yet on teacher cutbacks

(321)

ET 7/13/96

**CAROL CAMPBELL**  
EDUCATION WRITER

THE long-awaited word on teacher cutbacks was delayed once again yesterday when no agreement was reached on the retrenchment of 6 000 teachers in the province after a marathon meeting between teacher unions and the Western Cape Education Department.

To meet its 1995/96 education budget, the department has to retrench the teachers on July 1.

A further 6 000 will lose their jobs on January 1 next year.

The SA Democratic Teachers Union (Sadtu) and the Cape Teachers' Professional Association (CTPA) have agreed to July 1 retrenchments, but the move is being fought by the Western Cape Council of Teachers' Organisations (WCCTO) which represents mostly teachers in the old Model C schools.

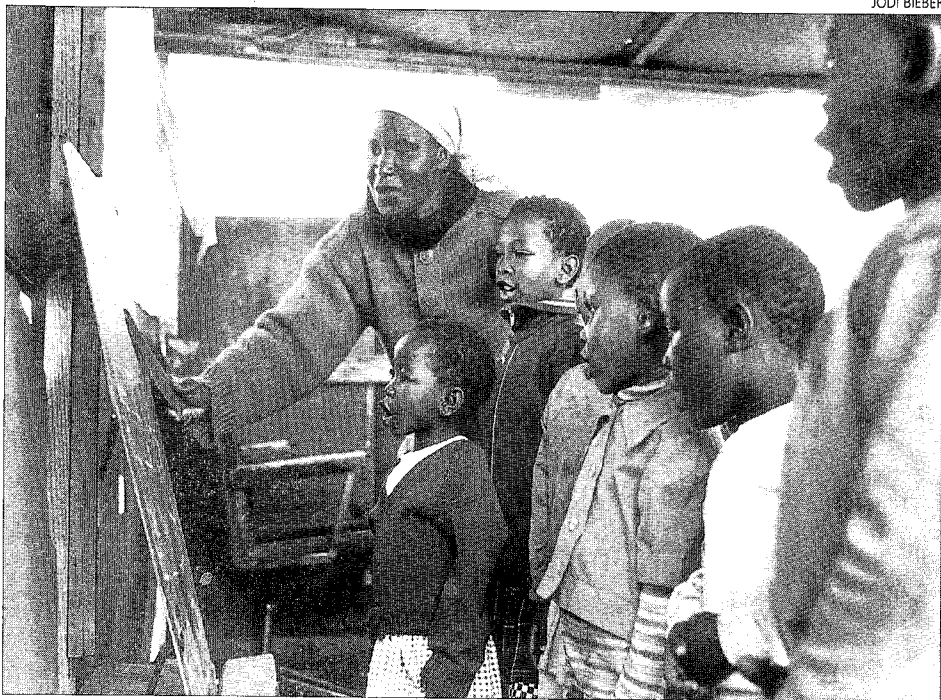
WCCTO spokesman Mr Mike Reeler said earlier he felt the retrenchments should be phased in slowly to give schools more time to adjust to the changes.

The impact of the retrenchments will be felt mostly by the old Cape Education Department (white) and House of Representatives (coloured) schools.

In some cases, Model C schools stand to lose half their teaching staff.

If the retrenchments go ahead on July 1, principals will have to inform teachers by the end of this month to give them notice of three months — a legal requirement for retrenchments in the civil service.

It is understood the grading of schools — which will determine the salary and status of the principal as well as the size of the staff and its seniority — is holding up the talks.



Bad old days ... the meagre resources allocated to black pupils has resulted in most not gaining a good enough education to ensure jobs when they finished their schooling. Now Gauteng students who failed matric are getting a second chance.

## Bid to rid black schools of white teachers to be intensified

By MANDLA MTHEMBU

The Azanian Students' Movement is set to step up its "employ black teachers" campaign aimed at removing white teachers from black schools.

The reinforcement of the campaign, which has been criticised as racist, follows the recent acquittal of 15 Azasm members who were arrested for protesting inside the SABC building in Kimberley last September.

"Now that the case has been resolved, we will vigorously continue to campaign for the employment of black teachers," Azanian People's Organisation spokesman David Lebethe said yesterday.

However, the organisation said it would allow white teachers in township schools provided black teachers were also employed at white schools.

Lebethe labelled white teachers who teach at black schools as

"rejects", saying "most were pensioners or have bad records at their previous schools".

Azasm spokesman Donald Mankga reiterated the organisation's call for the Department of Education to "seriously consider employing black teachers".

He said several schools were still overcrowded, citing Safanododa Secondary School in Northern Province where six teachers were forced to teach 15 classes with more than 60 pupils per

class.

The organisation also welcomed Wednesday's tabling of the draft schools bill despite its reservations about how successfully the bill could be implemented.

"Like the RDP, the bill will be criticised when it fails to deliver," said Lebethe.

The draft bill proposes to introduce free and compulsory schooling and scrap to Model C schools.

Star 8/3/96

(321)

## 'Morale is part of the equation'

(321) CT 11/3/96

EDUCATION WRITER

THE teaching of mathematics was being hampered by low teacher morale and a waste of resources by provincial education departments, the president of the Association for Mathematics Education of South Africa (Amesa), Mr Mathume Bopape, said at the weekend.

He was in Cape Town for a national Amesa meeting, called to find ways to improve maths teaching and to increase the role of teachers in competitions.

"I don't believe the shortage of maths teachers is as bad as everyone makes out—the challenge, especially in the rural areas, is to make teachers interested in mathematics and then to develop their skills," Bopape said.

INSTITUTIONS TO BE 'MERGED'

# Teacher colleges may be cut from 100 to 40

CT 13/3/96 (321)

**PRETORIA:** The Commission on Higher Education is considering alternative uses for institutions as the system faces an increase of two million students over the next five years.

THE merging of tertiary education institutions might have to be considered in order to accommodate the growing number of graduates the economy needs, the National Commission on Higher Education said yesterday.

But institutions of higher education would not be closed, commission member Dr Chris Garbers said, although they might have to be used for alternative, cheaper forms of training.

Commission chairman Dr Jairam Reddy said the country's more than 100 teacher training colleges could be cut to about 40, with the rest being used as com-

munity colleges.

Garbers said South Africa had too many teacher training colleges. Northern Province had 22, but needed only seven.

The higher education system, he said, should aim at increasing the number of students at technikons and technical colleges.

The commission was asked to provide Education Minister Dr Sibusiso Bengu with a transformation policy.

Reddy said the higher education system would have to cope with an increase of about two million students in the next five years.

He and his team will make their

discussion document public early next month.

Among the issues the commission has considered are: Funding mechanisms, including student loans, the financial burden universities are facing with the recent 20% government funding cuts, and the upgrading of facilities in the former homeland institutions.

Most of the growth in the demand for higher education would come from the black community, who had been disadvantaged in their tuition. They would have to be given access to a bridging course to ensure present standards were preserved.

The commission believed there should be three times more students in technikons and colleges than in universities. — Own Correspondent

# Teaching colleges misuse state resources — audit (321)

BD 19/3/96

Kevin O'Grady

SA's education colleges are being used to obtain qualifications by students who cannot enter or afford universities and technikons, causing a "massive misuse and waste of state resources".

This is one of the findings of a government-commissioned audit of SA's 104 education colleges, released in Johannesburg yesterday. The report is one of six on teacher training that will form the basis for a new policy governing the institutions.

Conducted by the National Business Initiative's education and training unit, the audit found colleges were accepting students "who have no intention of teaching". It also found that a government aid scheme for students was "counterproductive" and millions had been written off as a result of the education department's inability to recover loans and bursaries.

The country's 93 non-correspondence colleges provided the most expensive tertiary education, many having inadequate teaching venues, low

staff-to-student ratios — 5 700 academic staff teaching 71 000 students, ratios ranging from 1:6 to 1:18 — and "unrealistic" tuition fees. Fees ranged up to R3 000 a year. "Notwithstanding that, there is tremendous student reluctance to pay," he said.

Unit director Jane Hofmeyr said there was a need to "close some colleges and amalgamate them with others". The National Commission on Higher Education said recently the number of colleges should be halved.

Researcher Michael Rice said there was a lack of administrative capacity. "Many people responsible for college finances do not have any expertise at all. Some colleges have a long, long way to go in terms of financial autonomy."

Bad teaching was prevalent and would translate into "bad teaching in the schools". Classroom skills were neglected in favour of theory. The audit also found positive aspects, including that the colleges collectively had the physical capacity to produce the teachers of the future and that there were "pockets of excellence and innovation".

By Thoma Lund

Immediate action is necessary to rectify the bleak situation in South Africa's 281 teacher training institutions, a national audit of the college sector has found.

According to the audit, the majority of the colleges produced teachers who could not teach or think critically, employed lecturers with unprofessional work ethics, offered "woefully out-of-

date" curricula and were squandering millions of rands.

These were the conclusions of the National Teacher Education Audit, published by the Department of Education yesterday.

The audit is the result of a six-month study conducted by the National Business Initiative's education and training unit.

It is one of several that will make up a national education audit intended to guide new policy

and legislation for transforming the education system and its 104 state colleges of education.

Presiding the audit, director Dr. John Edgerton said the situation as bleak.

Researchers said the most depressing finding was that most of the 500 000 students in state colleges had no intention of becoming teachers. Most of them had gained entry on a purely "to have their maternal fields taken

care of for three years."

There was also a critical shortage of maths, science, second-language, English and special education teachers.

The colleges were described as being "predominantly sites of great 'democratisation' with inadequate leadership, with inept and violent students demanding admission."

The "student culture of entitlement" and "poor quality of teachers coming out of most colleges is very

Star 19/3/96 sites of a great

mean, resenting found, was sexual abuse, on campus, had poor facilities in hostels and One of the four main audits, Dr Michael Rice, said he was particularly concerned about what he described as "outdated philosophy held by most unprofessional lecturers."

The quality of teachers coming out of most colleges is very

bad indeed. What critical findings there is, is primitive. Rice said, however, he said, colleges that were "poets of excellence" and "poets of excellence" and excellent teacher training.

Other worrying conclusions related to lack of administrative capacity and poor financial management.

He explained these and other findings as products of apartheid.

with 17 departments of education that were then further fragmented along provincial, regional and departmental lines.

Dr Andrieus Roux accepted the audit on behalf of Education Minister Sibaso Bengu, saying it would provide a much-needed finding. He emphasised the minister's commitment to improving the education system by implementing the findings of the audit.

democratisation

(321)



(iii) <i>France: 15-19 May 1995</i> <i>United Kingdom: 19-20 May 1995</i> <i>Canada: 11-16 August 1995</i> <i>China: 1-15 September 1995</i> <i>France and United Kingdom:</i>	(c) <i>France and United Kingdom:</i> Accompanied by the Administrative Secretary of Deputy Minister <i>Canada:</i> Accompanied by an official from the Department <i>China:</i> Accompanied by an official from the Department
<i>Canada:</i> R31 513.12 <i>China:</i> R32 785.23 <i>China:</i> R26 229.69 R90 528.04	
Total	

## INTERPELLATIONS

(321)

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

## Intention to retrain teachers

1. Senator A. E. VAN NIEKERK asked the Minister of Education:\*

Whether it has been decided to dismiss any teachers currently employed; if not, what is the position in this regard; if so, (a) how many teachers will be affected in each of the provinces and (b) how does he intend dealing with the consequences of such decision?†

S189E/INT

The MINISTER OF EDUCATION, Mr President, the simple answer to the hon member's question about whether there is any intention to retrain any teacher, is no.

I do not have to remind the hon member that the financing of education was grossly inequitable during the apartheid era. I am sure he knows that better than anybody else here, as he belongs to the party that created that situation.

The hon member is also aware that the Constitution does not allow for such a situation to be maintained. I had various discussions and workshops with the MECs in the provinces to find ways of effecting equity in funding in a manner that would cause minimal disruption in education. Our final agreement was that this would be effected over a period of five years with a shift of 15% in the 1995-96 Budget from the higher-than-average funded provinces to the lower-than-average funded provinces.

Even after making the shift, inequity still exists, as follows:

With 100% as the average funding, the Western Cape is funded at 149.5%, Gauteng at 122.8%, and the Free State at 101.4%. At the other end of the scale, the Eastern Cape is funded at 71.1%, Northern Province at 82%, KwaZulu-Natal at 95%, Mpumalanga at 96.1% and North West at 97.1%.

Another shift of 20% is being made this year. When these shifts are made in accordance with the Constitution, they affect the number of teachers employed in the province, as these apartheid

inequalities are reflected there. What this means is that teachers also need to be shifted or redeployed from one higher-than-average funded province to one lower-than-average funded province. This redeployment is what has been negotiated and agreed upon with the teacher unions. Satisfied and happy.

However, because of the realisation that some teachers might find it impossible to move to other provinces for one reason or another, the agreement we currently have with the unions deals with how those teachers will be treated. Nowhere in that agreement do we have any recognition of how we would agree to handle a redeployment of that agreement so that they can be better informed. [Time expired]

Senator A. E. VAN NIEKERK: Mr President, in his Opening Address to Parliament last year the President of South Africa said, and I quote (Hansard, Joint Sittings of Both Houses of Parliament, col 10):

Today I once more wish to reassure teachers that this Government is committed to redeploying rather than retraining teachers.

The Minister says "no retraining". The President says, "rather than". In his reply to the debate the President said, and I quote again:

Any community which wants to retain its schools, its own language, its cultural background, its religion, is free to do so.

Sir, these are words of assurance, words of reconciliation, and we respect these words and take them very seriously. But let us look at what is happening in practice. Let us look at what the relevant department is doing with the wishes and good intentions of the President. This debate will focus only on the teachers, and their dilemma.

\*The hon the Minister is delighted about the redeployment of teachers, because no-one is being dismissed. However, the hon the Minister of the ANC never fully considered this idea. Now that uncertainty already exists in education, ways and means of accommodating teachers who are not removable have been mentioned for the first time. This theory is wonderful, because no-one will lose his or her job, but what about the practical application?

Teachers, irrespective of where they teach or their background, are people, not beings without souls

Hansard

that can be manipulated in order to alleviate the crisis of the Minister, which he created himself, and which is the result of poor planning. I shall come back to the poor planning later.

The teacher as a whole will have to be taken into consideration. This should already have been explained to him, and if this had been done the present uncertainty would not have arisen. What happens of the teacher who cannot be moved as a result of exceptional circumstances? What will be the fate of the teacher whose dwelling cannot be sold? Will the Minister take his place? What will happen to the working wife of this teacher? Should she simply remain behind?

What is more, what will become of the family of the female teacher if she has to move? The ratio of women to men in education, for example, in Gauteng, where approximately 2 000 teachers will have to move, is 7 women to 3 men. Does this not matter? Who is going to be held responsible for this unusual social situation? The Minister or who else?

It never works to correct one wrong with another.

How acceptable will this dumping of teachers be in other communities and schools to which these teachers have to move? Certain trade unions have already taken an express stand against teachers who teach in certain schools which they as trade unions consider to be undesirable. Has the hon the Minister as yet held discussions with these trade unions? Has he made an effort to soften them up? He should not allow the children to suffer because of the uncertainty among the teachers and parents to an inability to reconcile theory and practice. The future of our children is in the hands of teachers who regard education as a career and have certainty. [Time expired.]

\*Senator A B BRUIER: Mr President, the further uncertainty associated with this entire matter not only relates to teachers. There is also uncertainty with regard to the entire question of mother-tongue education, because mother-tongue education will have an influence on the allocation of teachers. I would like to point this out to this honourable House.

During the seventies, when the children in Soweto were forced to accept Afrikaans as the medium of instruction, it caused a very strong reaction. A kind of war in fact resulted. We now find ourselves in this situation, and I think that it is the

right of a child to receive education in his or her mother-tongue. We will want the Minister to take a very clear stand in this regard, because it will have an influence on the entire nation in which education will take place in South Africa.

The Minister should tell us whether he as an educationist is in favour of mother-tongue education or not. He should tell us whether mother-tongue education will continue to exist in this country, yes or no. [Time expired.]

\*Senator T G G MASHAMBA: Mr President, I would like to point out that the deployment of teachers is becoming difficult because of the legacy of apartheid. We were put into tribal ghettos all over the country, and teachers were meant to teach only their own kind. [Interjections.] We are here to try to build a new South Africa, and if it were not for apartheid, it would not be difficult for a teacher to come from Messina and teach in Cape Town, in all other spheres of work, we all leave our families—town senators will recall the migrant labour system—and work in different parts of the country. If we had had a normal history, it would not be difficult for us to find a teacher who was teaching maths in Messina and could go and teach maths in Uptown. However, because of apartheid tendencies have been created in our minds—parochialism means that one is only concerned about one's own village, township and suburb—we encounter these terrible difficulties when we want to recreate South Africa. I have said in this House before that we also want to create a multilingual people thereby enabling us to speak Afrikaans, English, Japanese, or whatever the case may be, so that one is able to teach. [Time expired.]

\*Senator A E VAN NIEKERK: Mr President, I seriously feel that the hon senator on the other side has just spoken Greek.

The hon Richard van der Horst, education spokesman of the DP, has also entered the fray. The day before yesterday he said in *Die Burger* with regard to the introduction of rationalisation committees, and I quote:

Die proses is 'n ontduiking van verantwoordelikhed onder die dekmantel van demokratiese onderwys te gebruik om te doen wat die Wes-Kaapse Onderwysdepartement nie self wou doen nie.

Apart from hearing that the department is under pressure from the national department, we should take note that we are living in a time of inclusivity,

in which one's future is decided along with one, and not for one.

The election date is approaching, and this kind of political opportunism will become increasingly prevalent. I want to add that the Minister is right in saying that Ndaba and Sadiq said that negotiations should take place after referral to the Council on Labour Relations in Education, and that the right of teachers should not be assailed. Thoughtlessness and a lack of planning, moreover, render this process difficult for the Minister to deal with, and the issues that will be brought before the council will still identify this problem.

\*Senator N SINGH: Mr President, my party believes that the retrenchment of teachers, if at all necessary, should be handled with a great deal of circumspection and sensitivity and should be considered as an absolute last-resort measure.

Teachers are trained at considerable expense to the taxpayer and can therefore be regarded as a national investment. The correct approach to resolving the so-called "overcapacity" of teachers in some sectors of education is to provide it by an audit of the availability of classrooms, other infrastructural support systems, pupil enrolments and the availability of specialist teachers. Compromise should also be taken of the possible deployment of specialist teachers in the fields of mathematics, natural sciences, computer studies and technical subjects to areas of greatest need.

This should, however, be done in full consultation with teachers and with due regard to factors such as safety, accessibility to schools, and family circumstances. Incentives could also be offered in this regard. Finally and importantly, programmes should be initiated as a matter of urgency to train previously disadvantaged teachers in specialist fields.

\*Senator J SEJFIE: Mr President, the effects of discrimination on education in our country have been absolutely devastating. Three out of every 10 people in South Africa have never been to school. Three out of every 10 Black pupils in our school system at the moment leave without writing mature.

In addition, according to my information, there are about 1.3 million children who should be at school, but who are not, chiefly because there are not enough classrooms to accommodate them. We expect school enrolments to increase to 14 million pupils by the year 2000 and if we work on an average teacher-pupil ratio of 35 to 1, this means

that we will have to employ nearly a quarter of a million more teachers by that time.

We need, as a Parliament and as a society, to realise that in our human resource development plan, teachers are our most precious asset, and we need to retain their skills and their abilities because they are a national investment. At the same time, we find teachers in an incredible state of uncertainty. I have had countless meetings with teachers all over my constituency and they come out with the same .... [Time expired.]

\*Senator A E VAN NIEKERK: Mr President, I want to support what the hon Senator Sejfié has just said, because it is a serious case of uncertainty.

As far as the Northern (ape) Province, the province which I hail from is concerned, I want to request the Minister please to reconsider the formula determining the pupil-teacher ratio, because 750 000 people live in this province, which consists of one third of the country's surface. This ratio is completely unmanageable.

Let us come to the crux of this matter. Before the elections in 1994, the ANC made promises in connection with education. [Interjections.] We have no problem with those promises. We embrace them. However, when we came to the implementation problem, the reality is that the ANC is forced to deliver now.

I want to state clearly that we on this side of the House do not think that the promises will ever materialise, because the hon the Minister and the department lack the capability to plan financially. Before the election the ANC made promises without calculating the financial implications. What is much worse than that, and the hon the Minister is sitting here today, is that after two years he and his department still do not have an all-embracing financial plan. We blame the hon the Minister for the uncertainty in education. We see a repetition of history here, as I said yesterday during the debate on the National Youth Commission Bill. School children had to suffer because of apartheid, then they had to suffer as part of the struggle, and now they have to suffer because of the inability of the Minister to reconcile theory and practice.

THE MINISTER OF EDUCATION: Mr President, I need to clear up the confusion that seems to prevail in this House. Throughout the country, the provinces are speaking not of teacher retrench-

ments, but of teacher redeployment. In fact, what the President was saying is exactly what we are doing, namely to redeploy and to redistribute the teachers.

It is only in the Western Cape, where the provincial Government is led by the NP, that there is confusion. It is only here that they speak of redeployment. Throughout the country... [Interjections.] If hon. senators want me to reply, they will listen to what I have to say. It is quite clear that throughout the country we are managing the redeployment of teachers with responsibility.

One senator referred to mother-tongue education as a pedagogical principle. We are committed to that. The document that we issued in November 1995 says, firstly, that there will be the use of a home language. It says that the decision will be with the local authorities in consultation with the authorities of the province. What the Afrikaans-speaking people are doing, today, therefore, is a matter of much ado about nothing. [Interjections.] Debate concluded.

#### QUESTIONS

\*Indicates translated version.

*For and reply:*

*Questions standing over from Thursday, 7 March 1996:*

#### Renovation of building in New York: mismanagement of funds

\*15. Sen H J P LEBONA asked the Minister of Foreign Affairs:

- (1) Whether an investigation has been conducted into the alleged mismanagement of funds allocated to renovate a building in New York purchased by the Department of Foreign Affairs for its use during the previous dispensation; if not, why not; if so,
- (2) whether this investigation has been completed; if not, why not; if so, what was the outcome of the investigation;
- (3) whether it was proved beyond reasonable doubt that funds had been mismanaged; if so,
- (4) whether he or his Department has taken or intends taking any steps in this regard; if

not, why not; if so, what steps?

598E

THE DEPUTY MINISTER OF FOREIGN AFFAIRS: Mr. President, first of all I wish to apologise. The Minister is hosting the President of Ireland as well as the Foreign Minister of Indonesia, and therefore he cannot be here today.

(1) The Department of Foreign Affairs, together with the Department of Public Works, appeared before the Joint Standing Committee on Public Accounts on several occasions in connection with the building in New York. At the request of the Joint Standing Committee on Public Accounts an independent advocate was appointed by the Auditor-General. In conjunction with a private Auditor, he conducted an in-depth investigation and interviewed a number of people in South Africa. A trip was also undertaken to New York, where discussions were held with various people involved in the project. The former Consul-General, who now resides in the USA, was also interviewed.

(2) A comprehensive report was compiled by the team, from which a synopsis was made and forwarded to the Chairperson of the Joint Standing Committee on Public Accounts on 8 November 1995.

(3) In the report the team gave an overview with regard to a variety of issues and made certain recommendations relating to the project as such.

(4) At this stage the Department of Foreign Affairs is unable to comment on what the viewpoint of the Committee will be and is of the opinion that it will perhaps serve a better purpose if further comments are left in abeyance until such time when the Committee reports back to Parliament.

**Sonhos killed: effect on relations with Lesotho**  
\*16. Sen H J P LEBONA asked the Minister of Foreign Affairs:

- (1) Whether the recent incident in which 16 Sonhos were killed on the border between Lesotho and the Eastern Cape, has adversely affected relations between Lesotho and the Republic; if not, what is the position in this regard; if so, what are the relevant details;

- (2) whether any steps have been taken to resolve the conflict; if not, why not; if so, what steps?

599E

Senator H J P LEBONA: Mr. President, I wish to make a correction to the question as it is printed on the Question Paper. There is no such thing as "16 Sonhos". It should be "16 Basotho". Incentive Babes [Heavily snr.] [Interjections.] [Laughter.]

THE PRESIDENT OF THE SENATE: Order! The correction will be recorded. Thank you, senator.

THE DEPUTY MINISTER OF FOREIGN AFFAIRS:

- (1) This was a tragic incident and condolences were conveyed to the families of the deceased.

The incident did not adversely affect bilateral relations between our two countries as a result of numerous joint interventions by the South African and Lesotho Governments.

On 3 February 1996, 670 Basotho crossed the border into South Africa and proceeded to raid villages in the area of Thabane/Matlantse in the former Transkei. Livestock was driven into Lesotho.

In a subsequent pursuit by the security forces thirteen men were killed and another injured.

Immediately after the incident the South African High Commission and the relevant Lesotho authorities undertook a joint fact-finding mission to the area. Likewise the South African and Lesotho police forces conducted a joint investigation into the circumstances surrounding the incident. A joint post-mortem was also conducted. Two members of the South African Police Services (SAPS) were arrested.

- (2) It is clear that the mutual cooperation in this matter is excellent. Currently the crisis is being managed at Ministerial level.

As a result of the incident at Thabane a meeting took place in Cape Town on 15 February 1996 between the acting Ministers of Foreign Affairs of Lesotho and a South African Minister and delegation consisting of Minister S. Mtshali and Deputy Ministers A. Pahlam, J. Nkhathala and R. Schoeman. The High Commissioner

accompanied the Lesotho delegation. The border situation was discussed.

As a follow-up to the Ministerial meeting in Cape Town a further meeting took place in Maseru on 23 February 1996. The meeting was attended by a high level Ministerial delegation of Lesotho which included the Deputy Prime Minister and the Minister of Home Affairs, the Minister to the Prime Minister, the Minister of Foreign Affairs, the Commissioner of the Royal Lesotho Mounted Police and the Commander of the Lesotho Defence Force. South Africa was represented by Minister Mtshali, Minister Mtshali, Deputy Minister Pahlam and senior representatives of the SANDF and SAPS.

A joint press statement of released after the meeting emphasised the importance of retaining good bilateral relations and the need to address the ongoing stock theft problem. Several measures were decided on including the need to maintain high level contact between the two countries, the need for ongoing operations by the Police and Armies of both countries, the putting into effect of the joint Extradition Treaty, the review of legislation pertaining to stock theft and related crimes, the creation of structures for the systematic reporting of incidents of stock theft, and contact points for recovering stock, etc.

The meeting ordered the respective Commissioners of Police to draw up a combined report about the border situation in general. This report will be discussed at a follow-up Ministerial meeting.

The meeting in Maseru was generally regarded as very constructive in addressing the serious situation on especially the Eastern Cape/Lesotho side of the border. The High Commission, in cooperation with the Lesotho Government, will assist in identifying practical ways in which the decisions taken could be implemented.

SENATOR M A SULLMAN: Mr. President, on a point of order. The hon. Senator LEBONA has asked for a technical correction with regard to the 16 people who have died, and members on the other side of the House laughed about it. Is that what we think of the people in our country? I only want to know whether this is in order. [Interjections.]

# Staff for all schools

**T**HE REDEPLOYMENT OF TEACHERS is necessary to eliminate the inequalities of apartheid education. However, the transfer of teachers from one school, subject field or sector to another will be difficult to implement.

On 29 September 1995 the national Education Department and teacher organisations signed an agreement that equity should be phased in over five years.

All primary schools with over 40 pupils in a class and secondary schools with over 35 pupils must reduce their class size, while schools with fewer pupils than the minimum standard ratio must increase their numbers.

Although hundreds of teachers have already moved through voluntary redeployment, protracted labour negotiations have delayed the process. Provincial education departments and teacher organisations are still negotiating the implementation of redeployment in their reconstituted provincial Education Labour Relations Councils.

For example, Eastern Cape spokesman Mr Phaphama Mfenyana says they tabled a document on redeployment last week and are presently discussing the stages.

Western Cape and KwaZulu-Natal have already reached agreements and all provinces are expected to have agreements in place by the end of April.

Moreover, the education MEC's and heads of department are required to draw up short-term annual plans and macro plans on teachers' posts, in consultation with teacher organisations.

## Equity drives the process

"Educational concerns inform how redeployment is phased in, but the fundamental principle driving the process is equity," says Gauteng MEC for education Ms Mary Metcalfe. She says the most important step is a common pupil-teacher ratio and equitable use of teachers.

The national agreement advances equity through standard pupil-teacher ratios, class sizes, post-provisioning scales and grading of schools.

In 1994 between R1 524 and R2 210 was spent on a black pupil, less than half the R4 772 spent on a white pupil, according to the *South African Institute of Race Relations Survey*.

The number of pupils in a class and how much their teachers are paid are two key factors which influence how much money is invested per pupil. However, class size is not only based on the number of teachers but also on the number of classrooms available.

Voluntary redeployment has been introduced in Gauteng to tackle the problems of

Equalising education involves more than just spending an equal amount of money on each child. Teachers will also have to move to schools or subject areas where there is a shortage. **Claire Keeton** examines this issue

(321) Sowetan 2/4/96



**Mary Metcalfe ... redeployment of teachers is in the interest of equity.**

overcrowding, understaffing and the need for staffing new schools. The department may not advertise any posts until redeployment is in place.

Voluntary redeployment is implementable if a teacher is willing to move, schools agree to release and to accept the teacher, and if it is managed by the department.

The legal redeployment process will follow a similar route - schools which are oversupplied will release teachers to boost understaffed schools.

South African Democratic Teachers Union president Mr Duncan Hindle says the union has identified three types of redeployment.

The first category was the geographic redeployment of teachers from town to township, urban to rural areas and even inter-provincially. He says the state has raised the possibility of incentives for teachers to move to rural schools in their new salary package.

Another option for teachers would be retraining and moving them from one subject field where there is a surplus to another.

Hindle says: "The more dramatic option is teachers being redeployed into another sector, for instance, adult education or early childhood development."

In Gauteng schools with excess teachers will supply their names to the department, and schools which require additional teachers will table their requests - the department will try to

match these two needs.

Schools have distorted their enrolments historically, but in Gauteng this year the 10th-day enrolment figures were randomly checked by the department to ensure accurate figures.

The department has printouts for every school and these statistics will be used for exposing "ghost pupils" and mapping out redeployment.

School governing bodies will play a role in approving appointments, monitoring the process and checking there is no victimisation.

"The reality is that not all teachers will want to be redeployed. They will have the option of early retirement," says the education director of labour relations Mr Roger Falcon.

"We support President Nelson Mandela's thinking that educators will not lose their jobs. But it would be frivolous to say there won't be redundancies."

## Concerned about loss of staff

Association of Professional Teachers president Ms Sue Rees says they are concerned schools will lose a body of experienced teachers in this way.

But Hindle says: "We are sure that when all options are explored, the chances of formally retrenching teachers will be negligible."

Metcalfe says the national department will have to finance provinces to back up the state-labour agreements: "Nobody is talking about retrenchment; it is about moving teachers."

Education concerns, such as the curriculum, require that equity is phased in and not introduced in one step. Some schools will have to gradually reduce their choice of subjects.

"Once redeployment has been agreed, every school will have to make changes to its timetable and teachers," Metcalfe says. "Schools have understood they will have to choose their curriculum on a rationalised basis."

But certain subjects will receive special dispensation since they have restraints; for example, in technical education only a limited number of pupils can be safely accommodated in a workshop.

Metcalfe says redeployment will be a complex process requiring commitment from all schools - in the interests of an equal, better education system for everyone.

## PRINCIPALS SLAM TEACHER CUTS

# New ratios 'perpetuate second-rate education'

(321) ~~350~~ CT 3/4/96

**A QUALITY EDUCATION** for all children cannot be achieved with the government's proposed pupil/teacher ratios say school principals. **CAROL CAMPBELL** reports.

**B**IGGER classes and fewer teachers in South African schools will perpetuate a second-rate education system and hamper the professional development of teachers, Mr Melvyn Caroline, secretary of the South African Principals' Association, said in a statement yesterday hammering the government for its proposed teacher cuts.

The association has 4 000 members.

Caroline was referring to a government decision last year to reduce teacher numbers to achieve a 35:1 pupil/teacher ratio in high schools and 40:1 in primary schools.

"Our call to the government is to provide quality education for all children and it cannot achieve this with the proposed ratios.

"Provision needs to be made

for school management and non-contact teaching time."

However, the ratios being mooted by the national education department are not fixed and could drop if the economy improved and more money was made available for education.

Western Cape Education MEC Martha Olckers said earlier the ratios were first worked out by local education department officials and offered to the national department as one way of achieving equity in spending between all the old education departments.

After negotiations in the Education Labour Relations Council, which represents teachers and the government, it was agreed to adopt the ratios nationally.

Only two weeks ago the bargaining unit of the Western Cape

education labour relations council agreed to axe nearly 6 000 teachers in the first phase of a five-year plan to reach the 40:1 and 35:1 ratio.

Most teachers to be retrenched in the Western Cape are from the old white and coloured education department schools. Black schools are still hopelessly overcrowded.

Caroline also expressed concern at the lack of visible progress in building classrooms and improving conditions for teaching and learning in traditionally disadvantaged schools.

"Unless these backlogs are addressed as a matter of urgency it will not be possible to effect a meaningful deployment of teachers and a reduction in the size of classes."

He was concerned that the national education labour relations council often bypassed principals, who did not receive information timeously on deliberations affecting their schools, undermining the authority of the principal.

# Britain lures black SA teachers

#(321) Sowetan 10/4/96

**By Alan Robinson**

**LONDON** — Hard-pressed British authorities are actively recruiting black South African teachers to fill soaring vacancies in the inner city areas of London.

But education officials deny that the teachers will stay permanently in Britain and so be lost to South Africa, where their services are perhaps even more desperately needed. A two-year time limit has been placed on their appointments.

In a move that is sure to anger the Mandela Government — the President himself recently condemned the large-scale British recruitment of South African doctors to highly paid medical posts in the United Kingdom — two recruitment teams have visited the Republic

and a South African teacher has been signed up to coordinate the operations.

At least 10 black South African teachers have already been taken on by Britain's largest supply teacher agency and the target set is 100 by the end of next year.

Ian Penman, co-director of TimePlan, says: "There is a clear shortage of black teachers in London who can also act as role-models for black children. We do not produce too many of them in this country but South Africa does."

The British Department of Education said there were no figures available showing the ethnic breakdown of the country's teaching force "but we would welcome moves to bring good teachers from the ethnic minorities into the population."

Mr Penman denied that TimePlan's opera-

tions could lead to brain drain, taking the cream of black teachers out of South Africa. He said: "Clearly, there is a benefit when they go back to South Africa. London is a tremendously successful multiracial community in many ways and it is good for South Africans to see that working."

The agency also employs white South African teachers and others from Commonwealth countries like Australia and New Zealand.

Lester Koopman was one of the first black South Africans to sign up with TimePlan and heartily endorses the scheme: "This is the answer to my dreams because I wanted to travel overseas. It is possible to come over here and work so that I can pay off my student loan. Many more coloureds will be coming over."

# Teacher stayaway at 75 KwaMashu schools

Farouk Chothia

DURBAN — Classes for more than 80 000 pupils in KwaMashu were cancelled yesterday after teachers stayed away to highlight security problems in the Durban township.

SA Democratic Teachers' Union (Sadtu) KwaZulu-Natal secretary Ndaba Gcwabaza said teachers had taken part in a stayaway at 75 schools to highlight the deteriorating security situation in the township. Gunmen entered JE Ndlovu High School last month, killing a teacher, M Ndabe, in front of pupils. There were rumours that other teachers would also be

20 11/4/96  
killed. Township sources said the attack on teachers was a spillover of gang warfare involving unemployed cadres of Umkhonto weSizwe who were terrorising residents. KwaMashu is an ANC stronghold.

Gcwabaza said the attacks on teachers were threatening the union's campaign to create a culture of learning and teaching in schools. Pupils from two schools had not been attending classes since last year.

ANC KwaZulu-Natal spokesman Dumisani Makhaye said that Ndabe had been killed because his brother was a gang member. A day after his death, ANC national chairman Jacob

321 (321) (321)  
Zuma had called a meeting of the various gangs.

He warned them that any person involved in killings would no longer be regarded as an ANC supporter. There had been no deaths related to gang-warfare since, Makhaye said.

Gcwabaza said Sadtu had scheduled a mass meeting today. Senior police officers and ANC leaders were expected to attend.

It was possible that classes would resume next week, he said.

Makhaye said police had arrested several ringleaders, but some had been released on bail. Police and courts had to be firm in such cases, he said.

# Teachers uneasy at being used as political footballs

CAROL CAMPBELL

DISGRUNTLED teachers in the Western Cape feel that they are being used by politicians to win votes in the upcoming local government elections.

Yesterday, on the first day of the second term, staff rooms were abuzz with talk about an advertisement placed in Cape Town newspapers by Education minister Dr Silas Bengu on Tuesday saying that no teachers in the Western Cape would lose their jobs.

This announcement comes only weeks after local teacher

unions and the province's education department agreed that at least 6 000 teachers in the province would lose their jobs on July 1. More teachers would be made redundant every January until the year 2 000 in a drive to slow education spending in the province.

Bengu pointed out in his advertisement that government spending on education in the Western Cape was still higher than in any other province and funds had to be shifted to poverty-stricken areas like the Eastern Cape.

"It is therefore important ... to emphasise that it has never been

my ministry's position to renege on teachers. In fact ... had the National Party in the Western Cape wanted to see equity in education they would not have alarmed the public by distorting what was clearly a very sensible approach to a serious matter for their short-sighted political ends."

Local MFC for education Mrs Martha Olickers said it was interesting to note the timing of the advertisement because, with elections so close, it could be a move to win the support of the coloured community. Coloured schools were expected to lose most to retrenchments.

"Olickers has herself been accused of repeatedly using teachers to score political points.

Minutes after the retrenchment agreement was signed, she announced that R330 million had been made available by the Western Cape (NP) government to pay teachers until the end of the year.

Education department officials had to do some fancy footwork to explain to teacher colleagues that they had not negotiated in bad faith and did not know Olickers would make her announcement until they read it in the papers.

Responding to the political

bickering between the Western Cape and national education departments, Mr Mike Reeler, a spokesman for the Cape Council of Teachers' Organisations, said he "deployed" the use of education for political ends.

"We appeal to all politicians to behave responsibly and not to try to score cheap political points at the cost of the education of hundreds of thousands of children and at the expense of further demonstrating and exploiting an over-worked teaching corps.

Mr Basil Snayev, head of the SA Democratic Teachers' Union in the

Western Cape, said the union had always favoured redeployment of teachers over retrenchments.

"Our priority at the moment is that things must change in education," he said, referring to the union's drive to achieve equity in spending between all the old education departments.

The head of the Cape Teachers' Professional Association, Mr Archie Vergorine, said he welcomed Bengu's statement. "It is encouraging at last to receive a clear indication of what the government means by the rationalisation process."

Neh

(011)

Secr.

CT 11/4/96

(321)



# Mixed reaction to UK's recruitment of black SA teachers

(321) Star 12/4/96

By LEE-ANN ALFREDS  
Education Reporter

News that British authorities are recruiting black South African teachers for inner-city London schools has been met with a mixture of hostility and enthusiasm in the education fraternity.

The Star, other newspapers and the British consulate have been inundated with calls from teachers seeking more information on the organisation behind the recruiting operation, TimePlan.

However, teacher organisations have expressed concern about the "brain drain" of professionals.

Teachers Martin Louis of Eldorado Park and Bangi Msiza of Jo-

hannesburg were just two who tried to track down TimePlan.

The Star reported on Wednesday that British authorities had recruited at least 10 black South Africans to fill vacancies in run-down inner-city schools in London and were looking for more.

But while the SA National Civic Organisation (Sanco) has decried the move as "disturbing", Louis and Msiza see it as a lifeline. They would rather brave an unknown future in London than the insecurity of life as a teacher in SA.

"In Gauteng all indications are that teachers will be retrenched. At my school alone, at least seven posts will be done away with this year," said Louis.

"The new teacher/pupil ratios

will make teaching more difficult and lead to standards dropping. So, if given the opportunity, I'll grab the chance to work in London with both hands."

Msiza agreed, saying he was angry with what was happening. "There are so many problems with teaching, such as retrenchments. I'm getting fed up."

Louis said he had not considered working abroad before.

"But if I got offered a job in London it would be a heaven-sent opportunity for me. I would not want to go forever, but I would use it as an opportunity to save so that I would have some financial security when I returned," he said.

Msiza said he would use it as an opportunity to improve his

qualifications.

But their feelings are not shared by Sanco or the National Professional Teachers' Organisation of SA (Naptosa). Sanco condemned it outright, and Naptosa said it would be unfortunate to see teachers leaving the country as it was vital to retain professionals.

But the organisation stressed that teachers had a right to do whatever they wanted.

The SA Democratic Teachers' Union (Sadtu) has expressed concern about the recruitment drive, fearing a "brain drain" of teachers.

Sadtu believed more than the envisaged 100 teachers would be recruited, Sadtu president Duncan Hindle said in a statement.

# W Cape teachers still confused about future

(321) AKG 13/4/96

Western Cape teachers would rather stay in the Cape than accept jobs in other provinces.

**JEAN LE MAY**  
*Staff Reporter*

CONFUSED Western Cape teachers will not have any clarity on their future until agreement is reached at a crucial meeting of the Educational Labour Relations Council's bargaining committee in Pretoria next week.

The argument is whether teachers in the province should be allowed to take redundancy packages negotiated with the provincial department or whether they should be forced to accept redeployment, possibly to another province.

The meeting must reach a majority decision and, as the employer concerned, national education minister Sibusiso Bengu could have an advantage.

Moreover, labour legislation gives him the right to make a final decision, as he did during salary negotiations in 1995.

Local teachers' unions and the provincial education department agreed last month, after almost five months of stormy negotiations, that 6000 teachers in the province would lose their jobs on July 1, with more annual redundancies until the year 2000.

This reduction was necessary if adjusted pupil:teacher ratios were to be set so as to have equity between all schools by the year 2000.

It was agreed that teachers would be given the option of voluntary redundancy, with a package consisting of pensions calculated on five years more than they had actually served, with a six-month housing subsidy and six months of medical benefits after being retrenched.

Shortly afterwards Western Cape education minister Martha Olckers annoyed the unions by finding another R330 million to pay teachers until the end of the year, although the department had argued during negotiations that no more money was available.

She said it would be too disruptive for children if teachers left in mid-year. The unions accused her of negotiating in bad faith with an eye to the coming elections.

In fairness to Mrs Olckers it must be said that she and premier Hennis Kriel promised when the agreement was signed that they would try to find enough money to pay all teachers until December.

But Dr Bengu has upset the teachers' apocalyptic by saying, in advertisements in local newspapers, that no teachers in the province would lose their jobs.

He said that the National Party in the Western Cape "continues to spread the propaganda that the Ministry intends to retrench teachers, to try and project President Mandela as a liar and to make the coloured community in the Western Cape believe the African National Congress is out for vengeance" - presumably because the coloured vote won the province for the NP in 1994.

He said that achieving equity meant

redundancy or the redeployment of teachers from province to province. He made it quite clear that he intended sticking to President Mandela's undertaking that "this government is committed to redeployment rather than retrenching teachers".

Dr Bengu has been accused of making "blatant political capital" by Hugh Killops, president of the South African National Teachers' Association.

Mr Killops said that if there were a shift in the education budget and teachers' salaries accounted for 85 percent of this budget, then 12,75 percent of posts in the Western Cape would have to be abolished.

The number of teachers affected would be 4 590, he said.

"Some posts will become vacant through natural attrition and need not be filled, but it seems that more than 4 000 teachers will no longer have posts.

"Much play has been made of redeployment to new posts in previously disadvantaged areas, but there are very few of these posts in the Western Cape and even if there were, teachers would still have to get salaries so this cannot be part of the 15 percent saving which Minister Bengu says must be made in the province."

Mr Killops said that redeployment to other provinces, which had also been proposed, was "treating teachers like pieces being moved on a chessboard."

"Has the minister given any thought to whether schools in other provinces want teachers sent there from the Western Cape?"

"Our information is that they will not be wanted in some provinces," he said.

"Has the minister consulted the wishes of Western Cape teachers about being uprooted?"

Angry teachers said that the issue was being handled on a political level, with an eye to the coming local elections.

"Certain agreements were made that politicians are not happy about," said a teacher who refused to be named.

"The decision to reduce the number of teachers in the Western Cape was made so that parity could be reached between all schools.

"But that reduction goes against what President Mandela has said and this has now been repeated by Dr Bengu.

"We would like to know how we are expected to reach parity if we are not allowed to reduce the number of teachers."

Archie Vergotine, president of the Cape Teachers' Professional Association, told Saturday Argus that teachers wanted to be given the opportunity to decide whether to retire with the negotiated package before there was any talk of redeployment.

There were many teachers in his association who wanted to go, he said, so it was unfair that they should be redeployed without being given the redundancy option.

"During the years of the struggle we called for equity in education," he said. "All teachers understand that if equity is to be achieved, the number of teachers will have to be reduced."

# Lessons in terror at school of death

By MICHAEL SCHMIDT

SCRAWLED across the blackboard in the deserted classroom where murdered teacher Mfanufikile Mdabe taught his pupils just over two weeks ago are the words "down with guns".

The 37-year-old deputy principal of the J E Ndlovu High School in Kwamashu was mown down by a gang of "well-trained" teenagers during early morning assembly.

Since his death, another teacher has been slain, several schoolgirls raped and other children robbed and intimidated by armed youths who have turned peaceful playgrounds into gangland war zones.

This week, the killing triggered a mass school boycott. Fearing for their lives, hundreds of teachers refused to teach at 73 Kwamashu schools, leaving more than 80 000 pupils to roam the streets.

"Teachers and pupils are terrified of these youngsters," said Raphael Ndlelu, chairman at the school of death.

"We demand that police be stationed at every school from the moment we walk in in the mornings until we leave in the afternoons.

"But many of the schools don't have fences around them and you would need hundreds of policemen to secure them, so we want fencing first," he said.

President Nelson Mandela is expected to visit the township briefly this week to hear, at first hand, of the conditions under which teachers are working.

