

TEACHERS — GENERAL

1996

AUG. — DEC,

## Concern over new teachers' union

Kevin O'Grady

THE establishment this week of a new trade union to represent Afrikaans teachers could complicate negotiations with government on conditions of service in the profession, the National Professional Teachers' Organisation (Naptosa) said yesterday.

Naptosa president Leepile Taunyane was referring to the launch of the SA Teachers' Union in Pretoria on Tuesday by a group — which claims to represent about 25 000 teachers — that split from Naptosa earlier this year. Taunyane said while Naptosa regretted the fragmentation of teacher organisations at national level, it respected teachers' rights to "organise themselves on the basis of their indi-

vidual choices".

However, the racial and language basis of the new organisation suggested specific group interests would be emphasised during negotiations.

Taunyane said he hoped this would not affect negotiation procedures.

Afrikaans newspaper Beeld said the new union emerged from the SA Onderwysersfederasie, which resigned as an affiliate of Naptosa over differences of opinion on mother tongue education and single-medium schools as well as the insistence by Naptosa that it use English as its official language.

The new union's president, Herklaas Smit, denied the the union's establishment represented a "return to apartheid", saying it committed itself to non-discriminatory education.

## PROCEDURES MANUALS SENT TO SCHOOLS

# Principals, teachers to be part of school 'axe teams'

**SOME SCHOOLS** have started telling teachers they have to go as part of the restructuring of education in the province, while others are boycotting the process. Education Writer **CAROL CAMPBELL** reports.

**H**EADMASTERS and teachers will be part of panels set up at Western Cape schools to decide which of their colleagues lose their jobs, according to a special 'procedures manual' given to Western Cape school principals a few days ago to help them with the pruning process.

Other people on the 'axe teams', which are already being established at local schools, are union officials, parents and a representative from the education department.

All schools in South Africa have five years to reach government targets of 40 pupils for every teacher in primary schools and 35 pupils for every teacher in high schools.

"These ratios include school

new Western Cape Parent Teacher, Student Forum — which was born in disgruntled school communities on the Cape Flats — is calling on parents to boycott.

The head of the organisation, Mr Des Barthus, a concerned parent, says the boycott will force the education department to "do the dirty work".

A department official revealed yesterday that only three schools had officially declared they were boycotting the process.

Most other schools, eager to get complete the rationalisation programme, have begun informing teachers they are redundant.

These teachers have been given the choice to move or sacrifice their right to teach in a government school again by volunteering to take the severance package.

"What the manual makes clear

ET 2/8/96

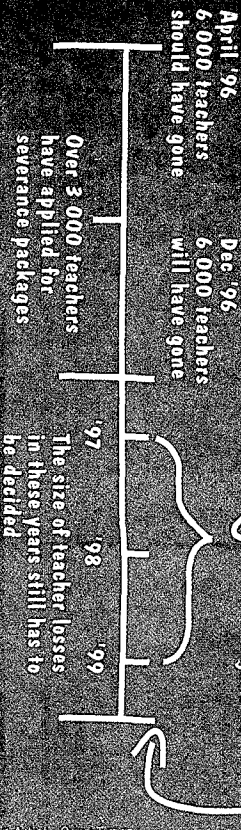
is that 'core' teachers, such as mathematics and English teachers, who leave a school will be replaced with a teacher drawn from the pool of those who applied for redeployment," Chile said.

The catch, though, is that another teacher at the school who is in a job not regarded as critical by the schools' "right-sizing committee" automatically becomes redundant to accommodate this new, needed teacher.

No unemployed teachers or new graduates can be employed anywhere in the country until all those wanted to be redeployed have been settled in a new job.

There is simmering discontent in township schools, where communities feel "excess" white and coloured teachers are being forced

## Teacher Cuts in the Western Cape



Graphic Artist: Cape Times

on them at the expense of unemployed black teachers.

Because they were financially disadvantaged under apartheid, these schools are among the very few which are employing senior staff like heads of department and deputy principals — the very people who are being axed in white and coloured schools.

The moving and juggling of

teachers within the province and around the country will be on such a huge scale that all education departments in the country have to form a Provincial Task Team to co-ordinate movements to and from schools around the country.

In the Western Cape, this team is still being assembled and the teacher organisations have been asked to give the names of their nominated candidates to the department today.

So far more than 3,000 teachers in the Western Cape have applied for the severance package. However, over the next five years thousands more will be asked to take the package or move to a "reducer" school somewhere else in the country.

Simoneau Primary Farm School —  
 Dordrecht —  
 Dingygrove Farm School —  
 Dordrecht —  
 Morriston Farm School —  
 Indwe —  
 Grootkraal Farm School —  
 Dordrecht —  
 Swemport Farm School —  
 Dordrecht —  
 Amavundile Junior Secondary School —  
 Stickspruit —  
 Barlby Pass Farm School —  
 Elliot —  
 Somo Valley Primary Farm School —  
 Elliot —  
 Mercedith Farm School —  
 Ugie —  
 Bridwe Farm School —  
 Ugie —  
 Neeta Farm School —  
 Maclear —  
 Zanelemba Primary Farm School —  
 Patensie —  
 Boshoek Primary Farm School —  
 Alexandria —  
 Monobas Primary Farm School —  
 Humansdorp —  
 Siseko Primary Farm School —  
 Port Alfred —  
 Buddedford Farm School —  
 Port Beaufort —  
 Nontate Farm School —  
 Port Alfred —  
 Skerding Farm School —  
 Alexandria —  
 Beeton Hill Farm School —  
 Grahamstown —  
 Imini Primary Farm School —  
 Addo —  
 Padendene Farm School —  
 Port Beaufort —  
 Rockwood Primary Farm School —  
 Addo —  
 Daggie Farm School —  
 Uitenhage —  
 Sienekavakle Intermediate Farm School —  
 Uitenhage —  
 Glenelg Farm School —  
 Grahamstown —  
 Amnati Farm School —  
 Uitenhage —

(2) A total of 2 500 classrooms are to be built before the end of 1996. Contractors to build 1 880 classrooms have already been awarded and contracts to build the other 620 classrooms will be advertised during 1996. In addition to the above, 2 000 emergency classrooms are also being provided. These are already under construction.

Mr K M ANDREW: Madam Speaker, may I thank the hon. the Minister for the information. Arising from his reply, I would like to ask him whether, given the fact that before the end of this year the Western Cape is required to reduce the number of teachers in its employ by 6 000, by way of either voluntary severance packages or redeployment, he is satisfied that if they were to choose redeployment, there are classrooms for them to teach in in other provinces. Is he not going to end up with more teachers than classrooms? What sort of co-ordination has been done to ensure that one does not end up just causing disruption without being able to have an equivalent benefit?

THE MINISTER OF EDUCATION: Madam Speaker, my response to the question is that I am indeed sure that there is sufficient co-ordination being worked out. However, I want to say that this is a different question altogether. The hon member may put it on the Question Paper and will respond to it fully.

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

#### Schools in Langa/Guguletu/Nyanga: teacher/pupil ratio

\*8. Mr K. M. ANDREW asked the Minister of Education:

Whether any schools in (a) Langa, (b) Guguletu and/or (c) Nyanga have more teachers than the number allowed in terms of the proposed 40:1 ratio for primary schools; and 35:1 ratio for secondary schools; if so, (i) which schools and (ii) what is the average teacher/pupil ratio at schools in these towns?

N1094E

THE MINISTER OF EDUCATION:

- (a) Yes  
 (i) Mokoene Primary School  
 Moshesh Primary School

Isilimela Secondary School  
 Langa Secondary School  
 (ii) The average teacher/pupil ratio for these schools is 1:29.04.

(b) Yes

(i) Bongo Lower Primary School  
 Iketo Primary School  
 Inshinga Primary School  
 Lethobonolo Primary School  
 Lutho Primary School  
 Luvuvu Primary School  
 Shive Primary School  
 Sviragang Primary School  
 Sogezwe Primary School  
 Vokkhangwe Primary School  
 Vuyani Primary School  
 Veyatza Secondary School  
 I.D. Mizeze Secondary School  
 Imshukunno Secondary School  
 (ii) The average teacher/pupil ratio for these schools is 1:34.00.

(c) Yes

(i) Walter Teka Primary School  
 Ocean Mpepha High School  
 (ii) The average teacher/pupil ratio for these schools is 1:34.23.

There is a total of 10, 20 and seven schools in Langa, Guguletu and Nyanga respectively. The average teacher/pupil ratio for the other schools in Langa, Guguletu and Nyanga with fewer teachers than the number allowed in terms of the proposed 1:40 ratio for primary schools and 1:35 ratio for secondary schools are 1:40.9, 1:43.4 and 1:45.7 respectively.

*Sorghina II: person requested to return money*  
 \*9. Mr A J LEON asked the Minister of Education:

(1) Whether a certain person, whose name has been furnished to the Department for the purpose of her reply, has been requested by the Department to return any of the money given to him in connection with the production of *Sorghina II*; if not, why not; if so, (a) what amount was he requested to return and (b) on what grounds was he requested to return this amount.

(2) whether any of this money has been returned; if so, what amount; if not, why not.

(3) whether her Department is taking any steps to ensure the return of the money; if not, why not; if so, what steps? N1095E

THE MINISTER OF HEALTH:

- (1) (a) R556 334.97  
 (b) R197 999.87 had not been justified as having been spent on the project.  
 R27 335.10 was unauthorised expenditure by Committed Artists.  
 R31 000 was used for studio at his home.  
 (2) Yes—R441 411.62 was returned.  
 (3) Yes.

(a) a letter of demand for payment of R556 334.97 was sent to him.  
 (b) When we failed to pay the full amount we sent him another letter indicating that he failed to pay full amount which resulted in the termination of the contract.  
 (c) The recovery of all the remaining amounts is being dealt with in the context of reconciliation of accounts and winding down of *Sorghina II*.

#### Agreement between education department teachers' unions (321)

\*10. Mr M J ELLIS asked the Minister of Education:

Whether he or his Department has undertaken an investigation so as to determine whether the provision in the agreement between his Department and various teachers' unions preventing teachers in the Western Cape who have accepted retrenchment packages from accepting teaching jobs in future is consistent with the provision in the Constitution granting all citizens the right to choose their trade, occupation or profession freely; if not, why not; if so, what are the relevant details?

N1096E

THE MINISTER OF EDUCATION:

The matter currently is being investigated. A legal opinion is being sought and further action in this regard will depend on the outcome of the legal opinion when obtained.



THURSDAY  
AUGUST 15, 1996 ★

NEWS

## BILL'S NEW PROVISIONS SLAMMED

# Extra teachers being exploited

cr 15/8/96 (321)

**THE UNIONS** are angry that formerly privileged schools will be allowed to continue employing extra teachers, without benefits, at the school's own expense. They say it leads to exploitation. Education Writer **CAROL CAMPBELL** reports.

**A** N 11th-hour addition to the Schools Bill, which allows state-aided schools to continue employing extra teachers unchecked for another year, has outraged the SA Democratic Teachers Union (Sadtu), which claims it violates teachers' rights.

Many old Model C, community and church schools have employed additional teachers at their own expense, often at salaries far lower than those paid by the government and without benefits,

to lower the teacher/pupil ratio in the classroom.

Yesterday, the national spokesman for Sadtu, Mr Thulas Nxesi, said the union wanted these teachers to be on the government payroll and the money for their salaries and benefits to be paid by the school to the state.

This could mean many schools would have to sack their extra teachers because they would not be able to afford to pay the higher salaries with benefits, and the

state's contribution to the pension and medical aid schemes.

"To let schools get away with paying low salaries and no benefits amounts to exploitation of teachers. We will contest in the Education Labour Relations Council any move that allows the current system to continue."

The final draft of the Schools Bill has already been approved by the cabinet and is due to be put to Parliament during its present session.

At a presentation on the bill yesterday Mr Trevor Coombe, the acting director-general of the National Education Department, said the one-year delay gave the government "breathing space" to

tackle the problem of these school-employed teachers with the organised teaching profession.

The delay did not mean the practice of schools employing their own teachers would end at the end of 1997.

Coombe said it was difficult to resolve the issue in this legislation when the conditions of service of public servants were still being negotiated in terms of other legislation.

The head of the Western Cape Education Department, Mr Brian O'Connell, said he welcomed the move but felt all schools should be allowed to employ extra teachers on a permanent basis.

"I believe this will, in the long

run, benefit all schools but particularly those which are reducing posts and which do not have the resources to appoint additional teachers in accordance with the state's conditions of service."

Mr Kobus Smith, the head of the Cape Parents' Association, said it was "unacceptable" that no provision had been made for the employment of these teachers beyond 1997.

"The problem is that the government continues to see this as a Model C issue when it affects everyone. The affluent schools will be the only ones that can afford to pay state salaries — again it will be the disadvantaged schools that suffer."

# Teachers will be in jobs 'illegally'

Kevin O'Grady

b016/8/96

(3.21)

GOVERNMENT expects thousands of teachers, who are likely to be granted voluntary severance packages, to be re-employed at public schools under private contracts provided for in the SA Schools Bill, despite an agreement that this should not happen.

A member of the legal team that advised Education Minister Shibusko Bengu on the new legislation, advocate Eben Boetjé, said yesterday: "legally speaking, it is not supposed to happen, but in practice we know it is not easy to enforce because schools will be paying them privately."

He said government was relying on the former state-aided schools including Model C and farm schools to abide by the agreement reached by the education about 18 months ago after this year that was provided for the voluntary severance packages.

"We are hopeful the agreements, which include organisations of state-aided schools, will honour the agreement, but we realise some of the teachers taking packages will get over it."

The bill provides for a "transitional arrangement" in which former state-aided schools can con-

tinue to enter into private contracts with teachers until the end of next year, despite government's preference that it be the sole employer of teachers.

The transitional arrangement was included, while new legislation governing the issue was formulated, because of the complexities of existing arrangements and employ additional teachers and having to channel those funds to the pay for teachers to be paid, Boetjé said.

Some teachers were already employed by schools on private contracts, while other schools had made arrangements to employ teachers on that basis, he said. This necessitated a "windup period" during which those contracts would expire.

Boetjé said it was likely also that many of the teachers re-employed in terms of the arrangement would be paid less than allowed for in labour relations agreements and principles.

During constitutionally required negotiations with state-aided school organisations on the new legislation, government had become aware of "thousands and thousands" of teachers who were being underpaid in this way, Boetjé said.



Soldiers patrol the streets of Valhalla Park in Cape Town yesterday in a bid to lessen tensions between police, gangs and Pagad members.

Picture: AP

## Omar gives qualified support to movement

Farouk Chocho

b016/8/96

(3.21)

DURBAN — Justice Minister Dullah Omar yesterday came out in support of the existence of People Against Gangsterism and Drugs (Pagad), saying he welcomed community mobilisation in the fight against crime.

But he said he was concerned about an "element of vigilantism" within Pagad, and it was vital that people worked within the law.

Omar met about 60 community rep-

resentatives in a bid to reduce the potential for the drug war spreading to KwaZulu-Natal.

Christian pastor Eugene Penruel said a march of people of all faiths would be held through central Durban today to protest against the scourge of drugs and gangsterism. Omar said Pagad was entitled to hold a legal march.

He said that the element of vigilantism within the organisation should not lead to the "demonstration of the work of Pagad".

# Drive for funds to redeploy teachers hailed as success

ESANN DE KOCK  
Education Reporter

ARG 20/8/96

EFFORTS by President Mandela to raise funds for teacher redeployment and retraining have been successful.

Details will be available today, Education Minister Sibiso Bengu has announced.

Speaking at a press briefing in Cape Town yesterday, Mr Bengu said there had been a meeting on the issue and a concrete proposal drawn up.

"We have two projects in one: assistance with teacher redeployment in areas where we need to do that and teacher retraining. The teacher retraining part is the most popular."

Meanwhile, consultation on the future of education is still the order of the day as the report of the National Commission on Higher Education (NCHE) and the South African Schools Bill will soon be available for further discussion.

Mr Bengu said the report of the NCHE, which was appointed to investigate the future of higher education, would be submitted on Thursday.

His ministry planned to devote considerable time to further consultation with higher education, "in order to narrow down differences" and find solutions.

The Schools Bill, to be subjected to more public hearings in early September, already had a high level of agreement, said Mr Bengu.

He hailed the fundamental points about the bill which had established - "for the first time in South African history" - the legislative framework for a single, national public school system based on the rights and

responsibilities of pupils, parents and teachers.

Mr Bengu said the bill also banned racism.

"I need to say integration before this bill becomes effective is a voluntary process. But after January 1 next year it will be law.

"We believe this is one effective way of making sure racism doesn't rear its head in this country."

The bill also meant Model C schools were gone for good.

Mr Bengu said he hoped public hearings and parliamentary scrutiny of the bill would be rigorous, but that the measure would be passed in a form as close to its present one as possible.

He said the prerequisite for the successful implementation of the bill was that the measure should be known and understood. For this reason his ministry would launch an intensive public information campaign in all official languages.

Meanwhile, the National Professional Teachers' Organisation of South Africa (Naptosa) said the process of consultation which the government had followed on the Schools Bill had resulted in a generally improved measure.

Naptosa president Leepile Taunyane said suggestions by his organisation had been incorporated in the bill but the union was still concerned about certain factors.

While it welcomed the establishment of governing bodies for all schools with pupil representation, it would not accept an arrangement where pupils were involved in professional issues affecting teachers and principals.

# Teachers' protest against attacks spreads in Natal

BD 20/8/96 (321) (42)

Farouk Chothia

DURBAN — About 100 000 children were without classes in Durban yesterday after the teachers' strike in protest against attacks on their colleagues spread from KwaMashu to Umlazi.

SA Democratic Teachers' Union KwaZulu-Natal secretary Ndaba Gwabaza said one teacher had been shot dead and two seriously injured in township schools in recent weeks.

All Sadtu members in the province would join the strike tomorrow. Protesters would march through Durban to demand that education MEC Vincent Zulu improve security at schools.

Gwabaza said a gunman stormed into Umlazi's Swelihle High School about three weeks ago, gunning down teacher Themba Zulu. Another teacher, Siyabonga Shangase, was stabbed.

KwaMashu teachers went on strike a few weeks ago after Mzuvele High School principal Thomas Ndlovu was wounded by unknown gunmen.

Gwabaza said similar incidents had been reported on the south coast. It appeared that "sinister forces" were bent on disrupting black education. Sadtu had made proposals to Zulu to improve security, including recruiting and training school guards and installing lights, fences and telephones, but Zulu's department was refusing to implement them.

Zulu condemned the strike, saying the ANC-aligned Sadtu wanted to paint the education department "black" as it was IFP-controlled.

Matric examinations were looming and the department should not be blamed if the KwaZulu-Natal pass rate was poor. He had negotiated with the safety and security department to have police patrol schools in KwaMashu and Umlazi and was willing to have one security guard placed at each while a permanent solution was being sought.

Zulu recently said that the department had allocated R4,7m for security during the current financial year.

## Durban teacher strike continues

(320)  
DURBAN: The work stoppage by teachers at schools in Umlazi and KwaMashu townships here entered its third week yesterday, following disagreement between the regional education department and teachers over security.

A KwaMashu education transformation committee spokesman said the education department had dragged its feet over the question of security for teachers.

"Teachers are not satisfied with the department's initial response of hiring 34 guards because they will not cover all the affected schools," he said, adding that parents supported the teachers' demands. — Sapa

CT 20/8/96

# Union gears up for education battle

BD 21/8/96 (321)

Farouk Chothia

**DURBAN** — The SA Democratic Teachers' Union warned yesterday that it would ask Education Minister Sibusiso Bengu to take over education in KwaZulu-Natal if provincial MEC Vincent Zulu failed to come to grips with problems in the sector.

The warning came against the backdrop of Sadtu's decision to hold a mass march in Durban today to highlight their grievances.

The Sadtu leadership also has a meeting with Zulu today. A representative of Bengu was expected to attend.

Sadtu KwaZulu-Natal chairman Edwin Pillay said that if Zulu failed to address grievances, the strike affecting about 200 schools in Umlazi and KwaMashu could spread.

Teachers in the two townships were on strike to demand improved security after the killing of several colleagues in recent weeks by unknown gunmen.

Pillay said Sadtu might also be forced to appeal to Bengu to take over education in KwaZulu-Natal if the provincial government continued showing that it was "incapable".

Pillay said a grievance Sadtu wanted addressed was the employment of acting Supt-Gen Sydney Tshabalala, despite the provincial public service commission refusing to sanction it as he was of retirement age.

Pillay said a circular issued from Tshabalala's office recently warned principals that they risked disciplinary

action if schools were made available to nongovernmental and community-based organisations.

Pillay said Tshabalala denied knowledge of the circular. This raised the question whether he had backtracked or his signature forged.

The 33 other senior education officials, including eight regional chief directors, were also serving in an acting capacity. None of the regional directorates had been established. Education could not be successful without effective administration, Pillay said.

There had been a carry-over of R16m of RDP funds from the previous financial year. Sadtu understood that more than R20m was also made available this year but received no indication that these were being accessed.

Sadtu was also concerned that examiners chosen to set matric papers were mainly from the former white Natal education department and Indian House of Delegates, while none were from former black departments.

Pillay said examinations had been set on the basis of a new syllabus, though a large number of black schools had not received the syllabus.

Exam papers were going to be different from previous years, and "mock papers", designed to familiarise pupils, had not yet been received by schools.

Pillay said Sadtu also wanted Zulu to review operating from Ulundi. This made it difficult to hold meetings as most educators were based in the Durban/Maritzburg area.

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# Teachers 'down chalk' to protest against cuts

ESANN de KOCK  
Education Reporter

ARG 22/8/96 (152) (321)  
HUNDREDS of teachers belonging to the Western Cape Parent Teacher Student Forum (WCPTSF) "downed chalk" today in protest against teacher cuts.

They are remaining at school, but are not teaching any classes. Instead they are talking to pupils about the rationalisation efforts.

South Peninsula High School principal Brian Isaacs said all teachers at his school were taking part in the "chalk-down" because they believed the rationalisation plan was unworkable and immoral.

"We have emphatically told the Western Cape Education Department (WCED) that we refuse to form rationalisation committees to sack our own colleagues. We believe it is immoral."

Mr Isaacs said the department had not responded to this, because it refused to deal with an organisation (the WCPTSF) that had not taken part in the bargaining process of the Education Labour Relations Council.

"They say the rationalisation plan was negotiated on national level between the teacher unions who agreed to the process.

"We believe their unwillingness to address this important issue will not make the problem go away."

According to Mr Isaacs, South Peninsula High has to lose nine teachers by the end of September, another two by the end of the year and two more every year for the next three years.

The school now has 41 teachers, which will eventually have to be cut to 24 to meet the required ratio. There are 796 pupils at the school.

Meanwhile pupils from two Cape schools demonstrated in the centre of Cape Town today against the cuts.

Pupils from Harold Cressy High in Roeland Street formed a human chain from their school into Wale Street near the Western Cape provincial administration building, holding placards objecting to the fact that their school stood to lose about eight teachers.

More than 800 children from Schotsche Kloof Muslim Primary School in the Bo-Kaap joined them. They also stand to lose about eight teachers.

Ziyaak Jakoet, 7, of Schotsche Kloof Primary, said he was protesting because he wanted more teachers at his school.

# KwaZulu teachers threaten strike

Farouk Chothia

BD 22/8/96

(321)

bad faith.

DURBAN — Several thousand teachers marched through central Durban yesterday, vowing to intensify their mass action campaign to demand that education MEC Vincent Zulu resign over his alleged failure to come to grips with problems in the sector.

Sadtu KwaZulu-Natal secretary Ndaba Gwcabaza said the union's leadership had already decided that a province-wide strike should be held.

However, Sadtu's branches would discuss the matter today before a final decision was taken. It was unlikely there would be any teaching today.

The move towards a strike came after Zulu failed to arrive for a meeting with Sadtu in Durban yesterday to discuss grievances. Zulu said he had not expected a protest march to coincide with the meeting. Sadtu had acted in

Gwcabaza said if teachers decided to embark on a strike, it would continue until Zulu travelled to Durban for a meeting. The union would refuse to travel to Ulundi as its leadership felt unsafe there.

Sadtu acting national president Willy Madisha said teachers should "rise and demand" that problems be addressed as education in KwaZulu-Natal had reached a crisis point.

The union would discuss with Education Minister Sibusiso Bengu tomorrow the possibility of him taking over the process of establishing an education department in the province.

Cosatu KwaZulu-Natal secretary Paulos Ngcobo said the federation was also preparing for mass action as negotiations with business on a 40-hour week had deadlocked. Cosatu's and Sadtu's campaign would dovetail.



# Mine violence 'part of NUM strategy'

Reneé Grawitzky

BD 22/8/96 (321)

RECENT mine violence appeared to be part of a national strategy by the National Union of Mineworkers (NUM) to chase members of the United Workers' Union of SA (Uwusa) and the IFP off the mines, IFP safety and security spokesman Valapi Ndlovo said last night after visiting East Driefontein gold mine.

Ndlovo said an IFP delegation had been instructed by IFP leader Mangobuthu Buthelezi to go to the mine to find out why people were being killed. They had met management.

Gold Fields indicated that a meeting had not been planned, but that mine management had held a courtesy meeting with the delegation.

Ndlovo said the report from mine management appeared to indicate that there "seems to be a national strategy from the opposite side of the IFP and Uwusa, namely the NUM, to chase Uwusa members off the mines".

If that was the case, then SA "has a serious problem because Zulu-speaking workers, IFP and Uwusa members have a right like anyone else in this country to work on SA mines".

Eighteen workers have died in East Driefontein violence since July 18.

Ndlovo said mine management in-

tended going back to the NUM and Uwusa to discuss current peace committee structures so Uwusa members could go back to work.

To date, Zulu-speaking workers at both Northam and East Driefontein have refused to return to work after violence at both mines in recent weeks.

Ndlovo's visit comes in the wake of a meeting yesterday between NUM president James Motlatsi and Gold Fields gold division MD Alan Munro. The aim of the meeting was for both parties to present their views on the violence and to assist in processes initiated at mine level to prevent further violence. The NUM and Gold Fields said each acknowledged that "they represent interests which sometimes differ fundamentally". However, they agreed that violence had no role to play in the accommodation of such differences.

Meanwhile, production at Leeu-doon had not resumed following the death of four mine workers on Monday.

Mine manager Willem Delpont said the situation was calm yesterday and management was awaiting further meetings with the NUM on the appointment of peace monitors. He said at earlier discussions the NUM had demanded the dismissal of a hostel manager and that Uwusa not be part of the talks on a hostel residents' committee.

## KwaZulu teachers threaten strike

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BD 22/8/96

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Cosatu KwaZulu-Natal secretary Paulos Ngcobo said the federation was also preparing for mass action as negotiations with business on a 40-hour week had deadlocked. Cosatu's and Sadtu's campaign would dovetail.

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## Teachers disrupt KwaZulu schools

Farouk Chothia

(321)  
2023/8/96  
DURBAN — Normal teaching failed to take place at many schools in KwaZulu-Natal yesterday because of a mass action campaign launched by teachers to demand that education MEC Vincent Zulu meet them to discuss grievances, SA Democratic Teachers' Union spokesman Rohini Naidoo said yesterday.

She said some schools had closed, while at others teachers had staged a chalk-down. The mass action would continue until Zulu met the Sadtu leadership to discuss grievances raised during a protest march on Wednesday.

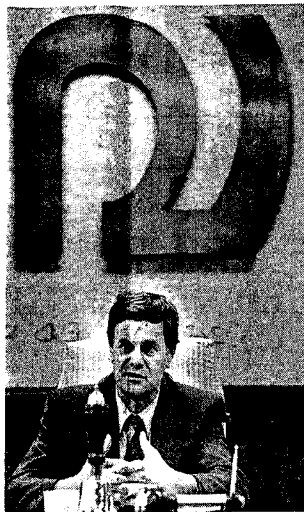
Zulu's spokesman Nagobr Bisetty said, however, that there had been minimal disruptions at schools and did not know when Zulu planned to meet Sadtu.

He urged teachers to halt their mass action campaign immediately as students would suffer in matric examinations.

Teachers in Umlazi and Kwa-Mashu continued their strike which started several weeks ago to demand better security after a number of colleagues were killed in recent months.

Zulu said in a statement he was addressing security concerns. A security firm had been hired to guard schools, schools had been fenced and telephones would be provided on request.

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The SABC defends its coverage of initiation ceremonies, at a hearing of the Broadcasting Complaints Commission of SA in Johannesburg yesterday. SABC complaints GM Malan Otto, top right, Esthea du Toit, legal adviser Steve Nkosi and Nelspruit radio news representative Anton Sibambo were responding to a complaint by King Mayisha II of the Ndzundza Mabhoko tribe that the corporation's coverage had been insulting. Commission chairman Kobus van Rooyen, left, is expected to make a judgment soon.

Pictures: ROBERT BOTHA

## Teachers disrupt KwaZulu schools

Farouk Chothia

**DURBAN** — Normal teaching failed to take place at many schools in KwaZulu-Natal yesterday because of a mass action campaign launched by teachers to demand that education MEC Vincent Zulu meet them to discuss grievances, SA Democratic Teachers' Union spokesman Rohini Naidoo said yesterday.

She said some schools had closed, while at others teachers had staged a chalk-down. The mass action would continue until Zulu met the Sadtu leadership to discuss grievances raised during a protest march on Wednesday.

Zulu's spokesman Nagoor Bisetty said, however, that there had been minimal disruptions at schools and did not know when Zulu planned to meet Sadtu.

He urged teachers to halt their mass action campaign immediately as students would suffer in matric examinations.

Teachers in Umlazi and Kwa-Mashu continued their strike which started several weeks ago to demand better security after a number of colleagues were killed in recent months.

Zulu said in a statement he was addressing security concerns. A security firm had been hired to guard schools, schools had been fenced and telephones would be provided on request.

## SABC defends its initiation coverage

Ingrid Salgado

THE SABC denied a complaint yesterday that its radio and television coverage of initiation ceremonies had been "insulting" to certain ethnic groups, saying its programmes had instead investigated means of preventing the loss of life at circumcision schools.

The corporation was responding to a complaint from King Mayisha II of the Ndzundza Mabhoko tribe to the Broadcasting Complaints Commission of SA.

Mayisha alleged that a Radio Swazi programme in July had called on listeners to undermine circumcision and incited them to view the custom as "barbaric" and that a July TV news broadcast contravened the initiates' "constitutional freedom of privacy".

In a written submission, the corporation said the issue had been raised following the deaths of three Vaal Triangle boys in open veld near Houtkop and four young males at Lusikisiki in the Eastern Cape, where more than 50 mutilations also occurred.

Of 10 callers on Radio Swazi's show, only two registered their concern about initiation schools, the SABC said. Other callers said they were in favour of maintaining the practice but called for

qualified medical practitioners to investigate health standards at the schools in order to minimise deaths and mutilations.

"While we recognise and respect culture, we place human life above culture. We want to believe that the complainant also holds the same views — that human life is more important than culture, custom and tradition."

Freedom of the media did not mean being vocal on some issues and remaining silent on others. The media had to question, investigate and report the truth in a balanced and responsible manner.

Responding to Mayisha's assertion that he was "offended" by Radio Swazi analysing a custom which Swazis did not practice, the SABC said that deaths arising from circumcision concerned the Swazi public as much as political violence in KwaZulu-Natal concerned all people in SA.

Mayisha, who was not present at yesterday's hearing, earlier claimed that the SABC's coverage had caused "gross damage" to the nation. "Culture is the pride of the nation, (it is) delicate and deserves to be treated as such."

Mayisha called for the SABC to cease "this undesirable education or information must be brought to an immediate end".

# Teachers' anger grows in KwaNatal

By VUSI NGEMA

CP 25/8/96 (321)

THE CHALK-DOWN by teachers in most Durban schools has spread to the whole of KwaZulu-Natal, including rural areas – and might turn into a fully fledged strike if the stand-off between the province's MEC for Education Dr Vincent Zulu and the teachers continues, teacher leaders warned this week.

Disruptions have spread to large areas of the North Coast, Midlands and some parts of the South Coast. Teacher representatives were to meet Zulu on Wednesday to discuss a range of demands but he cancelled the meeting at the last moment – accusing the South African Democratic Teachers' Union (Sadtu) of indulging in mere "politicking".

Chief among the demands the teachers made during their march on Wednesday is that adequate security be provided at schools as teachers have become the targets of criminals. Five teachers are known to have been targeted in Durban schools alone.

Teachers in other regions have been assaulted, victimised and intimidated on school premises by criminal elements, said Sadtu.

The department has responded by offering one unarmed guard per school – but the teachers have rejected this as laughable.

"What the department is actually doing is taking security guards from

some schools and redeploying them in schools in KwaMashu and Umlazi," said Sadtu provincial chairman Edwin Pillay.

The department could not confirm that R4.5 million had been budgeted for security at schools.

Although the chalk-down was sparked by the issue of security, it has snowballed into general dissatisfaction with education conditions in the province. Other grievances are:

- ☐ The non-distribution of new syllabi and specimen examination papers which are vital for the first common examination under a single department;
- ☐ Schools in some areas still do not have literature or set books;
- ☐ The "unilateral" appointment of examiners and sub examiners by the MEC;
- ☐ The continued employment of the Superintendent General of Education past his retirement age;
- ☐ Non-existence of management structures in the regions;
- ☐ The delay in completing the promotion process for school based posts; and
- ☐ The "inaccessibility" of the Education MEC, Zulu (teachers claim he cannot be reached in Ulundi most of the time).

Sadtu spokesman Ndaba Gcwabasa said Zulu had indicated he might meet teacher representatives tomorrow at a parliamentary level.

## No expulsion for me, predicts Holomisa

Farouk Chothia

**DURBAN** — Aired deputy environmental affairs minister Bantu Holomisa confidently predicted yesterday he would not be expelled from the ANC, and said the party's disciplinary action against him would be "a thing of the past very soon".

Holomisa's rescheduled disciplinary hearing, arising from his evidence to the truth commission that Public Enterprises Minister Stella Sigcau took a bribe from hotel tycoon Sol Kerzner, is due to take place on Friday this week.

Holomisa, in an address to several hundred cheering students at Natal Technikon, defended his decision to become involved in a public row with the ANC.

"If you throw grenades at me, I don't throw stones at you," he said. Holomisa was referring to Deputy President Thabo Mbeki's description of him as "malicious".

Holomisa said he had provided historical information to the commission. Neither he nor Sigcau were ANC members when Kerzner allegedly bribed Sigcau.

Holomisa said there were only a "few" ANC leaders "eloquently" advocating his expulsion, but this would not happen. "Take it from me — I will still be in the ANC," he said.

Holomisa said there were no tensions between himself and Mbeki, but that he would defend himself if he saw "schemes" designed to destroy his political career.

Some ANC leaders might feel that people like him had to be "tamed" for being "too vocal". However, he would continue to speak out.

See Page 12

## Striking teachers occupy govt offices

Farouk Chothia

**DURBAN** — Hundreds of teachers occupied education department offices in KwaZulu-Natal yesterday in a bid to force the provincial government to address widespread problems which were plaguing the education sector, SA Democratic Teachers' Union (Sadtu) deputy chairman Thula Nkomo said.

He said the strike by teachers had also spread, and most former black, Indian and coloured schools in Durban and Maritzburg had been affected.

Education MEC Vincent Zulu's spokesman Nagoor Bissety said teachers at some north coast schools had also been on strike.

Angry parents had contacted the department, demanding that "firm action" be taken against the teachers.

Bissety said parents were concerned that the strike would affect their children's performance in examinations which were due to start in about two months.

Nkomo said teachers had staged a sit-in at department offices in central Durban, Umlazi, Umbumbulu, and Mpumalanga.

He said the protest action was

aimed to "drive home the point" that the government had to address problems.

Sadtu national assistant secretary-general Mxolisi Nkosi and Sadtu KwaZulu-Natal chairman Edwin Pillay were part of a delegation involved in talks last night with premier Frank Mdlalose and his cabinet in a bid to break the impasse.

Details of the meeting were not available last night.

Sadtu's complaints included the failure to finalise the appointment of the 34 most senior education department officials.

### Reconstruction

Sydney Tshabalala, who was at retirement age, was still acting superintendent-general of education, the union said.

Sadtu also claimed it had received no indication that more than R30m of reconstruction and development funds, earmarked for education in KwaZulu-Natal, had been accessed.

Sadtu said a large number of schools in the province had not received the new syllabus, even though they were expected to write examinations on it.

## Teachers to initiate 'catch-up' scheme

Farouk Chothia

80 28 | 8 | 96  
(321)

DURBAN — KwaZulu-Natal teachers would introduce a "catch-up" programme to ensure pupils were not adversely affected by the SA Democratic Teachers' Union (Sadtu) strike in the province, which ended on Monday night, the union said yesterday.

Sadtu called off the strike after a successful meeting with provincial premier Frank Mdlalose and his cabinet.

The cabinet agreed at a six-hour meeting with Sadtu on Monday evening to address the union's concerns over poor security at schools by requesting police to step up patrols in Durban's Umlazi and KwaMashu townships.

Schools in the two townships were affected more seriously by the strike after several teachers were shot dead by unknown gunmen during teaching hours.

Education MEC Vincent Zulu said that private security guards would also provide security at certain schools until the end of the year. Unemployed people would by then have been recruited and trained as school guards.

Zulu said that other grievances of the union, including claims that many schools had not received the matric syllabus, would be tackled in the education labour relations chamber.



**BURNED UP:** Parents and teachers yesterday burn the "procedures manual" — sent to schools to help them identify "excess" teaching posts — outside the Western Cape Education Department office.

PICTURE: GUY ADAMS

## Govt vows to stick to teacher pay deal

(321)

CAROL CAMPBELL

CT 30/8/96

THE government would not renege on an agreement to pay teachers "severance" packages if they were unwilling to transfer to understaffed schools, Education Minister Dr Sibusiso Bengu said yesterday.

He was responding to media reports — which he slammed as "alarmist" — that money from the teachers' pension fund would be used to pay off "excess" staff, most of whom live in the Western Cape.

President Nelson Mandela's offer to ask for foreign assistance to boost the amount in the pension scheme was still bringing in a response and, once all agreements were on paper, Mandela would make the announcement about money for teachers' severance packages, Bengu said.

Yesterday, a well placed education department source revealed that the Taiwanese government had committed R25 million to "education development" in South Africa. It is understood that this money would be used to pay off excess teachers. Just how much the state will have to fork out for teachers' packages is also unclear and Bengu declined to commit himself on an exact figure.

Yesterday a group of about 200 parents and teachers from schools on the Cape Flats burned the "procedures manual" outside the Western Cape Education Department's offices in Cape Town.

The manual was handed to principals at the beginning of the third school term to help them and a school committee identify "excess" staff at their schools.

Mr Des Barthus, the chairman of the Western Cape Parents Teachers Students Forum, which staged the protest, said teachers and parents would not give up their fight to show the government that the loss of teachers would devastate schools.

# Mandela to intervene in teacher cutback crisis

ST (cm) 11/9/96  
(321) By NORMAN WEST

PRESIDENT Nelson Mandela is set to personally intervene in the row over the teacher cut-back crisis.

In a bid to prevent a mass exodus of teachers from the country, Mandela said in Cape Town this week he would soon hold a meeting where he would personally report back to teachers to reassure them.

He said he would address fears among teachers over rationalisation and redeployment and the possible exodus of some of the most skilled to other countries.

"I repeat, not a single teacher will lose their jobs because of a shortage of money," he promised on Thursday when he discussed with religious leaders and other community leaders how the government was tackling crime and other social problems.

He said he had asked his Director General, Professor Jakes Gerwel, to arrange a meeting with teachers and their union representatives in the near future so he could brief them on what he was doing to try and solve the teacher crisis over retrenchments.

He expressed fears that the scores of teachers opting for severance packages could cause a serious shortage of educators.

He said the government was concerned at shortcomings in the rationalisation negotiations so far.

There had not been enough consultation with all the teachers, parents and pupils which, he added, was "a genuine concern which we appreciate".

He said he also appreciated the reluctance of teachers born in the Western Cape to be redeployed to an area like Mpumalanga which was foreign to them. That was why provision had been made for severance packages.

But it now appeared that many teachers wanted to take the option of severance packages which could in fact lead to a shortage of teachers.

It could also lead to a "wholesale exodus" of teachers and not only specialists in science and maths.



(321)

*Sowetan* 2/9/96

ed the composition of parents, teachers and students associations where the union advocates equal representation of all the components.

Among other things was the involvement of students in the democratic management of the schools and compulsory payments of fees that will exclude students from disadvantaged communities.

"Sadru is determined to move from resistance to reconstruction and democracy to transform education and allow our people equal access to education including democratic management of our schools," a spokesman for the teachers said.

A number of teachers said besides the fight against certain issues contained in the Bill, they were also going to protest against the redeployment of teachers. They claimed that teachers were being

"The redeployment of teachers is unacceptable. Some teachers are removed just because they have differences with their principals."

Apart from the teachers' grievances, the Gauteng department of education is also facing mass action from parents, teachers and pupils from state-aided schools which had had their subsidies cut recently.

Roman Catholic schools have collected petitions from parents and other supporting groups against the Government's decision. Parents have warned they will embark on mass action against the decision.

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## We can pay for those golden handshakes, Bengu tells teachers

(32) Star 2/7/96

The Minister of Education, Professor Sibusiso Bengu, has stepped in to quash rumours that the Government will not be able to fund voluntary severance packages for teachers.

In a statement over the weekend, Bengu said President Mandela had called for foreign assistance to fund the voluntary severance packages and other budgetary shortfalls in education.

He said the Gauteng, Western Cape, Northern Cape and Free State education departments had experienced budget cuts over the past two years because they had been funded above the national average in the past.

As a result, he said, those departments had been forced to cut their staff complements and would be unable to provide funds for voluntary severance packages.

He said the President's initiative was progressing well as business plans were being drafted that would soon be presented to the countries that had responded positively to his requests for assistance.

"Whatever happens, the state has to accept responsibility for employer-related expenditure for voluntary severance packages," he said. He went on to assure educators that their requests for the voluntary severance package would not be turned down solely because of lack of funds.

The severance packages have been introduced as part of the Government's bid to meet the financial needs of the poorer provinces, a move that involves redeploying teachers to areas of greater need. Teachers up for redeployment who meet certain criteria can apply for severance packages. - Staff Reporter.

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# Teachers hold RDP official hostage

ART 3/9/96

ASHLEY SMITH

Staff Reporter

AN official from Cape Town's reconstruction and development programme office was held hostage for four hours by teachers who blamed him for an RDP scheme at a Langa school that went wrong.

They say blunders led to pools of water collecting at the Moshesh Primary School, resulting in a flu epidemic among pupils.

The official, a Mr Barker who refused to give his first name, was released yesterday on the arrival of his senior, a Mr Piedt, who would also not provide his first name.

The teachers said they were unhappy with the work done by a building contractor hired by the RDP office to carry out improvements, including work on the school's water drainage system.

"This was to be done by bringing truckloads of sand to the school to raise the level of the soil," said school principal Benedicta Ngalwa.

The RDP office paid him R22 800, Mrs Ngalwa said.

She said huge pools of water formed when it rained. "During the day, the pupils play in the water and many of them are now absent from school because they are sick.

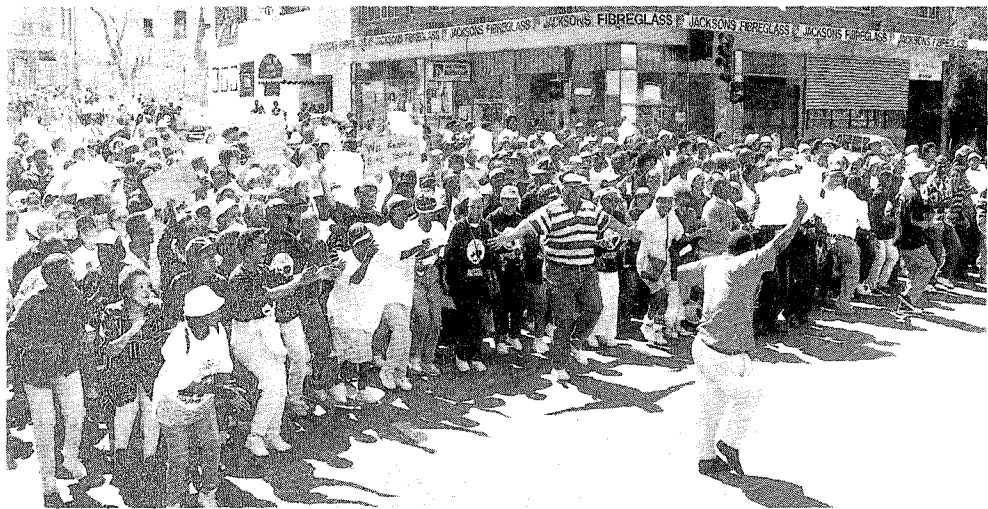
"Mr Barker claims that (the contractor) brought 23 truckloads of sand to the school, but we saw only about two or three loads being delivered."

Yesterday's hostage drama started at 9am and lasted almost four hours. Teachers told Mr Barker he could not leave until he told them why he had paid the contractor.

They also accused him of approving the job without consulting the Langa RDP committee.

After the arrival of Mr Piedt, a senior official from the RDP office in Cape Town, the teachers set Mr Barker free.

Mr Piedt said his department would investigate the claims.



## Teachers protest against new education Bill

Normavenda Mathiane

BD 319/96  
(321)  
THOUSANDS of Gauteng teachers yesterday heeded the SA Democratic Teachers' Union (Sadtu) call to protest against certain clauses in the new education Bill.

Addressing teachers at the Johannesburg Civic Centre, Sadtu's provincial education convener, Pinky Mncube, said the union

broadly supported the Bill, but wanted changes to the clauses on admissions policy, the school prefect system and free and compulsory education.

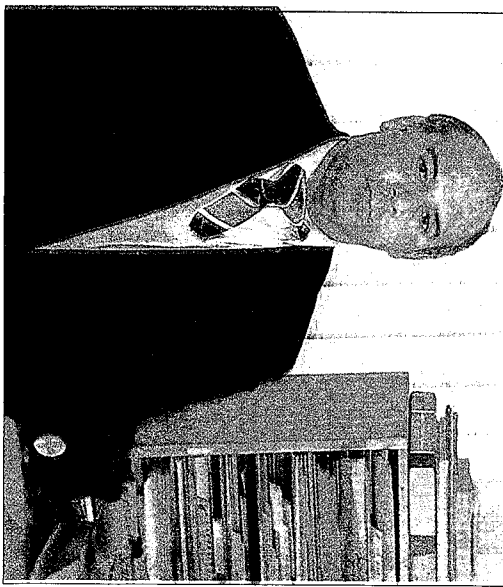
Mncube said while the Bill provided for governing bodies to determine admissions policy, Sadtu wanted education MECs to determine policy on admissions, language and religion in schools.

The union also wanted democratically elected student representative councils in schools in place of a prefect system, for which the Bill makes provision.

Later, the teachers marched to the Gauteng legislature, where they presented a memorandum to member of the legislature Firoz Cachalia, acting on behalf of Education MEC Mary Metcalfe.

Teachers toyi-toyi outside the Braamfontein Civic Centre in Johannesburg yesterday during a protest against some clauses in the National Schools Bill. They presented a memorandum addressed to Gauteng education and culture MEC Mary Metcalfe and Education Minister Sibusiso Bengu.

Picture: TYRONE ARTHUR



TIME WILL TELL: Principal Mr. Humphrey Boughman and the clock that still hasn't been repaired.  
PICTURE: YAZED FAKIER

# Teacher, parent, social worker and more

**SITTING in a tiny, cluttered office that doubles as the store-room for sports equipment and the school's supply of lamps for needy girls — Mrs. Faldyiah Patel is talking about teaching. Or rather, trying to teach while dealing with real-life problems. Problems that step straight from the sub-economic blocks of flats surrounding the school into the classroom. (I think she may be embellishing, but colleague Mr. Osman Jonkers is there to corroborate every word.) She talks about the effects of gangsterism, kids who have no hope for the future and the "Lost Generation" who've become today's parents. I ask her what a typical day at school is like. She starts at the end. This is her story:**

**"A**T the end of the day you are drained, you are mentally drained," says the acting deputy principal.

"Being situated in a sub-economic area we are already experiencing a discipline problem, we have to chase gangsters off the premises all the time. And when we put up a fence or security gates to keep them out, they come back and take revenge on us.

"Our teachers complain that gangsters are coming into their classes and demanding to speak to certain students. It has reduced some of our younger teachers to tears, so the senior teachers have to intervene and ask these gangsters to leave the premises.

"That's already a problem with a teacher in the class, so when the retrenchments start, we'll have less

teachers to help just controlling the gangsters on the one side and the kids on the other.

"Socio-economic problems have taken their toll on the youngsters at Cathkin — half of them are from single-parent families, nobody is at home to look after them, many of them come here with a lack of parental rearing so they have no sense of home values, of family values. ...

"The result is, there's a lot of aggression and you have to enforce an authority figure, but, at the same time you have to be a mother or a father figure.

"If you are authoritative and you don't explain exactly why you're doing it or why it is in their best interest, if you don't put it into perspective, they think well, you come from a middle-class area and you are looking down on them.

"In many cases the child is being abused at home, he's being pushed aside, parents don't have time for him — what he actually wants is some attention.

"They'll take a windout out that you've just replaced, for example. What it comes down to is that they just want you to take notice of them.

"To be able to say 'I'm here also — take notice of me ...

"Look at the circumstances — most times the father is either in jail or has deserted the family, the mother is trying to hold things together and she's probably doing two jobs.

"She leaves early in the morning and comes home late so by the time the child comes home, there's nobody to



LOSING BATTLE: Faldyiah Patel

welcome him or to give him that little bit of love and attention that he needs.

"What he wants is for you now, you are the only adult in his life to fill that role — the life revolves around you, the teacher.

"So even if he gets hurt, if you just put a piece of plaster on his finger, for example, from there they start seeing you as a parental figure, start respecting you. ...

"Many parents are very apathetic — even if you get them here and you say, 'you know your child stole or your child did this, they'll say YOU must do something. Now you are not only teacher — you are everything to that child ... The parents have already given up that parental responsibility and passed it on to us ...

She ventures that the process "started during the apartheid era when there was a breakdown in the socio-economic norm structure, how how do you teach children moral values if you are not there, if parents are not there. ...

"This is what has happened here — and because of that the whole moral fibre of this community has broken down."

"And it's the same for just about every other sub-economic township; children who are neglected, dirty, untidy, they haven't eaten.

"We had to start a feeding scheme at this school because many of our children are hungry. How do you achieve higher goals like education when a child is sitting in class hungry? We first have to satisfy those needs.

"What the state does not understand is that we are still waiting for teachers here. We don't just walk into a class to teach a subject.

"Many children are not concentrating in class, some of them are being sexually abused by their own parents. We've had a number of cases where the father or stepfather is drunk, or because their own parents aren't at home, this happens. Or they are physically abused or the mother is being abused.

"You can see when a child is not with you in class, staring blankly, and when you talk to them, they burst into tears and then you discover what's happened.

"Now you want to teach the child physics (she laughs at the absurdity) this child who's concentrating on 'I'll

go home my stepfather might just there ... what do I do?

"Here, you have to deal with the problems first, before you think physics or geography.

"It makes you very frustrated. There's going to be complete chaos next year. We're going to have to combine classes, we're going to have 50 in class."

"She says jobs are the first thing needed in these areas, then adult education."

"The government needs to pump much more money into education rather than less because there are many lost generations because of it, apartheid regime, who are the parents of today. ...

"Now they've decreased our monetary allocation ... they said we could apply to the RDP — that was two years ago, but we are still waiting for the school through to improve the school building.

"We need a hall desperately for parents' meetings ... Every time we want to hold a parents' meeting, we have to go and look for a church hall or some venue in the area.

"You think you can make a difference — but at the end of the day, you think 'listen, I'm fighting a losing battle, it's just not working."

**ON FRIDAY** — A story of success and hope in the classroom.

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WORKING FOR DEMOCRACY

13 ARRESTED IN MITCHELLS PLAIN

# Train stoned as pupils protest at teacher cuts

CT 4/9/96

(321)

**PUPILS** at Mitchells Plain schools, alarmed that cuts in teaching posts will probably double the size of classes, have gone on the march in the past week.

**H**UNDREDS of Mitchells Plain pupils have taken to the streets in protest at government cuts in the number of teaching posts.

In an isolated incident, pupils marching from the Portlands High School towards Spine Road Senior Secondary stoned a train. Pupils later set tyres alight in Tafelsig roads.

Police have arrested 13 Mitchells Plain pupils in connection with the burning of tyres, the stoning of private and police vehicles and other incidents in the past week. Police have used teargas on several occasions to disperse pupils.

The protests have been in response to the formation of rationalisation committees at several schools, including Beacon Hill, Oval North, Portlands Secondary and Tafelsig High.

At Tafelsig High School on Monday, police fired teargas and arrested two pupils after a privately owned vehicle was stoned in Spine Road.

Spokesman Captain Wicus Holtzhausen said the two pupils faced charges of damage to property.

Several hundred Tafelsig High School pupils took to the streets yesterday and marched to Portlands Secondary School in protest against the rationalisation of teaching posts.

They said problems surfaced at the school on Monday when the principal, Mr J Kruger, allegedly called in the police to break up a "peaceful rally" in the school grounds.

A pupil alleged that "the principal" had given the police permission to open fire.

"Then they chased us all over," the

pupil said. "It was a peaceful protest, but it turned violent."

Kruger said last night that "at no stage" had he called the police to the school, nor had he given them permission to open fire on pupils.

Pupils claimed that the police fired teargas and live rounds. Holtzhausen said last night that police had fired teargas only — and had done so only after the two pupils had been arrested and their schoolmates persisted in stoning cars in Spine Road.

"We were protesting about teachers' posts being rationalised next year," a pupil said.

"There will be between 60 and 70 pupils in a class. We can't have that."

There were between 35 to 40 pupils in a class today, he said.

The pupil said that there were about 1 500 pupils and 33 teachers at the school.

Eleven of the teachers were expected to lose their posts next year. — Staff Writer

# 1 IN 4 SCHOOL HEADS TO QUIT

## Cape teachers lash out as principals each take R1-m pay

LINDSAY BARNES AND ANDREA BOTHA

Staff Reporters

**More than a quarter of Western Cape government school principals are leaving in December.**

Most have opted for golden handshakes of close to R1 million each when the government rationalises 6 000 teaching posts.

Teacher organisations reacted with anger today to the shock announcement by the provincial Department of Education.

They said it was a "tragedy" that the cream of educationists was leaving as a

result of the policy decision to cut teaching posts. But it was understandable, as many had been offered substantial severance packages nearing the million-rand mark, said Archie Ver-gottine, president of the Cape Teachers' Professional Association.

A principal over the age of 50 with 30 years' service could expect between R800 000 and R900 000, Mr Ver-gottine said.

About 65 percent of the 440 principals leaving their posts had chosen the huge severance packages offered by the state, said Nonkhitha Makosana, for the Western Cape education department.

There are 1 697 principals at state schools in the province.

Deaths accounted for five percent of vacant principals' posts and 10 percent had retired because of ill health.

Teachers with 13 years' experience could expect payouts of R150 000, depending on the level they had reached. "The catch is, they will not be taken back into government schools," Ms Makosana said.

Don Pasqualle, provincial secretary of the South African Democratic Teachers' Union, said education would suffer by losing so many in leadership positions. But

the move could lead to increased racial integration in schools, he said. It could also help absorb excess deputy principals, who had been identified in 40 percent of the province's schools.

Mike Reeler, director of the South African Teachers' Association, said it was a tragedy that so many principals with experience and expertise were leaving the profession.

But uncertainty in the education sector and the "unpleasantness" it created made it understandable. "Nobody can ever condone the fact that

440 principals are leaving," Mr Reeler said. "It's good that some are leaving to make way for others, but to lose in one shot all that expertise..."

Employees at all eight Western Cape regional education departments have threatened to obstruct the payment of teachers' voluntary severance packages unless they are given a say in the redeployment and rationalisation of teachers.

The departments, at Athlone, Beaufort West, Bellville, George, Mitchell's Plain, Pearl, Worcester and Wynberg, have established a joint forum which has given the

WESTERN CAPE DEPARTMENT OF EDUCATION  
(321) PER 4191

Western Cape Department of Education seven days to respond to their demands in the teacher rationalisation. Failing this, they have threatened to "take action", but they do not know what this will be.

Sherville Fiedermous, spokesman for the forum, said: "We are not talking or striking."

The forum objects to Phase 3 of the rationalisation, which involves transferring office employees to regional departments. Mr Fiedermous argues this is a "displacement" of employees in the regional depart-

# Top city school loses 12 teachers

CT 10/9/96

(321)

**CAROL CAMPBELL**  
EDUCATION WRITER

THE impact of teacher cutbacks at local schools hit home this week when SACS high school advertised for nine new teachers to replace those who have taken the government severance package.

Principal Mr Gordon Law said yesterday the school had not needed to lose any teachers but 12 had "jumped" at the opportunity of taking the package. At least 6 000 teachers in the Western Cape have to be off the government payroll by the end of the year to save the education department from further debt.

Another 6 000 have to go in the next four years as the government tries to balance education spending throughout the nine provinces.

In a government agreement with teacher organisations almost all vacant posts in which the teachers are paid by the state have to be filled by redeployed teachers.

A Western Cape Education

Department spokesman said promotion posts such as principal, deputy principal and head of department could be filled in open competition as could positions that would be paid for by a school's governing body. It was likely that posts at schools with vacancies would be filled by teachers now working at schools on the Cape Flats or in the townships.

Law said: "We are hoping to keep our teacher:pupil ratio below 30 by employing some teachers at the school's expense."

● The Western Cape had 3 445 vacant teaching posts but this total included those filled by temporary appointments, Education Minister Dr Sibusiso Bengu said yesterday.

On June 27 this year, there were 32 582 teachers in the Western Cape, he said in reply to a question tabled in the Senate by Senator Abraham Williams (NP). He said the posts filled by temporary appointments were technically vacant. — Political Writer



# Exam crisis deepens as talks reach deadlock

By Farouk Chothia

**JOHANNESBURG** — The crisis over matric examinations in KwaZulu-Natal deepened yesterday after negotiations between the SA Democratic Teachers' Union (Sadtu) and education MEC Vincent Mkhondo broke down at a specially convened meeting in the education labour relations chamber.

Sadtu claimed Mkhondo walked out of the meeting in a huff, but education department superintendent-general Sydney Shabalala claimed Sadtu had done so. Sadtu KwaZulu-Natal secretary Ndaba Gwabaza said more than half of the 141 000 matric pupils in KwaZulu-Natal had not received syllabuses, textbooks or specimen papers for the new examination format.

The meeting had been called at the request of the provincial cabinet to deal with Sadtu's grievances. However, the stakeholders represented in the chamber, including Sadtu and the Natal African Teachers Union, had become bogged down in a dispute over the agenda, Gwabaza said.

He claimed that Mkhondo indicated he was "uncomfortable" at the meeting and walked out. Shabalala said Mkhondo had "excused" himself but had planned to return once the unions had reached agreement on the agenda. The unions failed to find common ground and Sadtu walked out.

Gwabaza said many schools were still using the old matric syllabus. Sadtu appealed to Shabalala as early February to make the new syllabus available to the union so that it could distribute it to schools. However, Shabalala did not even acknowledge receipt of the letter.

Shabalala said Sadtu was the only organisation which believed KwaZulu-Natal was not ready for examinations. The provincial legislature's education portfolio committee, on which the ANC was also represented, gave its "legal support" for examinations to continue as scheduled.

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# Gauteng doctors and teachers severance payout as high as R2-m for some

By Thoye Lund  
and Janine Simon

About 7 500 Gauteng medical staff and teachers have applied for re-trenchment packages which could be as high as R2-million for some.

The province's Association of Professional Teachers (APT) revealed yesterday that up to 5 000 of its members had applied for severance packages, and the Gauteng health department said more than 80% of the 2 500 applicants would succeed in their applications.

The province was still awaiting details to calculate the total cost of

the severances, but individual packages varied from R30 000 for staff with limited service to R1,5 or R2-million for senior-level managerial staff already close to retirement, said Roland Hunter, Gauteng Director of Finance and Economic Affairs.

Leave pay would be borne by the departments and constitute about 15% of the total packages.

The remainder would be borne by the State pension fund, he said, adding that a small number of cancellations had been received as people realised that their packages would not be as large as they had

expected.

The APT said the re-trenchments would be phased in over the next three years as "levels of disengagement in the profession are dangerously high".

The Gauteng education department was unable to say how many of the 5 000 applicants would be on severance packages, although director-general of education Enver Mofela said teachers would be granted packages only if their posts could be filled by a teacher of equal expertise.

"Severance is an option teachers requested and will make way

for others to move in", said Mofela, adding preference would be given to applicants closest to retiring.

More than 80% of the 2 500 Gauteng health staff members who applied for voluntary severance packages will be notified before the end of the month.

The applicants for re-trenchment who included 750 nurses, 30 doctors and 50 therapists were in four categories:

- Those who could leave and whose posts would remain vacant.
- Those who could leave but whose posts would be filled by in-

ternal promotions: for example, the province had an oversupply of cleaners.

■ Those who could leave but who would first assist a replacement through a transitional period.

■ Those whose departure would compromise service provision.

If the downsizing is not achieved, Gauteng's personnel budget stands to be underfunded by between R400-million and R500-million in 1997-98.

According to deputy director-general Dr Eric Budt, the severance packages did not threaten the heart of the health services.

12/19/96

# Teachers down chalk over probe

SABATA NGCAI

EDUCATION REPORTER

(321) (102)

ARG 13/9/96

Teachers at Masiyile Secondary School in Khayelitsha have downed chalk, demanding that the Western Cape Education Department release the findings of an investigation into "financial mismanagement and gross irregularities" at the school.

They said yesterday that, by withholding the report, the department was "deepening tensions" at Masiyile.

Last year, Masiyile was split into two with two principals because of its size.

The teachers and pupils said they would march on the department's Foreshore offices today to demand the report.

They said the department did a preliminary investigation into the allegations and a second in-depth investigation in July, and promised it would be ready three weeks later.

Last month, teachers marched to the department and were promised the report on September 2. They then faxed a letter to the department on September 5 to find out what had happened but did not get a reply.

The teachers said they were not opposed to the division of the school, which was effected with the department acting as facilitator, but objected to the way it was done.

One of the principals, Nozipho Ngele, who is at the centre of the storm, fled the school in May after pupils went on the rampage demanding her expulsion after allegations of witchcraft.

## Schools march over teacher cuts

THE desperate fight by teachers to hold on to their jobs in the Western Cape took a new turn yesterday when pupils from 15 local high schools marched on Parliament to demand that the decision to cut teaching posts be reversed.

In a memorandum to the national Ministry of Education the pupils, from Cape Flats and township schools, threatened "more drastic action" if their requests received no response by September 18.

They warned that the failure and drop-out rates of school children would increase if the teacher:pupil ratio in a class was too high. They also warned about a steady climb in gangsterism, crime and unemployment.

They expressed concern about the conflict between teachers over the "right-sizing" committees, which had colleagues pitted against each other in the fight for jobs. — Education Reporter

ET 13/9/96 (321)

# Thousands of teachers to quit

60/13/9196

(321)

Linda Ensor

CAPE TOWN — The Western Cape education department has granted severance packages to more than 4 500 teachers and hundreds of school principals at a cost, the province estimates, of about R200m.

A spokesman for the department said yesterday that in addition to the 4 857 teachers granted severance, the department had vacancies for about 440 principals. Most vacancies had

arisen because principals had opted to take golden handshakes, some estimated to be worth nearly R1m.

The department did not believe it would be difficult to fill the vacancies as there were a lot of emerging, eager young people. However, teachers' organisations have bemoaned the loss of this accumulated experience.

This year schools had to cut teaching posts by 6 000 to bring teacher-pupil ratios in line with national norms.

Finance MEC Kobus Meiring said that it was estimated the severance packages for teachers would cost R200m, which formed part of the projected deficit of R472m.

In addition, the cost of carrying the excess teachers for an additional two quarters would add a further R222m, Meiring said.

Meanwhile, Sapa reports that 11 000 KwaZulu-Natal teachers have applied for severance packages rather than be redeployed to schools in the former KwaZulu homeland.

The mass application for retrenchment follows a sustained protest by members of the SA Democratic Teachers' Union against the provincial education department's failure to address their grievances.

In Gauteng, education director-general Enver Motala confirmed that more than 4 300 teachers had applied for severance packages.

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## Business TONIGHT

Sunday special on SABC 3 at  
10.15pm. The week ahead, with

**Business Day**

NEWS WORTH KNOWING

farmers forced to change

farmers in north-  
government really wants to address  
the needs of people, we feel it can't  
leave us behind. Government needs to  
understand the strength of non-gov-  
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# Fear of social decay provokes protests

## EDUCATION WRITER

A FEAR of social decay is the major force driving parents and children on the Cape Flats to protest against the government's huge cutback of teaching jobs in the province.

In a memorandum to Education Minister Dr Sibusiso Bengu, pupils from 15 Cape Flats and township schools listed unemployment, gangsterism and high crime as serious side effects of teacher cuts.

Most of the pupils who took part in the march were from schools in poor communities where parents battle to make ends meet and cannot afford high school fees to pay for extra teachers.

The acting principal of Cathkin High School in Heideveld, Mr Humphrey Boughwan, has said repeatedly that if teachers are removed from a commu-

nity which already has social problems such as gangsterism, the situation would deteriorate.

"Why, after we fought so hard for the end of apartheid, are we being punished again?" he asked.

However, some principals have said they understand what the government is trying to do.

In March, the principal of Excelsior Secondary School in Belhar, Mr Graham Jenneker, said he accepted teachers had to go if there was to be equity in spending between all the old education departments.

"This school experienced a dramatic drop in numbers last year and I had to split classes into five or six pupils just to give teachers something to do.

"I solved the problem by taking in 400 black children from overcrowded former Department of Education and Training schools."

(321) CT 16/9/96

# Community resistance rises as teachers leave schools

**CAROL CAMPBELL**  
EDUCATION WRITER

THE government decision to cut teaching posts in the province is taking its toll as teachers pack up and leave their schools — and community resistance to the loss of teachers is growing.

Last week, the children of 15 Cape Flats and township schools marched on Parliament to try, once again, to get the government to change its mind about teacher cuts in the province.

Why, they ask, do teachers have to lose their jobs in a country desperate to improve the education of its people?

Education Minister Dr Sibusiso Bengu is standing firm — his job is to give every child in South Africa, irrespective of their colour or social standing the same opportunity to be educated — and that means redistributing the education budget, which still favours whites, then coloureds and Indians, over blacks.

His department has decided that primary schools should have a teacher:pupil ratio of 40:1 and high schools one of 35:1. For most black schools, these figures make education look like a walk in the park.

In KwaZulu-Natal, for instance, teachers in a rural village near Stanger are still battling with primary school classes of over 100 children.

When the school was visited by journalists early last year, there were no pens and paper for the pupils, there were no windows in the classrooms and most of the teachers had only a Std 8.

To get the class sizes down to 40:1 and 35:1, schools such as this one need more teachers — and if they are willing, teachers who are losing their jobs in the Western Cape can be moved in to help.

Many, for reasons such as family obligations, cannot go.

The Stanger school, which is paid for by a poverty-stricken community, is one of hundreds desper-

ate for government financial aid.

Money to improve these schools has to come from somewhere — Western Cape teachers are losing their jobs to pay for more teachers and facilities in the desperately poor communities of the Eastern Cape, Mpumalanga and so on.

By comparison, the facilities and number of teachers in Cape Flats schools are extravagant.

Mr Brian O'Connell, the head of the Western Cape Education Department, has no choice but to support the national principle of equity in providing education.

"Because most schools in the Western Cape are significantly below the national norms (35:1 and 40:1), they will lose a number of posts between now and the year 2 000 until they have reached the national norm," he said in a speech to parents recently.

The only way schools will cope with changes in education will be to approach what has happened positively.

(321)

CT 16/9/96



tion to the White Paper. The task team will be announced shortly.

\*21. Dr D J DE VILLIERS—Public Enterprises: † [Question standing over.]

### Portnet: tender procedures suspended

\*22. Post Z K MANGALISO asked the Minister for Public Enterprises: †

- (1) Whether Portnet has suspended its tender procedures; if so (a) who took the decision, (b) when was the decision taken and (c) what were the reasons for this decision;
- (2) whether she will make a statement on the matter?

N1682E

The MINISTER FOR PUBLIC ENTERPRISES:

Transnet Limited furnished the following reply to the hon member's question:

- (1) No.
- (2) (a), (b) and (c) Fall away.

### Closure of smaller railway stations

\*23. Mr A E REHVES asked the Minister for Public Enterprises: †

- (1) Whether her Department is considering the closure of any smaller railway stations; if so, why;
- (2) whether she will make a statement on the matter?

N1683E

The MINISTER FOR PUBLIC ENTERPRISES:

Transnet Limited furnished the following reply to the hon member's question:

- (1) Yes. The evaluation of the viability of any station is an ongoing process.

Railway stations are divided into three categories, i.e. Spoorport Stations, Metro Stations and PX stations.

Although personnel may be withdrawn from certain uneconomical Spoorport stations, these stations will in most cases not be closed down entirely as rail services in respect of freight and passengers will still be rendered at those points.

The MINISTER OF EDUCATION:

- (1) There were no official strikes and/or go-slows during the period 1 June to 23 August 1996 in respect of all matters under negotiation with the national Department of Education. However, there were incidents of labour action in some provinces, disputes which were later found to be province-specific. These included the following:

#### Free State Province:

The following 11 schools were affected during the aforementioned period, *Norvalia Primary* in Bloemfontein West, *Roseland Secondary* in Hartswater, *Ngweni Secondary* and *S H S Mphahle Primary* in Kromrand, *Spook Secondary*, *Mogana Langwa Primary*, *Mookodi, J C Vorster* and *Sechabong Secondary* in Maseru, *Bahile* as well as *Mamoditla Secondary* in Welkom. These disturbances were sporadic throughout the period mentioned above, with most of them lasting for a maximum period of three days.

#### KwaZulu-Natal Province

Three Education Districts were affected by strikes and go-slows in KwaZulu-Natal during the period mentioned above, namely, *Kwa-Mashu*, *Umlazi* and *Pietertunburg*. Strikes were widespread in the month of August and Umlazi during the period mentioned experienced both during the same period.

#### Northern Province

Only Tlhweng College of Education had a strike during the second week of August on fraudulent activities around admissions. A Commission of Inquiry has been appointed and is due to submit its report in mid October 1996.

#### Mpumalanga Province

A number of schools were affected by both strikes and go-slows during the aforementioned period in Mpumalanga. Most of these were as a direct consequence of problems related to teachers' salaries; shortage of teachers; racism; attempted rape of teacher by pupil; pupils shot at by a

teacher; closure of a farm school in Balltown, as well as accusations of witchcraft and demands for expulsion of suspected educators.

#### Northern Cape Province

Six schools were affected by strikes and go-slows during the period mentioned above in this province, out of which the longest go-show of them all—lasting for about six weeks—took place at *Venus Primary*.

- (2) The Education Labour Relations Act provides that any time lost by industrial action must be recovered, and arrangements for this will be made by provinces as employers, in consultation with employee parties. Nonetheless, all of the provinces affected by either strikes or go-slows or both during the period specified in the question have already indicated that extra classes would be conducted during the forthcoming September holidays with the view to recovering teaching and learning time so lost.

- (3) I have spoken on this matter, and have consistently appealed to teacher unions and organisations to make use of proper negotiating mechanisms in order to address disputes. Wildcat strikes and other unauthorised forms of action do not serve to build the Ministry of Education, and I have made it clear to the teacher unions and organisations that I cannot support their actions when there are agreed upon procedures for raising and resolving disputes.

### Erection of monument to women

\*26. Mrs D GOVENDER asked the Minister of Arts, Culture, Science and Technology: †

- (1) Whether his Department is considering erecting a monument to women; if so, (a) what will be the purpose of the monument and (b) who will be responsible for the cost of the erection thereof;

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

N1686E

The MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY:

- (1) At present no decisions have been taken about future monuments or museums.

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- (c) (i) Total cost to the State—First issue R\$1 776,65; Second issue nil.
- (ii) No costs were involved in the distribution of the report. Distribution was done by the corporate communications directorate of the SA National Defence Force.
- (2) Publication and distribution of the second issue was not put out to tender because no costs were incurred by the State.

**Teachers: severance packages/retraining**

857. Mr L LOUW asked the Minister of Education:<sup>†</sup>

- (1) (a) What amount is required for the payment of the promised voluntary severance packages to teachers and (ii) proposed retraining of teachers; (b) what amount does the Government currently have available for such (i) severance packages and (ii) retraining; and (c)(i) from what sources did the Government obtain this available amount and (ii) what amount was obtained from each such source;
- (2) whether any funds in this regard that were pledged to the Government by (a) institutions, (b) the European Union and/or (c) other countries have not yet been paid to the Government; if so, what are the relevant details?

N1548E

**The MINISTER OF EDUCATION:**

There is no simple answer to any of the questions posed. However, I trust that the following information will provide satisfactory answers to all the questions.

The voluntary severance package offered by the State is aimed at facilitating the redeployment of educators. Each application will therefore be considered against this background. This will have the effect that provincial education departments which must reduce their total number of educators will more likely approve appropriate applications for the voluntary severance package than those departments where the number of posts must be increased.

The voluntary severance package consists of two components, namely pension-related payments and employer-related payments. All pen-

sion payments are paid from the Government Employees' Pension Fund (GEF) and are based on a person's actuarial interest in the Fund. Therefore, funds in this regard are available. The payments to be made by the State as employer include payments in respect of accumulated leave, credit, housing subsidy, resettlement cost and a severance pay of one week's salary for each complete year of continuous service. Some provincial education departments, namely the Western Cape, Northern Cape, Gauteng and Free State, have been funded above the national average, funding for education. In order to move towards equity, the redeployment for these departments have been reduced during the previous and present financial years, therefore these departments do not have funds in their budgets for excess staff and have had to down-size their staff complements.

The total financial implications of the redeployment exercise depend on a number of factors. These factors include an unknown number of educators who may leave the service through a process of natural attrition, an unknown number of educators who will apply for the voluntary severance package, an unknown number of educators who will opt for redeployment and educators who are untransferable and whose posts will become in excess. It is therefore impossible to provide a reasonable estimate of what the financial implications will be.

Whatever happens, the State has to accept responsibility for employer-related expenditure for voluntary severance packages granted to assist the process of the redeployment of educators in the case of the above-mentioned education departments. Even if redeployment did not take place, there would have been further over-spending on ordinary personnel costs in some departments. In other words, additional funds would be required in any event. Apart from planning which has been done in this regard over an extended period, the President has also initiated a request for foreign assistance with regard to some educational matters, including voluntary severance packages as well as the retraining of educators. This initiative is progressing well and we are drafting business plans for a number of projects. These include upgrade programmes in the fields of Mathematics and Science, as well as programmes directed towards improving overall teacher effectiveness. As soon as these drafts are finalised those countries which have re-

sponded positively will be approached to formalise agreements. It is public knowledge that the Republic of China has already pledged R25 million towards this Presidential initiative and an agreement in this regard has been concluded. The utilisation of this amount will be finalised in consultation with the Ambassador of Taiwan.

I have committed myself to obtaining the funds required. Clearly, it is not possible to determine the exact amount that will be needed at this stage because it is not evident how many educators will apply for voluntary severance packages, how many requests will be approved to assist the redeployment process, what amount the relevant provincial education departments will be able to finance from savings elsewhere, or the amount of funds that will become available as result of the President's Education Initiative.

I have done the preparatory work that is necessary to obtain funds that may be required in this regard. When it is possible to determine exact amounts, I will proceed and inform the public.

I can assure educators that requests for the voluntary severance package will not be turned down solely because of a lack of funds. If

requesters are turned down it will be because they did not satisfy the objective, namely to facilitate redeployment, also taking into account the retention of required expertise.

**Ministry: retirements/transfers**

939. Mr T C NTSIZI asked the Minister of Arts, Culture, Science and Technology:<sup>†</sup>

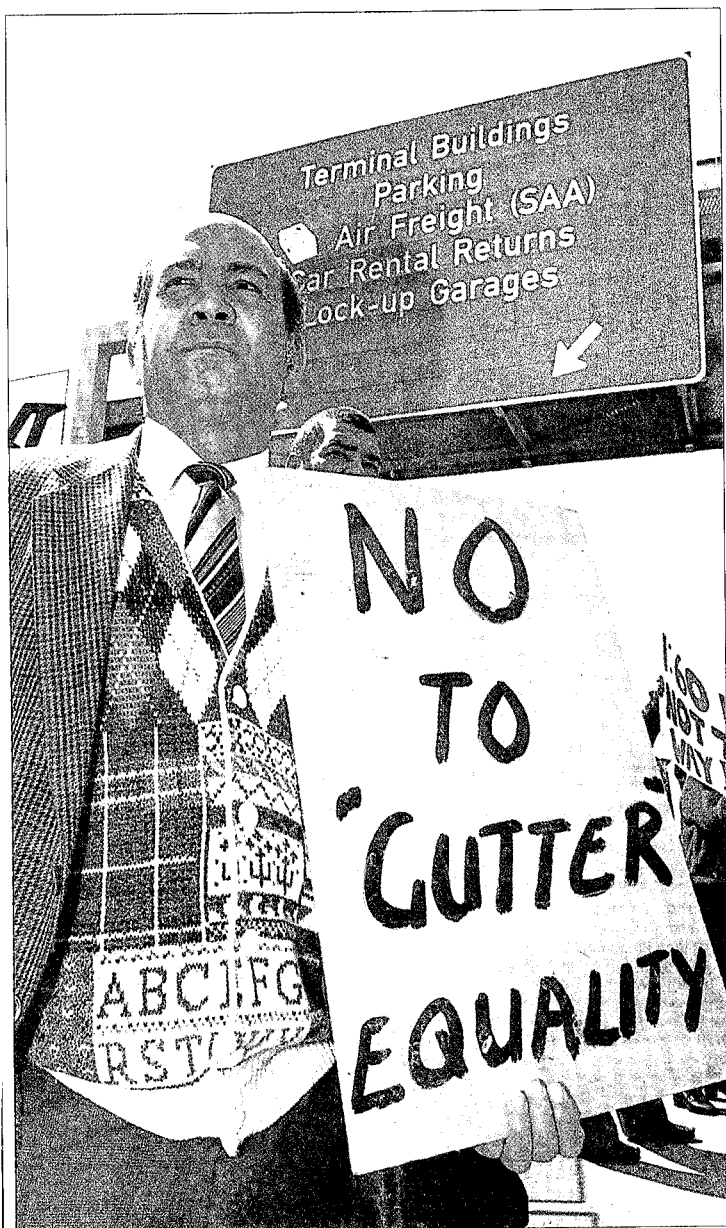
- (a) How many employees in this Ministry left the service of his Ministry during the period 1 May 1995 up to 30 June 1996 as a result of (i) voluntary retirement, (ii) retirement packages and (iii) transfers to his Department and (b) what position did each of these persons hold?

N1738E

**MINISTER OF ARTS, CULTURE, SCIENCE AND TECHNOLOGY:**

- (a) (i) None
- (ii) None
- (iii) Two employees were transferred from the Ministry to the Department.

- (b) Registry Clerk and Messenger.



**EQUALITY THE WORD:** An angry protester outside Cape Town international airport in a protest against teacher rationalisation and redeployment. The protesters left after negotiations with the police. **PICTURE: BENNY GOOL**

## Teachers protest outside C.T. 19/9/96 airport

(321)  
**ERIC NTABAZALILA**

PROTESTING teachers nearly brought traffic to a standstill outside Cape Town International Airport yesterday.

The protest against the government's teacher rationalisation and redeployment process was one of a series the teachers had promised would be held.

Mr Brian Isaacs, a member of the Western Cape Parents, Teachers and Students Forum, said the Cape Metropolitan Council and the airport management had refused them permission to protest outside the airport.

He said the protest was brought to the area so that even the tourist could see what was happening in the country's education system.

"We brought the issue of rationalisation to the government and to the Department of Education, and all they did was to drag their feet in resolving it.

"We need the government and those in favour of rationalisation to know it is unworkable," he said.

Ms Charmaine Lodewyk, public relations group manager for the Airports Company, confirmed the protest was illegal.

"The teachers requested permission to protest outside the airport last Friday and we refused to grant them the permission," she said.

She said no flights were delayed and no complaints were received.

The protesters agreed to move off Ring Road, in front of the airport, after negotiations with policeman Captain Pierre Hugo.

The protesters left the area, promising to return with more people, including parents and students, and chanting slogans such as "No Sarafina", "No Olympics" and "Less politician and more teachers".

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# Teachers hired as 'role models'

CT 26/9/96

(321)

**OWN CORRESPONDENT**

LONDON: Teaching in the Western Cape has its difficulties, but being physically attacked by pupils is not usually one of them.

Thus 27-year-old Mr Anwar Khan from Athlone was ill-prepared for the glass test tubes which were flung at him as he turned his back on a London class to write on the blackboard.

"It was a very rough school," recalls Anwar with a smile. "A girl threw a pair of scissors at me, and then outside the classroom she burnt her tie in front of me!"

And what provoked her rather extreme reaction? "I expect people to work when I teach, not just sit there and do nothing," he says simply.

It is teachers like Anwar that London's teacher agencies have gone all out to lure here — as "role models" for the multicultural children in huge inner city schools.

South African teaching qualifications are not fully recognised here, which means

the agencies place them as "secondary" or "supply" teachers, and pay them about £40 (R280) a day less than the local teachers.

"Plus the agencies take a 35% cut, but we are still left with at least £80 (R560) a day — before tax — which is a fortune to us, so everyone wins," says Anwar.

"The pupils over here are so much more street-smart than at home, and much less respectful. They know their rights, and they let you know it — especially if you're a supply teacher.

"If you chastise them, for example, they challenge you: 'Are you telling me I'm stupid?', which is infringing their rights."

Teachers are forbidden to touch pupils at all; not to separate them when they are fighting, or comfort them when they are distressed.

For all the frustrations of teaching in central London, Anwar is not about to rush back home.

"Especially not since I heard 5 000 teachers were retrenched in the Western Cape!" he says.

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step, then we could leave it to the SA Revenue Service to decide within the context of the provisions of the Income Tax Act.

**THE MINISTER:** Madam Speaker, this is noted. But one of the difficulties which draws of course, arises in that context is where one draws the line between the powers. To what extent does the Minister get involved in the nitty-gritty detail of revenue collection? Perhaps it is something that we need to resolve within the context of the Joint Standing Committee on Public Accounts or some other institution within the parliamentary system.

*Question standing over from Wednesday, 9 October 1996.*

### Policy on Importation/Exportation of Hazardous Wastes

\*29. **MR GIL MAHL ANGEL** asked the Minister of Environmental Affairs and Tourism:

Whether, with reference to certain public statements made by various former environment ministers with the purport that it was South Africa's policy that there should be no importation and exportation of hazardous wastes, particulars of which statements have been furnished to his Office for the purpose of his reply, the Government is reconsidering its policy on the importation and exportation of hazardous wastes; if not, what is the position in this regard; if so, (a) for what reasons and (b) what provision is to be made to enable the participation of all interested and affected stakeholders in the reformulation of such policy?

N1823E

**THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:**

Madam Speaker, the answer to this question is rather long. I would beg the indulgence of the hon. **Gwen Mahlangu** and ask leave to table the answer.

*(Reply laid upon Table with leave of House.)*

No, the government's importation and exportation of hazardous waste policy is as prescribed by the Basel Convention and its amendment. The importation policy has not changed since the former Environment Minister **Gert Kozé** announced a cabinet sanctioned ban on all imports of toxic waste in 1990. This announcement did not refer to the exportation of hazardous waste or the extensive description of hazardous waste

as given by the Basel Convention. A moratorium on the import of toxic waste for final disposal on land has been in place since this announcement. In South African law there is no definition to distinguish between "toxic" and "hazardous" waste except as deduced from the Basel Convention. Neither former ministers **Kozé**, **Van Wyk**, **De Villiers** or myself have issued statements regarding the exportation policy on hazardous wastes. South Africa has been exporting scrap metal for recovery and recycling for many years. There has been considerable international uncertainty on the description and status of scrap metals and other recyclable materials as waste. After the Basel Convention came into force locally in 1994 these materials have been treated as if they fall under the control of the Basel Convention. The majority of the uncertainties on hazardous waste definitions and descriptions are expected to be resolved internationally next year at the fourth meeting of the Conference of Parties, when agreed lists of waste subject to and not subject to the Basel Convention are due to be adopted. These lists are essential to effect the amendment to the Basel Convention which stipulates a ban, effective from 1 January 1998, on the movement of waste for recovery/recycling from OECD to non-OECD countries. Since the Basel Convention is a legally binding instrument regulations incorporating these lists, under the Environment Conservation Act, section 24 (f), should follow in order to implement the international obligations of the Convention.

(a) Falls away.

(b) Reformulation of the hazardous waste policy falls within the realms of the CONNEP, Integrated Pollution Control (IPC) and Waste Management processes. These processes do allow for the participation of all interested and affected parties.

*New questions:*

**Pretoria Central Prison: gallows dismantled**  
\*1. **Prof B TURK** asked the Minister of Correctional Services:

- (1) Whether the gallows in the Pretoria Central Prison has been dismantled; if not, why not; if so, what are the relevant details;
- (2) whether he will furnish details on the physical effect of hanging on human be-

ings; if not, what is the position in this regard; if so, what are the relevant details;

- (3) what is his or his Department's policy on hanging as a form of imposing the death penalty on human beings?

N1826E

**THE MINISTER OF CORRECTIONAL SERVICES:**

- (1) Madam Speaker, the answer to the first part of the question is yes. I am told that the instruments were destroyed by burning.

- (2) The second part of the question is rather strange. I think that perhaps the hon. member should consult the Minister of Health, since I am not a medical doctor. But on a more serious note, issues which have to do with hanging are the responsibility of the Department of Justice. Therefore perhaps the Minister of Justice can answer the second part of the question.

- (3) With regard to the last part of the question, the department has no policy on hanging.

**Prof B TURK:** Madam Speaker, arising out of the Minister's reply, I am disappointed with the answer to the second part of the question, because the Minister of Correctional Services is responsible for the facilities and for the whole prison. Therefore this is a matter for the Minister. I wonder actually a matter for the Minister. I wonder whether the Minister could tell us, from the records of his department, what the physical effect of hanging is on human beings. I think the country should know. That is my first question. Can he tell us from his records, not from the doctors' records, what the effect is on the human body of being extended in that way? [Interjections.]

**THE MINISTER:** Madam Speaker, the House has already answered. They die. [Laughter.]

**Prof B TURK:** Madam Speaker, further arising out of the Minister's reply, has the Minister any information on the trauma of stays of execution and the subsequent confirmation of sentence, such as practised in the United States, on the families of people who have been subjected to execution? **THE MINISTER:** Madam Speaker, we would have to consult either psychiatrists or psychologists, and I am neither. [Interjections.]

**THE SPEAKER:** Order! Hon Prof Turk, I would

point out that the last question was in fact a new question. It did not arise from the answer. Every supplementary question that you now put has to arise from the answer.

**Prof B TURK:** Certainly, Madam Speaker. Further arising out of the Minister's reply, is he aware of the fact that in his prisons—to which I happened to be a visitor at one time for several years—there are psychologists employed among the prison staff as warders who are very familiar with this whole process? Has the Minister any information at all—that is, information gathered from his psychologists—warders—on the psychological damage done to prisoners and prison morale of hanging and that whole process? Does he have any information on this? This arises directly from my question.

**THE MINISTER:** Madam Speaker, such studies have never been carried out, and therefore that information is not available.

**THE SPEAKER:** Order! Hon members, I am informed that the President has requested Father **Abhahiswa** to respond on his behalf to Question 1 on the Question Paper, addressed to the President of the Republic.

**President of the Republic:**

**Retrenchment packages for teachers: money from other countries**

\*1. **Mr M J ELLIS** asked the President of the Republic:

Whether any countries have promised money following his appeal to foreign countries to assist in the funding of voluntary retrenchment packages for teachers; if so, (a) which countries, (b) what amount was promised by each such country and (c) what amounts had been received as at the latest specified date for which information is available?

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**THE DEPUTY MINISTER OF EDUCATION (for the President of the Republic):**

*(Reply partially laid upon Table with leave of House.)*

Since 1994 the Government of National Unity has undertaken the complex task of effecting a fundamental transformation of the education system in line with the imperatives of our new democratic constitution. This requires in large measure that urgent attention be given to the

multiple needs of training, redeployment and the retraining of teachers.

On many occasions when I met the leaders of foreign countries, they offered their assistance to South Africa in achieving our goals of transformation. Given the critical shortage of funds available from the national budget to achieve our education priorities, I addressed letters to the heads of state or government of a number of countries in which I requested their support for this important task.

I am very pleased to report that the response was overwhelmingly supportive. While funding for voluntary retraining packages will not be possible from foreign donors, specific pledges towards the capacity-building of teacher corps, as well as the retraining and redeployment of teachers, have been received from the following countries:

USA: \$19 million to support teacher training.

Canada: Up to CAN\$8 million for teacher training initiatives.

Germany: The equivalent of DM3 million for teacher training.

Denmark: They expressed willingness to continue to assist with teacher training.

France: H17 million earmarked for the redeployment of teachers to less favoured areas.

Switzerland: B1.8 million for the purpose of the transformation of the education system.