Meanwhile, police and army patrols have been stepped up.

Provincial ANC policing spokesman Bheki Cele said it was likely the President would visit another school — because the overgrown grounds of J E Ndlovu High posed a security risk.

South African Democratic Teachers' Union spokesman Edwin Pillay accused local police of "fear or an unwillingness to effect security at the schools and arrest the perpetrators".

"We want to see a clear presence of security for teachers and pupils in the schools."

The dead man's widow, Zonke

Mdabe, 31, a mother of two, said: "I can't tell you how I feel. We would have been married five years this month."

Musa Ngcobo, the principal of the school and a friend of Mr Mdabe's for 10 years, said the murder was committed during morning assembly on March 27.

"I was standing at the side of the school talking to Mr Mdabe and another teacher while assembly was being held.

"Suddenly, we noticed about six boys aged about 16 or 17 walk in.

"When they were about 2m away, two of them pulled handguns out of their waistbands. I was so terrified I just ran towards the gate.

"I heard about six shots fired and the pupils screamed. The youths then ran back out the gate, but one of them stopped, pointed a gun in my face and said simply 'money'. I gave him my purse. He asked where my car was, but the others were already out of the gate, so he ran after them.

"I ran back to the school and saw two pupils and a teacher carrying Mr Mdabe. He could not say anything. He was taken to the polyclinic, but I saw the nurses close his eyes and I knew my friend was dead."

Mr Ngcobo and his wife, Lindiwe, packed their bags the same day, left their home near the school and moved into a safe house. He is still too terrified even to visit the school and was afraid to be photographed in case he was victimised.

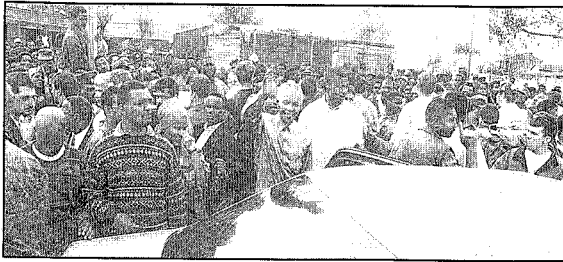
He said a teacher at the school had been stabbed in the back a year ago by a Std 6 boy belonging to the same gang that killed Mr Mdabe.

A schoolgirl was also raped in November by the gangsters.

Observers believe the conflict began several years ago between returning ANC exiles and former United Democratic Front activists. But as more people became involved, it slipped out of the party's hands into a perennial gang war.

A woman teacher, who did not want to be named, said the gangs were even causing trouble at primary schools, intimidating pupils and robbing them of jewellery.

Tomorrow, a mass meeting of teachers will decide on whether to resume schooling.



Pictures: JACK LESTRADE, The Argus.

**WALKABOUT:** President Nelson Mandela on his whistle-stop tour through the Cape Flats, is surrounded by residents of Guguletu during his visit to the scene of a taxi shooting in NY1 where three people died last month.

# Mandela reassures teachers

(321)  
AR 15/4/96

## President tells of plan to save jobs

ANDREA WEISS  
Metro Reporter

PRESIDENT Nelson Mandela has reassured Western Cape teachers that he is working on a scheme which could save their jobs if they do not wish to be retrenched.

Mr Mandela was speaking at a gathering of about 1 500 teachers at Hewat Training College in Athlone yesterday. He spent more than two hours at the meeting, which ended a two-day local election roadshow for the president.

Earlier in the day, he visited the Phumlani home for the aged in Guguletu and met victims of a taxi shootout that took place on the corner of NY1 and NY3 on March 24.

On Saturday, he also visited Delft and Belhar after addressing a meeting at the Cape Town Civic Centre.

The issue of looming teacher retrenchments was put on the election agenda when Western Cape Premier Hennis Kriel launched the National Party's campaign. He accused the African National Congress of causing the problem by cutting money to the province.

Mr Mandela told the teachers that he did not wish to disclose details of the scheme which would be offered to those faced with redundancy as an alternative to taking a retirement package. He said the scheme still had to be discussed with interested parties but it had been well received by those to whom he had already spoken.

He accused the National Party of using the coloured community as a "political football" in the run-up to the local elections.

He claimed the party thought of this sector of the community only when it wanted to catch votes, but the ANC had successfully made inroads into this support base in towns such as Worcester and Paarl.

He said there were political parties now claiming to be non-racial, but if one examined the structures it was clear that blacks (whom he had earlier defined as coloured, Indian and African) were brought in only "to cover the fact that these are essentially white parties".

Mr Mandela emphasised that the ANC had never talked about retrenchments when discussing the education budget, but this had been brought up by the "government of this province". Instead, it had talked about rationalisation which could take place through attrition, deploying teachers to other schools or provinces or voluntary redundancies.

"Government has approached this redistribution of resources in consultation with provinces and agreed with them on a phased process over five

years to avoid disruption. The details will be familiar to you and will not be paid to any claims that the Western Province has been singled out for victimisation," he said.

"Since the larger part of the education budgets is devoted to staff expenditure, the shifting of funds also means the shifting of staff from the better-resourced provinces to others. This matter too has been approached through consultation and negotiation.

"During this whole process government used as its mandate the principle which I outlined at the opening of parliament earlier this year, namely, that we should do our best to ensure that no teachers are retrenched while children in the country as a whole need them."

Responding to comments from the floor which included questions about the treatment of temporary teachers and special schools as well as criticism of provincial Education Minister Martha Olckers for threatening teachers with retrenchment, Mr Mandela said he had been "strengthened and heartened" by what he had heard.

"I have spent unforgettable moments here and I carry away with me a feeling of a man who has been enriched by what was said here. I thank you," he said.

Earlier South African Democratic Teachers' Union president Duncan Hindle said there were three new Rs in education - "rationalisation, redeployment and retrenchment".

Mr Hindle said the Sadtu fully supported the idea of rationalisation because of the inequities of the past, but it was not because of self-interest that teachers were arguing against retrenchments.

He said South Africa needed each and every teacher it had, particularly as pupil populations would grow enormously over the next decade.

"Human resources should not be dealt with in knee-jerk, ad-hoc responses," he said. He described the present teacher-pupil ratios as a "sorry compromise" which should be lowered if the country was serious about improving education.

Possible solutions could involve redeployment of teachers to other schools, retraining teachers to work in areas of scarcity such as mathematics, science and technology and training teachers for other areas such as early childhood development, health education and adult basic education.

Mr Hindle said the union was calling on all parties in the province to negotiate the transition of education in a "disciplined way". Ideally none of the "three Rs" should come into play, but people should look forward to a period of increased training as pupil numbers grew.

PLAN TO RETIRENCH 6 000 MAY BE SHELVED

# 'New deal for teachers'

ET 15/1496 (321) (2P)

**REASSURANCES** by President Nelson Mandela to teachers facing possible retirement have left them feeling hopeful, but not secure. **CAROL CAMPBELL** reports.

A SPECIAL "scheme" to accommodate redundant teachers is to be presented to the cabinet tomorrow, but teachers unions are not convinced. Nelson Mandela told a packed meeting of Western Cape teachers in Athlone yesterday.

His idea, the details of which were not disclosed, was "encouragingly received" by several ambassadors, he said, hinting that he might have found a way to keep his much-quoted promise to meet the needs of one of them.

Last week, teachers were told again by Education MEC Mrs Martha Ockers that nearly 6 000 teachers would be affected by a privatisation programme slated in October. Ockers has said repeatedly

that because of central government budget cuts to the Western Cape, the province could not continue to employ teachers. Mandela refuted the argument that not enough money was given to the Western Cape to meet its education bill, saying the national government had allocated an extra R374 million of money to the province to meet its education commitments.

The ANC had never talked about retrenchments but believed that the province would have to deal with the inevitable reduction of teachers to needy schools and voluntary redundancy would solve the overstaffing problem in the Western Cape.

Teachers are now that with the approach of the local government elections in parts of the Western Cape some politicians have sought

## Students warned by Mandela

EDUCATION WRITER

THE warning from President Nelson Mandela to university students that the use of force to end apartheid would not be tolerated during the law during protests did not dampen the enthusiasm of those attending the installation of the new Western Cape Education MEC on Friday.

Mandela's unexpected installation of Professor Cecil Abrahamson brought the house to a roar of applause.

to use these positions to muddy the waters, hoping to attract a few votes.

For several minutes the president dwelt on the important role the coloured community played

"I will not allow this country to be turned into a banana republic," he said after warning students that the use of force to end apartheid would not be tolerated during the law during protests did not dampen the enthusiasm of those attending the installation of the new Western Cape Education MEC on Friday.

Mandela's unexpected installation of Professor Cecil Abrahamson brought the house to a roar of applause.

in South Africa. Afterwards most teachers said they felt "hopeful" but that the time for talking was over. The teachers said a concrete plan was needed to make them



**NEW CHIEF:** Professor Cecil Abrahamson is installed on Friday as the vice-chancellor and rector of the University of the Western Cape by the chancellor of the university, Archbishop Desmond Tutu. Looking on is President Nelson Mandela, who made a surprise appearance at the ceremony.

PICTURE: MIC BORMHA

Monday April 15 1996

## 'No teacher will be retrenched'

(321) Star 15/4/96


Cape Town - No teacher would be retrenched while he was still president, Nelson Mandela said yesterday.

Addressing teachers at a meeting of the South African Democratic Teachers' Union and Cape Teacher Professional Association in Athlone, Mandela said the teaching profession was of critical importance for the future of the country.

The growing unity in action of different teachers' organisations was welcomed because it was a sign that they were part of nation-building, non-racialism and transformation, he said.

"As long as I am president ... no teacher will be retrenched," Mandela said.

He said that what would happen was the normal process of rationalisation. - Sapa.



# New row brews on teachers' deal

ESANN de KOCK  
Education Reporter

A NEW plan for teachers' service conditions means they could be forced to work at schools anywhere in the country, it is feared.

The new deal is to be negotiated today in the central Education Labour Relations Council, Western Cape Education Minister Martha Olckers has claimed.

Her statement yesterday follows President Mandela's weekend assurances that he had a plan to ensure Western Cape teachers would keep their jobs if they did not want retrenchment.

Mrs Olckers said her information on the new deal being planned by the national education department was not official.

She indicated, however, that it involved changes to certain clauses in the Pensions Act, giving teachers whose posts were redundant only two options - to accept a

ARG 16/4/96 (321)  
new severance package or agree to redeployment.

At the moment, teachers in redundant posts faced four options: natural attrition, voluntary retrenchment, redeployment within the province, or redeployment outside the province.

Mrs Olckers said she hoped the rumours were not "the plan" Mr Mandela had spoken about at a weekend meeting in Athlone, "because it will have disastrous consequences for teaching on the whole, for teaching in the Western Cape and especially for married women".

She said that under the new severance package, teachers under 50 who wanted to leave the service, would not qualify for pensions and would get only a gratification payout.

One of the suggestions to be discussed today was apparently that service conditions be changed so that redeployment became part of new service conditions.

## Olckers queries Mandela plan (321)

EDUCATION WRITER

ET 16/4/96  
WESTERN CAPE Education MEC Mrs Martha Olckers yesterday queried President Nelson Mandela's "special scheme" to stop teacher retrenchments, saying it could just be a change in teachers' employment conditions and not a new scheme to create jobs.

Olckers said she did not know what the president's plan involved, but suspected it was a move to make teachers fully transferable so that they could be redeployed to schools in needy areas.

The President told teachers in Athlone on Sunday that he had thought of a special plan to save their jobs. He declined to give more details.



# Rising pupil numbers offset retrenchments

Theo Rawana

NEARLY 33 000 extra school pupils had enrolled in Gauteng this year, which meant teacher retrenchments would not be necessary, education MEC Mary Mekoale said yesterday.

Presenting her department's R4,5bn budget to the Gauteng finance standing committee, she said, the province's "rapidly expanding client base", migration into the province and rapid urbanisation were some of the realities facing her department.

Instead of retrenchments, staff might merely be redeployed to fit in

with residential changes. Movement into informal settlements and unplanned land occupations, normal population increases, changing residential patterns and rising community expectations made increased funding necessary for the department.

She said the final census would be conducted only after five years, but her department would manage on figures produced by October's count, school reports and figures from districts.

Mekoale said the department would focus on access, redress and efficiency. Teachers would be deployed and new posts established in understaffed

20 13/14/96 (32)

schools. The rapidly expanding school building programmes had been allocated R15bn and transport services for rural learners would be introduced. Increased access to specialised education would also be investigated for disadvantaged learners with special needs.

Mekoale said 60 new building projects would be started, and completed within the budget year, and 15 special rural transport services would begin servicing rural children.

"In real terms, the Gauteng department of education has begun to deliver key services to the most disadvantaged communities in the province," she said.

# No teacher retrenchments, but huge increase in enrolment spells bad news for education

By LEE-ANN ALFREDS

Education Reporter

Sixty new schools are to be built in Gauteng this year and no teachers retrenched, but a massive increase in school enrolment has effectively doomed the education system to another year of hardship.

This was the good and bad news which emerged from discussions on the education budget in the Gauteng legislature's finance committee yesterday.

In their presentations, senior education officials - including MEC Mary Metcalfe and superintendent-general James Maseko - outlined what will be a mixed year for education in the province.

But first, in an unprecedented

move, they proposed that R200-million be taken away from administration and capital expenditure, and used on public school education. This means R3,5-billion will be spent on public schools rather than the R3,3-billion allocated.

The finance committee will make its recommendations after follow-up discussions on Friday.

Next, Maseko outlined the department's plans for 1996, saying that it would be the first year the transformation of education was actually tackled.

He said 1995 had mostly been "business as usual", as officials had to ensure that schooling still took place while a new system was put into place.

Maseko said the first priority in 1996 would be "access, redress and efficiency". In terms of this objective, 3 122 teachers would be redeployed to fill most of the 3 372 posts available at understaffed schools.

Another strategy was the implementation of the new teacher/pupil ratios to establish uniform class sizes, Maseko said. About 60 new schools would also be built with the R350-million made available for capital works, he said.

The allocation of R4,1-million in transport subsidies for 27 000 rural children would also help to establish equity. Maseko admitted that Gauteng's education system was facing hard times despite the initiatives planned for this year.

Star 17/4/96

(32) (60)

# Apartheid still alive, say black teachers

ESANN de KOCK  
Education Reporter

(321)

ARG 18/4/96

FURIOUS African teachers say they are still being marginalised when it comes to top management positions in the new Western Cape Education Department, the Cape African Teachers' Union (Catu) charges.

Catu president Christopher Gqaji said a row had developed between the union and the department over the fact that the apartheid system's deliberate deprivation of African teachers was continuing.

Mr Gqaji claimed that a tiny percentage of top management posts in the new department had been filled by Africans and that there was no meaningful affirmative action programme.

In response to queries, the department said 10,7 percent of posts in its top management structure were filled by Africans.

Of the remainder of the posts, 51,4 percent were filled by Coloured people and 37,9 percent by whites.

The department said that of the 152 posts in the new department filled through absorption from old education departments, 56,1 percent of the positions were allocated to the former House of Representatives (Coloured) and 25,6 percent to the former Cape Education Department.

Only 9,2 percent of posts were filled through absorption from the old Department of Education and Training (DET) and of this portion, 6,8 percent were African.

Department chief Brian O'Connell said the department had made serious attempts at affirmative action appointments in the top management.

"Representative was one of the criteria set," Mr O'Connell said.

"Of the 91 posts filled through adver-

tising, 17,6 percent were filled by Africans."

This figure excluded posts filled by absorption from the old education departments and re-appointments from the former House of Representatives, Cape Education Department and other provinces.

Mr O'Connell said only 11 Africans "remained from the ex-DET who could be absorbed", representing 6,8 percent of the top management structure.

But 16 more had been appointed.

And, he said, the full complement, 11,1 percent, was not far below the percentage of department pupils in former DET schools (about 15 percent).

A further 34 senior posts were still vacant in the department and decisions on advertising had yet to be taken.

Mr Gqaji said the appointments in the WCED top structure left much to be desired. He said Mr O'Connell had admitted this during discussions.

With only 13 Africans appointed between post levels four and seven, the lack of representativeness was shocking, he said, especially since Catu had previously raised the matter with the department.

"The exclusion of Africans from the top management of the WCED is in no way better than that of the former DET. Instead, the WCED appears to be pursuing the old tricameral policy.

"It is clearly known that African teachers were deprived of senior positions in the former DET in favour of whites. Such a practice cannot be substituted by a structure which still keeps African teachers in the lower ranks of new appointments."

Mr Gqaji claimed the appointment of "only 13 African teachers" indicated "an attitude which is not favourable to the principle of affirmative action".



Picture: JERMAINE CRAIG, The Argus.

**ACTION PLAN:** Teachers volunteer to join a committee to protest against retrenchments during a rally at the Hewat Training College.

# Angry teachers threaten action on retrenching

ARG 18/4/96

JERMAINE CRAIG  
Staff Reporter

(321)

WESTERN Cape teachers intend to embark on mass action to protest against the proposed retrenchment of 6 000 teachers.

The protest decision was taken at a rally attended by about 1 000 teachers at the Hewat College of Education in Athlone yesterday.

Among the proposals was a "massive" march through the streets of Cape Town to the Western Cape Education Department (WCED).

Other suggestions were the boycotting of local elections, forming a human chain alongside major highways and freeways and having placard demonstrations.

The meeting was organised by the staff at Alexander Sinton High School. Teachers also resolved to oppose the proposed system of forced redeployment of teachers to other provinces, which they felt would "negatively impact on education practices".

Teachers also felt they were being "manipulated".

They said this was done through the establishment of a rationalisation committee.

Teachers accused the WCED of trying to sow division among teachers by using the media as an instrument to

relay information about rationalisation.

The teachers will be forming a committee to take forward the proposals and resolutions made at yesterday's meeting.

Vice-rector of Hewat Sidney Scheepers said that the process of rationalisation began in 1991 with the reduction of the intake of trainee teachers.

Mr Scheepers said that in 1991 Hewat had taken on 280 first-year students, compared to the 60 this year.

He said the education department had indicated that it would not be needing primary school teachers until 1999, but that it would need 700 teachers in 2001.

"Where are those teachers going to come from?" he asked.

Mr Scheepers said that the administration of Hewat Training College had accepted that they could not continue in their present form.

He announced that Hewat would be merging with the Cape Town Training College from the beginning of January next year.

They were still deciding on which premises the new institution would operate from.

"Redeployment would mean the destruction and retardation of our children," said a teacher from Gar-

# Teacher <sup>(321)</sup> CT 18/4/96 backlash on job cuts

**TEACHERS MET** in Athlone yesterday to discuss the effects on their members of the constant threat of retrenchment and made suggestions on what course of action to take. Many criticised the government's "blatant attack on education". **DAN SIMON** reports.

**R**UMOURS and speculation about the retrenchment of 6 000 teachers in the Western Cape has eroded teachers' health and has left them demoralised.

This emerged at a mass meeting of about 400 teachers in Athlone yesterday where they slammed the government's decision to retrench 6 000 teachers and expressed misgivings about a proposal to redeploy teachers in other provinces.

The teachers gathered at the Hewat Teachers Training College heard a number of speakers sharply criticise the government's "blatant attack on education".

One speaker, Ms Fazilet Bell of Alexander Sinton High School, said schools in the Peninsula were already facing disciplinary problems with pupils as a result of teacher shortages.

"Many of us are already involved in crowd control,"

Teachers "had to question" the manner in which they had been treated by the national and Western Cape education departments, she said.

There appeared to be no clear plan.

"Rumour and speculation has seriously eroded teachers' health and demoralised them. There is already an unemployment problem. Are we going to join their ranks?"

Bell suggests teachers should consider the following steps:

- Taking principled decisions on teachers' posts being advertised.

- A reduction in the number of school inspectorates in the province.

- If new teachers should do apprenticeships in rural areas.

- Teachers should consider forfeiting a pay rise for a limited period of time.

"We call on principals and teachers

not to establish rationalisation committees at their schools," she said.

Hewat College vice-rector Mr D Scheepers said rationalisation of the teaching profession had started a number of years ago — particularly with the intake of trainee teachers at the college.

In 1991, the intake figure was 280. This had dropped to 60 this year.

"They say we don't need more primary school teachers until 1999. But then they

say we will need 700 primary school teachers by 2001. Where are these 700 teachers going to come from?"

The government had suggested that teachers training colleges should amalgamate.

"In order to be viable Hewat is negotiating with Cape Town Teachers Training College in Mowbray to amalgamate in 1997. This will reflect the realities of the new South Africa and ensure job retention, not only in education but also in administration and support staff structures," Scheepers said.

South Peninsula High School principal Mr Brian Isaacs said it would be "immoral" for any school principal or teacher to serve on the proposed rationalisation committees.

"The government must do its own dirty work and when the schools are ungovernable, the government must be told that they were responsible."

Occupational therapist Ms Deborah Nash said since the news of mass retrenchments was made public, she was constantly coming into contact with teachers who were "breaking at the seams".

"Their home lives are breaking up and their work lives are crumbling because of the prolonged intense stresses they are being subjected to."



**VENTING ANGER:**

Teacher Mr Joseph September at the meeting.

## Ministry tables proposals on teachers' service conditions

*Star 18/4/96 (321)*  
Cape Town - The education ministry has tabled its proposals in the first round of talks in the bargaining committee of the Education Labour Relations Council on the changing service conditions of teachers.

Education Minister Sibusiso Bengu said yesterday his team had tabled proposals for what he termed "right-sizing" in educa-

tion, and was offering voluntary severance packages, amendments to pension benefits and salary restructuring and improvements.

The debate on the retrenchment of teachers and the staffing proposals for the broader public service meant the redeployment of teachers should again be emphasised, Professor Bengu said. - Own Correspondent.

# Teachers return to KwaMashu schools

(321)

Farouk Chothia

BD 19/4/96

DURBAN — Teachers at 71 KwaMashu schools resumed teaching yesterday after a week-long boycott of classes, but four schools damaged as a result of gang warfare remained closed, the SA Democratic Teachers' Union (Sadtu) said yesterday.

Sadtu provincial secretary Ndaba Gwabaza said a peace deal had been brokered in KwaMashu L section, which was badly affected by the violence, and a "calm and friendly" atmosphere had returned.

Rival ANC factions involved in the gang warfare had agreed to keep the peace and to ensure that teachers were protected, Gwabaza said.

Observers said violence also spread to the KwaMashu clinic, with two gang members dying on Sunday after clashes outside the clinic. Gang members were alleged to have stormed the clinic, warning nurses not to treat rival members. Nurses had since refused to work on night shifts.

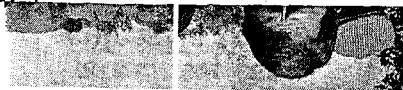
KwaZulu-Natal health ministry spokesman Dave McGlew said the health department could not be expected to spend money "on putting tanks and men with AK-47 rifles" to protect the clinic. The ministry was in contact with police and community leaders who had to resolve the conflict.

KwaMashu is an ANC stronghold. Political differences among ANC members and a high unemployment rate are said to be behind the violence.

A violence monitor said the situation was being aggravated by ANC opponents who were exploiting the situation by helping rival groups obtain weapons.

Gwabaza said four schools in L section would remain closed because repairs had to be done as a result of damage caused. He said central government had allocated R16,1m to the KwaZulu-Natal education department, but it had not spent the money.

Provincial education and culture MEC Vincent Zulu said about R2m had been received earlier this year, but central government red tape had resulted in delays in obtaining other funds.



The Argus, Friday April 19 1996

6

THE CAPE

# Trainees set to cook up a storm in a container

MICHELLE LERNER  
Staff Reporter

TOWNSHIP residents are getting free training in how to run a successful business - and the opportunity to get started - as part of a programme to create jobs in disadvantaged areas.

Under an Eskom programme, seven people have graduated from a 16-day training course and have launched the first of 36 "container businesses" to operate in the townships.

Now Eskom is handing over a fully-functioning, compact bakery to the group, under the management of Misincedisane Business Development Trust. Equipped with ovens, a freezer, electricity, running water and a nationally accredited certificate, the trainees are also armed with new skills and the confidence necessary for success.

"This is an excellent opportunity for these people," said Dorian October, who provided some of the training.

"They wanted to do something with their lives, but didn't have the education."

Beneficiaries say they will also expand the scope of what they've learnt to include other business endeavours.

"Before, I didn't know anything about business skills and I couldn't make money," said



(Picture: OBED ZILWA, The Argus.)

**TASTY BUSINESS:** Displaying a freshly baked tray of pies, graduates of a training programme in business and baking skills get set to move their container bakery to Crossroads. From left, they are Joshua Balintulo, Jackson Mtya, Dorian October, Cynthia Lufefe, Welfont Liwani, Elizabeth Monyeni, Nobalungisa Dyasi, Samuel Ngcwabe, and Tony Stokes, centre.

Jackson Mtya, who also runs a small grocery stand in Khayelitsha. "Now I know what I must do to make a profit. My business can finally grow."

Eskom is now looking to containerise laundromats,

butcheries and other services in the same way.

During the next year, the company hopes to create nearly 200 jobs.

Container businesses were easy and affordable to oper-

ate, said Eskom Test and Demonstration Centre manager Tony Stokes.

Costs to the company were R20 000 in structure and equipment, and the same amount in training.

## Teachers head for clash on proposed service conditions

Education Reporter

TEACHERS' unions look set to clash with each other over the government's proposed changes to service conditions.

The state's proposals were tabled in the Education Labour Relations Council (ELRC) this week and negotiations around them are to begin on Monday.

But one of the biggest teacher

unions, the South African Democratic Teachers' Union (Sadt) has accused another leading player, the National Professional Teachers' Organisation of South Africa (Naptosa), of being motivated by racist policies.

Sadt has said it supports the offer by government and favours any move to integrate education and address imbalances.

Sadt was therefore in favour of the new severance package, which the state offered in place of existing schemes.

But it is widely expected that the new severance package will amount to less than the old package.

Sadt accused Naptosa of encouraging teachers to take the retrenchment package.

Sadt said it was not pre-

pared to discuss teacher retrenchments in the ELRC.

According to its own analysis, Sadt said, the government's offer was aimed at "right-sizing" the public sector, which meant the restructuring of education to achieve equity.

The union said the proposed severance package would ensure no teacher would be forced out of the system.



# New publication gives teachers a voice

ARL 20/4/96 (321)

GLYNNIS UNDERHILL  
Staff Reporter

TEACHERS who have been feeling left in the cold can now turn to a new publication to voice their concerns.

The South African Newspaper Education Trust (Sanet) has launched a monthly national newspaper, *The Teacher*, in association with the Mail and Guardian newspaper.

Dedicated to enhancing the life of teachers inside and outside the classroom, *The Teacher* aims to provide a forum for educators, primary and secondary teachers and for teacher trainers.

Editor Vusi Mona, a former teacher, said the newspaper would engage critically with the issues of the day and cover the entire spectrum of topics concerning teachers.

In the first issue Mr Mona discusses South Africa's over-supply of teachers.

"As South Africa tries to juggle its way out of this problem of teacher over-supply, somebody

out there must start thinking about reliable instruments of projecting pupil enrolment and teacher demand and supply, lest we repeat history's mistakes. And the sooner we do it the better," he concludes.

Mr Mona, who holds two degrees in education from the University of the North, firmly believes President Mandela will ensure teachers keep their jobs if they do not want to be retrenched.

"And *The Teacher* provides teachers with a forum which will engage educators and authorities on policy matters," he said.

The newspaper is being funded by the United States Agency for International Development and funds have been pledged until mid-June 1997.

"We have been told we should be self-sustaining by that time and I hope we will be," said Mr Mona.

A media leaflet distributed this month by a national advertising agency heralds the arrival of the publication.

It claims the audience of the newspaper is guaranteed because

copies will be posted to every teacher at the beginning of each month.

The appointment of Mr Mona, who obtained a distinction in research methodology during his post-graduate studies and has considerable classroom experience, appears to be a step in the right direction for the publication.

Having lectured in English and micro-teaching at Mgwanya College of Education in Kanyamazane and the EC Mango College in Kabokweni, both in Mpumalanga, Mr Mona is excited by the challenge.

A co-founder and editor of a professional journal showcasing research papers and articles written by college staff at the EC Mango College, journalism is not a new field for him.

"It is a great opportunity and a wonderful challenge.

"We will be providing a forum through which teachers and professionals can share ideas on what is working inside the classroom," he said.

# London blackboards calling

## Grim prospects in South Africa send graduates to Britain

By ANDREW TRENCCH: London

SIX months ago Lester Koopman was in Cape Town, a newly qualified teacher with a huge student loan and little prospect of getting a job in an education department that was talking of slashing thousands of posts.

Today he finds himself in the East End of London with teaching experience at 15 schools under his belt, a dent in his student loan and with a bigger world view.

Like Mr Koopman, scores of South Africans are heading to London under a programme organised by TimePlan, a teacher agency that fills 600 vacant positions in the city every day.

Ten South African teachers have already arrived under the plan, made possible by South Africa rejoining the Commonwealth. Another 143, mostly new graduates, were recruited by the agency during a recent visit to South Africa and many more are expected.

Among the attractions for South African teachers are the money and the opportunity to travel and gain work experience at the same time.

Mr Koopman, 25, says the teachers are more interested in travel opportunities than in leaving South Africa because of dim prospects.

The money is important too. As temporary teachers, they earn the equivalent

of R300 a day after tax — compared with about R3 000 a month as a new teacher in South Africa.

Mr Koopman, from Landsdown on the Cape Flats, says the lack of opportunity in South Africa was daunting.

"The situation looks quite gloomy. I approached a couple of places, but there was talk of cutbacks. It does not make sense. We need more schools."

"It did not look like there was much prospect of a permanent post."

Chris King, the agency's education director, said South African teachers were filling a gap in London's teaching market that has existed for 10 years.

He said the programme would even-

ually have benefits in South Africa.

"It will enhance South African teachers. It is good for them professionally, and very broadening through travel."

But he has a word of warning: "This is no short-cut to the chicken run."

The agency does not provide air fares or accommodation for recruits, who have to return to South Africa after two years.

And Mr Koopman, who helps the agency to recruit South African teachers, looks forward to coming home.

"I would like to get back home and into teaching. I love teaching."

"I love working with children. I did not choose teaching for the money."

# Unemployed teachers pick up their chalk

By RYAN CRESSWELL  
(321) ST 21/4/96

A GROUP of unemployed teachers have started a school in abandoned classrooms — attracting more than 1 100 pupils almost immediately.

Mastande High School in Kwarakhele, Port Elizabeth, opened the doors of its 13 prebath classrooms about two months ago.

The school was started by members of the 200-strong Unemployed Teachers Union after they noticed rows of empty classrooms in Bhiwana Crescent.

The teachers approached the department of education at Bisho with their plan for a new school.

Goodwin Mkhoto, a biology and history teacher, said 1 138 pupils from Kwarakhele, New Brighton, Zwile

cer, Zama Mkhosi, said pupils sat on desks and brought whatever books they could find to school.

Mr Ndanda said: "This school is special. It could give the children a chance, but they are studying under harsh conditions."

Ncediso Captain, a crisis manager seconded to the education department, said the school had not yet been recognised as an "official school".

The department was looking at administration issues, the fact that established schools had empty classrooms, the status of the teachers and the transfer documents of pupils.

"The department has created a technical committee to come up with recommendations," he said.



BACK AT SCHOOL... dedicated teachers who have been working without pay

Picture: CATHY PINNOCK

and Motherwell attended classes held by 42 teachers. He said the school faced financial problems because education officials had not yet decided on its status.

"We need to be made a public school as soon as possible and are locked in discussions with inspectors about this," he said. Teachers were not being paid and pupils had not started paying fees, he said.

Xola Ndanda, the chairman of the students representative council at the school, said: "The pupils are very happy that this school has started but there are no chairs, stationery or equipment; the toilets are filthy and the windows are smashed. There is also no running water or electricity, and some classes have 90 pupils at a time."

The union's media offi-

# Finance needed for health programme

Linda Ensor

CAPE TOWN — Cabinet is to be asked by the provinces to assist with the national implementation of the free primary health care scheme, Western Cape health MEC Ebrahim Rasool said at a briefing yesterday.

A task team consisting of representatives of provincial treasuries and provincial health departments was set up this week following a meeting with state expenditure officials. The task team's function would be to estimate the cost of the programme throughout the country (estimated at about R5,3bn) and to ask Cabinet for an additional allocation to fund it.

Rasool said this development was a "major advance" on the initial position of Health Minister Nkosazana Zuma that provinces must fund the programme from their own budgets.

The Western Cape cabinet decided yesterday to support the implementation of the programme in the province from May 1 on the condition that it be funded by the national department.

Rasool said Zuma would be informed that the costs of the programme had not been budgeted for and that the Western Cape would be submitting an account for it to the national department before the end of the year. The

Western Cape, faced with a declining health budget, suffered financial constraints and was already budgeting for a deficit by year-end.

The cost of implementation in the province was estimated at R47m — R20m in lost revenue and R27m in staff and resources which would have to be shifted from tertiary hospitals to primary health centres.

Rasool said additional finance of about R35m would be derived from increasing hospital tariffs in secondary and tertiary hospitals.

## Expectations

Also, the R19m inflator for services rendered by local authorities which was included in the R80m earmarked for primary health care this year would not be allocated.

This would be used to offset the effects of introducing the free primary health care programme.

Rasool said Zuma's announcement of free primary health care had created "enormous" expectations in the province as well as a great deal of confusion as local authorities implemented it immediately whereas provincial institutions did not.

There was an intensifying movement not to pay, he said.

## Pupils attack SAPS station

Bonile Ngqiyaza

POLICE fired rubber bullets and stun grenades to disperse about 700 pupils after they attacked a satellite police station at a taxi rank in Vryburg yesterday, police spokesman Pieter du Plessis said.

This followed a march organised by the Congress of SA Students to nearby Vryburg High School to demand that the school admit more black pupils.

The school had agreed to admit black pupils, but only a limited number could be accommodated, Du Plessis said.

Several petrol-bombing and stone-throwing incidents had been investigated by the police. No arrests were made.

The provincial chairman of the student body and local community policing forum member Wilson Modise had requested a meeting with the police yesterday afternoon, but the meeting failed to materialise due to his failure to attend.

## Teachers' union to stage work stoppage tomorrow

Kevin O'Grady

THE SA Democratic Teachers' Union (Sadtu) in Northwest will stage a one-day work stoppage tomorrow and will attend a rally to protest against the alleged unilateral retrenchment of teachers by the provincial government.

Sadtu spokesman Seth Ramagaga said teachers would report to schools before proceeding to Mmabatho's Montshioa Stadium for an 11am rally to "highlight problems that teachers and the union have been experiencing in this province".

Problems included the retrenchment of teachers, failure to pay teachers' salaries "consistently and on agreed dates" as well as the unilateral extension of expatriate teachers' contracts which "created a duplication of posts", Ramagaga said.

He claimed that the Northwest provincial

education department had also used "union-bashing tactics".

He said about 300 teachers had been retrenched since the beginning of the year without the education department having consulted the union.

There were also about 600 foreign teachers employed in the province, filling posts that could be filled by South Africans, Ramagaga said.

The union was demanding that all retrenched teachers be reinstated immediately, that teachers who had not been paid since January be paid by tomorrow and that a moratorium on the cancellation of expatriate teachers' contracts be lifted and their contracts cancelled, he said.

After the rally teachers planned to march to the education department's offices to hand over a memorandum outlining their grievances.

## Huge demo over teaching job cutbacks

(321)

NORMAN JOSEPH

Staff Reporter

*Star 26/4/96*  
HUNDREDS of primary school pupils from several Cape Town schools - backed by teachers and parents - demonstrated in Mitchell's Plain today against a proposal to retrench altogether 6 000 teachers in the Western Cape.

The protest was initiated by pupils, teachers and parents at Lantana Primary in Lentegeur, and was backed by several nearby schools, including Jamaica, Hayacinth, Cornflower and Merrydale primary schools.

A teacher said some colleagues appeared to have been "taken in" by President Mandela's assurance that no teacher would be retrenched.

"But we know that the government's contention is that there is an over-concentration of teachers in the Western Cape and too few in other provinces and we can't accept this," she said.

# Fewer teachers price of equality, schools are told

Education Reporter

(321)

SCHOOLS that lose teachers in the process of bringing equity to education should accept it in the interests of South Africa says Brian O'Connell, Superintendent General of Education in the Western Cape.

He was speaking today at a Freedom Day celebration at De Grendel School in Milnerton.

Mr O'Connell said there had been great inequalities in South Africa's history and the government today was trying to create a situation in which everybody could be treated equally.

This, he said, meant that those who had a lot might be asked to give a little to those who had less.

"In De Grendel's case, it will mean that you will have fewer teachers and bigger classes."

Mr O'Connell asked teachers and pupils to accept this situation in the interests of creating equality in education.

He said it was an important step in the interests of nation-building.

"With hard work, we can still deliver quality education," he said.

Calling for patriotism, he said South Africans had to realise that sacrifices were needed in the greater interests of the nation.

"I challenge you to love South Africa and to offer yourselves in the service of its development.

"I challenge you to understand South Africa and to feel no guilt about the past, but to tackle the problems together," Mr O'Connell said.

# Teaching comes to a standstill

**JERMAINE CRAIG**  
Staff Reporter

TEACHING came to a standstill in Mitchell's Plain yesterday when thousands of teachers and pupils formed a human chain along all the area's major routes to protest against teacher retrenchments.

The chain formed part of a plan of action drawn up by teachers recently in protest against an announcement by the Western Cape Education Department (WCED) that 6 000 teachers would be retrenched this year.

The human chain was organised by a steering committee of the Mitchell's Plain Concerned Teachers' Forum, which was established in protest against retrenchments. Teachers also recently gathered at the Hewat College of Education to draw up a plan of action, which included the possible boycotting of the coming local government elections. Thousands of teachers are expected to converge on Cape Town on Thursday for a planned march on Parliament, involving most of the region's teachers.

The WCED also chose Thursday to address teachers at the Athlone Civic Centre at 2.30pm. Director of Education Brian O'Connell is expected to hold a mass meeting regarding the issue of retrenchments and the rationalisation of teachers.

However, sources say the new package proposals are to be addressed.

Teachers in Mitchell's Plain have been holding daily placard demonstrations between 7.30am and 8.30pm.

These protests will be continuing this week. The teachers' forum's co-ordinator, Mark Wilson of Portland High School, said that they were essentially launching an "anti-retrenchment campaign".

On rationalisation, there seems to be a split between the teachers and teacher unions on these issues and Mr Wilson said that the South African Democratic Teachers Union (Sadtu)



(321) ARK 27/4/96

**□ DEFIANT:** Part of several thousand Mitchell's Plain teachers who formed a human chain along the area's major routes yesterday.

Pictures: DOUG PINHEY, The Angus

had "withdrawn from the action (the teachers human chain)" taken yesterday.

Mr Wilson, a Sadtu member, felt that this was because of "misinformation" being spread.

He said that Mr O'Connell had asked for a

meeting with the forum next week, but that no agenda for the meeting had been disclosed.

The forum's steering committee had rejected

this, saying that they would attend the meeting

on the proviso that they had an agenda.

Sadtu is expected to hold a meeting at the Princeton Technical School on Monday at 1.00pm.

Comment from Sadtu could not be obtained.



## Package said to be unfair

Linda Ensor

(32)

CAPE TOWN — Discrimination against older teachers in Western Cape's proposed retrenchment plans was attacked yesterday by DP spokesman Prof Richard van der Ross, who said he had been told the soon-to-be-announced retrenchment package for teachers treated those in the 50 to 54 year age group differently from those 55 years and older.

About 6 000 teaching posts are to be closed in July to increase the ratio of pupils to teachers.

Whereas the first group were being offered a choice of a gratuity and a pension, or alternatively a single amount as full and final settlement, the second group were being denied the choice of this latter alternative. They could take only a gratuity and a pension.

# Teacher unions, govt set to sign new deal

CAROL CAMPBELL

EDUCATION WRITER

ET 1/5/96

TEACHER unions and the national education department met in Johannesburg last night to sign an agreement that would dramatically change the working conditions of teachers and at the same time give them above-average salary increases.

At the time of going to press talks were still in progress and no union had signed the agreement. All teacher bodies, with the exception of the Cape Town-based South African Teachers' Association (Sata) and the Transvaal Onderwysers-unie, had verbally committed themselves to the document.

(321)  
Sata spokesman Mr Des Duxbury said his organisation was unhappy with the agreement because it smacked of "blackmail".

"It is an all or nothing package which offers teachers increased benefits, but these are lumped together with an unacceptable retrenchment package."

He said the document suggested that once a teacher accepted the "severance package" he or she could never again apply for a job as a teacher in the civil service.

It also stipulated that vacant posts at schools had to be filled by redeployed teachers, which would limit job opportunities for new graduates and slow down career moves in the profession.

## Teachers plan march

Staff Reporter

ARG 1/5/76

(321)

THOUSANDS of teachers are expected to march on parliament to protest the retrenchment of 6 000 teachers in the Western Cape.

The march, which is being organised by the Mitchell's Plain Concerned Teachers' Forum, will be held at noon tomorrow.

The teachers will march from Kaisergracht to parliament and hand over a memorandum of protest to Education Minister Sibusiso Bengu, and MEC for Education Martha Olckers.

# Mandela assures teachers of jobs

By Waghdied Mlsbach  
and Khathu Mamalla

**P**RESIDENT NELSON MANDELA hit the campaign trail in the Western Cape yesterday by assuring workers and teachers that their jobs were safe.

Speaking at a Workers' Day Rally organised by the Congress of South African Trade Unions at the Athlone Stadium, Mandela said the ANC rejected the idea that affirmative action policies should only benefit African workers. "Affirmative action is meant to benefit everyone who suffered under apartheid - including coloured and Indian workers."

Mandela said workers should protest against any employer who attempts to implement this policy.

"It is everyone's duty, workers as well as employers, to once and for all place racism behind them."

*someetan 2/5/96 (321)*  
Azapo's Mangena tells rally that power is still vested with whites

Mandela also said there were no plans to retrench 6 000 teachers in the Western Cape, as was previously indicated by the education MEC in the Western Cape, Martha Olickers.

Meanwhile, Azapo president Mr Mosibudi Mangena told a gathering in Northern Province yesterday that if there was any doubt that blacks in government had not yet gained power, Tuesday's countrywide marches should confirm that whites were still in power.

Addressing hundreds of people who attended a Workers' Day rally at Ga-Mogoto, in Zebediela, which coincided with the launch of an Azapo branch, Mangena said: "Where have you seen the Government marching? People who march are those who have

no power. Members of Parliament and MEC's were leading the marches to the National Party and Democratic Party offices because power is still vested in these white parties.

"If all along you were cheated that blacks were governing, Tuesday's marches should clear all the confusion. Whites are still in power. These marches will end once blacks gain power."

Also yesterday, Mpumalanga premier, Mathews Phosa said at a rally in Witbank that Inkatha Freedom Party leader Mangosuthu Buthelezi should stop regarding himself as "untouchable" because he is not above the law.

He said if sufficient evidence linking Buthelezi to Third Force activities was obtained, he must be arrested.



**REACHING OUT:** President Mandela exercises his charm on young supporters who had come to see him at the Hanover Park day hospital, where he gave his endorsement for the May 29 local government election to ANC candidate Igsaak Kamaar. Pictures: HANNES THIART, The Argus.

# Mandela tells Western Cape teachers they will be sent where they're needed

**TYRONE SEALE**  
Political Staff

PRESIDENT Mandela has warned Western Cape teachers who fear retrenchment that they will inevitably be transferred to places where they are needed.

He told about 4 000 people at a May Day rally at Athlone Stadium yesterday that transformation of the education system afforded all children equal learning opportunities.

This process would inevitably be accompanied by reallocations of resources, including teachers.

"The government, and I personally, are totally committed to doing everything in our power to see that no teacher loses his or her job while in the country as a whole there are children who need those teachers' services."

But the government would continue to deal with this complicated issue through consultation with provincial authorities and negotiations with teachers.

Claims that certain provinces or groups were being victimised were the result of "opportunism" and efforts to turn this sensitive matter into a political football, Mr Mandela said.

He was responding to the fears of Western Cape teachers who have been told by the provincial education department that about 6 000 will be retrenched this year as part of rationalisation that will take five years to phase in.

Turning to the question of



**SWINGING RALLY:** Supporters get into the swing of things at the ANC's Athlone rally. Picture: OBED ZILWA, The Argus.

affirmative action, Mr Mandela said the African National Congress was totally opposed to any step taken in the name of

affirmative action but which in fact amounted to Africans gaining an advantage. Affirmative action was meant

to benefit everyone disadvantaged by apartheid, including coloured and Indian workers, who should insist on this right where they were being deprived of it.

He said people who did this would have the support of their colleagues, the trade union movement and of the ANC.

It was the duty of workers and employers alike to put racism behind them once and for all.

Mr Mandela began yesterday with a visit to the Hanover Park day hospital where staff have complained for several years of gangsters' repeated attacks on patients and staff as well as damage to and theft of hospital property.

Noting the difficult circumstances under which staff performed their duties, Mr Mandela said he had been heartened by their commitment to their work and service to the community.

He called on all residents to join in efforts to make the hospital safer.

"These are community facilities and everything in them belongs to the community. Anyone stealing from this centre is stealing community property and any attack against its personnel is an attack against the community."

Dressed in a black and red Cosatu tracksuit, a smiling Mr Mandela shook hands with children before publicly giving his endorsement to Igsaak Kamaar, a city councillor who is standing in Hanover Park's ward C33.

# teachers defend jobs

CT 3/5/96

(321)

**GOVERNMENT PLANS** for teachers are not only affecting the lives and livelihoods of teachers — they are also disrupting the children's education. **CAROL CAMPBELL** reports.

## Educators to get increases of 10 to 54%

### OWN CORRESPONDENT

**JOHANNESBURG:** Teachers are to receive salary increases of between 10 and 53,76% this year, following the signing of a three-year improvement package in the Education Labour Relations Council.

The increases — part of a deal that included redeployment, voluntary severance packages and amendments to pension benefits — were agreed on by the state and the teacher unions on Tuesday.

The increases will be effective from July.