UK: Increased support for teacher training, but no details have yet been provided.

Netherlands: Funding for the redeployment or retraining of teachers is presently being considered.

Belgium: The Government of Flanders responded favourably. The amount to be received is still being reviewed.

Ireland: An additional amount of 50 000 Irish pounds, above the 2 million budgeted for 1996 in the field of education and training projects.

Australia: Already committed USD5 million to be utilised over the next two years.

RDP fund controlled by the Department of Finance.

Japan: Has just completed a survey mission to South Africa. The outcome is still awaited.

The Malaysian, Indian and Pakistani governments are all considering sending survey missions to investigate the possibilities in South Africa.

The Department of Education is co-ordinating with the donor community regarding the exact application of the funds in terms of a comprehensive professional development programme for teachers and schools.

The international community is actively involved in the reconstruction and development of our country, particularly in the crucial field of education. For this, we are deeply appreciative.

MR K M ANDREW: Madam Speaker, arising from the hon Deputy Minister's reply, may I ask him whether, in simple language, the answer to the first part of this question is simply "no", or that no country has promised money to assist in the funding of voluntary retraining packages for teachers?

THE DEPUTY MINISTER OF EDUCATION: Madam Speaker, I thought the answer was very simple. I said here, right at the end, that the following amounts have been received. The reply includes a list of countries and the amounts which have been received.

THE SPEAKER: Order! I think that does answer your question.

MR K M ANDREW: Madam Speaker, I am just rising to get clarity. I was listening. Immediately prior to that, did the hon Deputy Minister not say that the money as such would not be used for the voluntary retraining of teachers, but would be used for various things, such as capacity-building and other such things? Therefore, for the purpose of clarity, will all or part of these amounts that have been listed as funds received from foreign countries be used specifically to fund voluntary retraining packages for teachers?

THE DEPUTY MINISTER: Madam Speaker, the answer that I read was in response to the question as formulated.

MR K M ANDREW: Madam Speaker, quite honestly, the Deputy Minister is simply evading the point. The question, as stated, says:

Whether any countries have promised money following his appeal to foreign countries to assist in the funding of voluntary retraining packages for teachers...

The answer to that is either "yes" or "no". Either countries have promised money for that purpose or they have not.

They may have promised and given money for other purposes, but the question is quite straightforward. If the Deputy Minister does not want to answer the question, he should say that he does not want to answer it. The remains of gabflog-gab and waffle that were read out were a case of trying to avoid answering the question rather than actually providing information that would answer the question. I simply ask him to answer the first part of the question. Is the answer "Yes", money was promised and given for that purpose, or is it not? [Interjections.]

THE DEPUTY MINISTER: Madam Speaker, if the response is not clear to the hon member, I would suggest that he reformulate his question and resubmit it to the President of South Africa.

MR K M ANDREW: Madam Speaker, I think it is a disgrace that a Deputy Minister lacks the intelligence to know the difference between "yes" and "no", which is clearly the answer required by the question. [Interjections.]

THE SPEAKER: Order! That is a speech, not a follow-up question. I am sorry, but it is not of order for you to have made that comment. The reply will be asked. I would like to suggest that if that answer is not satisfactory, the matter then be taken further by a further question to the President.

Mrs G N M PANDOR: Madam Speaker, on a point of order. You have indicated that that remark was out of order. Could Mr Andrew be asked to withdraw that remark?

THE SPEAKER: Order! I think it was a personal remark directed at the Deputy Minister. Mr Andrew, I feel you should withdraw it.

MR K M ANDREW: Madam Speaker, may I address you on the subject?

THE SPEAKER: Yes, you may. [Interjections.]

MR K M ANDREW: Madam Speaker, with all due respect, if you read the question...

THE SPEAKER: Order!

MR K M ANDREW: Madam Speaker, may I just address you?

THE SPEAKER: Order! The question is not whether the remark was justified or whether you had reason. My ruling was that that was not a parliamentary remark to address to a Deputy Minister.

MR K M ANDREW: Madam Speaker, which response was not parliamentary? I believe that the Deputy Minister, in hearing both Parliament, the National Assembly, and me, and the person who placed the question with contempt.

THE SPEAKER: Order! No, what you said—I can get the exact Hansard record—was that he "lacks the intelligence and does not have the good sense". Those are the remarks which I have asked you to withdraw.

MR K M ANDREW: Madam Speaker, may I address you again? One is not casting aspersions on the honour of a person if one believes that that person is lacking good sense in a matter. Surely that is not unparliamentary?

THE SPEAKER: Order! "Lacking in intelligence". Is I would like to look at the exact words that you used. I will get the Hansard record and come back to you on the matter.

Now questions resumed:

THE SPEAKER: Order! Is there anyone here to answer Question 2?

THE DEPUTY MINISTER OF HOME AFFAIRS: Madam Speaker, I am here. Can you see me?

THE SPEAKER: My apologies, hon Deputy Minister.

THE DEPUTY MINISTER: Madam Speaker, I am standing in for the Minister. On behalf of the hon Minister, I would like to apologise for his not being here to respond to the question of the hon Member. I am sure he has denied the hon member a good fight, but I hope he will allow me to read the response on behalf of the Minister.

Applications for identity documents/renewals

\*2. Mr T M GONWE: asked the Minister of Home Affairs:

(1) How long does it take for an (a) identity document application and (b) application for the renewal of a lost identity document to be processed and to be ready for collection by the applicant;

# Get involved, teachers urged

SABATA NGCAI

EDUCATION REPORTER

ARG 15/11/96  
Teachers should take part in policy discussions and ask the authorities tough questions to make education policy effective, says Brian O'Connell, head of the Western Cape Education Department.

He appealed to teachers for support in implementing education policy because he worked under pressure.

Mr O'Connell was speaking yesterday at the opening of a two-day conference on "Educational policy formation and implementation: bridging the gap at the University of the Western Cape".

"Teachers have not been consistent participants in policy discussions and it is time to make their voices heard," Mr O'Connell said. "You and I have been excluded. I have to implement the policy and people get angry and we fight," he said.

(321)  
Mr O'Connell said he was merely a manager of policy made from the top. He encouraged teachers to ask tough questions "which are not supposed to be asked so that the policy can be effective".

"Policies fail because the space to ask difficult questions is denied," Mr O'Connell said. "To the policy formulators, if the policy is right everything is right and those who do not embrace the policy enthusiastically are sometimes seen as evil or as people with ulterior motives."

He said policy adoption was easier than its implementation. Mr O'Connell said policy was about change and people in the Western Cape had not been prepared for its implementation.

Teachers had raised concerns about the proposed "rapid change in the education system" and asked if all the changes could be achieved overnight. "As a manager of the system I share those concerns but I must remain optimistic that we will do it."

# Cape teachers seek unity

EDUCATION WRITER

CT 21/11/96

(32)

A NEW effort to unite Western Cape teachers in one, non-racial trade union was launched yesterday in an effort to give teacher's more teeth in their fight for better treatment from the government.

The 53 teachers who attended the meeting signed a "declaration of intent".

Among them were long-standing members of the South African Teachers' Association (Sata), and some members of the Cape Teachers' Professional Association and the Suid-Afrikaanse Onderwyssersunie.

The South African Democratic Teachers' Union (Sadtu) was not involved in the talks and, with some of the other existing teacher associations, will compete with the new union for members.

CTPA president Mr Archie Vergotine, who was in Pretoria yesterday,

said he was not involved in the talks.

At least 12 000 of the 39 000 teachers in the Western Cape are to lose their jobs over the next four years as the government cuts education spending in the province.

Sata spokesman Mr Mike Reeler said the new union would give teachers more power and a louder voice in negotiations with the government.

Sata, which is 109-years old, would disband and its members would be encouraged to join the new union, he said.

"We are a small organisation and expensive to run — a united body will be able to provide a far wider service at a much lower cost."

It is not known if the new union will affiliate itself to the National Professional Teachers' Organisation of South Africa (Naptosa), which most of the smaller associations are affiliated to.

Ownership of Sata's R1,8 million house in Rondebosch would also have to be negotiated, he said.

● Vergotine confirmed yesterday that he would be resigning from teaching at the end of the year.

He was taking a "package" and would leave his job as principal of Ravensmead High School on December 31 but had been asked to finish his term of office with the CTPA.

The CTPA, led by Vergotine, caused a major upset in the middle of talks earlier this year with the Western Cape Education Department about teacher job losses when it withdrew from the Western Cape Council of Teachers' Organisations.

The move weakened the support of the smaller teacher bodies but enabled the association to have a bigger representation for its members in the negotiations.



# Teachers face pension pay delay

(321)

By JESSICA BEZUIDENHOUT

MORE than 2 000 unemployed Western Cape teachers who accepted government retrenchment packages at the end of September may have to wait until after Christmas for their money.

Teachers' unions expressed concern this week that delays in the Western Cape Education Department and the Department of Finance, which paid out the pensions, could mean that teachers would receive their cheques only next year.

The 2 000 teachers likely to be affected by a delay were the first among 6 000 to accept the retrenchment package.

A further 3 178 have accepted the package in terms of the department's rationalisation programme and are due to leave the service at the end of next month.

When teachers left the civil service at the end of September, they were paid their last

month's salary and a severance portion of their package.

This included payment for accumulated leave, subsidy and medical aid contributions for six months and one week's salary for every completed pensionable service year.

"In some cases the amount may have been substantial, but for the majority of teachers it was really not much," said Cape Teachers Professional Association (CTPA) provincial vice-chairman George Kroneberg.

He said that most teachers who had opted for the September package had done so in the hope that the pensions, generally paid out within 60 days, would be released before the Christmas holiday season.

The CTPA had not been able to determine if any of the 2 000 teachers — who were now unemployed — had received the balance of their retrenchment package.

The application forms signed by the teachers had indemnified the government against

paying interest on retrenchment payments, Kroneberg said.

Basil Snyers, deputy chairman of the SA Democratic Teachers Union (Sadtu), said the Western Cape Education Department under Education Minister Martha Olckers was to blame for the delay.

"One can only believe that the payment of retrenched teachers' money will become another political tool in the province," Snyers said.

Teachers' unions represented on the Education Labour Relations Council were scheduled to meet the education department next week and would raise the matter, Snyers said.

A spokeswoman for the department said more than R60 million had been paid out to teachers who left in September.

She said the payment of pensions was the responsibility of the Department of Finance in Pretoria.

ST (cm) 24/11/96

PROVINCE 'LACKS POLITICAL WILL'

# Teachers' pensions snarled in red tape

CT 24 29/11/96

(321)

**WHILE** teachers who took retirement packages in September wait for their payments to be processed in Pretoria, the paperwork is still in Cape Town. **CAROL CAMPBELL** reports.

**A** RED tape bungle in the Western Cape Education Department means that over 70% of teachers who left their jobs two months ago for a government severance package have not received their pension payout.

The pension money makes up most of the package. For instance, in one extreme case, a teacher has already received R75 000 severance money but is waiting for a R1,3-million pension payout.

And, to make matters worse, the paperwork that has to be processed by the departments of education and finance in Pretoria before teachers can get their money is still in Cape Town.

The South African Democratic Teachers' Union (SadtU) provincial secretary Mr Don Pasquallie said of the 5 484 teachers whose severance packages had been approved only 1 685 had received some money. This meant close to 4 000 people were still waiting for their cash.

Mr Brian O'Connell, head of the provincial education department, said this figure was inflated. Only 1 285 applications had not been processed because many teachers had decided to change the

date of their leaving from September to December — which had jammed the system.

SadtU, with the Western Cape Council of Teacher Organisations (WCCTO), accused the education department of "mismanagement" and both have demanded to be told when teachers will get their money.

In a letter to the WCCTO O'Connell assured teachers that outstanding forms would be processed by the end of this month and sent by courier to Pretoria.

WCCTO chairman Mr Sam Pienaar said he understood this to be December 31, 1996.

Pasquallie said it was clear the National Party-run province did not have the "political will" to make a success of the rationalisation process and was intentionally making the national education

department shoulder the blame.

"People have been sitting without any income for over two months — the situation is ridiculous," he said.

He warned that such a severe bottleneck so early in the rationalisation process would undermine the five-year rolling plan which would see the end of 12 000 jobs.

In a separate development, SadtU has declared a dispute with the education department for excluding them when appointing new education management.

The union claims that by leaving them out of the selection process the department is reneging on an Education Labour Relations Council

agreement which guaranteed unions "observer status" during WCED job interviews.

But the department's reticence at including unions is well founded — it is being sued by some staff for allowing teacher unions to dictate new appointments and so, allegedly, favouring union members for senior jobs.

*"People have been sitting without any income for over two months — the situation is ridiculous."*

**SADTU Provincial  
Secretary Mr Don  
Pasquallie**

# Teachers want say in appointments

SABATA NGCAI

EDUCATION REPORTER

ARG 30/11/96

The South African Democratic Teachers' Union has instructed its attorneys to demand that the Western Cape Department of Education stop employing new teachers until the unions are involved in the process.

Union attorney Anton Steenkamp said he was faxing a letter to the department and if it failed to accede to the demand the lawyers would proceed to the industrial court to seek an interdict.

Provincial Education Minister Martha Olckers said the department had nothing to do with the appointment of teachers. She said there was no arrangement that the unions should be part of the selection process.

"It would be a bad day for education in the Western Cape if the unions were allowed to take part in the process," Mrs Olckers said through ministry spokesman Johan de Wet.

■ The union has accused the department of "mis-managing" the process of teacher rationalisation in the province. It stated that of the 6 600 applications for severance packages sent to the department, only 1 685 teachers had received their packages.

'TRADITIONALIST' DECIDES IT'S TIME TO QUIT

# Dark cloud over education

CT 29 III/196

(32)

**AT LEAST 400 Western Cape school principals are among the 5 884 teachers who will leave quit by the end of the year.**  
**Education Minister CAROL CAMPBELL reports.**

**W**HEN Mr Bob Shepherd leaves his desk in the principal's office at Pinehills North Primary school on December 3 it will be the end of an era. He has been at the small suburban school since 1956.

After 20 years at the "red" school (so named because of the children's uniforms) Shepherd, 56, believes it is time to go — the circumstances of his, and thousands of other teachers' departure leaves a dark cloud over education in South Africa.

The Pinehills head (who has 34 years' experience) is one of about 400 principals and 5 484 teachers in the Western Cape who will have taken voluntary retirement by the end of the year.

O'Connell of the Western Cape Education Board (WCEB) says the biggest loss of educationists is yet to be recorded anywhere in the world.

While Shepherd acknowledges the cuts in state spending on educa-

tion, and hence the loss of teaching jobs, are necessary to redistribute government resources, he is concerned about the effect on education. "You won't measure the damage in the next few years," he says.

He calls himself a "traditionalist" — which means he insists his pupils know their "times tables". His school is one of the very few that still teaches English grammar. "I am going because I am finding it difficult to keep up with the change in the way of thinking," he says.

As a maths teacher, Shepherd says he often sees pupils who are lost without a calculator. "We are not teaching them how to think any more."

Looking back at 25 years' experience, he says he has seen the best of his time. "I found my current pupils would learn to cope with the problems he posed them."

"This doesn't mean they aren't bright, it's just that we've stopped

teaching them things we think might be too difficult."

Shepherd has no plans for next year — except to enjoy his retirement at home in Pinehills. The irony of the teacher cuts is that the man who has stood beside him through all his years at Pinehills North, and who would be well suited to "show" shoes, is also going to leave.

Mr Ruz Beck, the vice-principal, insists that he would be a "lousy headmaster". "It's not a job I want and there is very little incentive for people like myself to stay in the classroom. I went into this job to teach and that is what I always wanted to do."

Beck comes from a family of teachers. His uncle, Mr Ken Beck, was a co-founder of Westford High School. His wife Mary is a Sub A. "This is a momentous time in education ... it is very traumatic. It's important not to be cynical but to rise and meet new challenges."

● Mr Melwyn Caroline, president of the Western Cape Principals' Association (WCEPA), said while it understood the need for equity and redress in education, it was concerned about the process embarked upon to get there.

The rationalisation process has different in it a destabilising factor. Teachers had and would continue to have a ripple effect on education, it said.

WCEPA cannot accept the ratios of 1:3.5 and 1:40 as being educationally sound. The ratio 3.5:1 is an economic expedient.

● See page 5



**FAREWELL TO AN ERA:** Pinehills North Primary School principal Mr Bob Shepherd and his deputy Mr Ruz Beck wrap up the last of their marking before they finish off at the school next month. Both teachers are leaving because of government spending cuts in education.

PICTURE: ALAN TAYLOR

ALFRED DUNHILL

# STATE DUMPS KATZ ON TAX

(320) FM 6/12/96

**Has government** lost confidence in the Katz Commission as its main instrument for making tax policy? What other conclusion can be drawn from the decision, announced this week, by the Department of Finance, to set up a National Retirement Consultative Forum?

The forum was promised as long ago as March, when the Budget was presented, to reconcile the irreconcilable: Katz's call for additional taxes on the accumulation of retirement money and the urgings of the Smith Committee to strengthen the system of private provision for retirement.

tiement finances.

Finance plans to publish the proposals in a White Paper in time for government to consider them for inclusion in the 1997-1998 Budget.

The decision has been welcomed by SA's life assurance industry. Fedlife MD Morris Bernstein says the industry has been pressing for the formation of the forum for some time, with backing from the Life Offices Association and the Institute of Retirement Funds.

This is confirmed by Life Offices Association executive director Jurie Wessels and Liberty Life vice-chairman Dorian

enue Services through the grant of autonomy — a process now being implemented at last.

Sanlam GM George Rudman estimates the forum will not be able to make a final decision on the issues in time for next year's Budget. And he is concerned that many skilled individuals are contemplating early retirement to escape any new pension tax dispensation. Therefore he recommends that government undertake, now, that the 1997-1998 Budget will not implement major changes to the retirement tax regime.

The Ministry of Finance deserves praise for, at last, taking this firm decision. *Robin Friedland*



Opposition from Katz caused the long deadlock on the matter — now broken.

The forum's terms of reference are to assist government in formulating a national retirement provision policy which has been broadly canvassed with all major stakeholders — not just the mandarins of the Katz Commission.

Interested parties and stakeholders are invited to attend the first plenary workshop on January 9. It will give them the opportunity to debate old-age assistance, private-sector retirement provision including the tax aspects, and public-sector (including local authorities and public corporations) retirement provisions.

Government sensibly wants the forum to consider medical aid (though it is not within Smith's terms of reference) because of its increasing importance for re-

Wharton-Hood. The latter says the forum should have been established in April and have finished its work by now.

The creation of the forum should be read in the context of basic criticisms of Katz's approach to vital economic issues. His proposed taxation, at 30%, of hitherto tax-exempt pension and retirement annuity funds would have seriously damaged contractual savings which have become SA's main source of capital. Implementing them would have been the equivalent of eating the seed corn.

In the event, union opposition limited the tax to 17% and confined it to interest and rental income.

Katz argued the tax was needed to combat tax arbitrage. Wrong. The remedy for arbitrage was, and is, to address the administrative problems of SA Rev-

# Thousands of teachers bid farewell

CT 3/12/96

(321)

**THE PROVINCIAL EDUCATION** chief has assured retrenched teachers they will be paid out. **CAROL CAMPBELL** reports.



**T**HOUSANDS of Western Cape teachers will bid their pupils a final farewell today when their jobs are cut — and woman teachers have found they are getting a raw deal with severance payouts being far smaller than their male colleagues'.

In what has been described by Mr Brian O'Connell, the head of the Western Cape Education Department, as the greatest loss of expertise in the history of world education, 5 484 local teachers, including 400 principals, will quit their jobs by the end of the year.

In the next four years another 6 000 will have to go.

Yesterday O'Connell assured teachers the government would not renege on its agreement to pay out their "packages" (severance pay and their pension money), but that the single mass exodus from the profession was causing "administrative blockages".

Those who left teaching at the end of September should "hopefully" receive the lion's share of their payout by the end of the month, while those leaving this month could expect their first cheque in January, he said.

"There is no conspiracy to delay the paying out of packages — it is just a huge administrative issue."

But, while the education department battles to cope

with the flood of applications for severance money, woman teachers are waiting to see how old, discriminatory legislation will affect the cheques they receive.

Mrs Jocelyn Parsotam, a teacher at Turfhall Primary School in Lansdowne, told how after 40 years' service she was only being paid out as if she had worked for 15 years.

"When I started teaching, a woman stopped paying into the pension scheme when she married. She was paid out pension money she had already contributed and for five years after her marriage neither she nor the government paid into the scheme.

"Once these five 'punishable' years were over, she could start contributing again but at a rate of six percent while men paid in at a rate of eight percent.

"The government's contribution to the pension scheme was also six percent for women and eight percent for men."

She told how a woman teacher lost her permanent status when she married and was called a "temporary indefinite" who could be dismissed with 24 hours' notice.

Now, women teachers were once again paying the price for getting married and for being women. Younger women had it easier because the legislation was changed for white teachers in 1970 and coloured teachers in 1984.

The deputy principal of Turfhall, Mrs Ursula Andrews, said women had been offered the opportunity of "buying back" the "punishable" years, but at today's prices.

"I would now have to pay the R542 monthly instalment to the pension scheme plus the department's contribution, making it close to R1 800 for each month I want back.

"We want to buy back those months, but for the same amount we would have paid in the '70s."

One concession teachers had won was that they could buy back the years before their marriage at the old rate.

Cape Flats teacher Mrs Jean Charles said that in her 34 years of teaching she had "worked harder than any man" for less.

"They didn't even give us time off to have children — we had to take unpaid leave."

Her colleague, Mrs Aldyth Steenveld, said simply: "Woman marched to burn passes. It's time to march again."

O'Connell said he had "great sympathy" with women who had suffered discrimination. "The rules were wrong and biased. A delegation of women have visited me and I have raised the issue with the national education department."

A spokeswoman for the national education department said the problem was being investigated and comment would be forthcoming. However, she could not say when.

# Brain-drain from South's schools

An alarming number of school principals and experienced teachers have taken voluntary severance packages in the South

By Cecilia Russell  
And Jaumeel Chaud

**T**eachers and school heads have expressed dismay at the number of teachers and principals who have taken voluntary severance packages in the South.

More than 12 school heads and 140 teachers in the South - including the Southern Suburbs and Lenasia - have been given the packages.

This was an "unprecedented brain-drain" from the schools and the education system in the South, said one headmaster who did not want to be named.

These teachers had years of experience and had contributed much to the education system.

He believes many of those who applied for these packages applied as they can no longer cope with the "uncertainty in

education."

Pressures on school principals had increased, said the headmaster.

He added many of the problems had been brought to the attention of the Gauteng Education Department (GED) to no avail. These problems included:

- no longer being able to enforce discipline at schools,
- uncertainty about school subsidies;
- having to deal with teachers whose salaries have not been paid; and
- generally a lack of direction in the way in which education will go in the future.

This made it difficult to plan, said the headmaster. He pointed out that the vacancy list for 1997 has not yet been distributed. This means many schools will start the new year without a full complement of teachers as it

would be difficult to interview and confirm appointments during the school holidays.

One of the greatest stresses for teachers is the fear of redeployment. A teacher who took

## There is a challenge in education in transition

the package said she feared being sent to teach in an area in which she did not feel safe to travel and work.

"I'd rather take any chances in the commercial world where I can choose where I want to work," she said.

Director of Education Ronnie

Swartz said most packages were given to those who felt "burnt out" and ready to leave. Packages were granted to everybody over the age of 55 who had applied for it.

He confirmed the heads of at least three high schools - Hoerskool President, Sir John Adamson and Glenvista High School - have lost their principals due to the voluntary severance packages.

In Lenasia the school hardest hit was MHI Technical High School where seven heads of department including the principal have accepted the package.

Swartz estimated it would take at least three months for the situation to normalise and for governing bodies to confirm new appointments.

Regarding teachers he said all were aware they would never be re-employed at the GED, but

no counselling had been offered to teachers who had applied for the packages.

"We are losing a lot of experience," acknowledged Swartz, "but those who are staying have a modern vision and are prepared to work in the new education system."

This view was reiterated by Lenasia MP Ismail Vadi who said that while the withdrawal of many senior educationists from the teaching scene was a loss, "it also opens the doors to many dynamic younger teachers who are eager to take on the challenges of education in transition".

Vadi, who is also an educationist by profession, said that he was convinced that Lenasia had a strong reservoir of teachers who could easily take over the reins from those who are leaving.

(321) 4444 3112/96



**NEW START:** Toasting their future yesterday are Mitchells Plain staff (from left) Mrs Beatrice Louw, Mrs Shaun Schrickker, Mrs Beryl van der Ross, Mrs Judith Kale and Mrs Laura De Doncker, with principal Mr Randall Josephs (not leaving). In front is caretaker Mr Abdul Kariem Saal. **PICTURE: BENNY GOOL**

'IMPOSSIBLE TO STRIVE FOR EXCELLENCE'

# Teachers happy to be free

**NO LONGER** committed to education, many of the teachers who took the severance "package" are trying their hands at other things. Education Writer **CAROL CAMPBELL** reports.

**M**ANY of the teachers who left Western Cape schools yesterday for a government "package" wept tears of joy because they were so happy to be escaping the South African education system.

The 3 386 teachers who have chosen to take the voluntary severance package from the end of the month are now on the streets looking for work — alongside desperate matriculants and university graduates.

Already nearly 6 000 teachers have left local schools this year, after cuts in government spending on education. The state needs the money it would have spent on

teachers' salaries in Western Cape schools to upgrade education in poverty-stricken schools elsewhere.

Mitchells Plain Primary School (No 1) teacher Mrs Beryl van der Ross, who has 15 years of experience, said she felt a great "release" knowing she would not have to return to school next year.

"It has become impossible to strive for excellence in education and I just could not carry on working like that."

Van der Ross said she would sell property in Eerste River to make a living and enjoy a work environment free of stress and politics.

The principal of Jamaica Primary School in Portlands, Mr Christ-

ian Jacobs, who has 30 years' experience, said he was leaving because "I have had enough".

"I'm all for change but it's happening too fast. There is just no direction."

Jacobs, who taught Cape Times editor Mr Moegsen Williams when he was at Vista High School in the Bo-Kaap, said he was grateful so many of his pupils had done well.

"Seeing your pupils succeed in life leaves you with a feeling of satisfaction. At least you know you have played a small part in their upbringing."

Cape flats teacher Mrs Beatrice Louw (23 years' experience) said the knowledge that she was leaving had not hit home yet.

"Right now it feels just like the school holidays, but I think when the children go back next year I will really feel the impact. I am

going to concentrate on being a full-time mother to my three children."

Louw said she had tried looking for jobs didn't really know what a woman who had been a teacher all her life could do.

Teacher Mrs Shaun Schrickker (24 years' experience) said she would knit mohair jerseys for money.

Mr Abdul Kariem Saal, who worked as the caretaker of Mitchells Plain Primary School (No 1) for 20 years, said he planned to tackle his garden, which was "a real jungle".

Mitchells Plain (No 1) principal Mr Randall Josephs, who is not leaving, said with sadness that the exodus of teachers from local schools would leave a void that could not be filled.

"I wish them well," he said.

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CT 4/12/96



# New heads for 36% of W Cape schools

CHRIS BATEMAN

WELL over a third of all Western Cape schools will begin the new year with new principals who will have replaced those who have taken the severance package, Education and Culture MEC Mrs Martha Olckers told the provincial legislature yesterday.

Asked whether she was satisfied with the service of her department in preparing and finalising the severance packages, Olckers said dedicated staff were working in shifts

through the night to complete the work — with little complaint.

She warned that the new principals would have to be given financial management skills training because the intention was to make every school responsible for its own budget — “and when the money is finished it's finished”.

Of the approximately 1 900 schools in the province (high and junior), about 700 (36%) would begin the first term next year with new principals.

Olckers told the Cape Times

after the debate that she was considering holding the actual cash allocated to each school's budget in the bank and merely making “book entries” when the schools presented accounts for items which could be bought on an ad hoc basis.

She explained that this was partly motivated by the theft of equipment that had taken place previously when it was stored centrally in the past.

The “full financial autonomy” of schools would only come into

effect once their management councils had been established — hopefully within the first half of next year.

Many schools had previously been run by civic associations or parent/teacher associations and the new management councils would be a pre-condition for financial autonomy.

Olckers emphasised that her new principals were highly competent teachers — who might only need help with honing their money-managing skills.

(321)

CT 4/12/96

# Olckers hits at 'teacher drain'

## 'Rush to rationalise' in education criticised

ARG 4/12/96

(321)

SABATA NGCAI  
EDUCATION REPORTER

**"Hastened" rationalisation of education is draining the country of expertise and leaving the education system in tatters, says Western Cape Education Minister Martha Olckers.**

In a wide-ranging interview, Mrs Olckers added her voice to increasing criticism from educationists of the rationalisation process.

Mrs Olckers said South Africa was losing not only teachers with many years' experience but department officials in management posts who were previously principals and school inspectors.

"It is almost irreplaceable expertise for a developing country like South Africa. It takes time for experienced people to be replaced. Experience is not something you can put a deadline on and say you will have it in six months."

Mrs Olckers took the central government to task for "wasting money unnecessarily" instead of investing the funds in education.

"The Government is wasting money on *Sarafina* and hiring consultants instead of spending it where it is needed most - on education."

She said the Government was chasing expertise out of the country. One of the main bangles was "hastened rationalisation". She said she "was in favour of transforming the education system, but it should be given more time."

"There is nothing wrong with transformation. There is no disagreement over it in any of the nine provinces. We all agree that we must reach equity."

The problem was that it had to be complete by 1999, which limited time for thorough planning.

"Rationalisation depends on the capacity of a particular province. There is no way you can do it in five years. It needs at least eight to a maximum ten years." The process was

putting "extreme pressure and strain" on the provincial department to implement decisions on an ad hoc basis. The department got orders from the national Department of Education and the Education Labour Relations Council to implement whatever decisions they came up with.

Discussing redeployment and severance packages, Mrs Olckers said some of the teachers who had applied for voluntary severance packages would be redeployed by consent.

Allegations by unions last week that the department still owed teachers money in severance packages were untrue.

Her department had "paid out all that was due to teachers" and if there was anything outstanding, it was to a few individuals whose payouts had been delayed for various reasons. Some teachers, for example, owed the Receiver of Revenue large sums of money in unpaid tax or were in arrears with medical aid, Mrs Olckers said.

"The process forces the department to take that route and see to it that debts owed to creditors are paid, but all teachers cleared of their debts have received their payments."

She said the money paid by the department was just a fraction of the package.

"The bigger amount, which is the pension payout, comes from Pretoria. We process the forms and send them to the Department of Finance to issue the cheques."

After we've sent the forms, it is the duty of individual teachers to do follow-ups."

Mrs Olckers admitted that not all application forms for pensions, which took about three months to process, had gone to Pretoria. "If the severance package we paid out did not pay all the debts, the debts are settled from the pension package. But this rarely happens."

She said the provincial Education Department had not budgeted for the pay-outs and the money had come from a shortfall budget which had to



Critical: Education minister Martha Olckers

be repaid to the national education ministry.

By the end of the year, her department would have spent R302-million on severance packages. So far, R98-million had been paid, and the rest would go to teachers leaving at the end of December.

Mrs Olckers said the rationalisation had resulted in 700 vacancies for principals in the province, which had to be filled in January. They had received 8 000 applications so far.

"There is a big job to be done to train the new principals. Many of the applicants have a wealth of experience but they should also go for in-service training in financial management and other aspects," she said.

Discussing the impending "drastic cuts" in financial aid to educational institutions, Mrs Olckers said she was gravely concerned and unhappy.

"The Government must wake up and fund the provinces, so that they can deliver at grassroots level where the voters are. People on the ground want to send their children to proper schools."

On the Education Bill, Mrs Olckers would not commit herself to whether or not she supported it. She said her

response would be determined by a one-day workshop on Friday at which she and education officials would compare the existing Western Cape education legislation with the new national bill. "We will consider each clause and decide what to do," she said.

On the matric examination results, Mrs Olckers said she "hopes for the best".

Rationalisation had made it a destabilising year for education in the province. "It is severe for us because we have to lose 6 000 teachers while other provinces are losing fewer than half."

But last year the Western Cape had the best results in the country in spite of the mammoth task of merging the previous four education departments into one.

She said she was particularly proud that the province had had no exam leaks, although there were some problems with schools getting incomplete examination papers or incorrect writing papers.

"We rose to the occasion and rectified the problems without prejudicing the candidates. Those smaller problems were not new, they used to occur in the past all over the country."

She said results would be released to newspapers on December 27.

On a more personal note, Mrs Olckers rejected allegations by teacher organisations and some MPs that she was "arrogant and racist".

However, she said it was a complaint that others saw her as a tough woman. "I'll remain tough. If you are not tough in this country you won't survive."

She denied she was a racist and said she was "a white Afrikaans-speaking woman". She was seen as a racist because she criticised where necessary. "Any criticism a white or coloured person levels against the Government or the ANC is perceived as racist and arrogant. I think some black people see all white people as racist."

"It's the history of the past which we must overcome. It takes time to heal the wounds. All population groups need to show honesty and sincerity when dealing with this sensitive problem."

***She was proud the province had no exam leaks, though there were some problems***

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# Teachers lay siege to home of school chief

ASHLEY SMITH  
STAFF REPORTER

ARG 4/12/96  
More than 100 teachers and parents laid siege to the Strand home of Western Cape Education Department head Brian O'Connell last night, demanding to know why teachers who disagreed with education rationalisation were being victimised.

Teachers who oppose the establishment of rationalisation committees at their schools have reportedly been warned by Mr O'Connell in writing that they will not be in line for redeployment.

About 9pm a convoy of vehicles surrounded Mr O'Connell's house in Dolphin Road, Harmony Park.

He refused to come out in spite of attempts by Leon Gossman of police provincial headquarters to persuade him to address the group.

Mr O'Connell said that he saw no reason to do so as he had an office and "my door is always open". But Brian Isaacs, acting chairman of the Western Cape Parent Teacher Forum, said teachers had made several attempts to talk to Mr O'Connell but their requests had fallen on deaf ears.

(321)

See page 14

# Olckers, Gabru slam home siege by teachers

CT 5/12/96  
WILLEM STEENKAMP

PROVINCIAL education MEC Mrs Magha Olckers and ANC education spokesman Mr Yusuf Gabru both lashed out yesterday at a group of more than 100 teachers and parents who laid siege to the home of Western Cape Education Department Head Mr Brian O'Connell this week.

The protesters, believed to be from the Western Cape Parent-Teacher Forum, besieged O'Connell's Harmony Park house for more than two hours on Tuesday night, apparently over the teacher rationalisation process.

O'Connell and his family were allegedly harassed verbally and intimidated, and the protesters banged on his doors and windows. Despite this, O'Connell refused to accede to demands to come out and address the crowd.

The protest follows O'Connell's refusal to attend a public meeting in Kraaifontein to discuss action being taken against principals refusing to co-operate with the rationalisation process, after seeing the pamphlets being distributed by the meeting organisers.

According to one of the pamphlets, O'Connell was "the person who wants to force gutter education on your child".

Olckers said she "deeply regretted" the protesters' "unruly and unbecoming behaviour", which was "expected from thugs and certainly not from professional teachers and caring parents".

Gabru also condemned the protesters' actions "in the strongest terms".

# Sexist payouts anger women teachers

EDUCATION WRITER

TWO women teachers who wanted to accept a government severance package have taken legal steps against the national Education Department for offering them less money than their male colleagues.

Mrs Margie Crossman, a teacher at Simon's Town High School, and Mrs Val Emery of Fish Hoek Senior High School, accused Education Minister Dr Sibusiso Bengu of abusing the "sexist" policies of the old government to save money.

"For years women teachers lost their permanent status when they married. They were forced to stop paying into the pension fund and, at the same time, the state stopped its contributions to the fund," said a furious Mrs Emery.

Now, although the old legislation was abolished in 1979, women teachers are finding that their pension payouts are thousands of rands lower than their male colleagues who worked for the same number of years but who continued contributing to the pension scheme after their weddings.

Even woman teachers who never married are receiving lower payouts because they only paid six percent of their monthly salary into the pension fund while their

male colleagues contributed eight percent. The state's contribution to the fund was six percent to women and eight percent to men.

Mrs Emery, a divorcee, said she could not afford to live on the pension the state was offering her.

"If I took the package I would get an R88 000 payout and a R1 800 a month pension. If I was a man I would get a R300 000 payout and a R3 000 a month pension."

To add to many women's problems is a government rule that documentation older than seven years be destroyed.

This means there is no record of the years many women worked before they left to have babies.

"In my case there is just no record of the four years I worked for the Transkei Education Department in the 1970s," said Mrs Crossman.

Senior national Education Department officials were approached for their comments on the problem last week. One, who wished to remain anonymous said: "This is a problem which we must look into." He warned that if the money was not in the pension fund it could not be paid out.

• Anyone who would like to join the women can fax through their details to (021) 782-1211.

(321) CTB 10/12/96

# Fat teachers get raw deal

**A REGULATION** barring overweight teachers from the old Cape Education Department from permanent posts is being challenged. **CAROL CAMPBELL** reports.



(32)

ET 19/11/96  
This teacher was eventually made permanent in 1993 but the "lost years" she spent as a temporary teacher have affected the size of her pension fund payout she will receive after taking the voluntary severance package in September.

"There is no question this rule discriminated against women."

She explained that in the past a woman automatically lost her permanent status when she married but, when this rule was changed, she had to fill in a job application form again and specify her weight again.

"By this stage many of us had had babies and weren't the slim young things we were when we started teaching. The men, of course, just carried on teaching, got fatter and fatter and nobody said a thing."

If a woman left to have a baby and wanted her job back later she had to fill in this same form again.

"Every year I was a temporary teacher my job was advertised and I had to be reappointed. My principal at Rustenberg during this time, Mrs Josephine McIntyre, pleaded on my behalf with the department but to no avail."

Although the teacher had a doctor's certificate giving her a clean bill of health, officials in the old Cape Education Department insisted she also see a specialist.

"The only time a doctor ever saw me was when I was getting letters from him saying how healthy I was."

Cape Flats teacher Vivienne Carelse, who until recently was also a senior member of the provincial negotiating team of the

South African Democratic Teachers Union, (Sadtu) said she was kept in a temporary post for 12 years, apparently because she had not given the e

House of

Representatives

education department her identity number when she first

applied for a job.

"In these 12 years my principal told me I was permanent and I received permanent benefits. Only recently did I find out I was temporary all along."

Looking back now at the long delay officially confirming her permanency, Carelse is convinced it was a subtle way of telling her she was overweight. "It was discrimination."

Carelse was recently made the principal subject adviser for art in the Western Cape — a senior and permanent post.

"If this rule has been carried over from the past we need to know what will happen in future. Can we be guaranteed this discrimination will stop, because what is happening now is a violation of the Constitution," she said.

THERE is a bizarre rule which prohibits overweight teachers from having permanent jobs — and, although the rule still exists, it is being reconsidered by the Western Cape Education Department (WCED).

This discriminatory regulation, which was mainly applied to women, meant that if you were deemed overweight by set department standards, you lost out on job promotions and thousands of rands in salary.

The weight criterion was one of several used to determine promotions and whether a teacher was given permanent status.

The existence of the weight rule was confirmed yesterday by WCED spokeswoman Ms Nombhla Makosana, who said all teachers wanting permanent status had to comply with health requirements laid down by the department.

"Teachers have to fill in a form in which they specify their height and weight when they apply for a permanent job," she said.

The Cape Times has in its possession a table, which most teachers do not know about, giving the ideal height and weight of a teacher who worked in the old Cape Education Department.

For instance a woman teacher between 30 and 34 years old and 1.7 metres tall had to weigh between 52 and 78.5kg.

If a teacher was a mere half a



# '11 700 teachers to go, and no redeployment'

(321)

draw 20/12/96

South Africa is to lose 11 700 teaching posts throughout the country, with the severance packages costing the taxpayer more than R778-million.

Gauteng, Western and Northern Cape and the Free State will be the worst affected.

This was confirmed by a Department of Education official, who was reported as saying no posts had been created to redeploy teachers whose jobs had been scrapped. The cost of the severance packages coupled with budget cuts made it unlikely any posts would be created at all.

Teacher organisations said yesterday they planned to end all negotiations with the Department of Education, because the scrapping of the posts breached agreements between the two parties and were a tragic loss of expertise. It had been agreed that no posts would be lost in the restructuring

process; for every post that was scrapped in one province, another would be created elsewhere.

Don Pasqali, Western Cape chairman of the South African Democratic Teachers' Union, said SADTU would cease dealing with the Department until it was shown that posts for re-deployment existed.

Mike Reeler, secretary of the Kaap Board of Teacher Associations, said yesterday the Education Department was handling the situation as though it was scaling down education personnel, as was happening in the rest of the civil service. There was no talk of redeployment, he said.

The cost of the severance packages of the 11 792 teachers averaged R66 000 each, excluding pension payments, Roger Falcon director: labour relations at the Department, said. - Staff Reporter.

TEACHERS - GENERAL

1997

~~now~~ - ~~no~~



# Chaos lies behind R1m pay-offs

(321) M+G 10-16/1992

JIMMY and Louise Warner, both 53, are about to start new careers. He will work for Cape estate agents Slater & Co. and she will help with the typing. In Eldorado Park, Johannesburg, Anthony Swartz (50) is also starting afresh, going into a business which he doesn't want to talk about yet.

There's no great rush to start work. The Warners have a lump sum in their bank account which runs well into seven figures. Swartz is sitting on more than R1-million.

The money is their "reward" for leaving the state school system. It is a deal which thousands of state school teachers are buying into.

Voluntary retirement is central to the government's drive to equalise education resources — a plan agreed to with teaching unions last May. Provinces such as Gauteng and the Western Cape are judged to be over-endowed, so their funds have been cut. The offer to thousands of their teachers is to be redeployed (usually to another province) or to take the money (which includes their pension) and go. Most are taking the money.

Warner was a principal, his wife a grade one teacher, and together they had chalked up 50 years' teaching experience before they quit last September. When Swartz goes at the

end of this month, he will have been in the profession for 29 years, the last 11 as a principal.

The department always expected the severance programme to appeal mainly to senior staff, given their unwillingness to relocate, and the size of their pay-offs.

For the profession, however, the exodus — in the face of the reshaping, the drive to lift the mature performance and the launch next year of a new curriculum — has set alarm bells ringing.

"It's a national tragedy. It has left us with a critical shortage of people with experience at a senior level," South African Teachers' Association director Mike Reeler says.

The South African Democratic Teachers' Union says voluntary severance was only supposed to be a tool to further redeployment. But losing staff now seems to be the Education Department's sole aim. "The packages are running totally counter to what they're supposed to achieve," national

**Anthony Swartz:**  
Fed up



media officer Kate Skinner says. They were never supposed to be a right, but it seems anyone, even those desperately needed, can get the package.

The Warners' reasons aren't the same as Swartz's motives. Jimmy Warner was just tired. He had been looking for a way out for three

years, and he and his wife were among the first in the queue when the Western Cape, one of the hardest hit by funding cuts, announced its severance programme.

"I found myself under a lot of pressure," Warner says. "The most difficult thing was the attitude of the parents. You can't discipline and run a school unless you've got support from parents. I was always bogged down in silly disciplinary things, wondering who was going to phone next to give me a rocket."

The package they offered was very attractive. He got enough years ahead of me to start a new career."

In the profession since he was 16, Warner spent the last six years as principal at Bloubaard Ridge Primary in Table View. The school had less than 100 pupils when he started and close to 600 when he left. Warner recruited and trained the 17 staff, and led fund-raising attempts for books and equipment.

There was no opposition to his severance application and he knows of no one else who was turned down when they asked to leave. Three of Warner's staff took the severance package, and ten of the 40 staff at the nearby Table View primary school also went.

Since September about 700 principals from the province's 1 600 schools have gone, many followed

ing strike action. Napros's tones are more guarded, but suggest any attempt to cut numbers will be hard fought.

The staff shake-up is central to the government's attempts to re-allocate teaching resources more equitably between provinces — a process due to run until 2 000.

Provinces such as Gauteng and the Western Cape, where schools are judged overstaffed, have suffered heavy budget cuts. Others have had budgets increased.

## Officials and unions urge rethink over redundancies

THE Education Ministry is struggling to determine whether its drive to reshape state schooling has achieved much more than loss South Africa thousands of experienced state teachers and unnerve those who remain.

Pressure is growing on the ministry — even from its own officials — to rethink the programme, which is supposed to redeploy teachers from "overstaffed" state schools to understaffed schools, or offer voluntary retrenchments.

Professional Teachers' Association of South Africa (Napros).

"We're heading for a major show-down," Sadu general secretary Thabo Nxesi says. "It's chaos. It's being implemented without a clear plan. Provincial departments have not had the right statistics so they don't know where people should be redeployed or how many teachers they've got."

We're not ready to continue the debate on rationalisation. The only solution is to go back to the drawing board."

Ministry officials want to meet the unions later this month to find common ground. Nxesi is planning meetings across the country next month for Sadu's 160 000 members to determine strategy, including

the government's attempts to re-allocate teaching resources more equitably between provinces — a process due to run until 2 000.

Provinces such as Gauteng and the Western Cape, where schools are judged overstaffed, have suffered heavy budget cuts. Others have had budgets increased.

such posts. "The large number of requests for voluntary severance packages indicates this was a realistic approach to provide an alternative to redeployment," it is noted in a statement.

But deputy director general of human resources Roelf du Preez says the ministry has no profile yet of the teachers taking the voluntary severance package, or of redeployment numbers. The unions say they know of no redeployment.

Du Preez says the lack of clarity follows the decision to devote implementation to the provinces, who devoted it further to individual school right-sizing committees. "The provinces are just busy pro-

by their deputies. In total, the Western Cape had to shed 6 000 teaching staff by the end of last month. Another 6 000 are supposed to go before the end of this year."

No one in their right mind would want to be redeployed, "Warner says, adding that he has never had a problem with the department itself. Swartz's departure — however, stems almost entirely from his problems with the Gauteng Education Department.

"It is very difficult for us older members of the profession to come to grips with the manner the department conducts itself," he says.

"These people are supposed to give guidance and they can't because their appointments are questionable, they're young and they know nothing. It's very frustrating."

His school, Willow Creek Secondary in Eldorado Park, had 48 staff and 1 100 pupils — a ratio of 23:1 which prevents the school teaching the full curriculum, he adds. It was still decided to be overstated, Swartz says. His school escaped lightly — just he and one other staff member are going. At nearby Coronationville Secondary School, however, the principal, two deputies and most heads of department are leaving.

"I'm sure government in time will realise they've made a very serious mistake. The profession is losing its most competent and dedicated people," Swartz says.

"I've made my contribution. I just want to get out."

POOR MANAGEMENT BLAMED

# Govt teaching posts plan is 'going awry'

**JOHANNESBURG:** The South African Democratic Teachers' Union warned the government yesterday it may resort to a strike if a solution is not found regarding the filling of posts.

A GOVERNMENT plan to redistribute teaching posts among the provinces was going awry and its objectives were being thwarted by poor management, SA Democratic Teachers' Union (Sadtu) officials said yesterday.

Sadtu president Mr Willy Madisha and general-secretary Mr Thulas Nxesi said the intention had been to redistribute teaching posts among the provinces because there were more posts in Gauteng and the Western Cape than in other provinces.

It was agreed with the government last year that the way in which this would be done would be to offer teachers the choice of accepting transfers to other provinces or of taking severance packages to make way for new teachers.

However, in reality, posts vacated by teachers taking severance packages were not being filled. There had also not been transfers to those provinces with a serious shortage of teachers.

In fact, Nxesi said, severance packages were being offered to teachers in provinces where there

was a serious shortage of teachers, such as KwaZulu-Natal and the Eastern Cape.

"There has been downsizing in these provinces, whereas we expected upsizing," he said.

Madisha said 11 700 severance packages had been confirmed, but the posts were not being filled again.

"If rationalisation means retrenchment, Sadtu will not be willing to compromise on that issue and will take steps to prevent it. Severance packages were meant to make way for others, thus maintaining the number of teachers."

The government had been given notice that Sadtu intended to contest the government's interpretation of the severance agreement.

If there was no satisfactory resolution of the problem a legal strike would be considered, but it was a last resort which would be embarked on after wide consultation.

Madisha also announced Sadtu would be holding teachers' forums in its 60 regions in the first two weeks of February to popularise a culture of learning and teaching.

He urged discipline on the part

of teachers and pupils, and called on parents to ensure that their children attended school.

A culture of learning and teaching would be unattainable if critical problems were not solved, he said.

Madisha called on the government to commit substantial resources to solving the problems of classes which were too big, poor management at schools and in provincial departments, a lack of teacher development and poor conditions of service.

"Sadtu views the education budget as a critical investment within the context of human resources development as contemplated by the Reconstruction and Development Programme."

Madisha said problems of discipline among teachers and pupils were rooted in a lack of proper management structures such as parent-teacher-pupil associations.

"The urgent implementation of the new Schools Act is needed," he said, and urged teachers to comply with the code of conduct agreed to by the SA Council of Educators.

Nxesi said many schools had become afflicted by criminal elements responsible for rapes, child abuse, car hijackings and drug dealing. The restoration of discipline would be a gradual process, he said.

— Sapa

# Rationalisation of teaching posts 'simply a farce'

(321)

Union accuses Government of acting  
unilaterally and renegeing on agreement

By LEE-ANN ALFREDS

17/1/97

**T**he rationalisation of teachers was a farce by which re-trenchment was disguised as redeployment, the SA Democratic Teachers' Union said yesterday.

Rationalisation was "supposed to have been done within provincial forums, but the Government simply continues (to act unilaterally)," said Sadtu general secretary Thulas Nxesi. "Therefore, we say it is simply a farce."

In a clear sign of Sadtu's dissatisfaction with severance packages for about 11 700 teachers, Nxesi accused provincial governments, which are supposed to implement the rationalisations, of "arrogance" and of renegeing on an agreement.

According to Sadtu, an agreement negotiated in the Education Labour Relations Council last year guaranteed that teachers were to be redeployed, not retrenched, to reach equity in education.

Instead, the Government had

departed from the deal and approved severance packages for thousands of teachers, the union said. This had the effect of doing away with the posts the teachers had occupied as well.

However, Sadtu stopped short of backing out of the agreement, saying it would go through the Education Labour Relations Council to challenge the Government's interpretation of rationalisation. Only if that failed would it submit the matter for mediation. As a last resort, it would embark on a strike.

The union called on the Government to establish school management councils and said it would hold forums early next month to allow teachers to air their views and suggestions for improvements in education.

Education spokesman Thami Mseleku said the Government was aware of the problems and was engaged in discussions with Sadtu and the National Association of Professional Teachers of SA.

## Retrenchment of teachers condemned

80 17 11 97  
Kevin O'Grady (321)

GOVERNMENT's plan for the redeployment of teachers to achieve equity between the provinces was not being implemented correctly, the SA Democratic Teachers' Union (Sadtu) said yesterday.

Sadtu general secretary Thulas Nxesi said that although government had approved voluntary severance packages for 11 700 teachers, no new posts had been created in provinces where they were needed.

Retrenchments were also taking place in provinces, such as KwaZulu-Natal and Eastern Cape, where there was already a shortage of teachers, Nxesi said.

He criticised government for approving teachers' packages without first establishing whether they taught subjects such as mathematics and science, in which there was a shortage of qualified teachers.

Nxesi reiterated the union's warning that while it would accept "rightsizing" through voluntary severance packages and redeployment, it would not accept retrenchment of teachers. If retrenchments took place, the union would consider striking.



SA Democratic Teachers' Union general secretary Thulas Nxesi addresses a conference in Johannesburg yesterday on the redeployment of teachers.

Picture: ROBERT BOTHA

# Wynberg school blocks girl 'not from the area'

## *Distraught pupil vows to fight on*

SABITA NGCMI

Education Reporter

Mitchell's Plain teenager Sibongiseni Maqubela is distraught because Wynberg Girls' High School refuses to take her as a pupil.

Sibongiseni and her mother Thandi claim the school says she cannot be enrolled because she does not live in the Wynberg area - but a statement by the Western Cape Department of Education and a letter from the school's governing body say her parents failed to pay the admission fee of R100 before the cut-off date of May 31 last year.

Mrs Maqubela said that when she went to the school last Tuesday, the issue was no longer the money, but that her daughter was "not from the Wynberg area".

Sibongiseni confirmed that the school principal had said she would not be admitted because was not from the area.

The principal, who gave her name as Mrs Walters, said she did not speak to the press and referred all questions to the Department of Education.

Sibongiseni, 13, passed standard 5 at Wynberg Girls' Junior School last year after studying there for the past four years. She was to enrol for standard 6 at the high school.

A devastated Sibongiseni went to school every day last week, escorted by her mother, only to sit in the waiting room hoping that the school authorities would have a change of heart. But she was still dejected on Friday.

"I feel very bad about what is happening to me," said Sibongiseni. "I never crossed

my mind, even in my worst dreams, that I would ever be in this situation."

She enrolled at an Ottery school when her family moved to Cape Town from Pretoria about five years ago - but left and went to Wynberg, where she believed the standard of education was higher.

"I want to enrol at the school because of its high standard and high quality of education," said Sibongiseni.

"All my friends from the junior school have enrolled at the high school. I am the only one left out."

Her mother said she did not go to work last week because she could not concentrate.

"It's painful. I want to be with my daughter all the time," said Mrs Maqubela. She vowed to go to the school with her daughter until the girl was admitted.

## Teachers condemn delay in payouts

SABITA NGCMI

Education Reporter

Many teachers who applied for severance packages from the Western Cape Education Department eight months ago have not yet been paid.

Teachers say they have no source of income and have lost thousands of rands in interest as a result.

This is contrary to statements and assurances made by the department that all teachers would get their packages by the end of last year.

The teachers accused the department of "leaping in the dark" about their packages through lack of communication. Teacher organisations expressed dis-

gust, anger and frustration at what they saw as "maladministration, poor planning and lack of thinking" on the part of the department.

The department said it needed time to study the latest allegations and would comment today.

Many teachers say they have written to the department several times for information but have not had replies. When they telephoned no one answered. They say that the only time they got replies was when they went to the department's offices, and even then there was allegedly only one official to serve 10 to 20 teachers.

Nerine Brink of Parow, a former teacher at Excelsior Primary School in Bellville, said she applied last May for her

PAUL 20/11/97

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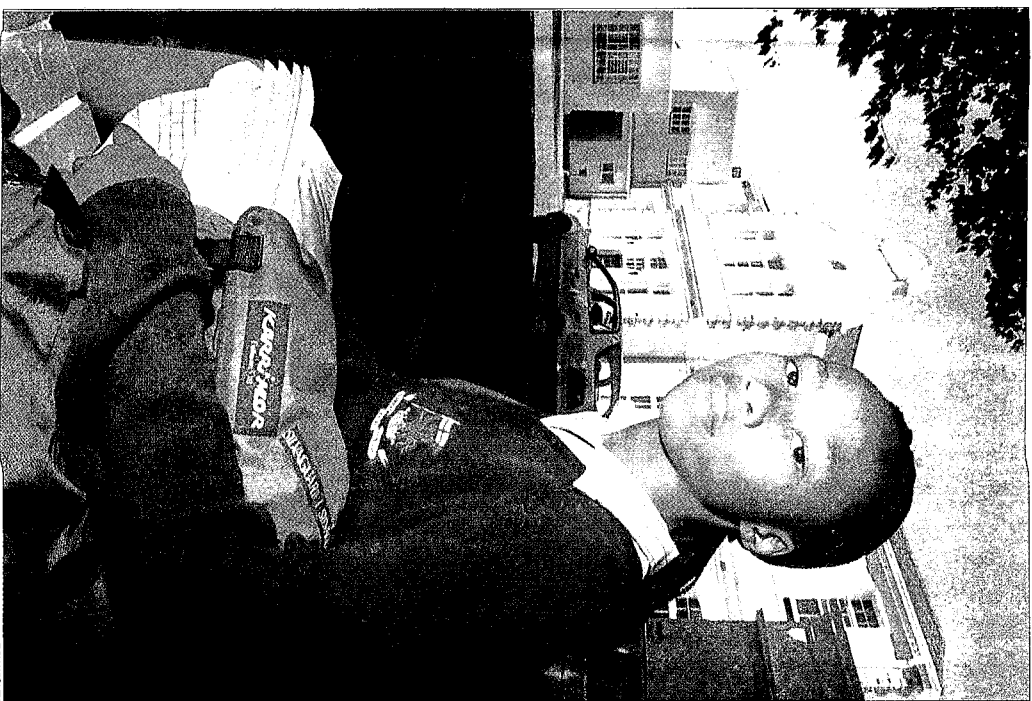
package but so far had heard nothing. She does not know when she will get her money or how much it will be.

After telephoning the department several times without success she went to the offices in November.

She found 10 teachers who had been waiting more than a hour. "There was one clerk to serve us but he was more worried about his hamburger," said Mrs Brink.

The delay prompted the Western Cape Council of Teachers' Organisations to hold a news conference on Friday to express anger and frustration with the department for its "unearing attitude".

The organisation plans to hold urgent talks this week with the pensions department and the Education Department.



Rehaid: a dejected Sibongiseni Maqubela sits patiently outside Wynberg Girls' High School

LARGE WORKLOAD 'CREATING DELAYS'

# Teachers facing ruin over tardy payouts

**TEACHERS** who opted to take severance packages in September are still waiting for their money — and it's costing them dearly. Education Writer **CAROL CAMPBELL** reports

**A**SCHOOL principal is facing financial ruin, and could lose the smallholding he bought when he left teaching last September, because he has not been paid all the money he was promised by the government for taking a severance package.

Mr Bait Simon, who was principal of Biebeek West High School near Malmesbury for nearly 10 years, was one of 5 613 teachers in the Western Cape who opted to leave teaching last year for a government severance payout and the money in his pension fund.

So far, the Western Cape Education Department (WCED) has kept its side of the bargain and paid most teachers who left the smaller severance amount but their pension money, which is to come from the National Education Department, through the Department of Finance, has not been paid yet.

It is the long wait for this money that is causing teachers to panic.

Today Simon and at least 50 other teachers will meet to discuss ways to force the government to give them the thousands of rands they are still owed.

A former reform school teacher Mr Nic Jacobs, who bought BC's Restaurant near Tygervalley Centre when he left teaching in December, said he is paying R8 000 a month in interest on a bank overdraft used to fund the purchase of his new business.

"I have employed a lawyer to sue the WCED and the national education department for the interest I am accruing."

This morning Jacobs' lawyer will address the teachers and help them build a case to get their money from the government.

Simon said he bought his smallholding for R250 000 to earn a living farming English cucumbers — something he hasn't been able to do yet because he has no money.

Already his bank is threatening to repossess the property.

"I lie awake worrying about money. This whole thing has affected my family deeply because I am not the father I used to be," said Simon who has one child at university and two still at school.

A Robertson teacher, who did not want to be named, said she would have to sell her car to pay her son's fees at Stellenbosch Uni-

versity this year.

"What can I do? He starts university in a few days — I can't tell him he can't go."

Mr Brian O'Connell, head of the WCED, sent a representative to Pretoria recently to find out what was happening with the payouts.

He said the large number of people leaving the profession at the same time was causing the hold-up and that even under normal circumstances it took six weeks to process a teacher's paperwork when they left the profession.

Yesterday, following repeated attempts by the Cape Times to establish when teachers would get paid, the National Education Department sent a statement which read:

"Pension payments: These are a matter between the provincial education departments and the Department of Finance. Pension payments are due within 60 days of completion of service." (Some teachers have waited over four months now.)

"However, due to the unusually large workload created by the severance package, delays are being experienced."

"A meeting has been arranged between the departments of Education and Finance to expedite the payout of pension benefits."

CT 21/1/97  
(321)

# ANC's Carolus sharply critical of rationalisation process in

Kevin O'Grady

AFRICAN National Congress (ANC) acting secretary-general Cheryl Carolus sharply criticised the education ministry yesterday for its handling of the rationalisation process. Public education has repeatedly been attacked by teachers' organisations for being too slow.

Carolus comments at a briefing in Johannesburg by an ANC-led education alliance, the clearest indication yet that the process, which involves the redeployment and voluntary retraining of teachers, has not met expectations, despite assertions to the contrary by the education department.

In another departmental briefing, Sapa reported that the Education Minister had said the right government could gather more information to lead the process. No further details could be obtained from the provincial education department yesterday.

In what Carolus termed a "friendly word of criticism" to Education Minister Shibusiso Bengu, she said decisions of the process had been made and implemented against the backdrop of inadequate communication, with an advisory education committee, which had been set up to advise on the process, undersized and over-staffed schools and a workforce that was ultimately reduced by the 300 000 teachers employed by the state, had been marked by the absence of an effective communication strategy that left "quite a lot of room for misunderstanding and misinformation".

There had been too little emphasis on the redeployment of teachers to underserved provinces and schools, and too much emphasis on granting voluntary severance packages, 11 792 of which have been approved so far. This meant that the teaching profession was losing important skills and experience at a time when they were desperately needed.

Guidelines on pupil-teacher ratios at schools were being implemented without the attention to important details such as nonteaching staff employed and the subjects that teachers taught, creating imbalances and placing quite a lot of strain on some teachers at the expense of others. It did not make sense to simply divide the number of pupils at a school by the number of teachers to establish whether the school had the correct ratio when certain posts, such as deputy principals, were purely administrative.

Carolus said the education department had also not taken measures to

## Carolus

Continued from Page 1

equip redeployed teachers for new posts. A teacher should not be redeployed from Johannesburg's northern suburbs to Sebokeng, for example, without being equipped with the necessary skills and training to deal with the differences between the two.

She called on the ministry and teacher organisations to find a mutually acceptable solution to the problems that would "not sacrifice the drive towards equity" that the rationalisation process was intended to achieve.

The alliance, which consists of the SA Communist Party, the ANC, the Congress of SA Students, the SA

Democratic Teachers' Union, the Congress of SA Trade Unions and the ANC Youth League, also announced plans at the briefing to mobilise millions of its members to exercise their right to take part in upcoming elections to public school governing bodies. SA's democracy would now be "firmly entrenched" by school governing body elections provided for in the SA Schools Act, Carolus said.

It was also predicted that funding, governance and access would again be a source of tension and conflict at tertiary institutions this year and the alliance would meet stakeholders and authorities before the start of the academic year to discuss mechanisms for dealing with these problems.

See Page 4

education

Continued on Page 2

# Soweto schools have a surplus of 900 teachers

(321) Star 28/11/97

## Steady migration of township pupils leaves some schools bursting at seams

By Lee-Ann Morris

**D**espite severe overcrowding and teacher shortages at Gauteng's schools, Soweto has a surplus of about 900 teachers.

The figure, revealed by the National Party and confirmed by the South African Democratic Teachers' Union (Sadtu), was apparently a result of the steady migration of pupils from townships to former Model C and city schools, curriculum changes and an abundance of teachers in the former segregated education departments.

Hardest hit by the migration are schools in Mamelodi and Atteridgeville in Pretoria, and KwaThema in Springs. While Sadtu's Nkosana Kubheka denied there were schools in Soweto that were grossly underpopulated, a source indicated several schools in the area had been empty for the past four or five years.

She attributed an excess of "between 600 and 800" teachers in Soweto to curriculum changes and a surplus of teachers in defunct departments.

A principal and deputy principal at two Mamelodi schools admitted they were worried about the number of pupils who had sought transfers to mainly formerly white, coloured and Indian schools. The problem of migration is much more severe in KwaThema/Springs. Schools in Nigel are reported to be bursting at the seams because of an unprecedented influx of pupils.

The chairman of Sadtu's East Rand branch, Sello Tshabalala, said that while enrolment at most schools in the area was very high, teacher/pupil ratios at schools

had dropped.

He attributed the decline to conflict between two rival student organisations last year, which led to the disruption of teaching and the matric exams.

The Association of Professional Teachers said it was unaware of a problem created by student migration. The Democratic Party's Jack Bloom said he was "not surprised".

"Parents are voting with their feet. They have given a vote of no confidence," he said.

NP education spokesman Juli Killian said she had received many queries last year from black parents wanting to know where they could enrol their children.

"It's clear that the lack of quality of education underpinned by the poor matric results" had

**We are aware of problems, says MEC**

forced parents to find other schools, she said. "Poor people want the best affordable education for their children. They'd rather take the route of expensive taxi fares on a daily basis."

Education MEC Mary Metcalfe said while she believed the figure of 900 surplus teachers being bandied about was "guesswork", her department was aware of the problem of underutilisation of schools in large townships.

She took exception to Killian saying the number of excess teachers was a consequence of the migration of students.

"I think Killian's identifying the consequences for teacher employment as an issue. The real issue is to make teachers, parents and children work together to improve the quality of education. There's a lot of work going into that."



# Redeployment plan leads to shortage of teachers in W Cape

## 'State education strategy in crisis'

GLYNNIS UNDERHILL  
CHIEF REPORTER

Minister of Education Sibusiso Bengu's drastic teacher rationalisation and redeployment programme is in crisis with the Western Cape having to employ 3 000 teachers to fill a shortage left by the 5 923 teachers who have just taken voluntary retrenchment.

A frustrated Western Cape Education Minister Martha Olckers told the Saturday Argus she was holding back on cutting posts while the programme remained in a shambles. The education department would have to employ thousands more teachers to cater for all the children "trickling in" to schools in the province, she said.

A head count of the teacher/pupil ratio this week has revealed an alarming shortage of teachers.

"To think we just had to get rid of almost 6 000 teachers and we will now have to re-employ 3 000. It is so frustrating. There is never a time when you can say this has been a success," said Mrs Olckers.

The provincial education department would soon begin redeploying hundreds of "supernumerary" or surplus teachers from other provinces which had a shortage of teachers.

However, Mrs Olckers said she was unable to redeploy teachers to provinces with a serious shortage of teachers as these provinces had not made headway with their own rationalisation of teaching posts. This was believed to be due to the lack of experience and inefficiency of officials in some provinces, she said.

This serious glitch in the masterplan is costing both the Western Cape and Gauteng millions of rands which has not been budgeted for, she said.

While the Government's intention had been to redistribute teaching posts among the provinces because there were more posts in Gauteng and the Western Cape than in other provinces, this proposal had now been thwarted, Mrs Olckers said.

She said it had been decided at a meeting of chief directors of the education department this week to ask 1 200 supernumerary teachers if they would be prepared to be redeployed to other schools with a shortage of teachers within the province.

Discussions around this issue would only take place in March when the department's budget was known, she said.

The Western Cape was expected to overspend its education budget by R619-million as a result of having to finance portions of the costly severance packages and paying the hundreds of teachers it was expecting to redeploy. It is hoped most of the funds will be recovered from the central Government.

Although teachers in the Western Cape who were meant to be redeployed to other provinces were still on the payroll, the provincial education budget had been drastically cut, Mrs Olckers said.

"We've done our bit. The teachers who are supernumerary, who didn't take the voluntary packages, cannot be redeployed in other provinces which haven't completed the rationalisation process. The budget has been worked out and they were meant to be off our payroll by now. Some

**The education department will have to employ thousands more teachers to cater for the children in the province'**

provinces have begun the process, but they have not progressed to the extent where they can provide posts for our teachers," she said.

Former Rondebosch headmaster Mike Reeler, who is the spokesman for the Western Cape Council of Teachers' Organisation, said the teacher rationalisation and redeployment programme had been fruitless because "you can not force teachers to go where they do not want to go". Teaching posts had now been lost in the Western Cape, but had not been created elsewhere, he said.

Schools in the Western Cape conducted a head count of the pupil/teacher ratio this

**The whole teacher rationalisation and redeployment programme has been fruitless'**

week as part of a move which would isolate the teachers to be redeployed only to discover a shortage of teachers now that the number of pupils had increased.

The provincial education minister said she did not think she would have a problem finding a pool of teachers to hire as there were many graduates and surplus teachers in the province.

The teachers who opted for voluntary retrenchment at the end of last year signed away their rights to return to government teaching service.

Mrs Olckers said she had wanted to achieve "equity", but there was now confu-

sion about why the programme had not been successful. The issue had been the focus of a recent meeting of concerned provincial education ministers.

"I am not going to force schools to cut their staff if we have to pay them in any case. They can just carry on teaching until the other provinces are ready to accommodate them," said Mrs Olckers.

She believes the Western Cape and Gauteng have been severely penalised by the manner in which the system was implemented and that the rationalisation and redeployment programme was done in an "ad hoc" and unsatisfactory way.

"It makes one feel desperate. We had to bite the bullet more than any other province and our matric results were the best in the country," said Mrs Olckers.

The loss of teachers had created a serious vacuum in the Western Cape, which was already being felt by the schools, she said. "The crazy thing is that there are more students streaming to the Western Cape each year as parents see that our results are the best in the country. As we enroll more children, we will have to re-employ more teachers again," she said.

Even with the low 12 percent matric failure rate in the Western Cape, extra desks and books would have to be found to accommodate the pupils repeating matric. Gauteng was in a worse position as it had a far higher failure rate and now had to assist 35 000 pupils in repeating their matric year.

It was impossible to budget for such happenings, Mrs Olckers said.

Some of the Western Cape teachers who took voluntary retrenchment packages and signed away their rights to teaching in the government system may now be hired on a temporary contract basis to fill vacant teaching posts in the Western Cape.

Mrs Olckers said she believed the temporary contracts for those who took voluntary retrenchment were being considered, but could present labour law problems.

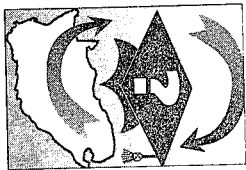
But Mr Reeler of the Western Cape Council of Teachers' Organisation said he knew of some instances where teachers who took voluntary retrenchment had been given temporary contracts while suitable replacements were sought.

In some cases it is proving impossible to replace some of the valuable school principals who had taken retrenchment packages, as many of the deputy principals had also taken retrenchment packages.

Most of the teachers had received their full severance packages in the Western Cape but there were 300 outstanding cases which were being investigated, said Mrs Olckers. A few of these teachers had outstanding debts with the Receiver of Revenue and other debts which had to be cleared up, she said.

# Why teaching staffs were cut

Transforming education into a just and equitable system is a daunting task, writes Lincoln Mali



In an article in *The Star* of January 16 1997, Allister Sparks referred to granting voluntary severance packages to teachers as a "monumental blunder".

We appreciate Sparks's concern and the generally constructive approach in the article. We are convinced that Sparks means well and this response is, consequently, intended as a positive engagement with the article.

Every nook and cranny of education had been permeated with the consequences of apartheid ideology. To unravel this and to transform education into a just and equitable system responsive to the social, economic and political needs of our country remains a complex and daunting task.

Transformation is guided by values relating to open access to lifelong education and training, an integrated approach to education and training, non-discrimination, equity and redress, quality, democratisation, effectiveness and efficiency and public accountability.

Equity and redress are key values that, together with the other values, should deter-

mine the process of resourcing education. The inherited situation is one of inequitable funding of provincial education departments and, within such departments, of different schools.

The first issue to be addressed with regard to resources was funding. It was decided to phase in equitable funding within five years from April 1 1995. That meant that the budgets of some education departments funded above the national average had to be top-sliced and the amounts channelled to those departments funded below the average.

In this way the resourcing of the provincial education departments to provide staff in classrooms, books and other resources could progress over five years to an equitable position.

Personnel expenditure constitutes more than 80% of the provincial education budgets. Any decreases in the budgets of departments and schools funded above the average would immediately reflect on the ability of those departments to continue

employing previous staff complements.

We also had to take into account how equity in staff provisioning could be managed as part of the above-mentioned process. We knew that if we did not determine realistic norms, higher funded schools would retain staff numbers at a determined level.

We would be speaking about equity, but it would not happen in practice and those that would suffer would be those who had suffered all along. The educator/learner ratios were, therefore, determined at a level which our country could afford in the long-term.

Right-sizing in education was devised to deal with the effects of moving towards equity in funding and does not have a life of its own. From the outset, it was clear that the higher funded and staffed schools would have excess teachers as the process unfolded.

Our preference was that these excess teachers should be retained in education, if their performance met standards. However, we had to take into consideration that some of these extra teachers may not have wanted to be relocated, especially from one province to another. For this purpose provision had to

be made for such teachers to exit the system.

For the public service at large the provision for voluntary packages was introduced. This is a more open opportunity than when specific surplus employees are identified and given the choice to be relocated or to exit the system.

It opens up the opportunity for those who would prefer to leave the system to be retired to create room for those who would like to remain in the system. It would only be natural for those with more benefits accrued in the pension fund to be more interested in the opportunity.

The voluntary severance package has many advantages in the sense that it affords employees the opportunity to consider their situations and make their own decisions. There were, however, a number of aspects that had to be managed carefully.

Education was not, as a whole, down-sizing. Voluntary severance packages could, therefore, not be granted if they did not assist redeployment and could not exceed the number of redeployments necessary. This would have led to unnecessary retirements which could not be allowed.

May 4/12/97

Lincoln Mali is the spokesman for Minister of Education Professor Sibusiso Bengu.

had an urgency and the process had to be expedited. The redeployment, consequently, top-sliced in 1995 and 1996. They did not have provision in their budgets to pay extra provincial education departments which were in progress, the budgets of those had been funded above the average and while the negotiations for right-sizing voluntary severance packages.

While the negotiations for right-sizing voluntary severance packages, the budgets of those had been funded above the average and while the negotiations for right-sizing voluntary severance packages.

While the negotiations for right-sizing voluntary severance packages, the budgets of those had been funded above the average and while the negotiations for right-sizing voluntary severance packages.

# after cuts bungle

ET 4/2/97

(321)

**TEACHERS WHO OPTED** for redeployment are still waiting to see where they must go, while the province appears to need more, not fewer teachers. **CAROL CAMPBELL** reports.



could find their skills in big demand.

At the moment 1 200 teachers, mostly from the white and coloured schools, are waiting to be redeployed to schools in "needy" parts of the country such as the North West Province, Eastern Cape and Mpumalanga.

They have not been redeployed yet because the education departments (with the exception of Gauteng) have not produced public lists of the teaching jobs they have available.

Yesterday Olickers said the teachers waiting for new jobs would in all likelihood be accommodated in the Western Cape.

"It might mean a move to George but the biggest need is still in the townships," she said.

Yesterday Mr Mike Reeler, a spokesman for the SA Teachers' Association, was at a loss for words when told the province would need more teachers.

"The teachers who left in September and December last year were among the best and they won't come back. They were made to sign an agreement saying they could never again be re-employed at public schools and besides that, they have opened their own businesses, gone overseas and found other jobs.

"Even if they were asked to come back, I doubt they would want to work in a system which is so poorly managed."

Mr Archie Lewis, spokesman for the Cape Teachers' Professional Association, said the national teacher audit on which the government had based its shifting of funds appeared to be incorrect.

"I have heard some provinces don't really have as many pupils as they originally claimed and that the statistics the government is using to determine where its money should be spent are inaccurate."

**T**HE mass migration of children from the Eastern Cape and former Transkei to schools in the Western Cape could mean the province will need 3 000 more teachers this year — barely weeks after 6 000 resigned from local schools to cut government spending.

The Western Cape's MEC for Education, Mrs Martha Olickers, said early indications were that the province would need all its teachers this year to cope with swelling numbers in township high schools.

Another 6 000 teachers were to be retrenched over the next four years to get the teacher-pupil ratio in the Western Cape to the nationally agreed level of 35:1 for high schools and 40:1 for primary schools.

Exactly how many teachers are needed in the Western Cape will only be known in March once principals complete a second "head count" of the pupils at their schools, she said.

The first head count, done on the 10th day of the new school year, is not accurate because thousands of township children, with family homes in other provinces, had not returned to school yet. They were waiting for their parents to be paid at the end of January before they could afford the transport to travel back to school in the Western Cape.

The migration of people to the province — most in search of work and better education for their children (the Western Cape had the highest matric pass rate in the country)

means education officials will have to reassess a plan to cut teaching jobs.

A national teacher education audit, completed in 1995, showed the Western Cape to be hopelessly over-staffed — skewing government education spending in favour of whites and coloureds, who make up most of the province's population.

Because of this the education budget to the Western Cape was chopped, which led to the sudden and massive loss of teaching jobs.

The money that would have come to the Western Cape was given to "poor" provinces such as the Eastern Cape and KwaZulu-Natal to enable them to employ more teachers (the re-deployable teachers from the Western Cape), which they have not done yet.

Olickers is expecting her education budget to be substantially cut again this year — possibly by R500 million. Teachers' salaries make up 87% of the education budget.

"We still have to reach teacher-pupil ratios of 40:1 in primary school and 35:1 in high school, but I think we should hold fire before we cut any more teaching jobs just to see how many we need," she said.

With the migration of people to the province there was even a chance the Western Cape would have to import teachers from other centres — although it was unlikely they would have any to spare.

Teaching students who graduated at the end of 1996 with no prospect of employment in the Western Cape

## Teacher shortage

3 000 VACANT LOCAL POSTS

# Britain poaching teachers in W Cape

SABATA NGCAI  
EDUCATION REPORTER

**Britain is poaching Western Cape teachers who "wish to widen their experience" by taking up posts in British schools for two years.**

Recruiting agencies working in South Africa are promising an equivalent of R3 400 a week for full-time jobs.

The British drive comes at a time when thousands of South African teachers are

losing their jobs through retrenchments.

London Human Resources Education (LHR Education), a leading teacher recruitment consultancy in Britain, recruits 300 teachers a year.

Its representatives have been in Cape Town and Durban "to outline the opportunities for teachers who are seeking to visit London and wish to work in British schools to widen their experience".

Gavin Hough of LHR Education South Africa said the intention was "not to steal

the teachers but to inculcate skills which they can use at home when they return".

He said the agency was targeting teachers of all subjects, experienced or newly qualified. The company was looking mainly for teachers under 27 who could get temporary working visas from the British consulate. Teachers older than 27 should have British or European community ancestry.

For more information, interested teachers should contact Mr Hough at 031-235988 during working hours.

ARG 4/2/97

(321)

# Failure of teacher rationalisation denied

(321)

SABATA NIGAI  
EDUCATION REPORTER

**The national Ministry of Education has denied that it failed in the teacher rationalisation process - but has admitted that there were problems with its implementation.**

However, the Western Cape Education Department said the plan had failed and it warned that if the situation was not rectified, the whole teacher rationalisation process would be a failure.

A spokesman for the national ministry, Lincoln Mali, said that when Education Minister Sibusiso Bengu said the

department was carrying out a study to see "how the system failed", he was referring to only part of the process - the teacher severance packages.

"There are problems in paying the severance packages", said Mr Mali. They were being investigated. "When there are some problems it does not necessarily mean the process has failed. We are talking to the teacher unions to see how best can we implement the process."

But Mr Mali acknowledged that the process was putting a strain on the government resources.

The Human Resources Department said the 12 000 applications approved so

far had cost the department about R800-million nationally. The strain was also confirmed by provincial Education Minister Martha Olckers, who said the province had paid out about R500-million to 5 923 teachers who had taken voluntary severance packages.

Mrs Olckers said the national government plan had failed to achieve its initial goal.

The initial idea was that all provinces would be ready with rationalisation processes by the end of last year so that redeployment could begin. "If the situation is not rectified the whole process would be a failure," the minister warned.

ARG 4/2/97

## Teachers wanted to fill Cape retrenchment gaps

Linda Ensor

(321)

BO 4/2/97

CAPE TOWN — The Western Cape education department, which was required to retrench 6 000 teachers last year, may need to rehire 3 000 teachers this year, provincial education MEC Martha Olckers said yesterday.

As enrolments were finalised only in March it was not possible at this stage to give the number of enrolments this year, but Olckers anticipated that they would be higher than expected.

The influx of pupils from Ciskei and Transkei, many of them standard five pupils, and the incalculable birth rate were responsible for enrolments exceeding expectations, she said, describing the situation as quite "chaotic" as teachers who took the voluntary severance package were precluded from being re-employed. Olckers said it had been "madness" to enforce rationalisation at such a fast pace, adding that it should have been allowed to occur through natural attrition and the freezing of posts.

The need for an additional 3 000 teachers was based on the prescribed ratio of 26 children a teacher in secondary schools and 36:1 in primary schools. Olckers said some schools had already reached the ratio of 35:1 and 40:1 prescribed for by 2000.

The employment of additional teachers would cost about R110m a term, and with an anticipated R500m cut in the Western Cape's education allocation for education, would place a strain on resources.

Of the 3 000 teachers needed, 1 200 were already in the department in a supernumerary capacity, having refused the severance package and being in excess of the required number.

# Teachers demand the facts on W Cape job losses

CAROL CAMPBELL  
EDUCATION WRITER

WESTERN Cape teacher organisations demanded yesterday that the education department provide them with "accurate information" about teacher job losses, after reports that overcrowding could mean new jobs would have to be created for township schools.

Teacher representatives, at a meeting of the province's education bargaining unit, asked why

new teaching posts had to be created only weeks after 6 000 teachers had left their jobs to cut education spending in the province.

At the centre of the latest furore is the province's education MEC, Mrs Martha Olickers, who said this week the massive influx of children from other provinces to township schools in the Western Cape could mean another 3 000 teachers were needed.

Hundreds of children are streaming to the Western Cape —

some with their parents, who are looking for work, and some alone, who have arrived to get a "good" education at a Western Cape school.

The province had the highest matric pass rate in the country last year, which has led to the perception that education here is better than in other parts of the country.

Olickers stressed that the "3 000 new jobs" was an estimate figure because an accurate pupil head

count would only be completed in March, once all pupils had returned to school.

Many children are from poor homes in rural areas and have to wait for family members to be paid in January before they can pay for transport back to school in Cape Town.

Mr Don Pasqualle, the provincial secretary of the SA Democratic Teachers' Union, said he agreed with Olickers that more posts had to be made available for township

schools.

We feel we should have been informed about this influx of pupils before it was publicised, especially since we are playing a pivotal role in determining just how many teachers this province needs."

● Thousands of teachers in the Western Cape who volunteered for the government severance package are still waiting for their pension money to be paid out by the national Department of Finance.

# Rethink on teacher severance

(321) MTG 31/1 - 6/2/97

**Gustav Thiel**

**E** DUCATION Minister Sibusiso Bengu admitted this week that his department's offer of voluntary severance packages to teachers has caused enormous financial strain to the already cash-strapped public school system.

In an interview with the *Mail & Guardian* he called for "a thorough rethink of the structure, specifically of severance packages".

The education department has offered severance to teachers as part of a plan to correct imbalances in provincial education — a strategy approved by teacher unions last year.

The budgets of the better-endowed

provinces such as Gauteng and the Western Cape were to be cut in favour of poorer provinces, and teachers in over-staffed schools across the country were offered a choice of voluntary severance or redeployment to the poorer areas.

But while teachers have opted in droves for severance packages — many of which are worth millions of rands — few have agreed to relocate.

The result has been the loss to South African schools of thousands of their most experienced teachers and millions of rands.

"The trend thus far," Bengu said, "is that teachers prefer severance to redeployment and this costs money."

Bengu said his department would

be holding talks about the issue in the near future.

"I'm convinced that the structure of voluntary severance packages must be re-evaluated," he said. "Changes to the exact nature of how we approach the problem will be made and we will have to be very creative to achieve a suitable solution."

Bengu defended the policy itself, however, saying the "outcry" against it was based on "unscientific information".

"We are doing a study to see how the system failed." Until the study is completed, he said, he could not speculate on what went wrong, or on what could be done to improve the situation.

He said he remained committed to the policy, despite what he acknowledged had been a "disruption in learning" as a result. "I must confess that this has unfortunately happened," he said.

The ministry has been unable to produce any figures on the number of teachers redeployed, or even how many teachers the provinces have on their books.

Nearly 12 000 teachers have been granted the voluntary severance packages, and another 6 000 teachers have applied, with thousands more expected to apply this year.

"We will always be wearing our thinking caps and cannot say what will happen in future," he said.

Bengu met heads of universities and technikons this week to discuss impending cuts to government subsidies — a move which could hamper plans to widen tertiary education to bring in more disadvantaged students. The institutions have warned that budget cuts will force them to reduce support to poorer students.

Bengu suggested earlier this week that there may be cause for optimism following discussions with the finance ministry.

But he declined to comment on the discussions, only saying the outcome would be made public early in February.

"I remain confident that the money will be found from somewhere to ensure that a high level of education is attained in the country," he said.

## Agenda

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# Teacher's view from inside the classroom

or 6/2/97

(3a1)

**MORE THAN 5 000 teachers in the Western Cape alone have been rationalised in other provinces, thousands more will meet the same fate. The political reasons for teacher cuts are sound but, says retired teacher CLEMENT KOZE, "educationally, there can be no justification for this suicidal process". Here is his account of the impending situation, seen through the eyes of a teacher in the classroom.**

**A** 5.5 student teacher we were always taught that the child is a *tabula rasa*, an empty but receptive mind ready to be filled with knowledge. In lectures, it was always implied that the child is an angel and can do no wrong. The child's future, failure or success depends on the teacher.

Armed with these noble ideas, we were released into schools, our minds and souls full to the brim with profound knowledge and good intentions. Only the most cynical among us ever gave thought to discipline and the idea of just working for a cheque. Sure enough, we knew how to teach but could we discipline? I have always held secret contempt for discipline, believing it to be the negative side of learning... Surely if you convince the pupils that you are there for their own good, not for your own financial reward or to exercise control for its own sake, they should cooperate willingly — or will they?

The first few days in the classroom convince you that teaching is indeed a noble profession. Pupils really pay attention and attempt to work hard. That is, until the novelty of being in a new standard and having new teachers wears off. Into the second or third week, things change and suddenly you are faced with the reality of discipline. The first thing

you do is blame yourself. You wonder if you are teaching properly, explaining adequately or paying enough attention to the pupils' needs. How can the angels be in the wrong? You grit your teeth and bury the negative side of yourself — you hide anger and frustration and try to be positive.

After some time it dawns on you that the ugly aspect of human nature shows itself in the classroom too. You find out that John, who does not get enough attention at home (or is just hooked on attention) constantly disrupts your lessons to fulfil his need for attention. He first tries to get it from you. Then he demands it from other pupils.

Mary, who has a liking for the opposite sex (probably due to domestic abuse or an inclination to use femininity to get her way), constantly gives you

*To the creative teacher, who is committed to the learning process and the welfare of pupils, every day becomes a balancing act between discipline and learning...*

amorous attention wherever you enter the classroom. Paul, a member of a local "gang", wants to show the others and you that he can command authority. He starts by being openly abusive to other pupils and teases you. If you tell him to stop it, he sees you as a challenge to his power base and never lets up. If he gets away with it, he openly boasts about it to his peers and also to other teachers. Teaching becomes a power tug-of-war game.

Of course, the other pupils are not just angry, non-participants. They constantly get distracted by the defectors and laugh loudly or become raucous at the slightest distraction.

Then it hits you right between the eyes — you have got to start exercising discipline or the classroom will become a stage for everybody to exercise their ego at the expense of learning! You also realise an ugly fact for the first time: that

to most pupils, the ego is the most important thing, never mind self-advancement through education. The classroom merely becomes a stage where everyone is an actor. You will also encounter a minority of good pupils who are usually viewed as nerds by the rest. They, mostly, have no influence at all in the classroom domain; they merely bury their heads in their books, tolerating all sorts of abuse dished out by the others. You then realise that, after all, pupils are first and foremost human beings and that the classroom is a microcosm of society.

At this stage you start wielding the big stick! You succeed in maintaining discipline at all costs. Pupils sigh and moan at the mere mention of your name or subject. Your reputation as a cruel

teacher soon spreads. Participation during your lessons becomes mechanical, deliberate and reluctant. Pupils file into your classroom with gloomy faces and yawn loudly. They avoid you in the corridors and very few greet you. You start asking yourself if this is the sort of working environment you are going to face all your life. Other teachers maintain this status quo, seeing it as a desirable state of affairs, but you desire to strive for the third stage, a classroom atmosphere beyond discipline.

In all my teaching years, I have discovered that too much discipline is harmful to the learning process. On the other hand, minimum discipline or lack thereof is also harmful. To the creative teacher, who is really committed to the learning process and the welfare of pupils, every day becomes a balancing act between discipline and learning, and between the pupils' need to learn and



**CROWDED CLASSROOM:** Schools with overcrowded classrooms face serious discipline problems, says an experienced teacher.

grow and your own need for job satisfaction. On some days you get it right, on others you do not. You take every day as it comes and make the most of it. You also discover through your soul searching that the answer to successful teaching and learning is finding the balance between discipline and learning. The ultimate aim of this balancing act is to inculcate self-discipline in pupils, as opposed to coerced discipline. At this stage your tuition in learning theory almost seems as if it was deliberately concocted as a cruel joke.

It is these negative human factors that dictate that pupil numbers should be kept small. Overcrowding is the number one enemy of classroom education. Overcrowded classrooms tip the scales in the learning process. The teacher is over-

run with a myriad problems, some not at all related to learning. How and when will you find the time to fulfil your usual additional roles of social worker and psy-

chologist? With diminishing manpower through rationalisation, the scales will definitely be tipped towards indiscipline, with resulting problems that far outstrip the clichéd drop in standards. Most teachers will either become classical disciplinarians or *laissez faire*, with the former being the more difficult, resulting in a lose-lose situation.

Formerly disadvantaged schools have had to live with this unfavorable situation all along. Other schools will, for the first time, bear the brunt of reduced personnel with far-reaching consequences. Most teachers understand and support the reasoning behind rationalisation — to spread resources equitably and to level the playing fields. Let us hope the government will re-ignite additional teachers as soon as equity is reached.

□ *Clement Kozé has been a guidance counsellor and high school teacher for the past 14 years.*

## BENGU ADMITS SCHEME UNSUCCESSFUL

# 'Shotgun' teacher plan to be axed

CT 11/2/97

**INSUFFICIENT** funds to meet the cost of the mass retrenchment of teachers has forced the Department of Education to back down from its controversial rationalisation scheme. **CAROL CAMPBELL** reports.

**T**HE mass axing of South African teachers is to be reconsidered after the government admitted yesterday that its "redeployment" scheme had been unsuccessful.

Education Minister Dr Sibusiso Bengu said too many teachers were opting for retrenchments and too few for transfers to needy schools in the rural areas and townships.

His admission was greeted with outrage by opposition parties, but Bengu insisted that the severance scheme had not been a mistake: "We did not make a mistake. If there was a mistake it certainly wasn't mine."

Already 6 000 teachers in the Western Cape have left the profession for severance payouts, but only 1 200 have applied for a transfer to schools in poverty-stricken areas.

Throughout the country 11 792 teachers had left their jobs by the end of December for a severance package — leaving the government with insufficient funds to meet retrenchment costs.

"One of my colleagues has suggested that the way we handled the teacher rationalisation process was a shotgun approach and that we should find other ways of achieving equity," Bengu said.

He said he wanted to go back into talks with teacher unions to find better ways of redistributing the education budget, rather than continue with a plan to cut teaching jobs.

NP education spokesman Dr Renier Schoeman said he welcomed the fact that Bengu now accepted that the so-called redeployment exercise had been a fiasco, which had harmed education owing to the outflow of expertise.

He said it had also created a general sense of uncertainty and demoralisation. The overall effect had been destabilisation of education.

Democratic Party MP Mr Mike Ellis said it was unfortunate that it had taken the minister so long to realise that his department's "over-hasty and ill-considered plan" for rationalising education was, "in his own words, a shotgun approach".

The MEC for Education in the Western Cape, Mrs Martha Olickers, recently said the province needed 3 000 new teachers to cope with the growing number of pupils flooding in from rural



**"We did not make a mistake. If there was a mistake it certainly wasn't mine."**  
— **Sibusiso Bengu, Minister of Education**

areas to township schools — this only weeks after thousands of teachers had left their jobs to cut government spending.

Mr Thami Mseleku, Bengu's special adviser, said the government had to find ways to spread the teachers around but few wanted to leave the communities where they lived for schools where they were really needed.

"We thought people would be more willing to move, but they are not. They are not even prepared to move in the same locality to a school in the townships."

Mseleku said a new teacher audit would be conducted to give the government a clearer picture of exactly where teachers were most needed.

The 1995 teacher audit, on which the government based its decision to cut teachers in certain communities, is now widely regarded as inaccurate because many schools in poor areas inflated their need for teachers.

(321)

He stressed that the current agreement on teacher severance packages was still in effect and teachers who had already successfully applied for the package would be paid.

Bengu said the rationalisation programme in education had not been a mistake because the government had to ensure that within five years it was spending the same amount on all children in South Africa.

SA Democratic Teachers' Union (Sadtu) provincial secretary Mr Don Pasquallie said union leaders would present a new plan on how to achieve equity in education to Sadtu members at the Good Hope Centre tomorrow.

The new agreement would achieve equity in education before the year 2000, he said. Once the plan had the approval of members it would be presented to other role-players in the Education Labour Relations Council bargaining unit.

"The current agreement we had with the government over the rationalisation of the teaching profession failed because it was not properly implemented. Over 11 700 teachers left the profession but the same number of posts were not created in needy schools.

"There was also no re-training programme to help teachers adapt to the changes. For these reasons we support the move to go back to the negotiating table, to talk through this again."

Mr Mike Reeler, of the Western Cape Council of Teachers' Organisations, said "incalculable harm" had already been done to South African education and he supported the move to begin talks from scratch.

Mr Archie Lewis, a spokesman for the Cape Teachers' Professional Association, said the problems surrounding teacher rationalisation would be assessed by the organisation, which would debate it and come up with a fresh plan to be presented to the government.

# 'A bit late now Dr Bengu, but thanks for the apology'

(321)

SABATA NGCAI  
EDUCATION REPORTER

ARG 13/12/97  
**Politicians and teacher organisations have applauded Minister of Education Sibusiso Bengu for "finally admitting" teacher redeployment was "a fiasco" - but say the admission comes too late and that much damage has already been done.**

Dr Bengu said this week the entire redeployment process had been unsuccessful and needed to be reviewed.

Provincial education minister Martha Olckers said she was "very thankful and happy that the minister at last recognised the facts" she had been putting to him for the past 18 months. "Unfortunately the process has left pain and much damage has been done. For the past 18 months I warned Minister Bengu about hastening the process of equity," she said.

"We are not opposed to it, but it must be given time," she added.

She said the Western Cape had been stripped of many good and experienced teachers, who could not return

to the profession. "I wish an agreement could be reached where we could re-employ them on a temporary basis."

National Party MP and education spokesman Renier Schoeman said he welcomed the admission that the whole process was a "fiasco", but that this was "long overdue".

He said since the state had tabled the proposal, the education system had suffered because of:

- a major outflow of experienced and capable teachers;

- huge uncertainty among teachers, parents and pupils; and

- low morale in the teaching profession.

The South African Teachers' Association welcomed Dr Bengu's admission, but regretted that it came after "incalculable damage had been done to teachers and children".

The National Professional Teachers' Organisation of SA said it had warned the department the process was bound to fail as it was simplistic and shortsighted. Most teachers opted for severance packages, which cost the Government hundreds of millions of rands, instead of redeployment.

'EVERYONE IS FEELING VERY CONFUSED'

# Sadtu blames govt for teacher shortages

(321)

**EQUITY** in education will be achieved in a far shorter time if the government implements Sadtu's recommendations, the union claims. **CAROL CAMPBELL** reports.



**TEACHERS** should face at most 30 children when they stand in front of a class and depending on their seniority should teach no more than 20 hours a week, the South African Democratic Teachers Union has suggested.

At a mass meeting in Cape Town yesterday about 2,000 teachers listened to the union's provincial secretary Mr Don Pasquallie tell how a new headcount had revealed that the national pupil:teacher ratio was 29:1 and an earlier teacher audit was inaccurate.

By implementing Sadtu's recommendations the government would "achieve equity" in a far shorter time and give teachers time for research, marking and lesson preparation, he said.

This was especially necessary if the new curriculum was to be properly launched next year.

Senior teachers, like deputy principals, would be given time to fulfil their administrative responsibilities and teach a maximum of 12 hours a week.

The 1995 teacher audit, much of which was being disregarded, claimed some provinces were seriously understaffed while others like the Western Cape and Gauteng were overstaffed.

It was the figures in the audit that encouraged the government to cut the education budget to the Western Cape and so force 12,000 teachers out over five years. About 6,000 of these have already left.

This week Education Minister Dr Shibusiso Bengu told a media briefing at Parliament that the mass axing of teachers was not working and would have to be reconsidered.

His remarks were greeted with outrage by politicians and educa-

tors — all saying "we told you so".

Teacher unions would be asked to come up with more creative ways to redistribute education resources — like teachers, Bengu said.

Bengu's adviser, Mr Thami Meeleu, said the government wanted teachers to be redeployed to poor schools in rural areas and the township and not to leave the profession. But most had chosen "the package".

Despite the small number of teachers who wanted redeployment (1,200 in the Western Cape), Pasquallie said it was no longer clear which provinces needed teachers.

"Provinces which were thought to have massive teacher shortages now have too many after pupil:teacher ratios of 35:1 for high schools and 40:1 in primary school were applied. This means that provinces we thought would absorb extra teachers (most of them from the Western Cape) don't need them any more."

The Eastern Cape still needed about 3,500 teachers and Mpumalanga about 500, he said.

"The government has not stuck to the agreement we signed over the payment of voluntary severance packages."

"What was intended to be right-sizing has become down-sizing because the teachers who have left the profession are not being replaced — this was never part of the agreement."

The agreement which unions signed made it clear the number of teachers in South Africa would not drop — rather it was the distribution of their posts that was the issue.

Too many teachers were in former white schools and too few in black schools and it was this histor-

ical imbalance that had to be sorted out, he said.

At yesterday's meeting teachers chanted slogans condemning the government's macro-economic policy, which proposes reduced spending and subsequently a cut in the education budget.

Mr Clive Whitbooi, a teacher at Crystal Secondary School in Hanover Park, said he was not opposed to equity but the way the education department handled the "rationalisation" process had created an enormous amount of "unnecessary" tension.

"No, I haven't lost faith in the system but I wish they would consult with teachers on the ground to hear what is really happening in our schools," he said.

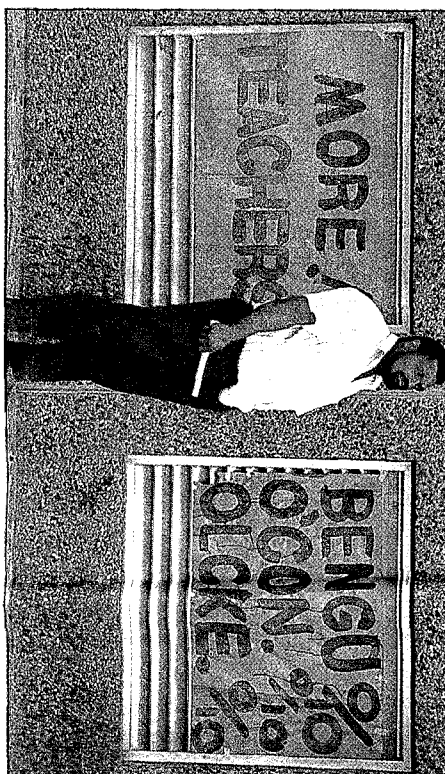
A Khayelitsha teacher who is writing his master's thesis on rationalisation said he was "confused". "I think that about sums up what everyone is feeling — very, very confused."

● The Western Cape Education Department has called for an urgent meeting with Sadtu's executive committee after yesterday's meeting was held during school time without permission.



**MOMENT OF TRUTH:** Teachers (above), sick and tired of the uncertainty in education, listen to new suggestions from the South African Democratic Teachers' Union (Sadtu) on how to rebalance government resources, namely teachers.

**BELOW:** A teacher stands outside the Gool Hope Centre framed by placards expressing some of Sadtu's feelings on the present state of education.



## School disciplinary codes clash with children's rights

**BARREY STREEK**  
POLITICAL WRITER

SOME schools in Cape Town had adopted codes of discipline that contravened an international code for the rights of children that South Africa had signed, a member of the SA Human Rights Commission (SAHRC), Ms Rhoda Kadiale, said yesterday.

New codes of discipline were drawn up by these schools after corporal punishment was abolished, but these were in violation of the international code, she said at a media briefing.

Disciplinary codes at many schools permitted punishments, such as being made to stand in the corner, which were humiliating and violated the child rights. Kadiale also said the commission was investigating

Kadiale said gangsterism in prisons has increased, and this had been highlighted by the incident at St Albans in Port Elizabeth.

"We know that in the Western Cape gangsterism is the order of the day. Rape is used as an initiation rite. New prisoners were raped and then taken into gangs. It was in this context that human rights in prisons had to be examined."

"It is difficult. But there is a willingness on the part of the Department of Correctional Services."

Calls for increasing bail without looking at criminal justice system were "a cop-out", Kadiale said. At the briefing, Pityana said the SAHRC monitor South Africa's compliance with international rights agreements it had signed and others yet signed.

He could not understand why South Africa yet signed the International Convention for the Elimination of All Forms of Racial Discrimination, nor had any explanation been offered was taking so long.

He also said legislation to outlaw racial discrimination should be tabled in Parliament early next year. His commission was having discussions with the Department of Justice and the Department of Education about the proposed educational Development about the proposed curriculum bill.

Pityana said the Bill of Rights was insufficient to prevent racial discrimination.

● The newly appointed legislation monitoring statutory South African Human Rights Commission Victoria Meyer was refused a security pass to Parliament — until Kadiale intervened.

**PICTURES BY**

a school — not in the Western Cape — from pupils were leaving because of racism and the school was keeping silent. The commission would intervene or take action if this was necessary, SAHRC chairperson Dr Barney Pityana said. The commission was undertaking a major investigation into the violation of human rights in prisons. Between March last year and January 17 the commission had received 944 complaints which 365 came from prisons. It had decided to investigate these individually but to deal with the investigation.

"The commission has expressed a commitment to dealing with human rights problems in our country, not only by way of individual complaints but such a manner that structural or systematic can be effected," Pityana said.

## Moves based on 'wishful thinking'

STAFF REPORTER

The redeployment of teachers could be successful only if the process was based on realities and not "wishful thinking", says National Professional Teachers' Organisation of SA (Naptosa) president Leepile Taunyane.

Taunyane was responding yesterday to reports that Education Minister Sibusiso Bengu had admitted the attempted rationalisation of the teaching sector needed reviewing.

In a separate statement, the DP also welcomed Bengu's admission and urged that the review on severance packages also be applied to the health sector.

Taunyane said the Government's failure to redeploy teachers had not been a surprise because it did not properly take into account the realities of the demographic distribution of teachers

and other variables.

"It was very shortsighted to have adopted a simplistic mathematical approach to the problem by assuming that if X number of teachers are in excess in a certain area, they would all be transferable and that they would be accepted wherever there was a shortage of teachers," he said.

Taunyane added that Naptosa accepted that redistribution of teachers had to take place, but said the organisation would insist "that this be done on the basis of a proper data base" if and when new measures were negotiated.

DP Gauteng health spokesman Jack Bloom said the loss of skilled personnel was not only evident in education, but also in the health department where the consequences were severe.

He called for an urgent "rethink" on the whole strategy of downsizing the civil service.

## Teachers leave in droves for voluntary severance deals

(321) Star 15/2/99

The number of teachers granted voluntary severance packages was double what the Department of Education had envisaged, a senior education official said yesterday.

Deputy director-general for human resources Roelf du Preez told reporters in Pretoria that more than 15 240 voluntary severance packages had so far been approved by provincial authorities.

"This is more than we expected," he said. "We thought about 7 000 teachers would leave."

About 19 300 teachers had applied for severance packages.

Education Minister Sibusiso Bengu on Monday asked for a rethink of voluntary severance packages to cut the size of the public service, including the Department of Education.

"One colleague of mine is describing it as a 'shotgun' because you don't target the people you want to leave," Bengu told a briefing in Cape Town.

The scheme of voluntary early retirement was introduced to assist the department in its programme to redeploy teachers evenly. Those not wishing to be transferred could apply for voluntary severance.

Du Preez said a more efficient instrument than voluntary severance packages should be found to help superfluous teachers not wishing to be redeployed to exit the system.

The present scheme was cumbersome and slow, he said.

An acceptable measure costing less than forced retrenchment would have to be negotiated with teachers' unions. No move had been made so far to end the voluntary severance packages, Du Preez said.

He would not say when the department hoped to put an alternative measure into effect.

He denied the packages had meant significant extra expenses. — S; pa

# Cutting back on teachers costs state R1-bn, but 'would save in long run'

By Les-Anne Alrredes

Voluntary severance packages for teachers have cost the Government at least R1-billion so far.

Close on 20 000 teachers have requested packages and more than 75% of the applications have been granted, even though the Government had expected only around 7 000 teachers to apply for it, according to the deputy director-general of human resources, Koelf du Preez.

He said that while the whole exer-

cise had cost at least R1-billion, it would save the country a lot of money in the long term.

This estimate is conservative as it is based on an average severance package of R66 333. However, it is widely accepted that most educators who had been granted packages received payouts of hundreds of thousands of rands after their pensions, leave and other amounts were included.

The admission came in the wake of Education Minister Sibusiso Bengu's acknowledgment that the granting of

severance packages needed to be reviewed.

The voluntary severance packages, a mechanism used by the Government to right-size the public service, has drawn severe criticism from several quarters, including teacher unions, who say the Education Department failed to manage the process properly and allowed experienced and qualified teachers to leave.

Du Preez said that while the department would review the packages as a means of right-sizing the teaching

sector, it was generally happy with the way the process had been managed.

A report by Du Preez concludes that while more educators opted for the voluntary severance packages than expected, there had been no evidence to suggest that only the best had left the service.

According to the agreement negotiated in the Education Labour Relations Council and the understanding of teacher unions, teachers were meant to be granted voluntary severance packages only if they were found

to be in excess at a school and were close to retirement. Teachers could be denied the package if they were needed by the education system.

According to Du Preez, teachers in four provinces which do not have teachers in excess applied for and were granted packages. "The minister (Bengu) said we knew this was going to be a painful process, but it's one we have to go through if it we want to unravel what was left by apartheid. It's just an extremely difficult thing that we've got to do," he said.

Star 17/2/97

(321)

00 17/2/97

# 'Needed teachers' took voluntary retire

(321)

Kevin O'Grady

**PRETORIA** — Teacher retraining packages, worth more than R1bn, had been granted as part of an education department plan to rationalise the profession, a department spokesman said.

The department's human resources deputy director, general Roelf du Preez said on Friday that voluntary severance packages were granted to teachers it wanted to keep so that teachers identified as being "in excess" could remain in the education system.

Du Preez said the department was now looking for an alternative to the packages that would target excess teachers "more directly".

Despite the department's belief that packages should be granted only to excess teachers, because to do otherwise would create unwanted vacancies, "it's clear that people didn't just opt for packages when found to be in excess".

There had also been un-

controlled granting of packages by the provinces, resulting in about 7 000 more teachers taking the packages than the department would have liked.

SA had 14 680 excess teachers in five provinces when rationalisation started and would have liked about half of these to take packages and the remainder to opt for redeployment to understaffed schools and provinces. Instead, 19 308 teachers applied for the packages, of which 15 241 were

granted at an average of R66 333 each. Only 260 applications for voluntary interprovincial transfers were received, Du Preez said.

Teachers with longer service also applied for packages to a greater extent than those with short service, but there was "no evidence that only the best qualified and best performing teachers left the service at this stage".

Despite the failure of the packages as an instrument to help the rationalisation process, the pro-

cess would continue. "We're on our way towards equity. Equity is an imperative and we're going ahead with it," Du Preez said.

Because the packages were being used in the public service as a whole, "we'll have to see if the public service as a whole will reconsider them," he said.

Forced retrainments were too costly and, if applied on the scale that voluntary packages had been granted, would be "extremely expensive for a number of years to

compensate for what it would do to the pension fund".

We will have to go into discussions with the unions to devise something acceptable that would not cost what this would cost," he said. The first meeting of the education labour relations council at which this would be discussed would be held next week. Teacher unions, particularly the SA Democratic Teachers' Union, have threatened to strike if the department begins retraining teachers.



**TUESDAY**  
**FEBRUARY 18, 1997**

## CRUCIAL TALKS TOMORROW

# 'Excess' teachers face retrenchment

CT 18/2/97

(321)

**THE HEAD** of the Western Cape Education Department says cutting more teaching jobs in the province should be put on hold for a year. **CAROL CAMPBELL** reports.

**P**HASE two of teacher rationalisation talks begin in Pretoria tomorrow — and now "excess" teachers in the Western Cape could face retrenchment.

Retrenchments would enable the government to axe the teachers who were not regarded as critical.

In phase one teachers were offered the choice between a voluntary severance package and redeployment to a "needy" school in another part of the country — and 11 700 teachers around the country took the money and opted out.

Education Minister Dr Sibusiso Bengu has admitted the approach has not worked, and last week called on teacher unions to come up with new ways to achieve "equity" in education spending — without draining the profession of its best teachers.

Bengu's special adviser, Mr Thami Mseleku, said redeployment of teachers to needy schools was the ultimate goal the government hoped to achieve through rationalisation, but too many good teachers had opted for the package, depleting education of valuable resources.

Yesterday Mr Duncan Hindle, the chief director of the national education department and a past head of the SA Democratic Teachers' Union (Sadtu), said retrenchment would be one of the options considered in tomorrow's talks.

To achieve equity, more teaching jobs have to be created in

schools in the old black departments of education, and posts have to be cut in the former white, coloured and Indian departments.

To escape retrenchment teachers would have to move to "needy" schools as part of the redeployment programme — the same choice they had under the phase one agreement.

The head of the Western Cape Education Department (WCED), Mr Brian O'Connell, said cutting teaching jobs in the Western Cape needed to be put on hold for a year, until the other provinces implemented the pupil-teacher ratios agreed to in the first discussions.

"The Western Cape is the only province to act fully on the ratios agreed to during the first phase of rationalisation," said O'Connell. "We need to wait for the other provinces to create posts for our excess teachers before the process continues."

In the Western Cape, high schools had until 1997 to reach a pupil-teacher ratio of 26:1 and primary schools 36:1 — a figure that was supposed to be renegotiated, and class sizes increased, during the coming talks.

The other provinces had different ratios to aim for, depending on the extent of their staffing problem.

Ultimately, all schools in South Africa will be expected to have a ratio of 40:1 in primary schools and 35:1 in high schools.

Meanwhile, O'Connell still has to balance the books and cope with massive budget cuts. With more teachers employed than he can afford he will have to go cap in hand to the national education department, begging for money to meet his salary bill.

The national department has given the WCED extra money for the last two years, to pay its teachers while the rationalisation process was being implemented.

Mr Mike Reeler, who will attend tomorrow's talks as a delegate of the National Professional Teachers' Organisation of SA, said the emphasis now was on class size and not pupil-teacher ratios.

"We don't like retrenchment, but it would be a far quicker and less messy way to rationalise education," said Reeler. "Nevertheless, we are going into tomorrow's talks with an open mind."

"We do want a moratorium on teacher cuts in the Western Cape for 1997, to give schools time to absorb the impact of the job losses in 1996," he said.

Sadtu Western Cape spokesman Mr Don Pasquallie said the union would never accept retrenchment.

"We can't see how a good teacher union would agree to this," said Pasquallie. "Other teacher unions are in favour of retrenchments because the packages are far better than the voluntary severance packages."

"We feel as a labour movement we have to ask ourselves who we are negotiating for and who we have to answer to — our members," he said.

# Resistance to education plan grows

**TALKS BETWEEN** the national education department and teacher unions on the second phase of teacher cuts resume in Pretoria today, **CAROL CAMPBELL** reports.

**T**EACHERS, parents and pupils representing 80 schools on the Cape Flats said yesterday they would stop the second phase of the government's rationalisation plan, which will see the loss of another 6 000 jobs in the Western Cape over the next four years.

They slammed the ANC and the NP for their handling of the education crisis — around the country but especially in the Western Cape, where 6 000 teachers have already been forced out of the schooling system.

Talks between the national education department and teacher unions on the second phase of teacher cuts and redeployment began again in Pretoria today. It is these discussions the group — the

Western Cape Parent, Teacher, Student Forum — is rejecting.

A spokesman for the forum, Mrs Fazlter Bell, said the group rejected the government's macro-economic strategy with its cuts to education, health and social services, because they were being dictated by the World Bank and the International Monetary Fund.

"This is one time that the government should be spending more on education and not servicing apartheid debt," she said.

The government has challenged teacher unions to find new ways to distribute education resources among all race groups in South Africa, because the dishing out of voluntary severance packages was not working.

The speaker at yesterday's meeting, held at the old Hewart College in Athlone, was Mr Brian Isaacs, principal of South Peninsula High School and acting head of the forum — the same organisation that protested outside the Somerset West home of provincial education chief Mr Brian O'Connell.

Isaacs was also one of four principals to receive a letter of warning from the Western Cape Education Department because he refused to be involved in rationalisation at his school.

"We say the present government must take responsibility for what has happened," he said.

ET 19/2/97

He urged angry teachers not to keep quiet about their unhappiness with the teacher job cuts, but to tell parents the truth about what was happening in their schools.

One elderly woman, a grandmother from Kraaifontein, was almost hysterical when she said

*'Apartheid education had left me good for nothing except the kitchen and now my grandchildren face the same fate. It was in the kitchen that I learnt about drugery.'*

apartheid education had left her good for nothing except the kitchen and now her grandchildren faced the same fate.

"It was in the kitchen that I learnt about drugery."

A teacher from Spes Bona High in Athlone said that before voluntary severance packages were offered the school had six English

(321)

teachers. Now there was one.

"One of our science teachers, who happened to take English when she was at Hewart College, was moved to the English department but now she is on special leave for six months because of stress."

The Sid 9 science teacher at the school (a primary school teacher brought on board to help out because of staff shortages) was also on sick leave with stress.

At the meeting the teachers, joined by some parents and students, decided they would march on Western Cape Education MEC Mrs Martha Olicks office and the provincial education department offices to make sure their complaints were heard.

They also promised to protest against the Education Labour Relations Council in Pretoria, hold "chalk-downs" and possibly even go on strike to stop the drain of teachers from their schools.

# 'Rationalised' teachers tell of stress and fear

## *Some booked off work for six months*

SABANA NEGAM  
Education Reporter

Teachers at the receiving end of the rationalisation process that led to 6 000 Western Cape teachers losing their jobs have told harrowing tales.

Teachers, parents and pupils met at an emotionally-charged meeting called by the Western Cape Parents, Teachers and Students Forum in Athlone yesterday.

Heaham Effendi, head of the physical science department at Spes Bona Secondary School in Athlone, said two teachers stressed by fears of losing their jobs had been booked off by doctors for six months.

The forum urged teachers to speak about what was happening to prevent the community thinking "all is well".

Mr Effendi told of a mathematics and science teacher who had to teach English in

standards six and seven after five English teachers took voluntary severance packages in September.

"The teacher was booked off in January because she could not cope with the workload," Mr Effendi said.

"Even though she no longer taught the maths and science classes, the burden of teaching five classes for 40 periods a week was too much.

"Teachers normally take between 20 and 25 periods a week.

Mr Effendi said each of the classes had between 40 and 50 pupils.

"If a test was written, she had to see to it that more than 200 books or answer sheets were marked."

He said the teacher had to have psychiatric treatment and was booked off from January to June.

A teacher employed temporarily at the

school stayed on after being persuaded by the principal to teach physical science to Standard 9 pupils. The stress became too much and he was booked off until June.

Other teachers complained of overcrowding in their classes, shortage of staff and shortages of classrooms.

Some teachers said they were forced to combine classes because the number of teachers had decreased.

The meeting decided it was not against rationalisation in principle, but did not accept the "undemocratic manner" in which it was implemented.

Speaker after speaker condemned the national and provincial governments for sending education "down the drain".

There were suggestions of protest marches to the home of Western Cape Minister of Education Martha Olickers, and on the provincial Department of Education.

AKY 14/2/97

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## Teacher cut dispute boils over

(321)

By JOVIAL RANTAO

Cape Town

Mar 20/2/97

Political parties went for each other in sharp exchanges in the National Assembly yesterday during a snap debate, requested by the National Party, on teacher rationalisation, redeployment and severance packages.

The NP requested the debate after Education Minister Sibusiso Bengu conceded that teacher redeployment was not going according to plan. The ANC described the debate as a waste of time and reiterated that the goals of equity and transformation were non-negotiable.

Bengu assured the house that the teacher rationalisation process was still on track and emphasised the Government's commitment to continue with it.

"We're prepared to talk to anyone. That is the policy of the Government. But the principle of equity and redress are principles we will not abandon."

He said 15 231 severance packages had been approved with more than 19 870 deployment opportunities becoming available. Negotiations were continuing with teacher organisations.

"Voluntary severance packages are being reviewed for the whole of the public service, as they appear to have served their purpose. Such a review will obviously have implications for education, as these packages are a matter that concerns the whole public service."

Chairman of the parliamentary committee on education Dr Blade Nzimande accused the NP of departing from its historical practice by failing to call upon all civil servants, teachers in particular, to serve in the townships and rural areas as part of rebuilding a new SA.

"Instead they're bent on creating a sense of insecurity, then they turn around to criticise this Government for not taking the teachers' interests into account. I challenge the NP to stand up today and support teacher redeployment as part of the new patriotism the NP claims to subscribe to."

## Teachers to<sup>22</sup> boycott event (321)

Nomavenda, Mathiang

BD 21/2/1977

PRETORIA members of the Transvaal United African Teachers' Association are to boycott the association's 90th anniversary celebrations — at which President Nelson Mandela is expected to deliver the keynote address — in Pretoria today.

In a letter to the association, the objectors said they had not been consulted about the event which they considered costly and unwarranted, especially in the light of the absence of training, which association members need desperately to compete in fast developing labour field.

They said the "celebratory mood" was a disregard for the suffering of retrenched members. They questioned the writing off of R217 000, which disappeared from the association's offices in 1995, and said some office bearers were not registered teachers.

Association president Leepile Taunyane, who is not a registered teacher, said he was not flouting the constitution. He said he had been president since 1974 and was also president of the National Professional Teachers' Organisation of SA.

Taunyane said the missing money had been written off because police investigation of the affair had not managed to unearth anything.

# Oickers trying to fix Bengu's bungle

## Moves to bring back teachers

GLAYNYS UNDERHILL

Chief Reporter

Legal opinion is being sought to explore ways of re-employing some of the thousands of demoralised teachers in the Western Cape, who opted for voluntary severance packages two months ago and signed away their rights to re-enter Government service, Western Cape Minister of Education Martha Olicker has disclosed.

In an interview with Saturday Argus Mrs Olicker hit out at Minister of Education Shinsiso Bengu for implementing an "ad hoc and disastrous" teacher rationalisation plan, which she admits has flopped at enormous cost to the province.

Educationalists and the Western Cape education minister herself are in the dark as to whether this bungled plan will proceed - and shed 2 000 more teachers in the province this year in the process.

This week, 3 500 vacant teaching posts in the Western Cape were advertised to meet the demand of pupils "flooding in" to the province, just two months after 6 000 highly-skilled and experienced teachers opted for the voluntary severance packages. The threat of redeployment to other provinces

AKG 22/2/97

prompted thousands of top teachers to take the package and change careers.

An exasperated Mrs Olicker said Western Cape education officials had warned that the Government's controversial teacher rationalisation plan was doomed from the outset.

The provincial education minister said that while Professor Bengu had reportedly said the bungling of the teacher rationalisation programme was not his mistake, the "million dollar question" was: "Whose mistake was it?"

"Was it his officials that advised him wrongly and he in good faith did it?" she asked. "Was it that he did not think the plan through himself? Was it forced on him by politics?"

"It was a top-down thing, as the provinces just had to implement the decisions reached," she said.

Calling for a halt to the programme, Mrs Olicker said: "At this time I don't really know what is happening - I take it the programme is on hold."

But in spite of reports to the contrary,

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Professor Bengu told the National Assembly on Wednesday this week that the process of rationalisation was on course.

"The process of rationalisation is still on track and we are determined to continue with it, in line with our constitution," he said.

Negotiations were taking place in Pretoria, between the Ministry of Education and teacher organisations to agree on the next step in the rationalisation exercise, said Professor Bengu.

*'If it wasn't Bengu's fault, then the big question is: whose mistake was it?'*

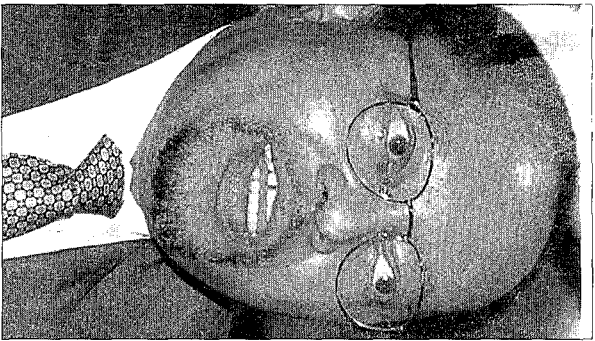
"Voluntary severance packages are being reviewed for the whole of the Public Service, as they appear to have served their purpose."

"Such a review will obviously have implications for education, as these packages are a transverse matter that concerns the whole of the public service," he said.

Provincial education ministers will be meeting Professor Bengu in two weeks' time to learn what steps should be

# Olickers slams Bengu over 'disastrous' education plan

(321) R&R 22/2/97



Under fire: Education Minister Sibusiso Bengu

From page 1

taken, but Mrs Olickers is not expecting speedy answers, as she believes the negotiations in Pieteroria will be drawn out. The Western Cape has a representative at the negotiations, but the official is there in an observer status, she said.

Mrs Olickers said there were many legal aspects which had to be studied before the teachers who took the voluntary severance packages could re-enter service.

"Those that want to come back ... one would like to utilise their experience again.

"But remember ... they have had their packages and the other teachers have not, so you can't bring them back on the same footing.

"So they will have to come back without a pension scheme and there are a lot of legalities which have to be looked into.

"But I don't know how many teachers would be prepared to come back with the ad hoc way education is being run," she said.

Mrs Olickers said she had claimed all along that telling someone they could not return to a profession for which they had studied was an infringement of human

rights.

"I don't know how Professor Bengu can say the process of rationalisation is on track, because it has never been on track.

"This whole thing blew up because the other provinces did not start rationalisation, or started and ran into difficulties and abandoned it.

"So again, I think he is not in touch with what is happening on the ground."

Mrs Olickers said she would not call for Professor Bengu's resignation because he was "a gentleman, a very pleasant person".

"But I don't know whether he always gets the right advice and I think perhaps he was a bit biased as far as ideology was concerned.

"He has redress in the forefront of his mind and I can understand one wants that, but then it must be implementable.

Redress is not something you can do in haste, as about half of the provincial budget goes into education.

"It is a massive organisation, you can not redress within a year or two," she said.

Mrs Olickers said the outcome of the voluntary retraining package plan had been especially "disastrous" for the Western Cape, which had experienced the biggest brain-drain.

The Western Cape was one of the few provinces to feel the after-effects of the plan as not many of the others had implemented the scheme.

This made it impossible for excess teachers in the Western Cape to be relocated to other, more needy, provinces where there were no vacancies.

For the system, it was disastrous; for the country, monetary-wise, it was disastrous.

"It was disastrous in the sense that we lost a lot of expertise that we could have used so well in the transition phase in the next five to ten years.

"I was also disastrous because of the morale of teachers, pupils and parents.

"It was disastrous for what it did to the morale of the stakeholders in the education system," said Mrs Olickers.

She believed the education system could be repaired if the plan was halted.

"Because of the quality of teachers we have, education is salvageable.

"But then, there must come an absolutely positive message from the Government.

"The teachers must feel that they are secure again in their jobs, that they can get on with their work and that they don't need to worry about being told tomorrow:

"You're retrained".

"Once they have that security, they will perform," she said.

Senior Western Cape officials, appointed to investigate the Government scheme before it had been implemented, were people who had worked in the education system. All had agreed the Government rationalisation programme would not work.

The mud-slinging over the bungle had now been reduced to a political fight, but the damage already had been done, she said.

In Parliament, Professor Bengu pointed fingers at the National Party - of which Mrs Olickers is a member - and said his fingers showed the programme was on track.

A review of the voluntary severance packages was welcomed, because he was concerned about their "shot-gun" effect on education, he said.

"This does not mean that they have failed, one has to understand that in the first place these voluntary severance packages were made available in order to aid equity and reemployment, which on the whole they had done.

"It must also be emphasised that while the National Party and its allies have been very vociferous about what was happening

to those that were advantaged be to have not said anything about the thousands of promotion posts needed before," he said.

Mrs Olickers sees the issue differently. "The country lost a lot of people who had worked in the education system. All had agreed the Government rationalisation programme would not work."

■ Last night President Mandela to improve the education system and pupils.

He was addressing a gala in Gaborone to celebrate the 90th anniversary of the Transvaal United African Teachers' Association (Thata).

"Government will continue to avenues for meaningful participation of organised teachers in revamping education system," he said.

"We will continue to improve conditions for teaching and learning by new schools, improving existing providing basic teaching equipment."

Mr Mandela said the national plan for learning and teaching, launched on Thursday, would need to teach more effectively, student and parents to be more involved in education of their children.

# Sadtu slams retrenchments

25 (321)

By Charity Bhengu

VOLUNTARY severance packages for teachers – used by the Government to rationalise the public service – have drawn sharp criticism from the South African Democratic Teachers Union.

Sadtu has accused the Government of failing to manage the process properly and allowing experienced and qualified teachers to leave the profession in the process.

Gauteng education department spokesman Mr Lincoln Mali said: "Most educators with longer service

*Sowetan 25/2/99*  
applied (for packages).

"However, there is no evidence that only the most experienced and best qualified teachers have left the service."

Sadtu yesterday demanded the reinstatement of teachers who are highly qualified in maths, science and other science-related subjects.

These teachers should never have been offered the option of voluntary retirement, the union said.

Sadtu general secretary Mr TW Nxesi said in a statement that according to the agreement negotiated in the Education Labour Relations Council in 1995, teachers

could be denied severance packages if their services were still needed.

Nxesi said Sadtu signed the agreement supporting the Government that no teachers would be retrenched during the rationalisation process.

However, about 11 700 teachers had opted for retrenchment packages.

"Posts occupied by teachers accepting the packages were frozen and not transferred to short-staffed schools," Nxesi said.

Based on an average of R66 333 a package, R1 billion has been paid out to teachers.



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## Bengu hits back at 'bungling' claim (321)

CT 28/2/97

EDUCATION WRITER

BENGU and Olckers are at each others' throats again.

This time the war of words between Education Minister Dr Sibusiso Bengu and Western Cape Education MEC Mrs Martha Olckers is over her allegation that he is dodging the blame for "bungling" the cut-back in teaching posts.

Bengu has placed an advertisement in today's Cape Times to outline his gripe with Olckers, who, he says, is reversing the struggle to achieve equity in South African education.

"The process of rationalisation is still on track and we are determined to continue with it.

"We are aware there are attempts by people like Martha Olckers to undermine the process of moving towards equity in education, but they will not succeed," he writes.

He also accuses Olckers of "disinformation" about the 3 500 posts which were recently advertised in the province.

Far from being "vacant posts", created by the flooding of pupils to schools in the Western Cape from other areas of the country, they were posts left open by natural attrition and the granting of severance packages.

These posts had to be filled by redeploying "excess" teachers, he says.

"Redeployment is not unique to the teaching profession as some people want to make out."

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# Teacher row hots up as Bengu hits back

GLYNIS UNDERHILL  
CHIEF REPORTER

As the political row over the "bungled" teacher rationalisation programme in the Western Cape escalates, agreement has been reached at a national level to halt Education Minister Sibusiso Bengu's controversial plan for a month while negotiations continue.

In a move calculated to reach a wide audience, Professor Bengu hit back at Western Cape provincial education minister Martha Olckers over her accusations that he had implemented an "ad hoc and disastrous" teacher rationalisation plan.

During an interview published in last weekend's Saturday Argus the National Party's Mrs Olckers said the teacher rationalisation plan had flopped at enormous cost to the province.

ARG 1/3/97  
The political football bounced back when the ANC's Professor Bengu responded by taking out large advertisements in daily newspapers yesterday, saying that far from fixing "Bengu's bungle", Mrs Olckers was reversing "our struggle to ensure equity in education spending in the country".

"Our struggle to correct the imbalances of the past is seen as an interference with nature's processes, just like the struggle under apartheid was.

"The message to the majority of the people who have suffered under these inhuman circumstances has not changed: wait, do not be impatient," he wrote.

Professor Bengu alleged that Mrs Olckers had resorted to disinformation about why 3 500 posts had been advertised in the Western Cape by suggesting it was due to "flooding" of schools in the province with pupils from the Eastern Cape.

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"Our information is that 3 535 vacant posts were advertised in her province. These teaching posts were vacant at the end of last year and had to be used for the purpose of re-deployment of teachers in excess in the province," Professor Bengu said.

"According to our information, they became vacant as a result of natural attrition and the granting of severance packages (more than half of them)."

Attempts by Saturday Argus to interview Professor Bengu, who was tied up with heavy work schedules and cabinet meetings for two weeks, were unsuccessful.

The advertising of vacant teaching posts comes two months after 6 000 highly skilled and experienced teachers opted for the voluntary severance packages on offer from the Government. The threat of

To page 3

## Row hots up as Bengu hits back

(321)  
From page 1

ARG 1/3/97  
redeployment to other provinces prompted thousands of top teachers to take the package and change careers.

Meanwhile, redeployment has been put on ice while the South African Democratic Teachers' Union (Sadtu) negotiates with the Education Labour Relations Council.

Sadtu provincial secretary Don Pasquallie said the union still supported rationalisation.

"But only where the direction of the process is to ensure equity and not when it serves to reduce or retrain teachers in the country," he added.

Olckers accused of opportunist strategies, page 16



# Gestapo-style crackdown on expat teachers

**BROWNE ROBERTS**  
DAILY OBSERVER

East London - Teachers from as far as Ghana and India who packed their bags and families on a mercy mission to teach desperate rural Eastern Cape children, have been kicked in the teeth by the former Apartheid Department of Education. The teachers, who were recruited to provide a priceless service to a region with few roads and scarce teachers, were given 72 hours to leave the country this week.

And Umkhata government officials moved teachers for their papers, dismissing their visas and threatening them with arrest.

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But the threatened expulsion of expatriate teachers from the Eastern Cape which raised the ugly spectre of the Indian Association of South Africa (IASA) in the 1970s, appears to have been just another bureaucratic bungle.

Last month the Eastern Cape Education Department sent out a letter to all expatriate teachers in the province's 1,000 expatriate teachers' given until the end of the year to sort out their work permits and visas.

But this week, the Home Affairs Department's expatriate teachers, ordered to leave the country within 72 hours because their papers were not in order, hurried teachers who had left their homes in Ghana, Sri Lanka and India to teach maths and science at ill-equipped rural schools.

## Home Affairs began scribbling notices ordering teachers to leave the country within 72 hours

A small group of teachers from the Indian Association of South Africa marched on the Umkhata office claiming harassment by govern-

ment officials who were visiting them at school to demand the documents.

Teachers who were arrested then by Home Affairs in 1994 were rejected by the officials, who threatened them with arrest. The Education Department clarified the issue a little when it revealed later that the bawling chamber had agreed the foreign teachers in the country at least until the end of this year.

But after a meeting yesterday the chamber decided that a task team of bureaucrats and teachers, to be appointed in March, would investigate the status of the qualifications of teachers and their legal status in the country would be assessed while the teachers would in turn be given a chance to ensure their

documentation was in order.

South African Democratic Teachers Union (Sadtu) president, Mr. Mphahlele, said that the government of the foreign teachers had come into the country to address a severe shortage of science and maths teachers, especially in the former bantustans. He said the shortage remained because most local teachers preferred to work in the cities.

Mr. Mphahlele said that when there were enough teachers trained to teach these subjects, Sadtu expected the expatriates to make way for South Africans. However, some expatriates would be made to stay for the time being. It is now back to the bush while the bureaucrats try to find the right pieces of paper to shuffle. — Enza

## 'Access denied' to Ribeiro witnesses

Pretoria - The detective who investigated the renowned Brigadier Van Rensburg's alleged involvement in the 1982-83 Mamelodi-Robben Island killings, Brigadier Van Rensburg, told the Truth and Reconciliation Commission

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# Teachers whacked by cuts

By YVETTE VAN BREDA

**WHILE unions and the education department battle it out over the bungled rationalisation programme, Western Cape schools are struggling to cope with the drastic teacher cuts.**

Faced with classes of up to 60 pupils and hardly any free periods, teachers are putting on a brave face, but say they are battling against enormous pressure.

Principals from Peninsula schools said this week they had been dealt a severe blow by the way the cut-back programme had been carried out.

And unions, who were party to the cut-backs, complained that the process had not been implemented over four years as they had expected.

Garlandale Senior Secondary prin-

cipal, Eddie Snyders, said: "We have lost too many quality teachers in a short space of time."

"Apparently the whole process is on hold while they renegotiate the system, but the education system has been dealt a severe blow."

"It's too late to cry over spilt milk. It's been admitted that there was a mistake. Now educators and concerned people must build a new education system and do something constructive."

Another principal, who asked not to be identified, said his school had lost 12 teachers of a staff of 46 in one year.

"That's about 300 years of experience. It's too many highly qualified teachers in a short space of time and education can't afford that."

Principal Isaac Laubscher, of Goel-

Hoop Primary in Bellville, said he had lost three teachers and was teaching 32 periods in a seven-day cycle himself.

"This is a very bad situation and we can't manage the school effectively. We decided we needed equity in teaching and agreed with rationalisation."

"Now we see it was not as easy to implement as we thought."

Brian Isaacs, chairman of the Western Cape Parent, Teacher, Student Forum and South Peninsula High School principal, said the forum had been critical of the rationalisation process "which we believed would spread resources. But the only resources being spread are the teachers."

He pointed out that in 1993 South Peninsula High school had reduced

its staff by eight teachers to 41. This year they had only 32 and by the year 2000 there would be only 24.

"And this with a school of 860 pupils. If this madness goes on, we will have an inferior education system," Isaacs said.

Danie van Wyk, of the Cape Teachers Professional Association, said the union was very disappointed with the way the process had been implemented. Neither national or provincial departments of education had stuck to the agreement.

"We thought it would be phased in over four years, with the teacher-pupil ratio in mind, up to the year 2000. What's worse is that well qualified and experienced teachers have left the profession."

Don Pasquale, a spokesman for SA Democratic Teachers Union, said the

(321) ST(CM)2/3/97

union agreed with equity but not at the cost of quality education.

About two weeks ago the unions and the department met for talks on the second phase of the process. The talks will resume on March 10.

Martha Olickers said on Friday that the national government's latest attack on her in an attempt to condone the ANC's "disastrous" education rationalisation programme, bordered on the ridiculous.

Olickers was commenting on Education Minister Shibusiso Bengu's advertisement in a Cape Town afternoon newspaper under the headline: "Is Olickers fixing Bengu's bungle, or thwarting Bengu's struggle?" Bengu had claimed that Olickers was "reversing our struggle to ensure equity in education".

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# Taxpayers money was squandered — Olckers

EDUCATION WRITER

CT 3/3/97

THE slanging match between the Western Cape's Education MEC Mrs Martha Olckers and Education Minister Dr Sibusiso Bengu continued at the weekend with Olckers accusing Bengu of squandering taxpayers' money by placing advertisements in newspapers to "attack" her.

In a statement Olckers said Bengu should rather vent his frustration at his ANC colleagues who did not appreciate the demands and value of education in a developing democracy.

A copy of Bengu's advertisement, in which he accused Olckers of reversing the struggle to achieve equity in South African education,

appeared in the Cape Times last Friday.

Already 6 000 teachers in the Western Cape have lost their jobs in a government drive to redistribute education resources between all races. More teaching jobs were promised in areas like the Eastern Cape and KwaZulu-Natal, where there are big rural populations. These jobs have yet to materialise.

"The ANC enforced the tempo of the rationalisation programme in education and it must take responsibility for the consequences. Hundreds of children are now even marching to Parliament to protest against teacher job cuts. When will the ANC come to its senses?" Olckers said.

● See Page 8

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# 'Labour peace' under threat, warn teachers

Farouk Chothia

DURBAN — KwaZulu-Natal teachers warned yesterday that "labour peace" in education would be jeopardised if the voluntary severance packages offered to teachers left a "gap" at schools.

SA Democratic Teachers' Union official Rashida Bobat said teachers were concerned about the shortfall of teachers following the granting of severance packages in April.

The gaps created by the exodus would have to be filled if there was to be labour peace, Bobat said.

KwaZulu-Natal education MEC Vincent Zulu had said more than 2 000 teachers would be granted packages.

The organisations met the educa-

tion department in the provincial labour relations council to resolve differences over the issue.

However, no agreement was reached and the teachers said they would raise their concerns with the national department.

The union represented six teachers' organisations including the Natal African Teachers' Union and the Suid Afrikaanse Onderwyser Unie.

Teachers representative Daya Govender said the packages would cost the KwaZulu-Natal education department about R150m.

Department representative Andrew Layman confirmed the figure, which excluded funds from the national pension fund.

4/3/97 (321)  
Layman said the department was still committed to "getting rid of surplus" teachers. The education department spent more than 96% of its budget on personnel.

Govender said there was already a shortage of teachers and the R150m cut from the provincial budget would "certainly impact on other services".

Both parties agreed on the need to conclude 7 000 outstanding appointments by June.

# SA's plan to hire Cuban teachers

Marion Edmunds

THE government is to investigate importing Cuban teachers to shore up the state school service. Education Minister Sibiso Bengu said this week he planned to go to Cuba later this month to look at the country's maths and science teachers.

He dismissed suggestions that the government's redeployment programme — where state teachers were offered new posts or retrenchment packages in a drive to equalise resources — had robbed the service of its best staff.

The Cuban initiative instead was targeting South Africa's expected teaching needs over the next eight years, Bengu claimed.

"Cuba would qualify in the areas of education because they produced mass teachers and mass scientists," he told the *Mail & Guardian*.

"That they succeeded in doing — so they do have surpluses, so that is a factor we would want to look at."

The plan follows a similar initiative by Health Minister Nkosazana Zuma, who has drafted in hundreds of Cuban doctors to fill gaps in poorer provinces' health services.

Teaching unions have warned that the redeployment programme, initiated last year, has led merely to thousands of the most senior, experienced teachers leaving the profession. Bengu conceded last month that the pro-

gramme had weak points. But he countered the statement this week that there was no scientific proof that expertise had been lost.

Bengu also announced this week that he had secured R4,88-billion in government subsidies for tertiary education for the new financial year — higher than the figure originally agreed with the finance ministry.

The previous budget would have forced cuts in subsidies to tertiary education — a threat which prompted recent widespread campus protests.

He said that subsidies for universities would stay the same as last year, except for the five homeland universities whose subsidies would be reduced slightly to the bring them into the line with the other tertiary institutions.

(321) MATG 7-13/3/97



**WEEKEND ARGUS**

Founded October 7, 1911

# On course to the Olympics

**BUT ONE OF THE BID COMMITTEES' NEXT TASKS SHOULD BE TO SEE THAT THE LOCAL PUBLIC COMES ABOARD**

**T**HE preliminaries are over. Now the concerted hard work starts in the drive to the next deadline. Cape Town does not have much time to present its last, and hopefully compelling, argument about why the city should host the 2004 Olympic Games.

In the next six months before the final decision on September 5, the bidding effort will intensify dramatically as our bid team pulls out all stops in its campaign to influence the IOC and make sure that whatever weaknesses remain are effectively tackled and those perceived chinks in our armour - such as the problem of crime, the concern about political stability after Nelson Mandela steps down as president - filled in.

Make no mistake, it will not be an easy contest from here on. The competition is formidable. Athens, Rome, Stockholm, Buenos Aires all have their own individual strengths and attractions.

Athens, the venue of the first Olympics, missed staging the centenary Games last year because the city bosses believed the choice would be a formality. Rome also has hosted the Games before. In 1960, and can draw on a rich experience of organising international events on this scale. Buenos Aires and Stockholm are strong on infrastructure and sports facilities.

# Bengu blames Olckers for teacher crisis

Controversy has long raged over the education crisis. Fuel was added to the fire recently when Western Cape MEC for education Martha Olckers, in an exclusive interview with Saturday Argus, criticised national minister Shibusiso Bengu. This week Mr Bengu responded to the criticisms. He spoke to chief reporter Glynis Underhill.

Blame for the schools education crisis brought on by the rushed implementation of the teacher rationalisation programme in the Western Cape lies at the door of the provincial education minister Martha Olckers, the Minister of Education Shibusiso Bengu said.

Professor Bengu said his ministry was not responsible for the current upheaval in schools in the Western Cape.

At a national level, the province's budget was decreed by the percentage of teachers leaving, he conceded. "But the decisions and the details as to how many teachers you get rid of are the responsibility of the provincial education MEC and her colleagues," he said.

Professor Bengu said he had never said the teacher rationalisation plan had failed and if there was bungling, it had not been on his part.

The difficulties in implementing rationalisation were caused in part by opponents of the scheme who were also opposed to equity in education, he said. "We have had the problem of implementation because rationalisation was a policy that was not produced by Bengu - he is after all not such a genius. It was a policy decided by government firstly and then before negotiations started. It was debated at the Council of Education Ministers, where Martha Olckers was present. And I will be pleased to tell you that she agreed - and agreed in fact to a compromise."

Professor Bengu stressed the implementation of the teacher rationalisation programme took place at a provincial level. Other provinces had also embarked on rationalisation programmes, said Professor Bengu.

"But they have not resorted to the kind of hysteria that you have in the Western Cape, of quickly rushing up with the figures which Martha Olckers has done," he said.

Last month 3 500 teaching posts in the Western Cape were advertised to meet the demand of pupils. "Flooding in" to the province, just two months after 6 000



received pension packages was a "legal question".

"I think we did get legal advice. But we must continue to get more advice which would indicate whether someone who has taken a package cannot come back. It seems to us that in some cases it might be allowed as long as the teacher would not be permanently employed."

The Constitution still had to be tested on this matter, he said. "Originally it was as if it would be discrimination against those teachers if we did not re-employ them, which is not allowed by the Constitution. But one legal position is that it could be allowed."

Professor Bengu admitted "it was a sad affair."



...and, Cape Town had over 1000  
considerable hurdles in getting  
this far. And those responsible for  
putting together the Bid that has  
got us through the 11-city selection  
process have good reason to be elat-  
ed and proud. As we, Cape Townians  
and, indeed, all South Africans -  
should be proud of them.

Not, as the city and the nation  
celebrate, should we forget the con-  
tribution of one person in particu-  
lar.

Raymond Ackerman was the  
original visionary behind the Cape  
Town bid for 2004. It was he who  
realised the potential, saw the  
dream and pursued it.

In search of a blueprint and a  
timetable, Mr Ackerman visited  
other Olympic venues to see what  
was necessary, to assess Cape  
Town's chances for the Games in  
the light of IOC dictates. And even  
when differences of opinion arose  
over how the local bid should be  
structured, he maintained his sup-  
port for Cape Town.

Support of similar kind will be  
essential from as many Capetonians  
as possible in the months lead-  
ing up to September.

There is not yet a general con-  
sensus that the Games in 2004 will  
be to the greater good of the city.  
Far from it. There are those, among  
them people of influence, who fear  
the opposite.

One of the bid committee's tasks  
now should be to try to allay those  
fears, by transparent communi-  
cation and consultation.

## HOW TO CONTACT US

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## SATURDAY MEDITATIONS

*'We are His workmanship,  
created in Christ Jesus unto  
good works, which God hath  
before ordained that we  
should walk in them.'  
(Ephesians 2:10)*

*'The tongue of the base  
slanderer that talks  
of virtue belies his heart.'  
(Thirukural 19:185)*

*'Eat and drink  
and do not  
commit excess.'  
(Qur'an 7:31)*

*'I will go before you and  
make the crooked places  
straight. I will break  
in pieces the doors  
of brass, and cut in sunder  
the bars of iron.'  
(Torah, Isaiah 45)*

## many teachers you get rid of are the responsibility of the MEC

highly-skilled and experi-  
enced teachers opted for the  
voluntary severance pack-  
ages. A political row broke  
out when Mrs Olickers  
accused Professor Bengu of  
implementing an "ad hoc  
and disastrous" teacher  
rationalisation programme,  
which she said had flopped at enormous  
cost to the province.

"One can see at a glance that we should  
have had proper planning at a provincial  
level. In Gauteng and the other provinces,  
things have worked fairly well," said Pro-  
fessor Bengu. He called for "a sober atti-  
tude" that would allow the provincial edu-  
cational authorities in the Western Cape to  
plan and live with what was happening.  
"But let it be implemented in ways that  
make sense," he said.

The political row over the teacher ratio-  
nalisation plan in the Western Cape was a  
"political game" that was being played out  
to the detriment of the province, said  
Professor Bengu.

He pointed out that it was written into  
the agreement on teacher rationalisation  
that all applications for severance pack-  
ages must be approved by the head of edu-  
cation. "But the next point of appeal is the  
provincial MEC, not the national minister.  
"If for instance, they say good science  
teachers left the system, my question is,  
why did they approve it? It was up to them  
to exercise their minds and to think in  
terms of the needs for the province. And  
that is where I really believe there is a dif-  
ference between the other provinces and  
the Western Cape," he said.

It was up to Mrs Olickers if she wanted to  
re-employ teachers who had taken volun-  
tary severance packages  
and signed away their  
rights to enter government  
service, said Professor  
Bengu.

"It is all within her com-  
petence. She could do it pro-  
vided she has money to pay  
for them because if there  
are posts that should have  
been abolished in order for  
her to get savings from the  
rationalisation, then I can't see how else  
she could employ them. It depends on her  
budget. As she was saying, these are pro-  
motion posts and it is posts for which she  
would have the money. And therefore, we  
would not stop her from doing it," he said.

The fact that teachers who had opted for  
voluntary severance packages had already

trained in the profession  
were told they could not  
re-enter government ser-  
vice again.

"It is a sad affair. It is  
painful. Maybe I ought to  
say that this whole exer-  
cise of right-sizing is  
painful. But I think the  
problem in the Western Cape is that we  
have tended to use emotion and therefore  
even the figures that we work on, not the  
figures produced out of the acceptance that  
we have to move that way, are a way of  
showing that it will not work. That has  
caused more harm," he said.

It was originally thought that teachers  
from the Western Cape could be rede-  
ployed to the Eastern Cape, where no posts  
are being created, said Professor Bengu.

"Redeployment interprovincially could  
have been possible. But not much of that  
has happened. But we are beginning to  
want to see whether within the provinces  
there could be redeployment that allows  
equity within the province, even though  
we may not have achieved equity between  
the provinces," said Professor Bengu.

Professor Bengu claimed the "right-siz-  
ing committees" which were meant to  
have been made up of all the stakeholders,  
including parents and students, were not  
set up in the Western Cape before teacher  
rationalisation took place.

"And still they went on with the teacher  
rationalisation programme. There were  
meant to be right-sizing committees and  
there is a provincial redeployment  
agency before it gets any further. And my  
question is, if those structures were not set  
up, how do you get to the end product  
which gets you to lose so many teachers?"

The ministry of educa-  
tion was of the view it now  
needed to review the volun-  
tary severance packages  
and to link them to how  
redemption had worked,  
said Professor Bengu. "The  
voluntary severance pack-  
ages have a shotgun effect  
in the sense that when you  
shoot, you don't know who  
you are shooting. Even  
innocent people can fall. I say that is bad."

"I was in the Eastern Cape, in Port Eliza-  
abeth, and there was a meeting of about  
1 000 teachers. I said those of you that will  
take voluntary severance packages, should  
raise up your hands. More than half raised  
their hands. I said, well, the love of money  
is more than the love for the profession. I



**Not my fault** Minister of Education Shisiso Bengu claims provincial education minister Martha Olickers is to blame for the Western Cape schools crisis.

get back and I was disturbed. We ought to  
target the people we want to get rid of who  
must leave the system when we are creat-  
ing a new system," he said.

For now educationalists needed to  
"wear their thinking caps" and find some-  
thing not as costly to the government as the  
retrenchment packages which cost five  
times as much as the severance packages,  
he said.

"We have to find something the govern-  
ment can afford and at the same time give  
governments at a provincial level the  
chance to determine who can take the  
packages."

Equity was not related to affirmative  
action, said Professor Bengu.  
"All that equity says is that we reduce  
the budgets of the provinces and increase the  
budgets of those that were funded below  
average. At my level, that is full stop. Then  
it actually means you have to redeploy

teachers and as you redeploy them racism  
comes in because the white teachers and  
some coloured teachers are not prepared to  
go to the poor schools that  
are underfunded.  
"What I have said to the  
National Party in Parlia-  
ment was that they should  
call on teachers to redeploy  
themselves and say volun-  
tarily. 'I want to go to  
Guguletu. I want to go to  
some of those schools.'  
And that is how this thing is  
going to work," said Profes-  
sor Bengu. Until one began teaching pupils  
who "were different from you", the tenden-  
cy was to fear it, he said.

There were teachers in black schools  
who had not been granted senior positions,  
who were aspiring to promotion, said Pro-  
fessor Bengu.  
"If you got only the white teachers to

## 'If right-sizing committees were not set up, how do you get to lose so many teachers?'

should not apply to schools.  
But some of the teacher organisa-  
tions had said it must apply to all educa-  
tional institutions. Bengu said he had in-  
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the line that rationalisa-  
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# School in crisis as <sup>(321)</sup> teacher shortage grows

More than 3 000 Gauteng teaching staff members granted severance packages this year and many can't be replaced

By LEE-ANN ALFREDS

Teaching at a Johannesburg school has virtually ground to a halt as students and staff try to cope with the loss of eight teachers who were granted voluntary severance packages this year.

And, according to Cyril Samuels, principal of the Johannesburg Secondary School in Homestead Park, the situation is expected to worsen when another teacher leaves at the end of the month.

The teachers are part of the 3 375 teaching staff in Gauteng who applied for and were granted voluntary severance packages in an attempt by the Government to right-size the teaching sector.

The first wave of teachers left on February 28 and the rest will follow on March 31.

Samuels confirmed that his school was in a "dreadful situation" because two deputy principals, two heads of department and two ordinary teachers had left on February 28 and had not been replaced.

Three other teachers, who were on leave when their resignations became effective, have already been replaced.

But their appointments have met with resistance from parents and students who charge that they cannot "understand what the black teachers are saying" and that "the teachers cannot speak English".

A disgruntled Std 9 pupil, who did not want to be named, claimed pupils were refusing to attend the three black teachers' classes because of the language problem.

The pupil also claimed that half of the 1 200 pupils were either not attending school or absenting themselves from classes because of the lack of teachers.

Samuels denied that absenteeism was high, but confirmed he had received many complaints from parents about the black teachers.

66  
**We are in  
a dreadful  
situation**  
99

"I can't question the credentials of the teachers. The questions are with the integration. People must be able to accept it even though it's different from what we're used to."

But Samuels said he had taken up the matter with the Education Department and that a district meeting was to be held last Friday to discuss it.

The results of the meeting were not known, but a meeting was to be held with parents tonight.

Samuels added that the prob-

lem was not only the resignation of the teachers, but the slim chances of finding replacements in specialist subjects, such as typing, computer studies, maths and physical science, on the excess list.

The list contains the names of teachers who have been declared "in excess" at their schools and have to be redeployed. Schools needing teachers are expected to refer to this list first.

Other callers to The Star have indicated that it is virtually impossible to find suitable teachers on the excess list.

Chris J Botha Secondary School principal Enver Domingo said his school had been granted permission to advertise in newspapers for temporary teachers to replace the nine teachers granted voluntary severance packages because they could not find replacements on the excess list.

Another principal, who did not want to be named, described the excess list as a "joke", saying people on the list could often not be reached or failed to come in for interviews.

"Whenever I've had a vacancy, I've never been successful in getting anybody from the list. In key subjects, there are no teachers available," he said.

Samuels said new teachers, if found, would not take up their posts till the second term, which meant the chaos would persist until then. He added that another four teachers had applied for voluntary severance packages.

*Std 10/3/97*

# Teachers declare D-Day after R6,5-bn agreement goes sour

(321) *MAN 11/3/97*  
STAFF REPORTER AND SABA

Teachers have given the Government until today to resolve a deadlock that was declared yesterday when state negotiators said they could not honour an agreement to provide R6,5-billion for salary increases.

The National Professional Teachers' Organisation of SA (Naptosa) said: "It is totally unacceptable that the state, as employer, can sign an agreement on a three-year conditions of service improvement package, only to announce a year later that it cannot deliver."

Instead of providing R6,5-billion for the 1997/98 financial year, the figure would be R4,9-billion.

"This will result in the education sector receiving only a possible R1,5-billion for conditions of service improvements, which will

translate into a salary increase of less than 5%," Naptosa president Leepile Taunyane said.

Naptosa, which formed part of the Education Labour Relations Council which met state representatives in Pretoria earlier yesterday, accused the state of making a mockery of the negotiation process.

"Despite repeated requests to the employer for proper data regarding savings, this has not been provided to the teacher unions. Teacher unions cannot be expected to be part of decisions on the basis of incomplete information," Taunyane said.

■ School management committees will, in future, be allowed to decide individually on the language they want to use as the education medium, according to a concept plan which has been accepted by the Government.

# Teacher strike threat as talks hit deadlock

ARGUS CORRESPONDENT

Renewed wage negotiations between teachers and the Government have become deadlocked as unions, mindful of growing discontent among their members, refuse to accept that less money will be earmarked for salary increases.

The haggling has also raised the spectre that the right-sizing exercise - with its controversial voluntary severance packages - may not have saved the Government as much money as anticipated.

Wage negotiations first deadlocked on Monday when the teacher organisations - the SA Democratic Teachers Union (Sadtu), the National Professional Teachers Organisation of South Africa (Naptosa) and the SA Teachers Union - rejected the tabling of an offer of R4,9-billion for increases for public servants this year.

The teacher organisations are demanding that at least R6,5-billion be set aside as agreed in the Education Labour Relations Council (ELRC) last

year and that this amount be pushed up to R11,3-billion with savings the Government has made in the past year.

Yesterday, the Government was adamant that talks had not deadlocked, saying negotiations were continuing. Education department spokesman Duncan Hindle said the Government was studying the unions' demands so that it could respond at a meeting tentatively scheduled for March 19.

Tough-talking, disgruntled union officials indicated they would stick to their guns. The predominantly Afrikaans SA Teachers Union, with a membership of 30 000, demanded that at least R6,5-billion be made available for public sector salary increases.

Spokesman Chris Kloppe said a strike could not be ruled out, but that it had not yet been discussed.

Sadtu spokesman Don Pasquallie said his union also wanted an amount of R1,3-billion to be made available for increases. He said he could not comment at this stage on whether teachers would embark on a strike.

(321)

ARG 12/3/97

# Sadtu urges Govt to come up with better pay rise

By Victor Mecoamere

THE Government should declare the savings it made on the voluntary severance packages that were granted to 15 000 teachers for equity in the education system, said the South African Democratic Teachers Union yesterday.

Sadtu and the National Professional Teachers Organisation of South Africa had given the Government until yesterday morning to come up with a "substantially better offer" after a stalemate was reached during negotiations in Johannesburg.

The two organisations are part of

the ongoing Education Labour Relations Council negotiations that reached a deadlock when the Government failed to honour an agreement to provide R6,5 billion for public pay rises.

## Original offer

Sadtu general secretary Mr Thulas Nxesi said: "In the offer tabled by the state it appears that a sum of R1,4 billion has been removed from the R6,5 billion for promotions in the public sector - including educators.

"This leaves a sum of R4 billion for improvement of salaries, which means

that teachers will receive less than five percent in increases. Furthermore, the state has failed to disclose information on the savings it has made through rightsizing after about 15 000 were granted voluntary severance packages."

Taunyane said Sadtu and Naptosa would not be part of "decisions that were made on the basis of incomplete information", adding that the "state had not provided proper data to the unions.

"It is totally unacceptable that the state as employer can sign a three-year conditions of service improvement package only to announce a year later that it cannot deliver," said Taunyane.

# Disgruntled teachers might strike for more money

(321) Mar 12/3/97

By LEE-ANN ALFREDS

Renewed wage negotiations between teachers and the Government deadlocked yesterday as unions, mindful of growing discontent among their members, refused to accept that less money be earmarked for salary increases.

The haggling also raised the possibility that the right-sizing exercise – with its controversial

voluntary severance packages – may not have saved the Government as much money as first thought.

Wage negotiations first deadlocked on Monday when the teacher organisations – the SA Democratic Teachers' Union (Sadtu), the National Professional Teachers' Organisation of South Africa and the SA Teachers' Union – rejected the state's tabling of an offer of R4,9-billion

for increases for public servants this year.

The unions are demanding that at least R6,5-billion be set aside, and that this amount be pushed up to R11,3-billion with savings the Government has made in the past year.

A smaller budget means teachers will not receive increases of more than 5%, raising the very real possibility of strike action.

Yesterday, the Government

was adamant that talks had not deadlocked, saying negotiations were continuing. But tough-talking, disgruntled union officials – presenting a united front on wage talks for the first time – indicated they would stick to their guns.

Sadtu spokesman Don Pasquallie said they would decide on labour action if there was no mandate from the state by their next meeting on March 19.

# Talks on teachers' increases 'still on'

Kevin O'Grady

13/3/97

THE national education department denied yesterday it had reached a deadlock with teachers' organisations in negotiations on salary increases, saying bargaining on the issue had not yet begun.

The department's comments follow an announcement by the National Professional Teachers' Organisation of SA (Naptosa) on Monday that deadlock was reached when government negotiators said they could not honour an agreement to provide R6,5bn this year for public service pay rises.

Naptosa president Leepile Taunyane said the state would instead provide R4,9bn which would result in teachers receiving only R1,5bn for increases — an amount that would translate to pay rises of less than 5%.

However, an education department spokesman said yesterday negotiations had continued in the education labour relations council on Tuesday, and it had been at this meeting that employee unions placed consolidated salary demands on the table for the first time.

"The employee parties were requested to elaborate on these demands, put them in writing, and also to provide some motivation for them.

"Once this is received, the employer will respond and make an offer, and bargaining will commence.

"A deadlock can not be declared before bargaining has even begun and when only one party has put its position on the table," the spokesman said.

"It is clear that at this stage negotiations are indeed continuing ... and there is therefore no deadlock," Taunyane said.

Another department spokesman also denied it had reneged on the three-year agreement, reached last year, to provide R6,5bn for increases.

"The recorded proceedings of (Tuesday's) meeting will reflect that the employer made a commitment to honour the agreement," he said.

"It is unclear how Naptosa can have misunderstood this unequivocal statement," the spokesman said.

A further meeting of the bargaining committee would be held shortly.



# Metcalfe hints at end of teacher packages

AD 14/3/97

(321)

Kevin O'Grady

THE granting of voluntary severance packages to teachers as part of the education department's rationalisation process was likely to be stopped by Education Minister Sibusiso Bengu soon, Gauteng education MEC Mary Metcalfe said yesterday.

This would follow the recent one-month suspension of the rightsizing process, which involves the granting of packages and the redeployment of teachers to areas of need, as a result of problems experienced with the

granting of packages.

The agreement on rationalisation between teacher unions and government in the education labour relations council was suspended after the department acknowledged there was wholesale granting of packages and that teachers who were needed were being allowed to leave.

Metcalfe said yesterday it would be up to Bengu to make an announcement on the discontinuation of the packages, more than 11 000 of which have already been approved.

A spokesman for Bengu said

yesterday it would be inappropriate to comment on whether the packages would be discontinued while negotiations on how to improve the process were under way between unions and government.

At a recent education department briefing on the issue, deputy director-general Roelf du Preez said the department was seeking an alternative to the packages but was reluctant to move to forced retrenchments because of the additional cost this would entail and because of the department's desire to be "humane" in its attempts to rid the system of excess teachers.

# Lessons to learn in teacher training

(32)

Star 19/3/97

## Recommendations follow close-up look at distance learning

By ADAM COOKE

The way teachers are taught has been slated in a recent audit on distance education, prompting specialists to call for radical changes to tertiary education.

The audit, undertaken by the South African Institute for Distance Education, finds that teacher education at a distance is inefficient, fragmented, and lacks financial logic.

Specialists have said these problems are not restricted to distance teacher education alone, but are typical of many tertiary institutions. The specialists went on to call for a national audit of all higher education and for bolder changes to the sector than are proposed in the discussion document on transformation, the Green Paper on Higher Education.

The author of the audit, John Gultig, said that while there were some examples of excellence, the research highlighted the importance of the need to rationalise the sector.

"This does not necessarily mean a cutback in the institutions, but rather a more rational organisation of the whole sector," he said.

Gultig said funding policies should be changed to favour institutions that collaborate with their neighbours and penalise those that work in isolation.

"These institutions need to share their resources, such as good teachers. But they also need to collaborate more broadly in the programmes they offer," he said.

Professor John Volmink, on

assignment at the Open Society Foundation, pointed to the importance of regional co-operation among the institutions that would free up resources: "We need to look at merging institutions and faculties for no other reason than that it makes economic sense ... we cannot afford to support our current system."

Volmink said the National Commission on Higher Education had not gone far enough in addressing the harder issues of

how to rationalise and which areas should be streamlined.

He also questioned whether it was necessary to have 37 institutions of higher learning in a country with only 12 million economically active citizens.

He said there was a need for

an audit to establish what resources there were in each region, and it should not be assumed that every university had the right to offer a BA degree.

Policy analyst at the Centre for Education Policy Development, Nazeema Mohamed, said duplication across all tertiary institutions should be addressed.

"Some very hard political decisions need to be made about the future of higher education. We have to be practical about our national assets and see where we can save money," she said.

Mohamed pointed to the numerous Afrikaans universities and said there was a need to move to a more multilingual policy: "Obviously we have to keep access open to Afrikaans-speakers, but you can't have six Afrikaans universities. It gives certain groups unfair access."

### Call to free up resources

## Teacher unions walk out of pay talks with govt

(321) CT 20/3/97

PRETORIA: Teacher staff bodies yesterday walked out of pay talks with the state, accusing it of delaying tactics.

In separate statements in Pretoria, the National Professional Teachers' Organisation and the SA Onderwysersunie said the state was unable to conduct meaningful negotiations. They said the SA Democratic Teachers' Union had joined them in the walkout.

The unions objected to government negotiators' failure to provide figures on additional money they said the state had promised to make available for improving teacher salaries.

These funds, the unions said, offered in an earlier agreement, were to be obtained from savings resulting from rationalisation in education.

Naptosa president Mr Leepile Taunyane said it appeared the state was either unable or unwilling to provide the information the staff bodies requested.

The Onderwysersunie said it would consult Naptosa and Sadtu on united action. — Sapa

# Teachers' unions walk out of pay talks

DD 20/3/97

(321)

Kevin O'Grady

TEACHERS' unions walked out of salary negotiations with the education department again yesterday after failing to obtain information asked for in previous talks last week, SA Democratic Teachers' Union (SadtU) general secretary Thulas Nxesi said.

The walkout followed one by the three teachers' unions represented in the education labour relations council last week after which they said government had reneged on a salary increase deal reached in the council last year.

At that meeting, the National Professional Teachers' Organisa-

tion of SA, the SA Teachers' Union and SadtU requested information on how much money the department had saved through its rationalisation exercise. It had expected the details to be provided at yesterday's talks, Nxesi said.

He said the savings were to have been used to top up funds available for teachers' salary increases which, in terms of figures tabled at last week's council meeting, appeared to amount to less than 5% for this year.

Nxesi said department negotiators told the unions yesterday that the details of the savings were not yet available. He questioned this, saying that last week's

budget could not have been released if financial matters such as this had not yet been finalised.

He said the unions would now "go back to our constituencies" to discuss what steps to take following the latest breakdown in talks.

Department spokesmen could not be reached for comment yesterday. Sapa reported the National Professional Teachers' Organisation and the SA Onderwysersunie (SAOU) both said the state was unable to conduct meaningful negotiations. They said SadtU had joined them in the walkout.

The SAOU said it was considering the declaration of a formal dispute. — Sapa.

# Teachers unions<sup>(321)</sup> *sowetan 20/3/97* walk out

By Themba Sepotokele

THREE major teachers unions have walked out of the bargaining chamber meeting in Pretoria after reaching a deadlock with the Government in wage talks.

Executive officer of the Education Labour Relations Council Mr Roger Falcon confirmed yesterday that the South African Democratic Teachers Union, National Professional Teachers Organisation and SA Onderwysersunie (SAOU) unilaterally walked out of the meeting.

He said they reached a deadlock shortly after caucusing, saying their employer – the Government – had declined to disclose information pertaining to salaries.

## Reneging on agreement

Sadtu general secretary Mr Thulas Nxesi told *Sowetan* that the Government was reneging on an agreement signed last year and stipulating that R6,5 billion would be made available for the public service.

"We have discovered that R1,4 billion of the R6,5 billion has been taken out without negotiating with the education sector. In terms of the rationalisation of education, a number of teachers have received letters terminating their service.

"The employer is also refusing to disclose the savings made from the R6,5 billion.

## Declare a dispute

"The Government is apparently offering 4 percent across-the-board increase to teachers, which is not even close to what they are demanding," Nxesi said.

The unions and the Government resolved that R6,5 billion as well as the savings from rationalisation should have been made available to the public service, adding that "it seems that the employer is not serious about negotiations."

SAOU director Mr Justus Prinsloo said his organisation would enter into bilateral negotiations with Sadtu and Naptosa to declare a dispute with the Government.

A Naptosa spokesman said the unions wanted R11,3 billion to phase in the new education grading system.

# Public protector urged to help in teachers' dispute over pay for marking exams

By TROYE LUND  
AND EDWIN NAIDU

Public Protector Selby Baqwa has been asked to intervene in a dispute between 300 schoolteachers, who have not been paid for marking last year's matric exam papers, and the Gauteng Education Department.

The Democratic Party confirmed it had placed the matter in the hands of Baqwa.

And Public Investigator Tinus Schutte said yesterday he would be launching a full-scale inquiry into the issue.

The DP has also called for all payments of teachers to be out-

sourced to a private agency.

Most of the 300 involved are owed around R4 000. They complained that repeated inquiries about the money had been "fobbed off and ignored" by Gauteng's Education MEC Mary Metcalfe's staff.

Meanwhile, religious groups have come out in support of Metcalfe's decision to uphold the expulsion of Jeppe Boys High School pupil Thato Mokoena for being in possession of dagga.

The leaders of various denominational groups praised her for taking a tough stand against crime at schools and hoped her stance would contribute to pro-

moting a culture of learning.

The director of the South African Bishops' Conference Group, Sir Biddy Rose Tiernan, said Metcalfe's decision should be seen as a test for discipline under the new legislation.

"There is no room for lawlessness in South Africa as the country embarks on restoring a culture of learning and teaching."

Tulsiram Maharaj, spokesman for the South African Hindu Maha Sabha, said while the organisation was opposed to the abuse or peddling of drugs, it felt the Education Department appeared not to have done enough to help the child in overcoming

any future dealings with dagga.

However, the organisation backed Metcalfe's decision to expel the boy.

Moulana Ahmed Kathrada, spokesman for the Council of Muslim Theologians, said that in confirming the expulsion, Metcalfe had delivered a powerful signal that should scare off others who brought drugs into schools.

Rhema Church's the Rev Ron Steele said it was sad that a "young" child could receive such a harsh punishment.

However, circumstances in South Africa were currently such that there was enormous abuse of the law.

Nov 21/3/97

(32)

# Teacher redeployment hinders equity drive

ET 26/3/97

(321)

**THE STATE ENJOYS** broad support for its objective of promoting employment equity in education. However, the methods it is using often harm rather than help education, says **HELEN MAREE**.

IN his letter to the Cape Times (Tuesday, March 11) Minister of Education Shibusiso Bengu has called on all education commentators to place "a very high premium on in-depth analysis, rational debate, fair comment and constructive criticism".

We welcome this call. Indeed, this is what a number of schools, including the governing body in the Grove Primary School, have tried to do in their responses to all education initiatives and policy documents since the ANC released its ground-breaking Policy Framework for Education and Training in January 1994.

In our comment at the time, we commended the principles outlined in the framework, saying they had encouraged many parents and staff in public schools to regard the future of education positively and confidently.

We greeted the recommendations of the seminal Hunter Commission Report into the Organisation, Governance and Funding of Schools in the same way, and were particularly pleased when public comment on the recommendations made an impact on the Second Education White Paper.

At the time, we felt that the government was acting on its commitment to "an open and transparent process of policy-making" and to a partnership with those schools that shared its vision of a viable, strong and equitable public school system that could address the devastating legacy of apartheid in education.

Why then have we at Grove Primary School, with the backing of some 50 other schools, resorted to court action in an attempt to prevent the education authorities implementing the "redemption list" for appointing teachers to public schools — a procedure agreed to in the Educational Labour Relations Council (ELRC) at the end of April 1996?

The answer is that the ELRC agreement was driven by the interests of trade unions and party politics, not the needs of education.

The ELRC agreement emerged during the heat of the 1996 local government election campaign when the possibility of teacher retrenchments became a potent political issue. Long before the election campaign began, the government had (quite correctly) pledged equity in public education spending. Instead of doing this by abolishing posts in oversupplied areas and creating new ones in under-supplied areas (which would have been in the interests of education but unpopular with teachers' unions), it chose the more politically palatable option of "redemption not retrenchment".

It was soon clear that this was a political sham. The voluntary severance package (VSP) offer has already had very serious educational consequences. It has resulted in thousands of experienced teachers leaving the public school system, never to return.

**No education authority has been able to produce the comprehensive redeployment list. However, its existence is being used to prevent public schools appointing permanent staff to important positions that are currently vacant.**

This exercise has cost millions of rands without contributing anything to achieving greater equity in education.

Redeployment lists will continue the downward spiral unless we stop their implementation without further delay.

The redeployment list comprises names of teachers who either volunteered for redeployment or were declared to be "in excess" at schools with favourable pupil-teacher ratios. Vacancies at all public schools must, in terms of the ELRC's redeployment agreement, be filled from this list.

Despite repeated requests, no education authority has been able to produce the comprehensive redeployment list. However, its existence for the fact that it is still being compiled) is being used to prevent public schools from appointing permanent staff to important positions which are currently vacant because the previous incumbents took the VSP offer.

These posts are being filled by temporary staff whose contracts have to be renewed term by term. Apart from the fact that it is difficult to attract good teachers to such insecure temporary posts, this situation is not conducive to the stability that is essential

if the public school system is to regain momentum and deal with the challenges of transformation after a year of uncertainty, controversial policies and widespread protest in education.

Good teachers in temporary posts are always on the lookout for secure employment. Barred from the public school system, they will turn to independent schools or look outside education altogether.

Apart from these practical considerations, there is an important principle at stake. Competitive selection procedures are crucial to the quality of any institution.

They have never been more important to the future of public education than they are now. Classrooms have become more demanding environments, with larger numbers of students from increasingly diverse backgrounds.

In the interests of equity, this is as it should be — and this situation need not constitute a threat to the quality of public education. On the contrary, it can be turned into an opportunity to improve teaching methods and develop innovative curricula and support mechanisms for students and staff throughout the school system.

But its success hinges on employing the best available teachers and support for their training and development. Schools that have tried this route can attest to its success.

It is particularly important for disadvantaged schools to be free to follow the route of competitive selection and build up the strongest teaching teams available to undertake the momentous task of building educational quality across the system.

It is essential to resolve the redeployment logjam. The solution is simple: all the government needs to do is implement its own recently enacted law, the South African Schools Act.

This act sets certain appropriate and reasonable conditions in terms of which the education authorities can overrule a public school governing body's recommendation for staff appointments — if the candidate is not qualified for the post, or has been found guilty of misconduct, or if there is proof of

**It is essential for public schools to address the important issue of employment equity. However, we do not believe that the blunt instrument of state control via a redeployment list is the way to achieve this objective.**

improper influence in the selection process. We accept these institutions on a governing body's powers to appoint staff, but we do not accept the imposition of a redeployment list.

There are those who argue that the redeployment list is a mechanism to promote employment equity in education. We agree that it is essential for public schools to address the important issue of employment equity (that is, appointing teachers of colour in formerly white public schools; or white teachers in formerly black, coloured or Indian schools; or coloured teachers in formerly black schools; or any of the numerous possible permutations). However, we do not believe that the blunt instrument of state control via a redeployment list is the way to achieve this objective.

As a number of other public education institutions striving for employment equity have found, there are more appropriate strategies, which include setting targets for change within clear time frames; identifying potential candidates; encouraging them to apply for positions; and developing appropriate strategies to integrate and support them within a school community.

Apart from the fact that we believe the redeployment list would prove to be a counterproductive strategy for integration, the education authorities do not appear to be using it as such, judging from the list of names that have been sent to schools of candidates eligible for key promotion posts.

Given the above analysis, we believe it is quite wrong for Minister Bengu to conclude that our court action is an example of "the advantaged sector" refusing to sacrifice its "privileges and luxuries to share valuable educational resources with the disadvantaged".

Indeed, to use his own paradigm, this kind of argument would not stand up to rational, in-depth analysis.

⌋ Helen Maree is the chairperson of the board of governors of Grove Primary School. This article is written on behalf of the board.

# Court action against Bengu highlights redeployment chaos

*'Problems affect all schools'*

AR 29/3/97

(321)

PIETER MALAN  
STAFF REPORTER

A court interdict brought against Education Minister Sibusiso Bengu by the governing body of a Claremont school has highlighted the growing crisis in South African schools over the redeployment strategy devised by his department.

If successful, the court order will effectively allow the governing bodies of public schools to employ whom they want, disregarding any lists of teachers who need to be "redeployed" which may be forced on them by education authorities.

In papers filed with the Cape High Court this week, Grove Primary School argue that the redeployment measures are preventing them from appointing the best teachers to posts left vacant by teachers who have taken severance packages.

The court papers also highlight the chaos in the education department, quoting examples of senior officials who they are unable to locate, while information vital for effective schooling is not forthcoming.

The application to overturn the provisions of the redeployment strategy, and an order for Western Cape Education Minister Martha Olickers to publish immediately a list of vacant posts at schools in the province, will be heard in the High Court next Wednesday.

Apart from Professor Bengu and Mrs Olickers, the respondents to the case include all the other provincial education ministers in the country and the members of the Education Labour Relations Council.

The school argues that Professor Bengu is acting beyond his legal powers and that the redeployment strategy has resulted in unlawful, unfair and unreasonable administration.

A just administration is one of the guarantees of the new bill of rights.



Court action: Education Minister Sibusiso Bengu

Helene Maree, the chairwoman of the school's board of governors, says in the papers filed that the school has lost several teachers who opted for voluntary severance packages, resulting in their teacher-pupil ratio dropping below the stipulated guideline.

Ms Maree says: "This is an unsatisfactory situation. We urgently need to fill the vacancies on a permanent basis and are determined to do so through procedures consistent with the best educational practice."

"Having lost some of its most experienced and talented teachers through the voluntary severance packages, we now have to replace them. (We) ... cannot do so from persons who are on redeployment lists."

Ms Maree argues that in terms of the Educators Employment Act, the SA Schools Act and the Western Cape schools law, the governing body of Grove Primary School has "an untrammelled discretion and power" to recommend to the education

department whom they want to employ as teachers at the school.

Legally the employer can only deviate from such a recommendation if the candidate does not have the required qualification, has been found guilty of misconduct or if proof exists that the recommendation was based on improper influence.

Under present agreements between the minister and the teacher unions, however, all vacant posts at schools have to be filled from a "redeployment list".

This list is compiled by education authorities from "excess" teachers who need to be redeployed from schools where the pupil-teacher ratio is less than prescribed. Posts may not be advertised and new employees must come from the "redeployment list".

The school believes that Professor Bengu and the Education Labour Relations Council are placing an unlawful limitation on their statutory powers to appoint to their school teachers chosen from the best candidates available.

To complicate matters further, the Western Cape education department has failed to provide the school with a redeployment list and no list has been published of vacant posts in the province. As a result vacancies have been filled with temporary teachers.

Because the appointments are only temporary, the quality of teachers prepared to subject themselves to such uncertainty is not always what could be hoped for, Ms Maree says.

She says the problems created by the redeployment system are affecting all schools and requires urgent attention.

"Failure to do so will affect harm on the pupils which will be impossible to calculate."

"All of the above confusion and prevarication is as a result of the compulsory redeployment scheme and is causing schools great difficulty in providing quality education to its pupils," she says.



# teachers

who don't make the grade

ST 30/3/97

GILLIAN ANSTEY

Crackdown on  
Parents and pupils get power to act against those  
(321)

**T**HE government has given the green light for a major crackdown on bad teachers.

It has given a national teachers' council widespread powers to investigate complaints by parents and pupils.

The council will have the authority to fine teachers up to R1 000 and effectively ban them from working in state schools.

By the end of the year all teachers at public schools will have to be registered with the body, the South African Council for Educators, which will have powers similar to those of the SA Medical and Dental Council. Teachers accused of unprofessional behaviour will have to appear before a disciplinary body.

The move could see thousands of cases being brought against teachers accused of abusing pupils, being late for work or not doing their jobs.

The Minister of Education, Professor Sibusiso Bengu, has formally recognised the rights of the council and its powers to register all teachers and draw up a code of conduct and discipline.

In terms of the new code of conduct teachers may not:

- Physically or psychologically abuse a pupil;
- Infringe a pupil's right to privacy and confidentiality;
- Have a sexual relationship with a pupil;
- Sexually harass a pupil or colleague;
- Undermine the status and authority of colleagues;
- Bring the teaching profession into disrepute; or
- Discuss confidential and official matters "with unauthorised persons".

The code of conduct also rules that teachers must:

- Use appropriate language;
- Promote gender equality;
- Exercise authority with compassion; and
- Keep parents informed about pupils' progress.

Hugo Ackermann, a member of Sace's 11-strong executive committee, said registration of teachers would begin in September.

From January, only teachers with matric and a three-year education qualification will be eligible to register and teach at a public school.

A teacher found guilty in court of a criminal offence may also have to face the council.

After complaints are investigated, teachers could be ordered to appear before a 12-member disciplinary committee. Both complainant and accused will be entitled to legal representation.

A teacher who is found guilty of contravening the code may appeal within 14 days of the finding.

Teachers' conduct has become an issue of national concern.

When he launched the national campaign for learning and teaching last month, President Nelson Mandela called on teachers to set an example.

He said they needed to show their commitment to education by being punctual, preparing thoroughly for lessons and behaving professionally.

Research into Gauteng schools by the University of Witwatersrand recently found that students consistently complained of teachers' lack of professionalism, including "lack of respect by teachers for one another and for students, sexual abuse and harassment of students, absenteeism, use of corporal punishment and drunkenness".

Linda Chisholm and Salim Vally, who compiled the report, noted that at one Pretoria school only half the teachers were present at midday.

The state education department will appoint 15 of Sace's members and 30 will come from three teachers' unions.

Sue Rees, the president of the Association of Professional Teachers, said she was in favour of the council, which would discipline the "bad eggs".