Education department spokesman Mr Roelf du Preez said that while some of the increases were substantial, they would only go to educators earning the lowest salaries.

"This means that of the 360 000 educators, only 74 will receive increases of 53,76% and 3 000 increases of 48,1%.

Educators in the top notches would receive increases of only 10%.

Du Preez said it had been agreed that future increases would be based on the performance of the teacher and would not be automatic.

The criteria for performance-related increases were still being negotiated.

**W**HEN the bell rang for first break at schools across the Cape Flats yesterday classrooms were already empty and most pupils at home.

Their teachers had downed chalk to demonstrate outside Parliament against retrenchments and redeployments.

The teachers, who took to the streets in their thousands, did not do so under the banner of any political organisation or union.

They were the ordinary members of the profession, who are desperately unhappy about the plan to force them to accept transfers to other parts of South Africa — or face the axe.

On Tuesday their unions signed an agreement with the government that will give teachers a bigger salary increase but commits them to the "move or lose" package.

Many teachers feel they have been "sold-out" by their unions and the banners they carried yesterday reflected their unhappiness.

Mr Hugh Killops, president of the SA Teachers Association, was a reluctant signatory of the agreement, which he said was born out of "political expediency".

The agreement also stipulated that teachers who took the retrenchment package can never again be employed as government educators.

Mr Brian Isaacs, a founding member of the new Western Cape Parent, Teacher and Student Forum said that there had been disruptions in teaching at many schools.

"We thought that with the establishment of the government

of national unity we would see stability in our schools, but this is a sensitive issue that will obviously affect teaching."

While teachers were protesting in Cape Town, thousands of children were on the streets playing soccer and cricket and chatting to friends. To them it was yet another broken school day.

One Mitchells Plain schoolgirl, Michelle Adriaanse, said she was worried about her school work but it was fun to leave school early.

"The teachers have explained to us why they are doing this, but I would rather we stayed in school until the normal going-home time."

Mrs Francis Prince, whose daughter Jacqueline is in Std 9 at Westridge Secondary School, said parents were kept informed about what was happening at schools, but she was deeply concerned about the affect that continual disruptions would have on her child's education.

Belgravia High School biology teacher Ms Fozee Fryddie, who took part in yesterday's march, said staff cutbacks had made it impossible to give children a proper education.

"I used to run extra classes on thinking skills, but I have had to give them up because, after the first teacher cuts, I had to take on many more classes a week."

The memorandum handed to representatives of Education Minister Dr Sibusiso Bengu included a petition with the signatures of thousands of parents, pupils and teachers asking the government to reconsider its cutback plan.

# Concern over the redeployment of W Cape teachers

(321)

AKLT 3/5/96

*Forum created to debate 'top priority' issues*

**ESTELLE RANDALL**  
Labour Reporter

WESTERN Cape teachers, protesting against rationalisation, claim it will not achieve greater equity in education, but will worsen conditions in all schools.

But the protests have so far come from coloured teachers, who in the Western Cape are most likely to bear the brunt of rationalisation measures because of the unequal distribution of resources inherited from apartheid.

Brian Isaacs, principal of South Peninsula High and part of the newly-formed Western Cape Parents, Teachers and Students Forum, said no discussions had yet been held with African teachers, parents and students.

However, this was a "top priority" for the forum which was launched on Tuesday.

The forum comprises local forums from Athlone, Mitchell's Plain, Blue Downs, Kraaifontein and the Lansdowne/Hanover Park area.

Mr Isaacs said parents should have had a say about the rationalisation measures, agreed to in the Education Labour Relations Council.

"Schools and parents need more information if they are to be satisfied that the government's proposals are fair," he said.

He said the issue of transfers was not an easy decision for teachers, as many were married women who could not be expected to uproot their families to make use of a transfer opportunity.

Rona van der Horst believes she may be one of the teachers faced with redundancy.

Mrs Van der Horst teaches at Buckingham Primary in Mitchell's Plain, where she has been on the permanent staff for only four years.

"How will I cope with two children to support?" she asked.

She said staff at the school had arrived at the conclusion that six teachers from the school would have to leave, in terms of the rationalisation measures. They had based their conclusion on overall teacher and pupil figures for the school.

"It means that my class of 42 pupils will have to join up with another class of 42 pupils," Mrs Van der Horst said. "It doesn't make sense."

Shahied Dollie, a geography teacher and acting head of the geography department at Mondale High in Mitchell's Plain, said he was not against redeployment "in principle", but believed the issue should not be rushed.

"We must look at where teachers are needed, in which subjects, which subjects are redundant and where future needs are likely to be," he said.

Peter Meyer, mathematics and geography teacher at Harold Cressy for 39 years, said most people who were part of the oppressed were in favour of equity in education.

"If I could be of service elsewhere then I would go where I'm needed," he said, "but the choice of where teachers go should be up to teachers."

"In effect we are being told to

retreat," he said of the government's current steps to promote equity.

"I don't believe there isn't more money that can be put into education - the problem is that parents and teachers in former Department of Education and Training schools have been deceived.

"The proposals from the government are not going to give us the kind of education we want."

He said that at Harold Cressy, which currently had 834 students and 41 teachers, the new ratios would mean that seven teachers would have to leave by 1999.

Thami Mseleku, special adviser to Education Minister Sibusiso Bengu, said the department had to shift resources from those who had been better funded to those who had been worse funded.

He said the claims that there was not enough information and that parents should have been involved in negotiations were not well-founded.

"These are matters which affect teachers' lives and redeployment is part of their contract of employment. There is nothing that binds us to negotiate with parents. We are bound to negotiate with teachers' representatives, which is what we have done.

"I'm not sure what information they are talking about. We negotiated with the teacher organisations in good faith and on the understanding that they had a mandate.

"Information is supposed to filter down. We expected the unions to have informed their constituencies," he said.

# Teachers to receive salary increases of up to 48,1%

Kevin O'Grady

TEACHERS will receive salary increases of up to 48,1% this year after the signing of a comprehensive agreement on a three-year improvement package in the education labour relations council yesterday.

The agreement also provides for voluntary severance packages to be made available to all teachers, and for teachers in key posts who accept these to be retained for an additional 18 months.

Education Minister Sibusiso Bengu said a deal was also reached on the procedure for rightsizing education by re-deploying teachers and extending previously agreed teacher:pupil ratios — 1:40 for primary and 1:35 for secondary schools — for another year.

The increases from July 1 will benefit new teachers most. The starting salary of teachers with three years' training will go up 37% from R29 805 to R40 836, while those with four years' training will get 48,1% more from

R34 347 to R50 868. The average increase, Bengu said, would be 15,7%.

The negotiations between government, the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA also resulted in the number of post levels being reduced from eight to six "to flatten the structure". Bengu said post levels for senior deputy principal and deputy principal had been combined, as had the two levels for principal. The change had resulted in "unequal salary adjustments to fit the salaries into the new flatter structure".

The rightsizing programme, which would start this year and finish by 2000, would involve "excess" teachers being identified and put on a list. National and provincial agencies would handle redeployment. The voluntary severance packages would be offered for a limited period this year.

Sadtu spokesman Kate Skinner said the agreement would result in an invigorated culture of teaching.

B0 3/5/96

(321)



# Older teachers maintain they are being squeezed out in the new dispensation

REC 4/5/96

321

By JACQUI REEVES

Hazel Frank has been teaching for the past 28 years, but yesterday she found out that this experience means very little to the Department of Education.

The signing of a three-year salary improvement package by the Education Labour Relations Council this week has granted teachers salary increases of between 10 and 53%, but only some are happy.

Despite her many years in front of the chalkboard, Frank's increase will amount to about 10%, while 22-year-old teachers, fresh out of college, will be looking at a 48% upgrading.

"We are angry and frustrated by this recent move," Frank said. "It's like they are trying to get rid of the older teachers, even though it is our experience that makes us valuable, and the backbone of the schools."

Thamie Mseleku, special adviser to Education Minister

Sibusiso Bengu, disagrees that the changes are an attempt to elbow out teachers. He says massive restructuring of the public sector has necessitated the development of a new salary scheme where past inequalities can be rectified.

"The increases are not related to years of experience," Mseleku said.

## Lowest salaries

"The salary adjustments are to flatten the structure and put everyone on an equal level."

Education Department spokesman Roelf du Preez said the most substantial increases of 53,76% would be received only by those earning the lowest salaries, a total of 74 educators.

A further 3 000 teachers would receive increases of 48,1%.

"Teachers have to be competitive in their field and, before we can encourage that, we have to put everyone on an equal scale."

He also emphasised that these salary adjustments were a "once-off" agreement, and that, in future, salary adjustments would be based on merit.

Another cause for concern for South African teachers is the "right-sizing" process to bring about equity in staff training.

In accordance with President Nelson Mandela's promise not to retrench any teachers, the process involves the redistribution of teaching staff between advantaged and disadvantaged areas, as well as rural and urban areas.

Teachers, however, do have a say in the matter, and will be able to declare themselves "not transferable" and have their names removed from the list. "We are giving them a choice," Mseleku said.

Teachers who preferred to leave the service could opt for a severance package, which would allow for the absorption of excess teachers.

# New jobs threat to teachers

By NORMAN WEST, Political Reporter

**THOUSANDS** of Western Cape teachers are to lose their jobs over the next five years. In addition to the estimated 6 000 who face the sack before Christmas, regional Finance Minister Kobus Meiring said yesterday.

Outraged teachers have threatened to enlist community support to paralyse education in the Western Cape if the sackings go ahead.

Despite assurances to the contrary by President Nelson Mandela, who promised teachers only this week that their jobs were safe, Mr Meiring said the province would be taking the "unavoidable" option of dismissing the teachers. The decision was based on the recommendations of the Finance and Fiscal Commission, he said.

In terms of the commission's recommendations, in addition to the 6 000 teachers who are facing retrenchment at the end of the year, thousands more will have to be taken out of the system over the next five years to reach equity (in pupil/teacher ratios in all schools)," Mr Meiring said.

The newly established Western Cape Parents' Teachers and Pupils Forum (WCPPTF) has engaged legal counsel to test the constitutionality of the retrenchment plan in the Supreme Court.

Mr Meiring added that budget cuts might force schools to drop certain subjects.

It was only the pressure from teacher unions that had prevented the teachers from being sacked by the middle of this year, he said.

The province had been forced to keep the overflow of teachers on the payroll at least until the end of the year, a period of grace which added a further burden of R222-million to the provincial budget — "money we don't have," he said. Added to this was the cost of severance packages which would push up the cost to R3500-million.

At a May Day Rally in Athlone on Wednesday, President Mandela assured teachers the worst that could happen to them was redeployment to places where their services were needed.

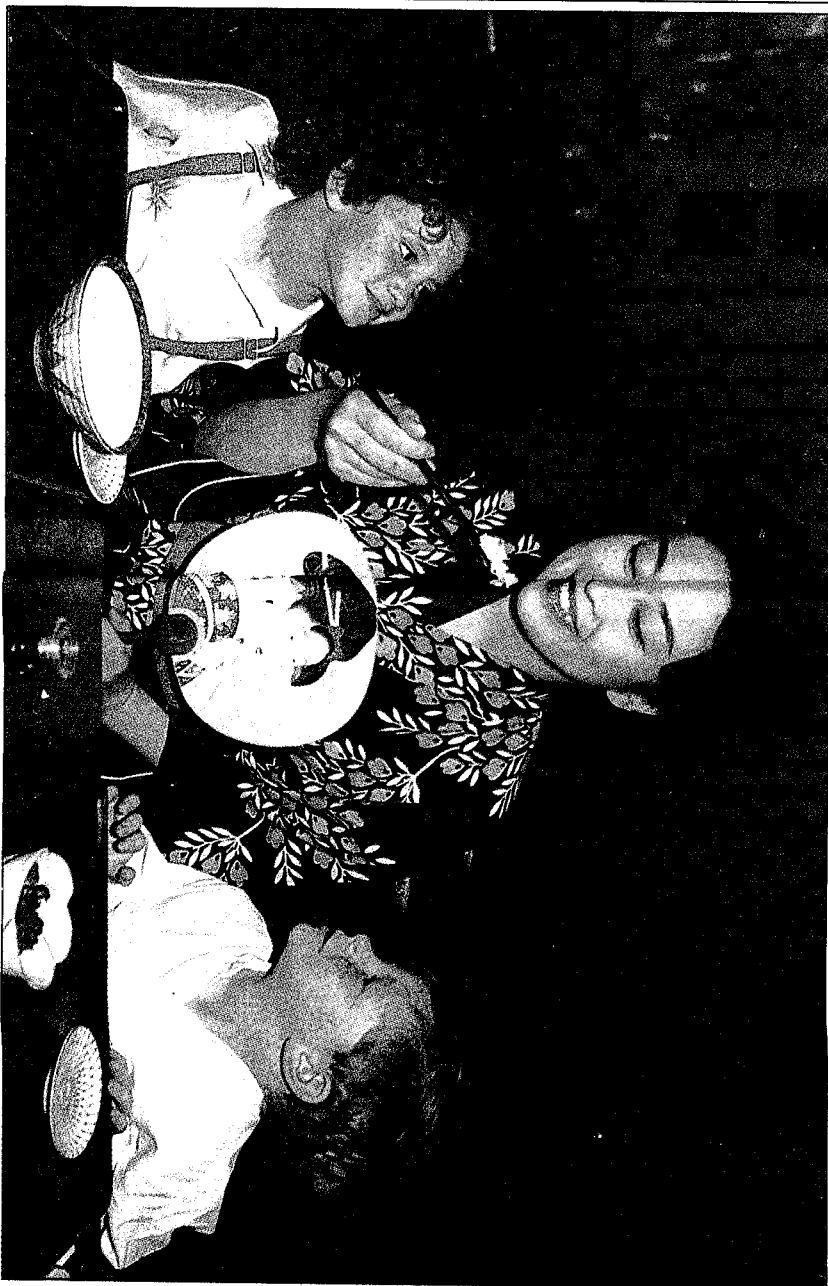
However, Mr Meiring said redeployment would save a teacher's job only if that teacher took up a position outside the Western Cape — "otherwise we are not solving our fiscal problem."

Commenting on Mr Mandela's statement to teachers, Mr Meiring said it should be remembered that 50 percent of the teacher corps were women, of whom half were married. This meant that redeployment to another province would not be an option for most of them.

Teachers are also incensed about a proposal to ban teachers who had accepted severance packages from seeking re-employment at Department of Education schools. However, Mr Meiring says this was agreed to by representative teacher unions.

The DP's leader in the Western Cape, Hennie Becker, warned that such a draconian clause probably clashed with the right of every individual to participate freely in the economy to make a living anywhere in the country.

(321) ST (M) 5/5/96



**IT'S ONLY RAW FISH . . .** Visiting Japanese opera star Kumiko Endo, 4, right, of Camps Bay, and Resh Nel, 5, of Ottery, a few pointers on the line art of using chopsticks to eat sushi at the popular Tokyo restaurant in Long Street. Kumiko is singing the lead role of Cio-Cio-San Butterfly in Puccini's tragic *Madama Butterfly* at the Nico Opera House. Her young companions alternate in the part of Butterfly's young son, Trouble. Capab's striped-down presentation of this popular opera — which has been critically acclaimed and for which booking has been unusually high — ends its run next Sunday. (See review on Page 7.) Picture: AMBROSE PETERS

# Mandela calls teachers for crisis meeting

(321)

CAROL CAMPBELL  
EDUCATION WRITER

CT 7/5/96

PRESIDENT Nelson Mandela has summoned two of the major teacher organisations to his Cape Town residence, Genadendal, for an emergency meeting tonight to discuss the teacher job crisis that is threatening education throughout the country.

Thousands of teachers, especially in the Western Cape, face being retrenched in an attempt by the government to free funds for spending on education in poorer parts of the country.

Most teacher bodies have agreed to the job cuts and have said these are inevitable if there is to be equity in education spending among race groups. However, parents and teachers say they have not been consulted about the agreement.

One group, dominated by teachers and parents from Mitchells Plain, is threatening to get a Supreme Court interdict to stop job cuts.

Mandela's spokesman, Mr Parks Mankahlana, said representatives of the National Professional Teachers' Organisation of South Africa (Naptosa), which represents a number of smaller bodies, and the South African Democratic Teachers' Union (Sadtu) would attend the meeting.

An education ministry official said Mandela would disclose the "secret plan" at which he hinted during a meeting at Hewat Teachers' Training College a month ago.

Mandela has said he has a plan for teachers and that he has discussed it with several ambassadors.

He said he would not disclose details of the plan until he had discussed it with teacher organisations.

---

## Foreign aid needed to pay out teachers' packages

(321) Star 8/5/96

Cape Town - Foreign countries will be asked this week for funds to help South Africa pay for severance packages and re-training teachers.

This emerged after a meeting between President Mandela and the major teachers' unions in Cape Town last night.

Speaking at his official residence Genadendal

after the meeting, Mandela said at least 18 countries would be approached for funds

Duncan Hindle, president of the South African Democratic Teachers' Union, said Mandela had expressed concern over dissension in the ranks of teachers.

He indicated that the decisions taken on teacher

severance packages had been a national process which had also involved the Western Cape.

Hindle said that Mandela indicated that the idea behind retraining was to offer some teachers the opportunity to stay on at schools instead of redeploying them in other areas. - Own Correspondent.

## New group out to disrupt education, teacher claims

CAROL CAMPBELL

321

CT 8/5/96

TEACHERS who threatened to halt classes in the Western Cape if plans to axe jobs were not dropped were playing into the hands of a "political group" that wanted to destabilise the community, Mr Archie Vergotine, head of the Cape Teachers' Professional Association, said yesterday.

Teachers say they are so "disillusioned" with the handling of the retrenchment programme that they will stop giving classes until the government "sorts itself out".

Vergotine spoke of his fears about the new "political movement" just hours before he and other teacher representatives met President Nelson Mandela to attempt to find a way to keep redundant teachers employed.

He said little was known about the group, other than that it operated in the southern suburbs and Mitchells Plain and "capitalised on teacher uncertainty".

The new Western Cape Parent Teacher Student Forum, which organised the first of a series of community protests outside Parliament last week, was not part of any political organisation, its chair-

man, Mr Des Barthus, said.

"We are concerned about the quality of education in all our schools regardless of whether they are old Model C schools, in the townships or on the Cape Flats," he said.

The forum was thinking of applying for a court interdict to halt the rationalisation in the Western Cape on the grounds that it was "undemocratic". It was also planning to march to Parliament on May 23.

Mr Mike Reeler, spokesman for the South African Teachers' Association, said that even if the retrenchment plan was stopped, some schools in the province would still lose posts to other, more needy schools.

"The politicians have made a big mistake by using education to get votes because it has backfired.

"Good teachers, who would never have considered leaving the profession before, are getting out just to escape the uncertainty and nastiness."

The voluntary severance package was to be offered only at the education department's discretion and this had upset teachers more, Reeler said.

## RETRAINING IN SCIENCE AND TECHNOLOGY

# 18 govts to help upgrade teaching skills

(321) 2/8/5/96

**AT A MEETING** with teachers' representatives last night, President Nelson Mandela revealed his plan for retraining teachers. Education writer **CAROL CAMPBELL** reports.

**E**IGHTEEN governments are to help with a plan to upgrade the skills of South African teachers to enable them to be more versatile in the classroom. President Nelson Mandela said last night.

The main emphasis of teacher retraining would be in science and technology, but teachers would also be encouraged to learn more about other aspects of education, such as adult education or pre-primary schooling.

Speaking after a meeting with representatives of the South African Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation (Naptosa), Mandela said his plan had been received with "great enthusiasm" by the ambassadors he had approached.

"We hope to implement this as quickly as possible, but when you are dealing with governments

things take time. They do know this matter is very urgent," he said. Further meetings with the ambassadors had been arranged for tomorrow.

The question of whether retraining would be undertaken in South Africa or abroad would be on the agenda, because teacher organisations favoured programmes that would be conducted inside the country.

Mandela said he had also approached the ambassadors about making more funds available for voluntary severance packages for teachers.

"Education Minister Dr Sibusiso Bengu told me he asked teachers at a meeting in Port Elizabeth how many would take the voluntary severance package and more than half raised their hands.

"I don't think there will be a problem with rationalisation," Mandela said.

It is understood that last week's agreement in the education labour relations council, where teachers agreed to a "move or lose" package, would remain unchanged.

This means teachers will still be offered the opportunity to transfer to a more needy school elsewhere or take a "voluntary severance package".

Teachers who remained in the profession would be given an above average increase, and those who opted for retrenchment would forfeit the chance of being re-employed in public schools.

At last night's meeting, Mandela revealed his plan to the teachers for the first time.

The head of Sadtu, Mr Duncan Hindle, welcomed the announcement, saying the President had encouraged an approach of reconciliation among teacher organisations.

The president of Naptosa, Mr Leepile Taunyane, said he was especially pleased with the President's assurances that no teacher would land up "jobless and on the streets".



**RIGHT TO LEARN:** President Nelson Mandela discusses the retraining of teachers with the head of the National Professional Teachers' Organisation, Mr Leepile Taunyane (centre), and Mr Duncan Hindle of the South African Democratic Teachers' Union.

PICTURE: NIC BOT

## EDUCATION

# Mandela to seek overseas aid for teachers

ESANN de KOCK

Education Reporter and Sapa

ARG 8/5/96

FOREIGN countries will be asked this week for funds to help South Africa pay for teachers' severance packages and for retraining.

This emerged after a meeting between President Mandela and the major teachers' unions in Cape Town last night.

Speaking at his official residence, Genaden-dal, after the meeting, Mr Mandela said at least 18 countries would be approached for funds.

He was "completely devastated" when Education Minister Sibusiso Bengu told him how much the government would have to pay to those teachers' opting for retrenchment, he said, without saying how much was involved.

At one meeting of teachers in Port Elizabeth, at least half had indicated they would opt for severance packages, he said.

"It will be necessary for the government to have sufficient funds to accommodate these severance packages."

Duncan Hindle, president of the South African Democratic Teachers' Union (Sadtu) said the president had expressed his concern about the growing dissension in the ranks of teachers and had indicated that decisions taken on teacher severance packages had been a national process which also had involved the Western Cape.

Mr Hindle said Mr Mandela indicated that the idea behind retraining was to offer some teachers the opportunity to stay on at schools instead of redeploying

**CASH MEANS L**

**PROPRIETARY GUARANTEE**

**PAYMORE STORES**

**CREDIT CARD**

**CALL YOU!**

**Mr L. K. BROOME**  
1350002 345 67 005

**FULL CREAM MILK**  
Homogenised and Pasteurised

**Darling**

**Lentefris**

**LOW CASH PRICE**

**185**

**SAFETY**  
PAS & HY

**Domestic**  
FURNITURE  
NEWCASTLE

instead of redeploying them in other areas.

But, nothing has been finalised and Mr Mandela has invited the teachers' unions to submit proposals regarding this idea to him before tomorrow.

"He also urged the unions to stand united, as he was concerned about the dissension, especially among unorganised teachers who might be uninformed and worried about retrenchments - which was not part of the national agreement."

Mr Mandela wanted teachers to be aware that a redeployment agreement had been signed by the Western Cape Education Department.

Mr Hindle said Sadtu believed Mr Mandela's reassurances would help allay fears of mass redeployment.

## Top-level talks on SA education

Education Reporter

THE future of higher education in South Africa will be discussed at a top-level conference of international experts in Salzburg, Austria this week.

Members of the National Commission on Higher Education (NCHE) and other education groups from South Africa are meeting with a group of eminent scholars to discuss the commission's recently released discussion document.

NCHE chairman Jairam Reddy said the seminar presented the commission with a unique opportunity to discuss its draft proposals with international experts.

In its discussion document, NCHE proposed radical changes to the current system of higher education in South Africa.

Among the most important proposals are a significant expansion of the system to accommodate growing demand for post-school education and to redress inequalities of the past.

**Young Garden Peas Long Turners**  
**Harvestime**

**in Cut Corn**  
**Harvestime**

**Harvestime PEAS/MIXED VEGETABLES/CORN**  
500g EACH

**448**

**Supreme SHOULDER BACON**  
250g

**465**

**Lucky Star MINCED PILCHARD**  
410g

**218**

**AT STORES WITH A DELI: SHOULDER HAM**  
100g

**1**

**24 HOUR SERVICE**

**Checkline**  
0800-01-07-09

**CONTRACTORS T**  
**WE RESERVE THE**  
**BEAUFORT WEST**

# che



# Mandela to raise funds for teachers

(321) Sowetan 9/5/96  
Money raised will be used to pay salaries and retrenchment packages

By Waghied Misbach  
Political Reporter

**P**RESIDENT NELSON MANDELA allayed fears of teachers yesterday by announcing a plan to raise money overseas to keep jobs and provide voluntary retrenchment packages.

Mandela met with representatives of the South African Democratic Teachers' Union and the National Professional Teachers' Organisation yesterday to announce that he had met ambassadors to raise the money.

His plan has come at an opportune time in the Western Cape after National Party Finance MEC Kobus Meiring announced that thousands of teachers – over and above the 6 000 jobs already under threat – would be retrenched

because the provincial government had no money in its 1996/1997 budget for salaries.

The ANC has criticised NP for trying to "play political games" by using the possible job cuts as a campaign issue for the May 29 local government election in the province.

Mandela said that further meetings with the ambassadors were scheduled for today. He said he hoped to raise the money as "soon as possible" but warned that dealing with foreign governments meant that things took time.

The money raised would be used to pay salaries of teachers and for voluntary retrenchment packages. Teachers who remained in the profession were also likely to get a salary increase.

Both unions have welcomed the president's plan.

# New deal wipes out education imbalances

(321) M+G 10-16/5/96

An historic agreement between the government and teachers' unions will affect the jobs of thousands of teachers, reports **Rehana Rossouw**

**A** GROUP of negotiators has finalised the route to achieving equality in education and breaking down apartheid's legacy of unequal funding for different races.

Unequal spending will be erased by the year 2000, following an agreement signed by the Education Labour Relations Council, composed of government representatives and major teachers' unions.

Parity will only be achieved by forfeiting the jobs of thousands of teachers across the country, but unions are satisfied that after months of negotiations they have struck the best deal possible.

In 1994, after consultation with provincial MECs for education, the government drafted a five-year plan to achieve equality in education. In the first financial year — 1995/96 — 15% of the education budget would be shifted from the better-funded provinces, and 20% in the second year.

At 80% of the state's total budget for education, personnel expenditure takes the largest chunk, and inequalities are immediately manifest in differing teacher-pupil ratios. Budget cuts would unavoidably affect the number of teachers a province can employ.

The Education Department is emphatic that it does not intend to decrease the number of teachers employed, but instead wants to re-deploy them in areas where they are needed most.

In their negotiated agreement with the council, the government's rationalisation measures were approved by the major teacher trade unions. They agreed to a teacher:pupil ratio of 1:35 in secondary schools, and that the 1:40 ratio in primary schools would be extended for another year, to be revised annually.

The first step towards redeploying teachers is an offer of a voluntary severance package to allow those who prefer leaving the service to do so, creating room for excess teachers. Right-sizing committees comprising representatives of the Education Department, school governance committees, staff members and observers from unions will be established to make recommendations about which teachers are in excess. Provincial and national redeployment agencies will be established to compile a data base of excess teachers and facilitate their transfer.

The council also signed an agreement on salaries, offering an average increase of 15,7% this year and establishing guidelines for increases for the next two years.

Education Minister Sibusiso Bengu said the agreement represented a high degree of consensus: "We are by now used to both Naptosa [National Professional Teachers' Organisation of South Africa] and Sadtu [South African Democratic Teachers' Union] approaching these negotiations carefully and exacting the maximum advantages for their members."

**S**adtu president Duncan Hindle said the agreement signalled a dramatic shift in the past few weeks, during which the unions had finally got the government to agree there should be no retrenchments.

"We all had to accept the reality that there were serious inequalities within provinces and between provinces. Achieving equality was our guiding principle in the negotiations," Hindle said.

The severance package being offered was "quite attractive", he added, although it was not enough to retire on. But the money could be used for train-



**Dramatic shift: Nelson Mandela meets Naptosa's Leepile Taunyane about teacher retrenchments**

PHOTOGRAPH: RODGER BOSCH

ing in another field, or to start a business. A teacher graded at post level one, for instance, with 13 years' service, could leave with R18 000.

"We think this will take out the people who are not willing to work in a non-racial democratic education system. If they're not comfortable with the new order, it's best they leave," he said.

The agreement offers some protection against the most qualified and committed teachers leaving by allowing the government to approve their severance packages but retain their services for a further 18 months. Unlike other public servants, teachers who accept the package will never be able to work

in the public service again.

The right-sizing committees will have to take the school's curriculum into account when deciding which teachers are in excess, and then apply the last in, first out rule. So if a mathematics teacher was the last employed at a school, but it has an excess of history teachers, the last history teacher will be the first out.

The teachers the committees decide are in excess then face redeployment to another school. They can appeal against transfer to another province if, for instance, their spouses are not able to join them.

"No teacher's career will be in jeop-

ardy. The normal labour practices will apply," said Hindle. "Only in the last instance can the state insist a teacher be redeployed, and if that instruction is ignored the teacher can be charged with misconduct and dismissed.

"There is no big stick, this process will take a long time and be handled as sensitively as possible. There will be assistance for those who move. No teacher will be dumped."

**T**he South African Teachers' Association (Sata), one of the largest unions in the Naposa federation, said it was a "reluctant signatory" to the agreement. "We signed because we know that many of our members are keen to take the package. We are committed to equality in education and the salary increases were attractive," said Sata president Hugh Killops.

He said the union had reservations about whether the government had the administrative capacity to handle the redeployment of thousands of teachers. Sata also believed the insistence that teachers who take the package never work for the state again was an unfair labour practice.

"Sata is concerned that the redeployment process is too rushed. The agreement stipulates the packages are available from May 1, and that the right-sizing committees be established within 30 days of signing the agreement," Killops added.

Because the union represents mostly teachers employed in Model C schools, it would like to offer governing bodies the opportunity to raise funds and employ excess teachers at their own expense. But it is unclear how this will be achieved, since legislation on the powers of governing bodies will only be available for public comment in August.

# New bid by Britain to hire SA teachers

Star 14/5 196

(321)

(20)

Consultancy claims it has been approached by hundreds of applicants

By Lee-Ann Attridge  
Education Reporter

A drive to recruit South African teachers for British schools has been stepped up with the arrival in the country of a leading UK teacher recruitment consultant.

Paul Howells, managing director of London teacher recruitment consultancy LHR Education, arrived in SA last week to conduct a number of seminars aimed at recruiting South African teachers for temporary assignments at English schools.

His visit comes weeks after The Star reported that another British agency, TimePlan, had recruited at least 10 South African teachers to teach in London's run-down inner-city schools.

At the time, the move was con-

demned by the SA National Civic Organisation and SA Democratic Teachers Union as contributing to the brain drain.

The new recruitment drive also comes in the wake of a government investigation into teacher training which found that the quality of SA teachers was generally poor.

But LHR Education, which claims to have recruited hundreds

of teachers for British schools since it started operating in SA last year, said it was unaware of the controversy and the report.

LHR spokesman Claine Boyes said yesterday the consultancy's experience of SA teachers had led to the stepping up of its recruitment drive in the country.

Boyes said Howells was in the country to recruit teachers specifically to alleviate the severe short-

age of teachers in London schools, but that teachers could also be appointed to other temporary posts in the UK and Europe.

Gavin Hought, co-ordinator of LHR Education's Durban office, said the consultancy had been approached by hundreds of teachers since it started operating.

He said about 65 SA teachers had already been recruited in the first three months of the year.

continuously, but we want to know who is involved and who is not involved. [Interjections.]

I am amazed that the members of the ANC are shouting like this because they know that tomorrow they may be arrested as a result of these investigations. [Interjections.] That is why they are shouting like that. [Interjections.]

Mr M F CASSIM: Madam Speaker, I understand that the Minister is not in a position to give the information here to the entire House, but we are in a unique situation in that, in KwaZulu-Natal, the HF is in government together with the ANC. On a government-to-government basis, it is possible to have confidential information.

Also, if at ground level, there is the impression that whatever the Minister is doing, e.g. the investigations that are being undertaken are even-handed and have the support of both the parties that are important in KwaZulu-Natal, namely the HF and the ANC, then that perception, in itself, will contribute greatly to the public supporting these investigations.

If the support of the public is not obtained right at the start, it is common logic that it is going to be very difficult to try to get to the bottom of the matter. So my suggestion and my request to the hon. the Minister is, on a government-to-government basis... [Time expired.]

THE MINISTER FOR SAFETY AND SECURITY: Madam Speaker, I have taken note of the request for information as to who is involved and who is not involved in the violence. I undertake to supply members with the facts of court appearances so that they can go to court to hear for themselves who is involved and who is not involved. [Applause.]

Dr W A ODENDAAAL: Madam Speaker, on a point of order, I wish to point out to you that the Minister for Safety and Security saw fit to allow an interpretation on the violence in KwaZulu-Natal. I would also like to bring it to the attention of this House that the interpretation of the point of order is...

THE SPEAKER: Order! What is the point of order? Bringing something to the attention of the House is not a point of order. Please raise your point of order.

Dr W A ODENDAAAL: Madam Speaker, the interpretation of the NP on intimidation, used as an electorally instrument in KwaZulu-Natal, as well as in the Western Cape, and with which a

prominent member of this House was associated...

THE SPEAKER: Order! I am sorry, hon. member. [Interjections.] Order! Would you please make your point of order? Pleading the fact that there is an interpretation is not a point of order.

Dr W A ODENDAAAL: Madam Speaker, both Minister Duthi Omar as well as Minister Sydney Mufumani are, to my mind, responsible line-function Ministers. [Interjections.]

THE SPEAKER: Order! Hon. member, I am sorry that is not a point of order. Please raise the point of order and they give your explanation.

Dr W A ODENDAAAL: Madam Speaker, on a point of order, I would like to point out that the NP has no interpretation on the Question Paper itself. The hon. Minister who has just sat down...

THE SPEAKER: Order! Is your point of order that an interpretation was set down and not permitted? Dr W A ODENDAAAL: Madam Speaker, that is my point of order and I would like to point out to you that I will take this matter further.

THE SPEAKER: Order! If the NP, or whoever set down that interpretation, will give me the details, I will investigate.

Debate concluded.

### Western Cape: pupil-teacher ratio

3. Mr M J BELLS to ask the Minister of Education:

(1) What is the current pupil/teacher ratio in the Western Cape;

(2) whether he or his Department intends reducing this ratio; if not, what is the position in this regard; if so, how many teachers will be retrenched or redeployed as a result?

72366 INT

THE MINISTER OF EDUCATION: Madam Speaker, the hon. member has asked us to provide him with figures relating to education in the Western Cape. The figures are as follows: The current pupil-teacher ratio in the Western Cape is 1:20 for secondary schools and 1:27 for primary schools. I think it would be of interest to the hon. member to know the ratios for another province, for purposes of comparison.

Let me use the Eastern Cape as an example. The ratios there are 1:49 for primary schools and 1:29 for secondary schools. We do intend to ensure that the teacher-pupil ratios in the country reflect an equitable redistribution of resources. This is not just an intention, but a moral obligation on our part. This means that we will have to increase and not reduce the teacher-pupil ratios in the Western Cape.

The agreement we reached with all provinces on how we were going to implement equity in funding between provinces suggests that by the end of five years we will have reached our target. Provinces were given latitude to decide on how quickly or how slowly they wanted to move in adjusting their resources so as to be in line with the shifts within a period of five years. Our information is that the Western Cape Department of Education has come forward with a five-year plan for the implementation of the new nationally agreed-upon teacher-pupil ratios.

Because the process is meant to take place within five years, and is linked to other processes such as the development of other areas of education, it is not possible to say with certainty how many teachers will have been redeployed by the end of the process. I must repeat, even though it has been repeated more than 10 times, that my Ministry has no intention of retrenching teachers. The hon. member could assist us by refraining from using the language of retrenchment because it aids those who have no interest in the education of our children.

Mr J A JORDAAN: Madam Speaker, I listened very attentively to the Minister of Education. What he has kept so quiet about, and what he gave us such a very well-wounded reaction to, is that his party and the NP are turning education in the Western Cape into a political football. The victims of this are the poor teachers and pupils, who are really the innocent parties in this situation. [Interjections.]

We are also aware that the President has, as far as my knowledge goes, entered this debate on two occasions. The President has made promises about teachers, and that he will be seeking money from foreign governments to tackle this problem. But all we hear from this hon. Minister is a kind of mindless yapping here.

I must add, though, that the Western Cape MEC for Education would also not win the Nobel prize for negotiating skills and tact; on the contrary, the

is part of the problem. The sooner the Premier, Mr Hennis Kriel, does something about her and appoints someone else who can be useful, the better for all of us, I believe.

We agree with the negotiated ratio of 1:40 in primary schools and 1:35 in high schools. I am convinced though, that the process and manner of its implementation is far more the Minister's own responsibility, but that he is merely saying we have done this and that, or one thing or another.

Inevitably, differences regarding the phasing in are at issue. If we are to stick dogmatically and rigidly to a formula, one of the things we will have to do in future in this country is to introduce parallel medium schools. Unfortunately the negative result of this formula will be that parallel medium schools will be detrimentally affected by this, because with a parallel medium school one has, in effect, two schools in one. This is the sort of thing that the hon. the Minister and his party are definitely not taking into account.

I also want to refer hon. members to what Prof Dick van der Ross, our spokesperson on education and also a member of the provincial legislature in the Western Cape, said:

After months of fruitless negotiations, hidden agendas and broken promises, the latest package has been put on the public for personnel in education that has been assessed as above quota. It gives thousands of teachers who have served our communities with dedication over deep blue seas. Such teachers will either have to leave the service voluntarily, upon which they will receive a package, or they will be transferred to vacancies at other schools...

Here one should read: "... outside the Western Cape..."

For these teachers the latter option, because of a variety of good reasons, is usually not viable.

Then follows the sting in the tail, however:

The voluntary retirement package has a condition: No teacher who retires voluntarily may return to the teaching profession, except in highly exceptional cases...

We take it that these are people who can teach mathematics and science.

This is no less than a type of lock-out clause coming from the same Minister. Before whose party kept that principle out of the new Constitu-

from a job all their might. It is totally unjustifiable for a teacher who has received years of training in his or her profession to have to accept a job in the country, to receive a voluntary package at the age of 30, to go to Africa, and then to have to be contractually excluded for the rest of his or her life from his or her chosen profession.

The J.P. is of the opinion that this Draconian measure possibly contravenes the right of every person to participate freely in the economy and to make a living anywhere on national soil. We therefore seriously appeal to teachers and teaching institutions to consider the matter carefully before complying with this provision.

**THE MINISTER OF EDUCATION:** Madam Speaker, the hon member spoke of the NP and the ANC playing football. I wonder if it would not be better to call it a game of ping-pong. [Interruptions.] I want to say, however, that the national Ministry of Education and the ANC have not participated in those games.

I am speaking here of agreements which have been only been followed as agreed to between the State and the teachers' organisations. Those agreements have not included the question of redeployment. We are consistently dealing with this question of teacher redeployment because it allows us to move towards equity. If the hon member would want to protect the appointed privileges and stop us from moving towards equity, it should be made clear. [Interruptions.] I also want to add that the overnight champions of teachers in the Western Cape must go to the teachers in the poverty-ridden provinces, speak to them and find out how they feel about the large numbers and large classes they teach, and about the redeployment that is meant to aid them and equality: the expenditure on education.

I believe that the President made statements which were supportive of what is being done. It is true that the President is engaged in attempting to find funds to aid this process. [Time expired.]

**MR K N ANDREWS:** Madam Speaker, we have no objection to equity; on the contrary, we believe that one of the primary objectives of the education system should be to move towards equity. There is, however, a difference between moving towards equity and hindering, smothering and destroying a system in the process. [Interruptions.]

The equity issue is a critical issue, and there can be no justification for having inequitable allocation

of resources for one day longer than is necessary, although, as the Minister has said, it takes a few years to make the adjustment. Equally, however, we need to recognise that if we are going to have world-class businesses in a world-class economy, we must be very careful that in the essential process of moving towards equity, we maintain the existing centres, and create new centres of excellence, so that we can produce the people who are going to be able to do this for us. Unfortunately the education debate has been characterised by contradictory statements made by the President of this country, by the Minister himself and by the MEC of the Western Cape. The result of that is insecurity and uncertainty in all sectors of the education community, which results in inefficiency and demoralisation. What needs to happen, and should have happened ages ago, is for the education authorities to come clean with the schools and the teachers and tell them the truth, palatable or otherwise.

The vast majority of teachers are interested in education and not party-political squabbling and point-scoring. Parents, teachers and pupils are pleading: Stop using our schools as political footballs. In this very difficult process we must allow school communities the maximum discretion in making the necessary adjustments towards the agreed target.

**MR J A JORDAAN:** Madam Speaker, the last sentence in the introduction by Prof Roy Pretorius to Dr Bengu's published doctoral thesis read: "Many things can happen to a stone without it becoming any wiser." I would like to ask the hon the Minister to go and read again what he himself wrote. In our process of nation-building, I would like to quote, slightly adapted, something that was in the last paragraph of the hon the Minister's thesis:

The political tragic elite of South Africa, the lonely outsiders who exist viciously on the cliff-like margins of many cultures, many who are disoriented, misunderstood, maligned and criticised by the left and right, by Christian and pagan, many who carry on their frail but indelible shoulders, the best of two worlds, and who, amidst confusion and stagnation, seek desperately for a home for their hearts, a home which, if found, could be a home for the hearts of all men.

\*I wish to appeal to this hon Minister: Go and read it again and create a dispensation that can really

make South Africa the home of all of the people who are currently living here. I think that this is of critical importance to all of us. [Time expired.]

**THE MINISTER OF EDUCATION:** Madam Speaker, I do want to say that the academic quotations that were cited today are irrelevant. In fact, the quotation from Prof Pretorius, who was my professor and colleague, was meant to apply to the particular hon member who appears not to have changed and who has behaved like a stone in the face of circumstances that we find ourselves in in education in this country. [Applause.]

I challenge hon members in the opposition, and especially the DP, to propose a solution that is better than ours in moving towards equity and effecting equitable funding in this country. And I do promise that I will consider such a solution seriously, but I want to say that the complaints are coming from those parties which least represent the underfunded provinces and sectors of our society. In fact, the complaints should be coming from the underprivileged and from the provinces that would like to increase their funding. Instead they are coming from the privileged who fear that they will lose those privileges.

No amount of academic quotation is going to convince us that what we are doing, with the support of the provinces and the teacher organisations, is unacceptable, and we shall do it. I want to tell hon members that we are committed to equitable funding in education. Debate concluded.

#### QUESTIONS

\*Indicates translated version.

For oral reply:

**Executive Deputy President (Mr T M Mbeki):**

**THE MINISTER OF WATER AFFAIRS AND FORESTRY:** Madam Speaker, as the hon the Deputy President Mr Mbeki is chairing a very important conference on the information highway in Johannesburg, I would like to ask, if this question, with your permission, could stand over until next week.

\*1. Mr M J ELLIS—Executive Deputy President (Mr T M Mbeki). [Question standing over.]

**Executive Deputy President (Mr F W de Klerk):**  
**Affirmative action programme in Office**

\*1. Mr T M MAFOLO asked the Executive Deputy President (Mr F W de Klerk):

Whether his Office has embarked on an affirmative action programme in regard to the employment of Blacks and women. If yes, why not, if so, what are the relevant details?

N499E

**THE EXECUTIVE DEPUTY PRESIDENT (Mr F W de Klerk):**

Yes, my Office has adopted a balanced affirmative action programme based on the provisions of section 212 of the Constitution of 1993, which is aimed at promoting a broadly representative and effective Public Service.

In terms of this programme, preference was given in the filling of vacancies to the appointment of suitably qualified people from under-represented groups, women and disabled persons in accordance with the criteria set out in section 212 of the Constitution of 1993 and Public Service Staff Code BVI. Of my Office's establishment, 85.25% comprises such persons. This is 15.25% above the required criteria as set out in the White Paper on the Transformation of the Public Service. While make up only 14.75% of my Office's establishment.

In this whole process the Office never dismissed, or discriminated against, any employee who had given good and loyal service.

#### Ministers:

**Questions standing over from Wednesday,**

20 March 1996:

**Questions numbers \*12 and \*13 were replied to jointly by the Ministers:**

**Memorandum from SA Ambassador in Italy**  
\*12. Dr B L GELDENHUIS asked the Minister of Foreign Affairs: 1

Whether his Deputy Minister has received a memorandum from the South African Ambassador in Italy in connection with the visit to that country of a certain Deputy Minister, whose name has been furnished to his Department for the purpose of the reply; if so, what was (a) the

*Hansard*

---

## Mpumalanga teaching crisis over pay

By LEE-ANN ALFREDS  
Education Reporter

Schooling at scores of schools in Mpumalanga has come to a halt with thousands of disgruntled teachers downing chalk in protest over not being paid for several months.

The situation in the province is so dire that desperate education authorities have resorted to issuing handwritten cheques in a bid to resolve the problem.

Mpumalanga education department spokesman Peter Maminza said yesterday that reports of teachers marching in protest were coming in "from all over the place".

He said he knew of schools in Barberton, Groblersdal and

(321) / Jan 15 / 1995  
Standerton which had been affected, but was waiting for reports from other towns so that he could assess the situation.

But Maminza conceded he did not know how many teachers had been affected.

He said the problem had come to light last month after Mpumalanga had taken over the payment of teachers' salaries from the former education department.

The problem involved mainly temporary teachers, but permanent teachers had also complained of not having been paid, Maminza said.

The department was working around the clock to ensure teachers received their salaries, but he did not know when all the teachers would be paid.

---

# Teachers ready for 'mother of all marches'

Staff Reporter

THOUSANDS of teachers, parents and pupils are expected to march on parliament on Tuesday to protest against the imminent sacking of thousands of Western Cape teachers.

Pamphlets say the march - organised by the Western Cape Concerned Teachers', Parents' and Students' Forum - will be the "mother of all marches" as teacher protests intensify.

Teachers marched to parliament recently to hand over a

memorandum to National Education Minister Sibusiso Bengu and Western Cape MEC Martha Olickers. However, they said the memorandum had gone unanswered.