Zukile Kosi, of the South African Democratic Teachers Union, also supported the council, saying its code of conduct was secondary to its mission statement to develop teachers.

● New way to make kids want to learn; P2

# Code to develop teachers

1/14/97  
(321)

By Khangale Makhado

THE new code of conduct for teachers should not be seen as the key body for disciplining teachers but rather as a forum for professional development, the South African Democratic Teachers Union said yesterday.

The organisation's Gauteng education convener, Ms Pinky Mncube, said with past education systems only white teachers participated in the government structures.

The newly formed body, the South African Council of Educators, has been given powers by the Government to investigate complaints against teachers.

Teachers accused of unprofessional conduct – either by parents or pupils – will be hauled before a disciplinary hearing.

In terms of the new code of conduct teachers are barred from physically or psychologically abusing pupils and may also not infringe on the pupils' rights to privacy and confidentiality.

The code further states that teachers may not have sexual relationships with pupils and may not sexually harass either pupils or their colleagues.

## Last resort

Mncube said Sadtu, together with the National Professional Teachers Organisation of South Africa (Naptosa), were members of the council established under the Education Labour Relations Council.

"Its main objective is not to strike teachers off their payroll as that should be the last resort after all mechanisms laid down in the Labour Relations Act, the Educators Employment Act and the governing bodies have been exhausted," said Mncube, adding that the code was aimed at redressing past imbalances.

The code – which also stipulates that teachers may not undermine the status and authority of colleagues – discourages teachers from bringing the profession into disrepute. However, according to Mncube this is nothing new as it is similar to Sadtu's code of conduct.

# Teaching posts not filled yet

*Bowen 2/4/97 321*  
**By Coudjoe Amankwaa and  
Victor Mecoamere**

THE Government has not been able to fill the posts that have been left vacant by the 11 000 teachers who have opted for voluntary severance packages.

And most of these teachers have quit for disturbing reasons, according to the National Professional Teachers Organisation of South Africa (Naptosa) and the SA Democratic Teachers Union (Sadtu).

Naptosa director Dr Willem Boshoff and Mr Steve Maboa, Sadtu's provincial secretary, said voluntary severance packages had been introduced as part of the goals envisaged by the Education Labour Relations Act.

These are bringing about equity in the education system through voluntary severance packages, redeployment and the retraining and development of teachers.

Boshoff said some teachers opted

for the packages because they were either nearing their retirement age, displeased with the slow rate of promotional chances, unhappy with the political climate, or could afford to quit without affecting their livelihoods.

Maboa said most teachers were known to have quit because they did not want to be redeployed from the suburbs to the townships or rural areas.

He said this was disturbing and racist.

## Key staff are leaving

"At most schools, principals, their deputies and heads of departments have left and this cripples the education system, which is why Sadtu has encouraged members in key roles not to leave the profession," said Maboa.

He said Sadtu had expected the education authorities not to grant the packages to "these people in key roles," - but to those who were aged about 55 and sickly".

# School fights govt over redeployment

RONALD MORRIS

CT 3/4/97

(321)

A COURT battle between Grove Primary School and the government over redeployment procedures for teachers will begin in the Cape High Court on June 2.

The school yesterday brought an urgent application — against Education Minister Dr Sibusiso Bengu, the Education Labour Relations Council, the MECs for education in the Western Cape and the remaining eight provinces and various teacher bodies, including the Cape Teachers' Professional Association (CTPA) — for an interim interdict, pending a review and setting aside of the redeployment procedures.

By agreement between the parties, Mr Justice A M van Niekerk postponed the matter for hearing on the semi-urgent roll on June 2, and ordered various procedural steps to be taken until then.

*Mr G D van Schalkwyk SC, with Mr Richard Brusser, instructed by Mr John MacRobert of Herold, Gie and Broadhead, appeared for Grove.*

## High Court appeal against teacher redeployment postponed

By ADAM COOKE

A court application that could overturn the process of redeploying teachers was postponed in the Cape Town High Court yesterday as 60 schools in the Western Cape prepared for a showdown over the Department of Education's much-debated policy.

The schools, headed in their application by Grove Primary School in Claremont, Cape Town, brought the case against key resolutions of the Education Labour Relations Council that set teacher redeployment in place.

The case was postponed until June 2 to allow the department to prepare its response to the application, which seeks to review and set aside the council resolutions. They were agreed on last April by the Government and labour representatives.

Outlining the application, the

chairman of Grove Primary's board of governors, Helen Maree, said redeployment had been driven by the interests of trade unions and party politics, not by the needs of education.

She added that the school fully supported the aims of equity in public education, and favoured the overall direction of the Education Department.

The school has argued that redeployment prevents it from appointing the best teachers to posts which have been left vacant by teachers taking the voluntary severance package.

Maree said the court action was an attempt to prevent education authorities from implementing the "redemption list" for appointing teachers to public schools.

This list is made up of names of teachers who either volunteered for redeployment or were

declared in excess at schools with favourable pupil-teacher ratios. The teachers on this list will be placed in schools that have vacancies.

The attorney for the applicants, John MacRobert, said the case was an attempt to get Education Minister Sibusiso Bengu to implement his own policy, the South African Schools Act. This act allows education authorities to overrule recommendations made by a public school's governing body on the appointment of new staff.

Maree said the school accepted these restrictions on the powers of governing bodies to appoint staff, but objected to the imposition of a redeployment list.

The redeployment process is driven by the department's vision of providing equal resources and spending on all races in education by 2000.

(321) Stav 3/4/97

# Union locks horns with city school over court action

STAFF WRITER

A TEACHERS' union has strongly opposed a city school's move to fight the government in court over its redeployment procedures.

The first salvo in the court battle initiated by Grove Primary School, will be fired on June 2. The school has cited the national education minister, all nine provincial MECs for education and several teachers' unions and organisations as respondents.

Mr T W Nkomo, general secretary of the SA Democratic Teachers Union (Sadtu), which supports the government action, called the school's action a "craftily designed political attack by advantaged,

and predominantly white, schools on the transformation programme."

He said should the school win its legal battle, it would reduce the Education Labour Relations Council (ELRC) — the bargaining council for all public school teachers — to a toothless talk-shop with no power to make collective agreements.

Bargaining would, in effect, have to take place with each school individually, which was practically impossible, he said.

Ms Helen Maree, chairperson of the board of governors of Grove, told the Cape Times that the ELRC agreement for the redeployment of teachers was driven by trade union and party-political interests, and not the needs of education.

The ELRC agreement emerged during the heat of the 1996 local government election campaign when the possibility of teacher re-employment became a potent political issue.

Instead of abolishing posts in over-supplied areas and creating new ones in under-supplied areas, the government had chosen the more politically palatable option of "redeployment, not retrenchment". It soon became clear that this was a political sham, Maree said.

In terms of the ELRC agreement, the redeployment list comprises teachers who volunteered for redeployment or who were declared to be "in excess" at schools. Vacancies at all public schools must, in

terms of the ELRC's agreement, be filled from this list, Maree said.

Some teachers from Grove have accepted the voluntary severance package and its staff complement has fallen below the stipulated ratio. The school has been unable to appoint permanent staff to important vacant positions, she said.

Nkomo claimed the school and its allies were trying to usurp power from the collective bargaining chamber, the ELRC, and devolve it entirely to the governing bodies of schools.

The union would, with other parties, oppose the Grove's application in the interest of collective bargaining and transforming schools, he said.

(321) 2-1014197

# New code for teachers

## Strict new rules could see outright bans

ARG 10/4/97 (321)

SABATA NGCAI  
EDUCATION REPORTER

**Irresponsible teachers who do not teach their classes, who mismanage schools and drink during school hours could be banned from state schools.**

This is in terms of the new code of conduct drawn up after a row between Finance Minister Trevor Manuel and the South African Democratic Teachers' Union (Sadtu) over remarks he made about teachers' behaviour.

Mr Manuel came under fire from Sadtu late last month when he said teachers spent much of their time drinking in shebeens instead of teaching children.

In terms of the new teacher code of conduct, published by the South African Council for Educators, teachers who do not follow the rules can be dismissed from school, struck off the roll and even fined a maximum of R1 000. This would depend on the nature of the complaint.

The council was formally recognised by the Government in January this year and given the go-ahead to draft a code of con-

duct for teachers.

Council chief executive officer Reg Brijraj warned that teachers must ensure "they abide by the new code of conduct or face disciplinary procedures of the council. The council shall have no choice but to punish severely those who continue to violate the code of conduct," he said.

In terms of the new code of conduct teachers may not:

- Physically or psychologically abuse pupils.
  - Infringe a pupil's right to privacy and confidentiality.
  - Have a sexual relationship with a pupil.
  - Sexually harass a pupil or colleague.
  - Undermine the status and authority of colleagues.
  - Bring the teaching profession into disrepute.
  - Discuss confidential and official matters "with unauthorised persons".
- The code of conduct also rules that teachers must:
- Use appropriate language.
  - Promote gender equality.

- Exercise authority with compassion.
- Keep parents informed of pupils' progress.

The code is expected to come into effect early next year and the registration of teachers will start on September 1.

Mr Brijraj said that in terms of the law teachers were obliged to register with the council. Complainants would have to put their complaints to the council in writing. These would then be sent to the complaints committee which in turn would decide which should go on to the disciplinary committee.

The committee would hear the case, with the accused represented, and make recommendations. The recommendations could range from a warning to a maximum fine of R1 000 or being banned from teaching in any state school.

Educationists said the code of conduct would bring relief to pupils and parents concerned about the future of education. A litany of complaints have been published about teachers who mismanage schools, drink liquor during school hours and who come to school late and leave early.

## Reaction mixed - fears of misuse

EDUCATION REPORTER

Teacher organisations and political parties have expressed mixed feelings over the new teacher code of conduct.

The National Party welcomed the code saying that it would contribute to the culture of learning and teaching. But the party warned that it should not be mis-

used and its powers abused.

"In general terms, anything which can contribute to the culture of learning and teaching is welcome," said Renier Schoeman, NP spokesman for education. But "the danger of abuse in a system is always there".

The Western Cape Parent Teacher Student Forum welcomed the code of conduct for

teachers but accused the process of lacking transparency and consultation. Forum chairman Brian Isaacs said: "Teachers were not given enough opportunity to make an input."

The Western Cape Principals' Association welcomed the code of conduct saying it was important for teachers "to behave in an exemplary manner".

2

# Teachers told to shape up or lose their jobs

Code of conduct provides punishment for drinking on duty, bad timekeeping and sex offences

OWN CORRESPONDENT  
CAPE TOWN

Irresponsible teachers who do not teach their classes, who mismanage schools and drink during school hours could be banned from state schools.

This is in terms of the new code of conduct which followed a row between Finance Minister Trevor Manuel and the South African Democratic Teachers' Union over remarks he made about teachers' behaviour.

He came under fire from the union late last month when he said teachers spent much of their time drinking in shebeens instead of teaching children.

It terms of the new teacher code of conduct, published by the South African Council for Educators, teachers who do not follow the rules can be dismissed, struck off the roll

and even be fined R1 000.

This would depend on the nature of the complaint brought against a teacher, either by other teachers, by pupils or by parents.

The council was formally recognised by the Government

## Pupils and parents

### can lay complaints

In January and given the go-ahead to draft a code of conduct for teachers.

Council chief executive officer Reg Brijal warned that teachers must ensure they abide by the new code of conduct or face disciplinary procedures of the council.

Star 10/4/97

"The council shall have no choice but to punish severely those who continue to violate the code of conduct."

"The code is a product of the profession," he said.

In terms of the new code of conduct, teachers may not:

- Physically or psychologically abuse pupils.
  - Infringe a pupil's right to privacy and confidentiality.
  - Have a sexual relationship with a pupil.
  - Sexually harass a pupil or colleague.
  - Undermine the status and authority of colleagues.
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(321)

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- Exercise authority with compassion.
- Keep parents informed of pupils' progress.

The code is expected to come into effect early next year and the registration of teachers will

## There's

### also a maximum R1 000 fine

start on September 1. Brijal said that in terms of the law, teachers were obliged to register with the council.

He said the council would advertise the code of conduct in the media so that teachers would be aware of it. Complainers would have to put their com-

plaints to the council in writing. These would then be sent to the complaints committee, which in turn would decide which should go to the disciplinary committee. It would hear the case, with the accused represented, and make recommendations.

These could range from a warning to a maximum fine of R1 000 or being banned from teaching in any state school.

Teachers found guilty could appeal to the appeals committee and the matter would then go to the full council for review.

If the council endorsed the decision of the disciplinary committee and the teacher still felt unfairly treated, he or she had the right to take the matter to court.

Educators said the code of conduct would be a relief to pupils and parents concerned about the future of education.



be the nail in the coffin of its floundering teacher rationalisation scheme.

Grove Primary School, backed by a coalition of 50 other schools, is attempting to overturn aspects of the teacher redeployment process which, it argues, prevents it from employing the best possible teachers to fill vacant posts.

The redeployment agreement negotiated between Education Minister Sibusiso Bengu and teacher unions last April prevents teachers who accept voluntary retrenchment (usually relatively experienced, senior staff) from working in a public school ever again.

Schools may fill vacant posts only with teachers on the redeployment list and are allowed to advertise only if no suitable candidate is listed.

Grove Primary says in court papers that these provisions are "motivated not by considerations based on sound educational principles but to give effect to political promises and financial constraints."

The school complains its discretion is being fettered by being forced to appoint teachers only from the redeployment list. It wants to retain the right to advertise posts as widely as possible.

It is applying for an interdict compelling the Western Cape Education Department to publish an open-ended list of available candidates, excluding the 15 541 who have taken voluntary severance packages.

Grove Primary board of governors chairman Helene Maree says in court papers: "Redeployment as envisaged by the government's proposals would remove, to a substantial degree, the element of competition and choice from the selection process for teachers — elements which are essential for the maintaining and building of the quality of the public education system."

Grove Primary contends that the department is exceeding its powers. It argues that the SA Schools Act empowers the education authorities to overrule a public school governing body's recommendation for staff appointments only if the candidate is not qualified for the post, has been found guilty of misconduct, or if there is proof of improper influence in the selection process.

The court application is also an attempt to resolve the redeployment logjam.

So far there are only 15 101 teachers

EDUCATION

(321)

## REDEPLOYMENT CHALLENGED

The Education Department is opposing a High Court application brought by a Cape Town primary school which could

FM 11/4/97

## 44 CURRENT AFFAIRS

(421 volunteers plus 14 680 who are in excess of the prescribed teacher/pupil ratios) available for redeployment to 19 870 advertised vacancies, according to figures presented by the department to parliament's Portfolio Committee on Education last month.

Maree says that four months into the school year, the department has yet to publish its redeployment list, which was supposed to be compiled by the end of January.

The school has filled four key vacant posts with temporary staff whose contracts have to be renewed each term. This makes it difficult to retain good staff and creates an unstable learning environment.

The application has been postponed by the Cape Town High Court to June 2 to allow the department to prepare its response.

It will be interesting to see how Bengu defends the policy after admitting at a parliamentary briefing in February that it was a "shotgun approach" and that "better ways" needed to be found (*Current Affairs* February 14). *Claire Bisseker*

# SA halts Cuban docs ... (321)

## ARGUS CORRESPONDENT

Pretoria - Cuba has no more doctors with an adequate command of English and the South African Interim Medical and Dental Council will not recruit any more doctors from that country this year.

A report submitted to the council in Pretoria yesterday noted that many of the candidates could not understand simple English and could not complete a simple form.

"There are Cuban doctors learning English at this time and we will be

able to test them in the future," a council representative said.

The council also made recommendations on the registration of foreign doctors in South Africa.

The council had agreed not to register any qualified foreign doctors other than those from countries with which the Government had an agreement, said registrar Nico Prinsloo.

"We are reviewing the current system for full and limited registration. Under this system doctors who have graduated from South African, Irish, Belgian and British institutions are granted full registration," he said.

AACT 16/4/97

## ... but educators set to forge ties

## ARGUS CORRESPONDENT

Durban - A delegation of Cuban educators and officials will visit South Africa in June to investigate possible future co-operation in education between the two countries, the Education Department has announced.

Education Minister Sibusiso Bengu's statement yesterday came after an outcry by a teachers' union

recently over the possible employment of Cuban teachers. The outcry came in the wake of a visit by Mr Bengu and union representatives to Cuba and the signing of an education co-operation agreement.

A department spokesman denied that any Cuban teachers would be employed before the teacher unions and the national education portfolio committee had been consulted.

# Severance packages strain Natal budget

Nicola Janewy

6D17/14/97

**MARYBURG** — KwaZulu-Natal's strained education system could face a new crisis if more than 3 000 teachers accepted severance packages on offer by the provincial education and culture department, deputy

Director-general Mike Jarvis confirmed yesterday. Jarvis said KwaZulu-Natal would be unable to build a single classroom in the current financial year unless additional funding was sourced from the reconstruction and development programme, as 91% of the R6,1bn budget was allocated to teachers' salaries.

Despite national guidelines that only 75% of the budget allocation be spent on salaries, KwaZulu-Natal's problems were mirrored by the experiences of other provinces. The Western Cape education department could not buy new textbooks in 1997/98 as salaries swallowed a greater proportion of its budget than in KwaZulu-Natal.

Staffing shortfalls were being further entrenched as national government's redeployment policy of sending "excess" teachers to schools where they were needed was not working. Teachers were reluctant to move from urban to rural areas.

During his budget review presentation yesterday, Jarvis told the finance committee the severance packages would not reduce the department's salary bill in the current year, but would provide scope for expenditure into other areas during 1998/99.

He believed the two-year plan to make equal the teacher/pupil ratio across KwaZulu-Natal schools to within national guidelines of 40 to 1 in primary schools and 35 to 1 in secondary schools would benefit disadvantaged rural areas in the near future.

"Research has shown that pupils taught under a privileged teacher/pupil ratio system do not benefit significantly more than those in the more affordable ratio system towards which SA is aiming."

ANC education spokesman Cyril Xaba said "warning lights were flashing" as significant numbers of teachers from technikons, colleges and universities were unable to find jobs.

# SA urged not to support resumption of ivory trade

David Greybe 6D17/14/97

**CAPE TOWN** — Government had misled the public about a proposal by three of SA's neighbours to "downsize" the African elephant and resume international trade in ivory. International Fund for Animal Welfare director David Bar-

ritt told the environmental affairs and tourism committee in Parliament yesterday. Kruger National Park elephants would be a prime target for organised crime syndicates if the ban was lifted. "The only reason we have got any elephants left in Africa is because of the 1989 ban on international ivory trade."

He called on SA to reject the proposal by Botswana, Namibia and Zimbabwe at the Convention on International Trade in Endangered Species conference in Harare in June. These countries wanted to sell ivory stockpiles to the lucrative Japanese market, he said.



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Shareholders in LeisureNet are advised that negotiations are in progress relating to the possible sale of its food interests which, if successfully concluded, could have an effect on the price of LeisureNet ordinary shares.

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Cape Town  
17 April 1997

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# W Cape heads for clash over Cubans

ARG 17/4/97

*'SA has enough teachers'*  
(321)

**SABATA NGCAI**  
EDUCATION REPORTER

**Western Cape education authorities could be heading for a clash with the central government, which is considering importing teachers from Cuba.**

Provincial Education Minister Martha Olckers has made it clear that Cuban teachers are not welcome here.

National Education Minister Sibusiso Bengu returned from Cuba this week hinting at the possibility of negotiating to use Cuban teachers for a wide range of technical subjects.

The Western Cape is reeling from the recent loss of 6 000 teachers through the government's rationalisation policy.

But Mr Bengu said a co-operation agreement he had signed with Cuba "opens possibilities for provincial education departments to negotiate the use of Cuban teachers in the areas of mathematics, natural sciences, agronomy and labour education."

Mrs Olckers rejected negotiations with Cubans and said: "In the Western Cape we have an oversup-

ply of very good and well-qualified teachers. There is no place, and no need, for Cuban teachers."

Educationists, political parties and teacher unions have also denounced bringing Cuban teachers to South Africa. They said there were enough teachers and South Africa was not likely to gain anything from importing others.

Johan Muller, head of education at the University of Cape Town, was sceptical about importing teachers from any country.

"There is not one system in the world we can directly learn from. With my experience based on teachers and experts coming here from other countries, they have difficulty understanding our historical background."

The National Professional Teachers' Organisation of South Africa, which formed part of the ministerial delegation to Cuba, said it would not support Mr Bengu if he wanted to import Cuban teachers.

"We have enough teachers in the country who could be retrained in the new areas of learning," said the organisation's spokesman, Andrew Pypers.

The National Party and Democratic Party said they opposed the importation of teachers.

# Specialist teacher shortage hits crisis level

(321)

By LEE-ANN ALFREDS

The dearth of mathematics and science teachers is so critical that at least 2 200 teachers are needed in classrooms in seven provinces alone.

And if South Africa wants to reduce the overwhelming number of overcrowded classes, more than 4 200 maths and science teachers will have to be found, an audit has revealed.

The audit was commissioned by the departments of education and of arts, culture, science and technology last year. The research was undertaken by the Education Foundation and Pro-civitas Education Consultants, and the findings were published in January.

The audit confirmed the shortage of maths and science teachers was critical, said Professor Graham Hall, co-author of the report

and rector of Johannesburg College of Education.

According to the report, at least 940 maths and 1 300 science teachers were needed immediately to address the shortage in seven provinces. Data was not available for the Eastern and Western Cape, Hall said.

The report also found that 68% of maths classes and 74% of science classes were larger than the stipulated teacher/pupil ratio of 1:40. To reduce overcrowded classes, more than 2 000 maths teachers and 2 200 science teachers would be needed.

The situation was likely to worsen over the next three years with the number of teachers leaving the sector - about 3 000 maths and 3 600 science teachers - far outweighing the number being trained.

The report found colleges and

universities were producing only half the number of maths teachers, and 40% of science teachers, needing to be replaced.

Together with the shortages, the number of pupils studying maths and science was also dismal, the report found. Around 32 000 Std 6s and 7s, whose school offered maths, did not enrol for the subject and almost three times that number, 68 000 pupils, did not study general science.

A large number of pupils, 46 out of every 100 enrolled, dropped out of maths between Stds 8 and 10. The drop-out rate for science was less, with 72 out of every 100 pupils who enrol in science in Std 8 studying the subject in Std 10.

The report also found that the quality of science and maths training at colleges of education was "questionable".

Nov 18/4/97

# Western Cape schools in mass protest action

## Bengu's 'ad hoc, disastrous' policies under fire

GLYNIS UNDERHILL  
CHIEF REPORTER

**More than 50 state schools in the Western Cape are bankrolling Grove Primary School's High Court action against Education Minister Sibusiso Bengu and other officials to scrap teacher-redeployment procedures**

Western Cape Education Minister Martha Olckers said this week the second phase of the Government's controversial teacher rationalisation programme could depend on the outcome of this case, expected to be heard on June 2.

With the application having the mass backing of so many Western Cape schools, the redeployment procedures for teachers were now firmly under the spotlight, she said.

Grove Primary was selected by the group of schools - which includes prestigious high and preparatory schools like Rondebosch Boys, SACS, Groote Schuur, Paul Roos, Rhenish Girls and others - to represent their growing concerns, according to the spokesman for the schools group, advocate Duncan McConnachie.

"There was no point in the application being brought by all the schools. Grove Primary just happened to be chosen as the suitable member school to represent us," he said.

The Government's teacher redeployment programme was put on ice last month while union negotiations continued, but agreement had not yet been reached, said Mrs Olckers.

The teacher redeployment programme is expected to follow the voluntary severance offer by the Government, which saw the loss of 6 000 highly skilled and experienced teachers in the Western Cape at the end of last year.

A political row over what has been described as the Government's "bungled" teacher rationalisation programme in the Western Cape escalated into a war of words between Mrs Olckers and Professor Bengu

last month.

Mrs Olckers, one of the respondents in the High Court application by Grove Primary, accused Professor Bengu of implementing an "ad hoc and disastrous" teacher rationalisation programme which she had to phase in.

While many Western Cape schools supported the Government's move for equity in education, they claimed they began to resist when it became clear that the rationalisation procedures were shaped by political considerations.

All the schools were facing the same problems, including being allowed to employ or replace a member of staff on anything other than a temporary basis, said Mr McConnachie.

While the schools are waiting for the redeployment list, it is clear the list will comprise the names of teachers who had either volunteered for redeployment or declared to be "in excess" at schools with favourable pupil-teacher ratios.

In terms of the Education Labour Relations Council redeployment agreement, vacancies at all public schools must be filled from this list. "To say to us that you will employ from this list, we say is nonsense," said Mr McConnachie.

Some of the schools which supported the court application were unable to help with the legal costs, but the costs were being covered by parent bodies, he said.

"It was absolutely vital that this issue was not something that we sat back and allowed to happen. So we sought to challenge it," he said.

More than 3 500 vacant teaching posts

were advertised in the Western Cape just two months after the 6 000 teachers left the service on voluntary severance packages. More than 33 000 applications were received by the education department for the advertised teacher posts.

This week Mrs Olckers hit out at Professor Bengu for paving the way for importing Cuban teachers while the education profession was in turmoil.

"Professor Bengu never discussed his upcoming trip to Cuba at any of the education minister's meetings. We never knew of his decision to sign any agreement with Cuba. We have thousands of excess teachers of our own. With the trauma in the education system over the last two years - what with rationalisation, bigger classes our teachers are having to cope with, and the new curriculum - to bring Cuban teachers here would just lend chaos to the situation," she said.

Professor Bengu signed an education co-operation agreement with Cuba during his fact-finding visit to the country this month, but his spokesman, Lincoln Mali, insisted this week the agreement had not mentioned importing Cuban teachers.

"The agreement was basically a decision of intent to co-operate on a number of matters subject to investigation. There is nothing in the agreement about importing Cuban teachers to this country," he said.

Similar agreements had been signed with other countries like Australia, Mozambique and Zimbabwe and there were no concerns raised about these agreements, said Mr Mali.

It was deep-seated prejudices coming

out when people raised objections to signing the agreement, he said.

However, in a statement issued by Professor Bengu on his visit to Cuba, he said the agreement paved the way for direct agreements of co-operation between institutions of higher education in the two countries, including students and staff exchanges.

"It also opens possibilities for provincial education departments to negotiate the use of Cuban teachers in areas of mathematics, natural sciences, agronomy and labour education in areas where South African teachers are still developing such skills and are therefore not readily available to meet the needs on the ground.

"Such agreements may include contractual agreements and programmes for developing local expertise," he went on to say.

Another opponent of the recruitment of Cuban teachers is the SA Democratic Teachers' Union (Sadtu), which had a representative on the delegation which accompanied Professor Bengu to Cuba.

Elvis Nkwenyane, national officer bearer of Sadtu who formed part of the delegation to Cuba, told Saturday Argus the purpose of the trip had been to expose the delegation to the Cuban education system.

"In the agreement which was signed there was nothing about bringing Cuban teachers to this country. It would be illogical and unreasonable to start importing Cuban teachers. Both countries favour an exchange and the possibility of collaboration. Any proposals to bring Cuban teachers to this country would need the approval and negotiations with the labour movement," he said.

Importing teachers was not the solution to the education problems, said Mr Nkwenyane.

"Our own teachers could be re-trained and re-directed if there is a shortage in any area. The labour movement says it is illogical to retrench teachers and then import teachers into the country."



Education minister: Sibusiso Bengu

# Teachers' union to march in Northern Province

(321) CT(BR) 22/4/99

FRANK NXUMALO

Johannesburg — The South African Democratic Teachers' Union (Sadtu) in the Northern Province is to stage a march on April 29 because the union "is faced with harsh and torrid conditions similar to those during the Bantustan era", a union official said yesterday.

"The expectations of the union from the new government, in particular the education department, are diminishing day by day," Walter Segooa, the union's provincial secretary, said.

"The situation has reached alarming proportions and the membership of the union in the province has taken it upon itself to compel the education department to realign in making drastic changes or face the wrath and might of the union."

Among the union's grievances

were: the department's failure to implement agreements reached on 28 teacher-welfare cases that date to 1992, the mismanagement of the teacher rationalisation, the insistence of the department to allow "illegitimate governing bodies" to conduct interviews for principalship posts and the unilateral involvement including the establishment of Learning Area Committees.

Another grievance centred on "the disgusting manner in which the department has handled the matric examinations scenario, proving beyond reasonable doubt that the department is unable to deliver".

He slated the lack of respect by the minister of education to educators and the profession, including interference in administrative matters which had created great confusion and had thrown the department into a state of disarray.

# Mandela asked to intervene in education row

## *Go-slow carries on* (321)

APR 23/4/97

SABATA NGCAI  
EDUCATION REPORTER

President Mandela has been asked to intervene in a major row in the Western Cape Education Department which has been brewing since the redeployment of staff to regional offices in 1994.

Some staff in the department's eight regional offices have been on a go-slow since last week, the second in three months, accusing the department of "dragging its feet" in resolving staff complaints.

Their problems include the issue of promotion of head office staff and that some officials in the regional offices have been in the same positions for 20 years without promotion.

Staffers claim that when the departments were amalgamated in 1994, some officials were promoted to senior ranks in spite of the moratorium on promotions and filling of vacant posts.

They have vowed to continue the go-slow until the ministers of education and public service and administration - if Mr Mandela cannot intervene - "sort out the matter".

The go-slow would result in the late payment of cheques to various companies dealing with the department and could also lead to the late payment of teachers' salaries, staffers said.

They were not opposed to the rationalisation process but to the way in which it was implemented, which they deemed "unacceptable", they said.

After the amalgamation of the racially-segregated education departments, the head office found it impossible to accommodate all staff and regional offices were told last June to form committees to oversee the incorporation of staff. The staff refused to do so before the department addressed their grievances.

In the latest development, staffers faxed a letter to Mr Mandela's office to bring his attention to the "raging" impasse - and called for his intervention. Presidential spokesman Parks Mankahlana confirmed the fax but said it would be referred to the relevant department.

Faxes have also been sent to Education Minister Sibusiso Bengu and Public Service and Administration Minister Zola Skweyiya, appealing to them to intervene. Mr Skweyiya's secretary said the matter would be dealt with by the relevant department. Education Ministry spokesman Lincoln Mali said the department was "looking into the matter".

Western Cape Education head Brian O'Connell said that as far as he was concerned the matter was still under discussion among the staff, the department's attorneys and labour relations officials.

At their last meeting on March 27, several of the forum's complaints were discussed and the meeting concluded further particulars were necessary. Until they were received, staff would not embark on industrial action.



# Teachers still likely to be offered packages

Star 29/4/97 (321)

By Lee-Ann Allreds

With the second phase of rightsizing still being negotiated, it is highly probable that the controversial voluntary severance packages for teachers will be offered again this year, says Gauteng Education MEC Mary Metcalfe.

The Star revealed yesterday that her department overspent by R1-billion last year because of the national rightsizing policy.

Metcalfe said that because the department would have to use some of its allocated money from this year to cover last year's over-expenditure, it would fall short by more than R500-million this year.

She said the province's only solution was to have the rightsizing process move faster so that the teaching posts Gauteng funded, but no longer received money for from the national Government, were moved to other provinces.

Metcalfe said she was optimistic because she had received indications from a recent Heads of Education Departments Committee workshop that the Government was to give the go-ahead for the second phase of rightsizing.

This, she said, would incorporate redeployment and the

voluntary severance packages.

The packages caused an outcry from the public and teacher organisations who maintain the best and most-qualified teachers have used it to leave teaching.

Education Minister Sibusiso Bengu said this year there were problems with the packages and they would be reviewed. He was expected to name March 31 as the cut-off date for the packages.

It never happened, and yesterday Metcalfe, the national Education Ministry and the National Professional Teachers' Organisation of SA (Naptosa) indicated it was not likely to happen at all.

National education spokesman Thami Mseleku said rightsizing was needed to bring about equity in teaching.

He said the process was being renegotiated with the teacher organisations as agreed in the Education Labour Relations Council. The next phase would be implemented when these talks ended.

Yesterday, however, Naptosa spokesman Andrew Pyper denied that negotiations on rightsizing were under way. He said that since teacher organisations walked out of talks last month, nothing had been discussed.

# Sadtu threatens action

By McKeed Kotlolo

THE Lehurutshe Region of the South African Democratic Teachers Union in North West has threatened a two-day labour action to protest against poor management in the North West education department.

Previous meetings between Sadtu and education officials deadlocked on a number of issues, including the promotion of teachers to senior posts as advertised, understaffed schools, the replacement of deceased teachers and those on maternity leave.

Lehurutshe regional chairman Mr Teacher Kgonothi said because of serious management problems in the province, including tensions between Sadtu and the

department's director-general and between the director-general and the local MEC for education, Sadtu sought the premier's intervention.

He said as a result a two-day Sadtu provincial meeting held recently resolved to embark on labour action to force the authorities to address the problems. As part of the action, individual regions would embark on protest marches on May 8 1997 and a stayaway the following day (May 9).

They also agreed on continuous sit-ins if the department failed to respond positively to their demands 14 days after the marches and subsequent submission of memorandums.

Kgonothi stressed that the labour

action would only take place after consultations with all alliance structures and stakeholders in education in various regions.

Further explaining the situation relating to the promotion of teachers, he said interviews were conducted and recommendations made to the department for promotional purposes to vacant posts as advertised last year.

He also charged that the authorities made a sudden turnabout and cited financial constraints for the department's failure to go ahead with the promotions.

The authorities also failed to provide grants for new teachers at under-staffed schools, leaving them with a serious problem of staff allocation.

(321) Sowetan 29/4/97

# Govt claims schools misinterpreted the law

Kevin O'Grady

A COURT application by about 50 Western Cape schools to overturn provisions governing the employment of teachers by public schools was based on a misinterpretation of legislation involved, government said in opposing papers filed in the Cape Town High Court yesterday.

Advocate Ashton Scheepers, representing Education Minister Sibusiso Bengu and Western Cape education MEC Martha Olckers, said the state would argue that the schools were incorrect in claiming that several pieces of legislation had been contravened.

The application, by Grove Primary School in Claremont and supported by other school-governing bodies, argues that the regulations prevent schools from appointing the best teachers to posts left vacant by employees granted voluntary severance packages.

In papers filed by Grove Primary last month, governing body chairman Helene Marx said the Educators Employment Act, the SA Schools Act and Western Cape law gave governing bodies "untrammelled discretion and power" to recruit and appoint education department who they wanted to employ.

The schools have asked the court to overturn an agreement reached in the

BD 30/4/97 (321)  
education labour relations council, that vacant posts be filled from lists of excess teachers identified as suitable for redeployment and to order Olckers to publish a list of vacant posts.

Scheepers said yesterday that papers filed on behalf of Bengu and Olckers argued that the "untrammelled discretion" referred to by Marx never existed because "the power to determine conditions of employment of teachers" ultimately rested with the education minister.

The new Educators Employment Act had also changed the definition of "employer", making the state, and not governing bodies, the only employer, Scheepers said.

The schools' argument that the council, also a respondent, had unlawfully sought to fetter the schools' power to employ teachers was erroneous because, although the Education Labour Relations Act had been repealed, the new Labour Relations Act recognised council agreements, Scheepers said.

The state's papers also argued that the SA Schools Act stipulated that governing bodies would only function from a date determined by the minister. "That date has not yet been determined," Scheepers said.

The case has been postponed until June 2.

# Teachers' union calls school's action racist

CT 30/4/97 (321)

**THE CAPE TEACHERS PROFESSIONAL ASSOCIATION** has strongly opposed a bid by some schools to have a redeployment agreement set aside. **RONALD MORRIS** reports.

A HIGH Court application by The Grove Primary School to have the redeployment procedures of teachers scrapped has turned into a political brawl with a largely coloured teacher body accusing the school of racism.

In papers filed in opposition to the application, the 10 000-strong Cape Teachers Professional Association (CTPA) lashed out at the court action (supported by 50 other schools) and said it was nothing more than the school being concerned about losing privileged state-sponsored protection to which it had become accustomed.

The school had brought an application against the Minister of Education, his nine provincial counterparts, the national and provincial education departments, and all parties to the Education Labour Relations Council (ELRC) for a review and setting aside of the redeployment.

Mr Archie Vergotine, president of the CTPA, told the court that in the Western Cape over 95% of teachers found to be "in excess" were CTPA members. Previous government policy had been heavily biased in favour of privileged white schools such as The Grove, which now sought to deny CTPA members continued employment in the education sector.

"The applicant also attacks the integrity of our members on the redeployment list by, in effect, saying that teachers on the list are not competent to teach at their school."

The CTPA rejected The Grove's allegations that agreements regarding teacher redeployment reached in the ELRC were underpinned or motivated solely by "political considerations", Vergotine said.

The Grove had benefited directly from previous government policies and had built a substantial advantage over coloured, African

and Indian schools, both in terms of teacher-pupil ratios, facilities and staff provisioning.

The association had opposed The Grove's application because it was a direct attack on the organisation and other teacher organisations which were party to the ELRC agreement.

"It seeks to maintain the privilege and advantage of the applicant (and the other 50 schools that support this application) built up over the years of apartheid. Conversely, it is an attack on the constitutional imperative which requires imbalances in the education sector to be addressed," Vergotine said.

The CTPA was concerned that many experienced and highly-skilled teachers had taken the voluntary severance package. That was not the intention of the agreement at all, Vergotine said.

The Grove's claim that the redeployment procedure was based on political and other considerations was a sweeping allegation which had no factual basis.

It was common cause that the "blatantly political and discriminatory policies of the previous government" had contributed substantially to the crisis in education.

The agreement under review was an attempt to address the previous policies which had been based on race and other political considerations, the court was told.

"We in fact regard the applicant's attack on the agreements and resolutions as having definite racist undertones," Vergotine said.

"It was never contemplated that the voluntary severance package would be automatic or be granted on request. The agreement contemplated the retention of 'key personnel'. However, for reasons which are not clear to the CTPA, the voluntary severance package has been granted virtually on request, irrespective of whether an

applicant was a 'key personnel' teacher or not, regardless of retention of skills or experience.

This meant "some of the most skilled and experienced educators" had taken the package ... "in the association's view, however, this does not invalidate the agreements and resolutions".

By restructuring, the state has a primary obligation as employer to ensure that its employees are retained in the system.

Coloured, black and Indian teachers were never permitted to teach at white schools such as The Grove. Therefore, there could obviously have been no question of competition or choice.

"However, white teachers were allowed to teach at coloured or black schools and they were even paid an 'inconvenience allowance' or 'danger pay'," Vergotine said.

The Grove's contention that the imperative to retain and build quality in the public school system was compatible with equity in education was insensitive to the plight of teachers declared "in excess" at previously coloured schools.

"A large number of the redeployed are among the best teachers available.

"Being on the list has nothing to do with them being ill-qualified or under-qualified or unsuitable. They are on the list because they no longer suit the needs of the school where they taught.

"The agreements make it clear that appointments from the redeployment list are made, firstly, on relevant criteria for the posts and, secondly, suitability for the posts. These are clearly educationally relevant criteria.

"This appears to me to be nothing but the applicant being concerned about losing its privileged state-sponsored protection to which it has become used to over the years," Vergotine said.

The matter will be heard on June 2.

*Mr Norman Arendse, instructed by Mr B Waglay of Moosa and Associates, represent the CTPA.*

# Teachers pessimistic ahead of pay talks

(321) Star 30/4/97  
By LEE-ANN ALFREDS

Teachers' wage negotiations will resume next week, but the Government appears unlikely to budge on its opening offer of a 5% increase.

The SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) told The Star yesterday that reports they had received indicated the Government would not make more than R6,5-billion available for salary increases for public servants.

This translates into across-the-board increases of between 4 and 5% for teachers, Sadtu spokesman Don Pasquallie said.

Negotiations would take place in Cape Town from May 5 to 9, he said.

The Cabinet's mandating committee of the had met on April 14 and would meet again on Friday to discuss the issue, Pasquallie said.

The unions walked out of negotiations last month after the Government failed to produce information on the savings they had achieved through the right-sizing process.

According to an agreement in the Labour Relations Council last year, R6,5-billion would be guaranteed for increases. This amount, however, could be increased to R11,3-billion, depending on how much money the Government had saved from redeploying teachers or offering them volun-

tary severance packages.

Pasquallie said the unions wanted R11,3-billion to be made available as this would mean an average increase of about 15% for teachers.

"But, based on reports, we don't expect them to move up from R6,5-billion, which will have very serious implications for education," he said.

According to Pasquallie, a 5% increase meant a salary cut in real terms because it was below the inflation rate of about 9%.

"It means educators will be worse off in the next financial year," he said.

Andrew Pyper, a Naptosa spokesman, said while the organisation did not expect the Government to budge on its opening offer, they did expect it to provide information on the savings it had made.

"The moment of truth will be next week. Either they will come along and say we didn't save any money, which will in itself open up a can of worms, or we will find out how much has been saved," he said.

Pyper did not want to predict what would happen, but said the negotiations could lead to the declaration of a dispute. The third union, the Suid-Afrikaanse Onderwysersvereniging, was not available for comment yesterday.

Education Department spokesman Duncan Hindle said he would not reveal the offer the Government was likely to make.

“  
**Educators  
will in fact  
be worse  
off in next  
financial year**  
”

# School chiefs rehire 'paid-out' principals

## *Hanover Park staff and parents lock out children in protest*

APR 11/5/97 (321)

**SARAH NECH**  
EDUCATION REPORTER

The Western Cape Education Department is rehiring principals who took voluntary severance packages last year. They are being hired temporarily as caretaker principals.

A row over the rehiring of a principal yesterday led to a demonstration by parents and teachers at Blomville Primary School in Hanover Park where pupils were locked out of school and told to go home.

Teacher unions said that early this year they had lodged a complaint with the department about teachers who took severance packages and were then rehired.

Six thousand teachers left their jobs last year in the Government's strategy to cut costs.

The protest comes only three weeks after the department was embroiled in yet another controversy when it rehired two senior staff members with benefits which colleagues said totalled about R1-million each.

The department said it had to do it because the principals who took the package knew the school set-up and would help solve any problems.

Former Netrina Primary School principal Trevor Armstrong found himself to be part of the problem when his appointment as a caretaker principal at Blomville Primary School angered teachers and parents. They demanded that a long-serving teacher and deputy principal, Percival Ontong, be appointed as the new head.

The parents demanded that Mr. Arm-



**Favoured candidate:** deputy Percival Ontong

strong leave the school.

He said he was employed on a "three-month contract" from April 8. But, he added, yesterday was his last day because he could no longer handle the situation.

Mr. Armstrong said he had been approached by the department early this year to take up the temporary job until the "squabble" at the school over the appointment of a principal was resolved.

He said that when he took up the post he was "not aware of the depth of the feeling" at the school.

"A week after I started there was a demonstration by parents who were opposed to my appointment," he said. "The last straw was a death threat against my life, and I assume it came from the parents."

"I approached the department to cancel the contract and I'm leaving today," said Mr. Armstrong, acknowledging the right of parents to protest.



**Lock-out:** Blomville Primary children miss out on their lessons while teachers and parents protest against their temporary principal

LEON WOLLER

# Unions slam possible use of Cuban teachers

By VUKILE POKWANA

CP 4/5/97

FIRST it was Cuban doctors – now students must brace themselves for Cuban educators if education minister Professor Sbusiso Bengu officially signs the declaration of intent with the Cuban government.

(321)  
The declaration of intent covers some 52 areas including early childhood care and tertiary education. A task team will be set up to investigate the viability of the use of Cuban maths, science and agronomy teachers.

The minister is also going to meet various role players in education and other sectors to discuss the viable use of Cuban personnel in South Africa, said Lincon Mali, spokesman for Prof Bengu.

"The minister has spent the past two weeks answering questions in parliament in relation to this problem and he has said that he will not be bringing in Cuban teachers," added Mali.

The minister will be meeting a Cuban delegation in June to discuss mutual co-operation between the two countries in various spheres.

The South African Democratic Teachers Union (Sadtu) and its counterpart the National Professional Teachers Organisation of South Africa (Naptosa) are vehemently opposed to the possible use of Cuban teachers.

The president of Naptosa, Leepile Taunyane, said in a statement: "The minister should not take it for granted that such a move could be justified and be accepted, given the specific circumstances in South Africa.

"The manner in which the offer of voluntary severance packages has been applied has resulted in many teachers leaving the profession, including maths and science teachers."

Naptosa believes that everything possible should first be done to use available personnel in South Africa before persons are imported from Cuba or any other country.

However, while the unions are busy protesting, South Africa is performing poorly in maths and science. In a recent survey South Africa came 42nd out of 46 countries for performance in these fields.

The media liaison officer of the Sadtu, Kate Skinner, said there was a dire need to train teachers in South Africa in these fields before employing outsiders.

More in South Africa

# Teachers who quit still await pension refund

*Unions say 6 000 affected*  
*ARL 5/6/97 (321)*

**SABATA NGCAI**  
 EDUCATION REPORTER

**Pension benefits owed to Western Cape teachers who took voluntary severance are months later still in the pension fund in Pretoria.**

The Civil Pension Fund blamed this on the Western Cape Education Department for sending late and defective documents after the teachers took their severance packages. The department in turn blamed the controversial teacher rationalisation process, while the department and the fund both also attributed the delay to the additional workload on their "overburdened personnel".

Teacher unions believe most of nearly 6 000 teachers who opted for voluntary severance packages in the Western Cape have not yet received pension payouts. Some took the package in September last year and others in December.

The pension fund has appealed to teachers to be patient and has promised that the matter would be resolved "very soon" - but could not specify when because of the "backlogs the fund is still dealing with".

Teachers were entitled to their pension benefits 60 days after the pension fund received the retirement documents, but thousands are still waiting.

Some complained about business deals that have fallen through because of the delay. They also demanded that the interest they were losing be paid to them.

Civil Pensions Director Thokozani Magwaza said any member was welcome to submit a claim if they felt prejudiced by

the fund. Each claim was investigated and if the fund had not paid within the 60 days interest would be paid to the member concerned, he said.

The fund urged various departments last year to send in the forms at least six to eight weeks before the retirement of a member. He said that only 10 percent of the documents reached the fund before the retirement date, while most were received five weeks after the date.

Mr Magwaza singled out the Western Cape Education Department as the only department where the fund "encountered major problems".

"At one time the department sent 5 000 documents in one day; most of which were incorrectly completed and were sent back," he said. "We even flew to Cape Town to find out from the department what the problem was."

But the department denied sending 5 000 forms at once. It confirmed it had been asked to forward the documents six weeks before retirement, but "unfortunately the voluntary severance package was not a normal process".

The department also blamed teachers for the late forms, saying: "Many whose documents had been completed asked to have the last date of service changed to December 31, 1996. "This resulted in an extra workload, causing a delay."

Civil Pensions Deputy Director Frans Faber said the fund attended to about 236 000 pensioners. "Our staff is working overtime and we are doing our utmost to sort it out. We hope the outstanding pension benefits will be sorted out soon."



# 2 000 more to join jobless teachers

(321)

*Sowetan 5/5/97*

With 20 000 already on the streets further uncertainty grips N Province educators

By Khathu Mamaila

**A**BOUT 2 000 teachers in Northern Province – where the figure of unemployed teachers already stands at more than 20 000 – could be axed because the education department has found that it has no jobs for another 1 936 of them, *Sowetan* has learnt. This figure was released at a meeting between senior officials of the department and the parliamentary select committee on education about two weeks ago.

The committee had apparently asked for a number of teachers to be redeployed. Education officials said a total of 1 936 were not required by the department and needed to be deployed to other areas.

*Sowetan* was told that the teachers would have to go outside the province as there was a critical shortage of posts in Northern Province.

However, South African Democratic Teachers Union provincial secretary Mr Walter Segooa said yesterday that redeployment outside the province effectively meant dismissal as none of the provinces required more teachers.

"Initially we were told that Northern Province needed more teachers and that teachers would be redeployed from other provinces. If teachers are redeployed from Northern Province, which province will

absorb them?" asked Segooa.

He said his union was totally opposed to the redeployment of teachers to another province as this would cause great inconvenience for the teachers.

Education spokesman Mr Setlo Lediga said he could not confirm or deny that the provincial education department had an excess of close to 2 000 teachers.

He said officials who deal with statistics could not give him the exact numbers that were not needed by the department.

## Another meeting

Chairman of the parliamentary committee on education Mr Benny Boshielo said his committee had asked for another meeting with education officials as there was no clarity about where the teachers would be redeployed.

"There is no clarity on this matter. There is a lot of confusion at the moment and we certainly need another round of discussions," said Boshielo. The redeployment process is expected to begin towards the end of the year.

Earlier the education department had said that no new posts would be created until the redeployment process was complete.

Meanwhile more than 20 000 qualified teachers are roaming the streets without jobs in the province.

# Govt offers nurses, teachers 7% raise

Reneé Grawitzky

NURSES and teachers might receive increases of only 7,04%, while the lowest paid of other public servants could receive 22% if a government proposal was accepted by all unions negotiating in the numerous public service chambers, a union source said last night.

During negotiations this week, government tabled this as an example of how the R6,5bn (full-year cost) or R4,8bn (over nine months) could be used in granting increases for the second year of the three-year agreement.


Union sources said if government's latest proposal was endorsed in the bargaining chamber, it could lead to a repeat of the 1995 nurses strike. This occurred after nurses were granted only a 5% increase while general assistants, who constituted just more than 20% of the public service workforce, re-

ceived much higher increases.

All teachers unions walked out of negotiations in the Education Labour Relations Council yesterday and have threatened a dispute over government's alleged failure fully to disclose relevant information on how savings from rightsizing had been calculated.

The walkout by the unions was the third since the start of negotiations this year. The SA Democratic Teachers' Union (Sadtu) said a dispute could also revolve around government's attempt to finance a R230m payout from the R4,8bn set aside for wage increases. A recent arbitration award ordered government to distribute this amount to 170 000 workers as an increment.

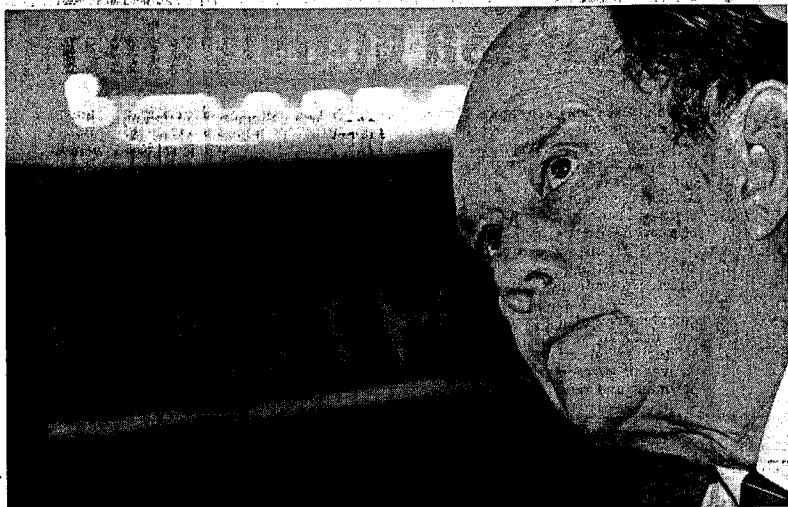
Sadtu said the three-year agreement required government to be transparent and disclose how savings would be used. Labour questioned government's commitment to this.

Ed 8/5/97 (321)   
Another union source said, however, that it was doubtful whether additional savings existed. At the start of negotiations government indicated that savings amounted to R323m.

Those unions which represent more skilled workers did not support government's proposal, which intended using the savings to raise the minimum wage. If government's example of how to implement increases this year was accepted the minimum wage would be increased to R1 750 a month.

Hospital Personnel Trade Union of SA official Albert Wöcke said government's proposal could cause problems for those in the level above general assistant as an increase in the minimum wage to the proposed level could result in a wage differential of only 1,8% between the two grades.

Government negotiators were not available for comment.



Former defence minister Magnus Malan at a special hearing of the truth commission in Cape Town where he gave testimony yesterday.

Picture: ERIC MILLER/AFRICA

## 'Radical change' unnerves teachers

Kevin O'Grady

MANY teachers had doubts about their ability to make the "radical change" to the new school curriculum and questioned how it would be effectively implemented in overcrowded classrooms with limited facilities, education director-general Chabani Manganyi said yesterday.

However, during orientation sessions held to prepare them for teaching Curriculum 2005, they agreed with the type of person the curriculum was designed to produce, Manganyi said.

"They want people who can solve problems, communicate effectively, work in teams, process information and think creatively and critically. They know the old

education system was not designed to meet (those) outcomes and would, therefore, prefer Curriculum 2005."

The "large-scale" orientation programme was launched by the education department to support provinces in their efforts to introduce all teachers to the new curriculum before its phased implementation started next year, Manganyi said.

The programme was designed to be interactive and to encourage critical discussion.

It involved specially trained staff at each school who would teach their colleagues over six sessions the principles underlying Curriculum 2005.

Due to the department's limited capacity for preparing materi-

als for the programme, it approached the US Agency for International Development for assistance. USAid approached the Media in Education Trust which developed a training model and material, he said.

The trust also facilitated the first round of provincial training, Manganyi said.

A team of eight trust workers would run two-day orientation workshops for facilitators at schools in each province until the middle of this month.

Thereafter the newly trained facilitators would implement the next level of training. The department would also launch a national media campaign to introduce the public to the new curriculum, Manganyi said.

00 8/5/97 (21)

# Countrywide strike threat by teacher unions

ARG 8/5/97 (321)

## *Deadlock over salaries*

**SABATA NGCAI**  
EDUCATION REPORTER

**About a million people, including teachers and other civil servants, could go on strike in the next few weeks over pay demands if teacher unions get a mandate from members.**

They hope other civil servants will strike in sympathy.

This follows a deadlock in salary negotiations yesterday between the Government and the SA Democratic Teachers Union (Sadtu), the National Professional Teachers' Organisation of SA (Naptosa) and the SA Onderwysersunie (SAOU).

The unions, with a combined membership of almost 250 000, threaten to embark on a nationwide strike if they get a mandate from the teachers next week. They hope to be joined by the 515 000-strong Federation of Unions of SA (Fedusa) which has a strong civil service membership.

Yesterday, the teacher unions walked out of salary negotiations in Cape Town convened by the bargaining committee of the Education Labour Relations Council.

The unions accused the Government of reneging on its agreement last year to give R11,3-billion over three years to improve teachers' service conditions. The unions said R3,2-bn had been made available for the entire civil service this year, of which R1,477-bn was earmarked for education.

In terms of an agreement, according to the unions, the Government agreed to make R6,5-bn available to improve teachers' service conditions and pay this financial year.

Sadtu, which has about 150 000 members, said the Government's actions were "a recipe for further destabilisation at a time when we should be working towards enhancing the culture of learning and teaching in our country".

The 30 000-strong SAOU warned if the Government did not change its view, it would have no option "but to declare a dispute or consider industrial action".

Naptosa, with a membership of 66 000, vowed not go back to the negotiating table until the Government demonstrated it was prepared to negotiate in good faith.

A National Department of Education spokesman was not available for comment.

SEVERANCE, BUT NO PENSION YET

# Teachers who opted out suffer long delay

CT 9/5/97

(321)

**A NUMBER** of teachers who opted out of public education in favour of large voluntary retrenchment packages complain of long delays, reports CYNTHIA VONGAI

**F**INANCIAL ruin awaits former teachers Mr Willy Scholtz and Mr Andy Meyer if they do not receive their pension packages from the Chief Director of Pensions Administration within the month, they say.

Both chose last September to take severance packages from the Western Cape Education Department (WCED) but still await the bulk of monies owed them.

Scholtz, the former rector of the Good Hope Education College in Khayelitsha, says he is in a desperate situation. He has been living off his meagre severance pay-out, but it is slowly dwindling.

"I was under the impression, naively, that I would be paid on time. No one is keeping us up to date with what is happening with our pensions," Scholtz said.

"When I call Pretoria I am either put on hold or put through to people who know nothing about what is happening. It is infuriating."

Meyer and his wife, Ilona, both took severance packages. So far they have received severance money from the WCED — but like Scholtz have not received their pension money.

They have not had an income for the past four months. Meyer, the former rector of Roggebaai College in Green Point, said he had no regrets about opting for the package but felt let down by the Ministry of Education — for which he had worked for 24 years.

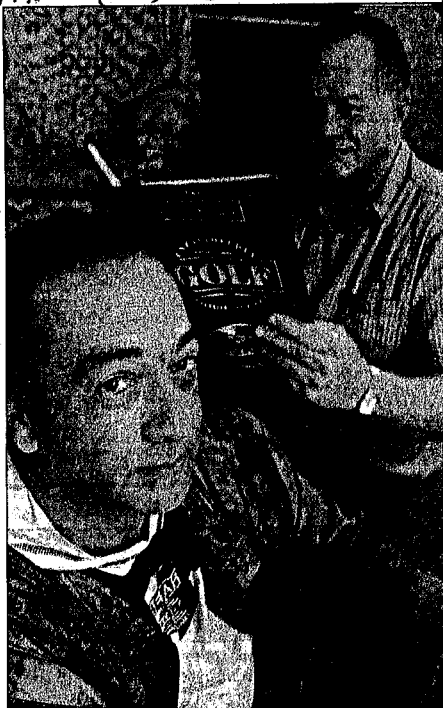
"My biggest feeling is frustration. It will probably soon boil through into anger. It's been four months of being dropped down a chute. So many promises have been made, and it has been difficult to survive," Meyer said.

Scholtz received his severance package from the WCED early this year, but the bulk of his money, some R1.2 million, is still outstanding.

He is frustrated that he cannot start up a business or invest on the strength of a promise that he would get the money at a later stage.

"I sent in my application six weeks ahead of the deadline before it had to go to Pretoria. I am without any income. The bank is assisting me, but why should I live like this when I have money owed to me?"

"I could borrow from the bank and start up a small business, a garage



**CASH-STRAPPED:** Teachers Andy Meyer (front) and Willy Scholtz are among thousands of teachers who opted for severance packages last year and who await most of the money owed them.

PICTURE: KARIN RETIEF

or invest in a private school, but why should I borrow money which I have, when it will cost me a fortune in interest?" he asked.

Meyer said he was deep into over-draft and was angry that he could not lease offices or enter into contracts to start the groundwork to establish a computer business.

"I am unable to sign any contract because I don't know when the money is coming. The story from Pretoria is always the same — delays and excuses," Meyer said.

Finance Ministry spokesperson Ms Jennifer Wilson admitted the Chief Director of Pensions Administration had a backlog of applications, which had caused the delay in pay-outs.

"It is a problem that we have recognised and are looking into. What happened with the Western Cape teachers was that instead of them sending in applications one by

one, they held on to them until there was a batch.

"This meant the department had a batch of applications to work through at once. In some cases they were incorrectly filled in or had information missing. Pretoria then had to get back to the WCED and try to fill in the blanks, and this caused the delay.

"Pretoria is also still on a manual system and not computers, which makes it quite difficult to get back to people and deal with each case individually because of the numbers involved," Wilson said.

To speed up payments the Chief Director of Pensions Administration — who handles all civil service pensions — would engage additional staff to deal with general queries.

It would also enter into a joint agreement with a private consortium, which she did not name, to help "streamline the department".

# Teacher unions walk out of wage talks with government

CT 8/5/97

CAROL CAMPBELL

TEACHER unions walked out of wage talks with the government yesterday when the Education Department said it planned to use over R1 billion to pay its debts — instead of sticking to an agreement to offer teachers bigger increases.

When the government asked teacher unions to sign an agreement in 1995 — that “excess” teachers be offered a choice of a voluntary severance package or redeployment to a more needy school — it promised the money it saved would be used to pay better salaries.

Representatives of some teacher bodies, like the SA Teachers’ Association, signed the agreement under duress, when they were told their members would be forced to accept the “move or lose” deal and lose out on the offer of better salary increases.

Yesterday the Western Cape spokesman for the SA Democratic Teachers’ Union, Mr Don Pasquallie,

said the government was not being transparent about the amount of money it had saved by offering teachers voluntary severance packages.

“They say there is only R323 million to boost the R6,5bn which is in the kitty for teachers’ increases,” said Pasquallie. “This is unacceptable, because we were promised an extra R4,8bn.”

Mr Andrew Pyper, a spokesman for the National Professional Teachers’ Organisation, said the small amount of money being offered meant teachers would get a below-inflation increase of about 7%. With the promised money they would have received about 12%.

“In real terms the employer is therefore only able to deliver 6,7% of the amount which was mentioned as possible savings a year ago,” said Pyper. “In anyone’s language this is a very poor performance.”

Teachers don’t all get the same increase — rather it depends which post level they are on. Low-level

teachers are likely to get higher increases because they are mostly in the former “black” education departments, and were always poorly paid.

Mr Duncan Hindle, the Education Department’s chief negotiator (and a former president of Sadtu), said the unions’ action yesterday was delaying final agreement on salary increases.

“We have been as transparent as possible; we have shown them where the savings are,” said Hindle.

He said he doubted the walk-out would stop wage talks altogether.

However, Pasquallie said teachers were “sick and tired” of being messed around and warned of strike action in schools around the country.

“The state is effectively offering teachers a decrease in salary because the money they have made available is not in line with inflation.

“After all teachers have been through, we find that unacceptable,” he said.

Teachers are scheduled to receive increases on July 1.

(321)

# Teachers' negotiations again in the balance

Star 8/5/97

(321)

EDUCATION REPORTER

Teacher unions walked out of salary negotiations yesterday and threatened to declare a dispute if the Government did not give detailed explanations of the R323-million it claims to have saved through rightsizing.

The walkout comes in the wake of the Government's disclosure on Monday that it had saved only R323-million and not R4,8-billion as it had projected last year.

This is the third time the SA Democratic Teachers' Union (Sadtu), National Professional Teachers' Organisation of SA (Naptosa) and Suid-Afrikaanse Onderwysersunie (SAOU) have walked out.

They are expected to meet government negotiators later this month.

But yesterday Naptosa said it would consult lawyers today to see "whether or not we can declare a dispute".

The three will meet in Pretoria today to discuss joint action.

Naptosa chief negotiator Henry Hendricks said his organisation was unhappy that the Government had failed to provide a breakdown on the savings it made from rightsizing, which the Government embarked

on last year to trim the public sector.

Because of the actual savings, only R6,8-billion was available for salary increases this year, instead of the R11,3-billion the unions are demanding.

Hendricks said the unions were also dissatisfied that the Government intended to use R297-million saved from pension restructuring and R662,88-million from "other rightsizing savings" to cover a R1-billion shortfall from last year.

He said he did not know what was meant by "other rightsizing savings" and that the state could not use savings from rightsizing to cover last year's shortfalls.

Sadtu president Willy Madisha said the union members would be consulted on how to proceed.

"We are not happy. We won't take a very soft approach to the Government's offer," he said.

The SAOU said it was clear the state could not be trusted.

Education Department negotiator Duncan Hindle said he would have to go back to the mandating committee to see whether a new offer could be made.

He said the unions had been asked to explain their rejection in writing.

# Retrenched teachers back on the job

Ann Eveleth

MtG 9-15/5/87

(321)

**K**WAZULU-NATAL has been forced to re-employ 230 senior teachers, including 60 principals, who had been given hefty retrenchment packages under the state teacher redeployment programme.

The province said this week the teachers have been re-employed at their previous salaries, many until the end of the year, because there were no immediate replacements.

The move conflicts with the national Education Department's aim to balance state education

resources between provinces by redeploying of staff or opening up teaching positions through voluntary severance packages.

Under the policy which has been running since last year, thousands of teachers across South Africa have taken the voluntary severance packages. Many have been senior, experienced staff whose pay-offs, complete with pension, run into seven-figure sums.

Education Minister Sibusiso Bengu said earlier this year the government was reviewing the policy, given the unexpected cost of the

packages. National officials were unavailable for comment this week.

Andrew Layman, chairman of KwaZulu-Natal's education redeployment agency, said 514 principals, 223 deputy principals, 825 heads of department and 1 465 senior teachers had taken the voluntary severance package. The total pay-off bill, before pensions, is estimated at R150-million.

But the provincial department had approved the retention of personnel where no immediate replacements were available: the 60 principals had no deputies to succeed them, Layman said.

The move was described by politicians and unionists this week as a "stop-gap" measure following the "utterly disastrous" effects of the voluntary severance programme.

"We felt the packages should only have been granted in those cases where they facilitated redeployment from historically disadvantaged to disadvantaged schools," said Kate Skinner, representative for the South African Democratic Teachers Union (SadtU).

"Only those who couldn't be redeployed were supposed to be offered packages, and school principals and specialists maths and science teachers should have been refused packages."

SadtU negotiator Don Pasquallie

said Wednesday's wage talks walkout by teachers' unions could also be attributed to the failure of the packages scheme, as most posts it left vacant were not abolished. This had reduced savings intended to augment wage increases.

The Democratic Party's KwaZulu-Natal education spokesman, MP Roger Burrows, said he understood schools faced with the loss of key personnel could argue to retain them if their posts could not be filled immediately.

"The wider problem it highlights is the loss of our best educators under the scheme. I think many more schools have motivated to retain personnel who have been granted that right by the department."



# 30 000 posts<sup>(32)</sup> up for grabs

By Victor  
Mecoamere

15/5/97  
sewefan  
MORE than 30 000 vacant posts were created after the offer and subsequent granting of voluntary severance packages to teachers, chief human resources director of the Ministry of Education Mr Duncan Hindle said yesterday.

The move, which was aimed at achieving equity in the South African education system, resulted in nearly 20 000 posts being vacated and the creation of a further 10 000 posts after 19 000 teachers had successfully applied for voluntary severance packages, said Hindle.

"These vacant posts are currently being advertised by all the nine provincial education departments that are expected to consider and then appoint suitable candidates. The redeployment of educators will take place after that."

Hindle conceded that there were problems in this process.

Most of the successful applicants for posts have complained that they had to return more than once after they had encountered various administrative snags in applying.

"The consoling thought is that we have made space for 30 000 posts and now we need to streamline the process," said Hindle.

# End strike, parents urge teachers

SABATA NGCAI  
EDUCATION REPORTER

(321) (12)

AKG 19/5/97

Parents of pupils at Khayelitsha's embattled Masiyile Secondary School have intervened to try to end the two-week sit-in strike by teachers.

Teachers are protesting against delays in dividing the seriously overcrowded school into three schools.

At a meeting late last week, parents

decided to march on Parliament to tell the national Education Ministry that black pupils in Western Cape schools were "still marginalised" by the provincial government.

The parents also asked teachers to write letters on their behalf to parents' employers, telling of the march due to take place on Friday.

They made an impassioned appeal to teachers to return to classes. Teachers said they had to discuss the decision.

star 23/5/97

# Teachers' pay to take huge chunk of budget

(321)

BY LEE-ANN ALFREDS

Unresolved labour issues could lead to the Gauteng Education Department spending about R4,5-billion – or 90% of its budget – this year on salaries alone.

This bleak scenario was outlined by department spokesman Allan Moonsammy at a briefing before Education MEC Mary Metcalfe's budget speech in the Gauteng legislature yesterday.

Moonsammy said it was customary to spend about 85% of the total budget on salaries.

But there was a "potential" that this figure would rise to 90% this year because of uncertainty around how to assess teachers' performance and reward them, he said.

The Government has been trying to do away with qualifications-based increases in favour of performance-related increases, but has not reached agreement with the teacher unions on how to assess performance.

"In that area (90%), it would be a cause for concern ... it would make major inroads on provisions," he said.

About R5-billion has been allocated to the department this year. While this is about R500-million more than last

year, education officials have indicated that the department will be underfunded by more than R500-million.

This was because the department overspent by R1-billion last year because of right-sizing. The Government reimbursed about R450-million of the money, but the department is still R532-million adrift.

Moonsammy said negotiations in the Education Labour Relations Council were crucial because the department had received only a once-off allocation from the national treasury for increases.

He said the savings – or lack of it – accrued through right-sizing the teacher sector could also affect Gauteng's budget.

Metcalfe said the R5,03-billion allocated to the department was "not enough to do everything we want to achieve".

But she said the department would carefully manage its budget this year and, despite its lack of funds, had managed to do a lot in the past two years, including building 240 new schools.

NP spokesman Juli Killian said it was clear the department was heading for a deficit exceeding R500-million.

She said the allocation meant no new schools would be built to eradicate backlogs.

# Expatriate teachers want jobs back

Susan Russell

EIGHT foreign teachers employed by the former Bophuthatswana government, who lost their jobs because they are expatriates, argued yesterday in the Constitutional Court their right to retain their posts.

The teachers are challenging provisions of the regulations governing terms and conditions of employment of educators which stipulate that teachers who are not citizens may be employed only on a temporary basis.

In their application against the education authorities, they contend that the exclusion of foreign teachers from permanent posts violates constitutional guarantees to equality and protection against discrimination.

The eight teachers, who come from Ghana, Swaziland, Zimbabwe and Uganda, were employed by the former

Bophuthatswana government to fill posts in schools in remote areas or to teach specialised subjects.

Two of them have permanent residence in SA, and four of them are married to SA citizens.

SA teachers in Bophuthatswana were given permanent posts after incorporation, but the posts of the foreigners were among 4 713 temporary posts advertised in July 1995.

Counsel for the teachers, Henry Lever SC, argued that the constitutional right to equality and protection against unfair discrimination was extended to everyone and not just to SA citizens. (321)

But education authorities submitted that they were entitled to treat expatriate teachers differently, and to give preference to qualified local teachers, thousands of whom were reportedly unemployed.

65 28/6/97



are often inadequate or missing, and even the presence of a technically correct test record is no guarantee that it was based on a genuinely passed test. On the other hand, we cannot start taking people's licences away on mere suspicion without infringing their constitutional rights.

In practical terms it is impossible to call in all existing licences for blanket re-testing. The country does not have a sufficient number of testing centres or testing officials to test such volumes, and it would clearly not be in the public economic interest to go to the expense, in terms of administration and recruitment of officials, to retest the more than 80 % of drivers who obtained their driving licences legally.

Instead, what we are doing is attacking the problem systematically, within the long-term framework set out by the national Road Traffic Management Strategy, using key instruments like the Road Traffic Act, the National Traffic Information System (NATIS), and the new credit-card format licence. The following points can be made in this regard:

- ▶ As I pointed out in my comments in this House on 7 May this year, all existing drivers will be required to apply for the re-issue of their driving licences in the new credit card format within a 5-year period starting from 1st March 1998. The effect of this will be gradually to eliminate the significance of the current distinction between clean and suspicious licences.
- In addition, the points demerit system for driving offences, which will come into force in 1988, will make it possible, at a certain points score, for a driving licence to be automatically suspended. This will have the effect of systematically clearing our roads of habitual offenders, many of whom may well be unable to drive properly precisely because they got their licences through a corrupt process. Full re-testing, after a prescribed period will then be the only way for such offenders to get back their licences.
- ▶ Secondly, the licence card will be a document of high integrity, including physical

features such as a computerised photograph, security printing, water mark, machine-readable barcode, signature and thumb print, to guard against falsification or alteration of the document.

▶ Finally, we are looking very carefully at the human factor involved. Once the national Road Traffic Act and the nine Provincial Acts are implemented, provincial inspectors will be established to assist the national inspectorate in administering the K-53 standard to ensure uniform licence testing throughout the country. Licence authorisation will be administered and controlled through the NATIS computer system, which will record the details both of the testing official involved and the centre where the test was conducted, thus playing a significant role in eradicating fraud at licence testing centres.

These are the main areas in which my Department is intervening in this matter.

- (2) The answer given above may be regarded as a statement.

Teachers from abroad brought to SA

\*27. Dr M S MOCOGA asked the Minister of Education:

- (1) How many teachers from abroad have been brought to South Africa since 1994 and (b) what special expertise do such teachers have;
- (2) whether any adjustments have been made in respect of the training of teachers with a view to enhancing the quality of education and enabling South Africa to enter the new global technological age; if not, what is the position in this regard; if so, what adjustments;
- (3) whether he or his Department intends calling a national education summit with a view to bringing stability in and creating a better commitment to education, particularly in black schools; if not, why not; if so, what are the relevant details? N1340E

#### THE MINISTER OF EDUCATION:

- (1) No national campaign has been launched to recruit teachers from abroad since 1994. However an annual average of approximately 300 individual persons with foreign teaching qualifications apply to this Department to have their foreign qualifications evaluated. Since the employment of teachers rests with the Provincial Education Departments, the standard procedure is to receive such applications via the provincial offices.

According to information supplied by the Provincial Education Departments, a total of 999 teachers who are foreign citizens were employed as of December 1996.

The Committee on Teacher Education Policy (COTEP) was appointed to develop a national policy on Teacher Education. COTEP attempted a radical paradigm shift in devising a set of national Norms and Standards for Teacher Education for all teachers. It is a process outcomes-based model offered in terms of agreed-upon

aims and competences, which comprises a holistic integration of skills, knowledge, attitudes/dispositions/values, including a fostering of professionalism and a commitment to education. Innovation and creativity were deliberately encouraged within a broad framework of norms and standards, which all teachers would have to achieve, thus ensuring a uniform high quality of teacher education, eliminating current disparities. The Minister declared the new Norms and Standards as national policy on 8 September 1995 and all teacher education programmes have to be revised and submitted to COTEP for approval. More than 200 different new or revised programmes have been received thus far, including a number of Further Diplomas in Science, Mathematics and Technology Education with a view to re-training and preparing teachers for the new school curriculum which comprises Technology Education as one of the eight learning areas.

- (2) In the light of the development of a National Qualifications Framework and the introduction of a new school curriculum, the Department has already initiated a process of further revising the Norms and Standards for Teacher Education.

- (3) No, The Culture of Learning, Teaching and Service Campaign (COLTS), launched by President Mandela in February 1997 is progressively being formally launched in all provinces, and many activities are being planned or have occurred under that programme, which will last until 1999.

#### Constitutional charters of fundamental rights adopted

\*28. Dr C P MULDER asked the Minister of Foreign Affairs:

Whether the Government intends adopting charters of fundamental rights in terms of section 234 of the Constitution; if so, (a) when and (b) what charters of fundamental rights? N1348E

#### THE MINISTER OF FOREIGN AFFAIRS:

As far as the DFA is aware, Government has not yet considered the adoption of charters of fundamental rights in terms of sec 234 of the Constitution. However, from an international law perspective, Government has either signed or ratified several international human rights agreements.

South Africa is party to the following of the basic human rights instruments:

- Convention of the Elimination of All Forms of Discrimination Against Women (ratified on 15 December 1995)
- Convention on the Rights of the Child (ratified on 16 June 1995)
- African Charter on Human and People's Rights (accessed to on 9 July 1996)
- The following human rights agreements have been signed but not yet ratified by South Africa:
  - International Covenant on Economic, Social and Cultural Rights



LEON MULLER

**Show of strength:** demonstrators gather on the Grand Parade today before a march to protest against part of the Basic Conditions of Employment Bill

# Teachers' union pickets High Court

ART 216/97

(321)

**SABATA NGCAI**  
EDUCATION REPORTER

About 200 placard-waving members of the South African Democratic Teachers' Union picketed outside the High Court today to protest against an application for teacher redeployment to be scrapped.

Grove Primary School in Claremont, supported by about 70 other city schools, is applying to the court for the scrapping of the policy because it is "a waste of taxpayers' money and prescribes to schools which teachers they can appoint".

The union is cited as one of the respondents in the application. The union, which is in favour of redeployment and against retrenchments, said it was confident of winning the case which started today.

Provincial secretary Don Pasquallie said it was government policy to rationalise education to achieve equity.

If they lost the case - which he doubted - it would be the end of the entire process of rationalisation and plunge education into crisis.

Helen Maree, Grove Primary governing body chairwoman, said the schools were in favour of equity but they wanted the Government "to implement its own education policy as set out in two white papers, as well as the South African Schools Act and the Educators Employment Act".

She said they were taking the case to court "on a matter of principle that we believe is critical to the future of education in South Africa".

Reacting to accusations by some teacher unions that the court action was racist, Mrs Maree said: "If our objective is racist, government policy must be racist as well."



ROY WIGLEY

**Redeployment:** some of the 200 Sadtu members who picketed outside the High Court today

Mrs Maree said the Government had pledged equity in public education spending but instead of abolishing posts in over-supplied schools and creating new posts in under-supplied ones it had chosen the costly severance package and redeployment strategy and was not redistributing resources to disadvantaged schools.

"The Government is spending millions of rands in voluntary severance packages and the redeployment policy but nothing is going to the disadvantaged schools," she said.

Mrs Maree said last week the Western

Cape Education Department had sent schools redeployment instructions.

The procedure for filling vacancies, based on an interim agreement between the department and the teacher unions, had effectively tied the hands of school governing bodies.

Mrs Maree said the instructions required schools to fill vacant posts with teachers nominated by the department.

After the picket teachers left for the Grand Parade to join a strike organised by the Congress of South African Trade Unions of which the union is an affiliate.

# UK drug producers join battle against bill

Kathryn Strachan

BRITISH pharmaceutical manufacturers joined the battle against Health Minister Nkosazana Zuma's proposed medicines legislation yesterday stating their objections in a letter sent to Zuma and to Deputy President Thabo Mbeki. The Association of the British Pharmaceutical Industry also raised the issue with the UK government, arguing that the proposed bill violated international trade rights agreements.

In the US, drug manufacturers scheduled a meeting last night between several companies and SA ambassador Franklin Sorn. The International Federation of Pharmaceutical Manufacturers joined its offensive last month when its president, Glaxo Wellcome worldwide CEO Sean Lance, said the proposed legislation would result in disinvestment in SA.

The US industry's trade association, Pharmaceutical Research and Manufacturers of America (Pharma) said yesterday the next step would be to testify at the parliamentary hearings due later this week. Bombelles said US government representatives had raised the matter with their SA counterparts at a World Trade Organisation meeting last week. Sapa reports that Pharma-

## By Charles Schulz Court challenge to teacher redeployment

Linda Ensor  
BO 3/6/97



CAPE TOWN — The legality of Education Minister Sibusiso Bengu's teacher redeployment strategy was challenged in the Cape High Court yesterday by Grove Primary School, whose action was supported by more than 70 other Western Cape schools.

Placard-wielding members of the SA Democratic Teachers Union, which supported redeployment, thronged the court entrance before proceedings began, to protest against the application.

The court action was brought against Bengu, who is opposing the education MECs of the nine provinces and 21 other signatories to the Education Labour Relations Council. The central issue concerned the right of school governing bodies to choose teachers rather than have them prescribed by MECs from lists of redeployable teachers.

### Holdings Limited

(Republic of South Africa)  
number 9606185/06)  
(SAFOOD7)

## 10 Allotment and granting of listing

...the results and basis of allotment of the private ...of the public offer of 5 000 000 ordinary shares in ...46p per ordinary share ('the offers').

In terms of the scheme, teachers who voluntarily agreed to redeployment ranked highest on the list of those eligible for employment followed by compulsory redeployees ranked by the last in, first out principle. If a school disagreed with the teacher allotted to a post, its objection would be considered only on the basis of "curriculum requirements".

Provision of the best quality teachers plays absolutely no role and schools have no choice with the name. Grove's counsel Gerrit van Schalkwyk SC argued. The strategy was based on the questionable principle that excess teachers in employment had a superior constitutional right to employment than teachers who had left the profession, and graduates.

Grove has applied for agreements on redeployment to be set aside on the grounds that they were ultra vires. It has also argued that Bengu's promulgated extension of these agreements to all employers and employees in the educational sector who were not party to the agreements was unlawful.

Van Schalkwyk noted that Bengu had extended the provisions of the agreements under the Education Labour Relations Act on November 22, although this act was repealed by the Labour Relations Act which came into force on November 1. Bengu had also acted contrary to provisions of the National Education Policy Act in concluding agreements on redeployment at the education labour relations council.



# Unions running education, court told

DENNIS CAVERNELIS  
HIGH COURT REPORTER

Grove Primary School has attacked the Government's teacher redeployment policy, arguing in the Cape High Court that "trade unions are running education policy, not the minister".

Grove Primary, representing about 70 Cape schools, has asked the court to review and set aside key resolutions of the Education Labour Relations Council that led to

the controversial redeployment policy.

The review application was brought against Minister of Education Sibusiso Bengu, the Education Labour Relations Council, provincial ministers of education and teacher bodies.

The school is demanding the right for its governing body to advertise teaching posts and appoint the best applicants through open competition. G D van Schalkwyk SC, for the school, said the minister was overstepping his authority. "The minister cannot willy-nilly make educa-

tion policy. He must do it in a certain prescribed manner, in terms of the National Education Policy Act."

He argued that Dr Bengu had acted beyond his powers by enforcing mutual interest agreements between employers and employee associations concluded in terms of the Education Labour Relation Act, which had far-reaching effects on education policy. "The tail is wagging the dog ... we have trade unions running education policy, not the minister," he said.

The hearing continues today.

ARC 3/6/97

(321)

It had been agreed in negotia- the candidate named in the letter

The selection process made no provision for finding the best teachers. Schools "have no choice but to work with the name" Van Schalkwyk said.

To suggest, as Bengu had, that this system entailed "choice" — as understood in the normal school or educational environment — was "falsifiable."

On November 22, Bengu, purportedly acting in terms of the Education Labour Relations Act of 1995 — which superseded the Education Labour Relations Act — had come into effect on November 11.

Bengu's conclusion of the agreements had been contrary to the clear provisions of the National Education Policy Act and therefore *ultra vires*, Van Schalkwyk said.

The agreement reached at the ELRC was unlawful also because Bengu, in permitting education policy to be decided in this way, had delegated to the ELRC policy-making powers that the National Education Policy Act vested only

*Mr Ashton Schippers, instructa state attorney, appeared for the Mr Norman Avenzie, instructa Hockey of Moosa and Associates for the CTPA.*

NEWS

# High Court judge slates teacher redeployment

## *Scheme 'totally illogical'*

DENNIS CAVERNELIS  
HIGH COURT REPORTER

ARG 4/6/97

A Cape High Court judge has described the Government's teacher redeployment plan as "totally illogical".

Mr Justice E L King said this during a review application brought by Grove Primary School - which represents about 70 Cape schools - criticising the Government's controversial teacher redeployment.

Grove Primary has asked the court to review and set aside key resolutions of the Education Labour Relations Council that set the controversial teacher redeployment plan in place.

The review application was brought against Minister of Education Sibusiso Bengu, the Education Labour Relations Council (ELRC), the MECs for education in the Western Cape and the remaining eight provinces and teacher bodies, including the Cape Teachers' Professional Association (CTPA).

The school is demanding the right for its governing bodies to advertise teaching posts and appoint the best applicants through open competition. Gerrit van Schalkwyk SC, for the school, said yesterday that the Labour Relations Act "provides that you cannot discriminate against any (job) applicant".

"Quite simply put, if a graduate were to apply to the (education) department for a job he would be discriminated against on the arbitrary basis that he is not a redeployee, so he cannot get the job".

Jeremy Gauntlett SC, for the minister, said the Director General of Education, Brian O'Connell, was responsible for approving teaching appointments until "proper governing bodies have been elected and are in place. This is an interim period and it may be seen by some to be rough".

To this Judge King said: "It's not only rough, it's totally illogical. I cannot believe this is what the legislature intended; it defies logic."



Education Minister Sibusiso Bengu addresses the launch of Education Curriculum 2005 in Johannesburg. Bengu briefed education stakeholders on the process and aims of the curriculum which will be introduced from next year. Picture: TYRONE ARTHUR

## Row over appointment powers

Linda Ensor

CAPE TOWN — Governing bodies of public schools in SA's new educational dispensation no longer had the "untrammelled" discretion to appoint teachers, Education Minister Sibusiso Bengu's senior counsel argued before the Cape High Court yesterday.

Jeremy Gauntlett SC, appearing before judges Edwin King and Wilfred Thring, denied there was any legal basis for Grove Primary School to apply for a review of several agreements on the redeployment of teachers reached by the Education Labour Relations Council last year on the grounds that they were ultra vires.

Grove's application against Bengu and 30 others has the support of more than 70 Western Cape schools.

Gauntlett argued that in bringing the application, Grove was attempting to reinstitute a power to appoint held as a Model C school. In terms of the superseding Educators' Employment Act, as from September last year, this power was shared with the provincial education department head.

The Educators' Act and the Labour Relations Act vested the right to fill teaching posts with the employer who acted only on the recommendation of the governing body.

From January this year, the Act was surpassed by the SA Schools Act which gave the head of department the power to appoint teachers subject to conditions stipulated by education council agreements.

The SA Schools Act clearly defined the functions of governing bodies of public schools but made no reference to its power to appoint teachers.

Gauntlett said that until the interim phase of the Schools Act came to an end, Grove and other public schools were in a "no-man's land" where they had lost the power to appoint teachers but had not yet acquired the power to recommend appointments to the head of department.

"It cannot be said that the governing body of the applicant has been vested with what it is bound to claim as an 'unfettered' power to appoint teachers," he said. Argument in the case is due to finish today.

(321) BD 4/6/97

## SCHOOLS TEST CASE OPENS

# Dept claims final say in appointing teachers

#2 of 16 (7) (321)

THE GROVE school says it wants to employ the best person for the job. It refuses to be limited to one candidate chosen by the education department. CAROL CAMPBELL reports.

THE provincial education department, which is currently entering bodies, has had the final say in appointing new teachers at schools since Model C schools were scrapped three and a half years ago.

At the heart of the problem was an earlier decision by teachers' unions that guaranteed "excess" teachers jobs if they offered themselves for redeployment. In a last-minute decision, the Education Labour Relations Council, which is based on a public promise by President Nelson Mandela that while he was in office, no teacher would lose his or her job.

When rationalisation talks were under way and 14 education departments had to be merged into one, the Education Labour Relations Council was given the opportunity to move to a school in a "free" zone.

A job freeze on new graduates was also implemented so that all posts that opened up were also forced to sign away their right to work in the public sector were also forced to sign away their right to work in the public sector.

Teachers who left the public sector were also forced to sign away their right to work in the public sector. Teachers who left the public sector were also forced to sign away their right to work in the public sector.

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## Patron of the physically and mentally challenged



**JOYFUL SERVICE:** The Woodside Sanctuary in Rondebosch East, a home for 80 severely physically and mentally handicapped people, rang with Archbishop Desmond Tutu's chuckling and compassionate laughter as he took over the patronage of the home from outgoing patron Mrs Beatie Mearns yesterday. Assistant Beverly Lawrence was delighted to be in charge of the honours.

Picture: GARM STRO

## More staff may be permitted

#2 of 16 (7) (321)

OWN CORRESPONDENT  
The Education Labour Relations Council, which is currently entering bodies, has had the final say in appointing new teachers at schools since Model C schools were scrapped three and a half years ago.

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## cally and mentally challenged



sanctuary in Rondebosch East, a home for 80 severely physically and mentally handicapped people, rang with g and compassionate laughter as he took over the patronage of the home from out-going patron Mrs Bettie Meir-rence was delighted to be in charge of the bouquets.

PICTURE: GARTH STEAD

## 'Redeployment part of change'

ERIC NTABAZALILA

MORE than 100 Mitchells Plain teachers staged a sit-in and picketed in protest against retrenchments at the Western Cape Department of Education offices in Mitchells Plain yesterday.

In a memorandum, the teachers demanded the redeployment of teachers to schools where they were most needed.

The move follows Monday's picketing outside the High Court where South African Democratic Teachers' Union (Sadtu) members protested against an application by

Grove Primary School for redeployment to be scrapped.

Mr Pat Williams, chairman of Sadtu in Mitchells Plain, said the sit-in was part of a national campaign to force the government to adhere to last year's agreements with the teachers' unions.

He said the union believed the department was not serious about education transformation.

Sadtu alleged that no new posts had been created since the rationalisation process started and a vast number of teachers remained in acting positions.

Williams said most township

schools were overcrowded while a number of schools in "white" areas stood empty. Some advantaged schools had rejected teachers on the redeployment list and Sadtu would compel "white" schools to admit certain staff quotas.

Williams said Sadtu also called on its members to dedicate themselves to education.

Mr Zunade Dharsey, circuit manager of the Western Cape education department, accepted the memorandum on behalf of the area manager. He could not comment because he was not in a position to do so, Dharsey said.

## More staff may be permitted

OWN CORRESPONDENT

CT 416197

JOHANNESBURG: Schools across the country could be given permission to employ more teachers at their own expense after the end of the year, a senior department official hinted at a conference here yesterday.

Director of systems in the national department, Dr Chris Madiba, told the gathering of educationists that a draft amendment being prepared to the SA Schools Act could include details about the appointment of extra teachers.

The move has already angered the country's largest teacher union, which says only historically wealthy schools would be able to employ more teachers, which would "entrench the sort of privilege that we already see in our schools".

Schedule 2 of the Schools Act says school governing bodies have the authority to employ unsubsidised teachers up to the end of this year only.

The amendment could allow schools to employ teachers indefinitely if they raise the funds.

Madiba said that in some instances it was necessary for schools to employ extra teachers and this should be related to the national department's funding problem.

"We have to look very closely at the responsibilities of governing bodies. Employment should be related to the kind of budget that these governing bodies can control," he said.

He said it would also depend on what kind of school it was and on what programmes were running.

"An urban school may have a demand for a music teacher, whereas a rural school could have the need for an additional maths teacher," he said.

Madiba added that governing bodies were allowed to raise funds, and it was a matter of whether they wanted to use these funds to improve the quality of education in their particular school.

In a tactful parting comment, Madiba said: "This means that we should expect the possibility of increasing the responsibilities of governing bodies."

method of payment, restructuring: wage levels c.1980.  
Tables included.

NEWS

# W Cape spends millions on 'surplus' teachers' jobs

## Redeployment must go on – O'Connell

SABATA NGCAI  
EDUCATION REPORTER

More than R20-million has been spent by the Western Cape Education Department in the past two months to keep more than 2 000 "excess" teachers in schools, says the head of the department, Brian O'Connell.

The teachers remained in excess and redeployable after about 6 000 teachers opted for voluntary severance packages in the Western Cape in line with the rationalisation process, he said.

Mr O'Connell told a press conference that

it cost the department between R10-million and R12-million a month to keep the teachers' jobs.

By the end of June it would have cost the department about R36-million in total since April, money "which could be used to build six schools".

The teacher redeployment process was to be finalised in January, but the time frame was extended to April because the process had been put on hold pending an agreement on implementation.

Mr O'Connell said he had to proceed with the redeployment process – when the department sent schools lists of nominated teachers

for vacant posts – because the department was losing money.

The redeployment process is at the heart of an application brought to the High Court this week by Grove Primary School, supported by 70 other city schools. They seek a court order to have the redeployment policy scrapped as "a waste of taxpayers' money".

Mr O'Connell confirmed that the department sent lists of names to various schools pointing out who they should appoint. This was in line with a decision taken by the Education and Labour Relations Council. He said the council agreed that only the teachers in excess could fill the vacancies.

## Government ups offer to 9,4%, but union says no

Johannesburg – Wage negotiations with teacher unions continued yesterday with the Government upping its offer to an average 9,4 percent salary increase from an original 7,04 percent offer.

The National Professional Teachers' Organisation of South Africa said the new offer was unacceptable, and that the Government was not disclosing the full amount of savings achieved through restructuring of the teaching service. – Argus Correspondent

DENNIS CAVERNELIS  
HIGH COURT REPORTER

Grove Primary School has brought an application in the Cape High Court to halt the implementation of the controversial teacher redeployment scheme until its court case challenging the scheme is resolved.

The Claremont school, representing 70 schools, is currently embroiled in an application for the court to review and set aside key

resolutions of the Education Labour Relations Council that set the controversial teacher redeployment plan in place.

Yesterday afternoon an application was launched against Western Cape MEC for Education Martha Olckers to halt the implementation of the redeployment plan.

Counsel for the parties agree Mrs Olckers will have until Friday to file opposing papers and Grove Primary will have to reply by Monday. A date for the hearing will be set later. The review hearing continues today.

## School in new bid to halt moves

Transkei economy.

## Increased offer still not enough, say teachers<sup>(321)</sup>

Star 5/6/97

By ADAM COOKE

Wage negotiations with teacher unions continued yesterday with the Government raising its offer to an average 9.4% salary increase from its original 7.04%.

The National Professional Teachers' Organisation of South Africa said the new offer was unacceptable. They believe the Government is not disclosing the full amount of its savings.

"We believe there are more savings than are being declared. And the only way to find out is to declare a dispute," said Naptosa executive director Andrew Pyper.

He added that the union was considering what course of action to take.

The Government has made a saving of R223-million through the right-sizing process, and this saving is some of the amount destined for salaries.

The projected saving was R4.8-billion, but during negotiations last month the smaller amount was disclosed, leaving unions disappointed.

The South African Democratic Teachers' Union said it would consider the Government's offer and respond to it in full when negotiations continue today.



## Teachers threaten to strike if pay demands are not met

Pretoria - Teachers have renewed their threat to go on strike later this month if their salary demands are not met.

This follows a series of break-

downs in negotiations with the Education Department's Labour Relation Council which culminated in an offer yesterday to increase salaries by 7.5 percent.

The South African Democratic Teachers' Union (Sadtu) is to discuss the issue at a national executive committee meeting on June 19 and 20. - Own Correspondent

1724 6/6/97

(321)

## Judgment reserved on school challenge

(321) ARU 6/6/97  
Judgment has been reserved on the application of Grove Primary School, which challenged the Government's controversial teacher redeployment scheme in the Cape High Court.

The Claremont school, representing 70 Cape schools, brought an application for the court to review and set

aside key resolutions of the Education Labour Relations Council that put the redeployment plan in place.

The school withdrew an application for an interdict to prevent Western Cape MEC for Education Martha Olckers from implementing the redeployment scheme. - Staff Reporter

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# Labour action likely from teachers' unions

321

Nov 6/6/97

Organisations reject average 9,4% salary increase for members

By ADAM COOKE

A feeling of gloom pervaded negotiations on teachers' salaries after another hard day of bargaining ended yesterday, possibly setting the scene for some labour action from teachers' unions when negotiations finish today.

A negotiator for the South African Democratic Teachers Union, Paddy Padayachee, said his team had rejected the state's offer of an average 9,4% increase.

"We will never be able to accept this."

"What the state is offering is a deviation from last year's agreement, and we should all stick to the principles of that agreement," he said.

He added that the 9,4% quoted by the Department of Education was a farce: "On July 1, when the

teachers get their increases, the majority will see an increase of 7,3%. Some will get more, but not many."

Unions say last year's agreement meant public servants expected R11,3-billion to be made available for increases this year.

The teacher organisations claimed this would have translated to a 15% increase.

"Things do not look promising," said National Professional Teachers Association negotiator Henry Hendricks.

Association president Leepile Taunyane said the offer would be rejected because the intention of the original agreement was to provide teachers with a more market-related salary structure.

"It is the employer who provided these projections based on data only it had access to,"

Taunyane said.

"The association holds the employer responsible for the grossly incorrect projections on which the agreement of 1996 was based."

The Education Department's negotiator, Duncan Hindle, said that the final day of negotiations today "may not lead to a conclusion".

"We put a third option on the table today. But we simply agreed to resume talks tomorrow."

"We have to reconcile what we are doing with the broader changes in the public service," he said.

Transvaalse Onderwysersvereniging president Chris Kloppe said it appeared that negotiations were "moving into deadlock territory".

"This could leave us with one option, and that is labour action," he said.

# Teachers' unions meet Mandela

ARG 7/6/97 (321)  
STAFF REPORTER

In the midst of a teacher wage dispute and the threat of strikes, two delegations representing teachers' unions have met President Nelson Mandela in Pretoria.

The South African Democratic Teachers' Union (Sadtu) and Transvaal United African Teachers' Association (Tuata) met Mr Mandela at the Union Buildings yesterday to discuss the state of education.

Topics raised included enlisting teachers' support for Mr Mandela's operation to fight crime, gun-carrying and drugs at schools, as well as the campaign for a culture of teaching and learning.

Sadtu officials remained tight-lipped about their meeting with the president, saying they would release a statement in a few day's time.

Meanwhile teacher unions lodged two disputes yesterday with the Education Labour Relations Council.

The disputes concern the question of salary improvements for educators and the source of funds for these improvements, as well as the provision of educators in schools.

# Jobless educators Join Sadtu in battle

(321)

## Furious call to give local teachers a chance

CP 8/6/97

By DAN DHLAMINI

**THE NEWLY formed North West Unemployed Teachers Association (UTA) has joined the SA Democratic Teachers' Union (Sadtu) in its fight against the Department of Education over the lack of teaching posts.**

UTA spokesperson William Lolo Rabotapi told City Press that many qualified black teachers in the North West remained unemployed while their white former classmates had jobs.

He said racism in the granting of posts should be stopped, and if vacancies were made available, preference should be given to qualified local teachers in the province.

Rabotapi said nepotism should also come to an end among education officials and that transparency, fairness and honesty had to prevail if the Department of Education wanted to see progress.

"Experience should not be a prerequisite when it comes to the employment of teachers. New teacher graduates should also be given an opportunity to prove themselves and to gain the necessary teaching experience," he said.

Rabotapi said there was no explanation why qualified teachers remained unemployed.

"We have realised that there is a crisis in the North West Education Department that is not experienced anywhere else in the country. We feel somebody up there is not doing the job properly."

"Therefore the UTA, like Sadtu, demands the resignation of Deputy Director General of Education

Guilam Mayet - because he has failed dismally to manage his department fairly," he said.

Rabotapi said the UTA fully supported Sadtu in its fight against the Department of Education for a better deal for teachers and pupils.

He said the UTA agreed with Sadtu on many common issues such as transformation, the pupil:teacher ratio and the redeployment of teachers. The UTA would support Sadtu in its battle against the department.

□ Responding to the UTA's allegations, the deputy director-general of the North West Department of Education, Guilam Mayet, said there were currently 4 200 unneeded teachers in the province.

He said there were 3 000 promotion posts for senior personnel such as headmasters and heads of departments but only 400 vacancies in new schools.

Mayet said he sympathised with

unemployed teachers who did not teach maths and science, as only specialist educators are currently in demand.

"We are also sitting with the big problem of unqualified teachers. We have an agreement with the teacher unions that we cannot kick them out, because they have been given a period of five years to qualify," he said.

Mayet - who had recently been at loggerheads with some of his deputies - said so far 1 200 teachers had opted for retrenchment packages, and these retrenched posts could be filled by UTA members.

Mayet denied allegations that Sadtu had demanded his resignation in their memoranda, and said such demands had only been written on protest placards.

He said there was no way trade unions could successfully demand his resignation because he was a civil servant and not a political appointee.

## Teacher dispute could cost millions

(321) 67 av 9/6/97  
STAFF REPORTER

The Government is in danger of losing millions of rands after the country's teacher unions declared a dispute in labour negotiations.

The teachers want an improvement in the wage offer and are demanding that the phasing in of new class sizes be suspended.

The three unions - the National Professional Teachers' Organisation of SA, SA Democratic Teachers' Union and Suid-Afrikaanse Onderwysersunie (SAOU) - declared the dispute on Friday after a fourth round of talks on a three-year salary agreement stalled.

The unions are demanding R11,3-billion be made available for increases for teachers. This translates into across-the-board

increases of about 15%. The Government has offered 9,4%.

They are also demanding the Government reconsider implementing teacher/pupil ratios of 1:35 and 1:40 in high and primary schools, arguing that the state's "pure, simple mathematic approach" did take into account curriculum needs.

The SAOU also questioned the savings the Government had made from rightsizing, saying the state was "busy with a misinterpretation exercise".

Government negotiator Duncan Hindle said that placing a moratorium on new teacher/pupil ratios would be very costly.

He said the Government understood that the unions had declared a dispute and would respond when it received formal documentation.

# E Cape clampdown on foreign teachers

ARG 11/6/97 (321)

**Bisho - No foreign teacher should be employed at the expense of a South African, the Eastern Cape legislature has agreed.**

After debating a report yesterday on expatriate teachers, the MPLs agreed to support an educa-

tion department investigation into the situation. "We need to find out if these people are taking our jobs," African National Congress MPL Mfengu Makhallima said. Committee chairman Mzwandile Bula said policy governing expatriate teachers should

be investigated. "Notices of non-renewal of contract would be dispatched to all affected teachers in June 1997," Mr Bula said. The report indicated maths and science teachers would have their contracts extended to December 1999. - Ecna



# Teachers protest

(321) ... work at school and strictly child and facilities public More parents ing with the education primarily by respected teachers' demonstration going to court to demand Minister of Education Mr. Dehaene, a white parent has been sued by black children for granting, said Plessen, there he said number of incidents were multi-

It will then culminate in a major demonstration against apartheid on 15 percent this year and then 10 per cent next year, but this year the rate is offering us 7.3 percent. This is below the inflation rate which cur- with the

**Methoden:**

**By Victor Mecoame** teachers  
thousand  
brought the Johannesburg  
central business district to a  
halt when they  
virtual Gauteng department  
based on the Gauteng day

... morale

It will then culminate in a major presentation of teachers' grievances on the Union Buildings in Pretoria on August 6. Ncusi said the teachers will bring their complaints to President Nelson Mandela, Deputy President Thabo Mbeki and Finance Minister Trevor Manuel.

**Teachers' morale**

The ongoing snags in the Education Labour Relations Council's bargaining chamber are depriving teachers of a living wage and affecting their morale.

The agency was "in line" with the Government was "in line" with the Government over three years, starting last year. On average, we got 15 percent last year. We were expecting

15 percent this year and then 10 percent next year. But this year the state is offering us 7.3 percent. This is the inflation rate which cur-

Sadma is also unhappy to attain ongoing national programme and involves equity in education packages and tertiary severance packages.

"The racialisation process... full of problems. Voluntary service packages (granted to 20 000 teachers 30 far) are being allowed to teachers who are bureaucracy to racist in the bureaucracy," said Nkeshi. "The education ministry shot into the system," to have 1 allow "these racists" the new Coms for them to take the new Coms

(321) for granted, said Nixesi, referring to a  
 incidents where he said  
 racial-

number of interest bodies were...  
school governing bodies were...  
by biased...  
"In Delmas, a white parent has  
gone to court to bar black children  
while in Cape Town a white school  
has taken the Education Minister  
to court demanding that according to  
their own choice, not according to  
the spirit of the rededication process  
the budget

**Inadequate**—An inadequate education budget has led to the continued lack of facilities to the continued lack of facilities and inadequate staff numbers and classes, especially in the town and the rural areas.

work at schools was "casualty, chalk and other vital yet unimportant," said Naxosi.

Teachers were unhappy and it also demotivated pupils. Nxesi also questioned Government's expectation of the new curriculum next year when "no v

More than 300 000 teachers expected to be retained to help prepare them for the implementation of the new curriculum.



## Anger as schools lose teachers in rightsizing process

Star 18/6/97

BY ADAM COOKE

(32)

Disillusioned teachers, parents and pupils from Bosmont Primary School gathered last night to vent their anger at the crippling loss of teachers to the rightsizing process.

The meeting was planned after they learnt through a Gauteng department of education circular that they would have to shed more teachers.

"We have lost four good teachers to this rightsizing process already, and now they want us to lose another two," said one teacher, who said the school was battling to keep its house in order.

This comes just after the department has entered the second phase in the rightsizing process, which aims to distribute teachers evenly across all schools. This entails moving some teachers to needy schools and allowing them the opportunity to take a voluntary severance package.

# Teacher moves

## Schools win court fight on redeploy

DESMOND CAVERNELLS  
High Court Reporter

**Grove Primary, supported by 80 other Cape Town schools, today won its case against teacher redeployment.**

The Cape High Court set aside key resolutions which underpinned the redeployment scheme.

An order was also granted against Martha Olickers, Western Cape Education MEC, to prevent the scheme going ahead. The judges directed that all vacant posts

must be advertised and filled from an "open vacancy" list.

Judgment was given on an application by Grove Primary School against Education Minister Sibusiso Bengu, the Education Labour Relations Council, the MECs for education in the Western Cape and the other provinces and various teacher organisations, including the Cape Teachers' Professional Association.

Mr Justice B L King and Mr Justice W G Ister had acted outside their authority in

implementing the scheme. They did not have the powers to authorise the resolutions setting up teacher redeployment.

The minister and the CTPA were ordered to pay costs.

Ashton Schippers, who represented the minister, and Norman Aremde, for the CTPA, said an application for leave to appeal would be brought.

An appeal is likely to be heard in the new court term starting at the end of July. The agreement between the Government and teacher unions on rationalisa-

tion reserves vacant, permanent posts for teachers whose names are on the redeployment list. About 1 200 teachers were waiting to be redeployed.

Grove Primary, in Claremont, and the 80 other schools demanded the right for governing bodies to advertise teaching posts and appoint the best applicants through open competition.

It was argued that resolutions of the Education Labour Relations Council limited the right of schools to employing only teachers who had been redeployed.

(321) AKC 2016/97

Gerrit van Schaikwyk, for Grove, said: "The minister cannot willy-nilly make education policy. He must do it in a certain prescribed manner, in terms of the National Education Policy Act".

Dr Bengu had earlier accused teachers who objected to the scheme of being racist and wanting to pursue privileged education for non-African races.

Helen Maree, chairwoman of the Grove governing body, said the judgment "was in the interest of all public schools, particularly historically disadvantaged schools".

# halted

# Grove: Government may appeal against court decision

SABATA NGCJA AND DENNIS CAVENISHELS

Star Reporter

The Government is considering appealing against the Cape High Court's historic decision to set aside key aspects of its controversial teacher redeployment scheme.

The court found yesterday that Education Minister Shibusiso Bengu exceeded his authority in implementing the controversial teacher redeployment scheme. Two Cape High Court judges granted an application by Grove Primary School to halt teacher redeployment.

Grove, supported by 80 Cape schools brought the application against Dr. Bengu, the Education Labour Relations Council, the MEC for education in the Western Cape and the other eight provinces and various teacher bodies, including the Cape Teachers' Professional Association (CTPA).

Grove demanded the right for their governing bodies to advertise teaching posts and appoint the best applicants through open competition.

Dr. Bengu said: "The judgement will obviously impact on the redeployment of educators nationally and will affect the implementation of equity in educator staff provision-

ing. For this reason also, we are considering an appeal."

Provincial education head Brian O'Connell said the redeployment process, at an advanced stage in the Western Cape, lay in tatters. The department had suffered a financial burden as a result of the delayed process and the court decision would inflict further financial losses.

Teacher organisations opposed to the application, labelled the court action by the school as racist.

The general-secretary of the SA Democratic Teachers Union, Mr. Nxezi, said the organisation - also a respondent in the case

- would start a campaign against the school next term to force it to open the school to teachers of all races.

A court order was granted against Martha Olickers, Western Cape Education MEC, to prevent a go-ahead of the scheme. The minister and the CTPA were ordered to pay costs. An appeal is likely to be heard in the new court term, which begins at the end of July.

Mr. G. Van Schaalkwyk, RA Brusse and E. Fagan appeared for Grove Primary and JJ. Gauntlett and A. Schippers appeared for the minister and NM Arendse appeared for the CTPA.

AKU 21/6/97

(321)

## School wins on teacher (321) redeployment

Cape Town - Grove Primary School in Claremont, Cape Town, yesterday won its application to set aside the Government's teacher redeployment programme.

But the state has given notice of its intention to seek leave to appeal against the decision, said Helen Maree, chairman of the governing body of Grove Primary School.

Grove's application followed a decision by the Education Labour Relations Council last year that schools fill teacher vacancies with individuals nominated by the Education Department.

"We contested this on the basis of two laws: the South Africa Schools Act and the Educators' Employment Act, which gives us the right to advertise posts widely and to nominate the best available candidates for vacant posts from the widest pool of applicants," Maree said. - Sapa

Star 21/6/97

# Sadtu calls for repeal of schools act after

**Susan Russell  
and Linda Ensor**

THE SA Democratic Teachers' Union (Sadtu) has called for the repeal of the SA Schools Act in the wake of a far-reaching Cape Town High Court judgment on Friday saying the wide-ranging powers it gave the governing bodies of former Model C schools, sorted by underground education transformation and integration.

Western Cape education MEC Martha Olickers was ordered by judges Edwin King and Wilfred Thring to advertise all vacant teaching posts on an "open" vacancy list for which all teachers could apply.

The successful court application, which might be taken on appeal by Bengu, was brought by Grove Primary School with the support of more than 70 other Western Cape schools.

Grove objected to the fact that it was unable to fill four vacant posts with the best applicants available, because it was constrained to choose the person decreed by the education department from its redeployment lists.

Sadtu general secretary Thulas Nxesi

yesterday described the judgment as "unfortunate" with implications that were both "profound and serious".

Nxesi said if government and Education Minister Sibusiso Bengu were serious about transforming education the only thing to do was to repeal the act.

The matter was a racial issue, he said, because most of the teachers on Western Cape redeployment lists would be from the so-called coloured community. Sadtu believed the issue was a political matter which needed a political response, he said.

Sadtu said its national executive com-

mittee would be meeting within the next two weeks to formulate a programme of mass action to force Grove Primary to open its doors to everyone.

"Sadtu will vigorously flex its muscle and pursue the cause of the redeployed educators on the basis of equality," Nxesi said. "Our failure to do so would imply that black educators could be retrained despite the fact that vacancies exist in white schools."

Meanwhile Bengu said on Friday that the judgment would have an impact on the redeployment of teachers nationally and

of the Education Labour Relations Council and the department's procedure manual" on redeployment rather than the provisions of the Education Employment Act which empowered public schools to appoint their own teachers. The council had also acted beyond its legal power in passing its redeployment resolution.

They feared Bengu had no power "to fetter, interfere with or restrict the exercise of the right to fill posts" which the legislature had conferred on these schools. The judges said they would support an application for leave to appeal against their judgment.

Grove Primary case (321) 6D 23/6/97

# Sadtu wants to amend law

ET 23/6/97 (321)

**TROYE LUND**  
EDUCATION WRITER

THE new South African Schools Act should be further amended if Education Minister Professor Sibusiso Bengu could not successfully uphold his teacher redeployment system in court, the South African Democratic Teachers' Union (Sadtu), the country's largest teachers' union, demanded yesterday.

Sadtu, which represents 61% of the country's teachers, adopted this tough stance following the landmark ruling in the Cape High Court last week in favour of Grove Primary School and 80 Cape Schools.

The High Court declared the current redeployment of teachers to be illegal and ruled that Bengu had exceeded his authority in implementing the plan.

This plunged into uncertainty the 2 600 Western Cape teachers who did not accept the severance packages and who had been waiting to be redeployed.

Sadtu's Western Cape chairman, Mr Mzwandile Hewu, said: "If the government fails on an appeal, we will not rest and will pressure them to change the law."

He added: "Redeployment must

continue. It is the only method of integrating the school system and ensuring schools did not discriminate against teachers on racial grounds."

Provincial education departments, already on shoe-string budgets, are also living in fear of the crippling financial implications that come with having to pay the salaries of teachers who are not working while the dispute is debated for a further eight months or more.

Bengu's office was still unsure last night as to what the new move meant for the transformation of the education system in terms of equal redistribution of teaching skills, or whether retrenchments would become necessary. It was not clear what financial aid the national education department would offer provinces.

Although the High Court had dealt a severe blow to redeployment and to the aims of redistributing teacher skill equally across the country, the government would not compromise on principles of equality, democracy and transformation, said a spokesman for Bengu, Mr Lincoln Mali.

The South African Teachers' Association (SATA) and the National Professional Teachers' Organisation of SA

(Naptosa) welcomed the ruling because it allowed all unemployed teachers an equal chance at vacant posts and recognised the right of governing bodies to advertise posts and to appoint the best candidates.

The Cape Teachers' Association (CTA) and SATA spokesman Mr Mike Reeler said it was likely that retrenchment would emerge as the only option open to the education department.

Reeler said: "We don't like retrenchment but, it may be the only solution for teachers who cannot find posts after having been given a reasonable time to do so."

"As cruel and harsh as it may be, it is a market principle that may be better for education in the long run."

SATA and Naptosa called on the National Education Department to help provinces pay for the implementation of "an administratively nightmarish and impossible" method of rationalising education.

Director of Education in the Western Cape, Dr Brian 'O' Connell, said that if the state lost its appeal, "then it is back to the drawing boards".

This process could take eight months or more, he said.

# Court ruling a blow to teacher redeployment <sup>(321)</sup>

Star 23/6/97

Sadtu calls for SA Schools Act to be  
changed following High Court decision

**OWN CORRESPONDENT  
AND STAFF REPORTER**

**T**he South African Schools Act, just seven months old, must be changed if Education Minister Sibusiso Bengu cannot uphold his teacher redeployment system in court, the South African Democratic Teachers' Union, the country's largest teachers' union, demanded yesterday.

In terms of the new act, governing bodies have the right to advertise vacant posts and appoint the candidates they think best for the vacancies.

Sadtu, which represents 61% of the country's teachers, took this stance after the landmark ruling in the Cape High Court last week in favour of Grove Primary School and the 80 Cape schools that supported it.

The High Court declared the redeployment process to be illegal and ruled that Bengu had exceeded his authority in implementing the plan.

This has plunged into uncertainty the 2 600 Western Cape teachers who did not accept the severance packages and who have been waiting to be redeployed.

Although they were given presidential promises that none of them who wanted to teach would lose their jobs, retrenchment could emerge as Bengu's only solution.

Gauteng Education MEC Mary Metcalfe said that the ruling would have national ramifications for the scheme.

"I think the ruling was a great pity. I have not yet studied it in detail, but it will obviously

affect the programme in Gauteng too.

"We may have to rethink the whole idea of teacher redeployment," she said.

Sadtu's Western Cape chairman Mzwandile Hewu said: "If the Government fails on an appeal, we will not rest and will pressure them to change the law."

Provincial education departments, already on shoe-string budgets, are also living in fear of the crippling financial implications that come with having to pay the salaries of teachers who aren't working while the dispute is debated for a further eight months or more.

After Friday's ruling sent Bengu running into a series of urgent meetings, the minister's office was still 'unsure last night as to what the new move meant for the transformation of the education system - how equal redistribution of teaching skills was to be achieved, whether retrenchments would become necessary and what financial aid the national education department would offer provinces.

Bengu's spokesman Lincoln Mali said, although the High Court had dealt a severe blow to redeployment and to the aims of redistributing teaching skills equally across the country, the Government would not compromise on principles.

The South African Teachers' Association and the National Professional Teachers' Organisation of SA welcomed the ruling because, they said, it allowed all unemployed teachers an equal chance to fill vacant posts.

# Teachers' redeployment plan in Gauteng in disarray

By ADAM COOKE

The Gauteng department of education's elaborate plan to redeploy teachers to schools where they are most needed has been plunged into disarray.

This comes amid a groundswell of resistance to the programme after a landmark decision in the Cape Town High Court last week.

Department spokesman Aubrey Mashigqi said that, since the court ruling, there had already been 189 refusals by schools in Gauteng to accept teachers from the redeployment list. These refusals could hamper the department's attempt to make up a

R500-million budget shortfall which additional redeployment would have helped to remedy.

"It is a sign of the kind of resistance that there is to the redeployment process," Mashigqi said.

The court ruled that Cape Town's Grove Primary School, supported by 70 other schools in the Western Cape, had the right to employ any teacher it chose, even if the teacher's name did not appear on the redeployment list.

The list comprises teachers identified as being "in excess" at schools, following a teacher-to-pupil ratio set at national level and applied in the

provinces in an attempt to redistribute education resources.

Education Minister Sibusiso Bengu moved quickly to nullify the Grove ruling yesterday, lodging an appeal that will insulate the redeployment exercise until

## A very expensive oversight

the appeal is heard. The education department said Bengu was advised there was a reasonable prospect "another court may come to a different finding".

Star 24/6/97 (321)

But the ruling is being seen in education circles as the product of a major and very expensive oversight on the part of Parliament when it passed the South African Schools Act last year: its provisions failed to take into account earlier Government agreements reached with teachers' unions on redeployment.

All teachers' unions, excluding the sector's biggest union, the South African Democratic Teachers' Union, welcomed the court decision as an opportunity to renegotiate what they describe as a "very cumbersome agreement". The education department's

director of human resources, Duncan Hindle, also hinted at a possible rethink on the redeployment process yesterday. He said the expense of the court decision would be "considerable" because teachers on the redeployment list would not be placed in needy schools but would continue to be on the department's payroll.

Mashigqi said the court ruling had thrown the department into financial disarray because it could not make the kinds of savings it had hoped for. It was already underfunded by more than R500-million. Redeployment was intended to alleviate this dire situation.



# Sadtu to protest after ruling

AKG 26/6/97 (321)

**SABATA NGCAI**  
EDUCATION REPORTER

**The 140 000-strong South African Democratic Teachers' Union has vowed not to rest until all 2 600 excess teachers in the Western Cape are redeployed to other schools, including Grove Primary.**

About five percent of teachers on the excess list are white.

A war of words has broken out between the union and Grove Primary after the school's triumph

last week in a Cape High Court battle in which Sadtu was one of the respondents. The school took the Government and teacher unions to court, seeking an order scrapping the controversial teacher redeployment scheme.

In a landmark judgment on Friday, the court set aside key principles of the process, opening the way to schools' governing bodies advertising vacancies, conducting interviews and appointing teachers. The Government is appealing against the

decision.

Sadtu said its national executive was to formulate mass action to compel Grove Primary to open to all teachers.

Chairman of the Grove governing body, Helen Maree, said the school was open to all and had been for many years.

"Everyone acknowledges that merit is a valid criterion in selecting a sports team. Why then is there opposition in some quarters to merit being a criterion in the selection of teachers?" she asked.

# School for elite takes on Bengu

11/06/97

Ann Eveleth (321)

**T**HE Cape Town school whose legal action is threatening to derail Minister of Education Sibusiso Bengu's teacher redeployment policy is popular among members of the provincial Cabinet and even Bengu's own officials.

Grove Primary is well-known for its patronage by the province's political elite: African National Congress MECs Lerumo Kalako and Leonard Ramatlakane and Department of Education officials Pat Naicker and department representative Nomakhitha Makhosana have children there.

Cape Town High Court last week ruled in Grove's favour. The school had challenged Bengu over his policy of insisting schools take teachers from a central list of staff available for redeployment. The policy is central to his attempts to equalise teaching resources between schools and provinces.

Bengu has asked for leave to appeal, but if he loses the ministry may be forced to rethink the policy.

The ANC was swift to throw its weight behind Bengu. Parliamentary portfolio committee chair Blade Nzimande said Grove's actions "could undermine the whole process of transformation in our country".

Ramatlakane said he supported Bengu's objectives, but also the "democratic decision" of Grove to fight him. Kalako declined to comment, but did say that the child whom he sends to Grove is "a cousin" in his care. Naicker and Makhosana declined to comment.

But ANC provincial health MEC Ebrahim Rasool, whose daughter has been accepted by Grove, said: "I haven't decided where I will send her, but it won't be Grove."

**T**he court action puts Grove at the forefront of a battle between the rights of individual school governing bodies, and those of existing public school teachers and the education ministry.

Under Bengu's policy, excess teachers have been offered two options — severance or redeployment — in a deal agreed with teaching unions last year to shift resources to previously disadvantaged schools.

The plan backfired when thousands of senior teachers took the severance packages. Those who did accept redeployment went on to the central list, which the court ruling has now upset.

The court declared the redeployment policy "illegal" in terms of a loophole in the South African Schools Act. The loophole allowed the special status of Model C schools' hiring rights to continue until new, lesser recruitment powers under the Act for all school governing bodies come into play.

The department's human resources director, Duncan Hindle, said if Bengu is forced to resort to retrenchments, the issue "would have to be renegotiated across the entire public service".

The negotiator for the South African Democratic Teachers' Union, Don Pasquallie, said the ruling also "has an impact on the whole process of collective bargaining" — a process at the heart of South Africa's labour policy.

Helen Zille, public affairs director at the University of Cape Town, led Grove's legal battle as chair of its governing body. "We supported the government's plans to equalise teacher-pupil ratios," she said. "But what we could not understand is how it could do this while promising there would be no teacher retrenchments."

Bengu's appeal application is due to be heard on August 4. Grove has given notice it will oppose the application.

# CTPA going through 'radical changes'

(32) CT 30/6/97  
**RONALD MORRIS**

THE Cape Teachers Professional Association (CTPA) is to undergo "radical changes" at its 30th annual conference which opens at George this morning.

This was said yesterday by Mr George Kroneberg, CTPA office manager and vice president: finance, who added that younger leaders would be

elected who would have to lead the 10 000-strong largely coloured members in an education system which is a far cry from the race-based system of yesteryear.

Mr Archie Vergotine, who has led the organisation for several years, is to retire on Thursday and Mr Archie Lewis, acting deputy president and principal of Beacon Hill High School in Mitchells Plain, is expected to suc-

ceed him.

The conference theme is *Towards a New Education System*. Issues which will come under scrutiny include outcomes-based education and the recent High Court judgment in favour of Grove Primary School.

South African ambassador to the US and former CTPA president Mr Franklin Sonn will officiate at proceedings tonight.

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# Teacher union tackles Grove court decision

## *Racism by school alleged*

ARG 1/7/97

(321)

**SABATA NGCAI**  
EDUCATION REPORTER

**George -The Cape Teachers Professional Association has vowed to continue supporting the controversial teacher redeployment programme and says it will resist any attempt to undermine it.**

"If there is an attempt to undermine the rights of teachers to employment, whether by private or other schools, this will be resisted," outgoing president Archie Vergotine told hundreds of delegates to the 10 500-strong union's 30th annual conference yesterday.

He criticised Grove Primary School for taking a stand against teacher redeployment. Grove, representing 80 schools, recently won a High Court case which has the effect of giving schools the right to appoint teachers of their choice instead of those on the redeployment list.

The predominantly white South African Teachers Association was hammered at the meeting, and Mr Vergotine accused it of having a "hidden agenda" by accepting an agreement on teacher redeployment but later choosing to support the Grove application.

He said the application by Grove sought to keep the school white.

Mr Vergotine said the judgment was shocking and the union had instructed its attorneys to start the appeal process.

"We say that they (Grove Primary) perceive the best teacher as a white teacher," he said.

"Recently the CTPA publicly declared that if our children are welcome to fill the formerly exclusively white schools to keep their teachers protected in their posts, it is our moral obligation to see to it that our teachers are just as good to fill teaching posts in our schools.

"On those grounds the CTPA maintains that racial prejudice has played an overriding role in the Grove application."

Mr Vergotine said the union, one of 31 respondents in the case, was duty-bound to stand up courageously and oppose the application. He said the union could not simply sit back and watch the Minister of Education defend an agreement which was consented to by all unions.

"If we consented to the process, we are morally bound to defend our decision," he said.

African National Congress MP and former union president Randall van den Heever said the Government was under pressure from the SA Democratic Teachers Union and CTPA to review the powers of governing bodies.

He said the Government was also under pressure not to make further concessions for former Model C schools to appoint teachers additional to staff establishments.

See Cape Points, page 9

## NEWS

# D-Day for Cape teachers' group as members quit

Watershed reached today

AAU 2/7/97 (321)

George - The 30-year-old, predominantly coloured Cape Teachers' Professional Association reaches a watershed today when it

*chooses whether to disband or strengthen its present form.*

Delegates at the association's conference in George have to decide on one of five options after a significant drop in membership.

The options include:

■ A merger with the seven-year-old South African Democratic Teachers' Union.

■ Forming a unitary structure with organisations within the 66 000-strong National Professional Teachers' Organisation of South Africa, a federal structure to which the CTPA belongs, but seems to break away from.

■ Forming alliances with organisations outside the national body.

■ Strengthening the association.

## UWC chief hits out over school crisis

George - The Western Cape has suffered an assault on its educational system that is without world precedent, says Cecil Abrahams, rector of the University of the Western Cape.

Professor Abrahams was referring to the loss of 6 000 teachers in the province through the teacher rationalisation process.

He was delivering the keynote address yesterday at the 30th annual conference of the Cape Teachers' Professional Association here.

"Believing that the Western Cape was better endowed than most regions in the country, the Government, in its just pursuit to ensure equality, has, regrettably, harmed this region," he said.

"The forced retirement of teachers and their voluntary severance packages has seen a devastation of an educational system without precedent in the world," said Professor Abrahams.

In trying to redress the past the Government had taken inadequate national resources and tried to share them equally across the nation.

SABATA  
NGCINI



EDUCATION REPORTER

■ Disbanding and forming a new body.

The association's executive said members were likely to favour building and strengthening the organisation.

Members felt that the organisation, which had fought apartheid, was well-known, had a good reputation and therefore should be strengthened.

The association rose to fame during the struggle against apartheid when its stand against injustice won it respect and mem-

bership, especially within the coloured community.

In the 1970s and 1980s when the struggle intensified the organisation had about 20 000 members,

*making it one of the biggest teacher unions of the time.*

Its support later dwindled and today it has only 10 500 members. It has also been hit by allegations that it is an ethnic organisation.

Critics said its dwindling support stemmed from its desire to remain a mouthpiece of coloured teachers.

The organisation was formed in 1967 because coloured teachers, during the time of the old Coloured Representative Council, were not represented on any forum, said executive member George Kroneberg.

The organisation was formed initially to look after the interests of coloured teachers, but he argued that it had also teachers of other races as members.



Transformation plea: SA ambassador to the US Franklin Sonn

## Don't fear change, Sonn tells coloured people

George - Franklin Sonn, South African Ambassador to the United States, has issued a stern warning to coloured people to get involved in the transformation process or risk being left behind.

In an address at the conference of the Cape Teachers' Professional Association yesterday, Mr Sonn

to the future otherwise we will rot.

"Do not fear change, don't see it as a threat - see it as a wonderful opportunity."

Mr Sonn said the coloured people should break away from the shackles of the past, become proud South Africans and help in nation-building. The community should be part of the nation.

# CTPA 'not planning to merge' (321)

27/7/97

STAFF WRITER

THE Cape Teachers' Professional Association (CTPA) still has a role to play in the teaching profession and was not considering disbanding or merging with a larger organisation.

Mr George Kroneberg, the organisation's vice president of finance, said last night: "We elected new executive members today and we will set up new structures in all the regions in order to strengthen our organisation."

He was reacting to speculation that the organisation, which is holding its 30th annual conference in George, was considering disbanding or merging.

"It is our eventual goal to be part of a united teachers' body in this country, but there will also be different communities with specific needs and that's where we have unfinished business as the CTPA," he said.

The 30-year-old organisation has a largely coloured membership of 10 500, which has dropped from 20 000 members when the struggle against apartheid was at its peak. One of its past presidents Mr Franklin Sonn, is the South African ambassador to Washington.

# Secret power struggle as teachers elect new leader

## Young turks set to prevail in vote today

SABARIA NEELI

EDUCATION REPORTER

**George - The Cape Teachers Professional Association elects its new executive committee today after a protracted leadership tussle behind the scenes threatened to overshadow proceedings.**

The organisation called a two-hour impromptu closed session after lunch yesterday to discuss "leadership programmes".

Even crucial discussions about the future of the organisation, which were supposed to be held yesterday, were shelved for a day.

Some delegates were concerned that acting deputy president Archie Lewis, widely tipped as the next president, was given too much exposure to the detriment of other candidates.

Yesterday there were only two strong contenders for the presidency - Mr Lewis and conference vice-president John Abrahams.

Some candidates were said to have argued that Mr Lewis, in his capacity as acting deputy president, was allowed to chair some of the sessions of the conference, and claimed he also made speeches.

But, it was argued, Mr Abrahams got time to talk when he made announcements at the conference.

Temperers ran high when the closed session resolved that members who had taken voluntary severance packages would not be allowed to contest the leadership because they were "out of touch with what was happening in the classroom".

However, they could occupy other positions, especially administrative ones, because the organisation still needed their experience, expertise and advice on many issues.

A source who attended the closed session said the debate was heated, with some of those who had taken packages determined to

cling to power, while others voluntarily opted to relinquish executive positions.

Some outgoing executive members who took packages last year tried to play down the leadership crisis, but admitted the matter was "very sensitive".

They said discussions "went smoothly" and that there was "no crisis whatsoever".

The closed session was scheduled to last 30 minutes, but went on for more than two hours.

Today's elections are expected to produce a young, energetic executive committee in line with the association's intention to inject new blood into its leadership.

The new president will take over from Archie Vergotine, who has been at the helm for the past seven years.

Mr Vergotine, who has joined Sanlam as a senior consultant on affirmative action, cited a heavy workload as the reason for his departure from office.

(3210 317)

# Redeployment 'still a threat to public schools'

(321)

JOHN YELD

STAFF REPORTER

ARG 3/7/97

The Government's controversial teacher redeployment scheme will drive quality teachers and middle-class pupils of all races into private schools, says the "Group of 80 Schools".

The group supported Grove Primary School's recent successful Cape High Court action against Education Minister Sibiso Bengu and the Western Cape Department of Education.

The judgment confirmed the right of former Model C schools with their own governing bodies to appoint teachers of their choice, instead of those on the department's redeployment list.

In another development in the controversy, the Group of 80 says there has been no response from the Government to its new offer to negotiate a settlement.

But this has been denied by the depart-

To page 3

## Department won't talk to us, say public schools

(321)

From page 1

ment, which says no formal offer to negotiate has been made.

In a letter to the Cape Argus, Group of 80 chairman DJ "Jock" McConnachie said the redeployment scheme would result in a two-tier education system similar to that in other African countries.

"(This) would not augur well for the future of public education or for our social

fabric." Grove and the other schools had made it clear they were prepared to negotiate with Professor Bengu and the Western Cape Education Department "in an effort to arrive at a workable solution to the problems arising from the redeployment scheme".

The court action had been "a last resort". Afterwards, a new offer to negotiate had been made. "As yet we have had no response," Mr McConnachie said.

Faxed a copy of Mr McConnachie's letter yesterday, Department of Education spokesman Khume Kangala said "there has been no formal request by the group to negotiate with the Department as claimed in the letter, before or after the court case."

"On the contrary, the group made a settlement proposal while the case was in progress, which the Department could not accept."

ARG 3/7/97

Cape Points, page 9



# Moves to punish teachers slammed <sup>(321)</sup> *Sowetan 4/7/97*

**By Pule Molebeledi**

THE South African Democratic Teachers Union (Sadtu) has condemned the Northern Province department of education's decision not to pay teachers in the violence-torn Bushbuckridge area.

Sadtu's Northern Province branch told *Sowetan* yesterday that salaries of some teachers from Bushbuckridge had been withheld.

Sadtu assistant secretary Mr Mabakane Mangena said teachers who were affected were those who received their salaries by cheque.

"Those who were paid electronically from Bushbuckridge got their salaries," he said.

Mangena did not have the total number of teachers who had not been paid but said the problem was wider as it also affected other public sector

employees.

"We want to find out why there is this discrimination against our members," said Mangena. "We are not necessarily involved in the border dispute but we just want our members to be paid".

Yesterday Sadtu met education department officials at the provincial chambers but not much progress came out of the meeting.

Mangena said the department was being "irresponsible" to expect teachers to go to school and endanger their lives. "Even circuit inspectors are not going to school".

He claimed that the department had reneged on its promise to provide teachers with security.

There had been no effective schooling for three months in Bushbuckridge because people in the area have been demanding to be

incorporated into Mpumalanga.

Children have not been been at school. Violent marches have taken place in the area and at least three schools burnt down and a number of people, including those who ignored the call to stay away from work, killed.

"Our contention is that our members did not refuse to go to work. They were intimidated and feared for their lives. It's wrong to withhold their cheques," said Mangena.

Sacked Northern Province education MEC Dr Aaron Motsoaledi said the cabinet took a decision recently that all civil servants should not be paid until they resumed their duties.

"The principle of no work no pay applies.

"Government cannot pay people for services not rendered" Motsoaledi said.

# Shelter kids 'prey on staff'

## Head rejects children's abuse claims

AKG 4/7/97

(248)

**LINDSAY REAMES**  
Cape Desk

Children at a Stellenbosch place of safety are preying on the staff and have become unruly and abusive since the abolition of corporal punishment, the principal says.

Lindelani headmaster Henry Linders claims there is nothing he or the five teachers can do to enforce discipline at the institution and the children

know this.

He was responding to a report in the Cape Argus last week detailing the children's allegations of fraud, theft and mismanagement by staff members.

Mr Linders said that since the introduction of the Bill of Rights it was the children who abused the staff and not vice versa.

Earlier this month the Department of Social Welfare launched a full-scale investiga-

tion into Lindelani after allegations that children were going hungry because staff and some children were removing food from the kitchen.

Lindelani houses about 60 abused and neglected children between six and 17 who have been removed from their parents' custody, as well as, on average, 10 juveniles awaiting trial on criminal charges.

Mr Linders said these days the children were unmanageable and not interested in ac-

tivities the staff organised for them.

"They abuse the staff verbally and in some cases physically. We are not preying on them. They are preying on us," he said.

"The children vandalise the place and there is no effective way of punishing them. When we had corporal punishment three or four years ago we could discipline them. Now a percentage of these children are uncontrollable."

## Row goes on as teachers elect chief

AKG 4/7/97 (321)

**SABANA NECAL**  
Education Reporter

George - The Cape Teachers Professional Association has elected a smaller executive committee after yet more bickering behind the scenes.

The organisation's crown prince and former acting deputy president, Archie Lewis, was yesterday elected

president to replace Archie Vergothne. Second-placed runner in the election for the presidency of one of South Africa's oldest teacher organisations was John Abrahams who became deputy president.

There are also three vice-presidents - for financial affairs, professional affairs and labour relations and members' affairs. Until now the association has had seven vice-pres-

idents

The constitution was also amended because the Labour Relations Act requires it to register as a union if it wants to take part in the bargaining chamber of the Education Labour Relations Council.

Bickering over yesterday's election centred on resolutions that teachers who had taken voluntary severance packages were not eligible to contest and

occupy leadership positions because they were out of touch with classroom situations.

Some delegates accused Mr Vergothne of pushing Mr Lewis for the presidency by giving him too much public exposure to the detriment of other candidates. He was also accused of promoting the African National Congress line and of seeking unity with the SA Democratic Teachers Union.

□ ZIMBABWE

OT(BR) 10/7/97 (321)

### **Steel firm gets \$35m Chinese loan for equipment**

China's Export-Import Bank (China Eximbank) had signed loan agreements with Iran and Zimbabwe totalling more than \$85 million, the official People's Daily reported yesterday, citing sources at the bank.

Under the deals, Zimbabwe Iron & Steel would get \$35 million to buy equipment and technology from China's Capital Iron & Steel. Iran would receive \$30,6 million from the bank to import X-ray equipment from the China National Chemical Construction Corporation, the newspaper reported. China Eximbank, one of the country's three policy banks, provides financial support to foreign importers so that they can buy goods manufactured by Chinese companies.

The China Daily reported that an Eximbank official said the bank planned to expand the use of export credits to encourage wider purchase of Chinese-made equipment. Last year, China Eximbank extended \$2,02 million to Thailand's Power Development Company to buy cables from China. — *AP-Dow Jones, Beijing*

## CONFUSION OVER REDEPLOYMENTS

# Scramble to avert teacher chaos as new term begins

CT 15/7/97

(321)

**THE WESTERN CAPE** has 2 000 excess teachers who cannot be retrenched, because of the union agreement, and cannot be redeployed, because of a court ruling. **CAROL CAMPBELL** reports.

**T**HE Western Cape Education Department was making emergency plans yesterday to tell teachers on the "redeployment list" to which schools they should report when the new term opens tomorrow.

The confusion over transfers follows a Cape High Court finding in favour of the Grove Primary School's governing body, which objected to being told by the education department whom to employ.

To prevent chaos, the department placed an advertisement in local newspapers spelling out what teachers should do if they were unsure to which school they should report.

Mr John Lyners, chief director of education provision, said circuit inspectors had been briefed on how to deal with the situation and would step in where confusion arose.

"Teachers who have received their letters of appointment from the education department must go to their new schools.

"Teachers whose posts have been scrapped and who have been told by their

new school's governing body they have a job, must go to the new school, where they will work as a substitute until satisfactory arrangements can be made.

"Other teachers, who are in posts that have not been scrapped but who put their names on the redeployment list to help cut numbers, must stay in their old jobs until further notice."

Lyners said there might be confusion tomorrow, but there would not be chaos.

"We are ready to deal with any problems that might arise," he said.

The "redeployment" deal between the national education department and teacher unions followed months of dispute over ways of cutting numbers at overstaffed schools.

Unions agreed that teachers could be offered an option of taking a "voluntary severance package" or redeployment.

If the teachers chose to move to a needy school (initially the redeployment programme was intended to increase numbers at needy schools), they would be guaranteed a job.

The programme has become a complicated juggle as essential teachers have left in droves for jobs in commerce or to start their own businesses.

Instead of helping needy schools, the department has been trying to re-staff formerly white and coloured schools which used to be overstaffed and are now understaffed.

The court victory means that vacant posts, instead of being held for "redeployed" teachers (as the deal with unions stipulates), are open to the market.

Any teacher can apply and the school's governing body may decide whom it wishes to employ.

In terms of the redeployment deal, the department would have decided.

Just who should have this authority is up for debate. The national education department has appealed against the court decision.

The provincial education department is stuck with more than 2 000 excess teachers on its pay roll.

These teachers cannot be retrenched, because of the redeployment agreement, and they cannot be placed in new jobs, because of the court victory.

The department can only continue paying them and sliding deeper into debt.

CT 15/7/97

# New maths masters 'illiterate in subject'

(321)

circumstances.

## OWN CORRESPONDENT

JOHANNESBURG: Many newly qualified mathematics and science teachers emerging from teacher training colleges were illiterate in their fields, a government report on the quality of teachers has found.

The report was initiated by the national departments of Education and Arts, Culture, Science and Technology.

It also found that the output of teachers in these subjects would have to double to meet the country's needs.

"Few student teachers emerging from the system could be regarded as either mathematically or scientifically literate," the report said.

While an additional 3 000 maths and 3 600 science teachers would be needed over the next three years, the quality of teacher education at training colleges was "very poor", with many lecturers having little if any school experience.

The report also found that courses generally did not prepare student teachers for the realities they would face in the school system.

An analysis showed that class sizes for mathematics and science made for difficult teaching cir-

In seven provinces in 1995, 68% of maths classes and 74% of science classes had more than 40 pupils a teacher.

This comes after the Third International Mathematics and Science Study late last year put South Africa's Standard 5 and 6 pupils last out of 41 countries in their performance in these subjects.

Produced by the Education Foundation, the recent government report said 85% of maths teachers were professionally qualified as teachers but only 50% had specialised in maths in their training.

One of the main findings was that access to and enrolment in maths and science was often inadequate.

While these subjects were compulsory in the junior secondary phase, roughly 5% of these pupils (about 32 000) did not have access to these subjects.

There was also an "extremely high" drop-out rate in these subjects: of every 100 pupils enrolled in maths in Std 8 in 1995, only 54 were enrolled in the subject in Std 10 in the same year.

Here Gauteng fared the best, with 56% of its Std 10 pupils enrolled in maths and 36% enrolled in science.

# Redeployed staff urged to start work at new schools

EDUCATION REPORTER

PRG 16/2/97 (32)

The Western Cape Education Department has asked teachers already redeployed to other schools to report for work today in spite of a Cape High Court verdict giving schools the right to appoint teachers.

The department said the court decision in favour of Grove Primary School could mislead some of those teachers who had already been deployed. The confusion came as schools reopened today.

Grove Primary School, with the support of 80 other city schools, last month won a court challenge against the Government's redeployment policy. The school objected to being told who to employ by the education department.

Jan Hurter, the department's professional services director, said the department was concerned the outcome of the case could cause confusion. He said other teachers might think the process had been

put on hold and be unsure whether to proceed to their new schools.

The province was left with more than 2 000 teachers, who were declared in excess in their schools after 6 000 teachers took voluntary severance packages. The excess teachers cannot be retrenched because the teacher unions agreed teachers could be offered a choice of a "voluntary severance package" or redeployment.

The court directed that all vacant posts should be advertised and filled from an "open vacancy" list. But the department vowed it would go ahead with the redeployment process because it was losing millions of rands to keep the excess teachers in their old schools.

By the end of June, it had cost the department about R36-million to keep the teachers on the redeployment list. Apart from paying salaries, the department also had to pay salaries of the equal number of substitutes who were temporarily placed in vacancies meant for teachers on the list.

# Teachers drop protest at Grove

## School's governors seek fresh talks with union

(321)

SABITA MECAM

Education Reporter

The SA Democratic Teachers Union (Sadtu) has backed down from its plan to stage mass action today against Grove Primary School, which won a Cape High Court case against the Government's redeployment plans.

The about-turn follows a request by the Claremont school's governing body for an amicable solution after dissatisfaction among teacher unions over the court action against them.

The 140 000-strong teacher union was approached for negotiations by governing body chairwoman Helen Maree.

Last month she led the school's court application, supported by 80 other city schools, which sought a Cape High Court

order to scrap the Government's controversial teacher redeployment policy.

After the court handed down judgment in favour of Grove, in a case in which Sadtu was one of the respondents, the union - which labelled the application "racist" - threatened to stage mass action when the school opened today, to force it to accept the teacher redeployment list.

However, Mrs Maree said the talks with Sadtu were nothing new as the governing body had tried several times to reach an out-of-court settlement, both before and after the case.

Provincial Sadtu secretary Don Pasqualle said it was unlikely mass action would be taken, because "the Grove issue is not even on the agenda".

He said the union was prepared to talk to the governing body, but would seek an

urgent meeting with the African National Congress before the meeting.

Mr Pasqualle said Mrs Maree had approached the union for talks to reach an amicable solution on the matter.

Mrs Maree said in a statement that the governing body's attempts to find a negotiated solution to the "redployment crisis" were nothing new. "We have wanted to settle this matter through negotiations from the beginning," she said.

"Before the matter went to court, we made a proposal for settlement. This offer was rejected without further discussion. Going to court was therefore our last resort."

"Within an hour of winning the case, I again made the offer to seek a negotiated solution with all the affected parties."

"The Education Department, one of the

respondents, indicated it would prefer to take the matter on appeal.

"Sadtu did not oppose our application in court. However after we won the case, Sadtu issued various press statements. As Sadtu was not legally represented in the case, we approached them directly to begin negotiations."

"We have done the same with the Western Cape Education Department, and others who could assist us in getting a negotiated resolution, which would be in the best interests of education."

"If the legal battle continues, it will be because the Department of Education and certain other respondents have chosen this course of action."

However, the department and teacher unions seem determined to go ahead with the appeal. The case is due early in August.

A44 16/9/97

# Many maths, science teachers 'unqualified'

Star 76/9/97 (321)

And current output will have to be doubled, report finds

By ADAM COOKE

**M**any new mathematics and science teachers from teacher training colleges were innumerate, a Government report on teacher quality has found.

The report, initiated by the national Department of Education and Arts, Culture, Science and Technology, also found the current output of teachers will have to be doubled in these subjects to meet demands.

"Few student teachers emerging from the system could be regarded as either mathematically or scientifically literate," the report said.

While an additional 3 000 maths and 3 600 science teachers would be needed over the next three years, the quality of

teacher education at colleges was "very poor", with lecturers often having little if any school experience.

The report also found courses generally did not prepare student teachers for the realities they would face in the school system.

An analysis showed class sizes in these subjects made for difficult teaching circumstances. In the seven provinces, 68% of maths classes and 74% of science classes had more than 40 pupils a teacher in 1995.

This report comes after the Third International Mathematics and Science Study last year put SA's Std 5 and Std 6 pupils last out of 41 countries in performance in these subjects.

A recent government report produced by the Education

Foundation found that 85% of maths teachers were professionally qualified as teachers but only 50% had specialised in maths in their training.

One of the main findings was that access to and enrolment in maths and science was often inadequate. While these subjects are compulsory in the junior secondary phase, roughly 5% of these pupils did not have access to these subjects, affecting some 32 000 pupils.

There was also an "extremely high" drop-out rate: of every 100 pupils enrolled in maths in Std 8 in 1995, only 54 were enrolled in the subject in Std 10 in the same year.

Here Gauteng fared the best with 56% of its Std 10 pupils enrolled in maths and 36% enrolled in science.



GILLIAN ANSTEY

# Teachers send pupils on road to nowhere

Negative attitude to maths and science leaves SA at the bottom of the class

(321) (100)

ONCE a year, the top accounting firms in South Africa send a staff member to camp outside the counselling and careers unit at Wits University.

They want to beat their competitors to the first available date for the university's graduate recruitment programme; a system under which firms visit the campus to entice people to work for them.

Says Raj Naran, a careers educator at Wits: "They want to grab the best students."

This is a priority as the pool of graduates in maths- and science-related fields is so limited.

The rot, which one education expert says is a "cycle of mediocrity", starts at schools.

Dr Sylvia Weir, a consultant to the education department in Northern Province, says: "You have poorly qualified teachers teaching students who've done badly in matric, who then become poorly qualified teachers."

Last year's third international maths and science study, in which Std 5 and Std 6 pupils in South Africa fared worst out of 45 countries, highlighted the problem.

The latest *World Competitiveness Yearbook*, to be published this week, rates science and technology among the eight factors that determine competitiveness.

In terms of this factor, South Africa has deteriorated progressively, to 37th position from 28th over the past four years.

Overall, in terms of world competitiveness, SA rated 45th, second-last to Russia among 46 industrialised countries.

Mzwandile Kibi, a former university maths educator now working as a consultant to the Department of Education, says maths, science and technology have a distinct bearing on overall economic growth.

"In every country, science, technology and engineering are the fields that make the population innovative and the country competitive."

"It is the technological fluency of its human resources that gives a country the strength to develop the economy."

A psychologist who counsels university students says maths teaches two skills: Induction,

which is the ability to take one fact and apply it, and the ability to make deductions from given facts.

Dr Khotsa Mokhele, director of the Foundation for Research Development says: "Gone are the days when you studied maths because you wanted to be a doctor."

"If you want to improve your competitive edge, it's quite clear that those who prepare themselves for careers in science and

ies, agriculture and biology for matric, and then all they can do at university is social work, law or the arts," Majikija says.

Mary Hilton, the schools' liaison officer at the University of Cape Town, says some pupils believe they can be accepted for commerce courses if they have accounting and business economics. They also think a pass in standard-grade maths is fine.

But for many degrees, it is not enough. Even boilermakers and bricklayers need maths.

Hannes Pieterse, a technical training adviser for the Metal Engineering Industries Education and Training Board, says many who want to do trade apprenticeships are horrified when they are turned away for not having maths.

"A minimum requirement for all 32 trades is Std 9 maths," he says.

There are two solutions for university students.

UCT has an introductory course that qualifies students to continue with a degree that needs maths, and the latest trend at both UCT and Wits is for arts graduates to prepare themselves for the commercial world with a postgraduate management diploma.

The blame for these inadequacies lies with schooling — maths and science teaching in South Africa is disastrous.

A recent report produced by EduSource reveals frightening facts:

● Not all schools offer maths and science in Std



LIFE SKILLS: Shaun Esterhuizen, Michael Holloway and Zama Jol

ST 20/7/97

6 and Std 7:  
● Proportionally fewer pupils are picking maths or science for matric;  
● From 1990 to 1995, 23 in 100 black pupils passed

matric maths and 47 in 100 passed science;  
● More than 68 percent of maths classes and 74 percent of science classes have more than 40

pupils per teacher  
● Last year high school learners and above encourage teachers  
● If the nur

**'They realise only in Std 10 that they're stuck. They take biblical studies, agriculture and biology for matric, and then all they can do at university is social work, law or the arts'**

technology-derived fields will do better."

However, many matriculants simply do not have the necessary subjects.

Sandi Majikija, the schools' liaison officer at the University of Fort Hare, says many potential students realise the problem only when she visits their school.

"They realise only in Std 10 that they're stuck. They take biblical stud-

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LIFE SKILLS: Shaun Esterhuizen, Michael Holloway and Zama Jobobe, pupils at St Sithians

Picture: ELIZABETH SEAKE

ST 20/7/97

6 and Std 7.  
 ● Proportionally fewer pupils are picking maths or science for matric.  
 ● From 1990 to 1995, 23 in 100 black pupils passed

matric maths and 47 in 100 passed science.  
 ● More than 68 percent of maths classes and 74 percent of science classes have more than 40

pupils per teacher.  
 ● Last year about 1 350 high school maths teachers and about 1 000 science teachers qualified.  
 ● If the numbers doing

maths increased, and the number of pupils in each class was reduced to 40, we would need a minimum of 4 000 new teachers each year.

● The average maths teacher spends only 21 out of 36 periods a week teaching maths.  
 ● KwaZulu Natal has the worst ratio of Std 8

pupils continuing with maths and science to matric, and

● Eighty-five percent of maths teachers are qualified as teachers but less than half specialised in maths.

Even more disconcerting is a global study quoted in the report.

Completed in 1995 and covering England, Australia, Canada, China, Japan and Portugal, it shows that the main reason young people choose careers in science and technology is an inspiring school teacher.

The local report says: "There is no reason to assume that these findings would not also apply in South Africa."

What is being done to improve matters?

Thirty-six programmes nationwide are involved in upgrading maths and science teachers, but not all achieve their aims.

According to the Joint Education Trust, 90 percent of these have been forced to concentrate on improving the teachers' scanty subject knowledge, instead of their teaching approach.

But two projects begun this year show promise.

One is the Education Department's "second chance" project. Headed by Kibi, it is already giving 850 people who failed or had poor pass marks in matric maths and science a chance to do it again.

Says Kibi: "This is not a bridging course and it's not rewriting matric. It is a totally new curriculum and gives you a different certificate which is equivalent to matric exemption and recognised by tertiary institutions."

One college in each province offers the one-year course which features hands-on laboratory learning.

The other new project is a college near Pietersburg in the Northern Province that is training 160 future teachers exclusively in the teaching of science and maths.

This is the way to go, says the report.

It is more cost-effective than the present spread of teacher training for high school science and maths over 37 colleges of education, six technicals and 22 universities.

BEST MAN FOR JOB LOSES OUT

# Redeployment lists create teacher muddle

ET 30/7/97

FILLING VACANCIES has become a waiting game for school principals, CAROL CAMPBELL reports.



THE teacher redeployment plan has led to a muddle at the Queen's Park High School in Woodstock.

The principal, Mr Mike van Hagt, rejected the number one candidate on a redeployment list given to him by the Western Cape Education Department when he needed to fill a post.

He wanted the teacher listed at number three. This teacher was already employed at his school and the only one on the list to be appropriately qualified.

Eight weeks have passed. Van Hagt is still awaiting a response from the department and number three, the teacher who wants the job, still has temporary status.

Meanwhile, number three is number one on a list given to another school, which has offered him a job. However, he has not responded to this offer because he hopes Van Hagt will be able to appoint him.

Number two on the same list is a perfect candidate for a vacant geography post at Queen's Park, but the department has told Van Hagt to advertise the job in a newspaper. He appointed a temporary teacher after advertising the post — but has now been told he should simply have appointed teacher number two.

"This type of situation makes running a school difficult, although I understand the department is doing the best it can under difficult circumstances," said Van Hagt.

A boys' school has encountered similar problems. It needs a physical education teacher, a post to which it has always appointed a man, but the teacher at the top of the list of candidates is a woman.

"The boys are going to love this," said a teacher.

## New plan 'also seems to fall foul of the law'

ET 30/7/97

From Page 1

been consulted about the new moves.

"The Group of 80 offered to negotiate a deal and would welcome the opportunity," McConnachie said.

"However, it seems the department is intent on ignoring us despite the fact that the High Court

start. "My concern was that redeployment would continue for the next five years (the unions agreed to a five-year plan to rationalise staff) and it would be hard to stop. It would set a precedent."

The accusations made against Grove Primary School — that its governing body was clinging to past privilege — detracted from the issues, Van Hagt said.

"I am fighting to get a person who happens to be coloured appointed at my school — not because he is coloured but because he is the right person for the job."

The redeployment rule forbade schools to interview the candidate. The education department had also not interviewed the candidate and had looked only at the subjects he taught.

The reason is that the department does not want schools to choose "the best" teachers from the list or to keep their status "all white" or "all coloured". Redeployment forces integration to take place.

Integration is already taking place — slowly, but without incident.

"All the redeployment plan has done is prolong the uncertainty of teachers," said Mr Dave Arguille, principal of Pinelands High School.

## Pinelands quits Group of 80

ET 30/7/97

PINELANDS HIGH SCHOOL, withdrew its name from the Group of 80 Western Cape Schools that backed the Grove Primary School's court battle to stop teacher redeployment.



## Only ex-Model Cs could do it

ET 30/7/97

CAROL CAMPBELL

THE Grove Primary School did not go to court alone. At least 80 former Model C schools, in a loose association called the Group of 80, paid about R3 000 each to finance the case.

At the time, the former Model C schools were the only public schools that had governing bodies with significant powers.

This ensured parent involvement, and it was the parents who objected to a government plan to redeploy teachers at the expense of the parents' right to select teachers on merit.

The Grove offered to be the school that would "go to court" because the redeployment plan prevented it from employing teachers on merit.

Mr Jack McConnachie, the chair-

man of the Group of 80, said the redeployment plan was an agreement reached by teacher unions and the state, with little parent involvement.

"Redeployment meant parents could not interview or even meet new teachers before they arrived at the school. The Western Cape Education Department would decide who went where, based on criteria which in many instances ignored the academic needs of the school and the qualification of the teacher."

"The nature of the community, too, was of no importance in this scheme."

The Grove judgment (which is subject to appeal) was in line with the new Schools Act, introduced in January this year, and has left the education department, especially in the Western Cape, in a major dilemma.

Why were there no coloured or black schools in the group? McConnachie said all the member schools were non-racial.

"Membership is open to anyone who supports the group's principles. Most former House of Representatives and Department of Education and Training schools are only voting for school governing bodies for the first time this week."

What will the department do with the thousands of "excess" teachers it was planning to move to open posts?

The judgment, if upheld on appeal, means schools can continue to nominate teachers on the open market, but the education department has promised teachers who put their names on the redeployment list they will be guaranteed a job elsewhere.

## The schools that paid for test case

THESE are the schools that bankrolled The Grove School's court case that stopped the government plan.

- |                    |                      |
|--------------------|----------------------|
| Bethula            | Norman Henrich       |
| Bay Primary        | Oakhurst Girls       |
| Bergvlei High      | Overberg High School |
| Bergvlei Primary   | Pearl Boys' High     |
| Bloemfontein       | Pearl Valley         |
| Bloemfontein       | Parow High           |
| Camps Bay High     | Parow North Primary  |
| Camps Bay Prep     | Paul Roos Gym        |
| Cape Town High     | Pinelands North P    |
| Charmont Primary   | Pinelands Central    |
| Edgemead High      | Plumstead Prep       |
| Edgemead High      | Queen's Park High    |
| Fairview College   | Rietveld Primary     |
| Fish Hook Middle   | Rietveld High        |
| Fish Hook Primary  | Rondebosch Boys      |
| Gardens Commercial | Rondebosch Prep      |
|                    | Rosebank             |
|                    | Rustenburg Girls     |

has held that redeployment is a matter of national education policy.

"Before implementing policy of this nature, the Minister of Education (Dr Sipisoiso Bengu) is obliged by law to consult all interested parties," Bengu is appealing against the High Court finding.

McConnachie said he was surprised that Bengu was seeking to replace an arrangement that had been struck down by the High Court with a "watered-down scheme" that also appeared to fall foul of the legal provisions.

Mr Mike Beeler, spokesman for the South African Teachers' Association (Sata), said he accepted a

Mr Archie Lewis, head of the Cape Teachers' Professional Association, said between 80% and 90% of the teachers on the redeployment list were coloured.

It was this that had prompted the accusations of racism when the Groves Primary School rejected the redeployment plan.

"The Groves said it wanted the best teacher for the job — and there is a perception, because of apartheid training, that good means white."

Schools that had good facilities and a strong culture of learning should open their doors to "weak" teachers and help them develop until they were on the same level as the best, Lewis said.

ships and associations with these schools are vital and we do not want to be labelled because of our association with the Group of 80."

The decision to withdraw was made before Groves won its High Court battle against the education department.

Since the legal victory, Groves, which is in the up-market suburb of Claremont, has been slammed as racist and intent on delaying change in education.

Arguing that "believe the redeployment plan is flawed — teachers are not chess pieces to be moved at random. This was a numbers game planned by economists. We are not state officials who can just be moved from one office to the next."



WINE: John McConnachie, Group of 80.

## Tills ring as Versace fever hits country

ELISSA GOOTMAN

SINCE fashion designer Gianni Versace died, people want a piece of him for themselves.

Sales of the fashion mogul's designs have skyrocketed in the city since he was murdered in Miami two weeks ago.

One week after Versace died, a retired Sea Point resident shelled out over R2 000 to add a Versace wool suit to his wardrobe.

"I thought to myself, 'you never know — you might not find it again,'" said the man.

At Designer Imports, where the suit was sold, sales of Versace goods have doubled.

"People think it's the end of an era and that the master has moved on. They want a piece of Versace for themselves," said Ms Kerry Cooper, Designer Imports' national manager. "In New York and London they're

knocking down doors to buy up Versace. On a smaller scale, the same thing is happening here in South Africa."

At Cape Town's four Spilhaus stores, sales of Versace dinnerware have quadrupled.

Mr Mike Muller, director of the dinnerware retailer, said the stores had sold as much Versace dinnerware in the past two weeks as they normally sold in several months. "I wouldn't like to use the phrase 'it's walking out' because it's terribly expensive, but the increase in sales has been dramatic."

Ms Joy Gredney, manager of Spilhaus at the Waterfront, said that a complete Versace dinnerware place setting for one person cost R3 500. "A lot of customers have been buying one item — just to have a piece of something Versace designed."

Even one souvenir is not cheap — Muller

said a hand-painted Versace candlestick cost R1 500.

And some South Africans appear to have gone further overseas. An employee of an exclusive retail shop in Johannesburg said one customer mounted Versace's passing by buying R20 000 worth of the designer's jeans.

The same store quickly sold out of jackets when one young woman bought seven for herself at a cost of about R3 000 each.

Even the employee was not immune to Versace fever. "As soon as he died, I thought I should buy a pair of Versace jeans because now they're a collector's item." He is re-arranging his finances to squeeze in the R800 purchase.

Meanwhile, vendors at Cape Town station flea markets have run out of fake Versace jeans, which were available for R80 before they sold out two months ago.

MR JOCK MCCONNACHIE, the chairman of the Group of 80, the schools which supported Groves Primary School's successful challenge to the government's redeployment of teachers, is a Rondebosch attorney and the chairman of the Board of Governors at Rondebosch Boys' Preparatory School.

"We went to court because we believe redeployment is not good for education and is contrary to the law of the country," he said.

As the father of three sons, McConnachie says he, like other parents, wants his children to have the best education possible. Parents who supported Groves' case showed their commitment to providing their children with a decent state education.

"There are not many parents, black, white or coloured, who can afford private school education," he said.

By forcing schools to employ the teacher at the top of the list the government violated a key right of parents to ensure the quality of their child's education. This was clearly spelt out in the Schools Act which came into effect at the beginning of the year.

"It falls me to be accused of racism and elitism. I was a founder member of the Open Schools Association in the late 1980s which fought against apartheid education.

## Curried or chocolate coated mopane worms mean mon

JOHANNESBURG. They are scaly, grey-black, and virtually tasteless. Yet mopane worms have fast become a popular fad in South African restaurants and are now crawling their way on to European dinner tables.

But as interest grows in the commercial value of mopane, so does concern about the social and environmental implications of the new culinary craze.

As competition intensifies, armed gangs have started harvesting the creatures in rural areas and conservationists say the industry threatens the survival of the species. Poor rural people who have long depended on mopane as a ready natural source of protein are alarmed.

European explorers and early settlers in Southern Africa were disgusted by the consumption of the caterpillars, but now the young and trendy are gulping them up.

The owners of Jaxaya, a restaurant in the Johannesburg suburb of Yeoville, claim to have started the trend and mopane are now one of the most popular items on their menu.

Among the customers to have sampled them are David Bowie and his wife Iman, the American band ZZ Top, and members of the Rolling Stones.

Mr Fannell Khumalo, the restaurant's chef, soaks the mopane in milk and water, then serves them curried, fried or stewed.

"I was really surprised when Mick Jagger asked for more," Khumalo said. "I don't eat the things myself."

Restaurants popular with tourists in Cape Town have started featuring mopane on their menus, usually



'DELICIOUS': David Bowie

served with maitre pap. Mopane are also being served at Johannesburg's Market Theatre.

Exports to the United States and Europe started recently and are reported to be doing well.

One Belgian importer plans to coat the mopane in chocolate and sell them in packets.

The name derives from the mopane tree, on which the caterpillar moths live for most of its short life.

In December and early April rural women harvest the caterpillars from the leaves, gut them, boil them and set them out to dry.



TWO HELPINGS: Mick Jagger

caterpillars harvested in other parts of the region.

But as demand grows it is uncertain whether the supply from large areas of KwaZulu, Botswana and Zimbabwe.

Mr Chris Styles, a South ecologist who conducted a study of the mopane population, says the industry has ruthlessly exploited by farm Northern Province.

New conservation measures being explored and one breed of the caterpillars is being bred in captivity.

"There is a scramble on the big money involved," Styles says. "The business is open to exploitation. Unless measures are implemented to protect the chance of local extinction is real." — The Times, Johannesburg

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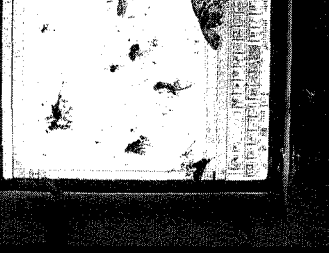
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# Cape schools face R350-m overspend

## *Pay crisis over 'excess' teachers*

AR 31/7/97 (321)

**SABATA NGCAI**  
EDUCATION REPORTER

**The Western Cape Education Department expects to exceed its budget by more than R350-million this year.**

The department was allocated R2,8-billion, 90,2 percent of which is for salaries of teachers and administration staff.

The department is spending R12-million a month to keep more than 2 000 "excess" teachers in schools and pays an equal number of substitute teachers.

By the end of this month, spending is expected to have reached almost R48-million since April.

The national Education Depart-

ment says provinces are billions in the red because of the teacher rationalisation process. Salaries consume almost 90 percent of the R40-billion national education budget.

Duncan Hindle, chief director of human resources in the national Education Department, said the overspending on staff was a major crisis.

"A large amount of the budget is going to teachers and personnel in education," Mr Hindle said.

"We seem to be over-employing teachers." The department was midway through the teacher rationalisation process, which was intended to save money.

"Rationalisation costs money, although the long-term objective is

to save money," he argued.

Although this had had an impact on finances, "in the short term any exercise like this needs to spend money in order to save more".

Mr Hindle said the biggest problem was the "widespread double-parking" of teachers.

The provincial departments found themselves having to pay the excess teachers and temporary teachers in posts of redeployable staff.

Last week, after meeting Education Minister Sibusiso Bengu and the provincial education MECs in Pretoria, Finance Minister Trevor Manuel said he expected the education department to be R2,2-billion over budget this year.

# Bengu takes on Grove Primary again

**DEMIUS CAVERNELIS**  
HIGH COURT REPORTER

**Education Minister Sibusiso Bengu and other respondents were today granted leave to appeal against the Grove Primary School High Court action challenging the controversial teacher redeployment scheme.**

In June Cape Deputy Judge President Mr Justice E L King and Mr Justice W G Thring ruled that the Education Labour Relations Council and the minister acted ultra vires in implementing the redeployment scheme, saying they did not have the

ARG 4/8/97 (321)  
powers to authorise the resolutions which set teacher redeployment in place.

An order was also granted against Martha Olickers, Western Cape Education MEC, to prevent the scheme going ahead.

The judges granted the respondents leave to appeal in the Supreme Court of Appeal, saying "this is clearly a matter which should be heard by the (Appeal Court), having regard for the complexity of the matter and also because this is a matter of considerable public interest".

Grove Primary and the 80 Western Cape schools it represented in its court action did not oppose the application.

# strike over pay

CT 5/8/97

(321)

160 000 SET TO DOWN CHALK

## Teachers to

□ From Page 1

long-term projects like the launch of the new curriculum 2005, improvements in maths, science and technical education and skills programmes for teachers.

Education MEC Mrs Martha Olckers said the Western Cape was the only province that was making a real effort to cut numbers or identify vacant posts that were to be filled by redeployed teachers.

She did not have the funds to build new schools or support projects like adult basic education.

"There is little money for the launch of the new curriculum, training, school books — everything is going towards teachers' salaries," Olckers said.

She had "repeatedly warned" the national ministry about the dangers of trying to "revolutionise" education too quickly.

"The current crisis is exactly what I predicted, yet all along I was vilified for my 'negative' comments."

If the Western Cape Education Department does not find new positions for the 2 500 teachers on its redeployment list, or fails to continue rationalising, Olckers' department will end the financial year about R400 million in the red.

Meanwhile, fresh talks on the number of teaching posts that should be cut in the next phase of the five-year rationalisation plan have become deadlocked. Indications are the new teacher: pupil ratio will eventually settle at one teacher to 28 pupils in high schools and one to 39 in primary schools.

The current ratio is 1:26 for high schools and 1:36 in primary schools.

For the department's rationalisation plan to have been on schedule and within budget, 2 000 more teaching posts should have been made redundant in April. These posts will go when the new teacher: pupil ratio is agreed.

The redeployment scheme, which was intended to rescue teachers who didn't want to lose their jobs, is on the brink of collapse.

The High Court ruled in June that the Education Department had violated parents' rights under the new Schools Act by compelling them to employ teachers from the redeployment list.

**THE GOVERNMENT** was locked in last-ditch talks yesterday to avert a strike, but it does not have the funds to meet teachers' demands for a 9% pay increase, **CAROL CAMPBELL** writes.

**T**HE 160 000-strong South African Democratic Teachers' Union is to begin a two-day strike tomorrow to pressure the government into granting teachers a 9% wage increase. The state is offering a 7,5% increase.

Negotiators were locked in last-ditch talks in Pretoria yesterday to avert the impending crisis. However, the government's desperate financial problems in education means it cannot afford to meet the union's demand.

Education is already eating up 40% of the civil service wage budget and, instead of the number of teachers being cut in the past two years, it has grown by 43 000.

At a meeting late last month, Finance Minister Mr Trevor Manuel told Education Minister Dr Sibiso Bengu and the nine provincial education MECs that if they did not curb their spending on education, the national department would have overspent by a conservative estimate of R2,2 billion by the end of the financial year.

The total education budget is R40,2bn — about 21% of the national budget.

In the Western Cape, more than 1 000 schools will not be able to hold classes tomorrow and on Thursday if an estimated 14 000 teachers down chalks.

The teachers are to march to Parliament tomorrow to hand a memorandum to Bengu.

Similar marches are to be held around the country.

Bengu's spokesperson, Mr Lincoln Mali, said pupil numbers were growing by 4% a year.

He said the new teachers could well have been taken in by former black education department schools, where teacher:pupil ratios were unacceptably high.

The national goal is to have one teacher to 35 pupils in high schools and one to 45 in primary school.

In 1994, the year of the democratic elections, some black schools had as many as 90 children to each teacher and many teachers were underqualified.

Mali said the shortage of funds was jeopardising

□ Turn to Page 3

The department has been granted leave to appeal — and until a ruling is reached, none of the schools in the Group of 80 schools will have to take redeployed teachers.

The fighting and confusion is not helping to ease the country's education crisis.

President Nelson Mandela has promised that while he is president, no teacher who wants to teach will lose their job. He had a wild card — the redeployment scheme — up his sleeve.

Now the whispers in the back corridors of Parliament are that Bengu and Manuel will have to persuade the president to retract his promise so that they can retrain teachers and get South African education out of the doldrums.

# Teachers spearhead Cosatu work stoppages

(321)

/Am 6/8/97

Gauteng township schools will be among the hardest hit as about 150 000 begin their chalk-down today

By SHIRLEY WOODGATE  
AND LEE-ANN ALFREDS

**T**ownship schools in Gauteng were disrupted today as teachers began a two-day strike linked to country-wide industrial action by the South African Democratic Teachers' Union (Sadtu) calling for bigger salary increases.

Gauteng was set to be hard hit as most of Sadtu's membership is based in the province, and concentrated in township schools. About 150 000 of the country's 360 000 teachers were

expected to take part in the strike.

The work stoppage signals the start of three days of protests by Cosatu-aligned public servants, which include the National Education, Health and Allied Workers' Union (Nehawu) and the Police and Prisoners' Civil Rights Union (Popcrut).

The work stoppage has been timed to coincide with the start of mediation between the unions and the Department of Public Service Administration. The unions are demanding

increases of around 9%, a minimum annual wage of R21 000 for public servants in the lower ranks and a wage freeze for directors up to director-general level. The Government has offered increases of 7,5%.

Popcrut general secretary Jacob Tsamane said the 50 000 members of the police union would not necessarily all stop work at the same time and at the same places.

Strategy was being kept under wraps, but police, who were well aware of their duty to the public, would attend to emer-

gency cases and ensure where possible that people were not unnecessarily affected by the strike, he said.

Nehawu said protest action would take place at different places, but the union would provide skeleton staff at some institutions. Other institutions would be "totally shut down".

In an open letter to Sadtu this week, Education Minister Sibusiso Bengu said the state's offer exceeded Sadtu's demands, yet it had been rejected without the union making any counter-proposal.

He said Sadtu had declared a dispute without putting a formal counter-proposal on the bargaining table. Sufficient funds had also been set aside to give teachers an average increase of more than 9%, which Sadtu had demanded.

"We have structured the offer to include a general salary adjustment of 7,5% for all teachers, plus an additional amount to be used for performance-based salary progression. Depending on how this is implemented, teachers who are performing satisfactorily could

receive more than the 9% you are demanding," he wrote.

But Sadtu said it had repeatedly tabled proposals to the Government. Sadtu spokesman Kate Skinner said the union was surprised at claims that the state was offering a 9% increase and pointed out it was allowed to embark on a strike because mediation had not been able to settle the dispute within the required 30 days.

■ Gauteng education MEC Mary Metcalfe warned yesterday that teachers would not be paid while they were away.



# Teacher 'lacks books to do job' <sup>CT 6/8/97</sup> (321)

**CAROL CAMPBELL**

THE Std 6 and Std 7 pupils at Peak View Junior Secondary School in Bridgetown, Atlitane, will not have English lessons today.

Their teacher Mr Gary Mackenzie is to take to the streets with thousands of South African Democratic Teachers Union (Sadtu) members in a two-day strike for better pay.

The government has offered a 7,5% increase, but teachers are asking for 9%.

About 160 000 teachers across the country and 14 000 in the Western Cape are expected to stay away from school in the first major clash between the teachers' union and the government since 1994.

But Mackenzie is tired. After 12 years, during which he has had good health, his doctor has booked

him off work for stress. His anxiety about his shrinking salary is making his predicament worse.

For him the strike is not only about more money, but also demonstrates rising discontent and frustration among teachers in schools for the poorest of the poor. Little has been done to improve the lot of the disadvantaged, says Mackenzie.

"My pupils' eyes burn with a hunger to learn, but I don't have the books to teach them.

"In class I give them a taste of what they can have, but then it stops because they can't take the few books we have home because we need them for someone else."

Peak View was once predominantly "coloured" and Afrikaners. Now most of the pupils are Xhosa-speakers from the shacklands on the Cape Flats.

"One aspect of English I teach to Std 6 is how to locate information. How do you find a plumber or an optician when you need one?"

"This sounds simple, but to do it the pupil has to know how a book is organised. When they fail you realise what terrible damage Bantu education has done."

"The teacher has to start with the fundamentals, but no matter what you do or how hard you try, you get no support."

When a teacher places an order for 20 dictionaries it drains the schools' budget and others have to go without.

Because most of his pupils are learning in "a foreign language", Mackenzie took a Pitman's Language course to help him with his teaching.

"The Education Department wouldn't pay, so in the end the

school raised the money for me to do the course."

To pay for the photocopied notes the children take home to study, the school holds a "civics day" once a week. Pupils pay 50 cents each to come dressed in casual clothes, but so many are from homes where 50 cents means bread on the table that most wear their school uniform.

"Where must we raise money? Our pupils are not from a community where you can raise funds — even collecting school fees of R20 a quarter is an impossible task."

And so Mackenzie will walk to Parliament today as a teacher who is desperate and frustrated.

"All I want to do is teach and all my pupils want to do is learn, but I need the tools. Teachers are supposed to be a national asset. When are they going to treat us like one?"

# Strike muddle at city schools

SABATA NGCAI

EDUCATION REPORTER

(321)

ART 6/8/97

Cape Town schools were in a state of confusion today as some classes continued while teachers in others stopped work in preparation for a march to Parliament in support of wage demands.

Thousands of teachers were expected to take to the streets on the first day of a planned two-day protest over pay. But shortly before midday, only about 2 000 teachers had gathered.

The teachers are demanding nine per cent increases this year. The Government is offering 7,5 percent.

Western Cape teachers taking part in the nationwide strike went to school this morning before the march to Parliament to deliver a memorandum. Teachers have been instructed by the South African Democratic Teachers' Union to go to school but "withdraw their labour".

This morning, classes at some schools were going ahead in spite of Sadtu's call because teachers were afraid pupils would suffer because of the protest action.

Whether or not classes went ahead tomorrow would depend on the number of Sadtu members at particular schools.

# Caprivi-trained IFP group — 'murdered Natal leaders'

Farouk Chothia

DURBAN — Inkatha Freedom Party (IFP) members trained by the SA Defence Force in the Caprivi had assassinated, among others, ANC leader Reggie Hadebe and Congress of Traditional Leaders of SA (Contralesa) president Chief Mhlabunzima Maphumulo, former IFP paramilitary soldier Daluxolo Luthuli said yesterday.

Luthuli told a truth commission human rights violation committee hearing that African National Congress-sympathising chief Msinga Mlaba and businessman Zazi Khuzwayo were two more people who had been assassinated in KwaZulu-Natal between 1987 and 1992.

He said orders for all assassinations carried out by the SADF-trained group came from either him or Zakhele Khumalo, the newly appointed IFP general sec-

retary for administration, who was then personal assistant to KwaZulu chief minister Mangosuthu Buthelezi.

Luthuli said he did not want to reveal at this stage which assassination orders had come from him, and which came from Khumalo. In an interview Khumalo denied Luthuli's claims.

Luthuli said the killings of Hadebe and Maphumulo was a joint operation carried out by the Caprivi-trained group and the then KwaZulu Police's bureau of security and intelligence.

Luthuli said four units — contra-mobilisation, defence, VIP protection and offensive — reported to him and he reported to a planning committee. The SADF's Brig Cor van Niekerk was among those who served on the planning committee, he said.

Luthuli was a former Umkhonto weSizwe soldier who defected to the IFP.

## Schools braced for strike by teachers

Renee Grawitzky

321  
58 6/8/97

GOVERNMENT schools face major disruptions today as thousands of SA Democratic Teachers' Union members are expected to join a 48-hour strike for a 9% increase, a minimum wage of R1 750 and a management wage freeze.

Education Minister Sibusiso Bengu questioned the union's motivation as teachers had been offered a minimum increase of 7.5% plus an additional 2% linked to performance.

The union said no formal proposal had been tabled on Bengu's 9% offer.

Education department chief director for labour relations Duncan Hindle said that since the strike was protected, all the departments could do was enact contingency plans.

The National Education, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union are to start a 48-hour strike tomorrow.

## Denel opts not to seek order against Independent

Stephané Bothma

PRETORIA — Lawyers representing arms manufacturer Denel chose yesterday not to seek a final order in the High Court to prevent the Independent Newspaper group from disclosing details of a R7bn foreign arms deal.

Welcoming the move, Sunday Independent editor John Battersby said that it was "an encourag-

ing sign of a new mood within a parastatal corporation which has hitherto operated in a manner more closely associated with the apartheid era than a new democratic order".

Denel earlier obtained a temporary gagging order against 12 newspapers prohibiting the publication of the name of the country interested in purchasing G6 motorised artillery pieces and anti-

aircraft weapons from Denel. The Sunday Independent named the country this week as Saudi Arabia despite the court order, claiming it was in the public interest to do so.

A similar interdict was granted against the Mail & Guardian, but yesterday's move was not applicable to that publication, lawyers said, explaining that the Mail & Guardian case would be before court again only on August 18.

...with shock and rev...

President of the South African Democratic Teachers Union Willy Madisha addresses thousands of teachers who converged on the Union Buildings in Pretoria yesterday. The teachers were protesting against the Government's refusal to give them a nine percent salary increase. (Inset): A Sadu member displays a banner demanding a 15 percent increase for teachers.

PIC: ANTONIO MUCHAVE



# All-out strike looms

## Sadu warns that action will lead to collapse of civil service

By Pule Molebele

**T**he South African Democratic Teachers Union (Sadu) yesterday warned of a full scale strike which could lead to a total collapse of the civil service if its demand for a nine percent salary increase was not met.

The strike could also affect hospitals, universities, police and correctional services departments because Sadu has the backing of student organisations and other public sector unions under the umbrella of the Congress of South African Trade Unions (Cosatu).

The threat was made at the Union Buildings in Pretoria where more than

30 000 teachers braved the chilly weather to voice their anger at the Government's failure to meet their demands.

Most schools throughout the country were affected by yesterday's action. Over 165 000 Sadu members marched to education department offices in all nine provinces.

Most pupils were disappointed with the teachers' strike, especially matriculants who sit for their final exams in two months time.

Addressing the top-flooding teachers at the Union Buildings, Sadu president Mr Willy Madisha said they were marching to declare a 48-hour strike as the Government had failed to come up with an improved salary

offer satisfactory to them.

Sadu is demanding a minimum salary of R1 750 for public sector workers and a minimum increase of nine percent for middle professionals.

It also wants a freeze on the salaries of directors, and says it rejects the down-sizing and retrenchments in the public service.

In addition, Sadu demands to be involved in the drawing up of the education budget.

### Appeal to Mandela

"If we fail, South Africa will be in a state never seen in the history of this country. It will see the public service coming to a halt," Madisha said.

He appealed to President Nelson

Mandela to intervene as various government departments had failed to resolve the issue.

Madisha lashed out at Gauteng MEC for education Mrs Mary Metcalfe for threatening teachers with the "no work, no pay policy".

"We are disappointed with Mary (Metcalfe) because she bites the hands that feed her."

"She has grown too big for her boots and we will deal with her later. She has kept quiet throughout the seven months of our negotiations. Why does she speak now? To hell with her!"

Madisha said if the "no work, no pay" policy was effected, Metcalfe would be digging her political grave.

He urged all African National Congress MECs for education to "shut up if they do not know what to say".

Teachers were disappointed with several issues raised in a letter sent to the media by Education Minister Professor Sibusiso Bengu, he said.

These included a claim that the Government had already given in to the wage demand so there was no need for a strike.

He said either Bengu was being misinformed by his negotiators or this was an attempt to influence public opinion against the strike. "Bengu must change his negotiating team if he wants education to succeed."

A memorandum was given to Bengu's adviser, Mr Thami Meteku.