The march starts at 11.30 am from behind the Oriental Plaza.

AKG 17/5/96

(321)



# Teachers' anger grows

MTG 17-23/5/96

Rehana Rossouw

**A**THLONE teacher Gail Cookson has been picketing daily near her school to stop a government plan to send her to teach in a rural town or another province.

She is one of 33 000 teachers in the Western Cape who have been stripped of their job security after an announcement two weeks ago that the Department of Education and teachers' unions had signed an agreement to retrain 6 000 teachers in the province.

The *Mail & Guardian* reported last week that the agreement aims to achieve equal spending in education in all the provinces by the year 2 000, by retraining teachers and re-deploying those who do not voluntarily leave the public service.

former Department of Education and Training schools and is over-funded this year.

Cookson teaches at Garlandale Senior Secondary School, which spearheaded the launch of the Western Cape Parent Teacher Student Forum in March to mobilise support for a campaign against retrainments.

A teacher for 20 years, she firmly supports the protests: "Of course I support the policy of equity, but it's more than just throwing names into a computer and then sending teachers wherever they want."

She estimates about 60% of the teachers at her school are union members, but says they were neither adequately consulted nor informed about the negotiations with the Department of Education.

She would not object to being re-deployed to a township school, but says no new schools have been built there recently and if the redeployment starts this year, she wouldn't be given that option. "So, someone like me will probably end up in the rural areas or in another province. My husband has been working for the same company for 15 years, he won't want to go with me. I have three children at school here, with relatives and friends. I'm not prepared to leave them all behind and become a migrant worker."

Cookson says teachers cannot be compared to other employees who are often relocated or retrenched, without packages, by their companies: "Teaching is a vocation. I'm certainly not doing it for the money. I love being a teacher. I want to keep being a teacher."

Cape Town teachers are being advised that teacher organisations which signed the agreement with the department are "sweetheart unions" and should be brought to book.

Garnet Hendricks, an industrial relations expert and author of *Teachers Have Rights Too*, says the agreement starts this year, she wouldn't be given that option. "So, someone like me will probably end up in the rural areas or in another province. My husband has been working for the same company for 15 years, he won't want to go with me. I have three children at school here, with relatives and friends. I'm not prepared to leave them all behind and become a migrant worker."

Cookson says teachers cannot be compared to other employees who are often relocated or retrenched, without packages, by their companies: "Teaching is a vocation. I'm certainly not doing it for the money. I love being a teacher. I want to keep being a teacher."

Cape Town teachers are being advised that teacher organisations which signed the agreement with the department are "sweetheart unions" and should be brought to book.



**No migrant worker: Gail Cookson is picketing daily**

PHOTO: RODGER BOSCH

that members, their leaders can be brought to book," Hendricks told a meeting of the Western Cape Parent Teacher Student Forum this week.

The forum drew 8 000 people to a protest march to Parliament two weeks ago and it is planning another for next Thursday. It has been holding parents' meetings almost every day to rally support for its action.

"Nelson Mandela understands more than anyone else in the world the power of a mass movement. So we are going to petition him to scrap the proposals until meaningful consultations have taken place," said forum representative Des Barthus.

Parents were not consulted, and the government has the audacity to say they do not have to consult them."

Education Ministry representative Lincoln Mali said the government had no mandate to negotiate with parents. Like any other professional employer, legislation bound it to negotiate with recognised trade unions, and it was confident the South African Democratic Teachers' Union and the National Professional Teachers' Organisation of South Africa represented more than 80% of organised teachers.

## Payouts to teachers could cost R600-million, says Mandela

Cape Town - The Government would have to raise R600-million to pay teachers voluntary retrenchment packages, President Mandela said yesterday.

Teachers with 20 to 25 years of service who

opted to retire would be entitled to an average of R500 000.

The problem the Government would then face would be whether there were enough teachers.

Earlier in May the president said it had become

clear many teachers faced with redeployment would opt for retrenchment or early retirement. The state had been forced to approach 18 foreign countries for donations to fund such an eventuality.

Teacher upgrading by

foreign countries would be done locally because of the danger that teachers receiving training overseas would not return.

He emphasised that teachers would not lose their jobs "... as long as I am president". - Sapa

(321)

~~(321)~~

Star

18/5/96

# Substitute teachers first to feel retrenchment pinch

ESTELLE RANDALL  
*Labour Reporter*

321

AR G 18/5/96

TEMPORARY teachers in "substantive" teaching posts will have the same rights as permanent teachers during the government's current rationalisation programme.

This assurance was given in Cape Town yesterday by officials from the Western Cape Education Department and forms part of the agreement negotiated between the government and teacher organisations in the Education Labour Relations Council.

Carl van der Merwe, chief director of education provision in the province said temporary teachers in "substantive posts" whose appointments expired on June 30 would have these extended by another school term until

September 30. This would allow them to take advantage of voluntary retrenchment and redeployment options to be presented to the Western Cape's 36 000 teachers.

But, temporary teachers in substitute posts are excluded from the voluntary retrenchment and redeployment options.

Mr Van der Merwe said temporary teachers in substantive posts would not be discriminated against during the process of identifying teachers regarded as being "in excess".

On Monday teachers will receive circulars detailing the severance package. They will be asked to indicate whether they wished to apply for voluntary retrenchment.

The forms have to be returned to the department by June 15.

# Mandela has good lesson for teachers

ESTELLE RANDALL  
*Labour Reporter*

PRESIDENT Mandela has repeated his promise to prevent Western Cape teachers from losing their jobs.

"Not a single teacher will be retrenched as long as I am president," he told about 800 teachers at the Garlandale Senior Secondary School in Athlone yesterday.

He said he already had approached 21 heads of state in his bid to raise R600 million to upgrade teachers' skills.

A prime minister of 'a Commonwealth country' had offered him R25-million in cash.

Mr Mandela visits Germany next week, where it is expected Chancellor Helmut Kohl will finalise Germany's contribution to the R600-million needed.

"My duty, as president, is to see to it that we get the money and avoid throwing teachers into the street. Teachers, students and the community can decide how to use the money," said Mr Mandela.

In the Western Cape, 6 000 posts are to be made redundant as part of a three-year improvement package for education which was signed by teacher organisations and the government in the Education Labour Relations Council.

Inequities in funding for the former racially-based departments had resulted in vastly differing teacher-pupil ratios and phasing in equitable funding meant a redeployment of staff.

A voluntary severance package

■ President Mandela has promised to go all out to prevent teachers from losing their jobs.

would be offered for a limited period to teachers who preferred to leave the service.

Referring to the package, Mr Mandela said the danger was that many teachers with good qualifications and experience would take it, leaving fewer teachers than were needed.

Mr Mandela said the first step in the rationalisation plan was to absorb teachers in the normal staff turnover, where teachers resigned because of old age or ill-health.

Next, came redeployment to schools which did not have enough teachers and where the learner:teacher ratio was unacceptably high.

"We accept this will be very difficult if a person has been born and brought up in Mitchell's Plain and is asked to go to the Northern Transvaal.

"We will have to see how to meet the concerns of teachers redeployed to other areas," said Mr Mandela.

Inequities existed in money allocated to provinces.

"That's unjust, inequitable. No government can accept that situation. That's why we have to bring about equity."

Phasing in equitable funding between provinces and between education institutions meant a redeployment of staff. One of the

problems the government faced in its drive for education equity was people who refused to think above the ethnic group to which they belonged.

"Some of the protests we have been receiving have come from those who don't want to think of the country as a whole.

"They don't want to think of the system of education as a whole. This is the curse of apartheid."

He acknowledged the validity of there not having been enough consultation and briefing about the planned rationalisation.

He was arranging for a "proper briefing" with Education Minister Sibusiso Bengu.

Turning to allegations that he favoured Africans to the detriment of coloureds, he said those who spread such allegations had a different agenda.

"The coloured community has received top priority from me," he said. He listed several examples of how this sentiment had shown itself, including his recent opening of a school in Mitchell's Plain, the appointments of Franklin Sonn as ambassador to Washington, Trevor Manuel to finance minister and Jakes Gerwel to the president's office.

He also had arranged a university scholarship and a two-month stint in Paris for a "young lady" who had impressed him with her probing questions at a meeting.

"I regard you as my flesh and blood (my vlees en bloed)," he said to a standing ovation.

"My task now is to defend the rights of teachers."

ARLT18/5/96 (321)

## Western Cape's temporary teachers reassured on plans

Linda Ensor

CAPE TOWN — Temporary teachers fearful that they would be discriminated against when the Western Cape education department implemented its rationalisation plans were reassured at the weekend by chief director Carel van der Merwe.

Uncertainty over their futures had led to severe disruptions in some schools and it was therefore necessary to defuse the situation, Van der Merwe said.

About 2 000 of the 36 000 teachers in the province were employed on temporary contracts and there was a total of about 6 000 teaching posts to be closed in the rationalisation programme, Van der Merwe said at a media briefing.

He emphasised that temporary teachers would not be treated any differently from their permanently employed colleagues when it came to their rights to voluntary severance or permanent appointments. Nor would they be discriminated against when redundant teachers were identified.

He said the department had given instructions that all temporary appointments of teachers in substantive posts where appointments terminated on June 30, would be extended to September 30. However, the teachers could be redeployed in this period.

Teachers have been asked in a circular today to indicate whether they intend to take the voluntary severance package. The department hoped to have an initial estimate by June 15, Van der Merwe said.



Policemen from Rosebank, Johannesburg, attend a training session on expectations and service and telephone etiquette, run by SA on Friday. The project was initiated by station command.

## Hung municipal council forecast for Cape Town

Linda Ensor

CAPE TOWN — A hung central municipal council has been forecast for Cape Town by many political players, but the constitutional advantage enjoyed by the ANC is likely to prove decisive in its favour.

The two main contenders for municipal power, the ANC and the NP, appear to be neck and neck as the election race enters its final lap.

While the NP is expected to garner a greater percentage of the proportional vote, this is unlikely to be sufficient to overcome the advantage derived by the ANC from the constitutionally imposed system of seat allocation.

Of crucial importance will be the percentage poll, because if there is a high level of voter apathy, as is expected, this will affect the NP most.

This is not only because the turnout among the NP's support base in the coloured community is likely to be low, but also because the proportional lists are directly related to the number of voters.

There are about 500 000 registered voters in the 44 wards

making up the central metropolitan substructure.

A total of 183 candidates are standing in these wards, excluding those on the parties' proportional lists which would elect 30 of the 74 council seats. Six of the wards have traditionally been white, 22 black, 15 coloured and one has elements of all races.

Inside sources confidently predict that the ANC will take nearly all the 22 wards in the former black local authority areas of Langga, Nyanga and Crossroads.

An estimated 160 000 of the total central substructure electorate live in these areas.

The main opposition in these areas will come from the NP-aligned Western Cape Community Organisation which is fielding 13 candidates in the central substructure as a whole, and the PAC, which is putting up eight candidates.

The ANC hopes to take at least four wards in coloured areas, namely Rylands Estate, Rocklands, Tafelsig and Weltevreden Valley where Cape Town mayor Theresa Solomon is standing. Here they will also be facing the African Muslim Party which has

seven candidates and the African Christian Democratic Party which is fielding 12 candidates.

The ANC is also pinning its hopes on pulling in the white ward of Newlands/Bishopscourt where architect Revel Fox is standing and where President Nelson Mandela will cast his vote.

The DP's Chris Joubert and John Muir look a dead cert to take the Sea Point/Camps Bay and Claremont/Kenilworth seats respectively.

If accurate, these projections would give the ANC 27 of the 44 ward seats.

The NP is only fielding five candidates in black townships and 22 in white and coloured areas, and is "confident" that it will win a large proportion of the latter where it's opposition will come from independents and civic organisations.

Mitchells Plain and Mannenberg, regarded as NP strongholds, could optimistically deliver the party nine seats. With the ANC hoping to snatch four coloured wards, this leaves only an unlikely one ward for an independent. Independents would probably take three or four wards at the expense of the ANC or the NP.

# R1-m severance deals for long-serving teachers

(321) STAR 21/5/96

By LEE-ANN ALFREDS

Education Reporter

Teachers with more than 30 years' experience who opt to take up a voluntary severance package stand to receive tax-free payouts of close to or above R1-million.

This was confirmed yesterday by Gauteng education and culture MEC Mary Metcalfe, the national Education Ministry and the Association of Professional Teachers (APT).

The voluntary severance deal was part of a three-year package signed in the Education Labour Relations Council this month.

In terms of the agreement,

teachers would be offered voluntary severance for a year in an attempt to "right-size" (rationalise) the number of teachers in the country to bring about uniform teacher/pupil ratios of 1:35 in high schools and 1:40 in primary schools.

But APT president Suzanne Rees said most teachers were not leaping at the chance as they did not stand to benefit from it.

She said the only teachers who would gain were those between the ages of 55 and 60 as they were likely to receive a tax-free gratuity of more than R500 000.

"It is a wonderful opportunity for teachers who are over 55. For

example, a principal who has been in the service for 30-odd years and on Category D will easily get upward of R1-million," Rees said.

But she said teachers between the ages of 50 and 55 would only benefit if they had another job to go to. It would benefit teachers "who wanted to get out anyway".

Metcalfe yesterday tried to dissuade teachers from opting for the voluntary severance packages, saying the country needed them to stay in the teaching sector.

She added that payouts were the responsibility of the national government as the Cabinet had agreed to the package.

UK EDUCATION SCOUT VISITS SA

# Foreigners eager to snap up local teachers

A LONDON education agency is looking for local teachers to work overseas. Education Writer **CAROL CAMPBELL** reports.

**W**ESTERN Cape teachers may not be in much demand at home, but countries such as England, New Zealand and Singapore are eager to snap them up.

This emerged in an interview with the managing director of a London-based education agency who is in South Africa to scout for teachers who are prepared to take short-term jobs in England, mostly in city schools.

Mr Paul Howells, of LHR Education, said that by the end of the decade England would be short of 6 000 teachers because too few had been trained to meet the needs of the country's growing school-going population.

The Western Cape will lose 12 000 teaching posts over the next five years as the government tries to balance its spending between poverty-stricken African schools and the more advantaged white and coloured schools.

Already teacher emigration figures have risen substantially. The Central Statistical Service said yesterday that in January this year 85 educationists left SA compared to 54 in January last year.

Howells said the biggest demand was for teachers of modern languages such as French and German, and science and technol-

CT 21/5/96 (321)  
**Germany gives SA R8,8m**

**BARRY STREEK**  
POLITICAL WRITER

THE German government yesterday announced an R8,8 million donation to help solve the education crisis in the Western Cape.

German Chancellor Dr Helmut Kohl said the pledge was for retraining teachers and similar projects. It had been given in response to President Nelson Mandela's request to international leaders for R600m to help solve the crisis.

Kohl said in a letter to Mandela the money was made available in addition to the technical and financial co-operation for this year.

"Kohl suggested that the details should be discussed during the inter-government consultations scheduled for June 1996," the German embassy said.

Mandela has appealed to foreign leaders for funding to retrain teachers and to help resolve the problem of paying settlement packages for teachers. Canadian Prime Minister Mr Jean Cretien has promised R25m.

ogy. In Japan, English teachers found work easily.

In New Zealand the influx of Polynesians was beginning to put pressure on the education system and job opportunities in that country were likely to grow.

His company will visit Australia and Canada later this year to find teachers there to work in England.

"Teachers should be under 28 years and able to work on two-year work/holiday contracts."

The firm did not pay for teachers to fly to England, nor did it pay for their accommodation and, under Commonwealth rules, could not legally employ them until they arrived in the country.

It facilitated teachers' employment once they were in Britain and provided them with a back-up service.

Once teachers were accepted by the company, they were virtually ensured of a position when they arrived in England.

Although the agency favoured young teachers with one or two years experience, new graduates also stood a "very good" chance. Older teachers with a UK or European passport could also apply.

Local teachers can contact Howells at 083-272-3458 until tomorrow night. Afterwards, his South African agent can be contacted at (031) 47-8624.

# Bengu attempts to sell 'rededeployment' scheme to W Cape teach



RIGHT-SIZING: Sibusiso Bengu

DAN SIMON

EDUCATION Minister Sibusiso Bengu will visit Western Cape educational institutions this week in an attempt to convince teachers of the merits of his rationalisation programme which aims to re-trench and redeploy 6 000 teachers in the province.

Bengu kicked off his Western Cape programme yesterday with visits to the Bellville offices of the

Cape Teachers' Professional Association and two schools, where he addressed teachers' concerns and outlined the broad terms of the rationalisation programme.

The programme was agreed to by education officials and representatives of the two largest teacher groups on May 2.

He is to address a mass meeting of teachers in Athlone tomorrow and another meeting on Saturday. Bengu said the aim of his visits

to Western Cape schools was to get teachers to "understand the redeployment process".

"As far as we are concerned in the government and the National Professional Teachers' Organisation of SA and the South African Democratic Teachers' Union, this issue is a non-negotiable one", Bengu said after addressing a meeting at the Tuscany Glen Primary School near Kleinrivier.

He said he had told teachers

that the negotiations in the Education Labour Relations Council had taken 16 months to finalise "because we wanted to fit in the human factors. After all, teachers are human beings."

He said the agreement dealt with the "right-sizing" of education, a voluntary severance package, amendments to pension benefits and remuneration.

Right-sizing did not mean fewer teachers in the country, he

said. Rather it implied a more equitable distribution of teachers throughout the country.

The first phase of this process will be implemented this year and the redeployment should be completed by the year 2000 at the latest," Bengu said.

In a circular handed to teachers after the meetings, Bengu said the "inequities" in education resources were obvious in different levels of funding for provinces, and educa-

tion institutions within provinces, with educators' remuneration "taking up the bulk" of the education budget.

"As these inequities must be phased out over five years, a redistribution of educators between the advantaged and disadvantaged parts of the system, and also between urban and rural parts of the system, is required."

Bengu added that the agreement between the state and the

teachers' association provided for a process of redeployment.

Teachers' severance packages remain in the room for consideration. Once right-sized, had been established, were available to the teachers, who would meet between



# Teachers are warned of packages

321

*Sowetan 22/5/96*

Sadtu says only a minority of their members will choose severance pay

By Victor Mecoamere

**S**CHOOLTEACHERS should not make a rush for voluntary severance packages, South Africa's leading teacher organisations warned yesterday.

The warning came in the wake of the same plea made this week to teachers by Gauteng MEC for education and culture Mrs Mary Metcalfe.

Voluntary severance packages form part of the Education Labour Relations Council (ELRC) agreement package. The South African Democratic Teachers Union and the National Professional Teachers Organisation of South Africa are active employee participants in the ELRC.

The ELRC agreement, aimed at improving the conditions of service for teachers,

also includes a new salary grading system, the "right-sizing" of teacher numbers, the restructuring of the pension fund and improved medical benefits.

The Government is expected to spend R2,6 billion to implement the new salary grading system. It will result in increases of between 10 and 53 percent from July 1. The alternative to the voluntary severance package is a process of redeployment that many teachers do not seem eager to consider.

Many of the approximately 3 500 redundant teachers in Gauteng are expected to take the offer.

Sadtu media officer Ms Kate Skinner said they believed that only a minority of their 106 000 members would go for the package because "our members are committed to the profession and dedicated to the development of a new education system".

THOUSANDS TO MARCH ON PARLIAMENT

# Parents, teachers prepare for protest

**WESTERN CAPE** teachers and parents from across the political divide will march on Parliament tomorrow to protest against teacher cuts, writes **CAROL CAMPBELL**.



**T**HOUSANDS of parents and teachers from the old Model C schools — most of whom have never taken to the streets before — will join colleagues from Cape Flats schools to march on Parliament tomorrow in a protest against teacher cutbacks.

But the march may be too late — an agreement on a voluntary severance package and the redeployment of redundant teachers has already been signed by the government and teacher unions.

The protest action, which has been organised by the Western Cape Parent/Teacher/Student Forum, is expected to bring education to a standstill in the province.

Primary and high schools as far away as Knysna, George and Stellenbosch are closing early to allow teachers to travel to Cape Town to take part.

Several Cape Town schools are stopping classes at first break to allow teachers to attend the lunchtime protest.

In solidarity with the marchers, Paul Roos Gymnasium in Stellenbosch will close for the day to host a meeting of teachers and parents from schools in the area.

Yesterday the Western Cape's Education MEC Mrs Martha Olckers said the protesters had her full support and, had it not been so close to the local government elections, she would have joined the march.

"I have fought a lone battle to try to make Education Minister Dr Sibusiso Bengu and President Nelson Mandela see the severity of the problem in the Western Cape."

Schools in the province stand to lose 12 000 teaching posts over the next five years as the government tries to balance its spending between poverty-stricken schools in others parts of the country, coloured schools and the once-privileged white schools.

Although the march is expected to be one of the biggest teacher protests ever seen in the province, it does not have the support of two major teacher unions.

Yesterday the South African Democratic Teachers' Union and the Cape Teachers' Professional Association called on their members not to take part because of the destabilising effect on education.

A Sadtu spokesman said the protest would stir up racism in the Western Cape because it was

coloured and white teachers marching against equity in South African education.

The South African Teachers' Association, which represents mostly English-speaking teachers in the old Model C schools, sent a memorandum to its members encouraging them to participate in the protest action.

The South African Onderwysersunie, which represents Afrikaans teachers, said it could not support the march because it felt there were "other channels" which could be used to voice grievances, but it would not stop its members from taking part.

In a letter to parents the head of Laerskool Groote Schuur Mr Anton Meyer asked them to support "our struggle" to maintain quality education for children.

The principal of Muizenberg Junior School Mr Andy Raven sent a letter to parents urging them to support the stand.

"We as parents and teachers are simply standing up for our children's rights to receive quality education and our teachers' right to practise their profession in a teaching environment which is secure, stable and stress-free."

The deputy principal of Bergvliet High School, Mr Tom Isger, said business should be forced to do more for schools because it was the major beneficiary of education.

Yesterday it was reported that Bengu said the redeployment of teachers and the redistribution of provincial education budgets had

to take place.

"The government could not sustain the situation prevailing in 1994/5 that the Western Cape's budgetary provision for education was more than twice as favourable as that of the Eastern Cape," he said in debate on his vote in the National Assembly.

"We therefore undertook to manage the progressive redistribution of the provincial budgets on the principle that where necessary, educators should be redeployed."

"The agreements we have signed with teacher organisations enshrine this principle."

The chairperson of the portfolio committee of education, Dr Blade Nzimande, said the ANC welcomed "the firm resolve that the department has shown in bringing about a more equal distribution of teaching resources between the different provinces."

"This has not been easy, because at present we do not have the resources to bring the poorly resourced provinces up to the levels enjoyed in the Western Cape."

"The fact is that per capita expenditure on the children in the Western Cape is R3 460, while that in the Eastern Cape expenditure is just R1 913. This is grossly unjust and the Nationalist Party is well aware of this."

"We condemn their opportunistic attempt to exploit the issue of teacher rationalisation for narrow party political goals in the Western Cape," Nzimande added.

● See Page 8

## NEWS FOCUS

# Govt in dilemma over teachers' packages

(321) Bd 22/5/1996

**Mark Henning**  
TITLE: national education and labour departments  
SA's education programme training into the efficient out-comes-based system envisaged in the National Quali-

fication Framework. These are acquiring adequate

had virtually bankrupted the country, attempts were

choice on how to spend post-tax income, the intention

schools out to attract the very best?  
Even if it is decided these teachers must be paid

For the past three decades in SA formal education

people to the system.

Firstly, currently desperately searching for ways of

the 1995-96 Bill permits governing bodies to em-

the 1995-96 Bill permits governing bodies to em-

many positive and resulting from government began

that those seizing the opportunity will not again be

of resources in public facilities and can exert a

the 1995-96 Bill permits governing bodies to em-

the 1995-96 Bill permits governing bodies to em-

and farm, making universities, colleges and schools

with available resources who will remember the ra-

of the medical and subscriptions of the early years,

the 1995-96 Bill permits governing bodies to em-

the 1995-96 Bill permits governing bodies to em-

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

to maintain and lecturers at teacher training colleges

# Teachers may get R1-m in severance pay

(321) ARG 22/5/96

The Argus Correspondent

JOHANNESBURG. - Teachers with more than 30 years' experience who opt to take up a voluntary severance package aimed at reducing the number of educators in the country stand to receive tax-free payouts of close on or more than R1 million.

This was confirmed on Monday by Gauteng Education and Culture MEC Mary Metcalfe, the national education ministry and the Association of Professional Teachers (APT).

The voluntary severance packages were part of a three-year improvement package signed in the Education Labour Relations Council early this month.

In terms of the agreement, teachers would be offered voluntary severance for a year in an attempt to "right-size" (rationalise) the number of teachers in the country, to bring about uniform teacher/pupil ratios of 1:35 in high schools and 1:40 in primary schools.

But the agreement, which was signed by the country's biggest teachers unions, has since been criticised from at least one quarter.

APT president Suzanne Rees said most teachers were not leaping at the chance as they did not stand to benefit from it.

She said the only teachers who would gain were teachers between the ages of 55 and 60 as they were likely to receive a tax-free gratuity of more than R500 000.

"It is a wonderful opportunity for teachers who are over 55. For example, a principal who has been in the service for 30-odd years and on Category D will easily get upward of R1 million," Ms Rees said.

But she said teachers between the ages of 50 and 55 would only benefit if they had another job to go to. It also would be of benefit to teachers "who wanted to get out anyway".

"The big problem is that

teachers who take the package will never be employed by the state again. And the way the job market is, it is not a good deal for most people. Most teachers in my organisation are rejecting it," Ms Rees said.

A source who did not want to be named added that the agreement was most likely to affect provinces like the Western Cape, Northern Cape, Gauteng and the Free State all of which had an oversupply of teachers.

But she said there was some doubt as to whether the government could afford the estimated R600 million required.

Meanwhile, Ms Metcalfe has tried to dissuade teachers from opting for the voluntary severance packages, saying the country needed them to stay in the teaching sector.

"While I respect the right of every teacher to make this individual choice, I want to urge those teachers - who may exercise this option because of feelings of insecurity in a new era and in a new system rather than because you have lost your desire to teach - to think again and to reflect on the very important contribution that you can make to the development of education," she said.

Ms Metcalfe said it would be a "pity" to lose teachers who have been in the system the longest. She defended the massive payouts which would be made, saying it was a combination of the teacher's contributions and the state's contributions to the pension fund.

Ms Metcalfe added that payouts were the responsibility of the national government as the cabinet had agreed to the package.

Education ministry spokesman Thami Mseleku said the teachers were entitled to the payouts. "This is a way of allowing people, who would receive this amount on retirement anyway, to get paid out without losing anything or gaining anything. It is just like early retirement," he said.

# 'We'll bring Athlone to a standstill'

JERMAINE CRAIG  
Staff Reporter

THOUSANDS of Athlone pupils have marched through the area's streets, vowing "to bring Athlone to a standstill" if the Western Cape Education Department (WCED) carries out its threat to retrench 6 000 teachers by the end of the year.

Pupils, teachers and parents from six Athlone high schools took part in yesterday's march to the Athlone offices of the WCED, shouting slogans such as "More teachers, less politicians".

The march was organised by the staff and students' Representative Council of the Belgravia High School, and included pupils from Spes Bona, Alexander Sinton, Bridgetown, Athlone and Ned Doman high schools.

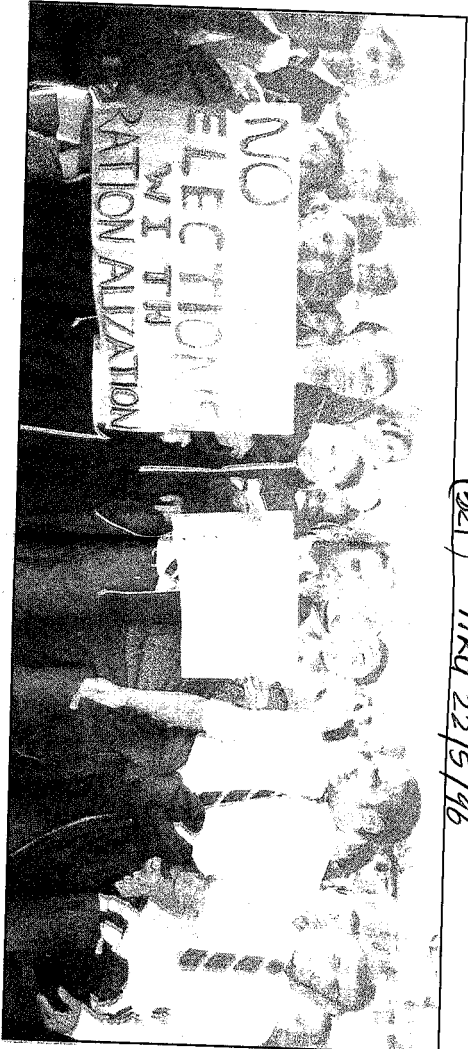
"We can assure you that schools will cease to function if the department implements that action," said the public relations officer of the Belgravia SRC and chairman of the Muslim Students' Association, Isak Cassiem.

"Most pupils are taking it (the retrenchment of teachers) seriously. They understand it is not just a teachers' struggle, it is a student struggle as well," said Arlene Muller, chairwoman of the Athlone High SRC.

Belgravia's SRC chairwoman, Aneesa Moosa, described the WCED's announcement as akin to "a father beating his own child".

"If any of our teachers are retrenched or redeployed, Athlone will come to a standstill," Ms Moosa said.

Pupils handed over petitions of thousands of names to WCED.



(321) RPL 22/5/96

"We want to make the community aware of the struggle. We are fighting against total gutter education."

"We want to make a statement that politicians must not use us as guinea pigs and political ploys. It will not stop here, it will go further," said march co-ordinator Ashmuel Safodien, a teacher at Belgravia.

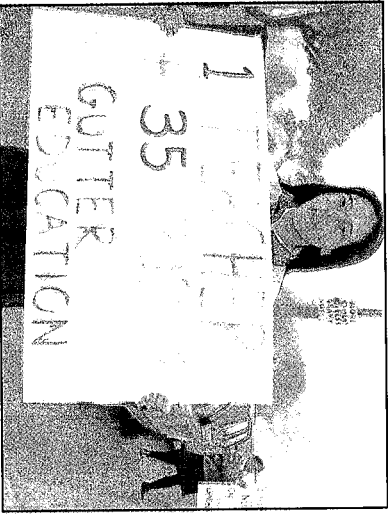
"The pupils are shocked and amazed that the government is even thinking of such action. We will not tolerate the action of the department, it will affect our education and we are the ones who are going to suffer."

Athlone area manager, A. B. Petersen, and vowed to intensify their protests.

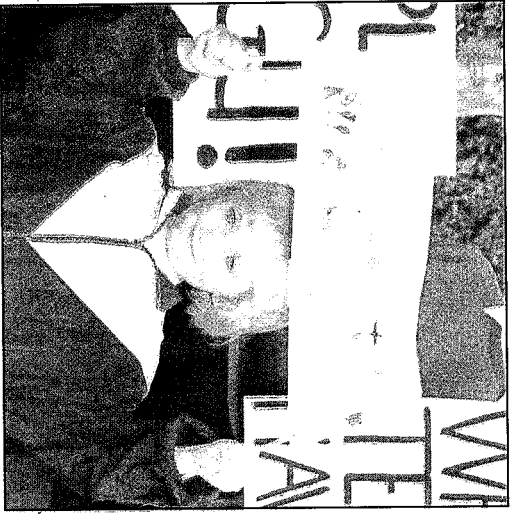
Teachers throughout the Western Cape have been holding daily placard demonstrations, including a march to parliament, to highlight their plight.

Thousands of teachers and pupils are expected to participate in the "mother of all marches" to parliament tomorrow.

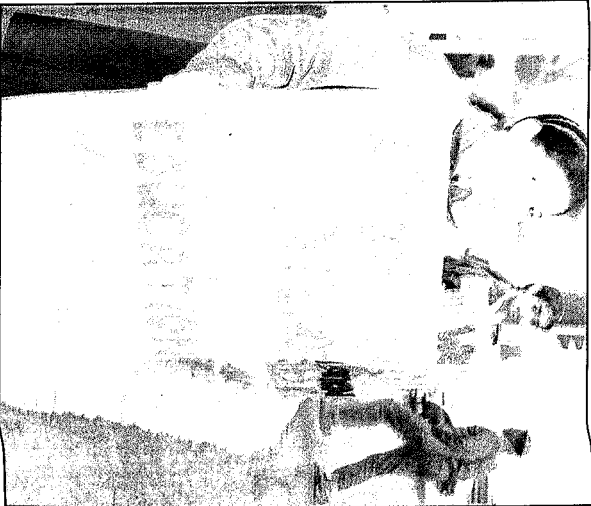
The march is being organised by the Western Cape Concerned Teachers, Parents and Pupils' Forum, and will start at 11.30 am from behind the Oriental Plaza.



**Picture: JERMAINE CRAIG, The Argus.**  
**CLEAR MESSAGE:** Pupils from six Athlone high schools marched through the streets of Athlone yesterday to protest against imminent teacher retrenchments.



**STANDING FIRM:** In marches yesterday, hundreds of pupils and teachers from across the Peninsula took to the streets to show their opposition to funding cutbacks, redeployment and severance packages. Above centre, Lauren Lyons, 6, of Grove Primary in Rondebosch, shows how serious she is about her right to a decent education. Pupils also held a placard demonstration in Roeland Street, left and above right, in support of teachers' demands for more classrooms, more money for education and better consultation with parents.



**Picture: DOUG PITHEY and ANDREW INGRAM, The Argus.**

## 5 000 KwaZulu teachers face the axe

Nicola Jenvey

(321)  
B.D. 22/5/96

DURBAN — More than 5 000 KwaZulu-Natal teachers will be axed in the next three years, despite a shortage in rural areas which has forced the province to recruit teachers from Ghana.

The province's education department said yesterday that the cuts — among mainly white and Indian urban teachers — were needed to align the province's pupil-teacher ratios with national education policy, which stip-

ulated a 40:1 ratio in primary schools and a 35:1 ratio in secondary schools.

Acting education superintendent Sydney Shabalala told the province's finance committee rural communities remained disadvantaged, with "massive numbers" of unqualified or under-qualified teachers. Teachers facing redundancy were unwilling to move to "areas outside their interest". Renewable one-year contracts had been

Continued on Page 2

## Teachers

(321)

Continued from Page 1

signed with 100 Ghanaian science and maths teachers to make up some of the shortfall in northern Zululand.

The KwaZulu-Natal Association of Professional Educators said white teachers were mostly married women unable to move. Those who could be redeployed were reluctant to go to areas where their safety was not guaranteed.

Department officials were unable to tell the committee how many teachers the province employed, or their annual salary bill. The department had received a R5.9bn budget for the current fiscal year, R1.3bn less than requested.

It was forced last year to use R350m from school building funds to make up the shortfall in the salary allocation.

Education budget director Paul Kunene was unable to put a figure on the current year's salary shortfall.

Meanwhile, Sapa reports Education Minister Sibusiso Bengu, introducing debate on his budget vote in Parliament yesterday, said he wished to acknowledge the pain that would accompany teacher redeployment. However, the move was necessary to ensure equitable distribution of resources.

Teaching posts would be allocated to foreigners only if no local teachers were available to fill them. Australia and Cuba had indicated they would send teachers to SA, but their offers had not been accepted, Bengu said.

Whether he and/or his wife received any gifts in an official capacity during the period 1 January 1995 up to the latest specified date for which information is available; if so, in each case, (a) from whom were the gifts received, (b) what was the (i) nature and (ii) value of these gifts and (c) why were these gifts given?

S288E

- The MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY:
- From Ambassadors and other representatives of countries and private companies who paid courtesy visits and/or who were visited abroad.
  - Books and other memorabilia.
    - The gifts were small and as such, no real monetary value can be placed on them.
  - As a gesture of goodwill.

## QUESTIONS

Indicates translated version.

For oral reply:

*Question standing over from Thursday, 9 May 1996:*

Senator B T NGCUKA: Mr Chairperson, can this question stand over? I do not know what has happened. I just want to enquire what the problem is.

The CHAIRPERSON OF COMMITTEES: Order! Let us proceed to the next question.

Senator C R REDCLIFFE: Mr Chairperson, could I just record my objection. It is not the first time this has happened. It has happened repeatedly. In fact, this question has been on the Question Paper for quite a few weeks.

The CHAIRPERSON OF COMMITTEES: Order! The chief Whip of the majority party is requesting that the question stand over. It is not as if it is being postponed. He is just going to verify the position.

\*1. Sen C R REDCLIFFE—Health. [Question standing over.]

*Questions standing over from Thursday, 16 May 1996:*

### Teachers in Western Cape: alternatives to retrenchments

\*1. Sen A J WILLIAMS asked the Minister of Education:<sup>†</sup>

- Whether he or his Department has investigated how many teachers in the Western Cape are prepared to (a) be employed in other provinces, (b) accept a package or (c) resign, if so, how many, in each case, if not,

- whether it is being considered to use the options specified in paragraph (1) as alternatives for retrenchments; if not, why not; if so, on what grounds;

- whether he or his Department intends undertaking such investigation; if not, why not; if so, what are the relevant details?

S259E

*Hansard (321)*

Senator D G W KOORNHOF: Mr Chairperson, Senator Williams phoned in this morning. Unfortunately, his car broke down and he could not get to Parliament. [Interjections.] I suggest that we ask the Minister of Education to answer on behalf of the Minister of Education, or alternatively, if the Minister wishes, to table the question.

The CHAIRPERSON OF COMMITTEES: It is up to the Minister to decide whether to answer the question or table the reply.

The MINISTER OF LAND AFFAIRS (for the Minister of Education): Mr Chairperson, the Minister of Education has given me a reply to the question to read out on his behalf. I shall do so, if that is in order.

- (a), (b) and (c) No the process is much more complicated than can be covered by a simple survey of numbers.

- No retrenchments are envisaged. Educators opting for and allowed to take the voluntary severance package will determine how the position in schools would be reorganised and whether there will be educators in excess. Educators in excess will be placed on a provincial redeployment list for transfer and on a central redeployment list if a transfer cannot be effected in a province. These matters are regulated in detail by an agreement in the Education Labour Relations Council.

- No. The implementation of the measures is a matter for the provincial education department. The Department of Education will facilitate inter-provincial transfers.

Senator A VAN BREDA: Mr Chairman, would the hon the Minister be in a position to take a follow-up question? I believe it would be difficult for him under these circumstances.

The MINISTER: Mr Chairperson, I think the hon senator can table the follow-up question. It will be passed on to the Minister of Education for him to respond in writing or personally at a later stage. The CHAIRPERSON OF COMMITTEES: Order! I think that would be appropriate.

### Redeployment of teachers in Western Cape

\*2. Sen A J WILLIAMS asked the Minister of Education:



- (1) Whether any teachers in the Province of the Western Cape will have to be redeployed as a result of the rationalisation process currently taking place in education, if not, what is the position in this regard; if so, (a) how many and (b) where will such teachers be redeployed;
- (2) Whether any existing and/or transfer procedures will be applicable in regard to the redeployment of these teachers; if not, (a) what procedures will be followed and (b) under which conditions will they be redeployed?

S260E

# THE MINISTER OF LAND AFFAIRS (for the Minister of Education):

- (1) Yes.
- (a) It is estimated that the Western Cape has a surplus of approximately 6 000 educators according to the agreed learner/educator ratios for 1996. All educators will be given the opportunity to apply for severance packages. It is not known what effect this will have on the number of surplus educators who will have to be redeployed.
- (b) Preferences of educators regarding schools to which they want to be transferred will be taken into account when deciding on their redeployment. Where educators cannot be accommodated in accordance with their preferences, redeployment to other schools within a province will be considered after which redeployment to another province will be considered if suitable redeployment in a province cannot be effected.
- (2) Procedures and measures which will be applicable in respect of transferring educators relate mostly to statutory provisions for transfers, provision for the compensation of recedeemmen expenditure, it has also been agreed by the Education Labour Relations Council that a procedure manual will be drawn up and agreed to by 5 June 1996. It is as yet unknown what procedures will be agreed to.

Senator A VAN BREDEA: Mr Chairman, with respect, we would have liked to ask follow-up questions, but we cannot expect this hon Minister

to reply to them. To table a follow-up question now means another delay of at least a fortnight. This is very unsatisfactory.

Senator J M MTEMBU: Mr Chairman, I think Senator Van Brede is out of order. In the first place he is not entitled to ask a follow-up question. It is Senator Williams, who is not here, who is entitled to ask a follow-up question.

\*7. Sen W F MNISI—Health. [Question standing over.]

## New questions:

### Sorghum processing factory; building of township

\*1. Sen E K MOORROF asked the Minister of Land Affairs:

- (1) Whether he or his Department has been requested to refuse permission for the building of a township to serve a sorghum processing factory on compubled land adjacent to the Magaliesberg Nature Reserve; if not, what is the position in this regard; if so, (a) by whom and (b) what was his response;
- (2) whether he will make a statement on the matter?

S274E

# THE MINISTER OF LAND AFFAIRS:

- (1) Yes. The matter was brought to the attention of the then Deputy Minister of Land Affairs, Mr Tobie Meyer.
- (a) Mr Christopher Bean, a resident in the area.
- (b) In a letter dated 25 January 1996, Mr Meyer informed Mr Bean that the permit issued by him in terms of section 8 of the Physical Planning Act, 1967 (Act No. 88 of 1967), permitting the sorghum enrichment plant to operate, *inter alia* specified that the owners of the plant should comply with all standards and conditions in terms of legislation, including that of housing. This condition was included as there were complaints by the community about inadequate housing and ablution facilities for the workers.

Mr Meyer furthermore stated that it would appear that the owners of the plant had, on 27 November 1995, indicated to the Gauteng Provincial Administration that a portion of their land adjacent to the plant could be made available for housing purposes, should the Provincial Administration need the land.

This action (the negotiation between the plant's owners and the Provincial Administration) is not linked to the issuing of the above-mentioned permit.

The Department of Land Affairs did not receive any application regarding "the building of a township" adjacent to the plant. The responsibility for the establishment of townships also does not fall within the ambit of the Department of Land Affairs.

- (2) No. The then Deputy Minister of Land Affairs made a comprehensive media statement on 19 January 1996, after issuing the permit allowing the plant to continue its operation. A copy of this statement will be sent to the Honourable Member for his information.

\*2. Sen W F MNISI—Housing. [Question standing over.]

## Board for Consensations Objection: existence

- \*3. Sen J SELPE asked the Minister of Labour:
- (1) Whether the Board for Consensations Objection still exists; if not, what is the position in this regard; if so, (a) why and (b) are the members of the Board;
- (2) whether the chairperson and members held any meetings in the latest specified financial year for which information is available; if so, how often did they meet;
- (3) whether the chairperson and members received any emoluments for this period; if not, what is the position in this regard; if so, what amount did they receive in each case?

S276E

The Minister of Land Affairs (for the Minister of Labour):

- (1) The term of office of the Board for Consensations Objection expired on 31 December 1995.
- (2) No meetings were held during the latest specified financial year.
- (3) Due to the fact that no meetings were held, no emoluments were paid to the chairperson and members.

## Level of photochemical smog over Cape Town

\*4. Sen J SELPE asked the Minister of Environmental Affairs and Tourism:

Whether there was an improvement in the level of photochemical smog over Cape Town during the period 30 April 1995 to 30 April 1996; if not, (a) why not and (b) what steps are being taken to ensure that this level will improve in future; if so, what are the relevant details?

S277E

# THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:

Photochemical smog is formed due to compounds such as oxides, nitrogen and hydrocarbons reacting under the influence of sunlight. This formation is monitored by measuring ozone levels, which is a good indicator of the presence of photochemical smog. Cape Town does not experience serious smog formation, as indicated by levels of ozone measured in the area. For the 1996 period, only two emissions were recorded at one of the four monitoring stations, but the average measured levels are well below acceptable levels.

Apart from the project for the formulation of a national policy for motor vehicle emissions, research programmes into the composition of the brown haze over the Peninsula as well as air quality determination in the Milnerton area, are being carried out. Although the levels of photochemical smog are generally low, levels of nitrogen oxide at Cape Town city centre do exceed acceptable levels for short periods during peak traffic periods.

Senator J SELPE: Mr Chairperson, arising out of the hon the Minister's reply, may I ask on how many occasions those levels exceeded the accepted levels internationally.

# Teacher cutbacks to go ahead

CAROL CAMPBELL

THE scrapping of teachers' posts in the Western Cape will go ahead, Education Minister Dr Sibusiso Bengu told teachers in Athlone yesterday.

Speaking on the eve of a massive teacher march in Cape Town to protest against the cutbacks, Bengu said that by reducing education spending in the Western Cape he could release money for poorer areas in the rest of the country.

"When we fought for liberation we did it for the whole of South Africa, which included the Western Cape," he said.

He urged teachers to reconsider their negative attitude to redeployment, saying they should not let racism "dominate" the concept.

"If it does, teachers will not find it easy to cross the line and teach people who they think are inferior."

As a young teacher, he said, he knew he could be sent anywhere in the country and he still believed the principle of redeployment was not unreasonable.

He also defended the government's proposal that the teacher-pupil ratio for primary schools be 40:1 and in high schools 35:1.

"I have yet to be shown a scientific study proving these ratios lower education standards. Some countries have even higher ratios and their classes do very well."

But while Bengu did his best

## TEACHERS' POSTS TO BE LOS

School	No. of posts now	Teachers' posts lost after 1st cuts	Teachers' posts lost after last cuts
1. Cathkin High School	40	33	24
2. Millerton High School	32	27	20
3. Rondebosch High School	39	29	22
4. Nanenber Senior Secondary	40	40	33
5. Fish Hook Senior Secondary	30	20	15
6. Bergville (Bishop Lavis) Primary School	27	23	20
7. Sunnyside (Athlone) Primary School	27	23	20
8. Portlouis (Greenhaven) Primary School	30	25	20

**THIS GRAPH** gives some idea of the effect of rationalisation on Western Cape Schools. The first column shows the number of teacher posts these schools have now. The second shows how many they will have after the first phase of rationalisation in July and the third the number of posts they will have five years from now.