*Reported 7/8/97 (321)*

# Thousands of teachers expected to down chalk for two days (321)

FRANK NXUMALO

Johannesburg — About 165 000 teachers allied to the South African Democratic Teachers' Union (Sadtu) are expected to take part in a 48-hour nationwide strike that started yesterday.

The union yesterday refuted state claims that it had either matched or exceeded the union's wage increase demands of 9 percent. Willy Madisha, the president of Sadtu, said the marches were not only about wage demands but also about "the transformation of the classroom".

He said "double classroom sessions" with ratios of up to 70 children to one teacher were common in the township schools around Gauteng. The Cape province fared even worse, with the "platoon sys-

tem" being the order of the day to cope up with the anomalous teacher-pupil ratio, Madisha said.

Edwin Pillay, the Sadtu deputy president, said contingency plans were in place to minimise disruptions. "We will also employ other methods used in the past to make up for lost time such as extra classes on Saturdays or after school."

Sadtu's mass action is supported by other Cosatu public sector unions Nehawu and Popcru. The three unions together put forward a set of demands during bilateral negotiations with the state.

These demands included a minimum wage of R21 000 a year for the lower ranks of the public service, an inflation-related increase plus 1 percent for all other public sector workers excluding management.

CT (BA) 3/8/97  
They further demanded a wage freeze for all directors up to director general. The unions said the wage freeze demand was based on the fact that the segregationist era wage gap was too big and that management had in fact "benefited from it for too long".

In an open letter to Sibusiso Bhengu, the education minister, Sadtu said it was surprised by the minister's claims in the press. "We are surprised that the minister is claiming ... that a 9 percent salary increase had been offered to teachers. No formal proposal, in this regard, has been tabled."

The union also said it was surprised that Bhengu was saying it could not engage in industrial action as this was a right which had been enshrined in the new Labour Relations Act.

PUT CULTURE OF LEARNING FIRST, BENGU PLEADS

# Teachers' strike leaves children in cold

WITH THE EDUCATION Department already set to end the financial year R2.2 billion in the red, some teachers oppose the current Sadu strike, reports **CAROL CAMPBELL**.

THE children from the shack-lands around Chumisa Primary School in Khayelitsha went to school yesterday even though their teachers were on strike for higher wages.

They turned up for the bread and soup they get as part of President Nelson Mandela's primary school feeding scheme and to shelter from the rain in the empty classrooms, which are warmer and drier than their shanty homes.

There was no one to make the soup, so they had to be satisfied with two slices of brown bread and peanut butter.

Principal Mr Nat Bongso does not support the teachers' two-day chalk-down, part of a national effort by the South African Democratic Teachers Union to force the government to pay teachers an annual increase of 9%.

The state is offering 7.5%.

"The budget for this school has been slashed by R10 000 (from R38 000 to R48 000) next year and I don't know if I am going to have money for all the books we need," said Bongso.

"What about the new curriculum? There will be no money left in the education budget for it to be introduced."

Chumisa's annual budget has to buy everything from dictionaries to toilet paper.

"We bought a computer for the school secretary (the only computer in the school) and it set us back R9 000. That's a major part of my annual budget. I have nothing left, I can't even pay our R400 phone bill," Bongso said.

Minister of Finance Mr Trevor Manuel told Education Minister Dr Sibusiso Bengu and the nine educa-

tion MECs at a meeting in late July that teachers' salaries made up 40% of the civil service wage bill.

If spending in education continued at the present rate, the department would end the financial year R2.2 bn in the red. That was Mameel's

"conservative" estimate.

The total education budget is R40.2 billion, which is 21% of the national budget.

In a letter to Sadu on the eve of the strike, Bengu said the state's offer met union demands and he could not understand the need to strike.

"We have set aside sufficient funds to give teachers an average increase of over 9%, which we understand is your demand. We

*'We are giving these children nothing to hope for, no tools to make a better life for themselves. As their teachers, we have to make sacrifices for them...'*

have structured the offer to include a general salary adjustment of 7.5% for all teachers, plus an additional amount to be used for performance-based salary progression.

"Depending upon how this is implemented, teachers who are performing satisfactorily could receive more than the 9% you are demanding."

"This makes us seriously question the motives for your strike action," said Bengu.

Sadu wants the 9% increase to be offered across the board.

Bengu said the strike undermined the national effort to re-establish the culture of teaching in South Africa's schools and that the strike would be judged by its effects.

CT 7/8/97

(32)



"While this action is directed at the state, the consequences are felt by others. The public will be the ultimate judges in this regard, as they are the clients of the education system, and provide the revenue for its operation," said Bengu.

"I am therefore making the contents of this letter available to the media so that the public may be informed on the matter."

At Chumisa, Bongso wants more money so that he can improve the playing fields.

"We are giving these children nothing to hope for, no tools to make a better life for themselves. As their teachers, we have to make sacrifices for them and for our country. We have to be patient."

Yesterday, many teachers around the country shared Bongso's point of view and did not go out on strike with Sadu.

The "culture of learning and teaching," they said, must come first. At Zimisa Higher Primary School in Lange, a passing teacher said: "There is no strike here, only

learning." But across the road, Isilema Comprehensive School was deserted.

Western Cape Education Department spokesman Mr Eugene Southgate said an estimated 23% of teachers in the province did not turn up at school.

The worst-hit areas were Khayelitsha, Mitchells Plain and Kuils River, where some schools had 100% teacher absenteeism.

In Pretoria, about 10 000 protesting teachers from Gauteng, Mpumalanga, Northern Province and North West, marched on the Union Buildings to show solidarity.

In the Western Cape, Sadu spokesman Mr Don Pasquale said about 2 000 teachers marched to Parliament to hand over a list of their demands to officials from the national education department.

Teacher Gary Mackenzie from Peak View Junior Secondary said teachers were desperate for some indication from the government that they were appreciated.

© See leader, Page 8

# Teachers warn of all-out strike

ARG 7/8/97 (321)

The South African Democratic Teachers' Union today threatened to ballot its 160 000 members for an indefinite strike unless the government approved a 9% salary increase for teachers.

Sadtu Western Cape regional secretary Don Pasquallie said the 7,5% offered was lower than the inflation rate, and a 9% increase was non-negotiable.

Meanwhile in Claremont thousands of Sadtu members, some carrying banners, marched around Grove Primary School, which had successfully fought redeploy-

ment in court. The marchers backed redeployment and opposed retrenchments.

Grove, with a mandate from 80 other schools, won its High Court application in June for the Government's teacher redeployment programme to be set aside.

Sadtu has accused Grove and the other 80 schools of racism. It says they are protecting teaching posts for whites, and many black teachers will be retrenched if the redeployment plan is not followed.

Western Cape Sadtu chairman Mzwandile Hewu addressed protesting teachers at the school gates, where they were met by

Helen Maree, head of the governing body.

Mr Hewu said more than 50% of pupils at Grove were not white, and Grove wanted the black children to maintain the status quo, but did not want black teachers.

This was denied by Ms Maree, who invited Mr Hewu into the school for talks. He declined.

President Mandela said today he appreciated teachers' concerns for salaries and conditions, but he did not believe in action that disrupted schooling. - Sapa

See picture, page 3

# Teachers on two-day strike over wages

Reneé Grawitzky

THOUSANDS of teachers took to the streets yesterday, causing disruptions to schools countrywide, while government was considering whether additional funds were available for further increases for all public service workers.

The education department was unable to assess the impact of the start of a two-day strike by SA Democratic Teachers' Union (Sadtu) members in support of a 9% increase, a minimum wage of R1 750 and other issues regarding education and class sizes.

Sadtu rejected claims that the strike would affect the culture of learning and said it was also government's responsibility to ensure such a culture. Sapa reports Sadtu said teachers had given pupils tasks to do to ensure they could continue working.

Sadtu and other public service unions said the state was not honouring a provision of a three-year agreement to use funds gained from right-sizing the public service. They said the state could allocate R1bn from pension fund contributions towards wages. The surplus from the pension fund did constitute savings, the unions argued.

A few thousand teachers and SA Students' Congress members from various provinces marched to the Union Buildings in Pretoria, where a memorandum was presented to Education Minister Sibusiso Bengu's special adviser, Thami Mseleku.

African National Congress MP and former Sadtu leader Shepherd Mdlalana told striking teachers that if Bengu said he had offered 9%, "he will have to give you 9%". He was referring to statements by Bengu that teachers

had been offered increases of more than 9% and did not understand why they had gone on strike.

The offer provided for a minimum increase of 7.5% and 2% for rank promotions which were not automatic.

Teachers at the march said the 2% depended on performance assessments which did not exist for teachers.

The National Education, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union also began a 48-hour strike yesterday.

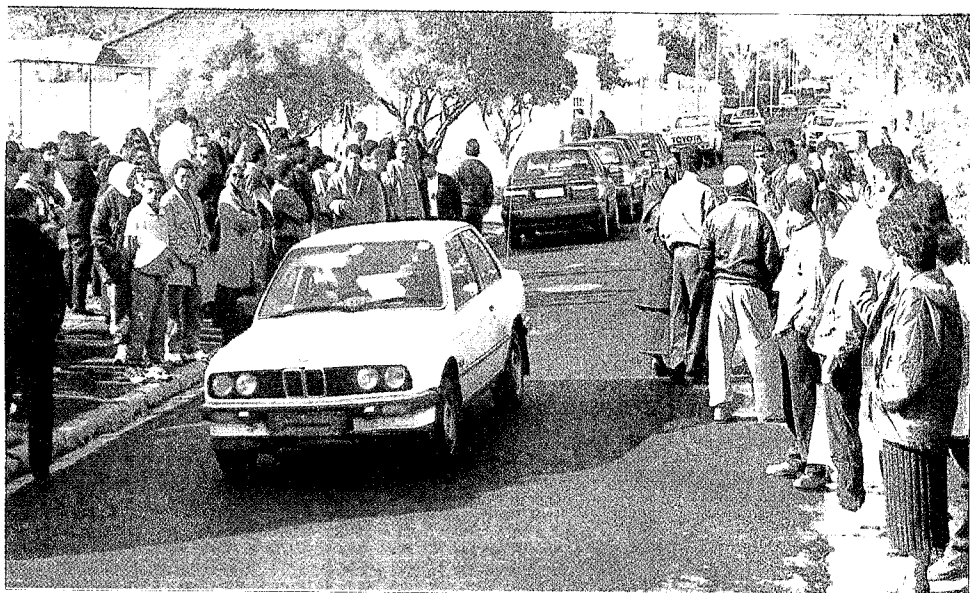
A ministerial committee met to assess whether additional funds were available for increases. The task team established to look at whether government had correctly calculated the savings from downsizing meets tomorrow.

(321)

BD 2/8/97

Picture: Page 2  
See Page 11





In protest: Sadtu teachers picket today outside Grove Primary School in Claremont, which is at odds with the school over the redeployment policy

HANNES THART

# Marching teachers to lose pay

SABATA NGCAI

EDUCATION REPORTER

**The Western Cape Department of Education will dock the pay of teachers who left school premises yesterday to join a march.**

This was confirmed by the department's labour relations officer, Eugene Southgate, after the South African Democratic Teachers' Union held a protest march to Parliament yesterday.

About 3 000 teachers took part in the march, organised by the union on the first day of a two-day nationwide strike for a nine percent wage increase.

Mr Southgate said teachers who were

absent from school or who left school premises during working hours without permission would be severely dealt with.

"We have sent letters to various area offices requesting them to keep a register of teachers who did not report for duty or left during school hours," he said.

"They are employed to teach for the duration of the school hours. To leave the school premises they need departmental permission." He said teachers who were found guilty would have their salaries docked within the next two months.

The union called on principals and area managers who were union members not to enforce the department's request.

A principal on the Cape Flats who con-

firmed receiving the department's letter said she would not comply with the request because it was designed to "sow the seeds of division and confusion in schools".

"I won't do it because the department has information on its computers showing who Sadtu members are," she said, speaking on condition of anonymity.

"As principals, we are being used as spies by the department and this is bound to result in tension and conflict.

"We are being marginalised and used to break down the union.

"Because of this, some of us could end up reaching a stage where we would not want to do anything that affects our salaries."



President Nelson Mandela (above) yesterday slammed the South African Democratic Teachers Union's strike action. Right: Members of Sadtu marching in the streets of Johannesburg yesterday.

PICS: MBUZENI ZULU



# Mandela (321) ~~(321)~~ condemns *Sowetan 8/8/97* Sadtu strike

By Pule Molebeledi and Sapa

**P**RESIDENT Nelson Mandela said yesterday that while he appreciated teachers' concerns about their salaries and working conditions, he did not believe in action that disrupted schooling.

Mandela was commenting on the strike by South African Democratic Teachers Union (Sadtu) members which began on Wednesday. The teachers are demanding a salary increase of up to 15 percent.

"I would have expected them to appreciate the problems of the Government.

"We have been in government for three years and have been working on improving the education system," Mandela said.

He told journalists after a two-hour meeting with the Federation of Unions of South Africa (Fedusa) in Northcliff, Johannesburg: "We have set aside over R300 million to upgrade education and we have even offered them increments.

"But it's just unfortunate that a section of teachers believe they can just press for demands without appreciating what the Government is doing.

Meanwhile, Sadtu president Mr Willy Madisha said he was confident of a breakthrough in the negotiations with the Government.

He said there were indications that the employer was willing to meet the

union's minimum demands.

Madisha's comments followed a meeting between Sadtu, the National Education and Health Workers Union (Nehawu) and the Government at the central bargaining chamber yesterday.

Sadtu is demanding a minimum R1 750 for public sector workers and a nine percent increase.

The Government has offered 7.5 percent and a two percent merit increase.

The union has also rejected down-sizing in the public sector and demanded a wage freeze for all directors.

"On the basis of the proposals we have, we will be meeting members of the national executive committee tomorrow (Friday) to discuss the new developments," Madisha said.

On Wednesday, thousands of Sadtu and SA Students Congress members marched to the Union Buildings in Pretoria where they declared a 48-hour strike if their demands were not met.

In addition, to the wage demands, Sadtu has said it would like to be involved in the drawing up of education budgets in future.

There were marches in other provinces for the same demands, including the transformation of classrooms and the convening of a special *lekgotla* on public sector funding.

The union has threatened a full-scale strike and a total collapse of the civil service if the Government does

not meet its demands.

The new developments mean that the threat by Congress of South African Trade Unions (Cosatu) affiliates to disrupt the civil service have dissipated as the unions and Government seem to have found each other.

Mandela said he had visited different labour movements to share ideas and acquaint himself with their policies. He was proud that South Africa had a federation such as Fedusa, as it played a pivotal role in building the country's economy.

Fedusa president Ms Mary Maletle said Mandela was open and frank about Fedusa's "positive" policies.

● The National Party yesterday called on Sadtu to demonstrate its commitment to the culture of teaching and learning.

NP spokeswoman on education in the Gauteng Legislature Mr Juli Kilian said the Sadtu strike had nothing to do with education.

"Sadtu's strike is called in sympathy of Cosatu's demand for a 40-hour working week and six months' maternity leave for mothers and fathers. Again, children's education is being held to ransom by the movement which ran havoc in the township schools during the years of the 'struggle'.

Kilian said the time had come for Sadtu "to visibly display their support for the culture of teaching and learning".

# SA NEWS DIGEST (321)

□ LABOUR

## ET (P2R) 8/8/97 **Sadtu threatens indefinite strike if wage demands are not met**

The South African Democratic Teachers' Union (Sadtu) was considering embarking on an indefinite strike unless the state met its wage demands, Edwin Pillay, Sadtu's deputy president, said yesterday.

"We are hoping the government will come up with a positive indication on our demands, failing which we will be forced into the fourth phase of our campaign," Pillay said. He said in such an eventuality, the Sadtu executive would meet on August 14, before balloting its 160 000 members on a nationwide indefinite mass action. The union has rejected the government's wage increase offer of 7.5 percent and is demanding 9 percent, as well as the transformation of the workplace.

Lincoln Mali, the department of education spokesman, said: "Government cannot work on the basis of threats or fear; otherwise it loses its prerogative to govern. We have teachers' grievances at heart, our approach is to deal with the issues in a constructive manner and we hope Sadtu will do the same." — *Frank Nxumato, Johannesburg*

# Teachers to ballot

## for indefinite strike

A TWO-DAY strike by teachers ended yesterday, but the SA Democratic Teachers' Union said it would ballot its 1 60 000 members for an indefinite strike if its pay demands were not met.

The union is demanding a 9% pay rise and the state has offered 7,5% — well below the inflation rate.

The strike by thousands of Sadrin members brought education to a virtual halt yesterday.

However, the provincial departments of health and correctional services, and the South African Police Service, reported little or no disruptions to services as members of the National Education, Health and Allied Workers Union (Nehawu) went out on a 48-hour strike yesterday, joining the striking teachers.

The Police and Prisons Civil Rights Union and the South African Police Union have threatened a national strike on Monday, which could cripple the police's crime-fighting capabilities country-wide.

Popcorn withdrew from wage negotiations more than three months ago and Sadrin vowed not to return to the negotiating table as long as management does not stop negotiating in bad faith.

President Nelson Mandela said after a meeting with the Federation of Unions of SA in Johannesburg yesterday that he appreciated teachers' concern about their salaries and working conditions, but he did not believe in action that disrupted schooling.

"I would have expected them to appreciate the problems of the government," he said. "We have been in government for three years and have been working on improving the education system."

He added: "It's just unfortunate that a section of teachers believe they can just press for demands without appreciating what the government is doing."

Nehawu spokesman Mr Joe Lekola said in Johannesburg yesterday that Gauteng alone had reported a 90% stayaway.

"(The) government (departments) are bluffing if they say the strike had no impact. We had cases where management came to us to ask us to interfere because they had a total collapse of services," Lekola said.

He said the protest action, which was characterised by pickets, sit-ins and demonstrations, had enjoyed massive support from thousands of workers. — Sapa, Own Correspondent

# FACE-TO-FACE ON THE STREET

## Grove Primary still centre of the fray

(3-21) CT 8/8/97

**OUTSIDE** Grove Primary, amid hundreds of toy-toting teachers on strike, the debate raged on over the recent High Court decision against redeployment. **CAROL CAMPBELL** reports.

TWO people, each advocates of a different view on how to solve the education impasse in South Africa, met face-to-face outside Grove Primary School in Claremont yesterday.

The meeting between Mrs Helen Maree, the chairman of Grove's governing body and Mr Mzwandile Hwenu, the head of Sadrin in the Western Cape, was set against a backdrop of several hundred toy-toting teachers on strike for higher wages.

Grove recently won a High Court battle to stop a government plan to force schools to employ excess teachers and, because of this, was targeted for a protest by striking Sadrin members.

The court ruling caused a national upset in education because the government, with the support of Sadrin, had planned to use the redeployment scheme to avoid teacher redundancies. Both Maree and Hwenu agreed they wanted an end to racism in the classroom and the opportunity to give every child an equal opportunity to obtain a good education.

Maree said: "We managed to do some serious talking on the pavement. It's the first time we have really had a chance to discuss our problems because Sadrin has declined our invitations to get together so far."

Hwenu said he told Maree his court action was racist because it was a move to protect white privilege.

"The people at this school want to maintain past privileges. Look at it. When I got here I thought I had arrived at a university," said Hwenu



**STAND-OFF:** Head of the South African Democratic Teachers' Union in the Western Cape Mzwandile Hwenu and chairperson of the Grove Primary School's governing body Helen Maree discuss the education impasse. Striking teachers marched on the Grove in Claremont yesterday.

referring to the Grove school buildings and sports fields.

But Grove, supported by nearly 80 Western Cape schools, maintained the only way to ensure continued quality in education was to allow schools to appoint the best person for the job — a right which was entrenched in the

Schools' Act passed by Parliament last year.

Maree said Sadrin was well aware that the reason the school went to court had nothing to do with racism.

"There are good black teachers and we want to employ them. We have an employment-equity policy," she said.

While the protest was in progress all teachers at Grove led their pupils in a lesson on democracy and what it meant to have the right to peaceful protest.

Hwenu appealed to the striking teachers to return to their classes today. They have been out of the classroom for two days.

"We will hear today if the education department is going to give in to our demands," said Hwenu.

"If not then they leave us no choice but to hold a national strike ballot and, if necessary, possibly go out on a full-blown strike."

PICTURE: GARTH STEAD

# Blow for teachers as colleges cut intake

(321)

ARG 11/8/97

ARGUS CORRESPONDENT

**Durban - Thousands of matriculants hoping to train as teachers will be bitterly disappointed next year.**

Almost half the province's 15 training colleges will not accept any new first year students in 1998, KwaZulu-Natal Minister of Education Vincent Zulu has announced.

Training for primary school teachers has also been dropped completely and the eight colleges which are accepting new intakes will offer high school subjects only.

And the high school subjects on offer have been limited to science, technical and commercial courses.

The colleges have been restricted to a maximum intake of 150 students, except for Indumiso college in Pietermaritzburg which will be allowed 250 new students.

Of the total 1 300 new intakes, 300 places will be set aside for computer subjects, 300 for technical subjects, 200 for technological subjects, and the remaining 500 for other "scarce learning areas" such as biology and accountancy.

Dr Zulu's announcement comes in the wake of major cutbacks in teacher

numbers through the voluntary severance package scheme. The province has said that it has a surplus of teachers and that there would have to be rationalisation.

Education authorities are also trying to boost certain under-supplied subjects, particularly in the sciences.

In a statement Dr Zulu said colleges which had a staff surplus because there had been no new intakes should run training courses in their communities.

Such training would include "in-service teacher training of neighbouring schools" as well as "staff and student development programmes" and research in education.

Rector of Durban's Edgewood College, Gordon Nicholls said the cuts had virtually halved the college's student intake - in recent years it had enrolled up to 300 new students.

He said the cuts would also have a financial impact because halving student numbers meant that the college's income would be halved.

There had also been concern that no primary teachers would be trained. "Our feeling is that there is still a shortage in junior primary. The schools are asking for more primary teachers."

# Madiba takes up teachers' grievances

(321)

Sowetan 13/6/97

## President meets Sadtu and promises to address their issues at national level

**P**RESIDENT Nelson Mandela yesterday undertook to take up teachers' salary grievances, saying their conditions of service left much to be desired.

After meeting a South African Democratic Teachers Union (Sadtu) delegation in Pretoria, Mandela said teachers faced some formidable problems.

"I indicated to them that we appreciate that they have reasonable grievances and that they are perfectly entitled to drawing the public's attention to these grievances.

"Our problem from the point of view of Government is that we do not have the resources to provide funds in order to improve the conditions under which teachers have to do their work," he said.

Mandela said he would discuss the matter with Deputy President Thabo Mbeki and the ministers of education, finance, public service and administration and labour.

"I hope we will be able to reach a solution acceptable to both parties."

Sadtu president Mr Willie Madisha told journalists the union, which claims a membership of over 160 000, hoped the matter would be resolved soon.

Sadtu recently rejected the Government's

offer of a 7,5 percent pay rise to all public servants and demanded nine percent.

Asked about a threatened indefinite strike unless this was granted, Madisha said the Sadtu delegation would report back to the union's national executive committee this week.

"The NEC will take a responsible decision in so far as further action is concerned. We will give the President a chance to do his best."

Sadtu deputy president Mr Edwin Pillay stressed the matter had been referred for conciliation and mediation, which should take 21 days. "We will allow this period to expire before considering embarking on the next phase of our campaign."

Mandela said by "meeting and talking" attempts were being made to avoid mass action as far as possible.

Asked about last week's two-day strike, Mandela said people were entitled to use any legal means to draw attention to their grievances, including pickets, boycotts and strikes.

Mandela said he had reminded the delegation it could take up to five years to improve the living conditions of South Africans.

The first step in addressing the matter was to establish how reasonable teachers' demands were, he said. — Sapa.

# Mandela's intervention could help settle teachers' long pay dispute

## EDUCATION REPORTER

An agreement in the protracted labour dispute between the Education Department and the South African Democratic Teachers Union (Sadtu) seems imminent after President Nelson Mandela agreed yesterday to step in.

Sadtu president Willie

Madisha said that Mandela had committed himself to speaking to the ministers of finance and education to try to "rectify the dispute".

"Mandela has agreed to step in and try his best to remedy the situation," Madisha said.

He added that indications from the Education Department were that the dispute

would be settled shortly.

"Together with the president's positive input, we believe we can settle," he said.

Madisha said that Mandela had called the meeting with the country's biggest teacher trade union at his home in Houghton so that he could be briefed on the details of Sadtu's grievances following last week's

three-day national strike.

The strike formed part of three days of protest by Cosatu-aligned public service trade unions that included National Education, Health and Allied Workers Union and the Police and Prisons Civil Rights Union.

The unions are demanding salary increases of around 9%, while the Government is offer-

ing no more than 7.5%.

Director of human resources in the Department of Education, Duncan Hindle, said that while no final agreement had been signed, the parties in dispute were "coming a lot closer".

He said the two had been in mediation yesterday and would continue today.

(321)

Star 13/8/97

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# Teachers call off <sup>22</sup>(321) mass action for talks

CT 13/8/97

## OWN CORRESPONDENT

PRETORIA: The SA Democratic Teachers Union (Sadtu) has suspended its mass-action programme to give mediation and President Nelson Mandela a chance to find a solution to its pay dispute.

"We are going to give the president a chance to do his best," Sadtu president Mr Willy Madisha said after his meeting yesterday with Mandela at Mahlamba Ndlopfu. "Discussion and mediation are taking place and we want to believe something positive will be coming out of this."

Sadtu deputy president Mr Edwin Pillay said the mediation would last 21 days before the union reconsidered.

"I think we as a union will in good faith allow the period to extend itself right to the end before we decide to embark on the next phase of our campaign. But I'm certain that by that stage we would have been able to arrive at a resolution to the conflict," said Pillay.

Mandela said he was sympathetic to the teachers' demands for better working conditions, but had explained the constraints on the government to the union.

"We appreciate that they have reasonable grievances and they are perfectly entitled to draw public attention to those grievances. The main problem from the point of view of the government is that we do not have the resources to provide funds in order to improve the conditions under which the teachers do work of critical importance to the nation," said Mandela.

"The teachers have genuine problems, but I did remind Mr Madisha that in the run-up to the election there was one point I kept hammering right around the country at almost every meeting: that improving the living conditions of our people is a process that might take even as long as five years," Mandela added.

He said the teachers were entitled to use demonstrations, mass action and strikes to draw attention to their plight, but discussions were the best means of finding a solution.

"There is no reason why any particular lobby should not use those methods, but by meeting and discussing we eliminate, as much as possible, mass action which may give a negative impression of the country," said Mandela.

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# Consumers arrange to pay off Eskom accounts

Robyn Chalmers

MORE than 93 000 residential consumers have signed agreements with Eskom to begin repaying their overdue electricity accounts, Eskom customer service senior GM Thulani Gcabashe said yesterday.

However, Eskom could begin implementing major cut-offs in the coming months if residential and bulk users did not take advantage of repayment programmes on offer, which end on August 30.

Gcabashe said the pledge by individual consumers represented a total payment of R61m out of the residential outstanding debt of R140m.

Consumers would be allowed to repay their debt over a period of 60 months.

Eskom forged a repayment programme last year for bulk debtors, or municipalities and large business users, and for residential consumers who paid their accounts directly to the

parastatal — as opposed to paying municipalities.

It was agreed that all debt outstanding at June 30 1995 would be written off, as long as any debt accumulated after that date was settled.

If payments were missed, customers would be liable for the entire debt.

The programme was started in November last year with a cut-off date of June this year.

"There was a huge rush by consumers towards the end of June, and we agreed to extend the cut-off date to August 30. We expect to see more consumers agreeing to repay their outstanding debt during the course of this month," he said.

Eskom believed the programme would play a role in the Masakhane programme as it would allow consumers to begin repaying their electricity accounts. This would bring greater stability and signal a return to normality after the services boycotts.

Gcabashe said the majority of the 30-odd municipalities which had signed up with Eskom's programme were making regular payments on their electricity debts, but some had expressed problems.

"Our attitude is that if municipalities come to us with their problems, we will make every effort to accommodate them," Gcabashe said. "Our aim is not to cut people off but we will do so as a last resort."

The total debt owed to Eskom as a result of nonpayment amounted to R1,6bn and was split between large power users, including municipalities, and smaller residential and business users.

Eskom's bad debt trend was moving downwards, however, and this looked set to continue.

In previous years, Eskom had provided an average of R450m a year for bad debts.

However, this had been brought down to about R150m over the past year.

## Number of teachers static

Kevin O'Grady  
BD 13/8/97

THE number of state teaching posts had remained static during the process of rationalisation, despite claims that they had increased, an education department official said yesterday.

Responding to claims by a senior educationalist that the number of teachers had increased from 360 000 to 389 000, a factor which hampered government's ability to fund salary increases, department negotiator Duncan Hindle said this was not so.

He said the number of posts had "remained static" at 360 000, but the state was paying 10% to 20% more teachers than that figure at any given time because of the number of substitute teachers employed to stand in for teachers on study leave and other forms of absence.

"A distinction needs to be made between posts and people. We're paying about 380 000 teachers — it could be a little bit more — but it does not necessarily mean there are that many posts."

Hindle said that it was also untrue that teachers' salary increases were to have been funded from savings achieved through the rationalisation process "as we weren't downsizing".

Sapa reports from Pretoria that President Nelson Mandela yesterday undertook to take up teachers' salary grievances at national level, saying that their conditions of service left much to be desired.

## Health, transport try to put brakes on AIDS

Nomavenda Mathlane

THE transport and health ministries would collaborate to promote an educational campaign, dubbed "Freight Industry, Health and Transport Put Brakes on AIDS", which would be launched soon to deal with HIV transmission and prevention. Transport Minister Mac Maharaj said yesterday.

Delivering the keynote address at an acquired immune deficiency syndrome (AIDS) workshop in Johannesburg, Maharaj said government and the private and public sectors would have to forge an alliance to effectively combat AIDS.

He said this was needed in the transport industry in particular, because it was in a high-risk category and was also an

ideal forum for disseminating preventative and educational AIDS information.

Maharaj said AIDS had initially spread through Africa along main transport routes.

He said truck drivers were in a high-risk category because they led lonely, hard and stressful lives, and were often away from their families and homes for long periods of time.

BD 13/8/97

BD 13/8/97

# Pay offer to teachers gets mixed reply

Star 14/8/97

Sadtu seems happy with **(321)** revised offer but other unions are not impressed

## STAFF REPORTERS

**T**he Government's revised salary package for teachers has been met with mixed reaction by the South African Democratic Teachers Union, the Suid-Afrikaanse Onderwyserunie and the National Professional Teachers' Organisation of South Africa (Naptosa).

In terms of the revised offer, 79% of teachers will receive an increase of 9%, 11% will receive an increase of 8,5% and the remaining 10% will receive 8%.

The increases will be backdated to July 1.

Sadtu negotiator Paddy Padayachee said the new offer was the result of teacher action last week and was a major improvement on the Education Department's previous offer.

He hinted that the revised offer appeared to meet Sadtu's demands, but the leadership of the country's biggest teacher union would meet today to discuss it.

This could bring to a halt the union's plan to continue protest action.

Last week's Sadtu strike formed part of three days of protest by Cosatu-aligned public-service trade unions - including the National Education, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union - to bring the public

service to its knees.

The unions have been demanding salary increases of around 9%, while the Government was offering no more than 7,5%.

Naptosa president Leepile Taunyane said late yesterday that the state's new offer was, in effect, about R200-million less than the original proposal, and did not take teachers one step forward in the successful phasing in of a realistic salary-grading system.

He said Naptosa was dismayed that the state

## Most set to get what they sought

could have adjusted salaries on the basis of its negotiations with one union, Sadtu, while mediation with other unions was still in progress.

"Unilateral action of this kind is totally unacceptable," he said.

The Suid-Afrikaanse Onderwyserunie said it was disappointed with the revised offer. "The union sees this offer, which has obviously already been agreed to between the state and Sadtu, as a serious breach of trust and violation of generally accepted bona-fide bargaining procedures."

The state's reaction had been elicited by "shouting and dancing" instead of well-thought-out submissions, it said.

# Unions slam Sadtu, state over new pay deal

CT 14/8/97 (321)

**JOHANNESBURG:** The Education Department has increased its pay offer to most teachers (79%) to nine percent.

The rest are being offered slightly less (11% of staff are to get 8,5%, and the remainder 8%). The increases are to be backdated to July 1.

SA Democratic Teachers Union

(Sadtu) negotiator Mr Paddy Padayachee said mass action had secured the new offer, which their members were likely to endorse.

Last week's Sadtu strike was part of three days of protest by Cosatu-aligned public service unions in demand of nine percent, as against the government's offer of 7,5%.

The National Professional

Teachers Organisation of SA was dismayed the state could adjust salaries after negotiations with only one union, Sadtu, while mediation with others was still in progress.

Its president, Mr Leepile Taunyane, said: "Unilateral action of this kind is totally unacceptable."

The Suid Afrikaanse Onder-

wysersunie said: "(We) see this offer — obviously already agreed to between the state and Sadtu — as a serious breach of trust and a violation of generally accepted bona fide bargaining procedures.

The state's reaction had been elicited by "shouting and dancing" instead of reasoned submissions, it said. — Own Correspondent

# Mixed reaction to teachers' pay deal

ARG 14/8/97  
ARGUS CORRESPONDENT

The Government's revised salary package for teachers has been met with mixed reaction by the SA Democratic Teachers Union (Sadtu), the SA Onderwyserunie (Saou) and the National Professional Teachers Organisation of South Africa (Naptosa).

In terms of the revised offer, 79% of teachers will get an increase of 9%, 11% will get an increase of 8,5% and the remaining 10% of teachers will get 8%.

The increases will be backdated to July 1.

Sadtu's negotiator Paddy Padayachee said that the new offer was the result of teacher action last week and was a "a major improvement" on the

education department's previous offer.

He hinted that the revised offer appeared to meet Sadtu's demands, but the leadership of the country's biggest teacher union would meet today to discuss the offer. This could bring to a halt the union's plan to continue industrial action.

Naptosa president Leepile Taunyane said late yesterday that the state's new offer was, in effect, about R200-million less than the original proposal, and did not take teachers one step forward in the successful phasing in of a viable and realistic salary grading system.

The Suid Afrikaanse Onderwyserunie said it was disappointed with the revised offer, calling it a "breach of trust".

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## Teachers 'accept wage offer in principle'

Reneé Grawitzky

801418/97  
(321)  
THE SA Democratic Teachers' Union had accepted in principle government's final offer of increases for teachers ranging from 8% to 11%, the education department said yesterday.

The union will announce a final decision tomorrow.

The department said the union had accepted the final offer which would ensure that 79% of teachers would receive a 9% increase, 11% an 8,5% increase and the remainder 8%. Those on

the lowest pay level would get 11%.

However, a government source said there were no indications that the deal would cost more as the wage offer for the whole public service, not only for teachers, had been restructured to facilitate this offer.

The union said the final offer could cost more but it was unclear how much.

A settlement in the education labour relations council paves the way for the reopening of negotiations in the public service central bargaining chamber and the police chamber.

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# Schools tackle new problem

## Under-qualified teachers filling matric vacancies

LENDRE OLIVER  
SWAN REPORTER

Teachers in the Western Cape are apparently being redeployed to teach subjects for which they are not qualified.

As part of a massive rationalisation process in the province, teachers are being redeployed from schools deemed to have too many staffers to schools with too few.

At Fairbairn College in Goodwood, a Standard 4 teacher, qualified to teach history and physical education, was recommended to teach higher grade geography to high school pupils.

Another teacher with no chemistry qualifications was recommended to teach physical science, while a third primary school teacher was recommended to teach higher grade mathematics to high school pupils.

In a newsletter to parents, Fairbairn College principal R K Weatherdon spoke of "the

problems which our college is experiencing with the redeployment policy". He said that because a lot of high school teachers took severance packages, most of those on the redeployment list were primary school teachers.

Mr Weatherdon said the posts the department had wanted to fill with under-qualified teachers had been temporarily filled by competent, qualified teachers who would like to continue to teach at Fairbairn.

He said the school had returned the applications of the unqualified teachers to the Western Cape Education Department.

Referring to the successful court bid by 80 schools to prevent the Education Department from dictating which teachers the schools should appoint, Mr Weatherdon said: "The only motive of our college in joining the court action is to protect the interests of our pupils who cannot possibly be prepared for the Senior Certificate examination by primary school teachers who, in some cases, are not

even qualified to teach the subject at primary school level."

Helen Maree, chairwoman of the Grove Primary governing body, said this redeployment of under-qualified teachers happened regularly.

"Grove Primary has had to deal with unsuitably qualified teachers who are recommended for our vacancies," Ms Maree said.

"We took a principled stand that, as a mechanism, the redeployment system was not good."

"The majority of children in South Africa are going to be taught in the public schools system and we as governing bodies should look after their educational interests."

"We have to make sure all children receive an outstanding education and every teacher should be able to do their job properly."

"The school's lawyer, John McRobert, said this sort of situation was "enough to be wor-

rying". "In one case, a teacher only had a Standard 8 certificate and was still studying for her matric," Mr McRobert said.

South African Democratic Teachers' Union spokesman Basil Snayver said the department had not been circumspect in the way in which it had redistributed teachers.

"They have not allocated teachers in a correct manner and we have asked the department to look into the matter," Mr Snayver said.

"The redeployment process is not being managed properly and Sadu holds the view that anyone who is on the redeployment list should meet the minimum requirements needed for the job."

Mr Snayver said if schools did not deem a teacher suitable for a post they had the right to object, provided they had motivations.

The Western Cape Education Department declined to comment, saying it would approach Fairbairn College directly.

## Salary rise proposal rejected

BD 1518197 (321)  
THE Association of Professional Teachers said yesterday it rejected the proposal on salary increases for educators arising from mediation between government and the Educational Labour Relations Council.

The association said in terms of the proposal, monies originally made available to educators by the government would be reduced.

"The amount which could be lost is of the order of R200m," the association said.

Government and the Educational Labour Relations Council agreed on Wednesday that 79% of teachers would receive an increase of 9%, 11% would receive 8.5%, and the remaining 10% would receive an 8% increase. All the increments would be back-dated to July 1.

"No teacher will receive a notch increment (salary progression) in the coming financial year according to this proposal," the association said.

It said it would continue with mediation, through the National Association of Professional Teachers, over its dispute with government concerning salary issues.

The SA Democratic Teachers' Union said on Wednesday it accepted the salary proposal. — Sapa.

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# Teachers' union warms to pay offer

(321) ARG 16/8/97

Johannesburg - The SA Democratic Teachers' Union has welcomed a 9% salary increase offered to its members by the government, noting that it would benefit almost 80% of teachers.

Sadtu deputy president Edwin Pillay said the government's new offer, up from 7,5%, represented a victory for the union. He said the deal would improve the quality of public education because it focuses on teacher development.

The government and the Education Labour Relations Council earlier agreed that 79% of teachers would have an increase of 9%; 11% would have a rise of 8,5%; and the remaining 10% an 8% hike.

All would be back-dated to July 1.

The government has set aside about R500 million for the wage increase and merit promotions for teachers.

The Association of Professional Teachers, which is not a Cosatu affiliate, has rejected the agreement between Sadtu and the government. - Sapa

# Union accepts increase for teachers across the board

Reneé Grawitzky

BD 18/8/97

(321)

THE SA Democratic Teachers' Union (Sadtu), representing more than 100 000 teachers, accepted government's restructured wage deal on Friday which provides for an across-the-board increase ranging from 8% to 11%.

The parties agreed to a package deal during the lengthy mediation process under Independent Mediation Services of SA (IMSSA) mediator Brian Currin. The deal was expected to cost government almost the same amount as was originally allocated.

A government source said the original amount allocated to teachers of R1,9bn plus R500m for rank promotions was pooled to provide for higher across the board increases. The agreement ensured that 79% of teachers would receive a 9% increase as opposed to the 7,5% minimum offered by government originally.

However, it remained unclear whether a restructured package for other public service workers would be more expensive.

National Education Health and

Allied Workers' Union (Nehawu) general secretary Neal Thobajane said the union did not have the final costing. Every 0,5% increase could cost R400m.

The teacher's agreement ensured workers on the lowest job grade would receive an 11% increase which raised the new minimum wage to R19 000 a year. Teachers who improved their qualifications would get an additional increase. This had been one of the final stumbling blocks to an agreement being reached.

The agreement removes all forms of allowances and performance based increases. The parties agreed to pursue performance based increases next year.

Sadtu said the parties agreed to implement a service award system by next year, failing which the union would secure automatic increments for teachers.

The other public service unions including Nehawu welcomed government's revised offer and said it would significantly improve chances of finding a settlement in the public service central bargaining chamber and police chamber.

**NATIONAL NEWS**

# Teacher unions reject 'poor' pay deal

TWO teacher unions said yesterday that a pay rise agreement between the State and a third major union, the South African Democratic Teachers' Union, was a poor deal.

The National Professional Teachers' Organisation of SA (Naptosa) and the Suid-Afrikaanse Onderwysersunie (SAOU) earlier in the day refused to sign the agreement at an Education Labour Relations Council (ELRC) meeting in Pretoria. This would, however, not exclude

their members from receiving the new package since Sadu has a majority in the ELRC.

Naptosa and the SAOU in separate statements said the new deal was being forced on teachers by the State and Sadu.

In terms of the agreement, 79 percent of teachers would receive a nine percent increase, 11 percent would receive an 8,5 percent increase and the remaining 10 percent would get an eight percent pay rise.

"Most teachers will, in comparison with the increases received by their counterparts in the public service, receive R30 per month more," SAOU president Mr Hennie Smit said.

"For this ridiculous benefit the following sacrifices are made: no merit awards for the following four years, no salary progression for an undetermined period and loss of special and acting allowances."

Naptosa said in terms of the agreement, teachers stood to lose between

R3 000 and R9 000 a year.

"Naptosa finds it incomprehensible that a deal could be concluded which forces on teachers an inferior salary package compared to that of employees in the public service sector."

Naptosa president Mr Leepile Tlampane said "This is a betrayal of the interests of teachers."

Naptosa will meet Education Minister Sibasoiso Bengu next week to discuss the matter.

The SAOU said that although R500 million was made available for pay rises, only R300 million was used.

"The resolution formulated by the State and Sadu implies that R200 million that was approved for salary increases has now been sacrificed," Smit said.

"The SAOU rejects the resolution and wonders how those unions who signed the resolution will answer to their members. The question arises whether there were one-sided trade-offs." - Sapu.

# Teachers' unions vow to fight salary agreement

STAFF REPORTER

Although the majority SA Democratic Teachers' Union (Sadtu) has accepted the pay rises offered to teachers yesterday, other unions in the profession will continue their dispute with the Government.

The agreement gives 79% of teachers increases of 9%, 11% increases of 8.5% and 10% increases of 8%, all from January 1. Merit awards and special allowances for teachers in acting posts or in acting principal posts will be scrapped.

The National Professional Teachers' Organisation of SA (Naptosa) and the Suid-Afrikaanse Onderwysersunie (SAOU) refused to sign the agreement at an Education Labour Relations Council meeting in Pretoria. However, all teachers will qualify for the rises as Sadtu has the majority in the council.

Officials from both unions said today they questioned the savings achieved by the right-sizing process. "We believe the process delivered more than the declared R320-million, and

that more funds are available for the salary deal," said Naptosa chief negotiator Henry Hendricks.

Naptosa would meet Education Minister Sibusiso Bengu next week and would inform teachers and the public why the final agreement was inferior to the blanket 9% increase originally demanded by all the unions, said Hendricks. Teachers stood to lose between R3 000 and R9 000 a year.

SAOU president Hennie Smit said of the increases: "For this ridiculous benefit ... the fol-

lowing sacrifices are made: no merit awards for the following four years, no salary progression for an undetermined period and loss of special and acting allowances."

A total R500-million had been made available for pay rises, but only R300-million was used, he said.

Sadtu chief negotiator Paddy Padayachee said the agreement was an incentive to lower qualified teachers to study further. The benefits would be seen in a year when they completed their studies.

Star 22/8/97 (321)

collaboration with officials in the Department of Home Affairs and the South African Police Service; if not, what is the position in this regard; if so, what are the relevant details?

N2044E

**THE MINISTER FOR SAFETY AND SECURITY:**

Yes, information cannot be disclosed due to the sensitive nature of current investigations.

#### **Crisis in public prosecutor's offices**

**\*8. Mr D H M GIBSON** asked the Minister of Justice:

(1) What was his or his Department's response to the statement contained in the 1996 report of the Attorney-General of Gauteng, to the effect that hardly any action had been taken by the State to alleviate the crisis in public prosecutors' offices as a result of low levels of experience and the freezing of posts, as highlighted in the said Attorney-General's report for the previous year?

(2) Whether he or his Department has taken or intends taking any steps in this regard; if not, why not; if so, what steps? N2045E

**THE MINISTER OF JUSTICE:**

(1) The staff turnover in the State Prosecutor's Division has a negative impact on the experience levels of prosecutors. The concern raised by the Attorney-General in his 1996 report is shared. The low levels of experience is addressed on a continuous basis.

(2) The Department embarked on the implementation of various steps to address the problem, eg:

(a) Vacancies of Public Prosecutor is advertised within the Department with a view to the even redistribution of experience, knowledge and skills of prosecutors.

(b) Attempts are made at every instance to address problems at specific offices in liaison with the Attorneys-General.

(c) To make an impact on the principle of fast tracking the Department appointed 100

trainee prosecutors additional to the establishment. They have been allocated to experienced, tutors and are receiving intensive training. Their appointments after the training programme will have a positive impact on the low levels of experience.

(d) Various formal training courses are presented at Justice College. The number of prosecutors who can be catered for is however limited.

**Position on ability of schools to employ staff at their own expense** (331)

**\*9. Mr M J ELLIS** asked the Minister of Education:

Whether, with reference to his reply to Question No 3 on 23 April 1997, he has finalised his position on the ability of schools to continue to employ additional staff at their own expense at the end of 1997; if not, (a) why not and (b) what has caused the delay; if so, what is this position? N2047E

**THE MINISTER OF EDUCATION:**

Yes, I have finalised my position, which is contained in Section 6 of the School Laws Amendment Bill tabled recently. This amends Section 20 of the South African Schools Act, and if passed will allow the governing body of public schools to establish additional posts for educators and non-educators.

#### **Establishment of special courts**

**\*10. Mr M A MZIZI** asked the Minister of Justice:

Whether he will consider the establishment of special Courts, presided over by local individuals of good standing selected by members of the community, to deal with petty crimes, so as to expedite criminal justice proceedings; if not, why not; if so, what are the relevant details? N2048E

**THE MINISTER OF JUSTICE:**

The Department has a strategic plan for the transformation and rationalization of the administration of Justice known as *Justice Vision 2000*.

In terms of this strategic plan, the Department is planning to establish support and use Community

based dispute resolution services and integrate them into Community Court Systems, including traditional Courts, Small Claims Courts and Community Legal Centres.

This will include developing a national framework for community-based Alternative Dispute Resolution (ADR). Mechanisms to maintain national standards and facilitate relationships between the Department of Justice, NGOs and other organisations involved in Alternative Dispute Resolution.

This national framework will ensure an effective and sustainable role for Community-based Alternative Dispute Resolution institutions in the justice system. A pilot project on petty crimes will be designed and implemented, possibly with the involvement of justices of the Peace and Local Government Structures. The Department is developing business plans in this regard, and their implementation will be a priority.

In this way petty cases will be dealt with outside ordinary courts of law, thereby enabling courts to concentrate on more serious offences.

#### **Access of small to medium-sized enterprises to Small Claims Court**

**\*11. Mr M A MZIZI** asked the Minister of Justice:

Whether, in the light of the fact that the Small Claims Court is in terms of current legislation permitted only to hear cases involving individuals, he will consider introducing legislation giving small to medium-sized enterprises access to this court in respect of petty claims; if not, why not; if so, what are the relevant details? N2049E

**THE MINISTER OF JUSTICE:**

The Small Claims Courts were instituted at the recommendation of the 1994 Hertzog Commission of Inquiry into the Structure and Functioning of the Courts. They were and still are intended to serve the interests of men and women. In order to prevent these courts degenerating into debt-collecting forums and defeating their aim and objective, namely to reduce legal costs and to enhance accessibility to the courts, special steps were put in place and are still in place to ensure that they do not become dominated by debt-collecting agencies and businesses, many of which

are juristic persons. Hence the current legal position that only natural persons may institute an action in these courts. Whilst this argument still holds good, it might be expedient to revisit the entire issue by looking at ways of accommodating deserving cases, which are presently excluded from the ambit of the Act. This should, in my opinion, only be done if it can be done without undermining the foundation of the Small Claims Court Act, 1984. I have instructed my Department to look into the matter.

#### **Siting of Truth and Reconciliation Commission in Namibia**

**\*12. Mr J W MAREE** asked the Minister of Justice:

(1) Whether the Government of the Truth and Reconciliation Commission has put a request to the government of Namibia to obtain permission to hold sittings of this commission in Namibia; if so,

(2) whether the Government or the Commission has received a reply from the government of Namibia; if so, what was the reply? N2050E

**THE MINISTER OF JUSTICE:**

(1) No.

(2) Falls away.

#### **Informal settlement in close proximity to N2 in Butterworth**

**\*13. Mr G Q M DODIGE** asked the Minister of Transport:

(1) Whether the Regional Engineer's department of the Eastern Cape intends taking any steps in regard to the informal settlement in close proximity to the N2 in Butterworth in the Eastern Cape; if not, what is the position in this regard; if so, what steps;

(2) whether any planning has been done to ensure that pedestrians in the area are not in danger of being run over by vehicles; if not, (a) why not and (b) when will the matter receive attention; if so, what are the details of such plans;

*Handwritten: Howard*

Education and General Education sectors for providers such as schools, colleges, technikons and universities may require some additional state funding from the Department of Education's budget, especially for the proposed new Council for Higher Education whose Higher Education Quality Committee will be responsible for quality promotion and assurance.

(b) The draft ETOA Regulations allow for the following measures by SAQA to ensure that ETOAs operate effectively and efficiently:

- accreditation process
- moderation within and across ETOAs
- regular accreditation reviews (initially after 2 years and every 3 years thereafter)
- quality systems audits
- the right of members of an ETOA to approach SAQA directly on matters affecting the effectiveness of the ETOAs
- withdrawal of accreditation if an ETOA fails to perform its function satisfactorily.

(c) ETOAs will be able to be accredited once the ETOA Regulations have been approved and laid. This is expected to occur and become early December as indicated in (1) above.

(1) ETOA Regulations should be published within the time frame indicated. SAQA will then be in a position to proceed with accrediting ETOAs, and the quality assurance process, in the transition period, in accordance with Section 15 of the SAQA Act, existing arrangements remain in force until the necessary consultations have occurred, recommendations considered and the necessary legislation amended or repealed.

**Teachers' conditions for severance packages**

988 Mr M J ELLIS asked the Minister of Education

(1) Whether the granting of severance packages to teachers was made subject to

the condition that such teachers would never be re-employed by his Department; if not, what is the position in this regard; if so, what are the relevant details;

(2) whether any teachers who accepted severance packages have been re-employed as teachers at the same schools at which they previously taught or at other schools; if so, in each of the provinces; (a) how many; (b) what was the total amount in severance packages paid out to such teachers; and (c) on what basis were they re-employed? N1660E

**THE MINISTER OF EDUCATION:**

(1) Yes. In the agreement on voluntary severance packages (Resolution 3 of 1996), the employer recorded that "it is its policy that candidates who identify themselves for voluntary termination of service under this provision shall not be re-appointed as an educator unless, under exceptional circumstances... it is found to be in the State's interest to re-appoint such an educator; (and) provided that such appointments are in a temporary capacity for a fixed period not exceeding one year".

It should be noted that the national Department of Education does not employ teachers. The employer in this case is the provincial department of education. The following information has been obtained from the provincial education departments:

(2)(a) To date, 386 educators who accepted severance packages have been re-employed by the State as educators at the same school at which they previously taught, or at other schools, in terms of the above provisions.

(b) The total amount paid out in severance packages to such teachers is R36 563 183.

(c) These educators were all employed on a temporary basis. It is also possible that such educators have been employed by schools governing bodies who are empowered by the South African Schools Act to do so. Information in regard to such teachers is not kept by the State.

**Pre-school/pre-school projects in Eastern Cape**

962 Mr G Q M DODIGE asked the Minister of Education:

(1) (a) How many (i) pre-schools and (ii) pre-school projects were there in the magisterial districts of (aa) Mount Fletcher, (bb) Mafikeng, (cc) Umtsheni, (dd) Mount Afiyik, (ee) Mount Erere and (ff) Tshankulu in Region E, also known as EG Kei Region, in the Eastern Cape, as at the latest specified date for which information is available; (b) what is the name of each of these schools; (c) what is the pupil/teacher ratio at each pre-school and each pre-school project concerned; and (d) what are the (i) salary scales and (ii) qualifications of all pre-school teachers and assistants at such schools in the said region;

(2) whether, with reference to certain information which has been furnished to his Department for the purpose of his reply, all such teachers and assistants were remunerated on an equitable basis during the period 1 April 1996 to 31 May 1997; if not, (a) why not, (b) to what extent were there inconsistencies as regards their remuneration during this period and (c) at what intervals were such teachers and assistants remunerated during the above period; if so, what are the relevant details;

(3) whether any pre-schools and/or pre-school projects in the said region are being funded or run by other institutions; if so, (a) to what extent is his Department involved in this regard and (b) what is the cost to his Department of being so involved;

(4) whether his Department has ascertained or intends ascertaining to what extent the communities in the region are involved in providing for pupils and staff and the provision of facilities at these schools; if not, what is the position in this regard; if so, what are the relevant details? N1664E

**THE MINISTER OF EDUCATION:**

The information required is not available in the Department of Education and the question was forwarded to the Eastern Cape Department of Education and Culture for a reply. To date no reply has been received.

**Ministry's expenditure on public transport**

1103 Mr G C OOSTHUIZEN asked the Minister of Correctional Services:

(1) (a) What did his Ministry's expenditure in respect of public transport amount to during the period 1 January to 31 July 1997 and (b) (i) for what purpose and (ii) by whom was the expenditure incurred in each case;

(2) whether he will make a statement on the matter? N1890E

**THE MINISTER OF CORRECTIONAL SERVICES:**

(1) (a) R226 876,00

(b) (i) For official purposes  
(ii) By Department of Correctional Services

(2) No.

**Deficit before borrowing/total actual expenditure**  
1153 Mr K M ANDRIW asked the Minister of Finance:

What was the (a) deficit before borrowing, (b) total actual expenditure and (c) deficit before borrowing as a percentage of the gross domestic product, in each of the latest specified five financial years for which the books were closed off and audited and all correcting adjustments were made? N1950E

**THE MINISTER OF FINANCE:**

Table 1 sets out the (a) the deficit before borrowing, (b) total actual expenditure and (c) deficit before borrowing as a percentage of the Gross Domestic Product (GDP) from 1991/92 up to and including 1995/96. The books have been

Intelligence (CCSI), which is chaired by the President and, in his absence, the Deputy President. The CCSI has mandated the Committee of NCPS Ministers to oversee the NCPS. This Committee meets monthly to receive reports and to give political direction. Reports are provided to the CCSI on matters requiring Cabinet decisions.

(b) The review of the first year of the NCPS has now been finalised and approved by the Committee of NCPS Ministers, and will be presented to the CCSI during August 1997.

(c) The success of the NCPS requires very good co-operation and co-ordination between the responsible Ministers. A fair level of co-operation has been achieved and the Annual Review notes areas where this can be further strengthened.

(2) Yes. The South African Police Service has been party to all discussions and is represented in the meetings of Ministers and Directors General by the National Commissioner.

**Apprehension of wanted persons**

\*6. Mr D H M GIBSON asked the Minister for Safety and Security:

- (1) Whether, with reference to his reply to Question No 312 on 24 April 1997, any steps are currently being taken to apprehend the 48 936 persons endorsed as wanted by the Criminal Record Centre in 1996; and
- (2) whether lists of such wanted persons are being published; if not, why not; if so, (a) where and (b) when;

(3) whether he has considered enlisting the aid of the media in publishing the names of these persons to facilitate public assistance in apprehending the wanted persons; if not, why not; if so, what are the relevant details?

THE MINISTER FOR SAFETY AND SECURITY: N1560E

- (1) Yes. Since the implementation of the Sword and Shield project, Tracing Units have been established. The purpose of these units is to trace wanted persons. The Criminal Record

Centre (CRC) receives daily requests for the cancellation of wanted persons who have been apprehended. This is an indication that arrests have been made.

(2) Yes.

(a) The lists are distributed to all provinces for execution.

(b) Every three (3) months.

(3) Yes. The aid of the media in publishing the names of wanted persons is utilized by the investigating officers. The investigation officer requests the media communication officials to assist in having the details of the wanted person or persons published, whether in printed form or through television.

\*7. Mr M J JELLIS - Education. [Question standing over.]

**SAPS: disruption by police trade union**

\*8. Mr A FOURIE asked the Minister for Safety and Security:†

- (1) Whether he or the South African Police Service intends taking any steps in respect of the alleged disruption in the SAPS being caused by a certain police trade union, whose name has been furnished to the SAPS for the purpose of his reply; if not, why not; if so, what steps;
- (2) whether he will make a statement on the matter? N1560E

THE MINISTER FOR SAFETY AND SECURITY:

- (1) Yes, instructions have been issued by senior management of the South African Police Service management to take the appropriate disciplinary steps (in terms of SAPS disciplinary code) against any member causing disruption of service. At present departmental enquiries are underway.
- (2) No.

**Teaching posts created: action taken against provinces** (B21)

\*9. Mr R S SCHOEMAN asked the Minister of Education:†

Whether, with reference to his reply to Question No 72 on 7 May 1997, he or his Department intends taking any steps against

those provinces that failed to furnish information to him or his Department in respect of the number of teaching posts that were created in each province during the period 1 July to 31 December 1996; if not, why not, if so, what steps?

THE MINISTER OF EDUCATION: N1560E

This matter has to do with provincial education budgets, and is fully within the competence of a provincial education authority. All questions on such matters should therefore be directed to the relevant representatives in the provincial legislatures.

My Ministry attempts to assist colleagues in Parliament as far as is practical in obtaining information from the provincial education departments. It was on this basis that the information was provided in the reply to Question 72 on 7 May 1997.

I do not intend to take any steps against provinces in regard to a matter which should not have been raised with me in the first place

**State advocates/prosecutors: access to Internet**

\*10. Mr D M BAKKER asked the Minister of Justice:†

- (1) Whether he or his Department has investigated the issue of state advocates and prosecutors acquiring computers and information technology and access to Internet; if not, why not; if so, what progress has already been made in this regard;
- (2) whether he will make a statement on the matter? N1570E

THE MINISTER OF JUSTICE:

- (1) and (2) Yes, the Attorney General's Office in Cape Town has been fully computerised and provided with Internet facilities. All advocates at the Attorney General's Office in Pretoria have been supplied with microcomputers. A local area network and Internet facility are still to be installed.

The Department has prioritised the provisioning of computer equipment to all Attorneys General Offices augmented in a local area network with Internet facilities as one of its fast-tracking projects.

In this regard, the Department has already completed the functional specification for the computerisation of the administrative procedures in the offices of the Attorneys General. Tender specifications are currently being prepared and tenders for the development of the system will soon be invited.

In the meantime, the Departmental Information Committee recently approved the acquisition of Justus Electronic Information Systems to the value of 4,7 million rand. Installation at all Attorneys General Offices as well as several Magistrates' Offices countrywide will accordingly be effected.

\*11. Rev K R MESHOE - Correctional Services. [Question standing over.]

**Protection of RSA's coastlines**

\*12. Rev K R MESHOE asked the Minister of Environmental Affairs and Tourism:

- (1) Whether the amount of R10 million donated by the British Overseas Development Administration will cover the costs of educating the public and allowing public participation in respect of the protection of the Republic's coastlines; if not, why not; if so, what are the relevant details;
- (2) whether it is the intention to organise any public meetings in this regard; if not, why not; if so, when will such meetings be held? N1572E

THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:

- (1) The amount approved by the British Overseas Development Administration (BODA) for the Coastal Management Policy Programme was 1 671 509 British pounds. At an exchange rate of R7 to the pound this amount converts to approximately R11 million. The Programme strongly emphasizes public participation as well as building on the existing scientific knowledge base. Twenty nine percent of the total budget has been allocated to "capacity building" to allow meaningful broad participation in the policy formulation process. Capacity building will be achieved through:
  - Knowledge transfer whereby relevant information is conveyed through the

# Teaching jobs to be cut again

*A new government curriculum plan is likely to leave provinces with less money to spend on teachers, writes Andy Duffy*

**T**he government is planning to force provinces to spend a hefty slice of their education budgets on initiatives such as the new school curriculum — a move likely to trigger more retrenchments of teachers.

The national Department of Education also revealed this week that the state employs 50 000 more teachers now than it did in 1994.

Their wage bill alone is R4-billion a year.

A Department of Education task team has now decided initiatives such as Curriculum 2006 and school upgrading must not be left in the provinces' hands.

The team, due to report at the end of this month, is expected to call on government to earmark a chunk of the provinces' existing education budgets for such national projects. That cash will be recalled if the provinces fail to spend it as directed.

Such constraints will leave the provinces little option but to cut teaching jobs. Most of their education spending goes on staff costs, leaving virtually nothing for national projects. Around R3-billion is needed over the next seven years to implement the new curriculum.

mtg 5-11/9/97



**On the march: Retrenchments could trigger more teacher protests. PHOTO: RODGER BOSCH**

The upgrading cost is estimated at R300-million a year for the next 10 years (at 1997 prices).

National education deputy director general Byron Rensburg says talks are underway on a national retrenchment strategy to run in parallel with the new funding plans. "Clearly with the personnel bill being a serious threat to any other transformation or development initiatives it (forced retrenchments) is being brought more into focus," Rensburg said.

The plans are based on a mechanism provided for in the Constitution, but nevertheless

represent a severe infringement of provinces' autonomy.

Officials believe that is a price worth paying if Education Minister Sipisoiso Bengu's transformation drive is to get beyond first gear. He has already been forced to scale back the introduction of the new curriculum, after an investigation by Rensburg found the provinces were incapable of implementing it.

The department's acting director general, Trevor Coombe, says earmarking funds will "safeguard expenditure for programmes com-

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sidered of such national importance that they must not be subject to the whims of provincial government".

The department stressed that the provincial education chiefs are being consulted in drawing up the funding plans.

The task team's work is also part of a wider effort by the Ministry of Finance and Department of State Expenditure to introduce longer term budget planning. Each ministry has been asked to identify elements that could be funded through the earmarked cash — "conditional grants".

But the recommendations nevertheless represent a break with the stance the Education Ministry took just last month, after the provinces went to the Finance Ministry to plead for more money. At that stage Bengu's office said it was "out of the loop" on provincial funding.

Rensburg says the total number of teachers employed now stands at 410 000, against 360 000 in 1994. "A number of provinces rushed ahead to create new posts in total absence of a national strategy," he adds. "[That is] part of the explanation of why we're sitting with such a huge bill."

Bengu also holds the provinces responsible for the disastrous outcome of last year's voluntary severance programme. "The programme was supposed to redress imbalances in teaching resources between schools and provinces. Instead, mismanagement on the ground led to thousands of the state's most experienced teachers taking seven-figure pay-offs to stop work."



# Grove case leads to extra R200m salaries for 2 600 CT (321)

THE Cape High Court ruling that stopped the state's teacher redeployment strategy dead in its tracks in June this year, has so far cost the Western Cape Education Department R84 million, enough to build 13 schools.

Provincial education department director Mr Brian O'Connell said the bill is payment for 2 600 teachers on its redeployment list.

A further R120m would have been lost from the non-salary budget by November, when the Appeal Court is expected to decide on the state's appeal against the June ruling.

This budget, already cut by R120m this year, was meant for textbooks, repairs, new schools, furniture, equipment and security.

"My non-salary budget has been cut in half by the budget cuts and these unexpected salaries," said O'Connell.

"This money thing is killing us. "I can't attend to the backlogs in places like the Cape Flats or Khayelitsha. Schools are in disrepair and the security problems are very worrying," he said.

Grove Primary School had initiated the court action, but its governing body chairperson, Ms Helen Maree denied blame for the unexpected costs.

Since the ruling, she said, the school repeatedly requested negotiations with the government.

"We are also very upset about the money and want to settle the matter out of court. We are all for rightsizing the education system but how it is done is important," Maree said.

Despite the bar, 250 of 2 600 teachers have been redeployed to schools agreeable to take the teacher made available to them as first on the list. — Staff Writer

REDEPLOYMENT THE CULPRIT — MAREE

# Grove denies blame for extra R120m in salaries

EDUCATION authorities have to fork out an additional R21m monthly to pay for teachers it cannot appoint. Who is responsible? **TROYE LUND** reports.



THE blame for the Western Cape Education Department's financial crisis — by the end of this year it would have had to pay R120 million for "excess" teacher salaries — lies squarely with the unworkable and exorbitantly costly redeployment scheme that the government implemented.

This was said by the chairperson of Claremont's Grove Primary School's governing body, Ms Helen Maree.

Grove Primary spearheaded the High Court action which found that the National Education Department's redeployment scheme was illegal and stopped it.

For each of the four months since the ruling, the WCED has had to find about R21m to pay over 2 000 teachers who are occupying redundant posts while they wait for their redeployment.

Adamant that Grove Primary cannot be blamed, Maree said the financial crisis was a direct result of the "unworkable and illegal" redeployment and voluntary severance package schemes that were "designed to cost millions".

By February this year 15 000 teachers had opted for the voluntary severance packages (VSP). Some pri-

ncipal's packages exceeded R1m.

"The aim of the VSPs was to entice teachers, through lucrative payouts, to leave the profession, thereby creating artificial vacancies for the teachers on the redeployment list. All these had to be filled by government decree from the redeployment list, denying school governing bodies the right to interview candidates or use merit as a selection criteria," she said.

Instead of helping to solve the crisis of understaffing in many schools, the scheme spread it to many more schools.

Maree said rationalising the education system is essential but it has to be achieved through an agreement that is workable and cost effective.

Referring to a solution to right-sizing the education system, agreed to after extensive negotiations in 1995, Maree said: "This agreement allowed the department to create posts where needed and freeze them where they were in excess. It sought to deploy teachers where possible and retain merit as a criterion for the selection of teachers."

This agreement, Maree said, was overturned because some teacher unions wanted to avoid retrenchments and the government wanted to avoid opposition in the local govern-

ment elections.

"These expenses could have been avoided if the government had stuck to the original agreement," Maree said.

Maree warned of great inequality in education that would follow if merit selection ceased to be the criteria for schools employing teachers. Effectively the public schooling system would decline as people opted to send their children to private schools where teachers were employed on merit.

Since the June court ruling, Maree has contacted the department and asked that a "workable" agreement be negotiated out of court.

After meeting with education department director, Mr Brian O'Connell in July, a letter from the department informed Maree that the matter could not be discussed at provincial and/or national level because it was sub-judice.

In the meantime, O'Connell said the salary bill for teachers waiting to be redeployed would amount to R120m by November, when the Appeal Court is expected to decide on the government's appeal against the June ruling.

The salaries are having to be drawn from the non-salary budget. Already cut by R120m this year, this budget was meant for textbooks, repairs, new schools, furniture and equipment.

"This money thing is killing us. I can't attend to the backlogs in places like the Cape Flats or Khayelitsha. Schools are in disrepair and the secu-



IT ALL ADDS UP: Helen Maree, chairperson of Grove Primary School's governing body, explains why the redeployment scheme is to blame for the Western Cape Education Department's financial crisis.

PICTURE: GARTH STEAD

rency problem is very worrying," he said.

If the Appeal Court rules in favour of Grove, another plan for rationalisation will have to be thrashed out. This could mean that 2 000 teachers be never bargained on paying will

remain O'Connell's responsibility for many more months.

The South African Teachers Association, Mr Mike Reeler, said the government had been warned in advance that the redeployment scheme was an "unworkable, admin-

istrative nightmare".

Maree and Reeler agreed that rationalisation should, as far as possible, accommodate those on the redeployment list, but some retrenchments, they said, would be unavoidable.

# Teachers worry and wait

● GUGULETU SECONDARY: Of 60 teachers, 11 have been appointed temporarily to permanent posts. However, as the 11 had not been teaching for a year when the lists were compiled, they did not qualify for redeployment. "These teachers may not be employed next year. If their posts are filled by people on the list," said deputy principal Mr Rele Gopaul.

● CATHY HENDRICKS: Has 13 years' experience. She moved from Gauteng. Because the Western Cape did not need more teachers, she was given a temporary post. The only way she could get a permanent position was to join the redeployment list. Although permanent

Western Cape teachers on the list will be given priority, Hendricks is confident she will be redeployed as she can move easily and does not have to "uproot a family".

● SALLY FISH: Is married and has three children. Her salary is critical to her family. She has to live near Mitchells Plain where she has been teaching for 15 years. Her post has become redundant and she has had to join the redeployment list. The schools to which she wishes to be redeployed cannot take her. "I don't know where to go from here. Now redeployment has stopped, I need a job desperately, but can't go far away from home or to another province."

# 2 000 still in posts deemed

## EDUCATION WRITER

MORE than 2 000 teachers in the Western Cape are still in their redundant posts and are pessimistic about their being employed next year.

Last year, 2 600 teachers whose posts became redundant were promised they would not find themselves out of jobs.

The redeployment system, weighed down by the huge administrative challenges of co-ordinating it and the repercussions of Grove Primary School's court action against it, has ground to a halt.

Teachers are demotivated and insecure. Those whose posts were declared "in excess" were listed for transfer to

understaffed schools. They were allowed to specify the schools to which they wished to be transferred.

The department drew up lists of the teachers who wanted to go to the same school. Schools with vacant posts had to take the first teacher available to them on the list.

If the school believed the teacher was not suitable, it had to give the department reasons why it could not accept the candidate.

If the department agreed with this motivation, the school had to take the next teacher available to it on the list.

Teachers would remain on the list and continue teaching in their redundant posts until they were redeployed. Many teachers opted for the volun-

tary severance packages. By February, more than 15 000 had taken packages.

The Cape High Court stopped the redeployments on the grounds that the SA Schools Act allowed school governing bodies to advertise posts and employ teachers most suited to their schools' needs.

The education department has appealed against this ruling. A decision is expected on November 11.

Should the Appeal Court uphold the High Court's ruling, another plan to rationalise the education system will have to be thrashed out in the Education Labour Relations Council.

Meanwhile, the redeployment list has to be updated continually by the department. Many teachers on the list

have resigned, left the country or been promoted.

About 300 Western Cape teachers have been redeployed since the court ruling.

Mr Mike Reeler, of the South African Teachers' Association, said the department had not been able to keep up with the administrative tasks. There was no means of keeping the list accurate.

"People who have died, left the country or resigned are still on the list," Reeler said.

The only workable solution would entail some retrenchments and would allow schools to advertise vacant posts, for which "excess" teachers could apply, he said.

redundant (22) 17/9/97

# Government to blame for cash crisis - Grove

(321) AAGT 17/9/97

## *'Department looking for scapegoat'*

**SABATA NGCAI**  
EDUCATION REPORTER

**Grove Primary School in Claremont says the Western Cape Education Department is responsible for its financial crisis and should not look for scapegoats "for the Government's failure to manage the rationalisation process".**

Helen Maree, Grove governing body chairman, said yesterday: "It spent millions of rands getting rid of more than 15 000 experienced and usually well-qualified teachers and preventing them from teaching in the public system again."

At a press conference yesterday, she said: "Instead of helping to solve the crisis of understaffing in many schools, the scheme spread this crisis to many more schools."

"The scheme then required millions more to pay temporary teachers in the posts that had been unnecessarily vacated due to voluntary severance packages."

The department lost hundreds of millions of rands when almost 6 000 teachers took packages last year.

Mrs Maree was speaking after recent media reports in which fingers were pointed at Grove Primary for the millions of rands used by the department in the past few months to pay about 2 600 teachers on the redeployment list.

The school, with the support of more than 80 others, won a Cape High Court ruling in June setting aside key aspects of the teacher redeployment scheme. The court set aside the prohibition on governing bodies advertising and appointing teachers of their choice.

The department, which cannot proceed with redeployment because of the ruling and a pending appeal, said it had lost R84-million in salaries to redeployable teachers who were staying where they were in the meantime. The department blamed the court ruling in favour of Grove for the crisis.

Mrs Maree countered: "This contention would be laughable if it were not so cynical. It is an attempt to find a scapegoat for the Government's failure to manage the rationalisation process."

The school supported rationalisation to achieve cost savings and equity in education. In spite of the ruling, the governing body was always in favour of a negotiated settlement but its attempts had failed because there had been no co-operation from the department and the teacher unions.

## LOSS OF SKILLS A 'TRAGEDY'

# Severance packages 'a billion-rand blunder'

CT 18/9/97

(321)

**CRITICS OF THE** Education Department say it has blundered by enticing experienced teachers, who could have eased staff shortages, to retire. **TROYE LUND** reports.

**T**HE National Education Department (NED) has revealed that it has paid over R1 billion to 15 541 teachers in the first year of offering voluntary severance packages to teachers.

The figure, released yesterday, is 2,5% of the national education budget of R40 billion.

But commentators believe this is a conservative figure. They claim that the average Voluntary Severance Package (VSP) was more likely around R100 000 or more, not the R66 333 average quoted by the education department.

Democratic Party spokesman Mr Mike Ellis said the R1bn figure was unacceptable.

"This is extremely conservative and probably a very big cover up. Any teacher who had spent around 20 years teaching could expect to receive over R500 000. And this would have been the vast majority of the packages," he said.

Packages were calculated according to a teacher's length of service and were therefore not attractive to many younger, less experienced teachers.

Four headmasters who took packages, but wished not to be named, told the Cape Times they had each received packages of over R1m.

A further twist to the costs controversy is that many of the teachers who left with packages have had to be re-employed because none of the "excess" teachers on the re-deployment list could fill certain vacancies.

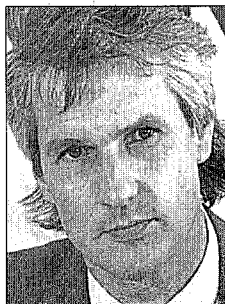
Of the 5 316 Western Cape teachers who left with VSPs, 246 have been re-employed.

This "double parking effect" has also occurred where temporary teachers have been employed to fill vacancies that no re-deployee can.

Re-deployees can also specify to



**SCEPTICAL:** Mike Ellis



**ACCOUNTABLE:** Duncan Hindle

which understaffed schools they want to go.

Teachers, their unions and school governing bodies believe the R1bn has been wasted and has not achieved what it set out to do — create vacancies for "excess" teachers.

Grove Primary's governing body chairperson, Ms Helen Maree, who spearheaded the school's recent successful court action against re-deployment, said: "This statistic says it all. If this

money had been properly spent, it could have been used to solve the crisis of understaffed schools.

"Instead, it was used to entice thousands of experienced teachers to leave the profession for good, creating a problem of understaffing in many more schools. This is nothing less than a tragedy."

South African Democratic Teacher's Union (Sadt) spokesman, Mr Don Pasquallie, said the uncontrolled manner in which redeployment had been implemented had caused the "shambles".

Sadt had hoped that right-sizing through redeployment and VSPs would allow teachers from schools with too many teachers to transfer to understaffed schools, even if they were in different provinces. Teachers could opt for a package if they did not want to take the post offered to them.

But the department did not control who was granted VSPs. They "opened the floodgates" and some schools lost their entire top teaching structure, others lost entire departments, Pasquallie said.

Although Sadt would "not easily agree" to a right-sizing system that required retrenchments, Pasquallie said the aim of right-sizing without job loss was made difficult by teachers who refused to be transferred.

Mr Duncan Hindle, NED director of Human Resources Management and Development, said although it had been an expensive process, with inevitable loss of expertise, VSPs had created opportunities for redeployment.

Provincial departments should only approve VSPs if they assisted with redeployment and promoted a representative staff profile.

"Provincial departments are responsible for managing the process without compromising on educational quality," said Hindle, adding that the VSP system was constantly being assessed and reviewed.

# Union hits out at Bengu's plan

(321)  
AYESHA ISMAIL

ST(CM) 21/9/97

GOVERNMENT plans to reform education further have met with fierce resistance from the South African Democratic Teacher Union.

Minister of Education Sibusiso Bengu wants to amend the Schools Act and the National Education Policy Act to give school governing bodies control over the appointment of additional teachers in the new year.

However, Sadtu has protested and claimed the proposed legislation would only benefit traditionally privileged schools such as former Model C schools.

At present, the Act allows governing bodies to appoint extra teachers only until the end of this year.

The Education Portfolio Committee will hold hearings on the proposed amendment in three weeks.

The National Professional Teachers Organisation of South Africa (Naptosa) has welcomed the proposal.

Naptosa executive director Andrew Pyper said the amendment would relieve the financial demands on the government, with the governing bodies paying the extra teachers.

However, the Sadtu spokesman, Don Pasquallie, said the amendment would only benefit former Model C schools.

He warned that more and more parents were sending their children to former Model C schools, leading to a loss of support for Cape Flats schools and this could cause a collapse in education.

# Principals caught in crossfire

## *Union orders them not to name strikers*

SABATA NGCAI  
EDUCATION REPORTER

**Cape Flats school principals are caught in a tug-of-war between the Education Department, which demands they provide names of teachers who strike in school hours, and a union which instructs them not to.**

The principals said they were caught in the middle and did not know what to do.

Their dilemma arises from a two-day strike organised by the South African Democratic Teachers' Union last month to demand a 9% wage increase instead of the Government's 7,5% offer.

Teachers left school premises for two days for a march to Parliament and for a picket outside Grove Primary School in Claremont, which they have accused

of being "racist and anti-teacher redeployment".

The Western Cape Principals' Association is expected to hold talks with the department in the next few days to discuss, among other things, the role of principals during strike action.

Principals fear that failure to comply with the department's demand could put their jobs on the line but, at the same time, they are afraid that defying the all-powerful Sadtu could isolate them and they could be seen by their own staff as "selling out".

The principals, who did not wish to be named, accused Sadtu of being intolerant of dissent.

They cited an incident at a Khayelitsha school in which Sadtu members stormed the administration block after a school principal criticised strike action.

After the stayaway the

department sent letters to principals demanding they provide names of teachers who were not at school for the two days.

Some principals resisted, accusing the department of "sowing seeds of division".

They also questioned Sadtu's demand that they not comply because the union had a no work, no pay agreement.

But Sadtu denied signing any agreement. Provincial secretary Don Pasquallie said the rule was contained in the Labour Relations Act.

"Although we recognise the right of the employer to exercise the no work, no pay rule, we are opposed to it," he said. "We did not sign anything."

On the role of principals during strike action, Mr Pasquallie said there was a history of principals being seen as "impimpis (sell-outs)".

The union's opposition to the demand for names by the department should be seen against that background.

"We are busy cementing good relations between principals and educators in our schools," he said.

"The department's instruction endangers that good relationship. We want the department to find other ways of getting that information."

Some principals said there was no need to provide the names, because the department had data detailing which teachers were Sadtu members.

The department refused to say whether any names had been submitted so far.

A fax from Education chief Brian O'Connell said: "The matter is an internal one, being dealt with within the formal process which regulates such matters."

ARLT 23/9/97 (321)

# Maths, science set to get even worse

**SABATA NGCAI**  
EDUCATION REPORTER

**Mathematics and science in Western Cape schools are set to deteriorate further as schools struggle to get teachers for the subjects after last year's rationalisation process.**

The exodus of 6 000 Western Cape teachers who opted for voluntary severance packages has left schools battling to find qualified teachers to teach maths, science and commercial subjects. A report last year on the state of maths and science education showed that South African pupils ranked bottom of a list of 41 countries surveyed.

Principals said that the teachers were not even on the redeployment list from which

the Western Cape Department of Education was forcing schools to choose.

Some said they were ignoring the list and employing teachers of their choice after advertising the posts.

The department said schools needing teachers should consult the area offices. Teachers who were permanently employed would remain at their schools until they were redeployed to suitable posts.

But Joe Slovo Secondary School in Khayelitsha is battling to get maths and science teachers for Standard 9. The school advertised the posts but has not been unable to find suitable candidates.

Principal Balakazi Mdingi said he believed this was a general trend in many schools.

Bulumko Secondary School, also in Khayelitsha, was forced to recruit a maths and science teacher from the Eastern Cape after months of struggling to find one here. The school advertised the post in May after its maths and science teacher was promoted to another school.

No-one replied and when the redeployment list was examined there were no teachers who could teach maths and science to standards 9 and 10.

The school even approached a teacher who took a package last year but he could not be re-employed by the department. The school finally recruited a teacher on a month-to-month contract and had to prove to the department that it had exhausted all avenues.

The school also struggled to

find a commerce teacher, a post which became vacant when the teacher went on maternity leave. The department's policy is that a school should get a substitute for three months when a teacher is away on maternity leave.

The post was advertised and there was no response. When teachers on the redeployment list were approached, they "refused to teach in Khayelitsha". The school was forced to appoint a newly-qualified teacher.

The schools believed it would be difficult for the department to implement the redeployment process because some schools did not want teachers on the redeployment list and some redeployable teachers did not want to go to certain schools.

ARU 23/9/97 (321)



## REDEPLOYMENT MUST CONTINUE — SADTU

# Union flexes its muscles

**FURTHER COURT** battles over the redeployment of teachers seem inevitable as unions and education bodies thrash out their differences, reports Education Writer **TROYE LUND**.

**T**HE South African Democratic Teachers' Union has warned that it would do its utmost to get the government to continue redeploying teachers, without retrenchments, should the Appeal Court uphold a High Court ruling that redeployment was illegal.

Sadtu is supported by the Cape Teachers' Professional Association (CTPA).

Together they represent 24 000 Western Cape teachers while Sadtu represents 165 000 of the country's 380 000 teachers.

The unions have however, taken a harsh view of teachers in "excess" posts who refuse to accept vacancies in other areas.

Opposing teacher unions, including the South African Teachers' Association (Sata), and parent bodies have vowed to defend in court any attempts to change the High Court ruling.

Sadtu decided that, although the implementation of the redeployment and sever-

ance package system had caused chaos, the union was committed to redeployment without job losses.

"If the appeal is lost and the government refuses to budge on changing the law, we will use our powerbase to amend the law. As a once-off means to achieve equity in education, the education minister must be given the power to transfer teachers ...," said Sadtu spokesman, Mr Don Pasquallie.

The resolution was adopted at the Sadtu conference held in the city this week, in anticipation of an Appeal Court decision over the High Court ruling — which denies governing bodies the right to interview candidates, and requires schools to employ the first teacher made available to them.

The action against redeployment was spearheaded by

Grove Primary School and supported by 80 schools. The Appeal Court decision is expected in November.

The CTPA agreed that retrenching teachers in excess posts was unacceptable. President, Mr Archie Lewis, said: "If the appeal is lost the only route would be political.

"As unfortunate as it would be, the only solution would be

for the government to freeze the present powers vested in governing bodies and transfer teachers."

Sadtu and the CTPA said that teachers who had legitimate personal circumstances which prevented them from taking up vacancies elsewhere should be accommodated as far as was possible.

However, excess teachers who refused posts without legitimate reasons, should be retrenched.

Sata secretary Mr Mike Reeler warned that although his union was committed to equalising the education system, it would "vehemently" oppose any move that empowered the

minister to fill vacancies by transferring teachers, and denying teachers or schools a choice.

"Moving teachers like this would go against human rights ... Redeployment has proved to be unworkable and has caused an absolute shambles so far.

"The only way to rationalise the system is to retrench teachers in excess posts and let them apply for the vacant ones."

Reeler said legislation that gave governing bodies the right to employ teachers on merit had nothing to do with achieving equity.

"As rough, unpleasant, sad and sorry as retrenchment is, it is a fact of modern life.

"Teachers cannot be protected, especially when equity and rationalisation has to be achieved."

Mr Melvyn Caroline of the Western Cape Principals' Association said redeployment without retrenchment was a better option but school governing structures should be allowed to interview candidates.

In the meantime, till a solution is found, the Western Cape Education Department has to find R21 million every month to pay teachers in excess posts.

CT 25/9/97

(321)

*'We'll use our powerbase to amend the law.' — Sadtu*

# Teachers have to wait for increases

Sowetan 26/9/77 (321) 355

By Sowetan Reporter

TEACHERS affiliated to the South African Democratic Teachers Union (Sadtu) countrywide will not receive any increment in their pay packets today as promised.

Teachers had been thrilled in anticipation of their pay cheques coming with the promised increment ranging from 8.5 percent to 9.5 percent according to different pay scales.

The disappointment affects over 160 000 Sadtu members across the country.

Sadtu secretary in Gauteng Mr Jabu Ngwenya promised teachers yesterday that the increment would only be paid from the end of next month.

"It is true that an agreement was signed with the Government on August 18 but there have been some hitches," Ngwenya said.

He said that the delay was caused by the fact that the agreement was to

be extended to all non union members and that it had to cover the whole public service. He apologised to all Sadtu members for the inconvenience.

MEC for education in Gauteng Mrs Mary Metcalfe said it was important that all teacher unions should agree before the salaries could be effected.

## Promised benefits

"The increment will now be implemented next month because failure to go through this procedure was going to have an impact on us. I am happy because all teachers will now enjoy their promised benefits," she said.

Many teachers interviewed by Sowetan yesterday said they were "saddened by the bad news".

"I cannot believe this," said Johannesburg Secondary School teacher, Famidah Cachalia.

Chairman of Sadtu in Gauteng Central Mr Nkhosana Kubhuka said the agreement was supposed to have been implemented before July 1.

## Union rejects state's teacher plan

JOHANNESBURG: The SA Democratic Teachers' Union (Sadtu) has opposed state-proposed amendments to the Schools Act.

If school governing bodies be allowed to employ staff in addition to those paid for by the state "the privileges of previously white, ex-model C schools" would be entrenched, the union said.

Only schools in middle-class areas would have the means to employ more teachers, Sadtu said. — Sapa

ET/110/97 (321)

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CT 8/10/97

# Bengu's secret teacher plan

**PROPOSED CHANGES** to the Education Laws Amendment Bill and Educators Employment Act, if passed by Parliament, will enforce the teacher redeployment scheme and severely curtail the right of school governing bodies to have a say in staffing policy. Education Writer **TROYE LUND** reports.



**G**OVERNMENT plans to amend legislation to override the High Court judgment in the Grove Primary School case and allow Minister of Education Dr Sibusiso Bengu to implement the redeployment scheme have been leaked to the Cape Times.

The Cape High Court ruled earlier this year that the redeployment scheme, which required school governing bodies to fill vacancies only from a list of teachers available for redeployment, was illegal.

The move to legalise the controversial scheme comes shortly before the department's appeal against the High Court judgment is to be heard by the Appeal Court on November 11.

The documents indicate that there are two moves afoot to nullify the victory by Grove and the 80 schools that support its action.

The first has been devised as a provision in the Education Laws Amendment Bill, which is to be discussed by the parliamentary portfolio committee on education on Friday.

The second stems from a proposal to change the Educators Employment Act of 1994.

The South African Democratic Teachers' Union (Sadtu) strongly supports redeployment and adopted a resolution to this effect at its provincial conference last month.

Sadtu, representing 165 000 of the 380 000 teachers nationwide, has emphasised that it is committed to redeployment without the loss of jobs. It has said it will do its utmost to lobby the government and mobilise its power base to get the legislation changed if the Appeal Court upholds the High Court ruling.

"If the government changes the law to override the Grove judgment, it will make a mockery of the judicial process and show that 'new South Africa' has retained the apartheid government's habit of changing the law when court judgments do not suit its ideology," the chairperson of Grove Primary School's governing body, Mrs Helen Maree, said yesterday.

The Education Laws Amendment Bill is being promoted among policy-makers as a major concession to governing bodies because it allows them to employ teachers "in addition to the schools' approved establishment".

However, the bill also seeks to remove the governing bodies' right to be consulted on matters affecting staffing policy. The preamble to the bill describes removing this right as a measure to "delete an obsolete provision" of the National Education Policy Act.

This right was one of the cornerstones of Grove Primary School's court victory in June.

The change was discussed at a meeting of the Education Labour Relations Council. The minutes of the meeting say this council has a mandate from the cabinet to amend proposed legislation to "accommodate" some of the issues raised in the Grove judgment.

Another document in the Cape Times' possession sets out amendments to the Educators Employment Act and may be presented with the bill to the portfolio committee.

These proposed amendments would further curtail governing bodies' rights in the employment of teachers. At present, governing bodies have the right to interview and employ candidates on merit.

The Educators Employment Act, as it stands, says that

the minister may overturn a governing body's recommendation only if the candidate is not qualified, is guilty of misconduct or if there was improper influence in his/her appointment.

If the act is amended as proposed, it would empower the minister to present schools with a list of "excess" teachers from which they will be required to choose without considering other potential applicants.

The documents indicate that this campaign is being spearheaded by Mr Roelf du Preez, a deputy director-general of national education. He is a former deputy director of the apartheid-era Department of Education and Training which controlled black education.

Questioned yesterday about the Education Laws Amendment Bill and the minutes about staffing issues being removed from the influence of governing bodies, Du Preez said that the intention was not to override the powers of governing bodies.

The matter before the Appeal Court was based on circumstances that applied before the South African Schools Act came into being last year, he said.

The amendment was not aimed at the Grove case. It was intended purely to ensure the same "misunderstanding" did not arise again and to give "clarity" to the situation since the act came into force, Du Preez said.

The powers of governing bodies were protected by the Educators Employment Act of 1994, he said.