● Music teachers were not included in these statistics.

to calm the mood of irate teachers, his words are unlikely to have much impact on the thousands of teachers determined to take to the streets of Cape Town today to voice their grievances.

Today's protesters have made it clear they are not against a single education system, but many feel the process is being introduced too quickly and that this could devastate education in the province.

Many of the people taking part have never taken to the streets to fight for their rights, and toying through Cape Town will be a new experience

for them. Some parents and teachers even phoned the Cape Times to ask if the march would be "dangerous".

The staff at the South African College School sent a statement saying they were distressed at comments made by some teacher unions that the march would cause "instability" in schools, and that the protest was against "equity" in education.

"We would like to make it clear we do not oppose equity in education. What we do oppose is the process whereby equity is being forced on the education system in the Western Cape."

## WHAT DOES EQUITY

### REALLY MEAN FOR

### THE WESTERN CAPE?

● If all schools are to receive the same government subsidy, richer schools have to lose out.

● The Western Cape Education Department receives the highest government subsidy in the country and the Eastern Cape the lowest.

● The government does not want to retrain teachers. It is offering them a "voluntary severance package" or a transfer to a school elsewhere in the country.

● The majority of teachers in the Western Cape are married women who will find it impossible to take a transfer.

● The rationalisation programme will be implemented over five years.

● Half of all the posts to be scrapped in the next five years will be lost this year — 6 000.

● President Nelson Mandela has appealed to 18 foreign governments to help retrain teachers for high-pressure areas of education.

● South Africa has a shortage of maths, science and technology teachers.

● No foreign teachers will be given jobs unless teacher unions agree.



# Teachers protest in biggest march in their history

(321)

AR 23/5/96

## Thousands take to streets to resist redeployment

ESANN DE KOCK  
Education Reporter

TEACHERS - tired of being used as political footballs - are today holding what is believed to be the biggest protest march in the history of the profession in the Western Cape.

Thousands of parents and teachers took to the streets of Cape Town today to protest against teacher cuts in the province, and redeployment to other provinces, while political parties and teacher organisations were coming up with alternatives to the existing rationalisation proposals.

The agreement to reach equity in education, although signed at national level, has created vast confusion among teachers in the Western Cape - 6 000 of whom stand to lose their posts this year.

With the problem largely confined to this province because of the favourable pupil/teacher ratio, worried Western Cape teachers are now demanding an alternative solution to their options of either accepting redeployment or a severance package.

In many quarters, the confusion remains over the exact implications of the national agreement.

Promises that no teachers will lose their jobs and threats that those who refuse redeployment will be sacked, have not helped. Today, in the biggest march by teachers ever in the Western Cape, there was ample support for an alternative plan to reach equity in education.

So serious did they consider the matter, even teachers from more conservative schools decided to defy tradition and join their colleagues in protest action which seriously disrupted education across the province.

Teachers and parents were united in their call: Equity in education was necessary, but the rationalisation process should involve democratic consultation with a wide range of organisations, including parents who had a right to a say in their children's education.

The Western Cape Parent Teacher Student Forum (WCPTSF), organisers of the march, said schools from as far as Mossel Bay on the east coast, Malmesbury on the West Coast, and from Boland towns such as Worcester were taking part.

Paul Roos Gymnasium in Stellenbosch has announced a teacher strike today and organised a mass meeting for schools and parents in the area.

In Bellville, Panorama Primary School closed early to host a Christian rally on the sports fields where neighbouring schools, parents and teachers gathered to pray for stability in education and strong leadership.

Des Barthus, chairman of the WCPTSF, said the constitution protected the rights of all individuals and that the matter of how equity should be achieved in education had therefore to be discussed with parents.

Mr Barthus, who is handing over a memorandum to parliament today, said the government should justify why not enough money was available to address equity in an acceptable manner.

Education should be a priority in the national budget, Mr Barthus said.

It should be completely restructured and overhauled through a democratic process, he said, instead of "a few privileged gravy train commuters deciding on the future of education with the slash of a pen".

Today's protest march enjoyed wide support from teacher organisations and their members.

The South African Teachers' Association (Sata) said it had strongly encouraged its members to take part by individual arrangement at schools.

Sata spokesman Mike Reeler said the organisation had, however, asked members to ensure as little disruption as possible to the school day.

Mr Reeler said Sata acknowledged that, in the move towards equity, some pain would be felt by those who had previously been advantaged by the system.

"But, we believe this pain should be spread out over a slightly longer period.

"The budgetary constraints on the Western Cape Education Department (WCED) have resulted in a big bang effect right in the beginning of the rationalisation process, since 6 000 posts in this province will have to go all at once.

"With 11 000 posts in the province having to be abolished during the next four years, we believe the numbers could have been spread out more evenly.

"If only 2 000 posts were lost initially, these would have been taken up through natural attrition.

But 6 000 posts cannot be taken up through natural attrition in one go."

Mr Reeler acknowledged this plan would require the government to put more money into education.

"But at the end of the day, we don't want to see education destabilised."

The Democratic Party, accepting a challenge from national Education Minister Sibusiso Bengu, to come up with a better solution to move towards equity in education, responded by saying the challenge should be taken up on an inclusive basis.

DP spokesman Mike Ellis said parents, pupils, teachers and the general society should have had a say in decisions.

The DP believed the combined effect of the government's attempt to equalise education was to drastically lower standards of education in South Africa.

"The government proposes to redeploy teachers, but there is no indication that such a policy will be of any benefit to poorer areas.

"We do not believe the government has sufficient managerial capacity to give effect to its vision of redeployment.

"This is not so much a criticism of the government, as a recognition of the enormity of the task it has given itself."

The DP predicted Western Cape teachers would not move to the isolated areas of Northern Transvaal.

Mr Ellis said until the inopportune conditions in impoverished and rural areas were addressed, equitable education would remain a dream, "no matter how much redeployment the Department of Education attempts".

The quality of education was already being seriously affected because the attitude of the government was demoralising and demotivating teachers, he said, and the DP did not believe that the pursuit of equity should be allowed to compromise standards.

Brian O'Connell, head of the Western Cape Education Department (WCED), said the department was "sorry it had to come to this".

# Teachers march to meet Mbeki

By Rafiq Ronan  
Political Correspondent

MORE than 9 000 teachers marched on Parliament yesterday and crowded outside the main gates, refusing to move until they were addressed by Deputy President Thabo Mbeki.

Things nearly got out of hand at the massive parent-teacher gathering and it was only after protracted negotiations between a teacher representative and Presidential adviser the Rev Frank Chikane that Mbeki emerged to speak to the angry crowd.

Trying to cash in on the election fervour gripping the Western Cape, National Party MPs were even more rudely chased away.

At the start of the march NP leaders tried to join the front ranks of the marchers but were chased away by the organisers, the Western Cape Teachers, Parents and Students Association.

The NP was poked when a plane flew overhead bearing a banner with the words "The NP supports teachers".

However, the crowd and organisers were more upset by the fact that Mbeki - who is acting President - had not appeared at Parliament's entrance as he had agreed to. Organisers of the march showed journalists and officials outside Parliament a fax, signed by Mbeki's assistant private secretary in which he promised to meet them at 13:00pm to accept their petition and memorandum.

Mbeki was some time in a meeting with the education deputy prime minister and one of the organisers told the crowd, waving a loudhailer: "We are not moving until Mbeki appears. We were promised he would meet us and he is not here. This is an insult to the integrity of our people."

Mbeki eventually emerged, accepted the 10 000 signature petition and promised to meet the demands in the memorandum and give a written response by May 31.

a Std 2 teacher at Bergville Junior School, who has taught there for 20 years, said desperation had driven her to march.

"I have never taken part in any protests before, but I feel that this is our last chance to get out there and express our feelings."

She said many teachers were uncomfortable about protesting and that many had never done so before because their teaching organisation, the South African Teachers' Association, had never approved.

She had told "the little ones" in her class that the staff would be attending a meeting.

The staff at Bergville Junior School, which stands to lose six teachers in the first stage of cutbacks, were unanimous in their decision to march and had received strong support from the parents, said the principal, Mr Richard Street.

Out on the streets about 17 000 protesters sang the old freedom song *Senzeni Na?* (What have we done?) and chanted "More teachers, less politicians" as they slowly wound their way through Cape Town to Parliament.

Many carried posters with various mes-

sages, such as: "Education policy sucks, who PAYS the bucks", "Redeploy Bengu to Cuba", "Less politicians more teachers" and "Our kids need teachers", "Retrench fatcat MBs not dedicated teachers" and "Last tango with Bengu".

Marchers also booed a plane hired by the National Party to tow a banner of support overhead, and organisers said they rejected any association with the party.

For over an hour they waited for Deputy President Thabo Mbeki to come outside and receive the memorandum listing their problems and accept a petition of 130 000 signatures in support of it.

The crowd refused to hand over the memorandum and petition to anyone except Mbeki, "because of the importance of the issue".

A series of government officials, including Mbeki's private secretary, Mr Frank Chikane, were turned away by the crowd.

After keeping the patient marchers waiting for just over an hour, Mbeki finally addressed them.

His appearance was greeted with cheers and boos.

The memorandum said the people concerned had not been consulted on the rationalisation plan, and demanded that it be scrapped so that there could be "meaningful consultation".

Mbeki promised a response by May 30, as requested in the memorandum, and urged everyone to return to work.

● Cosatu slammed the participation of students in the march in a statement last night, saying that while threatened its commitment to the right to protest, the students were "misinformed and misused by forces of destruction for their own, narrow political agenda".

"We do believe that the teachers who participated in the march had concerns stemming from the fear of job losses and insecurity due to the orchestrated, willful propaganda by Martha Ockers and her NP wanting to gain votes in the coming local government (elections) and wishing to create chaos in the province," the statement said.

# 'WHY I CAN'T TEACH YOU TODAY'

## What Mrs Malan told her Std 1 class

(EAT) CT 24/5/96

**YESTERDAY 17 000** people marched to Parliament to protest against teaching post cutbacks. **USA TEMPLETON** and **CAROL CAMPBELL** report.

**P**RIMARY school teacher Mrs Marianné Malan marched to Parliament for the first time yesterday to fight for her job and to protest against huge classes.

With thousands of teachers and parents, she wanted to publicly show her disapproval of a government policy to cut back the number of teaching posts in the province and so increase class sizes substantially.

"I never thought when I became a teacher in 1983 that I would have to do something like this, but maybe somebody will listen and see how serious we are about stopping this policy."

Before she left to join colleagues in Cape Town, the Groote Schuur Primary School teacher explained quietly to her Std 1 class why their teachers and many of their parents had decided to embark on a campaign of mass action.

One little girl told her friends that her father was a policeman who would drive behind the protesting teachers to make sure no "skollies" threw stones at them.

Others wanted to know if the march would be dangerous, how many people would take part and where it would take place.

Down the corridor, Miss Gianna Milani, also a Std 1 teacher, decided to stay in her classroom and prepare lessons instead of joining the public protest.

"I fully support my colleagues, but I don't think taking part in a march is necessarily the only way to change what is happening in education."

"As a Christian, I have decided to stay at school where I will do some work and make pray about what is happening."

Voicing the sentiments of many marching teachers, Mrs Lynette de Beer,



**EXPLAINING:** Groote Schuur Primary School teacher Mrs Marianné Malan explains to her Std 1 class why teachers at the school and many of the parents were marching to Parliament. The children were concerned about their teachers' safety, but she quickly put their minds at ease.

## SA's mines support ring-fencing probe

David McKay  
and Jacqueline Zaina

SA's top mining houses have thrown their weight behind the Katz commission's plans to investigate the possible lifting of ring-fencing legislation, which has prevented millions of rands from being invested in new gold mining projects in the past.

The commission said earlier this week it would investigate taxation across the mining industry, including the issue of ring-fencing and mineral resources taxation. It would also probe the tax status of benefit funds, including friendly societies, medical aids and funds other than pension, provident or retirement annuity funds.

Gold Fields of SA chairman Alan Wright said the lifting of ring-fencing could allow the group to develop certain mineral rights at its Free State Sand-river area which it could access through Oryx.

Gencor financial director Mick Davis said such a move would result in a more acceptable investment return, given the low margins in the industry.

"The ring-fencing regulations have the effect of limiting mines to their lease areas. This means that there is limited blue sky potential and SA mines are accordingly downrated by investors in comparison to international gold mines," he said.

The removal of ring-fencing is essential in reducing risk capital for investors as it allows a developing mine to share the tax credits generated by a producing and tax-paying mine in order to source a portion of cash required for capital expenditure.

Representative Association of Medical Aid Schemes executive director Declan Brennan said the association had not been aware the commission aimed to investigate medical aid schemes. However, the health department had recently proposed the scrapping of the tax deductibility of employers' medical aid contributions, he said.

"Our concern is that if that happens the cost of employees' medical aid contributions will increase, resulting in more people moving from the private health care sector to state facilities. This would increase the cost burden on the state, which seems to be self-defeating." Medical aid schemes were non-profit organisations, but would be affected in terms of risk-management because the smaller the member base, the higher the average risk.



# 'Politicians are using us'

Western Cape teachers angered by lack of information on redeployment plans in run-up to poll

Act 24/6/96

(321)

■ Angry Western Cape teachers say they are being used in pre-election mudslinging matches between political parties.

ADELE BALETA  
Staff Reporter

CONFUSION and misinformation about their future has angered Western Cape teachers who feel they are merely pawns in a political point-scoring game between contesting parties in the run up to local elections.

Details about the plan to redeploy 6 000 Western Cape teachers to other provinces by the end of the year has not filtered down to the staffrooms and classrooms.

Instead rumours, misinformation and conflicting statements have brought uncertainty and fear. Teachers interviewed by the SATURDAY ARGUS predicted they would only know the real facts once the elections were over.

One teacher said: "It is difficult to work out who is telling the truth at the moment. It looks like they are just trying to get votes."

Others said they were setting store by President Nelson Mandela's repeated assurances that no teacher would be summarily retrenched without first exhausting other options, including redeployment.

Thami Mseleku, a special advisor to Education Minister Sibiso Bengu, admitted there was great confusion amongst "ordinary" teachers about the redeployment plan. He said there was an agreement on the table which had been signed between the two major unions - the South African Democratic Teachers' Union and the National Professional Teachers' Organisation of South Africa.

"The plan was agreed to by the unions in the education labour relations council. It is in black and white and spells out what is to happen. The agreement was not signed by the ANC but by unions who have members with a variety of political affiliations.

affected by redeployment that their legitimate concerns are being used by certain groups to spread rumours as part of a campaign of misinformation."

The National Party, Mr Mseleku said, was one of these groups. He added that teachers had access to the correct information and Mr Bengu was addressing numerous teacher meetings to explain the plan.

Although there was an agreement, it was not cast in stone. "Redeployment is the only solution to inequities in the education system currently on the table. If there is another brilliant idea on how to reach equity, it must be put on the table. Let's have the alternatives."

Referring to Thursday's march to parliament by thousands of parents and teachers, he said the unions party to the agreement - signed within a legislative framework - would be undermined if the government had to pander to groups outside of the accord.

Although he understood the concerns of teachers who faced redeployment in the Western Cape, there were also the concerns of children in educationally impoverished provinces like the Eastern Cape to consider.

"Redeployment has given them hope." He said there was no contradiction in Mr Mandela's repeated assurances that teachers would not be retrenched and the decision to cut 6 000 teaching posts.

"We will vigorously oppose retrenchment because the government cannot afford retrenchment packages. While we are paying up to R500 000 in severance packages, retrenchment would be double that per payout."

The government and the tax payer "would not fall prey" to teachers who wanted to leave but than taking the voluntary severance package in the hope of getting more money.

Mr Mseleku said there would be no summary deployment of teachers. Section four of the agreement set out procedures for handling redeployment.

The minimum staff needs of the various education institutions would be determined by the staff provisioning scales agreed upon in

the Provincial Chambers. A school or college right-sizing committee would identify teachers for redeployment and would consist of representatives of the department (for example a principal or rector) two members of the governance structure (eg parents) and three staff members elected by all staff. There will also be a union representative per employee with observer status.

Priority would be given to staff members volunteering for transfers and the number of teachers volunteering for the service package would be taken into account when identifying excess staff.

Mr Mseleku said principles to be applied when identifying teachers included the curricula needs of the institution, the principle of 'last in first out' which would apply separately for each post level and subject or phase. Continuous service would also be taken into account when applying this principle.

Once a teacher had been identified as transferable, their preferences for placement elsewhere would be taken into account and in "highly exceptional" cases, an educator may be declared not transferable.

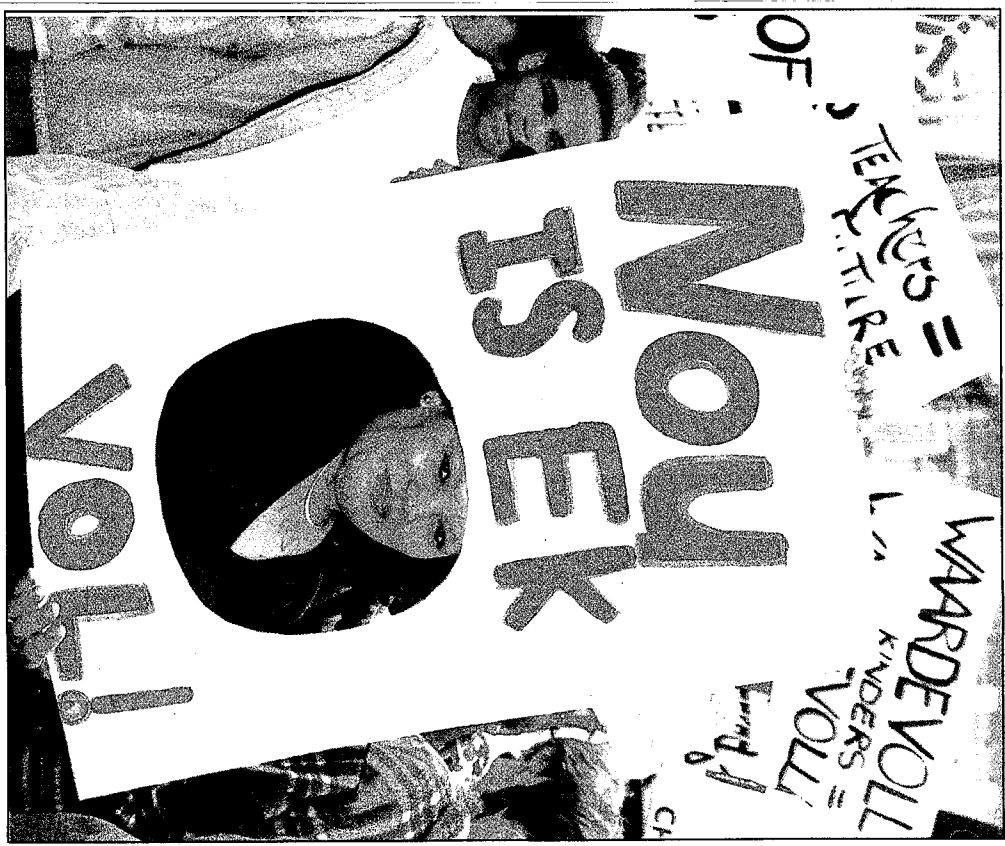
The right of appeal was recognised. Mr Mseleku said the aim was not to break up families, and married women and men could appeal against redeployment.

But he said that if a teacher refused to be transferred without making an appeal, the refusal would be regarded as misconduct and action would be taken.

Western Cape Education Minister Martha Oelkers agreed that teachers were being used as "political footballs".

"I am trying not to do this. If I wasn't I would have have led the march (on Thursday). The youth were used in the past and I have said let's leave them out of the struggle."

Contradicting Mr Mseleku, she said appeals against redeployment on the basis of keeping families together would not be considered. "A teacher may be declared non transferable only in cases where, for example, his or her child has cancer and needs to be close to a hospital."



Picture: ANDREW NGCAMA, Staff Photographer

WE'VE HAD ENOUGH! This demonstrator joined thousands of parents, pupils and teachers in their march to parliament this week, protesting against the redeployment of Western Cape teachers.

**Demonstrators  
steer clear  
of supportive  
politicians**

**Education Reporter**

DESPITE the National Party's recent initiative of support for the education sector, the Western Cape teachers who marched on parliament yesterday, many of whom carried placards with the names of the party's political opponents, were not interested in the support.

The NP organised an advertising campaign, including a banner reading: "The support of Patrick McKenzie of the NP, the outgoing national Welfare Minister, tried to join the marchers asked him not to join the front row, to prevent the march being used for party political purposes. He then agreed to join marchers at the back, as a concerned parent." Despite the banner, the Western Cape Parent Teacher Student Forum (WCPSTSF), distanced itself from "any aerobically challenged" marchers. Forum chairman Des Barlows said that the marchers were "not politically aligned".

# Teachers will not take redeployment lying down

SEAN DOUGHERTY and PETER MANN

24/5/96



GOV'T: Deputy president Thabo Mbeki receives the petition at parliament.

## PINELANDS SALE OF POST OFFICE PROPERTY

**Tenders are invited for the purchasing of the Pinelands Post Office situated on Lot 139.**

Particulars of the conditions of sale and tender forms are available at the office of the Managing Director, SAPOS Properties (Pty) Ltd, 2nd Floor, Postpark South, Tubegun Park, 1234 Church Street, Colbyn, Pretoria, telephone (012) 421-7607, as well as the Regional General Manager, Western Cape telephone (021) 535-2025 x 2245 at an amount of R100.00 per document which is not refundable.

**Tenders will close at 11:00 on 20.06.1996.**

Post Office  
Pretoria

Teachers in the Western Cape will not take redeployment lying down more than 10 000 teachers, parents and pupils who marched on parliament yesterday to hand a petition of 130 000 signatures to acting Prime Minister, P. W. Botha. The march, organised by the Western Cape Parent Teacher Student Forum (WCPSTSF), brought the city to a standstill as thousands of teachers, parents and pupils gathered in front of parliament. A national agreement which will mean the cutting of 6 000 posts in the Western Cape this year, was welcomed by more than two hours on Stablen before Mr. Botha eventually agreed to cut short a meeting with visiting heads of state to accept the teachers' memorandum. Earlier, marchers refused to let Reverend Frank Chikane accept it on Mr. Botha's behalf. "We are not interested in a few words on acceptance of the memorandum," he said. "The memorandum does not want me to reply now. It says we must have a written response not later than May 30."

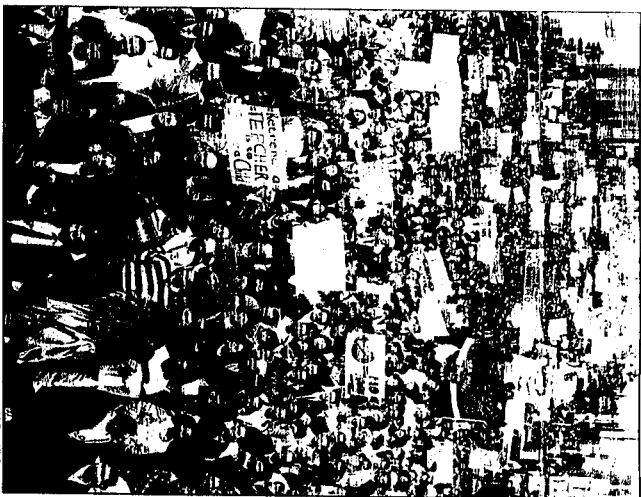
The South African Democratic Teachers' Union (SADTU) announced earlier it would not support the march because the agreement was not a written response to the government's redeployment measures. "Tulus Ndlovu of Sadtu said the marchers were 'misinformed renegades'."

Sadtu posters on lampposts in the vicinity of parliament read: "The government's redeployment measures are not support from uneducated parents."

Siselo Gubbaneza, a 5id 7 pupil from Western High School, wanted for the banner that read: "Teachers' School Whining."

Not far from him stood a schoolboy holding a placard that read: "Teachers' School Whining."

Siselo said that for some time teachers had had to cope with few teachers and big classes, but that teachers marching yesterday was not a protest against them, said he. "Now that it concerned them, suddenly they are concerned."



Some 10 000 Western Cape parents, pupils and teachers took part in the march.

**DEFIANT:** More than 10 000 Western Cape parents, pupils and teachers took part in the march.

would increase, some subjects would have to be dropped and the changes would have a negative effect on the education of many of the children. The teachers' union said that the changes would have a negative effect on the education of many of the children. The teachers' union said that the changes would have a negative effect on the education of many of the children.

It was also not clear whether the state would be able to find work elsewhere for the teachers. The teachers' union said that the changes would have a negative effect on the education of many of the children. The teachers' union said that the changes would have a negative effect on the education of many of the children.

Milner High teachers Margaret Louw and Suzanne Breyer said they felt "extremely angry" about the future of their school. The teachers' union said that the changes would have a negative effect on the education of many of the children. The teachers' union said that the changes would have a negative effect on the education of many of the children.

It's a great pity, because it actually forms a large part of one's education.

**Demonstrators steer clear of supportive politicians**

Education Reporter

DESPITE the National Party's clear showing of support for the more than 10 000 Western Cape teachers who marched on parliament yesterday, many marchers distanced themselves from the NP's political opportunism.

The NP organised an advertising aircraft trailing a banner reading: "NP supports teachers above the march."

Patrick McKenzie of the NP, the outgoing national Welfare Minister, tried to join the march from the front - but the organisers asked him not to join the front row to prevent the march being used for party political purposes.

He then agreed to join marchers at the back, as "a concerned parent".

Organisers of the march, the Western Cape Parent Teacher Student Forum (WCPTSF), distanced itself from "any aeroplane slogans".

Forum chairman Des Barthus said that the marchers were "not politically aligned".

# Teachers will not take redeployment lying down

ESANINA KOCK and PIETER MALAN, Staff Reporters

ARGUS 24/5/96

TEACHERS in the Western Cape will not take redeployment lying down.

This was the message from more than 10 000 teachers, parents and pupils who marched on parliament yesterday to hand a petition of 130 000 signatures to acting president Thabo Mbeki.

The march, organised by the Western Cape Parent Teacher Student Forum (WCPTSF), brought the city to a standstill as angry teachers - mostly from white and coloured schools - protested against a national agreement which will mean the cutting of 6 000 posts in the Western Cape this year.

Marchers waited for more than two hours on Stalplein before Mr Mbeki eventually agreed to cut short a meeting with visiting heads of state to accept the teachers' memorandum.

Earlier, marchers refused to let Reverend Frank Chikane accept it on Mr Mbeki's behalf.

When marchers insisted that Mr Mbeki say a few words on acceptance of the memorandum, he said: "The memorandum does not want me to reply now. It says we must give a written response not later than May 30."

The South African Democratic Teachers' Union (Sadu) announced earlier it would not support the march because the agreement had been signed on a national level.

Tulus Ndesi of Sadu said the marchers were "misinformed renegades".

Sadu posters on lampposts in the vicinity of parliament called for support of the government's redeployment resources for all - read one.

Education Minister Sibusiso Bema also got support from unexpected quarters.

Siseko Gubaneza, a Std 7 pupil from Westford High School, waited for the marchers in front of parliament with a banner that read: "Spoilt Teachers Stop Whining."

Not far from him stood a schoolboy holding a banner: "Stop Apartheid Education". Siseko said that for years rural schools had had to cope with few teachers and big classes, but that teachers' marching yesterday weren't concerned then.

"Now that it is happening to them, students they are concerned."

In their petition, teachers and parents warned that the rationalisation plan, if implemented, would mean fewer teachers in schools and bigger, unmanageable classes.

They said failure and drop-out rates would increase, some subjects would have to be dropped and the changes would have a traumatic effect on communities.

Among the crowd were hundreds of married women teachers, most of whom said they felt threatened by the prospect of redeployment.

They said no-one had explained what would happen to them should they refuse redeployment.

It was also not clear whether the state would pay to relocate their entire families.

Mitchell's Plain teacher Adrienne Lot said her husband was employed as a lighthouse keeper and had a housing subsidy.

"If I'm asked to move to another province, we will lose our subsidy and my husband will not be able to find work anywhere else."



**DEFIANT:** More than 10 000 Western Cape parents, pupils and teachers took their demands to parliament yesterday.

Millerton High teachers Margaret L and Suzette Breaky said they felt "extremely unsure" about the future.

Ms Breaky said the idea of redeployment could work in the case of young people.

Mrs Louis said her husband employed by Cape Town City Council would not be able to find work elsewhere in the country.

Settlers High music teacher Heister denkamp said she had been teaching two years and stood a "very good" chance of losing her post. She said her option outside teaching.

"Many people see music as an elite type of subject."

"It's a great pity, because it nurtures a large part of one's education."

**GOT IT:** Deputy president Thabo Mbeki receives the petition at parliament.



Picture: DOUG FRIMERY, The Argus

## PINELANDS SALE OF POST OFFICE PROPERTY

Tenders are invited for the purchasing of the Pinelands Post Office situated on Lot 139.

Particulars of the conditions of sale and tender forms are available at the office of the Managing Director, SAPOS Properties (Pty) Ltd, 2nd Floor, Postbank South, Tulbagh Park, 1234 Church Street, Colbyn, Pretoria, telephone (012) 421-7607, as well as the Regional General Manager, Western Cape telephone (021) 535-2025 x 2245 at an amount of R100,00 per document which is not refundable.

Tenders will close at 11:00 on 20.06.1996.

Post Office  
Poskantoor

# Theachers v. <sup>Turn</sup> of Court action

ARG 24/5/96 (321)

# But some may get 'handshake' of up to R1m

LINDSAY BARNES  
Staff Reporter

WESTERN Cape teachers may test the government's school rationalisation plan in the Constitutional Court if there is no response to their demands by May 30.

However, some senior teachers who accept the voluntary severance package stand to get a golden handshake of more than R1 million, according to the SA Democratic Teachers' Union (Sadtu).

In a further twist, the Democratic Party said it would challenge the Western Cape Education Department's offer of voluntary severance packages to teachers.

DP spokesman Mike Ellis said the package, which would prevent those who accepted it from teaching in the public sector, interfered with individuals' rights.

In a march on parliament yesterday by about 15 000 parents, teachers and pupils, a memorandum calling for the rationalisation plan to be scrapped and negotiations to be instituted, was handed to Deputy President Thabo Mbeki.

Western Cape Parent/Teacher/Student Forum (WCPTSF) co-ordinator Des Bartluis said he expected a favourable reaction from President Mandela and his cabinet but "if push comes to shove" they would take the legal action route.

He believed that the government would meet the forum's demands and did not want to be negative or threatening, but would go to the Constitutional Court if there was no choice.

If implemented, the plan would mean there would be fewer teachers although more were actually required. Classes would become larger and more unmanageable.

He criticised Mr Mbeki for "childish" behaviour when the list of demands was given to him.



Picture: DOUG FITHEY. The Angu  
HEAR US: Angry teachers get their message across during their march on parliament. **Reports and more pictures on page 12.**

15 OF 17

ugh-level...  
vesta...  
MBel...

...and of ed...  
...on gove...  
...ly lar...  
...cut...  
...The

...130 000  
...his head  
...hand

ing NP. He me

Go, Walter, and to fall: Mad!

"Winne Co.", and "Stomper".

# Alignments



Marching for equality: Lecturers and students from Cape Town's teachers' colleges march in protest against salary discrimination

PHOTOGRAPH: RODGER BOSCH

# Scaling down stalls over 'racist' salary scales

(321) MTC 24-30/5/96

**R**ACIAL differences in salaries between white and black teaching staff is bedevilling the project to scale down teacher training in the Western Cape.

On Wednesday, about 800 chanting students and lecturers from six colleges marched to the Western Cape Education Department (WCED) to demand an end to discrimination.

The department aims to reduce the number of colleges in the province from eight to four by merging some and closing others. Negotiations to achieve this have stalled over the issue of salaries.

At a protest meeting recently,

Hewat College of Education vice-rector Sidney Scheepers said student enrolment had dropped from 900 to 380 students. The college, which has trained teachers since 1941, was only allowed to enrol 60 first year students this year.

"The department is saying it is too costly to train teachers at between R15 000 and R30 000 each. These kinds of decisions are taken for all reasons besides education," Scheepers said.

Hewat and former House of Assembly-administered Cape Town College of Education began negotiations about merging in 1997. They discovered Hewat lecturers were paid lower salaries than their Cape Town Col-

lege counterparts, at an average of R13 000 a year.

"We understand that this is a legacy of apartheid, but it is completely out of line with the Educators Employment Act of 1994 and could have been corrected in the past two years," Scheepers said.

"It also means that members of our staff taking retrenchment packages will be severely disadvantaged if their posts become redundant."

In a petition addressed to Western Cape MEC for Education, Martha Olickers, the marchers warned negotiations on the restructuring of colleges would be "in jeopardy" if she did not redress the inequalities by the end of this week.

A spokesman for the WCED admitted there were inequalities in salaries and said they were being addressed in a working group which has been established.

The staff at Hewat and Cape Town College had been informed of its discussions at three meetings this year.

At Wednesday's march, students also protested the closure of colleges and the department's decision not to grant them bursaries this year.

"The retrenchments of teachers throughout the country and the scrapping of their posts means that students at our colleges are being trained for unemployment," Scheepers said.



# West Cape teachers are 'political pawns'

Cape Town—Confusion and misinformation about their future has angered teachers who feel they are merely pawns in a political point-scoring game between contesting parties in the runup to local elections.

Details about the plan to redeploy 6 000 Western Cape teachers to other provinces by the end of the year have not filtered down to the staffrooms and classrooms.

Instead rumours, misinformation and conflicting statements have given rise to uncertainty and fear. Teachers interviewed by the *Star* say they predicted they would only know the real facts once the elections were over.

One teacher said: "It is diffi-

cult to work out who is telling the truth at the moment. It looks like they are all just trying to get our votes."

Other teachers said they were setting store by President Nelson Mandela's repeated assurances that no teachers would be summarily redeployed without first exhausting other options, including redeployment.

Thami Masekela, a special adviser to Education Minister Sibusiso Bengu, admitted there was great confusion among "ordinary teachers" about the redeployment plan but said there was an agreement on the table which had been signed between the two major unions, the South African Democratic Teachers' Union and the Nation-

al Professional Teachers' Organisation of S.A.

While he understood the concerns of teachers who face redeployment in the Western Cape, there were also the concerns of children in educational-ly impoverished provinces like the Eastern Cape to consider.

"Redeployment has given them hope. They are also expecting confusion. They are waiting for redeployment. It's not only about the Western Cape and relating white privilege."

He said there was no contradiction in Mandela's repeated assurances that teachers would not be redeployed and the decision to cut 6 000 teaching posts. "We will vigorously oppose retrenchment because the Gov-

ernment cannot afford retrenchment packages. While we are paying up to R200 000 in severance packages, retrenchment would be double that per pay-out."

The Government and the taxpayer would not fall prey to teachers who wanted to leave but were seeking retrenchment rather than taking the voluntary severance package in the hopes of getting more money.

Masekela said there would be no summary deployment of teachers. Section 4 of the agreement set out agreed-upon procedures for handling redeployment.

The minimum staff needs of the various education institutions would be determined by

the staff provisioning scales agreed upon in the provincial chambers.

There would also be a union representative per employee with observer status.

Priority would be given to staff members volunteering for transfers, and the number of teachers volunteering for the service package would be taken into account when identifying excess staff.

Masekela said he did not understand expressed fears as a drop in education standards as a result of cutting posts and redeploying teachers.

"I wonder what is meant by a drop in standards because at present we have standards at the expense of others. The idea

is that others who have little education must sweat to preserve standards (in the Western Cape). This is immoral and should be condemned."

He said standards had to be contextualised in relation to available finances. He was adamant that the Government was interested in quality education.

"There is the notion that standards relate to the numbers of students in classes only. But if you look at the amount of resources poured into the Western Cape compared to the low across the board."

"We are interested in quality education but need to move away from content-based edu-

tion to outcome-based education which fosters critical thinking." Western Cape Education MEC Martha Olickers agreed that teachers were being used as "political footballs."

"We suggested a 10-year time-frame but the ANC said they would not politically survive if they did not deliver in five years. In time for the next election. We decided to try the five-year plan although we knew it would be devastating. It's a mess."

"The president can sugar-coat the issue as much as he wants; the point is that teachers will wake up one morning and they will not have a job to go to. Those are the facts." —Oon-Correspondent

(321) Star 25/5/96

# Some teachers 'have to move'

BD 28/5/96 (321)

Wyndham Hartley

CAPE TOWN — Education Minister Sibusiso Bengu stuck to his guns on the redeployment of Western Cape teachers yesterday, insisting that some teachers would have to move.

Sapa reports President Nelson Mandela also entered the fray when he told an election meeting of parents and teachers in Mitchell's Plain that it was possible that there had not been enough consultation with teachers over possible redeployments.

Teacher deployments and retrenchments are rapidly becoming the central issue of Western Cape local government elections.

Mandela reiterated that no Cape teachers would be "thrown into the street", and if everyone had not been consulted, it was a serious mistake "which had to be rectified" because the views of all had to be heard.

Cape teachers took to the streets in their thousands last week to protest against redeployment to other provinces and the possibility of retrenchments.

Bengu told a news conference

that the NP in the Western Cape was being racist and that he hoped it would be easier to work with the NP on education matters after the election.

He also accused Western Cape Education MEC Martha Olickers of agreeing to certain things in the council of education ministers, and saying different things in public. He appealed to teachers to put the broader interests of the nation above provincial interests.

Bengu said the redistribution of teachers had been negotiated in the Education Labour Relations Council and that three important factors, "equity, human impact and quality", had to be considered.

At present the Western Cape had 93% of its education funding requirements while other provinces had budgets far less than 50% of their needs. A balance had to be struck.

He said the 10-year period of "natural wastage" proposed by the NP was unacceptable.

Bengu said that he and other ANC MECs were committed to attaining equity between races and the provinces in the next three years.

# Teachers have right to protest

AKG 28/5/96

ESANN de KOCK  
Education Reporter

(21)

LACK of consultation with parents, teachers and pupils over the rationalisation process in education is a legitimate concern, says President Mandela.

But he hoped those involved in protest did not merely have the interests of their own racial groups at heart, he added.

Addressing teachers and parents at Princeton High in Woodlands yesterday, he said: "It is necessary in negotiations of this nature to take everyone on board."

He said this had been the ANC's strategy in bringing about transformation in South Africa. It would, understandably, be a traumatic experience to redeploy teachers to the Northern Province who had grown up and worked in Mitchell's Plain all their lives.

But Mr. Mandela said serious problems such as these had to be addressed in the Education Labour Relations Council (ELRC), which was the legitimate forum in which to raise concerns.

He said the government accepted and appreciated protest marches as legitimate means to express grievances, but added he fully supported the agreements reached on national level between the major teacher organisations as "the only way to bring about equity and destroy the legacy of apartheid education".

Inequitable funding between provinces was totally unacceptable and South Africa had to move away from it, he said.

Mr. Mandela said one of the difficulties in South Africa was that people, both black and white, sometimes found it difficult to think in terms of the country as a whole.

Instead they thought only in terms of their own racial group.

"I hope we are not faced with that problem here."

Referring to his promise that no teacher

would be thrown out on to the streets while he was president, Mr. Mandela said he did not believe unemployment was the greatest problem facing the profession.

"My greatest fear is that there will be a large exodus a drain of teachers away from the profession."

Indications were that many teachers would accept the voluntary severance package.

But even this problem, Mr. Mandela said, would have to be addressed in the ELRC. We cannot have another forum outside the ELRC to address it.

He reassured teachers that many of the 21 foreign governments he had approached for funds to retain teachers and to pay settlement packages had reached favourably.

The Canadian premier had immediately offered R25 million and the Germans R8 million.

Mr. Mandela said that on his recent trip to Germany he had mentioned that their pledge was "peanuts".

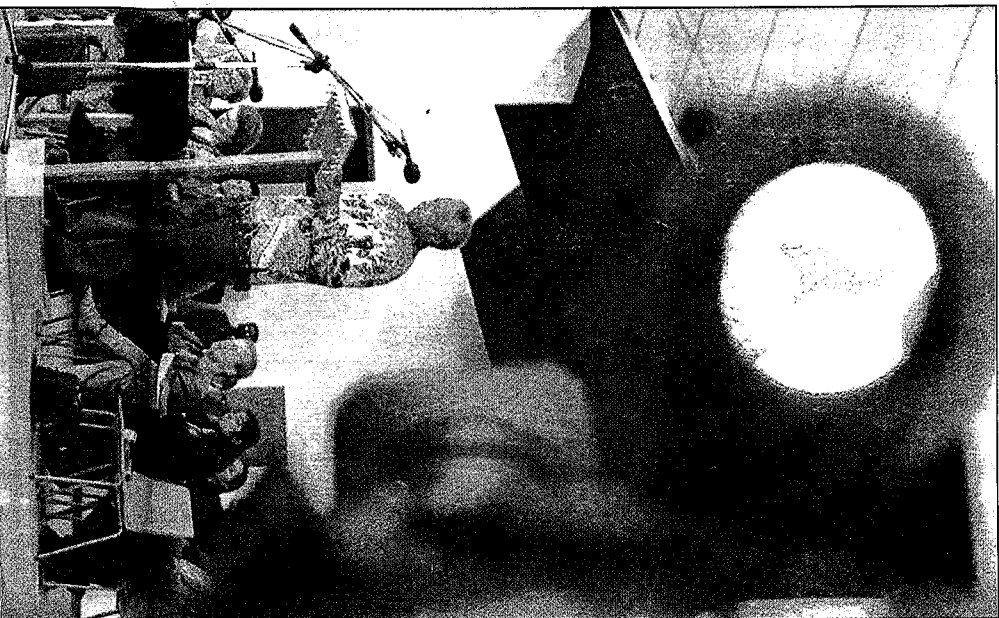
They then offered to increase the amount, he said.

Other governments, he said, had indicated they would fill in the shortfall to make up the R600 million needed to help resolve the crisis in South African education.

**LEFT:** President Mandela reassures teachers and parents at Princeton High School in Woodlands yesterday about their teacher rationalisation.

**BELOW:** Part of the large crowd that listened to the president at the school.

Pictures: LEON MILLER, The Argus





# W Cape team of experts to advise on options

ESANN de KOCK  
Education Reporter

ARG 28/5/96

(321)

A TEAM including financial experts and psychologists has been formed to advise Western Cape teachers on their options in the rationalisation process.

The Western Cape education department (WCED) has formed the team to help teachers adapt to the choice of redeployment or voluntary severance.

Martha Olckers, Western Cape Education Minister, said teachers needing advice on whether to take the voluntary severance package, how to invest their money or what their money would be worth in five years' time were welcome to approach the department. "We also plan to help teachers who choose to stay in the profession to adapt psychologically to the new system."

Mrs Olckers said the department was trying to determine how many teachers would want to take the voluntary severance package.

She said letters had been sent to all headmasters in the province, asking

them to indicate how many teachers in their schools were interested in leaving the profession.

"Their responses have to be in by June 15 and once we have this information, we will be able to start forming estimates on how many teachers from the Western Cape would have to be redeployed within the province and to other provinces."

Advisory committees to deal with redeployment would be formed at national, provincial and school level, Mrs Olckers said.

There would be a single committee on provincial level, two on national level and a committee at each school. Officials of national and local departments would be on the national and provincial committees as well as union representatives.

It was still not clear, said Mrs Olckers, what would happen if a teacher refused both the severance package and redeployment.

She said the Education Labour Relations Council (ELRC) would meet again on June 3 to thrash out further issues related to the procedures for rationalisation.

## Mandela seeking R600-m overseas for teacher severance packages

Star 29/5/96 (321)

**By JOVIAL RANTAO**  
Political Correspondent

President Mandela has approached more than 18 heads of state asking for the R600-million needed for severance packages for teachers who don't want to be sent to other provinces.

Bill Clinton and Helmut Kohl were among them.

Mandela's efforts have already yielded some results.

The Star understands that Kohl has already donated R8-million and the Canadian government R25-million.

Yesterday presidential spokesman Parks Mankahlana would only confirm to The Star that Mandela has spoken to a number of governments and heads of state

in an attempt to raise the R600-million needed to finance severance packages for those teachers who would not accept redeployment and preferred to leave the profession.

"The president and the Government prefer that teachers in those provinces that are faced with a problem of a surplus should accept redeployment so that they become part of the RDP effort and the improvement of education, particularly in those provinces which are hit hard by the problem of high pupil-teacher ratios," Mankahlana said.

Gauteng, Western Cape, Northern Cape and the Free State are the provinces which will be affected by the rationalisation process.

# Redeployment is not the answer

(321)

CT 29/5/96

**THE NOTION that redeployment entails a successful and satisfactory shifting of teaching resources is a myth, argues MIKE REELER.**

**N**OW that the reality of the education problem in the Western Cape (or anywhere else in the country, for that matter) is hitting home, the heady slogan of "redeployment, not retrenchment" is being shown up for the political sham that it always was.

Children, parents and ordinary members of the community are showing anger and frustration but to many the real problem is still not understood; surely, to keep one's job is of prime importance, so why are the teachers complaining? Perhaps this little example will help to explain the situation:

What would the position have been of a 40-year-old male teacher (who wanted to stay in his chosen career and who operated in a school with a very favourable teacher/pupil ratio) if a process of rationalisation to achieve equity had taken place before the word redeployment became so prominent?

He would have continued to teach in his current post but with bigger classes and an increased workload or:

He would have been identified for abolition and he would have been retrenched with a small monthly pension (for life) and a small lump sum payment, neither of which would have been sufficient to support him and his family.

However, he would have been able to compete in the open education market for a teaching post in another state school and could have been appointed, possibly to a school in a similar community to the one he was forced to leave, or in a school with an unfavourable teacher/pupil ratio where his skills, expertise and services would be needed.

What is the position of this same man in the proposed system?

He could continue in his present post, also with bigger classes and an increased workload (so far, no better off than before) or:

His post could be identified for abolition and he would be declared a "teacher in excess".

One of the options open to him now would be to apply for the voluntary severance package (VSP). This would give

him a small lump sum payment, admittedly a little larger than would have been the case previously but certainly not large enough to support him or his family. Note that there is no longer the small monthly pension that at least could provide a little relief and stability.

He would still need to look for places to play his skills, expertise and experience as a teacher but 99% of his career opportunities are now

denied him because, by accepting this VSP, he may never again be appointed as an educator at a state institution.