Told that the Cape Times had in its possession a document that proposed changes to this act, Du Preez said: "This was drawn up as part of debates and our planning process. It is what we thought should be considered."

He did not know if and when the proposed changes would be implemented, Du Preez said.

He emphasised that the "core issue" was to rationalise the education system without retrenching teachers.

At the time Grove won its case, schools had to choose one candidate that was on the list.

In terms of the new plan, schools would be given a much wider list from which to choose and which would include all teachers who wished to be redeployed, Du Preez said.

**SCHOOL FEES  
DISCOUNT  
PROPOSAL  
— PAGE 8**

# Bengu plans new law to thwart Grove

## *Changes in pipeline*

CAROL CAMPBELL

STAFF REPORTER

**Education Minister Sibusiso Bengu is taking steps to enforce his controversial teacher redeployment plan by changing the law.**

This was confirmed today by a senior official in the national Education Department, Duncan Hindle, who said proposed changes to the law would emerge at a meeting of the parliamentary education committee on Friday or from Dr Bengu himself.

The redeployment plan was overruled by the Cape High Court in June when it was challenged by the governing body of Grove Primary School in Claremont, supported by 80 formerly white schools.

Grove said it undermined parent involvement in the selection of teachers. The school wanted to employ teachers on a "free-market" basis and not from a prescribed list.

## DP slams move on teachers

Democratic Party spokesman on education Mike Ellis today described reported moves by the Department of Education to strip school governing bodies of their right to appoint teachers as "unacceptable".

"We will oppose any change to the Education Laws Amendment Bill that removes the gov-

ernment involvement in the running of a school was guaranteed in the Schools Act passed by Parliament last year.

Grove won the case, effectively stopping redeployment, which was originally mooted by the department as a way of avoiding retrenchments and providing experienced and trained teachers for schools in rural areas and townships.

Redeployment was supported by the SA Democratic Teachers' Union, which represents the majority of teachers.

In reality, the plan caused widespread upset, especially in the Western Cape, where 12 000 teaching posts were scrapped because of budget cuts.

Teachers had a choice of taking severance packages or putting their names on a list for redeployment.

To avoid discrimination, the Education Department said the person whose name was top of a redeployment list offered to a school had to be appointed.

erning body's right to be consulted on staffing policy."

Governing bodies represented parents, who were ultimately responsible for the education of their children.

"It is simply unacceptable to change the rules every time a court decision goes against the Government," he said.

# Row erupts over revived plan to redeploy teachers

CRAIG DOONAN

ANOTHER bruising row has developed over Education Minister Sibusiso Bengu's plans to amend legislation which allows him to implement a teacher redeployment scheme.

Bengu's plans were thwarted by a High Court judgment in the Grove Primary School case earlier this year, but the Department of Education is now planning to amend the law to allow Bengu to redeploy teachers to ensure equitable pupil:teacher ratios.

The school argued that Bengu's scheme stripped governing bodies of their rights to advertise posts, interview candidates and nominate the best person for vacancies as provided for in the Educators Employment Act.

But Chabani Manganyi, the director general of education, on Friday told Parliament's portfolio committee on education that it was now costing an estimated R47-million a month in over-spending on teachers who should be redeployed to ensure balance, but who could not be because of the court decision.

"The education system in our country is haemorrhaging financially because provincial education authorities cannot complete the rationalisation process with the aid of redeployment," he said.

In order to do this, the Educators' Employment Act had to be amended. But Helen Maree, the chairman of Grove Primary School's governing body, criticised the department for revealing its

plan to "override" the High Court decision only on Friday.

"There is documentary evidence that this plan has been hatched for months," she said.

"Why was it not made known in the due process of preparing legislation, circulating a Bill and consulting interested parties?"

Maree said she was consulting representatives of the 80 schools who backed Grove primary's court action and was seeking legal advice on possible further action.

Thami Mseleku, Bengu's special adviser, said allegations that there were "secret" attempts to change the law were "misleading and a deliberate distortion, which is a clear attempt to defend privilege".

He said the plans to amend the Educators' Employment Act had not been made public before Friday's committee meeting because consultations on the changes had not been complete.

However, after newspaper reports indicated this week there was a "secret" plan to do so, the portfolio committee had asked Manganyi to appear before it to explain.

"We weren't even going to put it to the committee during this sitting of Parliament because we had not completed the consultative stage.

"We are still only going to put it to them at the first sitting of Parliament next year," he said.

He said Bengu had an obligation to ensure there were no inequalities in teacher allocations left over from the apartheid era.

(321)

ST 12/10/97

## CHANGES 'TO OVERTURN GROVE JUDGMENT'

# D-day for teacher redeployment (321)

CT 14/10/97

**PUBLIC SCHOOLS** may be legally stripped of their right to select their own teachers today.  
Education Writer **TROYE LUND** reports.

**S**CHOOL governing bodies stand to be denuded of their right to interview and employ teachers today, in a move to enable the National Education Department to continue its teacher redeployment scheme, and in the face of a High Court ruling declaring redeployment illegal.

Grove Primary School and the 80 schools that supported it in the High Court, spent yesterday consulting lawyers about their legal recourse, in light of the planned changes to education legislation.

But the group believe that if laws are changed, thereby nullifying points on which they won their case, their battle would almost certainly be lost.

The amendments, discussed at the parliamentary portfolio committee hearing on Friday, will include the Schools Law Amendment Bill and the Educators Employment Act.

Changes to the Educators Employment Act were not tabled for Friday's hearings, but, after plans to amend the act were exposed in leaked minutes of an Education Labour Relations Council (ELRC) meeting, the department admitted that these amendments were on the cards.

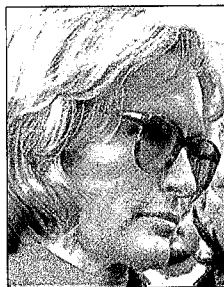
Those opposed to the redeployment scheme feared that this amendment would be slipped in with the Schools Law Amendment Bill.

These changes would effectively strip governing bodies of their right to advertise posts, interview candidates and select teachers for vacancies.

Director general of education, Mr Chabanyi Manganyi, denied that the plans to amend the laws had anything to do with overriding Grove Primary's action.



**ROLE TO PLAY:** Sibusiso Bengu



**GROVE VOICE:** Helen Maree

He said since education authorities were unable to complete the redeployment process, it cost an estimated R47 million a month to pay teachers who should have been redeployed.

Manganyi said that amendments to the Educators Employment Act had not been tabled at Friday's committee hearing because consultations on the changes had not been completed. They were only to be proposed in the first parliamentary session next year.

Manganyi stressed, however, that Education Minister Dr Sibusiso Bengu had a responsibility to eliminate all inequalities in teacher allocations created by apartheid. Another "acute" responsibility of the department, was to offer all teachers alternative employment if their posts had become redundant because of rationalisation, he said.

He emphasised the necessity to remove "ambiguities" in the role of public schooling bodies in relation to the transfer or redeployment of teachers on the redeployment list.

Ms Helen Maree, chairperson of Grove Primary School's governing body, said: "There is evidence that officials have been planning legal amendments to overturn the Grove judgment for months.

"Instead of coming clean, the department chose to publish an innocuous-looking Amendment Bill that appeared to offer insignificant changes to public school governing bodies.

"Behind the scenes, the real intention was to strip them of their most meaningful powers through last-minute changes before the bill went to Parliament."

Maree said the government was to blame for the financial losses incurred by an "unworkable" scheme that had enticed the most experienced teachers to take voluntary severance packages.

By yesterday evening the Democratic Party, National Party, Freedom Front and Inkatha Freedom Party members of the portfolio committee were still awaiting proposals to be tabled today.

"How can we prepare ourselves for discussion if we haven't seen the proposals? If the proposed changes are what we expect, we will fight them tooth and nail. The cornerstone of the Schools Bill is that parents must have a say in who educates their children," said NP education committee meeting, Mr Donald Lee.

● See Page 10

EDUCATION PLANS SHOCK COMMITTEE

# Bill aims to restore teacher redeployment <sup>(321)</sup>

CT 15/10/97

**FAR-REACHING CHANGES** to education legislation have been proposed — and may send schools back to the redeployment list. Education Writer **TROYE LUND** reports.

**T**HE Department of Education revealed its proposed changes to education legislation to a shocked National Assembly committee in Parliament yesterday.

If the law is amended as proposed, the government will be able to continue its controversial teacher redeployment scheme, despite the High Court having declared it illegal after it was challenged by Grove Primary School.

The education department's address followed last week's hearings on the Education Laws Amendment Bill and the controversy caused by information that the education department had been planning far-reaching changes to laws, including the Educators Employment Act.

Although the department admitted last week that it planned to change the act, it said the amendments were to be considered next year only.

However, amendments tabled yesterday encompassed this act.

Those opposed to teacher redeployment believe the changes will effectively nullify points crucial to

the High Court decision in favour of Grove Primary. The ruling gave school governing bodies the right to advertise posts, interview and employ candidates.

Mr Mike Ellis, Democratic Party MP, said: "We are stunned by the amendments; they are more extensive than ever before."

A Freedom Front spokesperson said the extent of the new amendments made the bill a "whole new ball game".

Mr Donald Lee, National Party committee member, said: "This is substantively different to what stakeholders negotiated. Stakeholders have not been consulted on the new changes. A democratic system would require the process of consultation to start again."

The ANC also announced that it might seek to restrict the number of teachers public schools may employ privately.

ANC MP Mr Randal van den Heever noted that this proposal was among options forwarded at last week's public hearings on the bill by the Centre for Education Policy Development, Evaluation

and Management (CEPD).

The CEPD submission said that if there were no restrictions on the appointment of teachers by public schools, wealthy communities would have their pick of teachers at the expense of the rest of the schooling system.

"The inequities between those schools that could afford to employ additional teachers and those that could not would be minimised by placing such a ceiling," Van den Heever said.

"We must allow those communities that can collect additional funds to improve the teacher-pupil ratio at their schools," he said.

Van Den Heever expressed concern at "rocketing school fees" at certain public schools. He said these hikes were aimed at, among other things, raising funds to employ additional staff.

Public schools were charging almost as much as private schools.

"That is serious as these schools continue to be inaccessible — not only to poor black children, but a sizeable section of the white community who also cannot afford these fees," Van den Heever said.

As all parties were given the new proposals just before the meeting, the committee will reconvene tomorrow to thrash them out.



# Secret plan to shrink SANDF

Wynndham Hartley

CAPE TOWN — Parliament's joint standing committee on defence was briefed in secret yesterday on a plan to reduce the size of the defence force after the meeting was declared "closed" and the media asked to leave.

A ten-strong delegation from the defence secretariat and the SA National Defence Force (SANDF) asked committee chairman Tony Yengeni if the briefing on the "personnel reduction plan" could be considered closed. They stressed that the plan, not yet approved by the Council on Defence, was sensitive. The committee members, who were at this stage outnumbered by

the defence delegation, said they had no problem with the request.

It is understood the defence force has a targeted reduction of more than 28 000, beginning with a voluntary retrenchment this year of 4 500 members. An initial estimate, announced some weeks ago, was that defence spending on salaries should be cut 40% by 2001/02. The intention is to reduce the 100 000-strong SANDF to 70 000. The plan's latest details are unknown. In a later submission, Gen AML Masondo told the committee that in the integration of the former liberation and homeland forces with the former SA Defence Force, 161 cases of fraudulent enlistment had been identified.



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### Cautionary announcement

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Shareholders are accordingly advised to exercise caution when dealing in their Samroc shares until a full announcement is made.

Pretoria

15 October 1997

# Private teachers at public schools may be curbed

(Sapa)

THE African National Congress (ANC) may seek to restrict the number of teachers that a public school may employ privately.

ANC MP Randall van den Heever told the National Assembly's education committee yesterday that his party was considering a change to the Education Laws Amendment Bill, aimed at capping the number of privately employed teachers at public schools. The proposal was among options put forward at last week's public hearings on the bill by the Centre for Education Policy Development, Evaluation and Management.

The centre's submission noted that if there were no restrictions on the private appointment of teachers, wealthy communities could have their pick of teachers, exacerbating inequalities. This inequity would be minimised by placing a ceiling.

"We must allow those communities who can collect additional funds to improve the teacher-pupil ratio at their schools," Van den Heever said. "However, we have to look at redressing the situation in our ... poor schools to bring some sort of equity."

Van den Heever, a former general-secretary of the SA Democratic Teachers' Union, said the proposed ceiling should be realistic. It had to be large enough to "make a meaningful difference to a school's teaching capacity," without being so large that it is in reality no restriction at all.

He also expressed concern at the "rocketing school fees" at certain public schools, which he said were aimed at, among other things, raising funds to employ additional teaching and non-teaching staff.

His view was shared by fellow ANC MP and committee chairman Blade Nzimande, who said some public schools were charging almost as much as private schools. "That is very serious as these schools continue to be inaccessible not only to poor black kids, but a sizeable section of the white community who also cannot afford these fees."

Nzimande said the proposed cap was still under consideration by the ANC, and urged minority parties to discuss the matter, so that it could be debated at tomorrow's committee meeting. The education department was also asked for input. — Sapa.

## Education committee backs bill

OUTRAGED educators expressed fears for the future of education after the National Assembly education committee approved legislation yesterday that would enable the government to side-step a High Court ruling that the teacher redeployment scheme is illegal.

The bill, if passed, will remove the powers given to schools' governing bodies during the negotiations that led to the promulgation of the Schools Act last year.

But other educators hailed the committee's approval as a historic move away from inequality. They rejoiced at the chance to rationalise the education system and achieve real equity, without any teachers losing their jobs.

The extensive and far-reaching changes, many of them last-minute introductions by the National Education Department and the ANC, were approved in the form of the Education Laws Amendment Bill yesterday.

Opponents to the redeployment scheme had feared that changes to the Educators Employment Act — which were

not initially included in the bill and were made public only last week when documents were leaked to the Cape Times — would also be included yesterday. They were.

This means schools will have to fill vacant posts from a redeployment list. Governing bodies will no longer have the right to be consulted on staffing policy. The bodies' right to advertise posts and interview and employ candidates on merit will also be curtailed.

Mr Jock McConnachie, spokesperson of the 80 schools that supported Grove Primary in its court action, said the department had, behind a "pretence of transparency" implemented an agenda that should "deeply disturb all parents concerned about genuinely democratic governance in schools".

"Unfortunately the reality of what has been brought to Parliament will be revealed only later, and by then the severe damage will have been done."

The bill will be debated in the National Assembly on October 28. — Education Writer

# Law to push govt's redeployment scheme through

(921)

85/6/10/97

CAPE TOWN — Government is set to continue its controversial teacher redeployment scheme following the National Assembly education committee's approval of further changes to education legislation yesterday.

The Education Laws Amendment Bill, including last-minute changes introduced by the education department and the African National Congress (ANC), will now be debated in the National Assembly on October 28.

ANC and Inkatha Freedom Party (IFP) committee members voted in favour of the bill at yesterday's committee meeting. The National Party (NP) and Freedom Front — the only other opposition parties present for the vote — objected.

The NP and front objected to a

clause tabled by the department amending the Educational Employment Act, which effectively empowers Cape High Court decisively in the Groves School case that government's teacher redeployment scheme is illegal. They also objected to an amendment tabled by the ANC that will give Education Minister Shibusiso Bengu power to determine norms and standards on funds used for employment of additional staff at public schools.

A proposal to restrict the number of teachers that a public school may employ privately was discussed by the committee, but was not incorporated in the legislation. It is likely that the cap on the number of private teachers in the committee's agenda for 1998.

Committee chairman Blade Nz-

mande said the bill was an important piece of legislation.

Although it may not have satisfied all the political parties 100%, the necessary compromise had been struck to attain the necessary balance.

"We are also convinced everybody will act responsibly, not least the governing bodies, so that this new legislation is not abused to perpetuate past inequalities."

"We should rather look at this legislation as a basis and a source to continue on our path of transforming education in our country," Nzimande urged the country's schooling community to approach the amendments and new legislation in that spirit.

Front education spokesman Leon Louw said the proposed legislation had

the potential for chaos and conflict in the country's education system.

The legislation, which was originally aimed at strengthening the position of school governing bodies, had been denounced by the radical amendments proposed by the national education department and the ANC.

The government's attempts to sidestep an earlier Cape High Court decision declaring its teacher redeployment scheme illegal was entirely cynical and sinister, Grove Primary governing body chairman Helen Maree said yesterday.

Nothing that an appeal against the High Court judgement was scheduled to be heard on November 8, Maree said that the case was now "an academic exercise". — Sapa.

(321) ✓  
 PM 17/10/97

## Tempers set to rage again

Teacher redeployment and schools' freedom to choose don't go together

The employment rights of public schools' governing bodies will be toughly debated within parliament's education portfolio committee during the next week or so. Likely to prompt bitter exchanges are changes to the Education Laws Amendment Bill proposed by ANC and SACP stalwart Blade Nzimande, who is chairman of the committee.

The Bill deals mainly with two issues.

The first is whether governing bodies of public schools should be allowed to employ, out of their own privately raised funds, teachers and other staff in addition to those who are paid for by the State. Socialist education policy analysts and the SA Democratic Teachers Union (Sadtu) argue against it, on the grounds that it would perpetuate, and probably increase, present inequalities in education.

Others maintain such employment must be allowed so as to maintain and create

centres of schooling excellence. Lose those, they observe, and middle-class parents will completely abandon public schools, with disastrous effects on the schools.

"It is not just a white, Model C-type demand," adds Transvaal Onderwysers Vereniging MD Huw Davies. "In KwaZulu-Natal there are over 5 000 teachers employed by black community schools over and above their establishment numbers. Are they to be put out of work by a law prohibiting their employment?"

Those drafting the Bill have decided not to rock the boat in this regard. Powers given by the SA Schools Act to governing bodies to employ extra teachers and others until the end of this year have been perpetuated by the Bill.

And they may choose whomever they wish, provided they are qualified and meet other requirements required by the Act. Nzimande and his colleagues have decided not to oppose this.

Not so, however, with the filling of some vacant, established (government-paid) posts.

The Education Employment Act of 1994 said the State should fill such posts according to the recommendations of school governing bodies, provided their recommendations met the provisions regarding qualifications, and so on. That created problems for provincial education departments trying to redeploy teachers from schools where new staffing norms had made them superfluous to those where vacancies had occurred.

When the Western Cape department of education tried to compel schools to fill vacancies from a list of those seeking redeployment, the issue was taken to the Cape High Court in what was dubbed the Grove Primary School case (*Current Affairs* April 11 1997). The 80 schools involved in the case won that round.

But the battle is not yet over. Nzimande is proposing that the Amendment Bill compel public schools to fill established posts "from candidates identified by the employer" — that is, from the ranks of those whom provincial education departments need to redeploy.

Nor will governing bodies be able to complain that none of those thus offered are adequately qualified for the vacant posts. Nzimande's changes replace "required qualifications" with the vaguer term "requirements." "Equity, redress and representativeness" must also be considered, along with "ability."

It is over the appropriateness of those criteria for filling teaching posts, and over the reduction of governing bodies' powers, that tempers will rise.

John Collings

# 'Axe teachers' showdown

(321)

m+c 17-23/10/97

*The provinces have an impossible choice: retrench teachers or go over budget,*  
**writes Andy Duffy**

**P**rovincial education departments are urging the national government to consider lifting the ban on the forced retrenchment of teachers.

The provinces say attempts to cut personnel costs through voluntary retrenchment and redeployment have failed, leaving them little choice but to axe teaching staff to stay within their budgets.

Most provinces have suffered cuts in their education budgets. KwaZulu-Natal and the Western Cape have both in recent weeks raised the issue with the national education department. Minister of Education Sibusiso Bengu's office says the ministry has also received requests from other provinces, including Gauteng and the Northern Cape.

A forced-retrenchment policy would be politically dangerous for Bengu. It would put him on a collision course with teaching unions and with President Nelson Mandela, who has promised there will be no forced job losses among teachers.

Ministerial adviser Thami Mseleku says Bengu does not believe forced retrenchment is the only option. But some national education officials privately feel that forced job cuts are inevitable.

The national department has passed the provinces' request to Cabinet for approval in principle. The Ministry of Finance is also looking at the likely cost of severance packages.

The Education Labour Relations Council, which includes teaching-union representatives, would be called on to work out the details of any retrenchment programme.

"The department doesn't have a formal view," says one official, "but we realise it [forced retrenchments] has to be addressed. We don't see there's another way."

KwaZulu-Natal education department deputy director, Mike Jarvis, says his department expects to spend R800-million more than its R6,1-billion budget — most of it on salaries for its 82 000 teachers.

He says the province urgently needs "clarity" from national government on a forced-retrenchment policy — an issue, he says, that should have been cleared up last year.

A representative for the Western Cape education department says: "We need a mechanism to cut our personnel expenses. We need a mechanism to reduce the number of educators. It will be very difficult to deliver all the services [such as the new curriculum] without these cuts."

The province, which employs 32 770 teachers, has already been forced to scrap thousands of teaching posts as part of Bengu's attempts to redress past imbalances in teaching resources between schools and provinces.

Should provinces get the go-ahead to swing the axe, the significance would spread far beyond education. There is a moratorium on forced job

losses across the public service, though the government wants to revisit the issue.

Bengu has tried to cut teaching numbers by offering voluntary severance packages. He also wanted to avoid forced job cuts by redeploying excess teachers to under-resourced schools and provinces. Both strategies were drawn up after lengthy talks to secure the support of teaching unions, and have largely failed.

Mseleku says one option could be to refine the voluntary severance programme to target individuals. Those targeted would be given the opportunity to accept severance or redeployment, or take up a post vacated when another staff member retires. Teachers who refuse these choices would be in breach of their public service contract, and, in effect, resigning.

The unions, particularly the South African Democratic Teachers' Union (Sadtu), are likely to give government a hard time over retrenchments.

Bengu's handling of the Grove Primary School issue has lifted Sadtu's confidence in its ability to sway education policy.

The Cape Town school, supported by 80 others, mounted a successful court challenge to Bengu's demand that state schools recruit from a central list of teachers available for redeployment. The ruling effectively crippled the minister's redeployment strategy, and he is to appeal next month. He is also pushing legislative amendments to circumvent the ruling.

Sadtu is widely credited with influencing Bengu's approach. The union did little this week to contradict that analysis, conceding that it had lobbied strongly.

# Grove Primary lawyers weigh Constitutional Court challenge

## Rebel school to fight changes to education law <sup>(321)</sup>

JEAN LE MAY

Grove Primary School has asked its lawyers to look into the possibility of taking the education authorities to the Constitutional Court.

Governing body chairman Helen Maree said the school had no intention of buckling under threats to its autonomy posed by amendments to education laws which were pushed through Parliament's Education Portfolio Committee last week.

And lawyer John MacRobert confirmed that "we shall instruct counsel to consider all the options and the Constitutional Court option is one of them".

The amendments, slipped into a bill to amend education laws and rushed through the African National Congress-dominated portfolio committee last week, would strip schools' governing bodies of their powers to appoint staff.

A Constitutional Court foray will not be Grove Primary's first. With 80 other Western Cape schools, it won a Cape High Court action in June in which it applied to have certain staffing policies and procedures set aside on the grounds that they restricted the powers of the governing body.

The school also asked the court to rule on whether the actions to which they took exception were in conflict with the constitution, but Judges Edwin King and Wilfred Thring did not express a view on this aspect because they decided in the school's favour on other grounds. An appeal has been set down for November 11.

The constitutional requirement on which Grove School asked the High Court to rule was Section 33 of the present constitution, or alternatively Section 24 of the 1993 constitution, which enshrines the right to administrative action which is lawful, reasonable and procedurally fair. Mrs Maree has criticised the manner in which the latest amendments were rushed through the committee, saying that this limited opportunity for public consultation, comment and action.

Because of its high profile in bringing the court case, Grove School has become the target of allegations of racism in wanting to choose its own staff. Mrs Maree retaliated by saying education policy had become the preserve of trade unions.

She said Grove School fully accepted a workable rationalisation plan - "nego-

tiated at great length and accepted by all parties - which was to create more teaching posts to understaffed schools, freeze posts in over-staffed schools, redeploy where possible and use retrenchment as a last resort.

At issue is the way in which public schools can achieve equity in education by ensuring a more-or-less uniform pupil-teacher ratio. The redistribution of teaching staff in order to achieve this was subject to drawn-out negotiations, but eventually the plan referred to by Mrs Maree was approved.

The crunch came, she said, when the South African Democratic Teachers' Union (Sadtu) realised that teachers who were not white also would be subject to redeployment and retrenchment. Together with the Cape Teachers' Professional Association, it withdrew its support for the plan.

Before the 1996 local government elections in the Western Cape, President Mandela exacerbated an already tense situation by promising no teacher would be retrenched; after Grove Primary won its court case, the process was put on hold pending the appeal.

Countrywide, the Government is now over-spending R47 million a

month on salaries for teachers awaiting redeployment.

This was given as a reason for last week's amendments.

The law as it stood said that teachers were to be appointed by "the employers" - that is, the governing bodies of schools. But the process proved unworkable.

In each province a "right-sizing committee" was supposed to identify surplus teachers; then a list of vacancies was to be published in the provincial gazette and only teachers identified as superfluous would be allowed to apply. These teachers would be ranked in order of preference and a school wanting to appoint a teacher would have to take the applicant at the top of the list.

The procedure produced chaos in the Western Cape, where no list had been published by April this year.

It led Grove Primary to ask the court to direct Western Cape Education Minister Martha Olickers to draw up and publish such a list.

Subsequently, a few lists have been published, but schools and teachers struggle along in a limbo of temporary appointments, and Grove School is getting the blame.

# Nats, ANC at odds over Model C teachers

**SABANA MEGAL**

EDUCATION REPORTER

The National Party and the African National Congress have clashed over an ANC proposal to regulate the employment of additional teachers in former Model C schools.

The NP accused the ANC of having "a vendetta" and a "desire to destroy" during a meeting of the education parliamentary portfolio committee yesterday about the Education Laws Amendment Bill, which will

amend the South African Schools Act.

Randall van den Heever of the ANC tabled the proposal that the number of additional teachers employed by former Model C schools be reduced to prevent the schools charging exorbitant fees.

NP education spokesman Renier Schoeman called the proposal a "vendetta against the schools".

He said the ANC was determined, after the Grove Primary School case, to take on advantaged schools.

"We are not going to achieve anything with a desire to destroy," he

said, "I'm totally opposed to this."

The ANC responded that it saw his comment as "a desire to maintain the status quo".

Committee chairman Blade Nzimande said he was reminded of Dr HF Verwoerd's statement that: "The Bantus must never be allowed to graze on greener pastures reserved for whites."

Committee deputy chairman Shephard Mdladlana said Mr Schoeman was "a product of those green pastures", adding: "I am a product of poor quality (education)."

AKL 16/10/97 (32)

Mr Mdladlana said a situation where school fees were used to prevent access by some pupils to certain schools would not be allowed.

Mike Ellis, of the Democratic Party, proposed that the matter be shelved until it could be discussed after consultation. This was agreed by all parties, but an ANC amendment to the Bill, that a Minister of Education may, after consultation, determine norms and standards for the employment of additional staff in schools, was accepted.



ROY WIGLEY

**Write stuff:** Cebo Mkolo, a matric pupil at Efiakeni Secondary School in Wallacedene squatter camp, joins fellow pupils who had to carry desks from their school into a community hall before they could write a matric exam, which eventually started 40 minutes late. **Report, page 3**

# Embattled teachers face the sack

**SABATA NGCAI**  
EDUCATION REPORTER

**The Government is considering retrenching teachers to cut costs in the Education Department, says the SA Democratic Teachers Union (Sadtu).**

Sadtu disclosed yesterday that in a recent meeting "the state viewed retrenchment as a possible solution to the financial problems".

But the union said it would act only when the state put the matter on the table.

"It remains a rumour, though it's a very strong rumour," said Sadtu provincial secretary Don Pasquallie.

The Education Department acknowledged that "serious discussions" were taking place behind the scenes but could not confirm or deny whether teacher retrenchment was being considered.

"It is a big concern," said the national department's chief director for Human Resources, Duncan Hindle. "Overspending is a major problem. We are looking at ways of resolving the problem."

He said a large percentage of expenditure in the budget went to teachers' salaries.

Experts said if the state chose retrenchment as an option, that would put the national Education Department on a collision course with teachers' unions.

President Mandela has promised several times that there will be no job losses among teachers.

However, early this month it was reported that provinces had urged the national Government to consider lifting the ban on the forced retrenchment of teachers.

The provinces were expected to overspend by R6-billion in the current financial

year. KwaZulu Natal expected to spend R800-million more than its R6,1-billion budget - most of it on salaries for its 82 000 teachers.

The Western Cape was expected to overspend by R350-million in its current budget, with about 90,2% spent on the salaries of its 32 770 teachers.

The province has lost almost R90-million since April this year to keep more than 5 000 redeployable teachers and their substitutes in schools.

The redeployment process was supposed to be finalised in January this year but was extended to April because agreement on implementation had to be reached.

It was further delayed until June when Grove Primary and 80 other city schools applied to the Cape High Court to have the re-

**To page 3**

P. T. O.



# Teachers facing the sack

From page 1

ARG 29/10/97

(821)

deployment policy scrapped. The handing down of judgment in favour of Grove further delayed the process.

The state could find itself stuck in the redeployment process and forced to consider retrenchment, argue some educationists.

In the Western Cape the situation has been exacerbated by the reluctance among teachers to be redeployed in certain areas. When Bulumko Secondary School in Khayelitsha was looking for a teacher for commercial subjects in July, it could not find any because people on the list said

they could not teach in Khayelitsha.

In terms of the redeployment procedure, teachers should be redeployed to schools of their choice.

Some schools even refused to take teachers from the redeployment list, because they felt they should be given powers to choose the best teachers.

The department recently intervened by proposing amendments to the Schools Act to speed up redeployment in order to cut costs.

The Education Laws Amendment Bill, tabled in Parliament yesterday, was expected to be used to overturn the Grove judgment, to allow the redeployment of teachers to proceed.

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# ANC defends 'coercive' bill

(321) 31/10/97  
Jacob Dlamini

CAPE TOWN — The African National Congress (ANC) has denied opposition party claims that a bill approved by Parliament yesterday will give the education minister powers to overrule school governing bodies by imposing regulations to be used for allocating funds for employment of additional teachers.

ANC MP Randall van den Heever said the Education Laws Amendment Bill was intended to strengthen the SA Schools Act, passed last year to try to transform education and achieve equity by redeployment of teachers to underserved schools.

Van den Heever said the need for the amendment followed the concession made by government to previously white schools allowing them to appoint teachers and support staff additional to their agreed complement. The extra staff would be employed using funds raised by governing bodies of schools affected.

Van den Heever said the concession expired in December and the amendment would introduce legislation enabling schools to employ additional staff.

Education minister Sibusiso Bengu said government would never give school governing bodies powers which would stop provincial education authorities from rationalising teaching staff. He backed the power the bill gives him to determine norms and standards to be used when allocating funds to government schools.

Government backed schools' rights to raise additional income, and the act requires parents to decide on school budgets and fees, Bengu said.

Democratic Party MP Mike Ellis accused the ANC of trying to centralise power and dictate to school governing bodies. He said the amendment would result in poor education and interfere with parents' rights to provide their children quality education.

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# Bengu takes back

# teacher power

**IN A MOVE** likely to re-draw the education battle lines, Parliament has agreed that the power to deploy teachers should remain in the hands of government, not parents. Education Writer **TROYE LUND** reports.

CT 31/10/97 (321)

**P**ARLIAMENT has agreed – the law must be changed to allow Education Minister Dr Sibusiso Bengu to determine requirements for the appointment, transfer and promotion of teachers in public schools.

Schools must accept appointments from a redeployment list set up by the Education Department.

Bengu will also have the power to determine norms and standards for the use of employment funds by governing bodies.

This was confirmed yesterday when Parliament passed the controversial Schools Amendment Bill. It will become law after having been referred to the provinces.

The bill forces schools to consider equity, redress and representivity, as well as the ability of the candidate when making appointments, and aims to spread education resources and teachers over a wider front.

Government's move comes as parents lean toward private schooling, with about 10 private schools opening each month.

This is seen as such a lucrative new field that at least one private company, which is opening a string of schools, is heading for a listing on the stock exchange.

Introducing the bill amid heated debate yesterday, Bengu said that public schools were organs of the state and had to be governed by the values and principles enshrined in the Constitution.

"A public school is a public school — period. It cannot serve a particular group only, whether based on race or class.

"Parents on governing bodies ought to be front-line defenders of democracy in our schools, not obstinate defenders of exclusivity and privilege.

"The bitter reality, which I have never tried to disguise, is that our public funds are incapable of meeting our educational needs at present. That is why the South African Schools Act requires me to determine norms and standards for public school funding based on equity and redress.

"With an insufficient funding base and heartbreaking needs, the government

agreed that all public schools be encouraged to raise additional resources from their communities. Parents are required by the terms of the Act to decide on school budgets and to decide whether or not to charge fees.

"Once governing bodies are made trustees of those funds, they must have the discretion to use them as they see fit for the improvement of education at their schools, including employing additional staff," Bengu said.

But the new legislation has caused an uproar from certain schools because it clashes head-on with a Cape High Court ruling made in June.

In the case, Grove Primary took the department to court for limiting the school's choice of teachers, and won. The two judges said legislation provided school bodies with the right to advertise posts, interview candidates and employ them.

Commenting on the new law, a spokesperson for Grove and 80 city schools supporting it said the legislation made a mockery of the judicial system. The bill showed how South Africa had retained the apartheid government's habit of changing the law when court judgments did not suit its ideology.

Grove Primary governing body chairperson, Ms Helen Maree said: "This law undermines the partnership between parents and the department. Partnership is the key to equality. We are never going to have a real improvement in public education until parents are empowered to play a meaningful role, which includes providing for quality education."

She said that top public schools were "absolutely determined" to ensure good public schooling and that there was a great demand for this.

Maree said the group would wait for the Appeal Court ruling on the High Court judgment in June before taking any further legal action.

Educators fear that the new law will lead to a drop in standards not only because

□ Turn to Page 3

P. T. O.

## Bengu back in driving seat

□ From Page 1

teachers will not be employed on merit, but because the government will limit the number of teachers, over and above the state-paid posts, that public schools can employ. CT 31/10/97

Subjects like French or art, which do not attract large enough classes and require specialist teachers, will gradually be cut from state schools because of budget constraints.

Principal of Cedar High School Mr Dave Campbell said: "Equity is the way to go, but the new law will erode the present top government schools."

The South African Democratic Teachers Union (Sadtu) said allowing government schools to employ extra teachers would need to be closely regulated. It could lead to high fees being charged which were not affordable to poor communities.

Mr Graeme Crawford, head of a group looking for properties to start schools in the city bowl and Constantia said the state had no choice in the matter because of a lack of funds. But he added: "State education is no longer going to be the top end of the market."

● See Page 7

# Public-school teachers' law is passed

Education Laws Amendment Bill will force schools to consider equity, redress and representivity

By JOYAL RAMTIA  
Cape Town

**E**ducation Ministers ran high in the National Assembly yesterday as controversial legislation that empowers Education Minister Sibusiso Bengu to determine requirements for the appointment, transfer and promotion of teachers in public schools was passed by Parliament.

The Education Laws Amendment Bill, which will now be referred to the provinces, will, once it becomes law, force schools to consider equity, redress, and representivity as well as the ability of the candidate when making appointments.

The legislation also gives

the minister the power to determine norms and standards regarding the funds used for the employing of staff by governing bodies.

The ANC, the IFP and the PAC supported the bill with 188 votes against 58 opposing votes from the Freedom Front, the NP and DP.

The bill introduces amendments to the Educators' Employment Act, the National Education Policy Act and the South African Schools Act, and repeals the National Policy on the Salaries and Conditions of Educators Act.

Introducing the bill, Bengu said public schools were state organs and had to be governed by the values and principles enshrined in the constitution.

"A public school is a public school - period. It cannot serve a particular group only, whether based on race or class. Parents on governing bodies ought to be frontline defenders of democracy in our schools, not obstinate defenders of exclusivity and privilege.

"The bitter reality, which I have never tried to disguise, is that our public funds are incapable of meeting our educational needs at present. That is why the South African Schools Act requires me to determine norms and standards for public-school funding based on equity and redress.

"With an insufficient funding base, and heart-breaking needs, the Government agreed that all public schools be en-

couraged to raise additional resources from their communities. Parents are required by the terms of the act to decide on school budgets and to decide whether to charge fees. Once governing bodies are made trustees of those funds, they must have the discretion to use them as they see fit for the improvement of education at their schools, including employing additional staff," Bengu said.

The NP and DP accused the ANC of being manipulated by communists and the South African Democratic Teachers' Union.

DP education spokesman Mike Ellis said the legislation was part of the ANC plan to centralise the power of educa-

tion in the hands of the minister at national level and further blind school and governing bodies to do as they were told.

"The Government was hurt at being beaten in the Groves School case (in Cape Town). Now it's demanding retribution by starting on a path of reducing all schools to an equally low standard. The way the ANC manipulated these additional amendments to this bill under the guise of openness and transparency is appalling.

"We appeal to the ANC to understand the importance of parental rights in terms of their children's education and not to bring about too many restrictions on the right of parents to provide their children with a quality education," Ellis said.

SPAN 3/110/97

ST 9/11/97

## Schools do a deal to have their say

CRAIG DOONAN

GOVERNMENT schools could be allowed a say in choosing their own teachers if the Department of Education and a Cape Town school agree to compromise after a year-long legal wrangle.

Grove Primary School has been a strong opponent of legislation which compels schools to accept teachers from a list drawn up by the government. But the proposed compromise will allow schools to appoint their own teachers if they are not satisfied with the candidates on the list.

Sources say, however, that schools will have to justify to provincial education departments why they found candidates unacceptable. This would ensure that schools did not defend privilege or promote racism.

The compromise involves Grove Primary agreeing to the legislation and the government suspending its appeal against a ruling by the High Court allowing schools to make appointments of their choice.

The Education Laws Amendment Bill was passed in Parliament a

week ago. And, as a result of the likely agreement, it is expected to be signed into law without further attempts to block it.

After discussions with Grove Primary, the Educators' Labour Relations Council and the Cape Teachers' Professional Association this week, Education Minister Sibusiso Bengu said: "To enable this resolution of differences, legal representatives of all the parties are to approach the Supreme Court of Appeal to seek a deferment of the hearing."

He said that under these circumstances, it was likely that the new legislative scheme would take effect shortly and that an "overall resolution of the matter" would be achieved.

John MacRobert, the lawyer for Grove Primary, declined to comment.

# Retrenchment of teachers costs R1-bn

(321)

CAROL CAMPBELL

STAFF REPORTER

ARG 10/11/97

The Government forked out more than R1,05-billion in voluntary severance packages to teachers nationally by April 30 this year, Education Minister Sibusiso Bengu said today.

"A total of 5 613 teachers in the Western Cape opted for voluntary retrenchment at a cost of R372,3 million," he said in a written reply to the Democratic Party in Parliament.

The Gauteng Education Department had cut numbers by 3 375 at a cost of R223,8 million, followed by KwaZulu-Natal with 3 100 at R205,6 million.

Teacher unions and the national Education Department will return to talks in the new year to find ways to cut staff in public schools.

On the table will be proposals by Dr Bengu for limited, targeted retrenchment.

It is understood this will be aimed at excess teachers who have refused redeployment and severance packages and who are not teaching maths and science.

# Free State promises to address teachers' plight

By Morgan Naidu

THE plight of many Free State teachers who accepted voluntary retrenchment packages last year but have yet to receive their pensions, is now being taken up at the highest levels of the provincial government.

A recent *Sowetan* investigation revealed that many of the teachers were facing financial ruin after waiting for months for their money. Some teachers claimed they were duped into believing their monies would be much more than what they eventually received.

However, last week a top official in the Free State department of education said the problem was that "a bottleneck has been created at the national department of finance, which is processing all pension payments".

Head of human resources Mr Tabs Lioma, said he had instructed the education department to investigate the delay.

Lioma said it was wrong for teachers to say they had yet to receive a cent when many had been paid out lump sums for their accumulated leave.

"Before the teachers accepted voluntary retrenchment we went around the province, conducting workshops on their packages and in some areas not all the teachers showed up," Lioma said.

Teachers needed to understand how government worked. "Pension funds are still controlled by central government and in this case, by the department of finance," he said.

"I understand that there is a bottleneck at the finance department, created by the sheer number of voluntary retrenchment applicants," Lioma said.

He had instructed his department to see how far the processing of pension payments had gone.

"All the monies that were controlled by the provincial departments

have been paid out. There are some isolated cases which need special attention and I am also aware that some applicants' documents were lost."

Lioma said his department apologised for the loss of such documents. However, he was satisfied that they had processed most of the applications without problems.

Nearly 95 percent of the teachers gratuity had been paid out, but only 30 to 40 percent of the teachers had received their pensions, Lioma said. "I am very disturbed (by the outstanding pension payouts) and plan to go to Pretoria to see what the problem is."

Any Free State teacher who still has complaints or queries may contact the following departmental officials: Mr Jaco Joubert, recruitment director on 051-4044288, Mr W Skoke, deputy director for conditions of service on 051-4044287 or Lioma on 051-4044291/2.



# Grove, Bengu may settle

CT 11/11/97

(321)

**TROYE LUND**  
EDUCATION WRITER

AN out-of-court settlement between Grove Primary School and the national Education Department is likely to relieve the Appeal Court of having to rule on the controversial teacher redeployment scheme.

Legal teams from both sides will ask that the long-awaited Appeal Court hearing, which is set for today, be postponed.

The Education Department has appealed against an earlier High Court ruling that declared its teacher redeployment scheme — which forced schools to take teachers from a departmental list — to be illegal because it contravened the right of school governing bodies to advertise vacant posts, interview teachers and employ teachers on merit.

A draft proposal to settle the dispute has been agreed to after an intense round of negotiations



**ACHIEVEMENT:** Sibusiso Bengu

between legal teams representing the department, Grove Primary and the 80 schools supporting it, the Education Labour Relations Council and the Cape Teachers Professional Association.

The chairperson of Grove Primary's governing body, Ms Helen Maree, said yesterday that the group had always sought to negotiate a solution and was pleased to be

able to take this further now.

"We wish to confirm that substantial progress has been made in negotiations which have produced a draft proposal for settlement.

"We have accepted the minister's request for a postponement of the appeal on the basis of this proposal."

Without giving details of the proposal, Maree said the shared objective of both parties had to be the "equitable provision of quality public schooling for all pupils".

Education Minister Dr Sibusiso Bengu called the progress that had been made in negotiations a "real achievement". He paid tribute to the constructive role all parties had played in the discussions.

"I understand that these discussions have taken place in a good spirit and that there is every prospect that differences between the parties may be resolved."

The postponement is intended to give the parties time to resolve their differences.

# Teachers get the chop as cash dries up

*Sowetan 11/11/97 (321)*

All temporary and substitute staff at North West schools and colleges will have to go

## McKeed Kotlolo

**T**HE CASH-STRAPPED North West department of education has announced a moratorium on all new appointments and will terminate the services of temporary and substitute staffers.

A circular issued on Friday from the office of MEC Mrs Junior Gaoretelelwe to all stakeholders, including trade unions and governing bodies of schools in the province, stated that the department was experiencing "serious financial problems".

Gaoretelelwe said several cost-cutting measures had been approved by the provincial cabinet's executive committee on June 18.

These measures became effective on July 1, although the department continued with the appointment of college and school educators in a "temporary capacity" because such posts were regarded as key posts.

It also expressed concern that if such posts were left unfilled, they could "result in social instability and an interruption of teaching and learning".

Another decision taken on October 23 this year extended the moratorium on new appoint-

ments at colleges and schools "with immediate effect". This means the services of temporary staff and substitute teachers will be terminated.

The letter added: "The department is fully aware of the consequences of this decision and has prepared several submissions in this regard to the executive council."

The decision was criticised by both the provincial branch of the South African Democratic Teachers Union and Congress of South African Students (Cosas), who said it would impact negatively on schooling and the quality of education in the province.

Sadtu spokesman Mr Fezile Ngqobe said: "This clearly states that come January 1998, no new teachers will be employed."

"This also means that all temporary posts created in July this year will be terminated as they were on contract basis. It also means that there will be a shortage of staff next year."

Cosas' statement said: "We wonder how the government will ever realise compulsory education if it keeps on throwing up economic barriers to school attendance."

The moratorium on appointments comes after *Sowetan* reported two weeks ago that there was no money to buy textbooks for 1998.

# Retiring teachers cost state R1-b

By Rafiq Rohan  
Political Correspondent

**U**P TO April this year the Government spent more than R1 billion on resignation packages voluntarily applied for by teachers.

Minister of Education Professor Sibusiso Bengu told Parliament in response to a written question that a total of 15 851 teachers throughout the country were awarded the controversial packages up to April 1997.

Most of the teachers who received packages are from the Western Cape. The Government forked out R372,3 million on the Western Cape teachers who received packages.

The Western Cape was followed by Gauteng, where 3 375 teachers took packages amounting to R223,8 million.

The rest of the provincial breakdown is:

*Sowetan 11/11/97*  
**Minister reveals how many teachers applied for voluntary retrenchment**

● 3 100 KwaZulu Natal teachers at R205,6 million;

● 1 176 Eastern Cape teachers at R78 million;

● 1 007 North West teachers at R66 million;

● 879 Free State teachers at R58,3 million;

● 513 Northern Cape teachers at R34 million;

● 170 Northern Province teachers at R11,2 million; and

● Eight Mpumalanga teachers at R530 664.

Bengu added that the payouts worked out at an average of R66 333 for each teacher.

The Minister also revealed that this year R263,7 million of taxpayers'

money was used to provide bursaries for students.

The money constitutes loans and bursaries paid out to university and technical college students.

However, Bengu pointed out this figure was slightly lower than money spent on student loans and bursaries last year. Last year R313,1 million was spent on 66 940 students. This year's figure covered 52 684 students.

Bengu also announced that in 1998 more than 80 000 students would require financial aid packages at a cost of about R500 million.

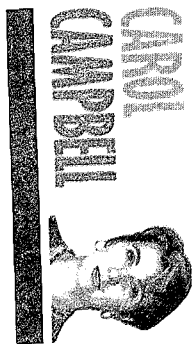
The Minister seemed satisfied with statistics that showed that the majority of students (about 71 percent) granted bursaries or loans passed their exams.

# Grove deal gives power back to parents

A new teacher redeployment deal ending the year-long feud between the Grove Primary School governing body and Education Minister Sibiso Bengu means parents will control jobs for "excess" teachers.

In essence, the plan set out in an Education Department document leaked to the Cape Argus last night, will allow school governing bodies to employ teachers of their choice provided they are already working in public education and are "excess".

But in spite of Grove Primary and the Government reaching agreement, the powerful South African Democratic Teachers' Union could yet scupper the plan. Last week the union walked out of talks



take the (excess) teacher whose name appeared at the top of the list.

Grove Primary in Claremont, in a High Court court action backrolled by 80 formerly while Western Cape schools, rejected the scheme and won the right to employ teachers of its choice.

The Education Department appealed against the judgment and the matter was due to have been heard by the Supreme Court of Appeal in Bloemfontein yesterday. The appeal hearing was postponed and will be heard on a date yet to be set.

The out-of-court talks between the groups could well end the legal battle which tested the new Schools Act for the first time.

The Act in fact gave parents the final say

over who would teach their children but Dr Bengu, in the Education Laws Amendment Act, took back some of this power.

His feeling was that the Government, as the employer, should have some say in the filling of posts. He also needed a law that would enable him to place thousands of redundant teachers in jobs at understaffed schools. The Schools Act did not do this as it gave school governing bodies the freedom to bring new teachers into the system.

Under the planned new deal, governing bodies will be allowed to shortlist and interview candidates but will have to keep provincial Education Departments informed throughout the process.

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## New deal on redeploying teachers

(321)

From page 1

ARG 12/11/97

Once a candidate has been selected, the department will have to give its approval before an appointment can be made.

Teacher unions will be given observer status during the shortlisting and interviewing process.

If a governing body cannot find an "excess" teacher suitable for the job and can provide a good reason to the department, it will be allowed to interview on the "free market".

When Grove Primary won the court case, Dr Bengu's redeployment plan was thrown into disarray as schools were no longer legally obliged to employ the teachers chosen for them by the department.

Dr Bengu's goal with redeployment was to spread intellectual resources more evenly between advantaged and disadvantaged schools and keep excess teachers in the system instead of offering them expensive retrenchment packages.

At a meeting of the bargaining unit of the Education Labour Relations Council in Pretoria today, Sadtu is expected to oppose the new plan.

Sadtu holds 60% of the voting weight in the council and represents 160 000 teachers. This means it has the final say over whether the Grove deal can go ahead.

What concerns Sadtu representatives is that when Dr Bengu's redeployment plan was first mooted, teachers were told that if they volunteered for redeployment they would be given priority when it came to placing them in new jobs.

Under the new agreement these teachers will have to compete for jobs and many could battle to find positions, especially in the Western Cape where the education budget is being described as "beyond desperate".

# Bengu's settlement upsets teachers' union

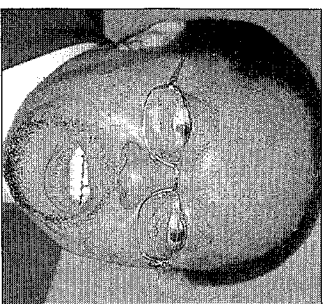
**TROYE LUND**  
EDUCATION WRITER

EDUCATION Minister Dr Sibusiso Bengu's new plan to settle the teacher redeployment battle with parent bodies out of court has placed him at loggerheads with the country's largest teachers' union.

The SA Democratic Teachers' Union (Sadtu), which has voted against the plan, has now discovered that the new education laws that it recently approved also give the minister sweeping powers to override the union.

Although Sadtu commands 69% of the vote at the Education Labour Relations Council (ELRC), which ideally should accept the settlement, Bengu can declare a deadlock and adopt the settlement as policy regardless of what the council decides.

"If Bengu does this he must take cognisance of the consequences," Sadtu spokesperson Mr Don Pasqualle said yesterday.



**SWEEEPING POWERS.** Sibusiso Bengu

terday.  
The union, which represents 160 000 of

350 000 teachers in South Africa, may find that a nationwide strike is its only recourse.

The out-of-court settlement, which has been agreed to by Grove Primary School and the 80 schools that support it, gives power back to school governing bodies to interview and employ teachers, and Bengu has also agreed to pay the parent coalition's Appeal Court legal costs.

As the new agreement stands, public schools may advertise posts and only teachers on the redeployment list may apply.

School governing bodies may interview applicants and submit the name of the suitable candidate to the Education Department. The department will check that the nominee is on the redeployment list.

If no redeployment applicants prove suitable for a vacancy, school governing bodies will then be able to advertise the post in the "open market".

Sadtu is strongly opposed to the new settlement, mainly because it allows for

excess teachers to be retrenched if they are not employed by the schools.

The union believes this is in direct conflict with the newly passed Educators Law Amendment Bill.

The bill overrides the points on which the Grove 80 won their Cape High Court case.

The High Court found redeployment to be illegal, as it denied school governing bodies their right to advertise posts and employ teachers on merit.

The Education Department said although the Educators Law Amendment Bill would override any Appeal Court decision in favour of the Grove 80, the department had asked that the Appeal Court ruling be postponed because it believed it was best to come to an amicable agreement.

The department also said that, in the interests of reconciliation, it was "only right" to pay for costs that the parents had incurred in the Appeal Court case.

# 40 000 teachers to face the chop

**TROYE LUND**  
EDUCATION WRITER

DRACONIAN money-saving measures planned by provincial education departments could see some schools opening next year with half the staff they need and no recourse to replace teachers immediately.

Proposals to axe up to 40 000 temporary teachers countrywide — 4 500 in the Western Cape — from January next year will cripple education and cause chaos in education, teacher unions have warned.

Chaos in education is imminent," said South African Democratic Teachers' Union (Sadtu) general secretary Mr Thulas Nxesi yesterday.

If the controversial teacher redeployment scheme is agreed to next year, each vacancy will take four months to fill. But if no solution to the redeployment problem is found, schools like Walmer High will function with only two teachers for an unspecified period. Eight of the school's 10 posts are temporary.

This elimination of teachers stems from attempts by provincial legislatures to dig education departments out of gross over-expenditure. Together, the provinces have accrued an education deficit of about R5 billion.

KwaZulu-Natal and the North West Province have already adopted the plan to axe temporary teachers.

Teacher unions expect the other provinces, especially the Western Cape, to follow before the end of this year.

Schools in a similar predicament to Garlandale High, which has 13

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# 40 000 teachers could be axed to save money

□ from page 1

temporary posts out of 54, will not function, warned the the National Professional Teachers Union of South Africa.

Sadtu spokesperson Mr Don Pasquallie said yesterday: "This (proposals for fewer teachers) would only work if the government could redeploy excess teachers to these posts before next year."

"No way can schools re-open with fewer teachers than they closed with," he said.

"Members are stunned by this move on temporary teachers.

"What is the criteria for terminating their services?" he asked.

"Many temporary teachers have been employed by the state for years. The situation in education is getting worse and worse.

"But a plan to redeploy teachers has not been agreed to yet.

"How can they go on holiday and not know if they will have a job next year or not?" Pasquallie asked.

Schools have been employing large numbers of temporary teachers to fill gaps left by teachers accepting severance packages and while unable to fill vacancies reserved for teachers on redeployment lists.

Severance packages were accepted by 6 000 teachers in the Western Cape alone.

Headmasters have more control over the employment of temporary teachers and they can dismiss them with 24 hours' notice.

Some teachers have been filling the same post in a temporary capacity for eight years.

But, after a year the redeployment scheme has not yet got off the ground and a solution is still being negotiated.

On top of a R485-million deficit that the Western Cape Education Department (WCED) has to carry into next year, central government is expected to cut the department's budget may be cut by a further 14% next year.

The department spends 92% of its budget on salaries so the 4 500 temporary posts in the province would be an obvious way to reduce spending.

Mr Jan de Wet, a spokesperson for the Education MEC Mrs Martha Olckers, said axing the temporary teachers was an option.

The cabinet would decide on the matter before December 6. Teachers' unions would be consulted, he said.

# Sadtu warns of strike over teachers' plan

(321)

BD 13/11/97

Kevin O'Grady  
and Linda Ensor

THE SA Democratic Teachers' Union (Sadtu) yesterday threatened a national strike as the education ministry confirmed that the jobs of about 60 000 temporary teachers were on the line due to provincial budget constraints.

Western Cape education MEC Martha Olckers said about 2 100 relief and temporary teachers would lose their jobs from January, resulting in a R40m saving, if the province approved cost-cutting proposals next week.

A further 3 000 permanent teachers would have to be taken out of the system next year and there were indications that a retrenchment tool, discussed by national cabinet, would be announced by the end of December.

Sadtu general secretary Thulas Nxesi said 1 200 Northern Cape teachers had been informed that their contracts would not be renewed and more than 30 000 temporary teachers in other provinces, including 20 466 in KwaZulu-Natal, were facing the axe.

Olckers warned of the crisis awaiting schools as a result of the move, especially in rural areas where up to 50% of the teachers fell into the category of temporary or supernumerary teachers

— "excess" teachers kept on by the department to keep schools operational.

Sadtu, which has vehemently opposed suggestions of retrenchments as part of moves to rationalise SA's 370 000 teaching staff, threatened a national strike if plans to let temporary teachers go were not reversed.

Nxesi said the plan would "spell chaos" and "trigger a major response in the form of a strike from teachers". There was unanimity among teachers' organisations on this, he said.

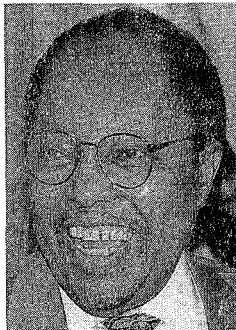
The new strategy follows government's failed voluntary severance package and teacher redeployment scheme which was intended to achieve equity between over-staffed and under-staffed areas.

Nxesi demanded that the scheme be properly implemented, as had been agreed to in the Education Labour Relations Council, before retrenchments were considered.

There should also first be a proper audit of all teaching staff.

Education Minister Sibusiso Bengu's adviser, Thami Mseleku, confirmed that discussions were under way between provincial treasuries and finance and education departments on the new plan but it was too soon to say

Continued on Page 2



BENGU

## Teachers

(321)

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Continued from Page 1

how many teachers would be affected.

Some provinces with huge budget deficits, including the Western Cape, have said they have no option but to dismiss temporary teachers.

Sadtu president Willy Madisha said the new strategy ran contrary to President Nelson Mandela's assurance that no teachers would be retrenched as part of rationalising education. It would also leave many schools — some of which only employed temporary teachers — severely understaffed.

There was also uncertainty about the exact number of teachers actually employed and an audit should be conducted to establish this before retrenchments were considered. "There is still a situation where we have many ghost teachers. We are talking about retrenchments but we don't even know

the total number of teachers."

Education department spokesman Duncan Hindle said a dispute was likely with unions on whether the move constituted retrenchment. "Our assessment — and the unions might not agree with us on this — is that these are fixed-term contracts and the provinces are simply honouring those contracts by allowing them to expire."

Hindle could not say how many teachers were likely to be affected as the plan was a "provincial initiative" and the national education department was awaiting information.

Farouk Chothia reports that a KwaZulu-Natal government source said the plan for temporary teachers would force most rural schools to close. "It is a decision we will take as a last resort, and we will try to lay off only some — not all — temporary teachers." The source said another option was terminating contracts at the end of this year but renewing them at the start of the new fiscal year.

# Battle looms over bid to cut teachers

## *Unions vow to resist shortages*

SABATA NGCAI

EDUCATION REPORTER

*(301)*  
*ARG 13/11/97*  
The bargaining chamber of the Education Labour Relations Council will meet next week to discuss ways of cutting rising costs in the Western Cape Education Department.

The meeting follows proposals to axe up to 40 000 temporary teachers countrywide - 4 500 in the Western Cape - from January, to cut costs.

The department took the initiative and has told teacher unions and other parties it would make proposals.

The provincial department is expected to exceed its budget by R350-million in the current financial year. About 90% is spent on salaries.

The department is expected to

demand that the contracts of substitute teachers not be renewed when they expire next month. This would help cut its monthly salary bill.

The employment of substitute teachers has forced the department into a situation where it is paying two teachers for one post - the redeployable teacher who still officially occupies a post (deemed excess), but does not actually go to work, and a substitute who is at present filling the post of the redeployable teacher.

But any such demand for retrenchments is expected to be resisted fiercely by teacher organisations. The SA Democratic Teachers' Union has vowed to fight any decision that would lead to a shortage of teachers when schools re-open next year.

Don Pasquallie, Sadtu provincial

secretary, said: "If the department allows the substitute teachers' contracts to expire while the redeployment of teachers is incomplete, we will oppose that."

The redeployment of teachers came to a standstill early this year when the Cape High Court handed down judgment in favour of Grove Primary School which, supported by 80 other city schools, had sought a court order scrapping the controversial redeployment process.

Earlier this week parties to the case agreed to settle out of court when the Government and Grove asked the Appeal Court to defer a hearing.

The Grove judgment forced the province to keep paying 2 600 redeployable teachers and their substitutes, at a cost of R12-million a month.

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# Strike threat over bid to cut teaching posts

By ADAM COOKE  
AND CECILIA RUSSELL

Chaos in the school system is imminent and strike action could follow if the Government goes ahead with its proposals to cut temporary teachers' posts, says the country's biggest teacher union.

South African Democratic Teachers Union president Willy Madisha said yesterday that it was time for Sadtu to "stop the rot".

The union said a number of schools would be left without any teachers if the plan went ahead.

Sadtu secretary-general Thulas Nxesi said: "There are cases in all the provinces, especially in new schools, where all the teachers are temporary besides the principal and

deputy principal ... There would simply be no classes."

He added that Sadtu would not accept the proposal and it would trigger "major action in the form of a strike".

The threat is the latest twist in a row between teachers' organisations and provincial education departments, which are proposing the cuts to solve a cash-flow crisis.

National Professional Teachers' Association of SA spokesman Henry Hendriks said the decision by some provincial education departments, including KwaZulu Natal, North West Province and the Eastern Cape, not to re-employ temporary teachers next year would result in the quality of education in the poorest regions suffering.

The Suid-Afrikaanse On-

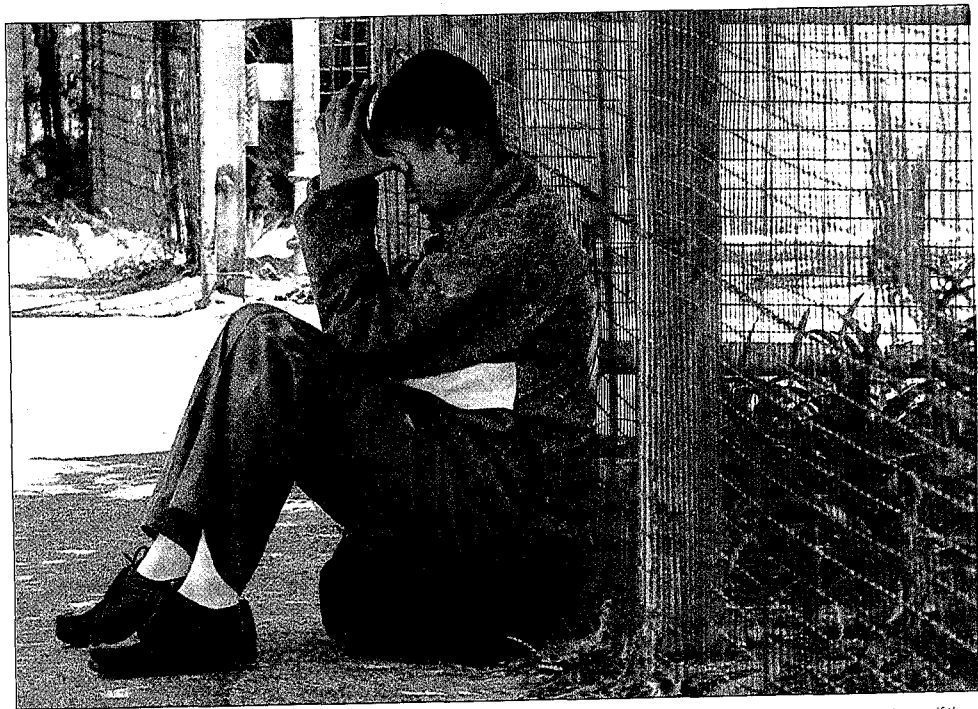
derwysersunie estimates that about 80 000 temporary jobs are in jeopardy nationally. In KwaZulu Natal 20 466 temporary teachers will not have their contracts renewed.

Gauteng Education MEC Mary Metcalfe said temporary teachers would be employed next year, but only in certain categories. Temporary teachers would not be employed to relieve teachers on "optional leave" - like holiday and study leave. But teachers who needed to take "unavoidable leave" - such as maternity leave and sick leave - would be replaced.

National Education Department head of human resources Duncan Hindle said the matter would be discussed with the unions before final decisions were made.

Star 13/11/97 (321)

# NEWS



**HARD TIMES AHEAD:** A Garlandale High School pupil contemplates the possibility that his school will open with 14 fewer teachers next year, if the Education Department decides to save money by axing temporary teachers. These vacancies may take months to fill. **PICTURE: KIM LUDBROOK**

## Many pupils may have no one to teach them

**TROYE LUND**

SOME Western Cape schools could open next year with only a principal and deputy principal — because the rest of the teachers are temporary staff and could lose their jobs.

The stony-broke Western Cape Education Department may be forced to sack 4 500 temporary teachers to save money. About 200 000 Western Cape pupils may return to school next year to find no teachers there to educate them because they have lost their jobs and turned to occupations like waiting on tables to make a living.

If the Western Cape does go ahead with the desperate cost-cutting measures, the best schools can hope for is to be without a full complement of teachers for about four months.

But educators have warned that posts could take the best part of next year to fill.

Schools that will be hit the hardest are those in previously disadvantaged areas because they have the most temporary teachers.

This is because extra posts were created in these schools a year ago to boost resources and get them in line with other, more privileged public schools. Only temporary

teachers have been employed in these positions.

Guguletu Comprehensive High School principal Ms Nontobeko Msetigana said: "What they have given us is simply being taken away. We are being starved. We will have to function with 16 fewer teachers. This is simply impossible. When five teachers are absent in one day we can't cope."

Msetigana says that combining classes would be equally impossible. This would end in 80 students having to cram into one classroom.

A further complication is the teacher redeployment scheme.

If agreement is reached

between the National Education Department and school governing bodies at the same time as allowing governing bodies to employ candidates on merit, it will take schools about four months to complete the employment procedure to fill each vacancy.

But as the country's largest teachers union opposes the out-of-court settlement between the two parties, educators predict that a solution will still be under negotiation by next school year.

Meanwhile schools have warned they will not function without temporary teachers.

CT 14/11/97

(321)

## Schools crisis grows, union vows to strike

(321)

TROYE LUND

CT 14/11/99

WHILE Western Cape authorities are locked in debate over the consequences of cutting "indispensable" temporary teacher posts and how to reduce a half-billion rand deficit, a teachers' union has threatened strike action if the National Education Department does not intervene.

But Education Minister Dr Sibiso Bengu says although he has no more money with which to fatten provincial budgets, provincial over-expenditure will be "dealt with comprehensively" once a task team investigating the problem has reported its findings to him.

The bottom line is that provinces have to curb their over-spending urgently.

In the meantime, if provinces "lay off" temporary teachers to cut costs, Bengu has urged, they should do so lawfully and without jeopardising education.

The Department of Finance has said it cannot spare any more money for education, and is expected to make more cuts to education budgets next year.

National Professional Teachers' Organisation of SA president Mr Leepile Taunyane said provinces were given "totally inadequate" funding, hence the crisis.

The president of the country's biggest teacher union, the SA Democratic Teachers' Union, Mr Willy Madisha, said it was time for Sadtu to "flex its muscles and stop the rot".

# Sadtu set to oppose redeployment deal

Kevin O'Grady

EDUCATION Minister Sibusiso Bengu is heading for a showdown with the SA Democratic Teachers' Union (Sadtu) over an out-of-court settlement this week with Cape Town's Grove Primary School on the employment of teachers by public schools.

The African National Congress-affiliated Sadtu plans to oppose the settlement when it is put to teacher organisations in the Education Labour Relations Council later this month.

The agreement follows a recent court order in favour of Grove Primary and more than 70 other schools which forced government to abandon its teacher redeployment scheme and allow public schools to employ teachers of their choice rather than those on

government's redeployment lists.

Bengu appealed and the Education Laws Amendment Bill, which could effectively have negated the court order by giving Bengu the power to decide policy on teacher employment, was passed in the National Assembly. Bengu's appeal was postponed in the light of an imminent deal, sources said.

A source close to talks on the agreement said yesterday the two sides had reached a "reasonable compromise" which would allow public schools to reject unsuitable teachers from the redeployment lists and advertise posts freely if no suitable redeployable teachers were available.

The source said the agreement aimed to absorb all "good and competent" teachers from the redeployment list and allow governing bodies to

advertise posts and shortlist and interview candidates.

If suitable teachers could not be found from the list, governing bodies would have to supply the education department with valid reasons for this and could then be given permission to advertise vacant posts openly.

This was a departure from the previous system which forced schools to hire teachers from the list "irrespective of their record or level of competence".

Sadtu president Willy Madisha said the settlement would undermine education transformation and "accommodate minority interests at the expense of the majority".

The bill, which was supported by Sadtu, will allow Bengu to proceed with the settlement even if there is no agreement on it in the council.

BD 14/11/97 (321)

# Call for care over teacher retrenchments

By TEO MOTHEBEL (321)

Star 14/11/97

Education Minister Professor Sibusiso Bengu said yesterday that he hoped plans to lay off temporary teachers by certain provincial education departments would be carried out lawfully and in accordance with labour-relations guidelines.

He said provincial education departments would have to assess all cost factors, including personnel expenditure, when determining how to curb their budgets.

Bengu said he wished teacher unions "would engage constructively with our attempts to resolve the problem, which concerns us all".

He added that a task team consisting of representatives from the departments of state expenditure and education were visiting the various provinces to assess the situation in their education departments.



# Teachers not ready for new school system

PREGA GOMENDER

KWAZULU Natal Premier

Dr Ben Ngubane has warned that his province is not ready for the new controversial multibillion rand education plan to be foisted on it next year.

But the government is insisting that the out-comes-based approach to education be introduced to all Grade 1 pupils in January.

The new plan, known as Curriculum 2005, is a dramatic shift from the rote learning and content-driven syllabus of the past.

It will see more group work in classrooms and pupils will be assessed not only on their ability to pass exams, but on their competence. Teachers will be required to act more as facilitators rather than instructing in front of classes.

Ngubane said that although the concept was good, the province did not have adequate resources to implement it.

"I think we are biting off more than we can chew. We are just not ready for it, but will have to forge ahead," he said.

Kwazulu Natal's MEC for education, Dr Vincent Zulu, said despite training, not all teachers would be ready in time for the implementation of the new curriculum.

Although we have spent over R1-million training teachers, the bottom line is that we don't have sufficient money to train them all. Neither do we have the money to buy equipment."

"I cannot see this work unless the Grade 1 teacher gets an average of 80 hours of training."

But a spokesman for the national Education Ministry, Khume Kangula, denied 2005 would fail.

"Training of teachers has already taken place but I am not sure if everyone has received it yet. I admit that Kwazulu

Natal and the Northern Cape are the most under-resourced and face huge challenges in implementation of 2005."

The MEC for education in Gauteng, Mary Metcalfe, said teachers had already ordered their material for next year.

Gauteng's pilot projects had been successful and in some districts, all the teachers had partic-

ipated. "We see some of the best teaching I've ever seen in some of the most dilapidated classrooms," Metcalfe said.

Support for teachers would be ongoing, education spokesman, Northey Makhosana, said they were committed to the successful implementation of the new system.

He said schools which had already placed their textbook orders for Grade 1 had been asked to put these on hold so the department could first evaluate a larger variety of materials.

Peter Mamanza, the spokesman for Impunzanga education, said the introduction of the new curriculum was not doomed but budgetary

constraints prevented him commenting further. "We are in a process of review in light of the current budgetary problems. We think that we cannot afford to deviate from the plans for the new curriculum," Mamanza said.

A spokesman for the Eastern Cape, Phaphama Metyana, said: "We are almost 80 percent ready for implementation."

ST 16/11/97

And a South African Democratic Teachers' Union spokesman, Thulas Ngesi, said the new curriculum was doomed even before it started.

"The biggest problem is the lack of resources. At this stage we are not sure whether the material for the new programme is ready or if all Grade 1 teachers have been trained."

The dean of the education faculty at the University of Durban-Westville, Jonathan Jansen, said the government had "messed up" with Curriculum 2005.

"We simply don't have the resources to introduce such a sophisticated system."

"The Education Department has already backed down on introducing 2005 in Grade 7 next year. They cannot politically afford to back down on Grade 1 as well," he said.

"What this new curriculum will be doing is increasing the gap between privileged schools and the disadvantaged ones. Schools with resources will obviously forge ahead of those without resources."

# Gauteng cost-cutting centres on health, teachers

Farouk Chothia

THE Gauteng government had introduced wide-ranging cost-cutting measures in a bid to avert overexpenditure on its R14,5bn budget this financial year. Gauteng treasury chief director Fradsep Maharaaj said current estimates of overexpenditure this financial year were about R1,1bn. However, the figure would be reduced to between R150m and R200m once the national treasury transferred funds for public service salary increases which came into effect on July 1.

The transfers should take place next

month, Maharaaj said.

He said overexpenditure was largely confined to the education and health departments, with the figures standing at about R600m and R550m respectively.

The provincial government wanted to cut the provincial teaching staff by 10 per cent, but the teachers' union said that teachers, as was the case in the past, an exception would be made for teachers who took maternity leave, Maharaaj said.

SA Democratic Teachers' Union (Sadtu) Gauteng deputy chairman Jabu Ngwenya said the education department tabled the issue in the provincial bargaining chamber last week, but the discussion

was shelved because the department failed to give the required 17-days notice that it planned to raise the matter.

The Mass Democratic Movement's provincial consultative forum would discuss the plan later this week, before it was agreed to by the provincial executive committee. The department wanted schools governing bodies to take responsibility for employing substitute teachers, but Sadtu was opposed to this as only historically privileged schools would be able to afford payment.

This would perpetuate inequities and result in higher teacher-pupil ratios in disadvantaged schools, Ngwenya said.

Maharaaj said this plan was separate from negotiations under way on the non-renewal of contracts of temporary teachers in various provinces. Contract terminations were also likely in Gauteng.

Maharaaj said the health department was also looking into the issue of cutting costs by closing down some of its hospitals.

"If there is, for example, a four-week buffer of stock, we are seeing whether we can bring it down to two or three weeks."

Maharaaj said other decisions aimed at cost-cutting included a ban on new projects without the approval of the provincial cabinet and treasury and the require-

ment of treasury approval for any tender worth more than R2m. Only "absolutely critical" posts in the public service would be filled after treasury approval.

Maharaaj said he expected the legislature to pass an adjustment appropriation bill before the end of the financial year. He said the province had made savings to those that were overspending.

The measures would help ensure government broke even this financial year, he said. National treasury officials would meet their Gauteng counterparts today as part of the continuing evaluation of provincial expenditure patterns.

# Teacher unions set to clash over

## *Out-of-court settlement on who will fill vacancies to*

**SABATA NCELA**  
EDUCATION REPORTER

Teacher unions are heading for a clash on Friday when the bargaining committee of the Education Labour Relations Council (ELRC) meets in Pretoria to discuss a draft proposal between the Government and Grove Primary School.

The unions, which have thrown their weight behind the state in the

Grove case, now differ on how the year-long feud between the school's governing body and the Department of Education can be settled.

The proposed deal would give powers to the parents to advertise vacancies in an open market and interview and appoint teachers of their choice, as opposed to the government redeployment scheme, which would give the powers to the minister of education.

Last week the department post-

poned its appeal against the Grove judgment (which was due to be heard in Bloemfontein yesterday) and negotiated the agreed draft proposal out of court.

But the 160 000-strong South African Democratic Teachers Union (Sadtu) rejected the settlement, charging that Grove Primary "does not have the inalienable right" to determine the fate of 370 000 teachers in the country.

Sadtu, the largest teacher union,

and holding 60% of the vote in the ELRC, refused to be party to an agreement "that seriously undermines education transformation in the country".

"Any agreement reached to accommodate minority interests at the expense of the majority will be treated with the contempt it deserves," the union warned.

Provincial Secretary Don Pasqualle urged Education Minister Sibusiso Bengtu to use powers given

to him by the Education Laws Amendment Bill to proceed with the redeployment of teachers.

The dispute began when Grove Primary, supported by 80 other city schools, applied to the Cape High Court to have the controversial redeployment process scrapped.

The Government appealed against the judgment (handed down in favour of Grove), but before the appeal was heard amendments to the South African Schools Act were introduced

*ARG 18/11/97*

to enable the minister to proceed with redeployment.

Parliament passed the amendments, but Grove threatened to challenge them in the Constitutional Court. This led to negotiations between Grove and the state, which resulted in the proposed settlement.

"We will oppose any out-of-court settlement," said Mr Pasqualle, while the 11 000 strong Cape Teachers' Professional Association (CTPA) said it had no problem with the pro-

posed settlement. Its president, Archie Lewis, said the CTPA was looking for a quick solution to the matter because teachers were getting more frustrated.

CTPA had no bargaining power in the ELRC and needed a minimum of 20 000 members to qualify. It was a member of the council through affiliation to the second largest teacher union, the National Professional Teachers' Organisation of South Africa.

*Grove deal  
be discussed*



## DP challenges MEC to reverse cut or resign

**BISHO** — Eastern Cape welfare MEC Mandisa Mafara should resign if she could not reverse a decision to cut subsidies to private welfare organisations by 42%. Democratic Party (DP) provincial MP Edmore Mphahlele said yesterday. **Bd 20/11/97**

Then, who has had no response to his demands for explanations for the financial crisis in Mafara's department, said yesterday the announcement was "a disgraceful, heartless act of insensitivity".

It emerged on Monday at a regional welfare organisations meeting in Port Elizabeth that the cash shortage would force the department to cut its subsidies from next month.

At a similar meeting in East London on Tuesday, welfare officials could not promise that the subsidies would grow again when the next fiscal year begins in April.

However, it was rumoured that the welfare department would be seeking assistance from the provincial treasury.

The treasury is already diverting savings from other departments to welfare and education, which together will overspend their budgets by R1,03m this financial year.

Welfare department spokesman Cingis Nkomo said the subsidy cut was only a proposal and a final decision would be taken by the end of the week after consultation with welfare groups.

However, Eastern Cape welfare organisations said yesterday the proposed cuts would force them to close. East London Farms director Linda Steven said: "What it means is we will have to shut down. We don't see ourselves surviving." — ECN.

## Education MEC sacked 'in interest of good governance'

**Pule Moleleki**

**NORTH** West premier Popo Moleleki sacked his education MEC Mmamagomo Gaorelele yesterday and replaced her with Tlole Moleleki. **Bd 20/11/97**

He said the move was "in the interest of good governance". His swift action follows reported complicity by education portfolios, including the provincial SA Democratic Teachers Union (SADTU), that the management and state of education in the province was in the hands of Gaorelele's sacking follows the appointment of a forensic audit team this month.

The team is investigating allegations that millions of rands is missing from the department and is expected to report in December.

Two months ago, tensions between Moleleki and Gaorelele, who became increasingly appar-

ent when the premier demanded a public explanation from the MEC for employing her sister-in-law's services in her battle to dismiss more than 400 foreign teachers.

Gaorelele was accused of nepotism and irregular behaviour for employing Nomasa Khumalo as an instructing attorney in the case. The complaint was that she could have used state attorneys at no cost.

This, together with marches from the teachers' union, prompted provincial education deputy director-general Gulum Huston Mayet to resign. He also did not enjoy a good relationship with the MEC.

Sadu provincial secretary-general Seth Ramagaga said his organisation respected Moleleki's decision.

He said "everybody" was aware that there were serious problems with education in the province and that despite many

attempts to rectify the situation, nothing had happened.

He said Sadu had not thought that Moleleki would sack Gaorelele.

The reshuffling of the cabinet will see Tlole's public works and roads portfolio going to arts, culture and sport MEC RL Motsape.

Former chairman of the standing committee for finance and economic affairs, ZT Tl-magole replaces Motsape.

The Rev Johannes Tsepedi retains his agriculture portfolio, Martin Kuscus is still MEC for finance and economic affairs; Paul Sehlary MEC for social welfare and development; Sathu Rhoopa MEC for safety and security and Dantle Africa is still MEC for local government, housing and planning; P Vilakazi transport and civil aviation MEC; and E Molewa for tourism and environmental affairs.

## Union forces ministry to withdraw circulars

**PIETERSBURG** Strong objections by the SA Democratic Teachers Union have forced the Northern Province education department to withdraw two circulars regarding stringent cost-saving strategies.

The plans included the termination of the services of temporary teachers in the department. One of the circulars, directed to regional directors of the department, gave instructions for letters to be sent to all temporary teachers notifying them their posts would become vacant when the premier demanded a public explanation from the MEC for employing her sister-in-law's services in her battle to dismiss more than 400 foreign teachers.

Gaorelele was accused of nepotism and irregular behaviour for employing Nomasa Khumalo as an instructing attorney in the case. The complaint was that she could have used state attorneys at no cost.

This, together with marches from the teachers' union, prompted provincial education deputy director-general Gulum Huston Mayet to resign. He also did not enjoy a good relationship with the MEC.

vice conditions of most of the teachers concerned.

"We wish to applaud the department for the bold stand they took in averting chaos, by withdrawing the circulars," Sego said. He said such matters warranted clear and properly guided discussions with employee organisations.

Provincial education departments throughout the country are planning to reduce staff levels, in response to a policy decision by the national education ministry. — Sapa.

THE Independent Schools Council launched a school-based teacher training pilot project yesterday that will start work next year.

More than 20 independent schools would enrol matriculants for an education degree at the University of South Africa next year. Students would be contracted to the schools, the council's national director Mark Henning told a news conference in Johannesburg.

"Studies will be through distance education and will comply with

## Schools council starts teacher training project

(321) BD 20/11/97  
the requirements of the SA Qualifications Authority," Henning said.

"We have selected Unisa because of its knowledge of South African conditions and its experience in distance learning."

The schools would pay the fees and provide an allowance.

An important feature of the scheme would be the use of experienced

teachers who would act as mentors to support students.

Matriculants who wanted to study in subjects where teachers were in short supply (mathematics, physical science, English, business studies and technology) would be given preference, Henning said.

The schools involved in the project would also provide additional courses

to ensure that the students emerged with a portfolio of marketable skills beyond teacher training.

The courses would include the subjects principled leadership, information technology, sports management, theatre management, training in counselling, entrepreneurship and metacognition.

During the course of their studies the students would be placed in urban, rural, established and developing schools to experience a variety of conditions. — Sapa.

# Union calls for late start to school year

## Threat to Curriculum 2005

SABATA NGCAI  
EDUCATION REPORTER

Curriculum 2005 could have a bumpy start next year if the Western Cape Education Department ends the contracts of temporary teachers next month, the Cape Teachers' Professional Association has warned.

The association said it would propose that the first school term start at least a month later if the department refused to renew the contracts.

A war of words is expected to erupt when the department and teacher unions meet in the provincial bargaining chamber of the Education Labour Relations Council today to discuss cutting costs.

The department is expected to exceed its budget by more than R400-million.

The department is expected to

propose that contracts of temporary teachers should not be renewed when they expire next month. The association said if it could not convince the department not to do this, it would propose the delayed opening of schools.

The 11 000-strong association said it would propose that teachers be at work when schools opened on January 19 but pupils go back later when the department had "put its house in order".

The association argued that if the estimated 4 500 temporary teachers went, there would not be enough teachers next year and the implementation of Curriculum 2005 in Grade One would run into problems.

"One is appalled at the prospect that thousands of Grade One pupils, who are to be the pioneers in outcomes-based education, will find themselves in situations where no

meaningful education can take place because there are no teachers," said the association.

But not all teacher bodies agree.

The South African Democratic Teachers Union, the biggest union, said although it would fight for the temporary teachers to remain in their posts, schooling next year should start as planned.

"Education must go on as usual and the schools must open as scheduled," said provincial secretary Don Pasquallie.

He said the 160 000-strong union would oppose any plan to terminate the services of temporary teachers.

Officials in the department believe that cutting the number of teachers will help cut a salary bill which has increased through the employment of temporary teachers to do the work of redeployable teachers still in so-called "excess" posts.

ARG 20/11/97 (321)

**RETRENCHMENTS**

# Bengu caught between a rock and a hard place

Cabinet must reconcile Mandela's promise to protect posts and provinces' demand that they be given the right to lay off teachers

**P**rovincial education heads have joined forces in the face of large budget deficits to demand that government give them the power to retrench teachers. The demand from Headcom, a committee of the nine provincial education heads, has been submitted to Cabinet by Education Minister Sibusiso Bengu.

Cabinet confronts a dilemma: to refuse would lead to substantial overspend by provincial governments, threatening government deficit targets; approving the move would contradict a promise made by President Nelson Mandela that no teacher would be retrenched during his term.

The provinces have a combined deficit of R7,5bn (see *Business & Economy*) and government is under pressure to allow retrenchments across the public service. The Public Service Department is soon to present Cabinet with detailed proposals for a new cost-effective retrenchment mechanism, without which it is doubtful government can meet its Gear targets.

Bengu's special adviser Thami Mseleku says Headcom is arguing for "a targeted retrenchment approach."

Education consumes the bulk of most provinces' budgets; salaries account for more than 80% of education expenditure. Without the ability to retrench staff, especially teachers, provinces are finding it impossible to balance their budgets. KwaZulu-Natal and the Western Cape alone say their combined education deficits will top R1bn this year.

A member of Headcom says provinces "cannot manage education unless we are given the tools to do so."

Mseleku says Headcom's request "might not be accepted but if it is necessary, and it looks like it will be, then we would need to go to the President."

Provinces have already begun the task of terminating the contracts of 80 000 temporary teachers, prompting the threat of a national strike by the militant SA Democratic Teachers' Union (Sadtu), which represents 44% of the country's 360 000 teachers.

Mseleku says the ministry will support

any measure that assists provinces to cut costs, as long as it is fair labour practice and does not harm provision of education.

Sadtu argues that the axing of temporary posts alone will create "an educational crisis" next year as many temporary teachers are in critical posts — mostly at disadvantaged schools. Cape Town's Guguletu Comprehensive School, for instance, employs 16 temporary teachers.

Extra posts were created at many disadvantaged schools last year to bring their pupil:teacher ratios in line with wealthier schools. But with the slow pace of redeploying teachers, many of the posts were filled with temporary staff. Losing them will put the schools back at square one.

Sadtu spokesman Kate Skinner says that it is "senseless" to retrench teachers ahead of the introduction of outcomes-based education, which requires sufficient numbers of competent educators.

The union argues that an audit of SA's teaching corps should be done before any retrenchments are contemplated.

Bengu last week hit back at Sadtu, saying provincial cost overruns had been aggravated by the "inordinate" time spent bargaining with labour over redeployment and rationalisation measures. "The country is now faced with the consequences of a failure to reach agreements."

A crucial meeting of the Education Labour Relations Council will be held on November 21 to debate the future of temporary teachers as well as Bengu's out-of-court settlement with Grove Primary over teacher redeployment.

Sadtu is outraged that Bengu has ac-

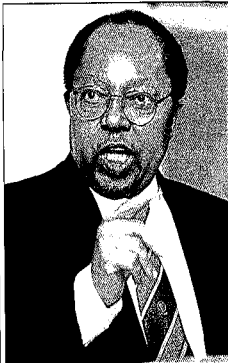
cepted a settlement making it possible for schools to employ teachers of their choosing if none on the redeployment list qualify.

It sees the settlement as entrenching Grove's court victory, which the National Assembly seemed to nullify last month by passing the controversial Education Laws Amendment Bill. This gave Bengu the final say over how posts can be filled.

"The Minister has recognised that public education is not about guaranteeing teachers jobs irrespective of competence, and that you cannot run education solely on the basis of labour interests," says Grove Primary spokesman Helen Maree.

If the Minister has seen the light, many will welcome it — not least University of Cape Town Vice-Chancellor Mamphele Ramphele, who caused a stir with her unflattering critique of schools policy implementation, in the *Sunday Times* recently.

But Bengu may be motivated by practical considerations. He is likely to lose his appeal against the Grove judgment as it must be heard in terms of the original legislation.



Ramphele (left) confronts Bengu... has the Minister seen the light?

This would entrench Grove's victory — a ruling which renders redeployment illegal.

This means that any teacher who feels aggrieved by the redeployment process will be able to challenge it in court. Such a scenario could undermine the thousands of posts filled under redeployment.

Bengu's appeal has been postponed pending finalisation of the out-of-court settlement with Grove.

This deal is supported by the Cape Teachers' Professional Association, and efforts are also being made to bring Sadtu on board. But Bengu can proceed without its approval. If so, he will be one of few ANC Ministers prepared to confront labour head-on.

Claire Bissexer

# Thousands of teachers may go

ET 21/11/97

(321)

**TROYE LUND**  
EDUCATION WRITER

MORE than 8 500 teachers in the Western Cape stand to lose their jobs over the next three years.

This is the bottom line that emerged yesterday when the Western Cape Education Department (WCED) met teacher unions to discuss a directive from Finance Minister Mr Trevor Manuel that all provinces pay their debts to the central government.

This means that the WCED will have to pay back R458 million.

At a crucial provincial Education Labour Relations Council (ELRC) meeting yesterday, three plans were put forward for discussion.

- Plan one: To have next year's WCED budget slashed by R458m.

- Plan two: For the WCED to pay the money back over two years.

This, according to teacher unions, would see class ratios jump

to 60 to 1 in primary schools and 50 to 1 in high schools.

Ratios are currently 26 to 1 in privileged schools and 40 to 1 in underprivileged schools.

But because both plans were deemed to be "completely unacceptable" by the

WCED and by unions, the WCED drafted a third plan — that the provincial legislature pay back the R458m debt to the central government on behalf of the WCED and that the WCED in turn repay the provincial legislature back over three years.

The legislature would also be required to take over the voluntary severance package payments that the WCED is currently responsible for.

Plan three would also mean that no class would have fewer than 40 pupils in it.

Despite promises made by President Nelson Mandela a year ago that no teachers would lose their jobs, plan three also means that

8 577 teachers would be fired over the three-year pay-back period.

Before the WCED can table plan three as a firm proposal at the ELRC, the provincial legislature needs to approve it.

But, before the proposal is even placed before the legislature today, the South African Democratic Teachers

Union (Sadtu) — which has 60% of the vote in the council — has rejected the proposal because it involves retrenchments.



**'PAY BACK':** Finance Minister Trevor Manuel

The union would not comment on plan three after yesterday's meeting because it had not yet been put forward as a firm proposal, but Sadtu is adamant that the deficit can be reduced without teachers losing their jobs.

Other measures that Sadtu has suggested to reduce the deficit include continuing to offer teachers voluntary severance packages, increasing the province's education budget and removing staffing concessions that some schools enjoy.

Dr Johan de Wett, spokesperson for Western Cape Education MEC Mrs Martha Olckers, said the situation in which the provincial education department found itself was "sombre".

The provincial cabinet will hold a special meeting today to debate the financial crisis — how to take responsibility for overspending and ensuring that all pupils had teachers in their classrooms.