The alternative is not to take the VSP, but to opt for redeployment. After a total, by now reliable procedure of trying to find himself declared "untransferable".

Now what happens to him and what post does he occupy, remembering that his post has been abolished?

Or he could be successfully rede-

ployed (transferred), possibly to a post which is suitable to him as a teacher and which would allow his wife to find similar employment to that which she previously enjoyed.

But, quite conceivably this could involve a move to a post in a community where he is uncomfortable, where the major language and/or culture is not his own and where the community itself might feel very uncomfortable and reluctant about trying to accommodate him.

Will this bring out the best in him and will it be fair to the children he will be required to educate? Of course not, and no sensible person can ever believe that it will work.

Which of the two unhappy scenarios, neither of which is desired, would I rather be in? I am afraid that the "bad old days" with hands down!

At the end of the day, there is no advantage for the children in the previously disadvantaged schools — they will still be in bigger classes with fewer teachers to care for them and provide a whole education beyond the basic 3 Rs.

There is no difference for the children in the previously disadvantaged schools where posts will be created and filled by teachers who apply for these posts in the normal way.

I believe that it is time that the myth that redeployment means a successful and satisfactory shifting of human teaching resources from areas where they are in excess to areas where there is a shortage is shown merely to be a hollow and



**PROTEST:** Teachers take it standing. **PICTURE: CLIVE SMITH**

cheap political slogan that has fooled many people for a short while but does so no longer. There are two absolutely essential and fundamental principles that must be applied in an education system:

1 The teacher must be free to offer his/her skills and expertise to a community of his/her choice and;

2 The school community must have the right to decide if a teacher is suitable to serve the children in it.

Redeployment may, purely by chance, allow these two principles to apply but the likelihood is very small. Rather, to bring about the equity we all so much desire, teaching posts should be abolished in those areas disadvantaged at the expense of others in the past and teaching posts created in the previously disadvantaged areas, an exercise that has to take place whatever method you use to achieve your goal.

Now, however, normal market forces must apply to teachers whose posts are abolished so that they may compete for vacant, possibly newly created, posts elsewhere. School communities must be allowed to choose teachers for vacant posts from those retrenched teachers who apply but also from unemployed teachers, from teachers wishing to change schools and from students completing their professional training.

This exercise is managed, democratic, fair and far more equitable and satisfactory than the current farcical situation that is causing all the anger and frustration.

Education, in the Western Cape especially, is being destabilised and a situation being created from which it will take a very long time, if ever, to recover. We must go back to the drawing board and in a calm, educationally-sound atmosphere, free from political engineering, renegotiate the righting of the educational wrongs of the past.

Mike Reeler is the Director of the SA Teachers' Association (SATTA).

## Teaching equality

Terry Bell

**T**alks were scheduled this week between the ANC and its trade union allies to iron out misunderstandings over privatisation. Similar talks may soon be necessary over plans to rationalise and equalise education.

There is considerable disquiet about the government's intentions, especially in the Western Cape. This affects not only the teachers unions but also, through the parents, members of most other trade unions.

Last week, about 15 000 teachers and parents marched on parliament in protest.

In an ironic twist, the National Party became a champion of mass action. With the education issue likely to become a major area of tension between the wings of government, the NP linked itself to the protest — to the obvious chagrin of most marchers.

Patrick McKenzie, a leading

(321) CT (BR) 31/5/96  
Western Cape NP parliamentarian, tried to place himself at the head of the march. He was very firmly told that if he insisted on marching he should go to the back.

The march reflected disillusionment with politicians of all stripes. Though it was not supported by the Cosatu-aligned South African Democratic Teachers' Union (Sadtu), a substantial minority of the marchers were Sadtu members, a fact admitted by the local Sadtu leadership.

Teachers are confused and concerned, said Mzwandile Hlevu, the union's regional chairman.

The prime issue is the allegation levelled by Martha Olickes, the Western Cape education minister, that the province would have to retrench 6 000 teachers.

Not true, said Hlevu. He was supported by Randall van den Heever, an ANC MP and a former leader of Sadtu.

The teaching unions have agreed with the education depart-

ment to equalise the teacher-to-pupil ratios in all classes throughout the country. Relocation will be necessary if this is to be done within current budgets.

Affected teachers, mainly in the Western Cape, would have "recourse" to satisfactory safeguards. The safeguards included early retirement, retraining and financial aid for relocation.

But the prospect of relocation highlights the core of the problem: bridging the gap between expectations, promises and affordability is almost impossible.

Sadtu and other unions support the concept of "equalising upwards".

"Historically the Western Cape received more resources than any other area," said Hlevu. "This is a legacy of apartheid. Now we have to turn the situation around."

The Western Cape received the greatest share so it should become the benchmark," said a senior member of Samwu, the

municipal workers' union, which supported the protest.

"We agree with equalising upwards," said Hlevu. "The Western Cape does not have sufficient teachers or other resources. But this will take time to achieve."

This is very much the position taken by the government, but there is a serious parting of the ways when it comes to detail.

Sadtu rejects the government's intention to give private schools state subsidies. The union says self-governing model C schools should re-enter the state sector or go it alone.

"We are prepared to fight on that," said Hlevu. Sadtu is also demanding that land sold by model C schools be returned to state ownership.

The mantra of economic affordability is unlikely to win support among teachers and parents, let alone stem the fears that education is being debased in the name of equity.



# Teacher battle in court?

■ Teacher rationalisation in the Western Cape is a hotbed of contention and could find its way to the Supreme Court.

**GLYNIS UNDERHILL**  
Staff Reporter

THE Western Cape Parent, Teachers and Students Forum is planning to take the State to the Supreme Court in an attempt to have its teacher rationalisation process in the region rescinded.

Des Barthus, chairman of the forum, who two weeks ago led a march on parliament by more than 10 000 teachers, parents and pupils, said the State had not yet "had the decency" to respond to the memorandum stating their demands.

Acting-President Thabo Mbeki accepted the memorandum and publicly acknowledged the call for a response by no later than May 30.

"We have had no telephone, not by fax, not by telex, not by personal contact.

"We are going to use all our resources to fight this," said Mr Barthus.

The march, a protest against a national agreement which

would mean the cutting of 6 000 posts in the Western Cape this year, brought Cape Town to a standstill.

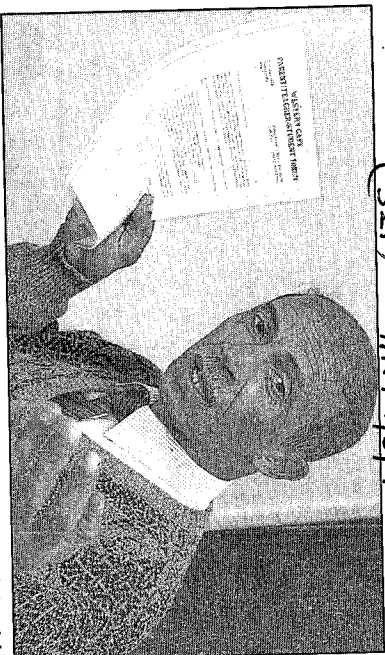
The threat of redeployment has thrown many teachers into a spin and some are considering opting for the voluntary severance package, which was circulated to the schools by the Western Cape Education Department this week.

However, Mr Barthus urged teachers to consider carefully before opting for the voluntary severance package.

Mr Barthus said the voluntary severance package was "a ploy by the State".

Thami Ntsemeni, spokesman for Mr Mbeki, said a response to the memorandum would be "forthcoming".

In a covering letter issued with the voluntary severance package, Brian O'Connell, the head of education in the Western Cape Education Department, said he understood "the concerns of teachers regarding the absence of official infor-



Picture  
JACK LESTRADE,  
Staff Photographer

DEFIANT: Chairman of the Western Cape Parent, Teachers and Students Forum Des Barthus says the umbrella organisation will use all its resources to fight the retrenchment of teachers.

mation concerning changes to conditions of service.

"However, it is neither possible nor correct to provide information concerning proposals while they are still being negotiated and while the possibility exists of amendments being made - as has proved to be the case in recent weeks.

"Even now, though the agreements have been signed, their legality is subject to their pub-

lication in the Government Gazette and the final approval of the National Minister."

The "right-siding" of the public service entails determining the optimal number of staff needed to render a service, said Mr O'Connell.

Redeployment was a "separate issue" which would be dealt with in another circular in due course, he said.

"Voluntary severance - an

additional benefit which has been added for an interim period - has been introduced in order to accommodate the right-sizing of the education sector."

The Western Cape Education Department states: "Note further that anyone who accepts this offer cannot be reappointed to any post in any provincial education department except under the most exceptional circumstances."

# Protest action 'won't save teachers' jobs'

CT 3/7/96 (321)

**CAROL CAMPBELL**

WESTERN Cape teachers must face the reality that thousands of their jobs will be abolished as part of a national plan to end apartheid education and no amount of protest would change this, Western Cape Education Department head Mr Brian O'Connell told teachers yesterday.

Teachers from the Cape Teachers' Professional Association listened in silence as O'Connell explained why his department had no choice but to immediately begin implementing a national agreement to transfer teachers to understaffed schools or, if they refused the move, offer them a voluntary severance package.

The teachers attending the congress where almost entirely coloured teachers from Cape Flats schools, which are expected to be hardest hit by the plan to redistribute the education budget. Most of the schools where they work have low teacher:pupil ratios.

"Some schools will lose as many as 40% of their teachers by the year 2000 and as many as 17 teachers in the first step," said O'Connell. "That is what our future holds."

"We can rail against it, mobilise against it, fight court cases against the procedures, but it will happen."

As many as 8 500 teachers in the province had inquired about taking a severance package and 2 500 had already sent in application forms.

What percentage of teachers wanting to leave the profession are highly sought-after maths and science teachers is unknown because, says an Education Department official, teachers were not asked what sub-

jects they taught when they applied for severance packages.

It is feared that these are the teachers opting out of the profession because they stand the best chance of finding new jobs.

O'Connell said the education enjoyed by whites under the old government could never be matched in the new South Africa as it would take 35% of the national budget, "a sheer impossibility".

Responding to a question from a teacher about when resources from wealthy, white schools were to be redistributed to township schools, O'Connell said that in many instances these schools now had more black pupils than white.

"We can't move the sports fields, the swimming pools or the tennis courts to poor schools but slowly, over time, the population groups using these facilities will change — and it is."

Township communities, and in turn the schools which served these communities, would only be uplifted through effective RDP programmes, he said.

Addressing the annual South African Teachers' Association congress at Wynberg, the executive director of the National Professional Teachers' Organisation of SA, Dr Huw Davies, warned of a tendency by decision-making bodies to give in to the majority view without any consideration for the views of minority groups.

As over 60% of teachers were not affiliated to a trade union or association Naptosa's members would be encouraged to recruit these teachers to give the organisation a stronger power base in its negotiations with the government and the South African Democratic Teachers' Union.

## Better economy, more teachers

CT 416196 (321)  
IF the economy did not improve, 12 000 teachers in the Western Cape would have to leave their jobs or find employment elsewhere by the year 2000, an all-party Senate Committee said yesterday.

The committee said there was, however, "little likelihood of redeployment within the Western Cape as it must reduce the number of teachers on its payroll to comply with the national policy".

"No other province is faced with this prospect of losing so many teachers and having so few opportunities for redeployment within the province," the select committee on liaison with the provinces said.

Deployment of teachers in the province was impossible "as this will not bring relief to the budget".

"Deployment to other provinces is not practicable as the other provinces have not yet completed their investigations.

"Vacancies in other provinces will definitely have to be filled, in the first place, by the teachers in the province concerned. The only workable solution seems to be an acceptable package," it said.

---

loans to build the houses which they need. Houses are a basic need, and that basic need must be provided for. The ANC cannot sit here and allow so much money, in the form of profits, to go to the banks when there are no homes for the people. This is what we are asking for.

The Director-General of Housing has recently committed his department to providing 1 million housing subsidies. Does the Minister know that only 50 000 loans will be granted? This is the problem. What we are asking the Minister to do is to make certain that the type of money that she gives to big bureaucratic institutions should rather be channelled to small credit unions throughout the country, especially in the rural areas, so that those people who are living in different areas will have access to the R15 000 subsidies which she is giving and which she should deposit in such credit unions for use in serviced-site areas so that people in this country can get homes. That is what we are asking from the Minister. [Interjections.] We hope that the Minister will do this.

The current backlog is 1.2 million homes. [Interjections.] Every year there is a demand for 200 000 new homes. How are we ever going to catch up with this backlog when the banks are refusing to lend our people money and yet are enjoying ever-increasing profits? [Interjections.] For this current year, 21% interest on shares will be granted to banks. While they are getting more and more money, our people are getting fewer and fewer loans. We would like the Minister to look into this matter. [Time expired.]

**THE MINISTER OF HOUSING:** Mr Chairperson, for a change, I think, we are beginning to address the issues that we need to address. It is true that despite the commitment of the banks to trickle 50 000 loans down to our market, not much has gone down to the people who are supposed to access those loans. Let me say that not all is lost because, within the same financial sector, we are beginning to see some banks like Nedcor moving into joint ventures with the Government. Through those agreements and because of the understanding that exists between us, within the next 24 months we will be able to count thousands of houses.

It is also true that because there is no competition in the market, the financial institutions tend to have the upper hand when it comes to the question of the nature of credit. As an institution, the Housing Ministry is involved in these issues, and we have been thinking on how to enter the market

to present some competition. We now have the National Finance Housing Corporation. We are working on a method of trying to get more of the small credit institutions to come in to support us in our attempt to reach our market on the ground.

This is not new because, on our own, we have already been able to put up a structure called the Rural Housing Loan Fund which is going to enable the rural communities to access credit. These are the kinds of things that we are beginning to do in the market.

That does not mean that we are going to let the banks get away with their strategy, because we will continue to push and persuade them to come in and give access to credit, even to the lower end of the market. So the fight is on.

**REV M ABRAHAM:** Mr Chairman, while we welcome the implementation of the finance corporation as announced by the Minister, what she did not spell out clearly here in this House is the actual interest rate that will be levied on the lower income groups. That is what the cry is all about in this housing debate.

Already there are clear signs that reliance on private sector financing mechanisms is not capable of stimulating mass delivery. Despite the private financial institutions' undertaking, made in the record of understandings with the Government with effect from June last year, namely that 50 000 loans will be made available to the lower end of the housing market, in practice only 10 000 such loans have been provided to date. This was reported in the *Business Day* of 11 April 1996.

The fact that so few loans have been extended to the lower end of the market begs the question as to how many of the frequently referred to 34 000 housing units provided in the last 18 months were, in fact, as a result of the low-cost housing projects. I wish to remind the Minister that approximately 70 000 of households needing houses have an income of less than R1 500 per month and 58% of this category earns less than R800 per month. Therefore, loan applications for the majority of poor households are likely to be turned down at the initial stage because of certain affordability criteria.

A household earning less than R800 per month will be entitled to a subsidy of R15 000. The cost of building a 40 square-metre house at a cost of approximately R600 to R800 per square metre is likely to be between R52 000 and R44 000 per housing unit. Therefore, in addition to a subsidy, a

household that is earning less than R800 per month would require a loan of R20 000. This person would not be able to secure such a loan, as such large loans are reserved for households with double that income. For example, the Standard Bank E-Bank facility requires a person to earn R1 500 a month just to get R20 000. So how will a person earning less than R800 qualify for such a loan?

While we welcome the finance corporation stance to give out money to the lower income groups, what will be of interest is whether these people will get preferential rates according to their income. I propose to the Minister that the Government should be in the driving seat in order directly to address the housing needs of the population. This will call for an ever-increasing emphasis on public financing, rather than leaning too heavily on private financial institutions. Also in the case of those individuals who cannot purchase homes—and many of them will not be able to purchase homes—we should present them with a real option of renting State accommodation.

The position of poor households is worsened by the fact that private financial institutions charge higher interest rates on smaller loans. [Time expired.]

**THE MINISTER OF HOUSING:** Mr Chairperson, when we look at the problem at the lower end of the market, I think we must begin to realise the fact that the people we are dealing with are not hopeless people. Hon. members will remember that a few weeks ago in this House, I responded to a question and I indicated in my reply that we are accommodating this lower end of the market by means of housing support centres.

The housing support centres are going to be institutions or places of activity that people from the lower end of the market can visit on a daily basis in order to produce their own bricks, so as to add to the R15 000 subsidy that we are talking about. These are the people in the R1 800 per month income group. These people have thus been accommodated in our policy.

Also, it is very obvious that as soon as we are able to put together the nontraditional retail lenders with respect to the housing loans that we are talking about, we will be accommodating this lower group, because we feel that those institutions understand the environment and the background of the people who have to access the credit on the ground. The question of interest rates is an

issue which we are deliberating upon, and we will make announcements as soon as we are ready. **THE CHAIRPERSON OF COMMITTEES:** Order! We would like to give the interpellant, Dr Rajoo, one minute to respond.

**DR K RAJOO:** Mr Chairman, thank you for your laudable. We appreciate the steps that the hon. Minister is taking. We appreciate also the fact that there is no competition for the banks and that she is doing something about it. What we would like her to do is to take some action for the 50 000 bond holders who are in default now, who are going to be removed from their homes, and whose homes will be repossessed. These people are in dire need of assistance. We would like her department to see how best it can help these people. The banks that are going to repossess these homes are going to auction them for a good sum of money. Besides that, the banks are going to sue the previous owners for the rest of the money. So the person who bought this house with great aspirations in this country, will lose out. [Time expired.]

Debate concluded.

#### Western Cape: redeployment of teachers

**4. Mr L M GREEN:** asked the Minister of Education: (321)

Whether the Government is going ahead with rationalisation and the redeployment of teachers in the Western Cape; if not, why not; if so, (a) when and (b) how will it be implemented?

N957E/INT

**THE MINISTER OF EDUCATION:** Mr Chairperson, I thank the hon. member for giving me another opportunity to address this national issue.

My first answer to his question is that the Government is proceeding with its constitutional duty of bringing about equity in educational funding, both across provinces and within provinces. The complex implications for the educator establishment in all provinces, not just the one mentioned by Mr Green, are being systematically managed according to the agreements reached between employer and employee representatives in the Education Labour Relations Council.

The matter of teacher redeployment did not come out of the blue. Once this nation committed itself to living under a constitution embracing fundamental rights, it became morally inevitable. The

only questions remaining to be answered were the scale and the manner of implementation.

I urge hon members to comprehend the implications of some of the essential facts of life about education financing in our long-suffering country.

First, education financing has been based on the shameful system of racial and political preference called apartheid. If the national average was 100%, white education was funded at 183%, Indian education at 165%, Coloured education at 159%, the DET at 100%, the self-governing education departments at 74%, and the TBVC education departments at 67%.

Secondly, the provinces themselves inherited these bitterly unequal systems in unequal combinations. Thus the provincial departments inherited budgets based on historic inequalities written into their varying demography, and not on the relative need for public services in the provinces. The Western Cape, even in 1995-96, was funded at 158% and the Eastern Cape at 75%. [Time expired.]

Mr L M GREEN: Mr Chairperson, I want to thank the hon the Minister for his reply. As a political party, the ACDP rejects apartheid education, but there are implications in terms of this agreement, which we would like to bring to the attention of the Department of Education.

We understand that teacher unions have the right to sign agreements with the department, and also that they have the right to defend their members. We also understand that teacher unions have the right to negotiate the best deal for their members, and when it comes to the issue of the salary scales and working conditions for teachers, teacher unions must surely defend their members.

However, I want to bring it to the attention of the House that this aspect does not only affect teachers. It also affects the lives of parents and students. Therefore, the point that I want to make is that if an agreement is signed between teacher unions and the department, its implications for parents and students must be taken into consideration. An agreement, binding both parents and students and affecting the whole of society and the community, cannot be signed when they have not been considered.

If the teacher unions have the support of their members regarding this agreement, would it not be correct for them to list the names of all the members in the Western Cape who have agreed to

or would agree to be redeployed. Those who have decided to support their unions and their organisations should come forward and say that they agree to make the sacrifices. [Interjections.] The point that I want to make is that the march which has taken place has...

THE CHAIRPERSON OF COMMITTEES: Order! Mr Green, would you please pause. Is that hon member rising on a point of order or does he want to ask a question?

Mr M S MDLADLANA: Mr Chairman, I would like to ask if the hon member is prepared to tackle a very small question.

Mr L M GREEN: Mr Chairman, I will take the question.

Mr M S MDLADLANA: Mr Chairman, I would like to know which parents the hon member is talking about, because the parents in Mbekezweni, for example, are waiting for 10 teachers who must be redeployed.

THE CHAIRPERSON OF COMMITTEES: Order! We have not yet come to question time. We are dealing with interpellations now. Will Mr Green accept the question?

Mr L M GREEN: Mr Chairman, I accept the hon member Shepherd's question. My reply is that I am referring to all parents, irrespective of race, colour or creed.

I now want to focus on parents in the townships. It is clear that the marchers taking part in that march were actually members of those teacher organisations who signed the agreement with the department. How is it possible for a teacher organisation and its members to be part of a march against the implementation of an agreement which their own unions have signed with the department?

That means that the agreement has not gone down to grass-roots level, that there has not been proper consultation. This is the concern that I want to raise here this afternoon, and I would like the hon the Minister to indicate whether he has also experienced that kind of disturbance, or anger or concern on the part of the teachers and parents involved.

THE MINISTER OF EDUCATION: Mr Chairperson, as I speak to hon members now, the teacher organisations are engaged in negotiations with a delegation from the State. Both Nqopha and Sadiq are engaged in this process. I do want to say

quite clearly that we relate to the problems facing organised teacher organisations. They have agreed to this process and continue to grapple with the problems and the pain that is involved in this process. But I want to say that when the decision was taken and the agreement signed, the teacher organisations accepted the fact that we do need to move towards equity, however painful it may be.

Regarding the parents that hon members mentioned, we do not as yet have organised parent structures, in order to engage in collective bargaining with them, and the same applies to students. But I want to say that it is written in the constitution that the State will enter into negotiations with teacher organisations, as we are doing. We are doing this in collaboration with the teachers. We are informing the students and informing the parents accordingly.

Mr M J ELLIS: Mr Chairperson, I want to say that I agree fully with the approach of the hon Mr Green to this whole unfortunate saga of redeployment and retrenchment of teachers. But the hon the Minister knows well what the DP's approach to this matter is.

I want to focus on what is clearly another anomaly in the whole process, but here I focus not so much on the redeployment side of rationalisation, but rather on the retrenchment packages for teachers. How the State will ever afford these packages, I doubt if anyone knows.

I am told that if a teacher—and I asked the Minister about this—over the age of 55 who earns about R110 000 per annum takes a retrenchment package, he or she will receive both a pension and a gratuity, a pension of approximately R5 500 per month, and a gratuity of about R256 000. Now if that gratuity is invested wisely, that teacher can expect an additional income, from interest, of about R2 956 per month, giving him or her a total monthly income of approximately R8 290 per month.

On the other hand, if a teacher who is 54 years old, and is therefore not able to take the retirement package, is retrenched, he or she, because of his or her age, will not be able to take that retrenchment package, but will be given a severance package of as much as R1,1 to R1,5 million. If this sum is invested, and invested wisely, that teacher can expect a monthly sum of R13 000, which means about R5 000 per month more than the teacher who had to take the retirement package. It makes

little sense that the older teacher gets less, that the more experienced teacher gets less. It just makes no sense at all. If this is the case, it is a totally unacceptable and grossly unfair situation. I am told that when this matter was discussed with the pensions task team, the negotiators were told that few changes could be made to this situation. I ask the hon the Minister to point this out to me please.

Mr L M GREEN: Mr Chairperson, I respect the Minister's input regarding the fact that there are no structures through which to consult parents and students. I think that he is correct. However, at many of the schools there are democratically elected PTSA's. I would just like to ask the Minister: If it so happens that the democratically elected PTSA's take decisions at the schools in response to this matter, would the department consider their response in terms of the principles of democracy? Would the department say that now that we have these PTSA's making decisions, we will adhere to some of their requests?

The other point, which I concede to the hon member, is that I know of schools in Grahamstown, KwaZulu and many other townships where the ratio is 60:1. If this is so, is it not possible for the hon the Minister to consider that some of these 6 000 teachers... [Time expired.]

THE MINISTER OF EDUCATION: Mr Chairperson, I want to concede that the figures that were given might impress some people.

I have on many occasions indicated that we in the Education Labour Relations Council have not spoken of retrenchment. We are not interchanging retrenchment packages with voluntary severance packages, and so the figures that relate to retrenchment are meaningless to me. In the first agreement nothing is mentioned about teachers being retrenched. In the second agreement, we also do not refer to retrenchment.

I think this House ought to be ashamed of itself, because it is focusing on those who were privileged under apartheid. [Interjections.]

THE DEPUTY CHAIRPERSON OF COMMITTEES: Order!

THE MINISTER: Members are not focusing on those schools that are ready to receive redeployed teachers and are excited about the prospect. They are not focusing on those provinces that are underfunded. As was the case when we were debating the question of Model C schools, we are focusing on a few that must sacrifice the privi-

leges that they had in the past. Indeed, I want to reiterate that it is shameful of this House to spend so much time arguing about the privileged. We are committed to providing quality education for all the children of this country. [Time expired.] Debate concluded.

# QUESTIONS

Indicates translated version.

For oral reply:

*Questions standing over from Wednesday, 15 May 1996:*

**Ministerial houses in District Six: sale/rental**  
\*7. Mr. M F CASSIM asked the Minister of Public Works:

- (1) Whether any houses built for Ministerial use in the District Six area have been (a) sold or (b) let at market-related rentals; if not, why not; if so, what are the relevant details;
- (2) whether any of these houses have been reserved for use by VIP guests of the State; if not, what is the position in this regard; if so, what are the relevant details;
- (3) whether he will make a statement on the need for State houses for use by VIP guests?

NS04E

## The MINISTER OF PUBLIC WORKS:

- (1) (a) and (b)

The seven ministerial houses in Walmer Estate (part of the area known as District Six) were built in 1969 for members of the now defunct Ministers' Council of the House of Representatives. The houses were never occupied by those Ministers and in 1993 the Department of Public Works invited tenders for the disposal of the property. The tenders were allowed to lapse as the offers were lower than the estimated market value. With the advent of the Government of National Unity in 1994 the houses were allocated to Ministers and Deputy Ministers and are fully occupied.

- (2) Falls away.

We were wondering whether the Minister would consider their applications to be registered temporarily so that they can be of service where we need them most.

**The MINISTER OF HEALTH:** Mr. Chairman, first of all, the reason we had this moratorium was that there was a big outcry from countries in Africa that South Africa was causing a brain drain, and they requested us not to employ doctors from other countries. Therefore we decided specifically not to employ doctors from simply any country, particularly those countries that need their doctors. Therefore, if there are 40 Nigerian doctors here, they will have to wait for the SA Medical and Dental Council to formulate a policy for the registering of doctors who come to South Africa without a government-to-government agreement. We do not want to be accused, by our neighbours and other developing countries, of acting as a brain drain.

**Ministers/MPs: money owed for repatriation**

\*17. Ms. M SMUTS asked the Minister of Public Works:

Whether any Ministers and/or Members of Parliament currently owe money to his Department for the payment of rent; if so, (a) what is the name of the Minister or Member of Parliament in each case; (b) what amount is owed by him or her; (c) for how many months this was rental owed in each case; and (d) what steps are being taken to recover the amounts concerned?

NS17E

## The MINISTER OF PUBLIC WORKS:

No Minister owes money to my department, but members of Parliament do.

- (a) Dr B G Ranocho
- (b) Mr P Madikizela
- (c) R42 290,33
- (d) R3 104,32
- (e) 8 months
- (f) 6 months
- (g) Monthly statements reflecting the outstanding balance are sent to all members of Parliament via their Chief Whips.

A statement accompanied by a letter of demand dated 10 May 1996 was delivered by hand to the offices of the relevant members. In the letter the members were warned that unless the full amount owing was received within 60 days, legal action would be taken without notice to collect the full amount due. AS from 10 June 1996 all arrears will be handed over to the attorney-general.

On 24 May 1996 a statement accompanied by a letter of demand was again delivered by hand to the offices of the relevant members.

**Mr S M MALEBO:** Mr. Chairman, arising out of the hon. the Minister's reply, I wish to ask him if the administration of the rentals paid by members is satisfactory? For instance, one hardly ever sees, on the salary advice of members, anything to indicate whether their payments are up to date, or how much has been deducted from their salary for rental purposes.

**The MINISTER OF PUBLIC WORKS:** Mr. Chairman, the members who have queries can come to us. However, every month we send them statements indicating what is owed by them.

**Mr. S M MALEBO:** Mr. Chairman, further arising out of the hon. the Minister's reply, is he aware that contrary to the belief held in this Chamber, members of the ANC are up to date, except the few that the Minister has mentioned? There are those who have actually been to the Minister's department, but have not been properly assisted. In addition, can the Minister assure us that problem of rentals will be addressed properly, so that, rather than having the department rushing to the courts, members will be informed whether they are in arrears or not?

**The MINISTER:** Mr. Chairman, I really do not understand the question. However, if the question is whether there are some members that owe money, I can assure the hon. the Minister that all members have paid, except the few that I have mentioned. So, if there are any specific members they can come to the Office of the Speaker, which is responsible for the deductions of these rentals. The responsibility lies with the members to ensure that they pay at the end of every month.

**Mr J N MASHIMBYE:** Mr. Chairman, further arising out of the hon. the Minister's reply, is he aware that since they were sworn in, members have never had an obligation to physically ensure that payment had, and that the payment has to be ensured by the finance department, in co-operation with the Department of Public Works?

# Key talks on teachers' jobs

ESANN de KOCK  
Education Reporter

THE practicalities of how to implement the proposed education rationalisation plan are currently under discussion in the Education Labour Relations Council (ELRC).

Mxolisi Nkosi, general deputy secretary of the South African Democratic Teachers' Union (Sadtu), said the ELRC was in the process of thrashing out certain details within the proposed rationalisation plan.

It was also dealing with the amendment of the draft constitution of the Education Labour Relations Act.

But, as teacher organisations and the government are putting their heads together in the ELRC on how to translate the principles of the rationalisation plan into a programme of

action, tensions in the Western Cape are building.

The thousands of teachers who took part in a recent march on parliament have not yet had a full reply from the government on their concerns.

The march, organised by the Western Cape Parent Teacher Student Forum (WCPTSF) under the leadership of Des Barthus, took issue with the plan to redeploy thousands of Western Cape teachers this year for purposes of equity.

A petition, handed to Deputy President Thabo Mbeki, demanded a response from the government by May 30.

Mr Barthus said the only response so far had been a letter dated May 28. In this the government acknowledged receipt of the petition and promised President Mandela would attend to it.

The WCPTSF believes it has not had a serious answer from the government over its concerns about the effects of the rationalisation plan – particularly on education in the Western Cape.

With tensions increasing over the issue, the Mitchell's Plain affiliate of the WCPTSF yesterday staged a placard demonstration outside Princeton Technical High in Woodlands.

Mr Barthus described the government's reaction to the petition and the 130 000 signatures as "high-handed and autocratic".

He said that the forum was now contemplating the way forward.

The forum had appointed a legal committee to consult with advocates on the rights of teachers in the matter of rationalisation, he said.

ARLT 6/6/96

(321)

P  
B

# Jobless teachers have a long wait

26 (32) Sowetan 10/6/96

By Khathu Mamaila

**W**HILE THERE are more than 15 000 teachers roaming the streets without jobs in Northern Province, Education Department officials have reportedly told the Unemployed Teachers Union that no posts will be created before 1999.

General secretary of the union Mr Levy Bopape said his union held several meetings with the Education Department in the province in an attempt to address the plight of unemployed teachers.

He said according to the department, only 426 new teachers were employed this year.

"They told us that no new posts will be created before 1999," said Bopape.

"According to the department new teachers can only be employed after the redeployment process had been

## Northern Province says it cannot employ new teachers before 1999

completed.

"It (department of education) has emphasised that the process cannot be completed before 1999. There are already more than 15 000 unemployed teachers in Northern Province.

"The province produces more than 3 000 teachers a year. This means that the number of unemployed teachers will be more than 25 000 in 1999," Bopape said.

Department spokesman Mr La-Duma Thembe said there was an agreement between the Education Department at national level and the teachers unions - the South African Democratic Teachers Union and the Transvaal United African Teachers Association - that new posts would be

created after the redeployment process had been completed.

Thembe said he did not know when the process would be completed.

"The Unemployed Teachers Union should understand that we will employ teachers because there is a need and not only to create jobs for unemployed teachers," he said.

"We have rationalised 22 teachers colleges to seven because of the over-production of teachers," said Thembe.

While the Education Department plans to reduce the number of teachers, its efforts are being undermined by the mushrooming of private teachers colleges throughout the province.

They are at least six new private teachers colleges in the province.



## Bengu criticises teachers' neglect

(321)

PARLIAMENTARY CORRESPONDENT

*Star 11/6/96*

Cape Town - "Significant numbers" of teachers are bringing their profession into disrepute by neglecting their work, Education Minister Sibusiso Bengu told the Senate yesterday.

Introducing the education policy review, Bengu said the "difficulties and uncertainties of transformation in the education and training system provides no justification whatsoever for teachers to neglect their basic duty to put in a full day's professional work on behalf of their learners.

"I am appalled by the reports I receive that significant numbers of teachers are bringing their profession and their own integrity into disrepute by chronic absenteeism, late reporting for duty, early knocking off, and disreputable behaviour such as drunkenness.

"If you have no pride and no sense of responsibility, you do not belong in teaching. So go!"

# Bengu warns 'drunk' teachers to stop or go

**By Rafiq Rohan**  
Political Correspondent

MINISTER of Education Professor Sibusiso Bengu has launched a stinging attack on teachers who go to work drunk.

"Clean up your act or get out of education," Bengu said in Parliament yesterday.

Poised like a stern school principal, Bengu gave notice that it was he who would, from now on, wield the cane. He also saved some of his choice tongue-lashings for undisciplined students.

He said teachers could not attribute their behaviour to the uncertainties around the transformation of the education system.

This was not reason enough for them to neglect their basic duty by not

putting in a professional day's work on behalf of those they were teaching.

"As I travel around the country, I am appalled by the reports I receive that significant numbers of teachers are bringing their profession and their own integrity into disrepute by chronic absenteeism, late reporting for duty, early knocking off and disreputable behaviour such as drunkenness," Bengu said.

His message was aimed at the guilty ones. "And they know who they are."

He knew how hard the majority of teachers worked in taxing circumstances and was aware of the sacrifices those teachers who will be re-deployed have to make.

But, he said, "the education profession cannot tolerate ill-discipline".

He pulled no punches in telling

those ill-disciplined teachers what they should do. "If you have no pride and no sense of responsibility, you do not belong in teaching. So go!"

His reprimands, however, were not reserved for teachers alone. The nation expected its investment in education to yield the best possible returns.

Therefore, students should go to their institutions of learning and do exactly what they are meant to do there.

"We do not expect to see them in the streets during school hours, or in places of fun when they should be studying," said Bengu.

"Those who do this must know that they are wasting the valuable resources that come from the sweat and blood of our working people," Bengu said.

(321) Sowetan 12/6/96

# Teachers' (22) packages not

guaranteed  
AR 12/6/96

ESANN de KOCK  
Education Reporter

NOT ALL teachers who apply for the Voluntary Severance Package (VSP) under the Western Cape school rationalisation plan will necessarily get it.

The deputy director-general of human resources in the national Education Department, Roelf du Preez, said a decision to grant a teacher the package would depend on whether there was a reasonable expectation that it would help the process of redeploying teachers to where they were needed.

Mr Du Preez said last night that it was impossible "to go for exact mathematical calculations" on the matter.

He said to be taken into account in granting the packages included the rank of the teachers applying, promotions, subjects offered by the teachers and how the curriculum would be affected.

"It would, for example, be suicide to grant packages to three maths teachers if they were the only three maths teachers you had."

The authorities would have to look at efficiency and economy when granting packages, Mr Du Preez said.

TOO EARLY TO APPLY FOR SEVERANCE PACKAGES — OFFICIAL

# Dept dithers on teachers

(321) CT 12/6/96

**TEACHERS** have been advised to wait two to three weeks before applying for severance packages as the Education Department was not ready, **DAN SIMON** reports.

## Severance dilemma splits city's educators

DAN SIMON

**T**EACHERS applying for voluntary severance packages are jumping the gun as a number of outstanding issues must still be negotiated, the Department of Education's deputy director-general of human resources, Mr Rosell du Preez, said last night.

Du Preez said there were still a number of issues which needed to be resolved. Chief among these was the teachers' "post provisioning scale" which would determine how posts would be provided for at specific schools. The scale would also be crucial in phasing in teacher/pupil ratios once the rationalisation process got underway.

Debate on the redeployment process was "premature", he said.

"I don't think teachers understand the process. We are still busy sorting out the procedures. My advice to teachers is to wait two to three weeks for the official communication on the whole procedure."

Outstanding issues include the finalisation of the procedures manual and an "interpretation docu-

ment" on how the severance package will be implemented.

"We must still agree on the entry requirements for promotion posts because of the revision of the whole salary structure," he said.

Other matters included employment issues such as breaks in service, teacher qualifications and the educator/learner ratio for colleges of education and pre-primary schools.

Du Preez said the rationalisation policy which aimed to slash 6 000 teaching posts in the province was not aimed at reducing the number of teachers — but rather at redistributing the teacher resource throughout the country.

"The severance package is being used to underpin the redeployment process."

He refused to disclose whether the government had placed a ceiling on the number of teachers who would be granted packages saying, "It will be difficult to justify more payouts than redeployment."

It was hoped the payouts would

**HUNDREDS** of teachers are having to apply for voluntary severance packages or face being sent to another school.

Part of education's rationalisation programme, the offer has split the city's educators.

"In the townships the education load would be made much lighter if teachers were redeployed there," said one 41-year-old teacher. "They have a need for teachers and are waiting for the process to start, whereas there are teachers on the other side of the mountain who want it to stop."

Teachers were concerned at the "lack of clarity" over sever-

ance packages. He himself is undecided, though he supports the programme.

"I accept the rationalisation process as it was negotiated between the teacher bodies, the unions and the Department of Education, but I personally don't know what to do."

"I may take the package but I am not sure about the amount. I also don't mind being redeployed if that is required of me."

He could not defend a pupil/teacher ratio of 1:20 in some schools when there were schools in townships with ratios of 1:60.

"There is no other way to address the imbalances in education. No one has come up with a clear cut programme."

start within three months of teachers submitting their applications.

Du Preez said R1,2 billion had

been provided for the building of classrooms in various provinces to cater for the redeployment process.

# Teachers threaten indefinite strike

ARL 13/6/96 (321)

**JERMAINE CRAIG**

Staff Reporter

MITCHELL'S Plain teachers are threatening an indefinite strike, and to go to the constitutional court to fight the looming redeployment of Western Cape teachers.

The Mitchell's Plain teachers took to the streets yesterday to protest against the imminent retrenchment of thousands of teachers in the Western Cape.

The march to the local branch of the Western Cape Education Department (WCED) was organised by the Mitchell's Plain Concerned Teachers Parents Forum (MPCTPF), which vowed to intensify its protests.

Teachers throughout the Western Cape have embarked on a fierce protest in response to a WCED announcement that 6 000 teachers stand to be retrenched this year.

About 15 000 teachers, pupils and parents marched to parliament late last month to voice their grievances against teacher retrenchments.

And Mitchell's Plain teachers earlier staged a two-day chalk-down in the area's schools, and also formed a human chain along the area's major roads.

Teachers have also been holding daily placard demonstrations at their schools.

Yesterday, teachers handed a memorandum to Mitchell's Plain WCED area manager, Rashaad Job, who they accused of not giving teachers enough support during the crisis, and of not telling them about the WCED's rationalisation policy.

The MPCTPF said in the memorandum that it felt the rationalisation of education and the retrenchment of teachers would lead to the lowering of the quality of education.

# New row over teacher cutbacks

(321)

ARLT 13/6/96

**PIETER MALAN**  
Staff Reporter

THE ROW is growing over the future of thousands of Western Cape teachers after a leading teacher organisation today hammered national Education Minister Sibusiso Bengu for keeping teachers in limbo and confusing the issue of retrenchment packages.

This attack came after the minister told teachers yesterday not to hurry to apply for voluntary severance packages because these would be available only in cases where teachers could not be redeployed.

Leepile Taunyane, president of the National Professional Teachers' Organisation of SA (Naptosa) said this flew in the face of notices sent out weeks ago by the department, inviting teachers to apply for severance packages.

Many teachers in the Western Cape and Gauteng had already decided on their future.

But now they have been told that the payment of an unlimited number of retrenchment packages is not a certainty.

At a meeting with the minister earlier this week, teachers were in effect told to ignore these notices, as education reforms would in the first instance consist of the redeployment of teachers.

Mr Taunyane said that Professor Bengu had told the delegation that only in cases where such redeployment was impossible

would voluntary severance packages be available.

Naptosa had also been informed that a brochure would be drawn up by the Department of Education and teacher unions which would explain the process.

Mr Taunyane said: "It would appear that the view of the Education Department that teachers should not be in a hurry to apply for severance packages is cynical, to say the least."

He said the department displayed a disturbing lack of recognition that it had a responsibility towards the countless dedicated men and women in its service.

"Their expectation had been raised (by the letter inviting applications for packages) and they are again thrown into a state of confusion.

"It would appear that those teachers who thought their position would be finalised before the end of the second term are in for a rude awakening," Mr Taunyane said.

Naptosa had for many months sought clarity on the severance packages.

The organisation said the bland assumption by the minister's office that the process had always been mutually understood was unacceptable.

Naptosa hopes to bring the issue to a head at a meeting of the bargaining unit of the Education Labour Relations Council on Tuesday.

● See pages 6 and 8

# New row over teacher cutbacks

(321)

ARLT 13/6/96

**PIETER MALAN**  
Staff Reporter

THE ROW is growing over the future of thousands of Western Cape teachers after a leading teacher organisation today hammered national Education Minister Sibusiso Bengu for keeping teachers in limbo and confusing the issue of retrenchment packages.

This attack came after the minister told teachers yesterday not to hurry to apply for voluntary severance packages because these would be available only in cases where teachers could not be redeployed.

Leepile Taunyane, president of the National Professional Teachers' Organisation of SA (Naptosa) said this flew in the face of notices sent out weeks ago by the department, inviting teachers to apply for severance packages.

Many teachers in the Western Cape and Gauteng had already decided on their future.

But now they have been told that the payment of an unlimited number of retrenchment packages is not a certainty.

At a meeting with the minister earlier this week, teachers were in effect told to ignore these notices, as education reforms would in the first instance consist of the redeployment of teachers.

Mr Taunyane said that Professor Bengu had told the delegation that only in cases where such redeployment was impossible

would voluntary severance packages be available.

Naptosa had also been informed that a brochure would be drawn up by the Department of Education and teacher unions which would explain the process.

Mr Taunyane said: "It would appear that the view of the Education Department that teachers should not be in a hurry to apply for severance packages is cynical, to say the least."

He said the department displayed a disturbing lack of recognition that it had a responsibility towards the countless dedicated men and women in its service.

"Their expectation had been raised (by the letter inviting applications for packages) and they are again thrown into a state of confusion.

"It would appear that those teachers who thought their position would be finalised before the end of the second term are in for a rude awakening," Mr Taunyane said.

Naptosa had for many months sought clarity on the severance packages.

The organisation said the bland assumption by the minister's office that the process had always been mutually understood was unacceptable.

Naptosa hopes to bring the issue to a head at a meeting of the bargaining unit of the Education Labour Relations Council on Tuesday.

● See pages 6 and 8

# Morale dives as teachers assess future

CT 13/16/96

(32)

**DAN SIMON** visited a southern suburbs school to discover the impact on teachers of the uncertainty over redeployments and retrenchment.

**"O**WING to financial constraints, the light at the end of the tunnel will be switched off until further notice."

This wry quote—pinned up in the administration office at the Bergyleet Primary School—sums up the mood of hundreds of teachers grappling with the uncertainty and confusion surrounding the rationalisation programme and its implications for the future of education.

The Cape Times yesterday visited Bergyleet Primary in Children's Way to gauge the feelings of six teachers and the school's headmaster, Mr Richard Street, and get an understanding of the dilemma they face over redeployment or retrenchment.

The school has 25 teaching posts, of which six are in jeopardy.

With many teachers considering taking severance pay, the cost to the government is expected to be enormous. Payments will range from R20 000 for teachers with little experience to about R1 million for principals

the quality of education they were delivering? And, which option were they most likely to take?

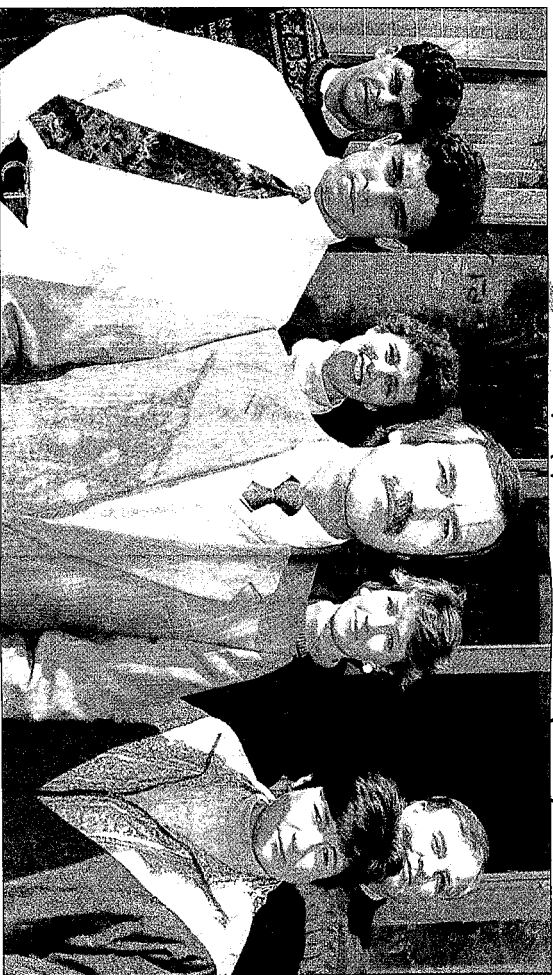
The teachers were unanimous that the uncertainty over rationalisation had taken its toll on morale and that this was manifesting itself in classrooms and affecting their work.

As far as redeployment or retrenchment was concerned, six of the seven said they were considering taking up the offer of a voluntary severance package. They were adamant that redeployment was not a viable option for a variety of reasons, including the earnings of spouses, property ownership, children and the way the department was handling the process.

Mr Eddie Knipe, 37, a teacher for 13 years, said what had "started out as a joke" among Sids 5 pupils was now evoking much concern on their part.

"In the beginning it was a joke. The kids would say, 'you're going to lose your job'."

"This has led to debates on whether our classes would be



**NO TO REDEPLOYMENT:** Six Bergyleet Primary School teachers, including school principal Mr Richard Street, will have to choose between redeployment and retrenchment as part of the rationalisation programme that will forever alter the face of education in South Africa. Likely to choose retrenchment are (from left) Mr Eddie Knipe, Mr Roland Graney (undecided), Ms Daphne Hutchison, Street, Ms Lynette de Beer, Ms Margy Cullis and Mr Alan Schmidt.

PICTURE: CLIVE SMITH



with long service.

A teacher with between 10 to 15 years' experience will receive well over R200 000.

However, problems could arise if more teachers choose severance pay rather than redeployment.

The Department of Education's deputy director-general for human resources, Mr Roelf Du Preez, said this week the department would find it "hard to justify" more payouts than redeployment applicants.

The department is still finalising the process, which should be complete by early next month.

The teachers, who have been teaching at Bergvliet Primary for between three and 27½ years, were asked to answer two questions: With the threat of redeployment or retrenchment hanging over their heads, how was this affecting morale and

able to cope with increased numbers of pupils.

"But the bottom line is that the kids are feeling it (the low morale) and they are being affected. We teachers are not the same in the classrooms and the kids are picking this up."

Knipe, who joined Bergvliet three years ago by way of a promotion as a head of department, said his position was tenuous as his was a case of "last in, first out".

"I don't want to go. If I had known this would happen three years ago I would have remained at SACS."

Mr Allan Schmidt, 48, who has been teaching for 20 years, said what was of major concern to him and his colleagues was the "absolute lack of direction" as to where education was going.

"What will the department be like after restructuring? The

amalgamation of all the education departments was wonderful but the effects of restructuring are unknown."

Schmidt said although the rationalisation programme terrified him, it also excited him.

"I have made a definite decision to go and I am taking the package. Even if the department changed its mind and said it was all a nightmare and that they had found the money, I would still go."

Schmidt said he would invest the money from his package and possibly go overseas.

A visibly upset Ms Margy Cullis, 52, a teacher for 29½ years, said: "I am sorry that I have to go for the package but I am like a limpet to a rock. I have been at Bergvliet for 27½ years and I don't want to go, but one must look to the future."

She said the constant threat

that each year could be her last had motivated her decision to leave education.

Cullis added that she was looking at several alternative employment options, which she did not want to disclose.

Ms Daphne Hutchinson, 52, who returned to teaching at Bergvliet 12 years ago, said she also was considering taking the voluntary severance package.

"The circumstances for a woman could change, such as being widowed. We don't know how the redeployment package will work. All we have heard is that there will be redeployment."

Ms Lynette de Beer, 41, a former pupil of Bergvliet Primary and a teacher at the school for the past 20 years, said redeployment could be an option "if it was close to home".

"But if you have a husband

who is earning a good salary, which is far better than anything in education, then it is just not viable to be redeployed to another province."

De Beer also criticised education authorities for their attempts at "breaking down" a good education system.

She added that if she received a severance package, she might offer private lessons at home.

Mr Roland Graney, 25, said retrenchment was not an option as he would gain very little financially. Redeployment was also not a viable option as he had married and bought a home a year ago.

"As one of the last in I still feel very insecure. It could be my turn next year or the year after," Graney said, referring to the second wave of teacher cuts at state schools that will continue until

the year 2000, or when ratios of 1:35 were attained for high schools and 1:40 for primary schools.

Street, who has been in the profession for 34 years, has become something of a father figure to teachers who have taken the news of staff cuts badly.

"The staff here have been absolutely wonderful ... But of late there is a lack of morale. The teachers have become dispirited, stressed, distressed and insecure."

"One cannot talk to them individually, as they may get the impression that they are going to be made redundant. In a way I am isolated. No one wants to discuss this with me and I don't want to say who has to go. The atmosphere is becoming more and more subdued. It is sad. Street said.

# Teacher unions 'out to cash in on packages' (321)

PIETER MALAN  
Staff Reporter

AN adviser to National Education Minister Sibusiso Bengu has hit out at teacher unions, claiming they are only out to cash in on retrenchment packages and are not concerned about restructuring the education system.

Thami Mseleku said critics of the government's voluntary severance packages for teachers – especially principals – were afraid they might not qualify for such payments and were therefore only concerned about cashing-in on retrenchment benefits.

But the Association of Professional Teachers has called for the resignation of Professor Bengu over his handling of voluntary severance packages for teachers, and the National Professional Teachers' Organisations of SA (Naptosa) has rejected Mr Mseleku's allegation.

Naptosa spokesman Andrew Pyper said it was not in any teacher's interest to accept a voluntary severance package, because of the government's decision that anyone taking such a package could never teach again.

The row erupted yesterday after Naptosa lashed out at Professor Bengu, accusing him of keeping teachers in limbo and confusing the issue of retrenchment packages.

It accused the minister of cynicism for telling teachers not to hurry to apply for packages even though education departments in the Western Cape and Gauteng had several weeks ago sent letters inviting teachers to apply for severance packages.

Mr Mseleku said the fact that people had already been invited to apply for severance packages did not contradict the minister's statement that teachers need not hurry.

"If you apply for a package it doesn't mean you will necessarily get it."

He accused teacher organisations of being more concerned about the package and the possibility that some members might not qualify for it, than about the issues of restructuring education in South Africa.

He said most of the criticism was from principals who wanted the severance package but who did not qualify, as principals' posts would not be declared redundant.

# Teachers cannot 'cash in and go' (321)

LINDIZ VAN ZILLA

TEACHERS who apply for voluntary severance packages won't automatically be granted early retirement, a spokesman for Education Minister Professor Sibusiso Bengu said yesterday.

This is the latest shock for Western Cape teachers, already facing an uncertain future.

Yesterday spokesman Mr Lincoln Mali said: "People have the impression that each and every teacher who applies for the severance package, will be granted it.

"Severance packages will only be granted to assist the redeployment process, not so that people can just leave or cash in," he said.

He said there was just not enough money to retrench all teachers.

Mali's statement follows in the wake of Bengu's comments earlier this week when he said: "Teachers should not be in a hurry to apply for voluntary severance packages, as these would be available only in cases where teachers could not be redeployed."

This caused an outcry in education circles, with the National Professional Teachers' Organisation (Naptosa) calling Bengu's com-

ments "cynical".

Naptosa chairman, Mr Leepile Taunyane, said education authorities in Gauteng and the Western Cape had invited teachers weeks ago to apply for retrenchment.

"The view of the Education Department that teachers should not be in a hurry to apply for severance packages is cynical, to say the least," he said.

This was causing confusion among teachers, whose hopes had been raised that their positions would soon be finalised.

The Western Cape Education Department said yesterday it had received 5 809 inquiries about the packages, while 732 educators had submitted applications, "indicating their desire to leave the service".

Mali said the ministry had battled to dispel the false perception that all teachers would be granted retirement packages.

He said: "Everyone is eligible to apply, but whether their applications are successful depends on whether or not it will assist the process of redeployment."

There was a sufficient number of teachers, he said; it was just a question of distributing them equitably.

## QUESTIONS

Indicates translated version.

For written reply:

**Illegal nuclear source trafficking/thefts from Pindaba**

191. Sen A BALLE asked the Minister of Mineral and Energy Affairs:

- (1) How many (a) cases of illegal nuclear source trafficking and (b) thefts from the Atomic Energy Corporation's Pindaba plant near Pretoria were reported in South Africa (i) in 1994, (ii) in 1995 and (iii) during the period 1 January 1996 up to the latest specified date for which information is available;
- (2) whether any (a) suspects have been arrested and/or (b) charges have been laid against any suspects; if not, why not; if so, what are the relevant details?

S322E

**The MINISTER OF MINERAL AND ENERGY AFFAIRS:**

- (1) (a) The AEC is not aware of any trafficking in radioactive sources of AEC origin from 1994 up to 4 June 1996.
- (b) Four thefts or attempted thefts occurred between January 1994 and 4 June 1996.

(i) • A drum containing contaminated scrap fillets was detected while on its way off site on board an empty bus (26 May 1994).

• A labourer attempted to remove a few items of contaminated scrap metal on 1 June 1994.

• In August 1994, 204 plastic drums used for storage of contaminated low-level scrap were stolen from a fenced-off stor-

age enclosure situated on Rad-

diation Hill. The contents of about 30 drums were removed and left behind within the enclosure. The four storage buildings inside the enclosure were broken into and the drums removed by passing them over the fence. The case was reported to the SAPS and the Council for Nuclear Safety.

(ii) An AEC vehicle carrying eight medical isotope sources was stolen with its load in Pretoria on 19 November 1995. The case was reported to the SAPS.

(iii) None.

(2) (a) and (b) In the first case mentioned in paragraph 1(i)(b)(i), the bus driver denied any knowledge of the drum and the case was not pursued. In the case of the 1 June 1994 incident the misdemeanour was regarded as too slight to involve the SAPS. No arrests were made in the other cases. In all four cases it seems as if the thefts were aimed at the utility of the metal, drums and vehicle, and not the low level radioactive contamination or contents.

All cases were reported to the Council for Nuclear Safety in terms of the requirements of the AEC's nuclear licence. The case where the contents of the 30 drums were removed was also reported to the International Atomic Energy Agency in terms of the Safeguards Agreement concluded between the IAEA and South Africa, pursuant to the requirements of the Nuclear Non-Proliferation Treaty. This was done as there was the possibility of the loss of a small quantity of uranium, albeit in a form very difficult to physically recover.

## QUESTIONS

Indicates translated version.

For written reply:

**Teachers employed/posts vacant at primary secondary schools (321)**

20. Sen A J WILLIAMS asked the Minister of Education:

- (1) (a) How many teachers who qualified in 1995 have been appointed at (i) primary and (ii) secondary schools in each of the provinces since 1 January 1996 and (b) how many teaching posts were vacant in each of the provinces at (i) primary and (ii) secondary schools as at 31 January 1996 or the latest specified date for which information is available;

(2) whether minimum qualifications have been determined for the appointment of teachers at (a) primary and (b) secondary schools; if so, (i) what are these qualifications and (ii) how many of the teachers who were appointed at each of the specified school categories, do not have the required qualifications?

S31E

**The MINISTER OF EDUCATION:**

(1)(a)

Provinces	(i) Primary	(ii) Secondary
Mpumalanga	Not yet available	
Free State	50 (total primary and secondary combined)	
Western Cape	262	180
KwaZulu-Natal	1 995	1 479
Northern Cape	73	40

(1)(b)

Mpumalanga	24	125
Free State	591	333
Western Cape	1 840	934
KwaZulu-Natal	3 465	2 277
Northern Cape	493	264

(2) (i) Three years post Senior Certificate (Std 10), plus m + 3, Category C, professionally qualified, for both primary and secondary teachers.

(ii) This question cannot be answered at this stage because the Gazette has not been finalised.

The information regarding the following provinces is not readily available because these provinces have not responded yet:

Eastern Cape  
North West

Gauteng

Northern Province

**National Commission on Higher Education:****Amount spent/still to be spent (322)**

168. Sen W F MINISI asked the Minister of Education:

- (1) (a) What amount (i) has been spent and (ii) is still to be spent on the National Commission on Higher Education, (b) how many (i) commissioners and (ii) other specified staff members of the Commission are employed by the Commission, (c) what annual salary is being paid to each of the (i) commissioners and (ii) staff members of the Commission and (d) from which premises is the Commission currently conducting its operations;

(2) whether the commissioners and/or staff members of the Commission are entitled to any (a) car, (b) travel, (c) subsistence and/or (d) other specified allowances; if so, what allowances in each case;

(3) whether the Commission has purchased any premises from which to conduct its operations; if so, (a) what premises, (b) at what cost and (c) what other expenses were incurred or are being incurred as a result of this purchase; if not,

(4) whether the Commission is renting any premises; if so, what is the annual rental?

**The MINISTER OF EDUCATION:**

(1) (a) (i) R179 081 in the 1994/95 financial year.  
R3 198 810 in the 1995/96 financial year.

## 900 teachers ask for payoff package

Linda Ensor

CAPE TOWN — About 900 Western Cape teachers had already applied for severance packages under government's rationalisation programme, education department director Tim Gordon said at the weekend.

This was despite the fact that no final agreement had been signed at national level between the education department and the trade unions. An agreement was expected to be signed this week.

Sources said more applications were expected once there was greater clarity on which teaching posts were to be closed. Altogether about 6 000 posts will be terminated from July 1.

In her budget speech, education MEC Martha Olckers said there were 90 high schools in the province and each would have to lose 10 teachers in the first phase of rationalisation.

Schools would be given guidance on how to manage the loss of teachers in a way which caused least prejudice to the pupils. Teachers would also be offered financial advice and psychological assistance to cope with the trauma of redeployment.

Olckers stressed the need for a rationalisation of colleges of education by January and cast doubt on the continued need for teacher training bursaries. The Western Cape had seven pre-service training colleges and five tertiary education institutions.

# Hoping for a better life in New Zealand

ESANU de KOCK  
Staff Reporter

MITCHELL'S Plain school principal Stephen Blankenaar will leave the teaching profession in South Africa this year and emigrate to New Zealand where he hopes for a brighter future for his family.

He is one of at least 30 teachers who have approached a New Zealand emigration consultant in the past two weeks, for information on job opportunities and procedures for emigrating.

Factors that have influenced Mr Blankenaar's decision include better prospects of job security, personal security and an improvement in the educational standards for the benefit of his three sons.

He has been contemplating the move for years, and has now finally taken the decision after visiting New Zealand last year for interviews and to get more information. The present drama around rationalisation, redeployment and severance packages had "most definitely" contributed to his decision, he said.

Mr Blankenaar, who planned to apply for a severance package, was one of many surprised by national Education Minister Sibusiso Bengu's recent announcement that the packages would be available only in cases where teachers could not be redeployed.

"I was going to take the package, but the rules seem to be changing as the game goes along. If I cannot get a package, I will have to resign. He did not yet have a job in New Zealand, but said more than 1,000 teaching posts were available in that country.

"I hope to get back into the classroom as soon as possible."

Mr Blankenaar will leave the profession in South Africa in October and he, his wife and three sons expect to be in New Zealand by March next year.

He said he fully agreed with a process to rationalise education and to achieve equity, but felt all the role-players, especially parents, had not been consulted.

Mr Blankenaar's emigration application is being processed by Forman Hendrikse emigration consultancy in Cape Town.

Apart from the more than 30 applications from teachers to this consultancy during the past few weeks, other agencies also have reported definite increases in the

number of teachers who have inquired about emigration.

Australian emigration consultant John Anderson said he had received about 35 inquiries from Western Cape teachers in the past two months - many of them highly qualified.

Mr Anderson said many of the teachers who had approached him indicated they wanted to accept the voluntary severance package in terms of the national department of education's rationalisation plan. "Crime, violence and education are among the main reasons for people wanting to leave South Africa. A lot of people believe education is going downhill and that

even if their children do get into university, they won't be able to find jobs anyway.

"The government is going to have to seriously look at these problems, or more and more people will leave."

Mike Forman, who co-owns Forman Hendrikse emigration consultancy in Cape Town, said the teachers formed part of a steady flow of people inquiring about emigrating to New Zealand.

He said 98 percent of people approaching the consultancy had young children and were very concerned about their children's education in South Africa.

"With one matriculant out of every 100 finding a job, and with university standards decreasing, it's little wonder."

Mr Forman said people from all walks of life were applying to emigrate.

"I've assisted 300 families during the past three years. New Zealand holds a great attraction for many. There are about 20 pages of jobs advertised in every New Zealand paper every week. When I said you see that in South Africa?"

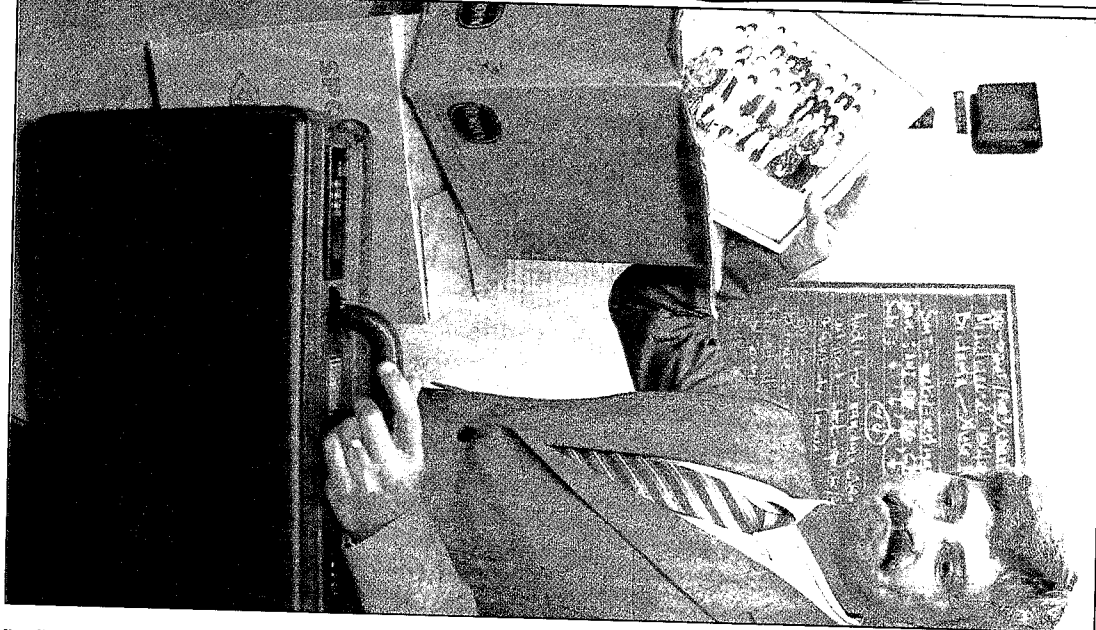
According to his statistics, only one in every 300 people who emigrate return to South Africa. "Ask any of the people who come

to us what their main reason was for wanting to emigrate, and they

say it is because of their children. New Zealand sees 50 murders a year. Another staggering comparison is that South Africa is the face of the 23rd New Zealand police/cops since 1890 recently lost in the line of duty. People are making educated decisions."

His partner, Sharon Hendrick, said she had had several inquiries in recent months from lecturers at the universities of Stellenbosch and Cape Town.

She said apart from education standards, crime, the high cost of living, high insurance premiums and high tax brackets were among the main reasons for people wanting to leave South Africa.



Picture: ROY WIGLEY. The Agria already started clearing his office. He intends applying for a voluntary severance package and plans to emigrate to New Zealand.



ON THE MARCH: Teachers take to the streets in their thousands in a recent protest against government job cuts. Some disillusioned teachers plan to apply for retrenchment packages and then leave South Africa for good. Emigration consultants say they have had numerous inquiries from teachers.

# 900 teachers apply for packages

*Sowetan 19/6/76*

**By Wagheed Mibach**

**Political Reporter**

HUNDREDS of teachers in the Western Cape have started to apply for severance packages in anticipation of massive job cuts in the education sector in the province.

Already 900 teachers have applied for the packages, although there has not been any agreement yet on which posts will be affected.

About 6 000 jobs have to be cut from July 1 this year.

However, teachers are not the

only ones facing cutbacks. It is expected that the majority of the seven teacher training colleges in the Western Cape will face cutbacks because of over-staffing in the province.

The moves are in line with the Government's rationalisation programme, which seeks to introduce a more equitable education system in South Africa's nine provinces.

Meanwhile, teachers who lose their jobs will be offered financial advice and psychological assistance to cope with the trauma of being

retrained or redeployed.

President Nelson Mandela announced recently that the Government was spending more than R3 000 a year on each child in the Western Cape but less than R1 500 on each child in the Eastern Cape.

Mandela said the Government would not leave any teacher out in the street but was committed to a programme of redeployment.

He was also raising money from overseas governments to fund the severance packages and retraining of teachers.

# Confusion reigns over teacher redeployment

*But government determined to press ahead*

(321)

AKG 19/10/96

ESANNE de KOCK  
Education Reporter

CONFUSION over the rationalisation process, redeployment of teachers and voluntary severance packages have demoralised and demotivated thousands of Western Cape teachers whose futures are hanging in the balance.

Agreements reached at national level between Education Minister Sibusiso Bengu, provincial education departments and teacher organisations have been analysed and re-analysed, debated, slated and defended.

Accusations have been flung at teachers for not going to enough trouble to inform themselves, at teacher unions for not doing enough to inform members, at Western Cape MEC Martha Olckers for playing "political football" with the teachers in the province, at the National Education Department for not involving parents in the negotiation process, and at the press for stoking dissension.

With exact procedures regarding the rationalisation process still outstanding, the Education Labour Relations Council (ELRC) continues to meet today to discuss details, crossing the Ts and dotting the Is.

If there is still confusion over the practicalities of redeployment and voluntary severance packages, one thing is for certain: rationalisation in education is going ahead and *has* to go ahead - for the sake of fairness and to achieve equity.

On this there is broad consensus.

Teachers in the Western Cape know that there are great inequalities inherited from the previous government and most will acknowledge that this is totally unacceptable.

They also know that their province has been greatly privileged in the past - at the expense of other provinces, schools and children.

Although none of this has been their fault, they are finding themselves at the receiving end of the stick.

The debate, therefore, is not about whether there should be cutbacks in education, but about how and when the inequalities should be eliminated.

Proposals in this regard have, however, not been abundant.

The African National Congress claims it is the only political organisation to have come forward with a concrete proposal.

It says Western Cape MEC Martha Olckers has said equity should rather be achieved over a period of 10 years, instead of five years as envisaged by the ANC.

Her concern is that 6 000 teaching posts will become redundant, and about the disruptive effect redeployment will have on teachers and their families.

But, according to the ANC, her proposal is an insult to the people in general and the school population in particular.

Since it takes 10 years for a pupil to gain a primary and secondary education, an entire generation of pupils, if subjected to Mrs Olckers' timetable, will suffer from educational inequalities, the party says.

For the ANC, this delay is unacceptable.

Why should thousands of children throughout South Africa suffer further under an inequitable system of funding, it asks?

Mr Bengu has acknowledged that transformation is a painful process "because it involves change", but has said the government is fully committed to achieving equity in the financing and staffing of

education by the year 2 000.

"The pain and denigration that was suffered in education in the past cannot continue. We chose the lesser pain of transformation on our way to a just and equitable future."

Already the largest single amount in the government's budget has been allocated to education. Yet, it is on record as saying it needs even more funds.

With people agreeing with the process to achieve equity, but questioning how it is being achieved, Mr Bengu responds that it would cost millions to finance education at levels of the former coloured and white systems.

"While it would have been wonderful if education could be financed at such levels, it is not attainable. If we are not realistic in this regard, the inequities of the past will be perpetuated."

Already, personnel costs represent more than 80 percent of the respective education budgets, Mr Bengu says, and the reduction of or increase in the number of teachers is a direct result of the shifts in the budgets towards equity in the financing of education.

Thami Mseleku, adviser to Minister Bengu, says copies of the national agreement of rationalisation were widely distributed earlier this year.

He says confusion over who will and who will not qualify for severance packages is not the minister's fault.

The issue has been the latest in the series of blow-ups over rationalisation.

The objective in the granting of severance packages, according to Mr Mseleku, has been spelt out from the beginning. That is, to provide a mechanism to facilitate redeployment.



# Reprieve for teachers

ESANN de KOCK  
Education Reporter

TEACHERS' jobs should be safe until the end of the year, a senior negotiator on the bargaining committee of the Education Labour Relations Council (ELRC) said today.

The provincial secretary of the South African Democratic Teachers' Union (Sadtu), Don Pasquallie, said negotiators had reached general agreement on the issue in the bargaining unit this week.

Although talks on redeployment would begin on July 1, the actual redeployment of teachers would only start next January 1 to prevent disruption of schooling this year, he said.

Sadtu and teachers planned to hold Western Cape Minister of Education Martha Olickers to her repeated promise to come up with more than R300 million to "carry" teachers in redundant posts until the end of this year.

## Six months' breathing space as redeployment talks continue

(SAL) A K 4 20/6/96

"She made this promise on more than one occasion before the local government elections and we will hold her to that," Mr. Pasquallie said.

But Western Cape Education Department chief Brian O'Connell said if agreement was reached at a national level that active redeployment would only start next year, the national Education Department would pay to keep teachers employed until then.

Mr. Pasquallie said the process of redeployment would start on July 1 when - using the agreed curriculum requirements - representative committees would be able

to start identifying teachers whose posts would become redundant.

"There is general agreement that the actual redeployment of teachers will only take place from January 1 next year, so as not to disrupt schooling this year. By then teachers should have clarity on their positions."

Another important matter discussed in the labour relations council this week was the drawing up of a manual to explain procedures on rationalisation.

Mr. Pasquallie said although National Education Minister Sibusiso Bengu had been accused recently of changing his position on which teachers would qualify

for severance packages, this had not been the case.

He said Professor Bengu had merely spelled out that not all teachers who applied for severance packages would necessarily qualify for them.

This was particularly relevant in such provinces as the Eastern Cape, where there was a shortage of between 15 000 and 20 000 teachers.

In the case of the Western Cape, more teachers would probably qualify for the package, he said, because of the huge excess number of teachers in the province.

Mr. Pasquallie said the council's bargaining committee had decided the package was a national matter and it had not addressed "provincial specifics".

The committee did not want teachers to be confused further on the issue and had decided not to include "provincial specifics" in the procedure manual. The committee meets again next Thursday to teach final agreement on redeployment.

# No cash for teachers' reprieve

(321)

AR 21/6/96

Teachers in the Western Cape have been told their jobs are safe until the end of the year. Now the provincial finance ministry has said unless the national government can come up with the money to pay them, the province will find itself in serious financial difficulties, writes Education Reporter ESANIN de KOCK.

AR 21/6/96

321

321

## ESANN DE KOCK Education Reporter

# Success of appeal for foreign funding hangs in the balance

ESANN DE KOCK  
Education Reporter

**T**HERE is no evidence at this stage that President Mandela has been successful in his appeal to foreign governments to assist South Africa with money to retrain teachers and help finance voluntary severance packages. Parks Mankahlana, a spokesman for the president's office, said the project was still under way.

He could give no indication on which governments had responded to the appeal, but said the reaction had generally been positive. Mr Mandela approached the foreign governments last month, and reported at a pre-local election

meeting at a school in Woodlands that the Germans immediately offered R6 million and the Canadians R25 million.

But unconfirmed reports indicated the Canadian government was not in a position to provide more funds.

Canada is going through a cycle of extreme budget cuts and its government last year announced the retirement of 50 000 civil servants as a result of down-sizing.

It is understood the Canadian government might consider teacher upgrading programmes, but that it is politically impossible for it government to assist South Africa with teacher buy-out packages.

Previous press reports indicated that high-ranking officials in the national Department of Education were sceptical about the success of Mr Mandela's appeal.

They have been reported as saying the process surrounding payment of voluntary severance packages had to be re-evaluated by Education Minister Sibusiso Bengu, because there was not enough money available to finance the packages.

This indicated failed efforts on the part of Mr Mandela to gain financial assistance overseas.

While there is no finality on how much money foreign governments will make available to help with the education rationalisation

process, Thami Mseleku, adviser to Mr Bengu, dispelled criticism that Mr Bengu changed his position on voluntary severance packages.

Mr Mseleku said copies of the national agreement of rationalisation had been widely distributed earlier this year, in which the position was clearly spelled out.

He said confusion over who would and who would not qualify for severance packages was not the minister's fault.

The objective in the granting of severance packages was clear from the beginning: to provide a mechanism to facilitate redeployment, he said. It was quite correct, he added,

that any educator could volunteer for a severance package to make room for absorption, and that provincial departments had been asked to inquire how many teachers would be interested in such packages.

But the objective of these exercises had always been to facilitate redeployment, he said.

According to Mr Mseleku, the wording was unambiguous - even in the Government Gazette under Mr Bengu's own signature.

The confusion, he said, was probably the result of people looking at the national agreement and reading "what is in it for them". He said it was never meant as a "free-for-all exercise".

Referring to the National Professional Teachers' Organisation of South Africa (Naptosa), Mr Mseleku said some of its members, especially principals, must have realised they would probably not qualify for the severance packages.

It is clear, he said, that some educators were more concerned about the package and the possibility that they might not be able to cash in on it, than about the important issues of restructuring education in South Africa.

Evon Naplosa has acknowledged it might have misunderstood the matter.

Naptosa spokesperson Huw Davies said his organisation had

always been under the impression that the severance packages and redeployment were sequential and not simultaneous.

As far as Naplosa was concerned, this message had been confirmed by the fact that provincial departments had been asked to follow up on how many teachers they expected to lose through the voluntary severance packages.

"Then they too must have been unclear on the intentions of the minister," said Mr Davies.

The Western Cape's position on Mr Bengu's "interpretation" of the severance package option is still unclear and provincial Minister of Education Martha Olickens has, until now, refused to comment.

**I**f Western Cape teachers in redundant posts are to be "carried" until the end of the year before active redeployment starts, the province will face serious financial problems unless the national government pays their salaries.

A spokesman for Western Cape Finance Minister Kobus Meiring said the province did not have the money to pay these teachers until the end of the year.

His comments followed a statement yesterday by the South African Democratic Teachers' Union (Sadtu), one of the main negotiating parties at the Education Labour Relations Council (ELRC), that there was general agreement that teachers - especially those in the Western Cape - would be able to remain in their posts until the end of the year.

Sadtu negotiator on the bargaining committee of the ELRC Don Pasquallie said yesterday that, although the process of redeployment would start on July 1, actual redeployment would only start next year to prevent disruption

tion of the school year.

Mr Meiring's spokesman said it would cost the Western Cape R330 million to carry teachers in redundant posts from the beginning of April until the end of this year.

"We were given an additional R111 million by central government to pay these teachers until the end of June. But it will cost us an additional R222 million to carry them until the end of the year.

"Unless we get more money from the central government, this will be a problem."

It would not be impossible to carry the additional amount needed as a first liability against next year's budget, the spokesman said, but it would be very problematic.

Meanwhile, Sadtu said it planned to hold Western Cape Education Minister Martha Olckers to her promise that the province would carry the 6 000 teachers in redundant posts until the end of this year.

Mr Pasquallie said this promise had repeatedly been made and that Sadtu and the teachers would

hold Mrs Olckers to it.

Although a spokesperson for Mrs Olckers's office confirmed the plan was still to keep teachers employed until the end of the year, no news of any general agreement regarding this had filtered through to the Western Cape Education Department.

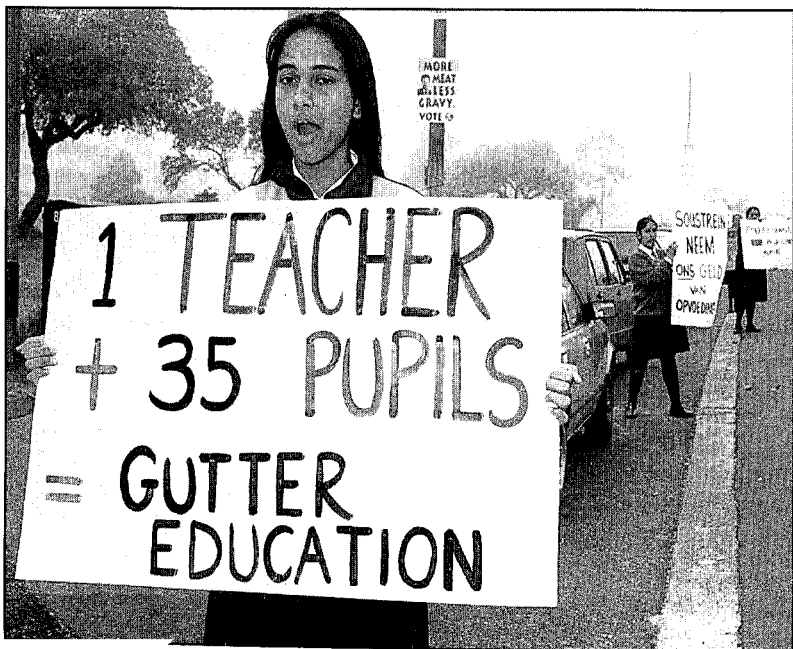
Department chief Brian O'Connell said if a meeting on national level decided that active redeployment would start only next year, the national department would have to pay to keep teachers employed until then.

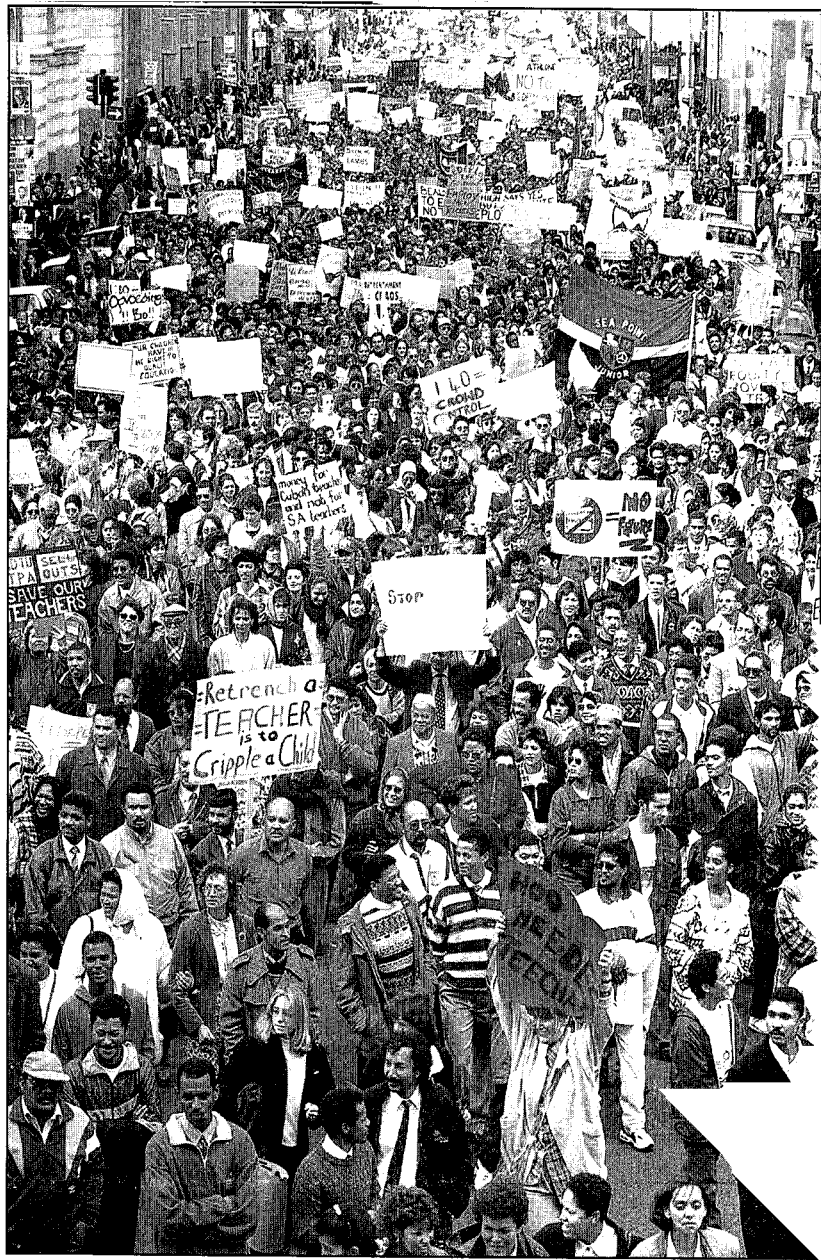
Neither he nor the National Education Department's chief negotiator at the ELRC, Roelf du Preez, were aware of any general agreement on this.

Mr Du Preez said another meeting regarding redeployment procedures was scheduled to take place next Thursday.

Another issue discussed in the ELRC this week was the drawing up of a procedure manual to explain to educators the procedures around rationalisation.

Mr Pasquallie said although





National Education Minister Sibusiso Bengu had been accused recently of changing his position on which teachers would qualify for severance packages, this had not been the case.

He said the minister merely spelled out that not all teachers who applied for severance packages would necessarily qualify for them. This was particularly relevant in provinces such as the Eastern Cape, where there was a shortage of between 15 000 and 20 000 teachers.

In the case of the Western Cape, more teachers would probably qualify for the package, he said, because of the huge excesses in this province.

Mr Pasquallie said the ELRC bargaining committee decided the packages were a national matter and that it did not address "provincial specifics".

He said the committee did not want teachers to be confused any further over the matter and therefore decided not to include "provincial specifics" in the procedure manual.

**FLASHBACK:** Protesting teachers, right, took to the streets in their thousands after the government announced job cuts in May. Many have since decided to apply for voluntary retrenchment packages and are thinking of leaving South Africa for good.

**SOLIDARITY:** Pupils, left, joined their teachers in protesting against the government's rationalisation plans.

# Crunch week for 6 000 teachers

CT 24/6/96 (321)

DAN SIMON

THE government's plan to redeploy or retrench 6 000 Western Cape teachers may take a step closer this week.

A procedure manual that will set the programme in motion has been negotiated between teachers and the department — and the document will most likely be finalised on Thursday.

Representatives of the teacher bodies — the National Professional Teachers' Organisation of SA, the SA Democratic Teachers' Union, the SA Teachers' Association and the recently formed Afrikaans SA Teachers' Federation — have until today to make written submissions about the manual.

It was disclosed on Friday that despite some serious reservations on the part of Sata over aspects of the manual, all indications were that the document would be finalised on Thursday.

Once finalised it could be in the hands of provincial education authorities on Friday and ready for distribu-

tion to schools and colleges of education next month.

It will give thousands of teachers a clearer picture of exactly how the voluntary severance package and redeployment deal works. It details the establishment of "right-sizing" committees at schools and colleges which will identify surplus teachers, and sets out the formation of regional redeployment agencies that will place teachers.

All teachers may apply for a severance package but it is not known if they will all be granted.

The programme aims to bring about national teacher/pupil ratios of 1:40 for primary schools, 1:35 for high schools, 1:18 for colleges of education and 1:25 for pre-primary schools by the year 2000.

Sata director Mr Mike Reeler said on Friday that the procedure manual detailed what committees had to be established to help carry out the programme.

"It will detail how big they (the committees) must be and what criteria they must follow. It also details what teachers have to be redeployed

and what to do with those who can't be redeployed.

"It basically tells schools how to deal with their staff and how this thing (the rationalisation programme) should be managed," Reeler said.

He said a number of issues that formed part of the agreement for rationalisation and which still needed to be finalised had been removed from the current negotiations to a later date.

These included aspects of pension benefits and the grading of certain staff at schools.

"A brochure which is to go out to teachers advising them on redeployment, career opportunities and tax advice still has to be finalised," he said.

"The groundwork is gradually taking shape."

The Department of Education's deputy director-general of human resources, Mr Roelf du Preez, said: "The process of redeployment should start at the end of July. We hope within 30 days to have people on the redeployment list."

# Pay hikes, severance and redeployment packages

(321) *Star* 25/6/96

Gauteng's MEC for Education and Culture is expected to spell out tomorrow how the new nationwide programme will affect

By SUSAN MILLER  
AND XOLISA VAPI

A massive nationwide programme involving the redeployment of teachers, R3,5-billion in salary increases and which have been agreed on by authorities and teacher unions should be in full swing by Monday.

It is not yet clear how many of SA's 360 000 educators will be affected by the programme as this will be decided provincially.

A statement on the situation affecting teachers in Gauteng is expected to be issued by MEC for Education and Culture Mary Maf-  
calie tomorrow.

The MEC for Education in the Western Cape, Martha Ockers, has stated that about 6 000 educators will be affected by redeployment and severance packages in that province.

Roelf du Preez, deputy director-general, human resources and administration of the National Education Department, said yesterday that non-united teachers had 30 days to comment on

the programme which would be finalised from July 1.

He stressed that it was not intended to facilitate a "pandemonium" from the department and that severance packages would be granted only if they assisted the redeployment of other teachers.

The programme also involves the restructuring of the government service pension fund and the restructuring of salaries and salary increases for educators.

The increases should also come into effect from July 1. Almost R2,5-billion has been set

aside for increases for post-level 1 educators (which range from teachers without a matric to those with a three-year degree and a diploma) and about R500-million has been provided for level 2 educators (including senior teachers and lecturers at some colleges).

The remainder has been set aside for teachers up to post-level 8.

Du Preez stressed that the redeployment of teachers would be carried out at the same time as applications for the voluntary severance packages. One of the major benefits which those teachers

qualifying for the packages will get is the writing off of any debts owed to the national Education Department.

Du Preez said those receiving the packages would not be able to work again permanently for the department and there would be a cut-off date for applications.

He said the entire programme was related to departmental attempts to equalise the situation between various provinces and to redistribute funding.

"The total number of educators in SA must not be reduced,

## educationalists in the province

tives of the department, parents and teachers.

"They will take into account factors such as the curriculum, the number of subjects being offered, the school timetable and class sizes," he said.

The names of the extra teachers will then be drawn up and they will go to the provincial redeployment agency which will also identify all vacancies in the province and place their names in the Government Gazette.

Du Preez said redeployed teachers would have first option

at vacancies and, if within 30 days their position was not resolved, their names would be forwarded to the national task group for redeployment interprovincially.

"A person has the right to say they are not transferable for a variety of reasons and, if the MEC agrees, they will be retained and another teacher will be identified for redeployment," he said.

All educators were eligible to apply for the voluntary severance packages and a decision would be made by the head of the provincial education department.

## for teachers



Stephané Bothma

PRETORIA — Thousands of educators teaching at over-funded government schools are expected to "volunteer" for severance packages from next month to avoid forced redeployment to other schools.

Teachers who opt for the voluntary packages will not be employed again in any permanent position by the education department, human resources and administration deputy director-general Roelf du Preez said yesterday.

Study bursaries and other financial commitments to the department or province will be written off when a severance package is taken.

Du Preez said it was not possible to say how many teachers would be redeployed country-wide, but in the Western Cape alone 6 000 teachers would be affected.

Before the department had finalised its severance package offer, about 900 teachers in the Western Cape had already taken that option.

The process was

## Rush expected on severance packages

(321) RD 25/6/96

aimed at creating a 40:1 pupil:teacher ratio in primary school classrooms and a 35:1 ratio at secondary schools in all the provinces.

He said the agreement reached between the department and other role players stated that financial equity among all government schools must be achieved within five years. Individual provinces may decide their own way of phasing in equity.

"Teachers will as far as possible be redeployed to provinces where funds are available and no educators will be retrenched," he said.

Although certain educators could apply to be classified as "untransferable", only two options would be available once a teacher had been identified for redeployment — accept the new appointment or apply for a severance package. Du Preez said no fixed crite-

ria existed to be classified as untransferable.

He said school right-sizing committees — consisting of teachers and union representatives — would be appointed at all schools to identify teachers to be redeployed.

A list of all vacancies would be made available and those teachers on redeployment lists would have first right to apply for the vacant positions.

"Should the position not be resolved within 30 days, lists of vacancies and teachers to be redeployed would be handed to the central redeployment agency to handle."

Du Preez said the severance package would be available to all teachers, but had to be approved by the provincial education head. "Should the application be refused, reasons must be given and the applicant will have an automatic right to appeal."

# Teacher shake-up under way next week

(321)  
OWN CORRESPONDENT

CT 25/6/96

JOHANNESBURG: A nationwide programme of redeploying teachers, voluntary severance packages and R3,5 billion in salary increases agreed on by the authorities and unions should be in full swing from July 1.

Mr Roelf du Preez, the National Education Department's deputy director-general for human resources and administration, said yesterday that non-unionised teachers had 30 days to comment.

The programme was to be finalised from July 1.

Du Preez emphasised that it was not intended to facilitate a "brain drain" from the department and severance packages would be granted only if these assisted the redeployment of other teachers.

The programme also involves restructuring the government service pension fund and teachers' salaries and increases. The increases should come into effect from July 1.

A major benefit for teachers who qualify for the severance package is that any money they owe to the National Education Department will be written off.

Du Preez said those granted the packages would not be able to take permanent posts again with the department.

"The total number of educators must not be reduced, but teachers will have to be redeployed to schools and provinces where there is a need," he said.

The agreed pupil-teacher ratio for primary schools is 40:1 and for secondary schools 35:1.

"Teachers have the right to say they are not transferable for a variety of reasons and, if the MEC agrees they will be kept and other teachers identified for redeployment," Du Preez said.

He said all teachers were eligible to apply for the voluntary severance packages. The decision would be made by the head of the provincial education department. If an application was not approved, the teacher could appeal to the MEC.

---

# Majority of Gauteng teachers still needed, says Metcalfe

By SUSAN MILLER

Few Gauteng teachers will be awarded voluntary severance packages, as most will be needed at the schools where they are based.

MEC for education and culture Mary Metcalfe said yesterday, at a press conference called to clear up "misconceptions", that the packages had been agreed on by the department and teachers'

unions and organisations.

"Shortly after the national process has been unveiled, we will release our guidelines for Gauteng," she said.

The National Education Department is expected to publicise its guidelines tomorrow.

Metcalfe emphasised that, while all teachers had the right to volunteer for a severance package, this did not mean they would

qualify for them.

Metcalfe said she did not expect large numbers of applications to be successful in Gauteng because the "vast majority of our teachers will be needed at the schools where they are based".

Metcalfe said educators faced the mammoth task of reconstructing and developing a high quality education system.

"We need our best teachers to

stay and contribute to the achievement of this goal," she said.

Metcalfe said factors taken into account when considering packages include the curriculum, teaching and learning obligations, key personnel requirements, planning and projections of teacher supply, personal circumstances, and recommendations of a schools' governing body and "right-sizing" committee.

(321) Star 27/6/96

---

# Scramble is *Sowetan 27/6/96* no sign of (321) brain drain

Gauteng is not anticipating large numbers of severance applications

By Victor Mecoamere

**T**HE GREAT RUSH by teachers for voluntary severance packages should not be seen as the beginning of a brain drain in the profession, Northern Province MEC for education Dr Aaron Motsoaledi said yesterday.

Motsoaledi said the packages, which are part of a range of agreements of the Education Labour Relations Chamber, were supposed to contribute to the achievement of equity in the supply of teachers and was a complementary mechanism to teacher redeployment.

"I feel that we should not anticipate a brain drain because I believe that it should be only in special circumstances," he said.

Motsoaledi's counterpart in Gauteng, Mrs Mary Metcalfe, said: "In

Gauteng we are not anticipating that large numbers of applications for the severance packages will be successful as the vast majority of our teachers will continue to be needed at the schools where they are based."

She said many teachers who were good educators were needed to contribute to quality education. "We need our best teachers to stay and contribute to the achievement of that goal."

About 900 applications for severance packages have been received in North West, while Motsoaledi and Metcalfe expected fewer numbers to opt for the packages.

This is also the view of the National Professional Teachers' Organisation of SA and the SA Democratic Teachers' Union.

The deadline for applications for the packages was extended to June 30.

# How to spot 'excess teachers'

CT 27/6/96 (321)

**IT IS STILL UNCERTAIN** whether all the teacher bodies involved in discussions with the government on teacher retrenchments will be willing to endorse agreements signed by some. Education Writer **CAROL CAMPBELL** reports.

**A** RETRENCHMENT handbook that gives school principals and their governing bodies a step-by-step guide to identifying "excess" teachers is expected to be approved by most teacher unions and the government at a meeting in Pretoria this week.

The new draft of the "procedures manual" will be put to a meeting of the Education Labour Relations Council bargaining unit today and, if it is accepted, it will be sent to schools for implementation in the third term.

The manual is a product of talks between the government and teachers on the redistribution of education funds between the old apartheid education departments. The bulk of government spending on education is on teachers' salaries.

Today's talks relate to an agree-

ment signed by teacher bodies and the government in April, when teachers agreed to higher salary increases in exchange for their co-operation with a government plan to move teachers from heavily staffed city schools to schools in more needy rural areas.

At the time the South African Teachers' Association (Sata) opposed the agreement, saying it "smacked of blackmail". It later signed under duress when members were warned they could lose out on good increases if they were left out of the deal.

Yesterday Sata secretary Mr Mike Reeler said the manual was "unworkable". The education infrastructure was at different stages of development in other provinces and it might be difficult to place teachers if vacant posts were not identified.

"We are not sure yet whether we are going to sign the agreement," he said.

General-secretary of the South African Democratic Teachers' Union (Sadtu) Mr Thulas Nexi, said the idea of a manual on how to implement teacher cuts was the union's idea.

"We are open to negotiation on the manual because we don't want to impose the document on teachers, but people must realise that the rationalisation of education in South Africa has to take place for equity to be achieved."

A spokesman for the National Professional Teachers' Organisation of South Africa (Naptosa) Mr Andrew Pyper said he was confident all teacher bodies would agree to the manual after a few "administrative adjustments" were made.

"I don't think it will be a controversial document — at least we don't want it to be," Pyper said.

The uncertainty over a statement by education minister Dr Sibusiso Bengu that not all teachers who volunteered could be consid-

ered for voluntary severance packages is also expected to fall under the spotlight at today's meeting.

Bengu made the statement after an unexpected number of teachers jumped at the chance to take voluntary severance packages — including teachers at schools where they were needed.

Naptosa incorporates all teacher bodies outside Sadtu, but there have been persistent rumours that it was about to split.

Last night Afrikaans teacher unions decided to break away from the Naptosa and form their own union.

The seven Afrikaans unions were apparently unhappy with Naptosa's internal language policy and felt Afrikaans was being sidelined. Political problems between unions within the Naptosa federation were also cited as reasons for the split.

The new union will be called the Suid-Afrikaanse Onderwyserunie — sharing a name with the Western Cape's Afrikaans teachers' union.

more during disputes.

PICTURE: AP

TEACHER REDEPLOYMENT

(321)  
**NO BLANK CHEQUE**

FM 28/6/96

**Education Minister** Sibusiso Bengu's pursuit of equity has brought relations between him and teachers to a new low.

They say he has welched on a deal struck earlier this year in the Education Labour Relations Council to let them cash in their pension rights, take severance pay and run for the school gates.

All they had to do to get the package, they thought, was apply for it. "You think I'm crazy," Bengu retorts, "to sign a blank cheque like that? Redeployment and consideration of severance package applications will run in parallel."

Understanding the phrase "in parallel" isn't easy — because, in terms of practicable process, it's virtually meaningless.

Education Department deputy director-general of human resources and administration Roelf du Preez says individual schools will be told how many teachers they will be allowed to employ during the second half of this year and in 1997. If they have to shed some, they must form a "right-sizing" committee that identifies those who can be redeployed.

There are explicit criteria for that in the right-sizing agreement, as well as provision for anyone fingered for redeployment to appeal. But who can appeal until they know to where they will be redeployed? Decisions on that could take months until all the information about understaffed schools comes in.

Meanwhile, says Du Preez, "the way is

open for severance package applications to be submitted." Decisions on them rest with each province's education superintendent-general. If he rejects any application, he has to give the applicant his reasons — and there is automatic appeal to the province's education MEC.

The chances of any appeal succeeding look slim. That's because the province will have to meet substantial package costs.

Most of the cash payout will come from the pension fund. But there will also be one week's salary for every year of unbroken service, payment in lieu of leave, six months of housing benefits and some smaller items.

For many teachers, that could add up to a year's salary and the tab has to be picked up by the province. Only Gauteng and the Western Cape, which have suffered from interprovincial budget redistribution, have any hope of getting help from Bengu. The condition is that they must prove, says Du Preez, "justifiable application of the severance package in the sense that it must be related to assisting the down-sizing exercise." In other words, don't be too lenient on the redeployment front.

The process, in short, has not been clearly conceived, let alone described in the agreement, and much depends on administrative discretion. The teachers should blame their representatives for that. The agreement they signed revolved crucially around the phrase "severance packages facilitating the redeployment of educators."

The packages can, of course, do no such thing. At best — and then only in the longer term because of their cost — they can free funds so that new teachers can be employed to serve in areas where they are needed.

What Bengu should have done is concentrate on redeployment, using whatever extra funds he could obtain to encourage the process. Teachers who resist should not be fired, as the law allows, but be given severance packages.

The possibility of these should not have been dangled before anyone else. SA can afford neither the packages nor the loss of teaching expertise.

Right-sizing should be achieved through natural wastage. Too bad if Bengu finds the time that would take too long to be politically comfortable.

Better than the deep distress and plunging morale he is causing in the public schooling system. ■

# Teacher unions leave body over less Afrikaans

(321)

CT 28/6/96

**CAROL CAMPBELL**

THE downgrading of Afrikaans and political differences between teachers in the National Professional Teachers' Organisation of SA (Naptosa) have been blamed for the mass exodus of Afrikaans teaching bodies from the organisation on Wednesday.

Seven unions representing mainly white Afrikaans teachers left Naptosa after they claimed it failed to respond adequately to their problems.

With the South African Democratic Teachers' Union (Sadtu), Naptosa is involved with the government in three-way talks on teacher retrenchments.

Yesterday the executive director of the umbrella body the Suid-Afrikaanse Onderwysersfederasie, Professor Piet van der Merwe, said a union for Afrikaans teachers would be formed on July 30 if union members agreed to the split.

"Part of the reason we pulled out is that we think some members of Naptosa have a hidden political agenda which is reflected in their lack of loyalty to the organisation."

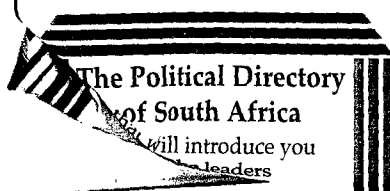
A Naptosa source said a move by the mainly coloured teaching body, the Cape Teachers' Professional Association (CTPA), to side with Sadtu in talks on teacher cut-backs in the Western Cape soured some of the goodwill among members.

The general secretary of Sadtu, Mr Thulas Ntseke, has made it clear that Sadtu felt rationalisation of the teaching profession was essential to achieve equity in education. The CTPA aligned themselves with this position, undermining Naptosa's view that no teaching jobs should be lost at all.

Van der Merwe said the "ideological and political" differences between Naptosa members were exacerbated when there were objections to Afrikaans in meetings.

Naptosa president Mr Leepile Taunyane said yesterday the organisation had been reasonable in its efforts to address the concerns of Afrikaans teachers.

"We find it difficult to comprehend this sudden demand for a hasty resolution of the problem which the Suid-Afrikaanse Onderwysersunie have, over many years, never attempted to raise."



**The Political Directory**  
**of South Africa**  
will introduce you  
to leaders



# Think twice, teachers told

(321) / Nov 29/6/96

By WILLIAM-MERVIN GUMEDE

Teachers considering taking retrenchment packages will be barred from working in any government department again, according to the small print that goes with the package.

"We call on people rather to opt for redeployment," said SA Democratic Teachers' Union general secretary Thulas Nxesi.

He was speaking last night at the end of talks between the Government and the two largest teachers' unions - Sadtu and the National Professional Teachers' Organisation of SA.

"Most teachers are unaware that if they accept a voluntary severance package, they will be refused from working as teachers in public schools and also from taking up any other position in the civil service."

Teachers of subjects where there was a shortage, such as mathematics, were unlikely to be given severance packages.

Nxesi added that white teachers need not fear redeployment at black schools. "They should take the lead in fostering a culture of nonracialism, and should therefore not fear teaching in black townships."



# Sadtu urges members not to take retrenchment package

WILLIAM-MERVIN GUMEDE  
Own Correspondent

TEACHERS considering taking voluntary retrenchment packages will be barred from working in any government department again, according to the small print that goes with the package.

"We call on people to opt for redeployment instead of going for a retrenchment package," said Thulas Nxesi, SA Democratic Teachers' Union (Sadtu) general secretary.

Mr Nxesi was speaking after the conclusion of talks at the Education Labour Relations Council (ELRC) between the government and the two largest teachers unions - Sadtu and the National Professional Teachers Organisation of South Africa (Naptosa).

"Most teachers are unaware that if they accept a voluntary severance package they will be refused work teaching in public schools and also from taking up any other position in the civil service," he said.

Teachers of subjects where there is a teachers' shortage, such as maths and science, are unlikely to be given severance packages.

The voluntary retrenchment package is part of a pact concluded in April between the government and the main teacher bodies. In the deal teachers would be given a higher increase in exchange for agreeing to the redeployment.

"Redeployment is a sensitive issue and certain teachers are scared. We know it is a tough choice, but it is the only way," Mr Nxesi said.

Sadtu called on white teachers not to fear redeployment into township schools.

"Teachers should take the lead in fostering a culture of non-racialism. White teachers should therefore not fear teaching in black townships," he said.

Staff Reporter ESANN DE KOCK writes that teachers will soon know exactly how the redeployment process will take place after the completion and approval of a procedures manual in the ELRC this week.

This comes in spite of earlier objections from certain teacher unions that the education rationalisation plan was unworkable.

Sadtu has hailed the manual, aimed at ensuring the smooth running of the redeployment of teachers, as a victory for itself.

Sadtu has been at the forefront of supporting the redeployment of teachers in order to achieve equity in provinces.

Mr Nxesi called on teachers to follow all the procedures outlined as precisely as possible to ensure the smooth running of the process.

"It is important to ensure as little disruption as possible in the process," he said.

Sadtu described the manual as a significant mechanism to ensure equity and redress throughout the education system.

The long-awaited manual outlines how committees on national, provincial and school levels should go about identifying teachers for the redeployment process.

Another matter emanating from the ELRC was that of pupil-teacher ratios.

Sadtu said these ratios were currently being determined by individual provinces, although it would like to see negotiations on this matter conducted at national level. The teacher-pupil ratios recently negotiated were dealing with averages, it said.

Sadtu pledged to engage itself in a new debate about specific class sizes in terms of rationalisation.

Mr Nxesi said Sadtu saw this as an important condition of service for teachers as it would address the question of workloads.

(321)

HRG 29/6/96

oth  
gub

roy pal  
journe  
deal  
hav  
e Hen  
ben c  
be

# Teachers union welcomes new schools bill

ARG 29/6/96

321

JOHANNESBURG. - The SA Democratic Teachers Union (Sadtu) welcomed the draft South African Schools Bill, which provides for two types of schools - public and independent.

"The union has long fought for this principle and in particular for the phasing out of state-aided schools," a union spokesman said at the conclusion of the Education Labour Relations Council negotiations.

"The bill also promotes the involvement of parents in the governance of schools. Sadtu has long campaigned for this to be accepted."

It added, however, that the union believed provincial MEC's should remain the employers of teachers.

"The union is happy to announce that the spirit of negotiations at national level has been very positive. Sadtu, however, is concerned that certain provinces are following their own agendas.

"The union is thus calling on all provincial bargaining councils to follow the principles set at national level to ensure a uniform democratic education system," said the spokesman.

The union also announced that negotiations on the redeployment manual, which outlined the principles, functions and procedures to be followed by schools during the redeployment process, had been completed.

"Redeployment is a sensitive issue and it is important to ensure as little disruption as possible for teachers involved in the process.

"Sadtu sees the manual as a victory. It is a significant mechanism to ensure equity and redress throughout the education system."

Sadtu said post provisioning scales were currently determined by the provinces, but it would like to see future negotiations on this issue conducted at national level.

"The teacher-pupil ratios recently negotiated were dealing with averages. The union is going to engage in a new debate about the specifics of class sizes," said the spokesman.

"Sadtu sees this as an important condition of service for teachers as it will address the question of teacher workloads."

Other issues such as minimum working hours would be negotiated next year. - Sapa

# Redeployment bid 'unworkable'

ADRIE BAILEY  
Staff Reporter

There is agreement between the major stakeholders on a procedural manual which to identify teachers eligible for redeployment. But not everyone is happy.

SA Teachers' Association (STA) secretary Ms. Reeler said the redeployment process set out in the agreement that the province in which redeployment had to occur, "unworkable" mainly because of the time frame in which redeployment had to occur. The new draft of the redeployment manual was agreed on Thursday by the government and the STA.

The new draft of the redeployment manual was agreed on Thursday by the government and the STA. The STA is the South African National Professional Teachers' Organisation of SA (Naptosa).

The STA said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

■ Agreement has been reached on guidelines for identifying excess teachers in schools, but unions and others say they are not satisfied.

At 29/6/96 (32)

"I definitely do not support the process of redeployment, and offering higher salaries to teachers in other provinces to redeploy in the same province is a plan smacks of blackmail."

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

having to teach in a state school again where most of the jobs are. It effectively means signing away their rights to being a teacher."

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

It or have to go they will not be excluded from the service again.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.

Mr. Reeler said the redeployment manual will be sent to schools to be implemented at the third school term of this year. The manual allows an agreement between government and teachers to be given before redeployment to the redeployment of teachers.



TIME FRAME CONCERN: Mike Reeler of the SA Teachers' Association

# Teachers must make sacrifices, says union head

ARLT 2/7/96 (321)  
*'Education imbalances must be redressed'*

**ESANN de KOCK**  
Education Reporter

TEACHERS are standing at the crossroads of choosing between what is convenient, expedient and of self-interest and what is the truth, says Archie Vergotine, president of the Cape Teachers' Professional Association (CTPA).

He was addressing delegates at the association's annual conference in Cape Town.

He said teachers should stand by their principles to hold the flame that would provide light for South Africa's children – or continue to feed a destructive discriminatory system.

The CTPA accepted that the challenge that faced teachers was not to oppose transformation, but to come to terms with the harsh realities created by apartheid education.

Mr Vergotine said when teachers accepted the principle that "the doors of learning will be open to all", they accepted that all children should have the same opportunities.

He said that while the miracle of political transformation had happened, the economic and educational sectors

remained largely unchanged.

"Eighty-seven percent of the wealth still remained in the hands of 13 percent of the population, mostly white. The education system continues to discriminate against blacks," he said.

Mr Vergotine said he would never be able to justify morally an insistence for the maintenance of a pupil/teacher ratio of 1:20 when in Khayelitsha, Guguletu, Langa and Crossroads there was one teacher for every 60 pupils.

"These schools have 1 800 to 1 900 pupils with staff complements of less than 40. This situation cannot continue and demands redress," he said.

After considerable soul-searching and painful debate, the CTPA, like other bodies in the Education Labour Relations Council (ELRC) accepted that all teachers had to make some meaningful sacrifices so that equity in education could be achieved in the shortest possible time-span, Mr Vergotine said.

Protest action against rationalisation and "right-sizing" in the Western Cape failed to address the inequalities in the education system, he warned.

"How can we as teachers be party to a system which allows our children to benefit at the expense of others?"

"The protest action does not and will not have the support of the black community because its success will continue to discriminate against the vast majority of South Africa's children."

Mr Vergotine added that teachers had been scared into believing they would be redeployed into remote areas or out of the Western Cape.

"Our teachers have been told that young, married teachers will have to leave home and take up a job elsewhere and their spouses will have to remain in towns if they wish to remain employed. Nothing is further from the truth."

He asked why teachers would be sent to remote areas when teachers were needed in the Western Cape's townships and in rural areas.

Redeployment and right-sizing were not frightening concepts.

"They are there to assist our country on the road to transforming our society to a truly democratic one," Mr Vergotine said.

# Teacher union warns again

ESANN de KOCK  
Education Reporter

MORE state intervention in education was likely in future, Huw Davies of the National Professional Teachers' Association of South Africa (Naptosa) told teachers today at the annual conference of its affiliate, the South African Teachers' Association (Sata).  
Dr Davies told teachers at the Sata

conference in Wynberg that the environment in which education would take place would probably become more "majoritarian" in nature.

This meant minority opinions would be sidelined and teacher organisations with the greatest numbers would be considered the organisations to which the authorities would listen. He said action should be taken rapidly to secure alliances between teacher unions.

ARLT 2/7/96 (321)

WESTERN CAPE 'MUST SACRIFICE'

# Teachers plan defended

CT 2/17/96 (321)



**THE PLAN** to move Western Cape teachers to other provinces is necessary for education equity, says a union leader. **CAROL CAMPBELL** writes.

IT IS "morally" wrong to fight for small classes when teachers in black schools have classes of 60 pupils or more, the president of the Western Cape's biggest teacher union said yesterday.

Speaking at the opening of the Cape Teachers' Professional Association (CTPA) annual conference in Cape Town's city hall, Mr Archie Vergotine said that despite the high teacher to pupil ratio in local black schools, they were still better off than those in other provinces.

"After considerable soul-searching and painful debate the CTPA has accepted that all teachers have to make some meaningful sacrifices so that equity in

education can be achieved in the shortest possible time."

He was referring to a government plan to cut spending on education in the Western Cape to free funds for use in the poorer provinces like the Eastern Cape and the Northern Province.

At least 12 000 teachers in the Western Cape could lose their jobs if they refuse to transfer to feeder schools in other parts of the country.

Vergotine has come under fire in recent weeks from members of his union for agreeing with the government plan to transfer teachers or, if they refuse, offer them voluntary severance packages.

Teacher have accused him of looking after his own political interests by "selling out" his colleagues and friends.

The decision to arrive at these agreements was not taken lightly nor was it taken to accommodate any party political alliance. It was taken having due regard to the ability of our members to provide quality education without compromise."

Vergotine accused the government of "bungling" its plan to offer teachers severance packages by being unclear about who qualified for the package.

Last week's dramatic split in the National Professional Teachers' Organisation of South Africa (Naptosa), where the Afrikaans teacher bodies left to form their own union, had freed Naptosa to pursue its real objectives, he said.

"This grouping believed it could continue to enjoy the

fruits of the past and use organisations such as the CTPA to aid and abet its retention of privileges."

In an address to teachers attending the South African Teachers' Association (Sata) annual conference, which is also under way in Cape Town, a senior executive of the Anglo American Corporation, Mr Clem Sunter, warned teachers that new technology already in use in South Africa could make mediocre teachers redundant.

"Through the use of a video satellite the best teachers around the world will be able to interact with classes in South Africa."

He said large-scale use of this technology was limited because of the high cost and the need by schoolchildren for the "human touch" during the learning process.

Both the CTPA and Sata conferences continue today.



**MAKING NOTES:** Executive director of the Anglo American Corporation, Mr Clem Sunter, prepares to address teachers at the South African Teachers' Association annual conference under way in Cape Town.

PICTURE A

# Redeployment of teachers can work

ESAMU de KOCK  
Education Reporter

**REDEPLOYMENT** - as part of the government's rationalisation plan to achieve equity in education - can and will work, so says Don Pasqualle of the South African Democratic Teachers' Union (Sadu) which represents more than 117 000 South African teachers, mostly from historically disadvantaged backgrounds.

One of the main problems in convincing teachers that redeployment can and will work, he says, is that the teachers have been misinformed and misled by premature reports and irresponsible speculation.

Mr. Pasqualle says the procedure manual, recently negotiated on national level within the Education Labour Relations Council (ELRC), stipulates the mechanisms by which provinces and schools will have to identify redundant posts, and contains several assurances.

These include assurances from the national government that the personal circumstances of all teachers who find themselves in redundant posts will be taken into account in the redeployment process.

The manual stipulates that personal and financial circumstances of teachers will be taken into account.

Mr. Pasqualle says the agreement makes it clear that every effort will be made to firstly accommodate excess teachers in schools in their immediate area, then to redeploy them to schools within the province, and only then to schools outside the province.

Before being redeployed outside the province, they will have the option of accepting severance packages if they are still available.

All teachers who feel they are untransferable, Mr. Pasqualle says, will have the right to make representation to their local MEC who will consider their individual circumstances.

If the MEC feels the teacher in question has a case, that teacher will be declared "untransferable".

Mr. Pasqualle says excess teachers will also have the opportunity to specify on paper all factors relating to their circumstances.

This will include details such as:

- The names and ages of their dependents.

AR4 3/7/76

(321)

- Their spouse's occupation.
- The language proficiency of their dependents of school-going age, and
- The language in which they can teach.

The information which teachers will supply to the national Department of Education will provide a holistic picture of their personal circumstances, he says.

"The agreement also speaks of the department carrying all transfer costs and giving all households a three-month notice period."

According to Mr. Pasqualle, teachers need not fear unfair treatment.

Another victory in the national agreement, he says, pertains to the fact that if a teacher cannot be redeployed, he or she will be accommodated over and above the allowed staff complement at their school until redeployment is possible.

He had it on good authority that more than 10 000 Western Cape teachers had inquired about the package and that at least 2 000 had officially applied for it.

With a constant influx of pupils into the Western Cape, he says figures might not be nearly accurate.

SDGIV:

# Education dept apologises for overstating salaries

PRETORIA: The Department of Education yesterday apologised for overstating the salaries of consultants to Education Minister Dr Sibusiso Bengu in a written reply to a Senate question last week.

Replying to a question by Senator W F Mnisi, Bengu quoted amounts paid to individuals while they had in fact been paid to signatories of contracts to be fulfilled.

"In drawing up a reply for the minister, the department should have provided a breakdown of the amounts indicating that the totals were made up of other cost items such as administration and travel costs," acting education director-general Mr John Samuel said. "I regret the error and apologise."

He said a particularly wrong impression had been created in the case of Dr Neil McGurk, who co-ordinated the department's culture of learning programme.

The written reply had stated McGurk earned R2 million annually.

"This amount covers the salaries of six staff, travel costs, the secondment of technical assistance and consultancies to the provinces, monthly workshops, advertising and promotion of the programme,"



**SORRY:** Dr Sibusiso Bengu

Samuel said.

"In terms of the contract approved by the Tender Board, the hourly remuneration of the national co-ordinating staff is between R45 and R66."

He added it was cost-effective for government departments to obtain contracts for specialised work. — Sapa



# Govt reneged on severance deal for teachers — CTPA

**CAROL CAMPBELL**  
EDUCATION WRITER

THE government had promised that it had enough money to pay for teachers' severance packages, but had now reneged on the deal, the deputy president of the Cape Teachers' Professional Association (CTPA), Mr Chris Jaftha, claimed yesterday.

Speaking at the CTPA's annual congress, Jaftha told government labour expert Mr Roger Falken that teachers were informed at the last minute about key meetings, received documentation late and battled to get information about issues which concerned them.

"Our negotiations were based on

(321) CT 4/7/96  
the understanding that the education department had the money for packages, but now it appears President Nelson Mandela is running around trying to raise enough funds to pay teachers off."

At least 12 000 teaching posts will be lost in the Western Cape as the government tries to free funds to spend in poverty-stricken provinces such as the Eastern Cape where the teacher/pupil ratio is as high as 80 to one in some schools.

Education Minister Dr Sibuso Bengu has appealed to teachers not to take the packages (apparently because of a shortage of funds), but rather to transfer to vacant jobs in needy schools.

Responding to Jaftha's com-

ments, Falken said some of the fault lay at the teachers' door and that the situation "cut both ways".

He pointed out that the National Professional Teachers' Organisation of South Africa, of which the CTPA is a member, recently complimented the government on its compilation of the "Procedures Manual" — a step-by-step guide for principals on how to tackle rationalisation in their schools.

"It's all a matter of perception."

The Western Cape Education Department will be notifying schools shortly about how to structure their committees which will use the manual to identify the posts at their schools which will become redundant.

# Gauteng education MEC moves to reassure teachers facing transfer

By WILLIAM-MERVIN GUMEDE

Tens of thousands of teachers will soon have to pack their bags for understaffed schools or take voluntary retrenchment.

However, Gauteng Education MEC Mary Metcalfe said this week that teachers need not fear redeployment. "Where the existing number of teachers in a school is in excess to the number of teachers required, we will encourage redeployment to an alternative place of work within a reasonable distance."

The squeeze on the education budget, coupled with the fact that many provinces had already overspent their budgets, was forcing schools to trim the number of teachers they employed. The only way provinces



Mary Metcalfe

could balance their books was by cutting back on teachers, whose salaries consumed 85% of education budgets.

Glaring inequities existed in the spread of teachers country-wide, with formerly white schools having large numbers of teachers for small classes, while

township schools, informal settlements and rural areas had an acute shortage of teachers and resources. The education department wanted to change this.

"The department wants a common teacher-to-pupil ratio of 40:1 in primary schools and 35:1 in high schools five years from now," Metcalfe said.

The department intended to secure enough teachers for all schools in two years.

She said transfers would be phased in during the next two years.

However, there has been resistance to redeployment. Many white teachers balk at moving to townships, informal settlements or rural areas.

TO PAGE 2

## ♦ Teachers

Metcalfe said their anxiety was misplaced. "Teachers have been confused by conflicting and vague reports in the media." The way Western Cape transfers had been handled was the main culprit behind apprehension. The issue had been used to "catch votes".

As the intake of new pupils was likely to increase in the next few years, teachers who were not required now could be in demand in future, she said.

Gauteng's education department had received 5 000 applications from teachers wanting to take voluntary retrenchment. However, few would get it. "The vast majority of our teachers will continue to be needed at the schools where they are based," Metcalfe said.

While she respected their right to apply for retrenchment, she urged teachers considering this option to reflect on the contribution they could make to the development of education.

## Rebuilding a nation

"We want our teachers to fill their classrooms and staff rooms with the animation of rebuilding a nation, not with anxieties and whispered conversations about who may or may not be taking the package."

Money for retrenchment packages would be drawn from pension funds. "Half will come from the teachers' own pension contributions and the other half from the state's contribution to the pension fund," she said.

The SA Democratic Teachers' Union has agreed to redeployment if it means jobs will be saved. Last week it approved a redeployment manual drawn up by representatives of the state and major teachers' unions.

Metcalfe said the manual stipulated the mechanisms by which provinces and schools would identify redundant posts. It also contained assurances from the Government that the personal circumstances of all teachers in redundant posts would be taken into account when they were redeployed. Every effort would be made to accommodate excess teachers in schools in their immediate areas or provinces.

# Vergotine 'wants best for all children'

CT 8/7/96 (321)

**CAROL CAMPBELL**

THE re-election of Mr Archie Vergotine as president of the Cape Teachers' Professional Association (CTPA) last week will appear surprising to anyone following the continuing saga about teacher job losses in the Western Cape.

After all, Vergotine was the man who supported a government rationalisation plan that could see classes double in size in many of the schools where the mostly coloured members of his association teach.

For this he was slammed by teachers who felt he and the CTPA executive were "selling them out" by agreeing to something which would end in their suffering.

Despite the outcry from teachers in the province, the delegates who arrived at the CTPA congress last week voted to abide by the founding principle of their organisation — to give each child in South Africa the same chance of good education.

And, if this meant teachers in the Western Cape had to be redeployed to needier schools far away or offered voluntary severance packages then so be it.

Vergotine, himself a headmaster, stood unopposed for re-election as president, although five teachers from Mitchells Plain did voice their disapproval about the way he was appointed.

"We were told to keep quiet and to stop rocking the boat when

we objected — it felt like we were back under the government of B J Vorster — there is no democracy in the CTPA," said one afterwards.

They wanted CTPA deputy president Mr Chris Jaftha to stand as president, but he declined and was re-elected as deputy president.

Vergotine is aware of the unhappiness in teacher ranks about the CTPA's decision to back a programme of redistribution of education resources.

"The CTPA is not a populist organisation. We want the best for all the children in SA. This is what we have always stood for and we will not change that view now."

His re-appointment means he will be back in the spotlight as the tough reality of rationalisation has to be dealt with.

But Vergotine is a powerful man who has the ear of President Nelson Mandela and CTPA members can be sure he will negotiate the best deal for them under the circumstances.

Already he has



**RE-ELECTED:** Mr Archie Vergotine

lashed out at the government for "bungling" its plan to offer voluntary severance packages by backtracking on an agreement to offer the packages first and redeploy teachers later. Minister of Education Dr Sibusiso Bengu said there was not enough money for all teachers who asked for the severance package — something education officials had assured teachers was not the case.

# Teachers face uncertain future

(321) Sowetan 18/9/96

**By Wagheed Mlsbach**  
Political Reporter

MORE than 2 000 teachers in the Western Cape have taken voluntary retrenchment packages, according to the provincial education ministry yesterday.

Many left at the end of June and a further exodus is expected by the end of September.

## Difficult choice

More than 6 000 teachers will have to be retrenched in the Western Cape or agree to relocate to areas where their skills are needed over the next four years.

Looming retrenchment and redeployment have created uncertainty among teachers over their posts. This led

to protest marches in Cape Town and the issue hit the political agenda during local government elections in May.

The education department is organising information workshops to deal with teachers' uncertainties.

There will be an estimated 23 information workshops organised over the next few months to deal with the vexing questions of job security, deployment to other provinces and retraining of teachers for other posts.

The issue of funding for the retrenchment packages, guaranteed by President Nelson Mandela during the May elections, is also expected to form part of the workshops agenda.

A number of role players expected to participate in the workshops include parents, students, and non-governmental organisations.

# Thousands of teachers apply for retrenchment

Kevin O'Grady  
and Linda Ensor

**B0 18/7/96 (321)**  
MORE than 5 000 Gauteng teachers and 2 300 Western Cape teachers have applied for severance packages in the face of threats of redeployment to achieve equity between provinces.

Gauteng education department personnel development director Mandisa Moorosi said the department had not started considering applications as redeployment would get under way only during the next school term.

Sources said the number of applications far exceeded the number of redeployments required — put at 3 122 by education superintendent-general James Maseko — indicating apprehension about the process.

Moorosi said committees would be set up at each school to determine whether "right-sizing" was needed. The department hoped to manage the process in such a way that teachers would start at their new schools at the

beginning of the fourth term or at the beginning of next year. "If people volunteer it could happen by the end of next term," Moorosi said.

The Western Cape education department had to abolish 6 000 posts, but its director, Tim Gordon, said he did not believe many more applications would be made.

Gordon said many applicants were either approaching retirement or were young people who had found work outside education. Most applications would probably succeed. He was unable to estimate the cost of the severance packages, but said most would comprise pension benefits paid for by teachers while they were employed. A smaller component would be annual bonuses and leave credit, which would come from the provincial budget.

Senior education department officials would visit schools in the next few weeks to explain right-sizing procedures and to deal with teachers' fears and uncertainties.

# Change can't be stopped, teachers warned

ESANN de KOCK  
Education Reporter

(321)

TEACHERS have to come to terms with the fact that rationalisation in education is going ahead - even though some Western Cape schools will lose up to half their staff.

This harsh reality was spelt out in Cape Town last night to about 200 teachers and parents by Brian O'Connell, chief of the Western Cape Education Department. Addressing an information meeting on education rationalisation, Mr O'Connell said that nothing that anyone could do would prevent the programme from being implemented.

The fact that the Western Cape would lose 6,000 teachers by the end of the year was irreversible and there was "no space" for anyone to say that he or she would not take part in the process.

It was not far-fetched to predict that some schools would lose up to half their staff. The changes would impact drastically on people.

The challenge the Education Department of wipping out inequalities without any significant additions to the education budget.

The national proposals had been badly received in the Western Cape because the province was in a unique position, Mr O'Connell said.

About 80 percent of Western Cape schools had a low pupil/teacher ratio. But it would not have been possible to bring the rest of the country on a par with the Western Cape. He asked teachers to accept the national decision.

18/9/96

# Redeployment: Minister speaks out on teachers' trauma

After 24/7/96

(321)

**ESANN de KOCK**  
Education Reporter

THE process of redeploying teachers can be managed - but not without difficulty and trauma, says Western Cape Education Minister

Martha Olickers. Interviewed in Cape Town Mrs Olickers said rationalising education was a complex and painful exercise, but that it was possible to manage it effectively. If all concerned gave it their full support.

Rationalisation was a reality, she said, and it would be foolish to deny it.

But, as Western Cape Minister of Education, she said she would have done things differently.

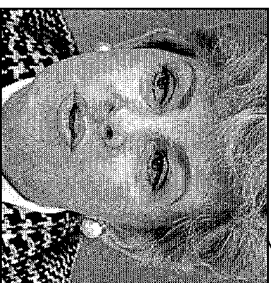
In spite of the reality of rationalisation and the need to achieve equity in education, she felt the process could have been managed better.

"I don't think it was a well thought-out process. The plan was not thought through to its fullest consequences."

The main point of opposition from the Western Cape Education Department (WCED) was the haste with which the rationalisation plan was set in motion. But a decision was ultimately taken on national level to try and reach equity by April 1 in the year 2000.

The Western Cape was bound by these negotiations and decisions which, Mrs Olickers said, took much longer to finalise than had been foreseen. The final plan was workable, she said, but the process had been badly managed by the central department right from the beginning - with too many ad-hoc decisions being made that left thousands of teachers in the dark about their future.

"We tried to keep our teachers



**HOT SEAT:** W Cape Minister of Education Martha Olickers.

informed, but the point is that if the national department stuck to the spirit of the interim constitution which put education in the hands of provincial departments, and gave us the guidelines to get the rationali-

sation plan on the road, I believe we would have experienced less trouble."

Mrs Olickers said she had never been in favour of forced redeployment, nor of changing the service conditions of teachers. With more than 50 percent of the Western Cape's teachers being married women, this was a real concern to her.

"Redeploying these teachers will mean huge upheavals in their personal lives. What's more, is that teachers now never know when redeployment will hit them. As a school's enrolment gets less and less, teachers will worry who will be the next to go and where they will be sent."

The fact that teachers could, and had to appeal against redeployment to their provincial ministers of education on humanitarian grounds, was not unproblematic, she added.

"When I asked at the ministers of education meeting what the rules were for appeals on humanitarian grounds, I was told that it had been purposefully left vague."

"But if a married woman tells me she cannot be redeployed because her children are in good schools and her husband has a good job and redeployment will mean the end of her marriage, I consider that a humanitarian case."

"The problem is that all married women will probably tell me the same story and I will have to treat them all alike." Mrs Olickers said this meant the buck would stop with the first unmarried person, "and that is total discrimination".

Feeling morally obliged to accept redeployment for the sake of equity was one thing, she pointed out. "Facing the practical and emotional trauma involved in the redeployment, is another," she said.

(321) (187) CT 26/7/96

# Defiant teachers' ready to fight' rationalisation

## EDUCATION WRITER

ANGRY teachers belonging to a newly established "defiance group" have claimed responsibility for disrupting a meeting at De Kuilen High School in Kuils River on Wednesday and Lentegeur High School yesterday, where provincial education chief Mr Brian O'Connell was scheduled to speak.

Mrs Fazilet Bell secretary of the new Western Cape Parent, Teacher, Student Forum, said earlier claims that the disruption was caused by the Teachers' League — part of the left-wing group the New Unity Movement — were untrue.

"These disruptions are part of a campaign to show the government we will not accept the loss of teachers at our schools.

"We want history to show that

we tried to fight for what we truly believed in."

She laughed off claims that the group was "racist" and only interested in promoting the interests of coloured teachers.

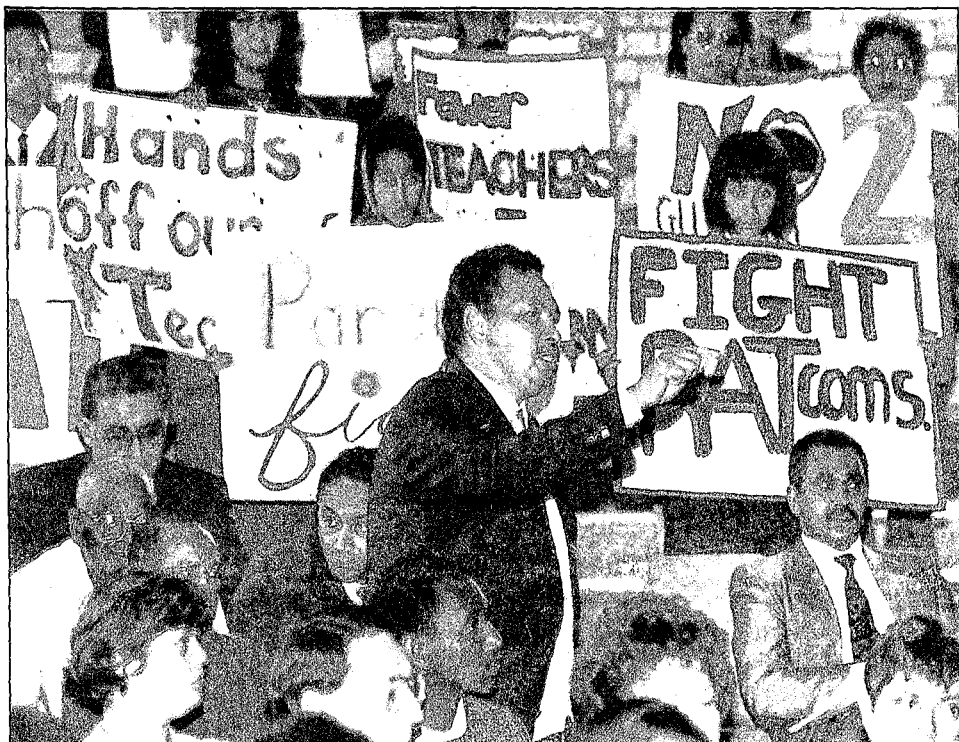
O'Connell said after Wednesday's meeting that he had tried to reason with hecklers who hijacked the microphone as he was about to speak, but they refused to listen.

"They accused me of selling out teachers by agreeing to the rationalisation plan."

His talk, delivered to parents and teachers at the Baxter Theatre only a few days ago, was intended to convince the community that teacher losses were inevitable.

"This is a national policy based on sound reasoning and no amount of protest will reverse the decision," he said.





Picture: ANDREW INGRAM, The Argus.

**DEFIANT:** Angry teachers disrupt a meeting at the Lentegeur High School yesterday where provincial education chief Brian O'Connell was scheduled to speak.

## Education chief shouted down at jobs briefing

ESANIN de KOCK  
Education Reporter

ANGRY teachers and parents have again disrupted meetings called by the Western Cape Education Department to explain job rationalisation.

Department chief Brian O'Connell was prevented from speaking at a Mitchell's Plain school yesterday by chanting and whistle-blowing teachers, who objected to the way decisions on rationalisation had been taken.

Meetings were disrupted earlier this week when parents and teachers prevented Mr O'Connell from speaking at De Kuilen High School in Kuils River.

They pledged to disrupt any further meetings.

Mr O'Connell described the disruptions as "a clearly orchestrated affair".

There had been similar slogans at all the meetings and the arguments

from the floor were all the same, he said.

He found it particularly worrying that African teachers who attended the Mitchell's Plain meeting had left the hall after about 10 minutes.

"It is worrying that they clearly perceived what was happening as a racist thing, and that they felt unwelcome in Mitchell's Plain," he said.

About 20 pupils and teachers also tried to disrupt the meeting at Steenberg Senior Secondary School yesterday.

South Peninsula High School principal Brian Isaacs said the department did not have to insult the intelligence of teachers by calling them to a meeting to explain rationalisation procedures.

"We can read. Why do you have the guts to call us to a meeting now, when you did not have the foresight to consult us before negotiations on ratio-

nalisation began?" he asked.

The protesters at Steenberg High were outvoted by a huge margin, however, when other teachers said they wanted to hear what the department had to say, in spite of the fact that they, too, disagreed with the way in which rationalisation was taking place and shared the objections of their colleagues.

Mr O'Connell said that a "terrible future" faced teaching in the Western Cape if communities reacted to the realities of rationalisation with intolerant disruption.

"I don't know what they can possibly achieve by this sort of thing. I was just there to give them information - not to convince them of anything."

He said most of the series of meetings, which began in the platteland, had been successful.

He said the last of the meetings would be held today.

ARC 26/7/96

(321)



**SOUR NOTE:** Pinelands music teacher Mrs Jenny Thomas cannot transfer to a rural school because of her husband's job in Cape Town. Thousands of married teachers in the province share her plight. **PICTURE: ANNE LAING**

# Hobson's choice for women teachers

CT 30/7/96 (321)

**CAROL CAMPBELL**

FOR seven years Mrs Jenny Thomas has taught music at Pinelands North Primary School, but at the end of this year her career as a teacher will end when her job is made redundant in a government plan to cut education spending in the Western Cape.

She is married and cannot offer herself for redeployment to a deprived school in some far-off rural area because of her husband's job in Cape Town.

She has no choice but to take the meagre severance package being offered to her, and when she accepts the money she signs away her right ever to work in a government school in South Africa again.

Her predicament is shared by thousands of married women teachers in the Western Cape — most in primary schools — who cannot move to rural schools.

"I would take a transfer to a township school, but I need to be within easy striking distance of Cape Town," she said.

She is ready to face the challenge of working in a different community if given the chance.

If no job is available she does not know what she will do next year. "I feel cheated and angry that the government would rather spend millions of rand supporting the proposed South African Olympic Games than pay teachers' salaries."

Western Cape Education Department spokesman Mr Mike Chiles said 62% of teachers in the province were women, but he did not know how many were married.

"So far we have 2 608 applications for the severance package from teachers and administrative staff and of these applications 53% are from women."

The research publication *Edu-source* said that of these teachers, 33% were underqualified and none were unqualified — making Western Cape teachers one of the most qualified groups of educators in the country.

Schools are deciding which teachers they need and which they can do without. Teachers who applied for the severance package before the end of July will leave the jobs at the end of September. Those who apply later will leave at the end of the year.

● See Page 6

## 'Defiance campaign' plan

**EDUCATION REPORTER**

RESISTANCE to teacher job losses in the Western Cape is growing, with several meetings being disrupted and a plan to boycott the school committees that will decide which teachers have to go.

Mr Des Barthus, spokesman for the Western Cape Parent, Teacher, Student Forum — which claimed responsibility for upsetting Education Department meetings at five schools — said a "defiance campaign" would be waged until the government changed its policy.

"We are not planning to disrupt classes, only meetings called by the department which encourage us to accept the rationalisation plan."

Yesterday the head of the Western Cape Education Department, Mr Brian O'Connell, said the education information presentation at 25 venues had been "very successful", with serious disruptions at only three schools.

● Student teachers at Hewat teachers' training college are to hold a mass meeting at lunchtime today to protest against the closure of the college at the end of the year.



Gauteng safety and security MEC Jessie Duarte greets taxi operators during her visit to the trouble-torn Baragwanath taxi rank in Soweto. Duarte and transport MEC Paul Mashatile issued stern warnings to the Soweto Transport Services and Soweto Taxi Association to resolve their problems or the law would take its course. PIC: SIPHIWE SIBEKO

# Sadtu resists sacking

(321) Sowetan 31/7/96

By Sonti Maseko

SCHOOLING at Mhluzi township in Middelburg was disrupted for the third day yesterday as some 500 teachers, members of the South African Democratic Teachers Union (Sadtu), continued their "chalkdown".

Meanwhile Sadtu leadership and education department officials were locked in a meeting in Witbank yesterday to resolve the teachers' strike, sparked off by the "unfair dismissal" of a union member, according to Sadtu.

District head of the department of education in Witbank Mr J Skosana said yesterday he was hopeful that a

settlement would be reached soon and that the chalkdown affecting about 15 schools, including four high schools, would be abandoned.

Sadtu chairman in Middelburg Mr Mike Masina said in June the teachers had marched to the circuit management offices protesting against the dismissal and had given the department a deadline of July 24 to respond to their demand.

## Underlying cause

"To our amazement the circuit manager did not even respond."

Masina said the underlying cause of dissatisfaction among teachers in the area was an "old guard" of teach-

ers who were clinging to the apartheid order and maintaining the *status quo*.

He said new teachers coming into the field found that they were still faced with past policies and that Middelburg was still backward when compared with other areas.

"We are demanding things that were achieved long ago in other areas."

Since Friday last week teachers have been reporting to schools for an hour and then grouping at Mvuzo primary school where a teacher was allegedly unfairly dismissed.

Masina said children had been going home early except for the matric students who stayed behind to read.