# Provinces plan to ditch 43 000 teachers, says

20/11/97

Kevin O'Grady

PROVINCIAL education departments were pressing ahead with plans to terminate the services of 43 000 temporary teachers at the end of the year, the SA Ondertersaamte (SA Teachers' Union) said yesterday.

This had become clear at a meeting of the education labour relations council's bargaining committee on Friday, at which the issue was discussed, said union president Herk-las Smit.

The main argument presented by the departments was that "from the beginning, the education budget was insufficient to fund

the current establishment of educational institutions".

Smit said no agreement was reached at the meeting as the union and other teacher organisations could not accept that teachers "appointed in a temporary capacity and rendering an indispensable service ... be identified in this manner for this purpose".

Departments rejected the unions' request that a moratorium be placed on the further down-sizing of teacher posts.

If there was any need to reduce the number of posts, it would make more sense to identify those which would cause less disruption in the education sector.

"There are ... unnecessary posts in departmental offices that can be sacrificed with much less disruption to the system," Smit said.

The union was seeking legal advice about the inadequate education budget allocations. If it could be shown that the state was aware that personnel costs could not be accommodated, it would be "difficult to deny that a large-scale retraining of teachers had not been planned from the start of the financial year", Smit said.

"We believe that the state ... has sufficient funds to maintain a quality education service and that the minister of finance

should deliver these funds to education and should not pay mere lip service with regard to the crisis in education," Smit said.

Pule Molelele reports that thousands of unqualified temporary teachers employed by the North West education department, particularly in rural areas, would know their fate only once a detailed report was given to provincial premier Popo Molele in the near future.

Molele said there were no plans within the provincial government to retrain staff in the public service, but said that talks on the position of temporary teachers were continuing.

"We are still awaiting a detailed report on how many there are, what were the circumstances under which they were appointed, how that would affect the department of education if they were redeployed, said whether they could be redeployed," said Molele.

However, the provincial SA Democratic Teachers' Union (Sadtu) has indicated it will oppose plans to retrain the province's estimated 2 000 temporary teachers. Sadtu provincial secretary-general Seth Ramagaga said the union would meet new education MEC Zakes Tolo today to discuss the issues.

union

## Teachers act against retrenchment threat

By ADAM COOKE

Teacher trade unions have turned to the law to prevent the Government from dismissing thousands of temporary teachers as part of its rationalisation programme.

The Government and provincial education departments have told the unions, through the Education Labour Relations Council, that they plan to shed about 43 000 teacher posts next month.

But no final decision was taken at the council, and the fate of these teachers will be known only over the next two weeks.

The drive to reduce personnel is seen by the Government as one of the solutions to reducing education overspending of more than R2-

36 billion in the provinces.

The South African Democratic Teachers Union has turned to the Labour Relations Act after Friday's meeting and called for full disclosure from education departments.

"We want to know what alternatives there are to retrenchment. We need to know the details of exactly which individual teachers will be targeted and what their re-employment chances are.

"They cannot act until they have responded to us," said Sadtu negotiator Paddy Padayachee.

He said some provinces were adopting a more flexible position with regard to temporary teachers.

South African Teachers Union president Herklaas Smit said his organisation was seeking legal advice.

SPAN 25/11/97

## PROVINCE, UNIONS DEBATE CRISIS

# Cape teachers face uncertain holiday

**MORE THAN 8 000** teachers could be axed soon, despite President Mandela's promise that no teachers would lose their jobs. Education Writer **TROYE LUND** reports.

**A**S authorities debate their fate, teachers in the Western Cape may spend Christmas not knowing if they have a job to go back to in the new year.

Just two weeks before they break up for holidays, teachers' only certainty is that the Western Cape Education Department (WCED) has officially declared its financial position a crisis.

And, at best, more than 8 000 teachers stand to be axed to help bail the WCED out of the R485-million debt the central government has ordered it to repay.

While the director of education in the province, Mr Brian O'Connell, has warned that the situation is desperate and the central government has affirmed that budgets will not be increased, the provincial legislature and teacher unions are locked into fierce debate to find ways out of the mess.

Principals said the uncertainty was raising the already high level of demotivation among teachers.

Vuseleli Primary School headmaster Mr Theo Xonti called the situation "motivation for more demotivation".

Sid G Rule headmaster Mr Greg Vlotman, who has motivated his staff, parents and pupils to renovate and paint classrooms as well as beautify the school grounds over weekends and after hours said: "Teachers are less likely to go that extra mile if their futures are so uncertain."

A teacher at another school in Mitchells Plain, who asked not to be named because she is temporary and could be given 24 hours notice, said: "How can we go on holiday and celebrate Christmas knowing that there is an excellent chance we will not have a job next year? What is the government doing? Our schools are desperate for more teachers. Why are they continuing to train more teachers in this situation? Colleges should be closed down so that those who are already trained can remain employed."

"All this after we were promised by President Mandela himself that none of us would lose our jobs."

The provincial legislature says it may have an answer for teachers by tomorrow, after holding a crisis debate on the matter.

But because any solution the legislature comes up with will probably require retrenchments — which will be rejected by the country's biggest teacher union — a negotiated settlement may not be available before teachers go on holiday.

On one hand, schools are in desperate need of more teachers and on the other the WCED is R485m in debt.

The department is also having to spend R20m a month paying teachers who should have been redeployed but have not been

because of the controversy that has delayed this process over the past year.

Three options to dig the department out of the situation are likely to form the basis for the emergency debate in the provincial legislature tomorrow.

The first plan is to have the department budget slashed by R485m next year.

The second is to pay the money back to the central government

over two years, which is likely to make teacher/pupil ratios jump to 60 to one in primary schools and 50 to one in secondary schools.

Because both these plans were considered unacceptable by

teacher unions and the department, the WCED has asked that the provincial legislature pay the R450m debt and the WCED repay the legislature over three years.

The legislature would also be required to take over the voluntary severance package payments that the WCED is currently responsible for.

Even if the provincial legislature does accept the plan that the WCED will present to it, the country's biggest teacher union, the South African Democratic Teachers' Union, has warned that it will not accept it because the department must find ways other than retrenchment to solve its financial woes.

The office of Education MEC Ms Martha Olckers said it hoped that teachers would have "some answers" by tomorrow.

*'Our schools are desperate for more teachers.'*  
— Teacher



# Impact on education will be 'traumatic' for many

CT 26/11/97 (321)

"THE system is, in a sense, in crisis, but professional, committed teachers can still make a difference to this," education chief Mr Brian O'Connell has told teachers at a certification ceremony at UCT.

He disclosed that the Western Cape Education Department runs out of money on January 15 next year, by when the question of where money could be found to cover the department's debts would have to be satisfactorily answered.

He said he had spent the last few weeks in "difficult, brutal" meetings and that "according to the finance people we've now run out of space and out of time to make the adjustments necessary to bring about equity in education".

"Whichever way I turn at the moment, it's difficult, it's complex and the impact, especially on the Western Cape, I'm afraid, is going to be fairly dramatic — and, in many instances traumatic."

He said that if the challenge for South Africa was to live within its means, then that challenge, in education, fell on teachers, whose efforts and self-development should always ultimately be expended in the interests and development of pupils.

"Unfortunately, while the emphasis in the last three years has been on teachers, the focus has not been on teacher development but on labour relations and fiscal matters."

● See *Grappling With Change* — Page 8

# Receiver hits tax dodgers in Kenilworth

## Walkabouts find 39% to 50% of businesses not registered

ART 26/1197 (320)

LLEWELYN JONES  
BUSINESS REPORTER

Yesterday's raid by the South African Revenue Services on small businesses at Access Park in Kenilworth has uncovered an large number of firms which are not registered as taxpayers.

The raid formed part of the National Streetwalk Day by the South African Revenue Services (SARS).

The raids - or surveys conducted to test the accuracy of the Receiver of Revenue's database - are aimed at broadening the tax collection base. They have targeted small businesses which are not registered for VAT, Pay-As-You-Earn (PAYE), or Income Tax.

A Western Cape SARS spokesman Hanef Ebrahim said the walkabouts yielded phenomenal strike rates of unregistered businesses - between 39% and 50%.

The SARS was developing further strategies to get all businesses into the tax net. These included comparing business names in the Yellow Pages and Classified Advertisements against tax records, and comparing the records of car hire firms against tax records, he said.

"The bottom line is that we want people to register their businesses."

"The wider the tax base and the better the collection, the greater the chances are for a cut in tax rates."

"Vendors should not hope for a soft approach - we are getting tough."

Following the field audit team through Access Park, one could not fail to notice its polite threatness.

Team members introduced themselves by their first names and offered a handshake before producing their identity cards.

They told the businessmen they were conducting a "survey" to check the accuracy of the Receiver's records.

The proprietors were asked to complete a questionnaire which included requests for tax numbers.

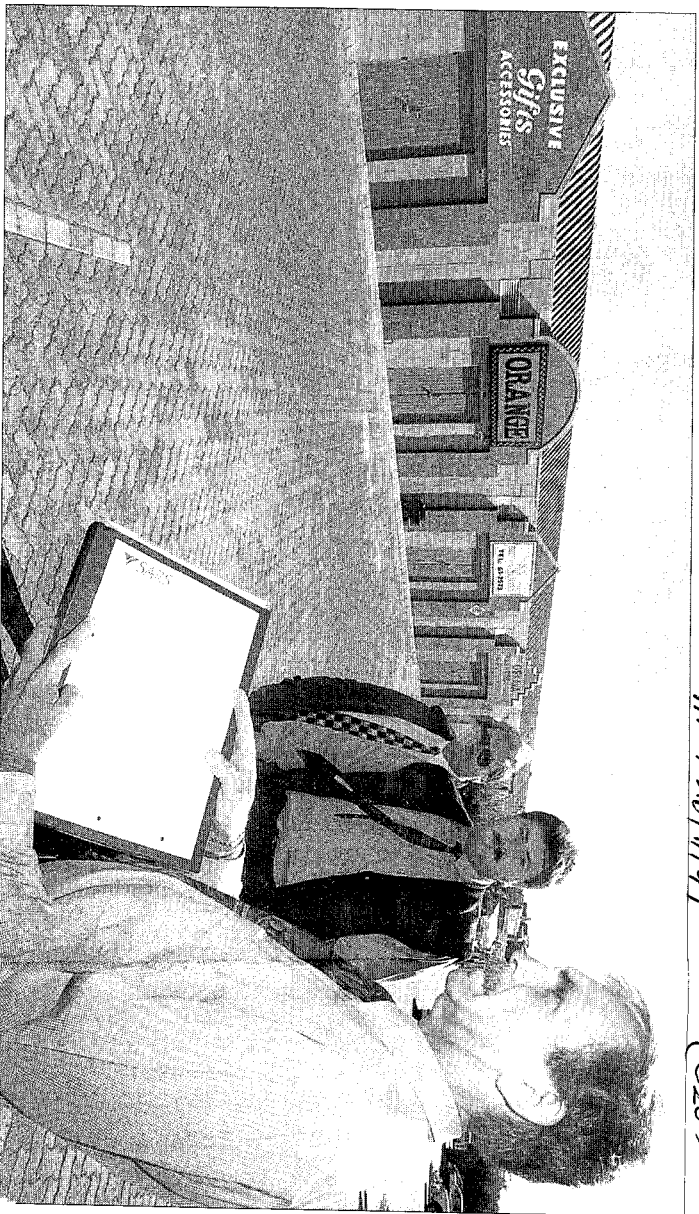
If the proprietor did not have the numbers readily available, he was given the chance of fixing them to the Receiver within five days.

Despite the friendly approach, it was clear there was an iron fist inside the velvet glove.

"There is a lot of genuine confusion regarding the rules and regulations," a member of the team said.

"Obviously, the person who has four or five business sites knows which taxes he is liable for, and is evading paying tax. We would deal with that person far more sternly than the smaller businessman who is unaware that he is breaking the law."

**Vendors should not hope for a soft approach - we are getting tough.**



Ready for action: Danny Belcher, Tony Bester and Neville Erasmus of the South African Revenue Service before their search for tax dodgers at Access Park yesterday

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# Teachers to register, have new code

(3a1)  
ET 27/11/97

**TROYE LUND**  
EDUCATION WRITER

THE status of the country's 360 000 teachers has been elevated to that of other professions that have conduct, ethics and standards kept in check by a constituted body.

Like doctors and lawyers, it is now compulsory for all teachers from public and independent schools to register with the South African Educators Council.

Teachers who are struck from the register will be barred from teaching in the country ever again.

Aside from enforcing a code of conduct, the council will maintain standards and develop the profession.

Teachers have till February to register.

The 48 councillors, voted in by teacher unions or appointed by the Minister of Education, will be able to take action against schools employing unregistered teachers.

South African teachers Association spokesperson Mr Mike Reeler, said: "All professions must monitor themselves. They must decide what qualifications are acceptable, what behaviour is expected and how misconduct is handled."

Complaints against teachers, including staff at colleges of education and universities, will be lodged with the council and investigations carried out by the council's complaints committee. Disciplinary measures will be decided on by a disciplinary committee and

the appeal committee will allow teachers and complainants to contest these decisions.

Penalties for misconduct will range from warnings and fines to striking teachers off the register.

The principles that will guide the disciplinary committee are the welfare of pupils, the rights and obligations of educators and the good name of the profession.

Fifteen councillors will be appointed by Education Minister Dr Sibusiso Bengu — one member from each provincial education department, five national representatives and one that represents school governing bodies.

Despite links to government education departments, the council is constituted as an independent body.

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# Foreign teachers win jobs battle

Taryn Lamberti

THE Constitutional Court overturned yesterday a government regulation prohibiting foreign teachers teaching at state schools.

Eight foreign teachers took their case to the Constitutional Court after they were informed by former North West education MEC Mmamokoena Gaoretelelwe that their temporary teaching contracts would be terminated. In terminating their contracts, the MEC relied on a regulation which provided that only SA citizens could be hired as permanent teachers.

80 27/11/97  
The eight teachers contended that the regulation was unfair discrimination and was not in line with the interim constitution.

In August last year the teachers took their case to the Mafikeng High Court where Judge CJ Waddington agreed that the regulation constituted unfair discrimination on the basis of citizenship, but said it was justified by the need to reduce unemployment among SA citizens. Waddington's decision was overruled on appeal by the Constitutional Court yesterday.

Constitutional Court judges agreed unanimously that denying

(321)  
permanent residents job security, when they were entitled to live and work permanently in SA, was a harsh measure and constituted unfair discrimination.

A distinction was made between permanent residents and temporary residents.

Temporary residents were allowed to stay in SA only for as long as was specified in their residence permits.

The court held that the regulation "potentially disadvantaged temporary residents more than was required by their residence permits" and the regulation was invalidated in its entirety.

# Sadtu vows to fight retrenchments

Vuyo Mvoko

BISHO — Not a single temporary teacher would be retrenched in the Eastern Cape to hide government failures, the SA Democratic Teachers' Union (Sadtu) vowed yesterday.

Sadtu's stance follows a refusal on Monday by the provincial education department to sign a resolution that guaranteed the jobs of temporary teachers, Sadtu provincial secretary Mxolisi Dimaza said yesterday.

The state had no right to retrench temporary teachers after failing to implement national bargaining chamber resolutions, he said.

Teachers were aware that the provincial department was facing a cash crisis and one of the resolutions, countrywide, was for departments to

get rid of temporary staff, Dimaza said.

The Eastern Cape government, however, had failed to allow teachers who were occupying "substantive posts" to become permanent.

It was agreed in July that senior posts like principals and heads of departments had to be filled immediately by people who were occupying them. "Again the department failed to implement those," Dimaza said. He said the department had not even begun a head count of teachers in the province.

Provincial education department spokesman Phaphama Mfenyana said temporary teachers were made aware of their conditions of service when they were hired. They were also aware that there had to be redeployments to correct disparities in teacher-pupil ratios, especially in rural areas, he said.

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# Foreign teachers win jobs battle

Taryn Lamberti

DO 27/11/97 (321)

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TRANSPORT, PRE-PRIMARY CLASSES FALL UNDER AXE

# Reeling blow to W Cape schools

(3a1) (3a1)

**THE WESTERN CAPE** Education Department dealt a blow to schools yesterday with the announcement of cuts and the immediate implementation of the 40:1 pupils to teacher ratio. Education Writer **TROYE LUND** reports.

**A**BOUT 50 000 children who rely on the Department of Education in the Western Cape to get to school every day may find themselves without transport because of cuts that will be implemented by the Western Cape cabinet next year.

The government has ordered the province to pay back the R458 million it has overspent by whatever means it takes.

However, the province's financial situation is so desperate that even if all provincial departments were eliminated except health, welfare and education, the debt could not be honoured.

The cuts will be enforced regardless of opposition from teacher unions.

From April all urban school transport will stop. Further, one quarter of the province's 32 000 teachers will not be teaching by the end of next year.

Schools will open their doors in January with 2 800 fewer temporary teachers. By

April another 1 200 temporary posts will have been axed. By the end of next year, when redeployment has been implemented, the department aims to have reduced its staff by another 4 000.

This comes days before schools break up for the December holidays and after next year's planning and budgets have been completed by schools.

It will also affect pre-primary education. A moratorium has been slapped on pre-primary teachers. This means the existing 520 posts will be scrapped as they become vacant — the posts are presently filled with permanent staff the department by law cannot retrench.

Some 24 000 adults who rely on the department's adult basic education programmes may also be affected by the cuts. The department intends to rationalise or eliminate this part of its budget.

The director of the Western Cape Educa-

ET 28/11/97

tion Department, Mr Brian O'Connell, said: "Pre-primary should be the first area of allocation. The grounding is particularly significant for children from disadvantaged backgrounds. Adult basic education is extremely important to us. But, the department is only given money for basic schooling."

Teacher axings will be achieved by forcing schools to adhere immediately to the 40:1 (primary school) and 35:1 (high schools) teacher to pupil ratios that were to be phased in by the year 2000.

A lack of teachers is already felt in some disadvantaged schools which have pupil to teacher ratios of 80:1.

An irony is that while temporary teachers are occupying vital posts that are vacant, the department will continue to pay "excess" permanent staff.

Because of the unresolved teacher redeployment issue, the department cannot move them to vacant posts and the department may not retrench them.

Finance MEC Mr Kobus Meiring, said: "What we have to do now will end in a massive impact on education standards."

Education MEC Ms Martha Olickers said

a decision had not been made earlier so that schools would have more time to plan for the cuts. She had hoped that yesterday's announcement, "painful as it may be", would not come to fruition.

We do not want to do this. We have to. The provincial cabinet has instructed me to do this. We have sought every other legal alternative, and there is none," she said adding that the department was spending 106% of its budget on salaries when it should only be spending 90.2%.

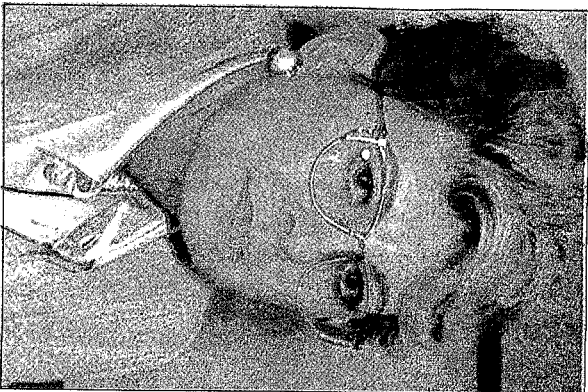
The delay in implementing the redeployment plan had cost the department R20m a month more than budgeted for.

Finance Minister Mr Trevor Manuel had made it clear that provincial education department budgets would be slashed by whatever that department's debt was. The Western Cape owed R458m, Olickers said.

The cost-cutting measures would save R90m by the end of the financial year.

Even if teacher unions rejected the cuts at a meeting today, the "axe had fallen".

During the debate in the legislature that preceded the announcements, ANC MP's repeatedly called for Olickers' resignation.



**DRACONIAN CUTS** Provincial Education MEC Martha Olickers at yesterday's press conference.

**PICTURE: THEMINKOSI DWAVISA**

# Unions vow to fight cuts

ARCT 28/11/97  
CAROL CAMPBELL  
SPECIAL WRITER

(321)

The Western Cape's two biggest teacher unions, with 14 000 members, are to seek legal advice on how to stop the Education Department axing 4 500 temporary teachers in January.

Another 500 permanent teachers will be made redundant.

South African Democratic Teachers' Union spokesman Don Pasquallie and other union representatives will meet lawyers today to find out how to stop the move.

Archie Lewis, head of the Cape Teachers' Professional Association, said representatives would meet their lawyers next week.

The cutbacks will push teacher-pupil ratios to 1:40 (currently 1:36) in primary schools and 1:35 (1:26) in high schools.

Western Cape Education Minister Martha Olckers told a news conference yesterday that the financial situation in the province was so desperate that the cabinet had been forced into sudden, dramatic cuts.

"We hoped we would never see this day. We hoped that maybe the central Government would bail us out but that is definitely not going to be happen," she said.

"We are not the only province in this kind of trouble. At the meeting of the country's provincial education ministers last Monday all nine spoke about their financial problems," Mrs Olckers said.

Since its inception three years ago the Western Cape Education Department has accumulated debt of R458-million. Its annual budget is R3,3-billion and the new cuts are expected to save R90-million a year.

Provincial finance minister Kobus Meiring said the department, which spent 35% of the province's money, was not the only one in financial trouble. "Health (25% of the budget) is in the same predicament and we will tackle their cutbacks next week," he said.

Mr Pasquallie said once union members had been canvassed for their opinions, there was a good chance teachers would embark on a programme of rolling mass action.



# Agony of a temporary teacher...

*'What this decision will do to pupils is criminal'*

AKT 28.11.1977

(321)

CAROL CAMPBELL  
Special Writer

Temporary teacher Althea Williams longs to make a difference in her pupils' lives but she is never with a class long enough to get the results she knows she is capable of inspiring.

Most of her teaching contracts are for three months or, if she's lucky and a teacher is on maternity leave, six or eight months.

This term she taught accountancy at Modderdam Secondary School and is halfway through marking the standard 7 final accountancy exams.

"Things are not looking good. They haven't done well but I can't blame them. I am their third teacher this year."

This is a predicament shared by many schools when thousands of teachers left with severance packages. Mrs Williams is filling an essential post which was vacated by a teacher who took a package and left the profession.

But no matter how much children need her skills, at the end of this term she and 4 500 other temporary teachers in the Western Cape will be forced to look for jobs elsewhere.

Yesterday the province's Education Minister, Marthinus Ockers, flanked by Education Department head Brian O'Connell and the province's purse keeper, George Meiring, announced that there was no money to pay temporary teachers. Unless the principals of the schools where they taught came up with very convincing arguments for them to stay none of their contracts would be renewed in the new year.



MODDERDAM

**Shocked:** Marjorie Carleise, left, Justin Manwarung, Carl Temmers, Sharon Bron and Althea Williams of Modderdam Secondary School, learn that they will not have jobs next year

"I believe I am a good teacher. I love the children and I've got used to the uncertainty that comes with being a temporary teacher but what this decision is going to do to the pupils is criminal," said Mrs Williams.

She is one of six temporary teach-

ers at Modderdam Secondary. They teach maths, physical science, economics, accountancy and business.

Acting deputy principal André Damron said all the temporary teachers were in vital posts and without them pupils would suffer.

Education Labour Relations Council. They may even consider calling on their membership to take action.

The South African Democratic Teachers Union said it would seek legal action to stop the ministry carrying out its decision.

Sadru provincial secretary Don Pasquale said the news was "shocking but expected from the National Party to take unilateral decisions

without consulting". The union heard about the move for the first time yesterday.

Cape Teachers Professional Association president Archibald Lewis said the department and the ministry would be forced to explain the reasons for their decision and failure to consult at the Education Labour Relations Council meeting next week. The decision "will not go without a legal

action".

Mrs Ockers made the announcement after a snap debate on the provincial education financial crisis in the provincial legislature yesterday. The debate was convened to discuss ways of dealing with the department's R458-million deficit.

The first batch of 2 800 teachers will leave at the end of the year while 1 200 will have to go at the end of the

turnout.

Vacancies at schools like Modderdam now have to be filled by redeployed teachers, part of the original government agreement negotiated with unions.

But how long this will take is anybody's guess.

Provinces are expected to go over their budgets by more than R6 billion by the end of the current financial year.

SABITA NEEL

Education Reporter

## End of the road for 4 000 Western Cape temps

Western Cape Education Minister Marthinus Ockers has announced that 4 000 temporary teachers will have no jobs at the beginning of next year.

Teacher unions are threatening to take legal action on the matter because it was not negotiated in the

# Mandela to break pledge to teachers?

Andy Duffy

MTG 28/11-4/12/87 (321)

**T**he president's office is paving the way for Nelson Mandela to break his promise to South Africa that no teachers would be kicked out of their jobs.

Department of Education officials and teaching unions both view the president's promise, made last year, as binding and a key political obstacle to dismissing state teachers.

But Mandela's office said this week that the situation facing state education has now changed, and that the president has to reassess the position on a "continued basis".

The first signs that the search is on for a presidential escape route have appeared in the form of a specialist government task team, finalising its recommendations on rehiring in gross overspending in provincial education. Forced retrenchment, including axing permanent teachers, is likely to top the list of options.

"There has to be a continuous as-

essment of the position," presidential representative Parks Mankhahana said. "You can't hold a person to a statement he made last year. The president would like to look at the situation. The education department is doing what it has to do."

Mankhahana says the president has not yet met Minister of Education Sibusiso Bengu about the issue, and is waiting for Bengu to request a meeting.

Bengu's special adviser, Thami Mseleku, said the government task team, including officials from education and finance, will hand its report to Cabinet next week. A decision on retrenchments is expected soon after.

The job-loss debate so far has focussed on axing 60 000 temporary teachers by allowing their contracts to expire. But Mseleku said that if the axe has to swing, permanent posts will also be on the block. "Every possible measure that might be needed will be taken," he added. He declined to say how many per-



**Promises, promises: Mandela's assurance to teachers that they would not lose their jobs is a stumbling block to cash-strapped education departments. PHOTOGRAPH: ROBBER BOSCH**

manent teaching staff may go, saying the decision would rest with each province. Ballooning personnel costs have left provincial education departments in crisis. KwaZulu-Natal expects to overspend its education budget by R800-million, North West and Northern provinces will exceed their budgets by R400-million each, and Gauteng by R200-million.

The government's voluntary re-

trenchment and redeployment efforts have both proven expensive flops. The provinces' attempts to cut personnel costs have also been scymed by a moratorium on forced retrenchments in the public service.

Depending on the recommendations in the task team's report, the Cabinet may agree to the principle of forced public-service retrenchments. The actual mechanism for

trimming the state's 370 000 permanent teaching staff would have to be worked out in the Education Labour Relations Council, which also includes representatives from teaching unions. Dumping temporary teachers would represent an immediate saving. Retrenching permanent teachers is likely to be phased in over several years, given the likely cost of severance packages.

# Cape principals told to fire 2 800 teachers

ST (BF) 30/11/97 (321)  
AYESHA ISMAIL and CRAIG DOONAN  
(cm)

WESTERN CAPE principals have been given until this coming Friday — the last day of the 1997 school year — to get rid of 2 800 temporary teachers.

Circulars were sent to schools on Friday by the education department, and tomorrow principals are expected to start implementing the new measures.

When schools close their doors for the Christmas holidays on Friday, 2 800 teachers will be jobless, while a further 1 200 will go at the end of February.

A task team sent in by Finance Minister Trevor Manuel spent Monday pouring over the Western Cape financial records in a last-ditch attempt to prevent a budget train smash.

But three days later, Education MEC Martha Olckers announced that 4 000 temporary teachers would be axed in an attempt to stem her department's projected budget deficit of R458-million.

And she made it clear that she blamed Manuel — accused of underfunding her province — for the move which has sparked threats of massive labour action, including a teachers' strike.

Cedrick Ismay, a director in the Western Cape Treasury, said the province had been through an "intensive process to try, on one hand, to identify savings and, on the other hand, to bring down the over-expenditure on health and education as much as possible.

"The steps that education is taking in trying to curtail their expenditure is in accordance with provincial cabinet resolutions."

But, Olckers' move has come too quickly for some and has put her on a collision course with teachers' unions.

"The national Minister of Finance must come to his senses and empower Education financially to ensure quality education for the children of the Western Cape and South Africa," Olckers said in a statement.

Olckers also blamed the ANC for "destroying education, due to the fact that the financial allocation to the Western Cape and education in the province is totally insufficient."

The new measures are expected to save R90-million. However, they will result in a drastic increase in teacher-pupil ratios.

Meanwhile, the biggest teacher union, Sadtu, is planning legal steps against her department and has not ruled out labour action.

Don Pasquallie, Western Cape Sadtu secretary, said Olckers' move was in breach of an agreement in the education labour relations council to consult before taking action to alter teacher/pupil ratios, and was in conflict with the Labour Relations Act.

"Employee organisations will be meeting on Monday to consider joint action," he said.

Pasquallie said all the unions, which includes the Cape Teachers Professional Association, the South African Teachers Association and the Afrikaanse Onderwys Unie, will be discussing the crisis tomorrow.

Pasquallie added that a blanket dismissal of temporary teachers was unacceptable as each case had to be looked at individually.

# Montessori teachers 'forsake individuality'

Reneé Grawitzky

FOUR teachers at a Johannesburg Montessori school owned by Anglo American deputy chairman Nicky Oppenheimer and his wife, Strili, are bucking the Montessori system of individualism by acting collectively to demand an "equitable" salary scale.

The teachers recently formed a staff association and declared a wage dispute against the school board which has been referred to the Commission for Conciliation, Mediation and Arbitration. Oppenheimer said yesterday he hoped the issue could be resolved

outside the commission.

A principal at another Montessori school said it was generally accepted that the owners paid staff according to what they could afford.

Montessori schools were not profit-making operations, another principal said. Inexperienced teachers earned about R1 500 a month, which rose to about R3 500 after several years.

The Montessori Centre Employees' Association said there were a number of grievances at Oppenheimer's school giving rise to the dispute and the formation of the staff body. It was formed because staff believed their concerns

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were being ignored and they felt intimidated about raising concerns individually, a member said. She said the school appeared unwilling to move in line with the type of changes occurring in the broader SA labour arena.

Oppenheimer said it was difficult to establish a salary scale for only four teachers. The school board was disappointed that the teachers felt they had to form the staff association. One of the key factors of a Montessori education, he said, was its focus on the individual. Getting involved in a collective situation resulted in "giving away individual for collective rights".

## THREAT NOT TO MARK MATRIC PAPERS

# Teachers mobilise to halt axing of posts <sup>(321)</sup>

CT 2/12/97

**ANGRY TEACHERS** are prepared to take action, including refusing to mark matric papers, if the province does not halt plans to cut posts. Education Writer **TROYE LUND** reports.

**W**ESTERN Cape teachers and parents are mobilising with a mass meeting tonight against the Western Cape Education Department's cost-cutting measures that will lead to the axing of 8 000 teachers by the end of next year.

Unions have united for the first time against the department and have threatened it with court and protest action that would include the refusal to mark matric and other exam papers.

Educators say they have a "moral obligation" to halt the dramatic reduction by a quarter (8 000) of the 32 000 teachers in the province.

As teachers emerged from staff meetings yesterday they predicted that education in the province would grind to a halt before the end of the first term next year if the department went ahead with the cuts, which teachers say would "sacrifice education".

The cuts, aimed at digging the department out of its R458-million debt, would see some teachers, especially in disadvantaged areas, with up to 90 pupils in a class.

Four thousand teachers must go by April and the remaining 4 000 by the end of next year.

An air of depression prevailed in schools yesterday as teachers digested the full extent of the cuts. Timetables and budgets for next year, which had been completed, were no longer relevant.

Schools also stand to lose cleaning and maintenance staff.

About 50 000 children will be affected by the halting of bus services. Because schools in areas like Khayelitsha are full, some children

travel up to 40km a day to other schools. Without free transport they may have to drop out of school.

Pre-primary services are also likely to stop.

Schools simply will not function under these conditions, teachers say.

Vuselela Primary School principal Mr Theo Xonti said: "Education is already impossible. We already have 83 pupils in a class. It can't get worse."

A meeting has been called by the Western Cape Student Teacher Forum tonight to discuss what action to take. Over 200 schools

are expected to be represented. One option expected to be put to the meeting is that the matter be taken to the Constitutional Court.

Harold Cressy High School principal Mr Lionel Adriaan will open his school next year with seven fewer teachers.

He said: "At the beginning of this year my teaching staff was cut by eight teachers. It has been hell. Now they expect me to run with seven less. The school simply cannot run. We must put up a fight."

"Teachers cannot just sit back and accept this ... Other cuts must be made so that children are not the victims."

Although there were no real options open to schools other than to open next year with the "impossible task" of trying to carry on, Adriaan said, schools had a "moral obligation" to reject what was

being put to them.

Grassy Park Secondary School teacher Ms Valdi Williams said: "We are proud of how we coped with rationalisation last year. This time there is no plan B. It is turmoil. We have had to kick out all the planning we have done for next year."

"Teachers are even afraid to opt for the voluntary severance packages because there is no guarantee they will get paid."

On behalf of the Lotus River, Ottery, Grassy Park Residents' Association, councillor Mr Phillip

Bam said the community stood to lose 55 teachers, which would be a "tremendous blow" to education in the area.

"Education is the basis for true liberation. We need more teachers not less. These cuts will sacrifice education."

As teachers prepared for matric balls, Christmas lunches and other end-of-year celebrations they said it felt as if "someone had died".

The teacher unions yesterday resolved to give the Western Cape Education Department a final option to retract its plan and negotiate with them or face the consequences of the unions "unleashing their anger".

The South Africa Democratic Union spokesperson, Mr Don Pasquallie, said the unions had handed a lawyer's letter to the department "reminding it" of its obligation to follow the retrenchments procedure laid out by the Labour Relations Act, which it said the department had "ignored".

If the department did not agree to halt the cuts, the unions would go to arbitration or take legal action, he said.

*As teachers prepared for end-of-year festivities they said it felt as if 'someone had died'.*

# R1,7-bn paid to teachers, says Bengu

Grim reality hits home as thousands realise they will be jobless next year

By Rafiq Rohan  
Political Correspondent

**M**ORE THAN R1,7 billion in severance packages have already been paid out to about 16 000 teachers in the first quarter of this year.

This was revealed in Parliament yesterday by Minister of Education Professor Sibusiso Bengu as the grim reality struck home to many teachers that they will be without jobs when schools close for this year.

According to the most recent figures at his disposal, the minister said a total of 15 841 severance packages had been granted up to April 30 this year.

Bengu said: "As at April 20 1997 the estimated cost of these severance packages was R1 050 781 053 (more than 1,7 billion)."

He said that severance packages were worked out according to two components: calculation and payout.

The major part of the payout came from the Government Employees Pension Fund controlled by the Department of Finance. The second component, concerning issues like leave gratuities and housing, is calculated and

paid out by the provincial departments of education.

Bengu also gave the assurance that Matric results will be released no later than January 7 next year.

Turning to the disgruntlement of Matric examination script markers, Bengu said that unlike last year, measures would be taken to ensure that there are no disruptions during the marking process.

## Disruptions

Last year's disruptions were caused by the low marking tariff, the high tax deduction on the marking remuneration, and dissatisfaction with the actual physical conditions of the venues where marking took place.

He said the problem will be resolved by a revised remuneration scale and that suitable venues would be provided for markers.

He also said food would be provided by reputable catering companies, which would take dietary preferences into account.

However, the high tax deductions on marking remuneration would remain in force because they were in keeping with the current South African Revenue Service's policy on taxation.

# Teachers set for showdown on cutbacks

*Unions demand action*

SABATA NGCAI  
Education Reporter

The gloves will be off today when angry teacher unions come face-to-face with the Western Cape Education Department in the wake of the announcement that thousands of temporary teachers are to lose their jobs.

At the meeting of the provincial bargaining chamber of the Education Labour Relations Council, the department is expected to table proposals to address its R458-million budget deficit. The fury of the teacher unions could force today's talks to centre on the dismissal of teachers.

Last week provincial Education Minister Martha Olckers said 4 000 temporary teachers would lose their jobs, 2 800 on Friday and 1 200 at the end of March. The move infuriated teacher unions who accused the ministry and the department of taking unilateral steps without consulting them.

The unions, including the South African Democratic Teachers' Union and Cape Teachers' Professional Association vowed to demand an explanation from the department

today and have threatened legal action.

Representatives from five teacher unions met in Bellville on Monday to express their anger at the announcement.

In a joint press statement the unions, Sadtu, the CTPA, the Suid Afrikaanse Onderwysersunie, the Cape African Teachers' Union, the South African Teachers' Association and teachers from technical and vocational colleges, vowed to take action if the department refused to budge on its decision to fire teachers.

They said they had agreed the issue "will be addressed as a matter of urgency" at today's meeting.

"If no positive and concrete response is received, further action will be taken by the teacher unions," the statement said.

The Western Cape Principals' Association added its voice, labelling the axing of teachers deplorable.

Some teachers have indicated they too will take action, including refusing to mark exam papers, if the sackings are not stopped. Observers believe the axing of temporary teachers is the first step in the retrenchment of teachers countrywide.

(321)  
ARG 3/12/97

# Schools threaten mass action

**TROYE LUND**  
EDUCATION WRITER

ROLLING mass action equal to the 1976 Soweto uprising and legal action to challenge retrenchments that go as far back as 1993 is what the Western Cape Education Department (WCED) will face if it implements plans to retrench 8 000 teachers by the end of next year.

This was the resolution taken by about 500 militant city teachers and principals who packed into Trafalgar High School hall last night after being addressed by principals and labour experts.

Labour law expert Mr Ganief Hendricks said: "The best legal brains in the Western Cape agree that the manner in which the unilateral retrenchments have been implemented, without consultation, is unlawful."

Challenging the way in which

rationalisation has been implemented may also challenge retrenchments that happened in 1993, Hendricks added.

Principals explained that if people did not fight the cuts — aimed at pulling the WCED out of its R458 million debt — they would be allowing the department to drive the "final nail into provincial education's coffin".

"The fight has not yet started. We cannot subject our children to the same system that we fought and shed blood to stop," said Mr Nazeem Hendricks of Trafalgar High School.

The most serious consequence of the cuts will be the loss of 8 000 teachers by the end of 1998.

The meeting heard how the cuts would mean classrooms jammed with up to 130 pupils. Some classes will have no teachers and some schools will have to

stop offering certain subjects.

Although the WCED said these cuts would simply enforce the 35 to 1 teacher pupil ratio in primary schools and a 40 to 1 ratio in high schools earlier than expected, the demand for education is such that many schools are already battling with 80 to 1 ratios.

Principal of Harold Cressey High School, Mr Lionel Adriaan, said: "You think what we had in the past was gutter education — well, we will miss that gutter education after these cuts.

"Teachers are overworked and classes overcrowded. We reject any further debasement of vital services such as education."

Adriaan has vowed that he will not fire the seven teachers whom he has been instructed to get rid of.

"There are already between 45 and 50 pupils in each class and

with seven fewer teachers the school will not function."

South African Teachers Association (Sata) spokesperson, Mr Mike Reeler, said the department's unilateral decision to introduce these cuts would also mean that many schools would open without key subject teachers next year.

He said: "It is the department's responsibility to deliver education. We know they have no money but, this is not our problem; not the problem of pupils."

Militant parents and teachers agreed last night: The government had to save money through cuts that did not deny children their constitutional right to basic education.

Concern was also raised that parents had not realised "exactly how horrific" the consequences of these cuts would be.

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# 'Curriculum will fail if teachers axed'

Star 4/12/97 (321)  
Government warned not to go ahead

with plans to retrench 40 000

By EDWIN MAIDU

**T**wo of the country's largest teacher organisations have warned that government plans to implement Curriculum 2005 at schools throughout the country next year could be scuttled if 40 000 temporary teachers are axed.

The South African Democratic Teachers Union (Sadtu) and the National Professional Teachers Organisation of SA (Naptosa) said yesterday the launch of the new curriculum next month would be severely hampered without adequate staffing levels.

In some cases, temporary teachers trained to implement the new curriculum would be among those who were without jobs in the new year, the unions said in reaction to recent announcements that up to 40 000 teachers would be retrenched due to government cutbacks on spending.

At least 15 841 teachers had already taken severance packages worth almost R1-billion by April this year, according to Education Minister Professor Sibusiso Bengu.

Naptosa chief negotiator Henry Hendricks said the retrenchment of teachers would affect the launch of the new curriculum.

"The launch of the curriculum is going to be hampered in a serious way and it is going to be laughable to implement a new curriculum without adequate staff," he said.

Sadtu deputy president Edwin Pillay said the union would apply for court interdicts to prevent retrenchments from going ahead and would meet

shortly to discuss other action.

"We hope that Bengu acknowledges the critical importance of teachers in implementing the new curriculum and intervenes in the interests of the country - or else the new curriculum is a dead horse," he said.

Pillay said Sadtu's breakdown of the number of temporary teachers who faced the axe were 20 466 in KwaZulu Natal, 5 500 in the Eastern Cape, 8 500 (of whom 4 000 would be retrenched by April) in Western Cape and at least 2 000 each in Northern Province, North West and Mpumalanga. Figures were not available for the Gauteng, Free State and Northern Cape provincial education departments.

Bengu's spokesman Thami Mseleku said yesterday the minister was involved in negotiations relating to the retrenchments.

However, he said the provincial education departments and not Bengu carried the responsibility for retrenchments, since they were responsible for drawing up their own budgets.

Mseleku added that Bengu was concerned about the impact of reducing staff and hoped that the process would be structured in such a way that it did not affect the launch of the curriculum.

The Congress of South African Trade Unions yesterday urged the Government to review its approach to the restructuring of the public service, saying large-scale retrenchments of teachers, nurses and other workers were not in the best interests of social transformation.

will deliberate on ANC policy for two years until the next national conference.

ANC spokesman Ronnie Mamoepa said procedure for electing the committee began with the branches putting forward 60 names. All the branch nominations are then consolidated by the provincial officials of the party into a consolidated provincial list. All these finalised provincial lists are sent to ANC headquarters where a final list of all candidates for the national executive committee are consolidated.

Each of the 3 000 delegates then casts a secret ballot choosing the 60 people they want on the committee. The electoral commission collates the results and decides on the 60.

## Scientists get AIDS drug interdict

Josey Ballenger

TWO University of Pretoria scientists have been granted an urgent interim court interdict against the trade, dispensing of or further research on the reputed anti-AIDS drug Virodene by the drug's third developer, Olga Visser, and her husband Zigi.

José da Silva, an attorney representing Pretoria University cardiothoracic surgery department head Prof Dirk du Plessis, clinical assistant Dr Callie Landauer and eight other members of closed corporation Cryopreservation Technologies, which holds the Virodene

P158 patent, said the Pretoria Supreme Court had granted the interdict last week until a hearing next Tuesday. Landauer said the interdict was against two "unscientific" members of the corporation's management — researcher Olga Visser and administrator Zigi Visser — due to their "mismanagement". They could not furnish details as the case was sub judice.

Meanwhile, an SA Police Service narcotics spokesman said that after receipt of an affidavit from the Medicines Control Council last week, the division was investigating the alleged sale and use of the drug, which has severe side effects.

## Parents 'should challenge education policies'

Farouk Chothia

DURBAN — Teachers and parents should unite to challenge the government's education policies because it would result in a decline in standards at schools, National Party (NP) leader Marthinus van Schalkwyk said at a public meeting yesterday.

Van Schalkwyk said each school should register with a university, and ask it to keep a "watchful eye on standards". This

would make it easier for matriculants to enter university.

He said the African National Congress (ANC) wanted to deploy unqualified teachers, who would "not know more than the children", to schools. The teachers were ANC members, and the party was trying to "force" a political agenda on schools.

Van Schalkwyk addressed about 50 NP supporters at a lunch-time meeting at the International Convention Centre in

Durban in a campaign to drum up support in KwaZulu-Natal.

Van Schalkwyk lashed out at the truth commission, saying it was granting "blanket amnesty" — but only to ANC leaders.

Criticising the Democratic Party, Van Schalkwyk said the party was short-sighted in challenging the NP in local by-elections such as the one in Rodepoort last week. He said opposition parties should focus on slashing the ruling party's majority.

NORTHAM PLATINUM LIMITED

# Pupils left in limbo as temps go (321)

TROYE LUND  
EDUCATION WRITER

ET 4/12/97

THE reason why Ms Bernadette Daniels took needlework, a matric subject, was because she wanted to go into the fashion industry when she completes matric at the end of 1998.

But, Daniels may not have a needlework teacher next year because this post at the Salt River High School is a temporary teaching post and principal Mr Akbar Parker has been instructed to fire the teacher when he reduces his staff from 33 to 24.

Although these cuts affect permanent and temporary staff, temporary posts will go first.

Parker is adamant that he is not going to do the WCED's "dirty work" and fire teachers, especially when he needs more teaching staff.

But, he said: "If schools are forced to cut staff it is inevitable that high schools will lose certain subject teachers. This means that schools will have to turn people away who want to follow a particular career.

"But, what happens to those students who have already started studying these subjects."

Other principals that spoke at a mass principals and teachers meeting this week warned that this was one consequence of the department's desperate cost-saving measures that would make "fortunate" parents take their children to more privileged or independent schools.

But, they said, for the "unfortunate", this would mean that children would either have to be limited in what careers they could ultimately follow or they would have to move to schools far from their homes just so they could do a particular subject.

The difficulty would be that most schools were already full and would not accept children who had the option of going to a school in the area they lived.

Parker, who has already had to drop subjects like guidance and religious instruction because last year's cuts reduced his teaching staff by nine, added: "What type of education is public schooling going to offer? What is it that will attract people to come to our schools? Our schools will be churning our incomplete adults with half an education."

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# Axing of teachers on hold — till tomorrow

CT 4/12/97 (321)

**TROYE LUND**  
EDUCATION WRITER

THE process that has been used to implement mass teacher retrenchment in the Western Cape is illegal and has been put on hold.

The province's six teacher unions say the Western Cape Education Department (WCED) admitted this to them at a meeting yesterday.

And, the WCED confirmed the retrenchments are on hold — until tomorrow.

WCED officials and politicians have gone into discussions with the National Department of Education and the provincial director general, and the final proposal will be presented to the unions tomorrow.

Unless the WCED agrees to stop the plan to axe 8 000 teachers by the end of next year and negotiates funding and rationalisation with the unions, as the law requires, the unions will immediately begin legal and industrial action.

The retrenchments — aimed at digging the WCED out of a R458-million debt it has been ordered to pay back by the government — were announced in a circular to principals, who were told to fire the number of teachers declared redundant.

This unilateral action flouts the Labour Relations Act and the Western Cape Education Act.

The unions said the provincial department had acknowledged yesterday that it proceeded with axings in bad faith. While

asking for more time to explore other options, it had been preparing letters to sack temporary teachers.

SA Onderwys Unie spokesperson, Mr Chris Copper, said: "The department has admitted it acted unlawfully. It has deliberately delayed this matter and made the announcements late because it knows the unions go into recess and schools close, so it would be difficult to oppose."

The unions also intend contesting the pupil/teacher ratios — 35 to 1 in primary schools and 40 to 1 in high schools. They say the department is legally obliged to re-negotiate these ratios every year.

An interdict has been prepared by unions to present to the WCED should it not agree to negotiate.

This will restrain the department from implementing the cost cutting plans until all teachers, especially temporary teachers, are clear about their legal status. Unions believe the department cannot simply do away with temporary teachers.

Legal experts representing the unions said that because the department had been renewing temporary teacher contracts for several years now, they had a "legitimate expectation" to be re-appointed next year.

The unions said chaos would spread across the country if the WCED got away with implementing its plan.

WCED spokesperson, Mr Tony Eaton said retrenchment had been "put on hold" while the department sought legal advice on what the unions had said.

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# Row brings teacher cuts to grinding halt

## *Press conference delayed twice*

(321)

ARG 5/12/97

**SABATA NGCAI**  
EDUCATION REPORTER

**The "unilateral" decision by the Western Cape Education Department to axe 4 500 temporary teachers has become a hot potato for the beleaguered department.**

It was to have held a press conference on Tuesday this week to clarify its strategy to pay off its R458-million deficit. The conference was postponed to yesterday because the department got legal opinion warning it "not to make a public comment" after teacher unions expressed outrage over the decision to axe teachers.

"It would be inadvisable to make any public comment on the matter," the department said on Tuesday.

But yesterday the department postponed the press conference again

because the unions and the department could not agree, at a meeting of the Education Labour Relations Council on Wednesday, on pupil-teacher ratios for next year and the firing of temporary teachers.

"As public comment by the department on the reduction of teaching staff will not be possible until the Education Labour Relations Council has finished its present deliberations, the media briefing which we originally scheduled for Tuesday and then postponed will now not be able to take place until next week, at a time to be announced as soon as it can be," the department said.

The department and the unions, which include the South African Democratic Teachers Union, the Cape Teachers Professional Association and the Western Cape Council of Teachers' Organisations, are expect-

ed to meet again today.

The teacher cutbacks will push teacher-pupil ratios from 1:35 to 1:40 in primary schools and from 1:26 to 1:35 in high schools.

In a circular to school principals last week, the department said the new ratios should be implemented from January.

The unions asserted that the department had no right to take unilateral decisions on matters which should be discussed in the Education Labour Relations Council and threatened to take legal action if the department went ahead.

At the meeting on Wednesday the unions demanded the department withdraw the circular and negotiate with the unions. They also warned that principals should not terminate the appointment of any teacher until the matter had been resolved.

## Temporary contracts extended

(321)

Kevin O'Grady

**BDS 5/12/97**  
THE contracts of 1 591 of North West's 9 555 temporary teachers would be extended up to March next year, new provincial education MEC Zacharia Tolo said.

The province, along with several others, is allowing the contracts of its temporary teachers to expire in a bid to cut overexpenditure. Tolo said yesterday temporary teachers made up 27% of the province's teaching staff.

Some of them were protected by "certain provisions" that made it necessary for their contracts to be extended to allow negotiations with teacher unions and the teachers themselves to take place.

Tolo also said substitute teachers would be appointed only in the place of teachers acting as principals in vacant posts. The education department would consider additional remuneration for teachers prepared to do extra work instead of employing substitute teachers to replace staff on temporary leave.

The provincial cabinet had approved the advertisement of 820 principal posts at a cost of R17m for the 1997/98 financial year, making it unnecessary for teachers to be appointed in acting principal positions.

## Secret govt is found

ister programme had discovered registered government propogating the total to 186 993 is launched last year, Public ebe said yesterday.  
ing at the African National headquarters in Johannesburg released two months ago e 151 000 previously unreg- said they were extracting to

# PAC planning security conference for farmers

Jacqui Pile

THE Pan Africanist Congress (PAC) has called on political parties and those concerned about the spate of attacks on farmers to join the party in organising a farmers' security conference.

Urging the Inkatha Freedom Party, Freedom Front, National Party, Democratic Party and the SA and African agricultural unions to respond speedily, the PAC's secretary-general, Ngila Muendane, said it was imperative to identify those responsible for the killings which had left 15 farmers dead since the beginning of November.

Following a report that the SA Police Service (SAPS) crime intelligence unit would soon hand President Nelson Mandela a report on possible involvement of members of the Azanian People's Liberation Army, the military wing of the PAC, in the killings, Muendane said that speculation about who was responsible for the murders was bound to rekindle old emotions.

Sapa reports that the Afrikaner Weerstandsbeweging is to train unemployed whites to act as guards on farms. AWB leader Eugene Terre'blanche said in Pretoria yesterday that a one-sided war was raging against white South Africans, especial-

ly those living in rural areas. The AWB would shortly release details of recruitment offices being set up for prospective farm guards.

Boerestaat Party leader Robert van Tonder said his party was considering forming a fast reaction unit that would eliminate criminal gangs.

SAPS crime prevention division spokesman Supt Leon Engelbrecht said investigations were still under way, but that apart from an attack on a Leslie farmer last night, most of the recent attacks appeared to have been motivated by theft.

In response to Freedom Front leader Gen Constant Viljoen's call to farmers to take the law into their own hands, SAPS national commissioner George Fivaz said the SAPS was in full agreement that farmers had to take maximum self-defence steps to protect themselves against attack — but in co-operation with the security services, and without taking the law into their own hands.

Fivaz appealed to Viljoen to co-operate with the police and its rural protection plan, which has been in operation since the beginning of November and has set up more than 800 road-blocks, searched more than 65 000 people and made scores of arrests.

**Winnie**

**BDS 5/12/97**  
Continued from Page 1

considered herself an Umkhonto we Sizwe soldier and had been prepared to die if necessary, she had never been prepared to kill.

She had trusted her associates, among them Jerry Richardson and Xoliswa Falati. Her confidence in Richardson had disappeared only when he admitted on Wednesday that he had been a police spy.

Madikizela-Mandela said the 1989 statement distancing the United Democratic Front (UDF) from her had been the work of "a cabal", and she twice referred to Murphy Morobe, who made the statement on behalf of the organisation, as "Murphy Patel". The ANC has for some time had to contend with allegations by Madikizela-Mandela and others that it is dominated by a group of members of Asian origin, referred to as "the cabal".

Questioning Madikizela-Mandela, commissioner Yasmin Sooka said she found her testimony "particularly painful", especially her attempts to discredit respected leaders of the anti-apartheid struggle. The leaders, in-

cluding ANC president Oliver Tambo, the imprisoned Nelson Mandela, Frank Chikane, Morobe and UDF leader Azhar Cachalia, had "sought to warn you of the character of the people around you".

Sooka, a human rights lawyer born in Cape Town, said she was prepared for Madikizela-Mandela to respond to her comments in the same manner she had during an earlier in-camera hearing when Madikizela-Mandela had said Sooka was not a South African.

Madikizela-Mandela said she had not been consulted before reports on the abduction and Seipei's death were sent to the ANC in Lusaka and to her then husband in prison. The "untested reports" had affected her family life to this day. She had not consulted the organisations close to her politically following the abduction of the four youths because "events overtook us".

The government had run operations against her in an effort to discredit the ANC. Initial reports about the abduction and assault of Seipei and three other young men had been the work of two journalists — one of whom was Nomavenda Mathiane — "alleged to be associating with the police".

See Pages 4 and 11

# Olckers 'helpless'

(321)

TROYE LUND

EDUCATION WRITER

ST 5/12/97

EDUCATION MEC Ms Martha Olckers says the Western Cape cabinet forced her to implement the extreme cost-cutting measures involving the axing of 8 000 teachers by the end of next year.

Her spokesperson refused to comment further yesterday.

Annual education cuts have also resulted in services to schools being slashed to the point where Olckers says she will now only be able to place teachers in classes.

Busing, subsidies, and a host of support services will have to go.

"All inquiries are being referred to the education department or to the provincial treasury," said Olckers' spokesperson, Dr Johann de Wett.

He said Olckers would make a full statement in due course.

This follows strong opposition to the proposed cuts by principals across the province.

The measures are aimed at bailing the department out of its R458-million debt.

Mass meetings have been held throughout this week. After 10 more regional meetings yesterday, principals hope to have formulated a plan of action by today.

Olckers' stance also follows the sudden halt of the retrenchment process after teachers' unions pointed out that the department had acted illegally.

The department is obliged to negotiate funding and rationalisation with the unions.

The unions have also objected to the department's explanation of the cuts as a means of enforcing teacher/pupil ratios of 1:35 in junior and 1:40 in high schools.

The Western Cape Education Department (WCED) agreed to stop the retrenchment process until today, when it will present a final proposal to the unions.

Teachers unions have warned of industrial action unless the WCED negotiates with them.

# Teachers' (321) union walks out on talks

ARG 6/12/97

GLYNIS UNDERHILL

The Cape Teachers' Professional Association has walked out "in disgust" from negotiations with the Western Cape Education Department over financial cuts and the axing of teachers.

Archie Lewis, president of the CTPA, said after yesterday's walkout that the union would be seeking an interdict to prevent the axings.

"We walked out. We can't negotiate while there is a sword hanging over us," he said.

The Western Cape Education Department (WCED) has announced it is to axe 4 500 temporary teachers in its effort to pay off its R485-million deficit.

It also plans to axe 8 000 teachers by the end of next year.

The teacher unions at the negotiations had been asked to submit proposals by Tuesday next week on how they believed the financial cuts could be made, said Mr Lewis.

The proposals would be assessed over the next two weeks.

"Then they will say the unions have been part of it, as they have made submissions," he said.

Mr Lewis, who is the principal of Beacon Hill High in Mitchell's Plain, said it was obvious there would have to be teacher cuts.

"There will have to be teacher losses. That is a fact.

"But we want to minimise the impact and devastation as far as possible."

Mr Lewis said his school would lose 18 teachers if the cuts went ahead.

"I can't see how I will be in a position to sustain the school and deliver meaningful education to my students," he said.

Students who had selected courses in Std 8 and 9 at Beacon Hill High probably would have to change mid-stream if the proposed cuts went ahead because there would be no teachers to run some courses, said Mr Lewis.



# Sacrifice bonuses, pay rises, education chief tells teachers

ARC 6/12/97

(321)

CAROL CAMPBELL

Education could be lifted out of the doldrums and more teachers could keep their jobs if all those still in service sacrificed their bonuses and refused salary increases for a period, the Western Cape's head of education Brian O'Connell said.

Mr O'Connell said he too was prepared to make sacrifices if it meant more teachers could keep their jobs.

He made the call yesterday, just days after 4 500 temporary teachers were told there was no money to pay them next year and they would not have jobs when schools reopened in January.

"It's been done before, very successfully, in Germany and the United States of America," he said.

Mr O'Connell is trying desperately to pull his department out of a growing debt crisis - the same crisis facing provincial education and health departments across the country.

"I believe all those who have the privilege of state employment in a country where so many millions are unemployed can assist Finance Minister Trevor Manuel and his attempt to develop a sustainable economy by fighting corruption, working much harder and effectively and making personal sacrifices," he said.

The country's financial crisis, highlighted in the past week by announcements of massive spending on education and health in the Western Cape, would worsen if officials did not take notice of their budgets, University of Cape Town economist Professor Iraj Abedian said.

# The blackboard battle

Unions to meet education department in eleventh-hour attempt to save jobs

STC/7/12/97

AYESHA ISMAIL

## field

of thousands

**T**EACHER unions fighting the proposed sacking of 4 500 teachers will meet Western Cape education department officials tomorrow in an eleventh-hour bid to save the jobs.

At a crisis meeting on Friday the department threw the ball into the unions' court by giving them until Tuesday to come up with an alternative plan — failing which they would have to cut staff numbers because of a R458-million budget deficit.

But halfway through the meeting the Cape Teachers Professional Association (CTPA) walked out after the department refused to withdraw the controversial Circular 99, which spells out other cost-saving measures.

According to the circular, the department will no longer pay for bussing children to school and for school security. Schools will also now have to pay 30 percent of their municipal fees. This means parents will have to fork out extra money for increased school fees.

The department agreed only to suspend the implementation of aspects dealing with staffing while negotiations between them and the unions took place.

Education head Brian O'Connell said: "I believe the decision to suspend the implementation of those aspects dealing with personnel matters will go a long way towards reducing some of the tension."

However, the affected teachers face a black Christmas, uncertain whether they will still have jobs when schools reopen on January 20.

On Friday, school principals were frantically trying to work out how they would cope with fewer teachers and bigger classes next year.

Cathkin High, in Heideveld, once at the forefront of the fight for better education, faces the prospect of a new year without anyone to teach crucial subjects such as mathematics and science. Nine of their teachers have to go — and staff fear that the level of teaching could deteriorate to the gutter education they once fought against.

If the axing of teachers is the only solution to make up for the budget deficit, then for the children of Cathkin this means that next year 12 classes will not be taught maths, seven will not be taught general science and three will not be taught accounting.

Some children will not even be able to receive English and Afrikaans lessons, Cathkin principal Humphrey Boughwan said. "It's the end of the year and I don't know how I'm going to cope next year if I'm supposed to let these teachers go."

Instead of uplifting the standard of education the government was lowering it and "denigrating the teaching profession", said Boughwan.

At the end of his tether, he is preparing his staff for classes exceeding 50 pupils.

He said teachers at disadvantaged schools were already overworked because very often they had to play "social worker, mummy and daddy".

Not only would there be a reduction in teachers who teach examination subjects, said Boughwan, but guidance, music and physical training would also not be offered at his school next year.

One teacher remarked: "We are going to miss the gutter education we had during the apartheid years".

(321)

Sta 8/12/97

Sta 8/12/97

Ngwenya said there was concern as to how the staff were being laid off.

Sadtu's national executive is to hold an emergency meeting on Wednesday to discuss the proposed changes.

Mary Metcalfe, Gauteng MEC for education, said that

temporary teachers appointed before July 1 last year have become part of the net-

said teachers employed for a certain period there was about that. Although she said that although she would not say that the end of this

said teachers employed for a certain period there was about that. Although she said that although she would not say that the end of this

# Indaba over teachers' fate

(321) *Sowetan 9/12/97*  
**By Victor Mecoamere**

THE national executive committee of the SA Democratic Teachers' Union will meet in Johannesburg tomorrow to discuss that issue of 45 000 temporary teachers whose services will not be renewed by the education authorities.

Sadtu's Gauteng secretary Mr Jabu Ngwenya and the province's chairman Mr John Maluleke said yesterday that the organisation's NEC would look into "legal recourses, political intervention, mass mobilisation of communities to defend quality public education and a national teachers' action".

The two men said by mass mobilisation of the public and national teachers action, 'Sadtu meant creating an overwhelming public awareness of the plight of temporary teachers and embarking on some kind of protest action to force the authorities to reverse the decision.

About 5 000 temporary teachers in

Gauteng are among the 45 000 teachers countrywide whose contracts may not be renewed by principals who have been instructed to identify temporary staffers whose services would not be required next year.

Maluleke dismissed the national education ministry's reason for the termination of the services of temporary teachers as a cost-saving measure.

He said Sadtu was morally opposed to the decision as most disadvantaged schools were manned mainly by temporary teachers.

"Children at these schools would be without teachers while the teachers themselves would be jobless," said Maluleke.

According to Sadtu, more than 20 000 temporary teachers would lose their jobs in KwaZulu-Natal, more than 5 000 in Eastern Cape, 8 000 in Western Cape and about 2 000 each in Mpumalanga, North West and Northern Province.



HANNES THURAR

**School of thought:** parents and teachers listen to principal Rhoda Hendricks at last night's Livingstone High School meeting

## Ready for court fight, say education chiefs

(321)

BEAUREGARD TROMP

STAFF REPORTER

ARG 9/12/97  
The Western Cape Education Department has welcomed moves to take it to court over education cuts - saying this will finally settle the matter.

"If your budget doesn't allow you to do certain things, you have to do something about it," said Brian Heath, a director in the department's head office.

"The department just hasn't got the money, which is what caused the whole rationalisation in the first place."

It was reported today that 400 Peninsula and Boland schools had united to fight the department's decision to axe 8 000 teachers. The schools are to apply to the Cape High Court for an order reversing the enforcement of pupil teacher ratios of 35:1 in primary schools and 40:1 in high schools.

Western Cape Education chief Brian O'Connell says he has been left "holding the baby" as 4 500 axed teachers face a bleak Christmas.

Finance Minister Trevor Manuel has called for the cash-strapped WCED to repay its R458-million debt, prompting the department to axe thousands of teachers.



**Tough decision:** principal Rhoda Hendricks

But at a meeting of teachers and parents at Livingstone High School in Claremont last night, principal Rhoda Hendricks said: "The Education Department has left me to decide whether accounting is more important than art. I will not tell any teachers they no longer have a post because there is no money."

The school, which stands to lose 14 teachers, would have to do away with six subjects, extra classes for pupils and extra-mural activities if the firings went ahead, she said.

## Teacher cuts unavoidable, says Manuel

BUSINESS EDITOR

Cutting back on contract teachers is an unavoidable part of the huge transformation taking place in education, says Finance Minister Trevor Manuel.

The education system had to adapt to a more equitable distribution of resources between provinces, he said in an address at the University of the Western Cape.

"This has to be a central policy commitment. We cannot continue to spend more on suburban, historically privileged schools than we do on providing learning opportunities in rural villages, in townships and on farms."

Reducing the numbers of temporary teachers was only part of the transformation process, he said.

"There are also new teaching opportunities opening up in schools that are growing, in the Western Cape and elsewhere."

South Africa was spending more than R30-billion a year - about 20% of government spending after debt repayments - on schooling, he said.

More than 12-million children were at school, nearly a third of the population. Schools employed one government employee in three.

# Sadtu warns of possible teacher strike

By Kevin O'Grady

Ed 9/12/97

**THE SA Democratic Teachers' Union** (Sadtu) was considering legal action and a strike from the beginning of the new school year in an attempt to prevent provinces laying off their temporary teachers, general secretary Thulas Nxesi said yesterday.

A "three-pronged" strategy to head off provincial education departments plans to allow the contracts of as many as 40 000 temporary teachers to lapse would be discussed at an emergency meeting of Sadtu's national executive committee tomorrow, Nxesi said.

The meeting comes a day before a meeting of the education labour relations council, in which teachers' unions and government are represented and at which the issue will be

discussed. Unions have rejected the plans — intended to cut provinces' budget deficits by reducing their biggest single item of expenditure — at previous council meetings.

Nxesi said the first part of the plan to be considered by the committee was likely to be legal action as the union did not believe government had followed provisions in the Labour Relations Act in its handling of the situation. The union was also likely to seek political intervention "at the highest level" in an effort to prevent provincial departments pressing ahead with their plans, Nxesi said.

The third part of the strategy was likely to involve a national strike action from the beginning of the new school year if the issue was not resolved by then.

It appeared the provinces were

sticking to their plans not to renew many of their temporary teachers' contracts and many of the teachers had been informed their services would no longer be required after the school year ended this week.

Not only was the drastic reduction in the number of teachers likely to create "chaos" at public schools and hamper the implementation of the new outcomes-based school curriculum next year, but it would leave many teachers unemployed with no real prospect of finding new jobs.

Nxesi said, in terms of an agreement reached between unions and the state, foreign funds raised by President Nelson Mandela for education were to have been used to retrain teachers facing retrenchment. This had not happened and the union wanted to know why.

# Defiant schools to take fight to court



**SCHOOLS ARE READY** to go as far as the Constitutional Court to fight the immediate enforcement of classroom ratios on the grounds that these militate against children's right to education. Education Writer **TROYE LUND** reports.

SCHOOLS across the Peninsula and the Boland have united to fight the axing of 8 000 teachers. About 400 schools intend to apply to the Cape High Court for an order overruling the immediate enforcement of pupil/teacher ratios of 35:1 in primary schools and 40:1 in high schools.

Although these ratios have been agreed to as long-term objectives, they believe schools will not be able to function with 8 000 fewer teachers — one quarter of the province's 32 000 posts — at such short notice.

The Western Cape Department of Education is enforcing the ratios immediately to reduce staff costs. The axing of posts means some schools will have classes of more than 100 pupils next year while others will not have teachers for certain matric subjects.

The plan was announced a few days before the end of the school year.

The 400 schools have approached the Legal Resources Centre to support them in a Constitutional Court battle should the High Court application fail. They believe the chaos that would be caused by staff cuts will deny children their right to education.

"The department cannot rationalise without consulting teachers and parents," said Mr Brian Isaacs, principal of South Peninsula High School and chairman of the Parent Teacher Student Forum (PTSF) which is spearheading the court action.

"Rationalisation has only debased our education system — classes have become bigger and bigger, schools have become dilapidated, the new Curriculum 2005 will phase out cultural subjects like music and drama and technical subjects that gave students skills like technical drawing and domestic science. What are we left with? We are challenging the core of rationalisation."

Legal sources have advised the PTSF that the ratios required to achieve staff cuts are unlawful. This is to be the basis of the court challenge. Senior advocates believe the

National Education Policy Act of 1996 requires the minister of education to establish a National Education Training Council before ratios are determined. All stakeholders — including parents, pupils and teachers — would be represented on this council.

The 400 schools say they have not been consulted about the new ratios. Many classes already have up to 80 pupils.

"We believe enforcing the ratios is unlawful," Isaacs said. "We do not buy the 'no money' story. The Western Cape Education Department has an obligation to provide education — it must find the money."

"Court action is the last resort. It is an indication of how seriously we regard rationalisation that will cut all essential services to schools and destroy our education system," Isaacs is to chair a mass meeting tonight at which plans for action will be consolidated.

Meanwhile, teacher unions, pessimistic about their attempts to negotiate with the department, are also preparing for legal action to stop the cuts. A meeting with the department on Friday ended with representatives of some unions walking out because they would not be "drawn into a plan to retrench."

They met again yesterday, but the department refused to budge, saying it had no money and no option but to cut 8 000 posts.

It agreed, however, to put the retrenchments on hold until it meets the unions again next Monday. It is to meet the national department on Thursday, after which it hopes to be in a better position to negotiate.

"Principals are going on holiday tomorrow with no idea of how to plan for next year," said Mr Mike Beeler, a spokesperson for the Western Cape Council for Teachers' Organisations, one of three unions negotiating with the department.

The unions are to challenge the department in court on the grounds that it has not consulted them and that it cannot enforce cuts after timetables, budgets and teaching posts have been planned.



eT 9/11/97

(321)

**OVERCROWDING.** Khayelitsha's Vuselela Primary School's 700 pupils have to fit into 24 classrooms. Principal Theo Xonti says it will be impossible to implement Curriculum 2005, and the money should be spent on "plain old teaching" instead.

PICTURE: GARTH STEAD

FEAR, FERVOUR  
ABOUT NEW  
TEACHING STYLE

# Fear, fervour about new teaching style

29/12/97



(32)

**A TEACHER** who tried out the new education system noted less absenteeism and greater enthusiasm among pupils. Education Writer **TROYE LUND** reports.

## A recipe for disaster in SA's schools for scandal

**TROYE LUND**

THE grim realities of teaching at Vuselela Primary School in Khayelitsha begin with the crowding of 2 000 pupils into 24 classrooms.

The principal, Mr Theo Xonti, said his and other schools on the Cape Flats — like many in the country — would not be able to implement Curriculum 2005 as any attempt to do so would make education "extinct".

"Teaching under the present system is chaotic. As well as the overcrowding, teachers have to deal with the devastating social problems we have in this community. We need a psychologist, social workers and remedial teachers. Instead of spending millions on a new system, the government should first ensure that plain old teaching is possible."

Among the difficulties at Xonti's school are:

- Most classes have 83 pupils, sitting three to a bench.
- Three or four different grades are taught in one room.

show teachers what they know by explaining, drawing, describing or designing."

For example, if the expected outcome is the ability to describe the history of South Africa, then the teacher must teach the pupil to describe. In assessing or testing ability, pupils will not be required to list dates or name provinces. Pupils will have to demonstrate their understanding of history by describing, acting out or writing.

"As mountaineers do, teachers plan their route from the peak (what is ultimately expected of the pupil) down, 'Spady said."

"Teachers focus on where they want to end up."

To enable pupils to solve a quadratic equation, teachers would plan their instruction around what pupils need to know.

The ultimate set of criteria around which teachers will be required to plan lessons are critical outcomes. These are skills and values such as the ability to think, solve problems, collect and analyse information, work in a group and

● Teenagers who have severe learning disabilities are not uncommon in Grades 1 and 2 — but the school does not have remedial teachers.

● Gangs regularly enter the school and threaten teachers.

● Teachers have to deal with abused children.

"We are not opposed to the new system, but with these kinds of numbers and facilities, it is not possible," Xonti said.

"How can teachers give more individual attention, make time for continual individual assessment and make detailed reports on each child?"

"For two years we have been pleading for more classrooms or to split the school, but all we are told is that there is no money. Politicians making these new plans have not seen what it is like in our classrooms. For disadvantaged children, nothing has changed."

Like Xonti, experts acknowledge that reform is needed but fear that the sophisticated and ambitious Curriculum 2005 will bring about the collapse of public schooling.

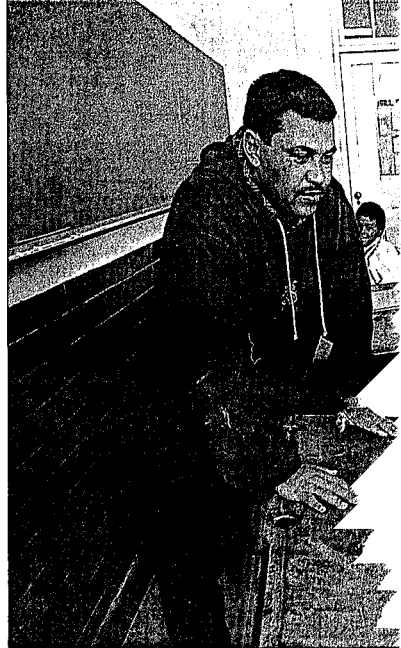
independently, communicate effectively and make responsible decisions.

Each of the learning areas, which will replace subjects, will have specific outcomes, assessment criteria and performance indicators. These will guide teachers to what pupils should be able to perform and how they can be equipped to perform.

Instead of defined subjects that are taught separately, subjects will be integrated and defined as learning areas. These will involve — from the youngest levels — concepts like entrepreneurship and technology.

The learning areas are: life orientation; arts and culture; human and social sciences; mathematics and mathematical science; technology; language literacy and communication; economic and management sciences and natural sciences.

As pupils progress from the foundation phase to the intermediate and senior phases, they will be expected to demonstrate more sophisticated and complex



**CRAM COURSE:** Sulaiman Jacobs, a temporary teacher at the Chapel Street of staff means its numbers will double and Jacobs does not know if he will

outcomes.

For example, in Grade 1, teachers are told that one of the outcomes required in language literacy and communication is that pupils use appropriate communication strategies for specific purposes and situations. Pupils will progress in steps, becoming gradually more confident, until they are able to communicate in unfamiliar circumstances.

Learning programmes are to be planned by parents, teachers, education authorities and pupils. This means that the programmes will vary among schools and be adapted to specific community needs. Instead of a rigid curriculum, teachers will target the prescribed set of critical outcomes.

In addition to the overriding outcomes, each of the eight new learning areas will have its specific outcomes. These refer to specific knowledge, attitudes and understanding that should be demonstrable in varying contexts.

Learning programmes are to be developed according to national guidelines. These will provide teachers with sets of activities. Teachers may develop their own programmes, provided these take into account the prescribed outcomes. Teachers will also have a large say in the content of lessons.

Pupils will not have to work on an aspect for a set period before being tested. They may ask to be assessed at any time, while teachers will monitor and assess individual progress.

Pupils who do not meet the criteria for progressing to the next standard will apply for reassessment until they can perform what is expected of them.

When pupils have completed one demonstration, they will move

on to another.

Criteria by which teachers and assessors could compare levels of schooling across the country would continue to be developed after the system had been introduced, Spady said.

"The challenge is to establish criteria that will eventually guide all teachers and assessors, so the whole system works according to

Among the responses reported by teachers were:

● I was afraid and unsure of myself.

● Initially we did not know where to begin. We felt negative. As time went on, we became more positive.

● Initially it was demanding. It meant I had to apply new teaching methods. It was also exhausting, but there were different challenges. Parental involvement is crucial, but here this was insufficient.

● I have obtained more clarity about what is expected of me as a teacher.

● It let me see new possibilities for pupils and gave me a chance to enrich myself.

Curriculum 2005 requires a shift in teachers, parent and communities' attitudes to learning. It emphasises the application of knowledge. Teachers are guided by what pupils are expected to be able to do at the end of a lesson, term or level of schooling.

The system will emphasise continual assessment — and exams will not be the same again.

"It is about what people can do successfully," said Dr William Spady, an American expert on the system. "Outcomes are tangible demonstrations of learning. Pupils

*'Parents are sending messages (about) how their children have become confident.'*



# everyour about

## teaching style

947 (321)

### A recipe for disaster in SAs schools for scandal

THESE LIND

The grim reality of teaching at the Cape Peninsula School in the Western Cape is that the school is beginning to have a reputation for being a school of 2 000 pupils in 24 classrooms.

The principal, Mr Theo Xontu, said his school is like a school on the Cape flats where many in the community would not be a 2005 as any attempt to do so would make education 'victor'.

Teaching under the present system is chaotic. As well as the overcrowding, teachers are dealing with the diverse social problems in this community. We need a psycho-social workers and remedial teachers. Instead of spending millions on a new system, the government should first ensure that plan old teaching is possible.

Among the difficulties at Xontu Most classes have 83 pupils, sitting three to a bench. Three or four different grades are taught in one room.

slow teachers what they know by explaining, drawing, describing or describing. For example, if the expected outcome is the ability to describe the history of South Africa, then the teacher must teach the pupil to describe. In assessing or testing ability, pupils will not be provided to list dates or names to demonstrate. Pupils will be asked to demonstrate their understanding of history by their own writing.

Teenagers who have severe learning disabilities are not uncommon in Grades 1 and 2 — but the school does not have remedial teachers.

Grading is only after the school. Teachers have to deal with almost children.

We are not opposed to the new system, but with these kinds of numbers and facilities, it is not possible. Xontu says give more time for continual individual assessment and make detailed reports on each child.

For two years we have been pleading for more classrooms or to split the school, but all we are told is that there is no money. Politicians are not even what it is plans our classrooms. For disadvantaged children, nothing has changed.

Like Xontu, experts acknowledge that reform is needed and fear that the sophisticated 2005 will bring about the collapse of public schooling.

Independently, communicate effectively and make responsible decisions. Each of the learning areas, which will require assessment, have specific outcomes, assessment have specific outcomes indicators. These will guide teachers to what pupils should be able to perform and how they can be equipped to perform.



**GRAM COURSE:** Salamen Jacobs, a temporary teacher at the Chapel Street Primary School, District 5X, talks to one of his 65 pupils. He is the smallest class in the school, but the loss of staff means its numbers will double and Jacobs does not know if he will have a job next year. The bang of hundreds of posts will increase pupil/teacher ratios.

outcomes. For example, in Grade 1, teachers are told that one of the outcomes required in language is that pupils are able to communicate with others and communicate community pupils are required for specific purposes and situations. Pupils will progress in steps, becoming gradually more confident, until they are able to communicate in unfamiliar circumstances.

Learning programmes are to be planned by pupils and teachers, education officials and pupils. This means that the programmes will vary among schools and be adapted to specific community needs. Instead of a rigid curriculum, teachers will target the prescribed set of critical outcomes. In addition, the new curriculum will have its own set of critical outcomes, which will have its own set of critical outcomes. These refer to specific knowledge, attitudes and understanding that should be demonstrated in varying contexts.

to another. Criteria by which teachers and assessors could compare levels of schooling across the country would continue to be developed after the system had been introduced. Spady said.

The challenge is to establish criteria that will eventually guide all teachers and assessors, so the whole system works according to the same criteria at each school level. Spady said.

Once pupils have completed their general education and training, they will embark on the equivalent of a matric that is academic or based on skills. The further Education and Training of matric certificate will end with Std 7/Grade 9, the highest level offered by adult basic education and training. To improve will be able to get into the school system. They will be able to follow a programme that is based on skills and which will lead to a further Education and Training of matric certificate. The intention is to get a job. The highest level offered by adult basic education and training. To improve will be able to get into the school system. They will be able to follow a programme that is based on skills and which will lead to a further Education and Training of matric certificate. The intention is to get a job.



# CAPE TEACHERS' PROFESSIONAL ASSOCIATION KAPPLANDSE PROFESSIONELE ONDERWYSERSUNIE

## **PRESS STATEMENT BY THE CTPA REGARDING THE POLICY AND ACTION OF THE WCED AS CONTAINED IN DEPARTMENTAL CIRCULAR 99/97**

(321) CT 10/12/97

The CTPA reaffirmed its commitment to defend the rights of teachers on Friday, 5 December. The Western Cape Education Department was confronted with the implications of its unilateral, draconian action in terminating the services of thousands of teachers at schools in the Province, at the adjourned meeting of the Bargaining Committee of the Western Cape ELRC in Cape Town. The Meeting was addressed by the head of the Department, Mr B O'Connell who pointed out that they were implementing decisions after meetings with the Provincial Cabinet.

CTPA had presented its case for the complete withdrawal of the Department's Circular (99/97) which contained drastic "cost-saving" measures. The Union also clearly indicated that it was not prepared to accept measures which were scheduled for implementation in the year 2000 – a decision taken by the Department without negotiation and consultation with the Teacher Unions. CTPA protested most strongly against the irresponsible action of the Department in issuing letters terminating the services of teachers by the end of this term, again without negotiating with the Unions herein.

At the meeting the Department opposed the withdrawal of the Circular and stated that it would be prepared to suspend parts of the Circular only which dealt with personnel matters. In the face of this blunt refusal of the employer not to consider retracting the Circular and rendering void the letters of termination of service, the CTPA delegation had no other option but to inform the Department once again of the CTPA mandate for the withdrawal of the disruptive Circular, and that it was leaving the meeting to consult its legal advisers further in the matters outlined in Circular 99/97. Suspension for only a two week period, the delegation held, contains the very strong probability of renewed implementation by the Department after the suspension period. Parties can only negotiate when there is withdrawal and not suspension of a document containing unacceptable measures to be implemented.

CTPA will also be attending the National ELRC Bargaining Meeting on Thursday, 11 December, in Pretoria where a submission regarding the further rationalisation of education will be discussed.

**CTPA PRESIDENT  
BELLVILLE**

**Enquiries: REV R BRINK 951 2107**

# Teachers reject job losses ahead of talks

Mass action is on the cards to fend off retrenchments

By ADAM COOKE

No teachers will accept the retrenchment of temporary teachers and, pending the outcome of a meeting today, the new year could see mass action, according to the South African Democratic Teachers Union.

The organisation's national executive committee resolved yesterday that Department of Education plans to retrench an estimated 43 000 temporary teachers by the end of this year to cut costs was unfair and unlawful.

The union also plans to bring an immediate court interdict against the provinces to stop the process.

Trade unions will meet the national and provincial education departments today at

an Education Labour Relations Council meeting to discuss the way forward.

The nearly 200 000-strong Sadtu also intends to bring all of Cosatu's public sector unions into any planned action in its attempt to stop what it describes as the loss of more than 43 000 teachers.

"We are not against the cost-saving exercise, but that should not compromise educational needs and standards," said Sadtu general secretary Thulas Nxesi.

Thami Mseleku, special adviser to the Education Ministry, said yesterday the issues would become clear only after task teams in the provinces had handed in their reports to the Cabinet.

"We still don't really know what the picture will be. The

Cabinet first has to approve the reports and then we will have a clearer idea," Mseleku said, adding that the issue would be fully negotiated with teacher trade unions.

It is understood that certain provinces are taking a more flexible approach to reduce their overspending, and heated debate in Sadtu has seen certain provinces unsure of the majority decision to take a hard line.

In Gauteng, a circular sent to all schools late last month stated that contracts for temporary teachers that lapse at the end of the year will be renewed on the basis of need.

In North West Province, an agreement has been reached with teachers that contracts for temporary teachers will be extended until May.

Star 11/12/97

# Teachers head for national showdown

## Mass action threat at meeting

A showdown is looming countrywide as teacher unions meet representatives of the national and provincial education departments in Johannesburg today.

Little in the way of agreement on the Government's rationalisation proposals is expected, and the unions are talking of mass action.

Nearly 40 000 teachers face the chop because of budget cuts.

Tough-talking Tulas Nxesi of the South African Democratic Teachers' Union claimed the national Education Department had not followed procedures in calling the meeting.

He accused it of riding roughshod over teachers.

"In the end if mediation and arbitration fail, mass action is our only answer.

"We are also considering legal solutions, but we will go the mass action route ... If all else that is accorded us within the Labour Relations Act fails.

"We are asking them who is going to provide education. You cannot talk about budgetary constraints where education is concerned," Mr Nxesi said.

"We are going to attend the

**SPECIAL  
REPORT**

**BLACKMAN NGORO**



meeting to hear what they have to say. "They didn't even tell us the agenda, though we hope the purpose of the meeting is to announce to the teachers that they have solved the budgetary constraints."

The national department has been helping the provincial education departments with their rationalisation efforts and actually helped draw up their rationalisation management plans.

This was confirmed by Duncan Hindle, chief director for human resources in the national department, who said nothing the provinces did was without the sanction of his office.

Today the department will tell the unions at the Education Labour Relations Council meeting of plans to cut teacher numbers further. The nine provincial departments will be represented.

The council mediates between

the government, as an employer, and public service unions.

But the parties appear to have different ideas of what the meeting is about.

Mr Hindle said it was to table a new, countrywide, long-term approach to the rationalisation programme.

"The meeting has nothing to do with the situation of temporary teachers," he said.

Mr Nxesi said he was going to the meeting because "it's a bargaining meeting of the teachers, where the procedures outlined in the Labour Relations Act for mediation and conciliation include giving the other party full information on the purpose of the meeting. This hasn't happened."

Henry Hendrikse, chief negotiator of the National Professional Teachers' Organisation, also believed the meeting would discuss a stay on the axing of teachers.

The education department is unlikely to alter its position.

Brian Heath, a director in the Education Department head office, said he didn't think "showdown" was the best word to describe what was likely to happen.

## Mayors vow to back teachers

**BEAUREGARD TROMP**  
STAFF REPORTER

The mayors of greater Cape Town have pledged their support for the Western Cape's threatened teachers and have announced their disgust over education budget cuts.

"As leaders of our communities we will take the fight to the government," said the mayor of Oostenberg, Danny de la Cruz.

The plan to fight the axing of thousands of teachers by the Western Cape Education Department was endorsed yesterday by representatives all six metropolitan

councils - Cape Town, South Peninsula, Tygerberg, Oostenberg, Helderberg and Blaauwberg - at the Blaauwberg municipal offices.

Metropolitan mayor William Bantom, who is overseas on business, said in a faxed document that it was "unthinkable and impractical to expect teachers to perform at their best when having to contend with overcrowded classrooms".

The Western Cape Education Department has a budget deficit of R458-million, which has prompted the impending axing of 4 500 teachers. Representatives of the councils said they would urgently seek a meeting with provincial and

national education ministers.

"I'm sure that by putting our weight behind this matter the government will be forced to listen to us ... I think it is time we, as the leaders of our citizens, stood up for our people," said Mr De la Cruz.

The mayors pledged their support for any action taken by teachers to try to keep their jobs.

"Society outside is moving into battle to support those fighting in the schools ... we hope that the time for talking is not over," said Mr de la Cruz.

The mayors stated jointly that it was their duty as mayors to ensure a decent education for children.

## Education

Continued from Page 1

SD 11/12/97  
on the payroll had only about 26 hours a week nominal contact time with pupils. "The conclusion that educator costs are high, relative to total budget, taxpayer incomes and work effort, appears inescapable," the report said.

Also speaking at the briefing, deputy director-general Roelf du Preez said there was overemployment of teachers at public schools.

Based on information available in 1994, at which stage the average pupil-to-teacher ratio stood at one to 34, government planned to increase this to an

average of one to 38 by 2000. The average ratio this year was one to 31.

Between 15 000 and 18 000 of these extra posts were accounted for by delays in redeployment, caused by a court case won by Cape Town's Grove Primary School, which meant temporary teachers had to be employed to stand in. In other cases, employees thought to be ghost teachers by provinces "turned out to be real".

Du Preez confirmed about 20 000 temporary teachers would be affected by provincial education department plans to cut costs by allowing contracts to expire. However, many of these were due to leave the system while others were likely to be re-employed at the cost of their schools' governing bodies.

# School overenrolment costs govt R1bn a year, education report says

Kevin O'Grady

CROSSBORDER migration, the enrolment of underage children and repetition caused some provinces to have twice as many Grade 1 pupils enrolled in 1996 as in 1995, the report says. In wastage of about R1bn a year, an education report revealed yesterday.

The report, compiled by the education sector and considered by the finance ministry in drawing up its medium-term expenditure framework, was

made public at a briefing in Pretoria by Education Minister Shibusiso Bengu and education department officials. In motivating for progressive increases in education's budget slice, the report details several sources of inefficiency in the provincial education system.

The report cites overenrolment as one of the major problems and says "too many learners stay in school too long in relation to their educational achievements". The current ratio of a matric

school system was about one to 35 when an efficient ratio might be one pass for 15 learner-years of effort.

The national average overenrolment in Grade 1 was about 67% and was as high as 100% in Mpumalanga. The report also says that overenrolment by Std 10 students also cause for concern and was costing an additional R100m a year in public funds. The average over-enrolment figure was 10%, but stood at about 45% in Northern Province.

The enrolment of black children in Grade 12 had increased 300% in the

past 10 years, but black matric examinations rose 140% in the same period.

"These factors account for the fact that African children spend, on average, about 12 years in education institutions, yet only a third enter adult life with a matric pass. The waste of taxpayer's money is enormous," the report says. "Financial resources is clear and needs to be strongly addressed," the report said.

Deputy director-general Trevor Coombe said high teacher salary costs and low teacher productivity were also sources of inefficiency. "We are far

from persuaded that the teaching force is delivering the kind of effort with the kind of results the country is entitled to expect."

The report said that, at a pupil-to-teacher ration of 30 to one, about 14% of the average family's annual income was spent on education. The report said one teacher a family could expect much higher than in comparable countries.

In addition, average teacher period load was about 87% and each teacher

# Sadtu threatens to mobilise over dismissal of teachers

Bonile Ngqiyaza

THE SA Democratic Teachers' Union (Sadtu) has threatened mass mobilisation and legal action — including obtaining interdicts against all nine provincial governments — to stop the pending retrenchment of 43 000 temporary teachers.

At a media briefing in Johannesburg yesterday, Sadtu president Willy Madisha said the union's national executive had resolved to consult widely on the issue, including seeking the highest political intervention.

Sadtu general secretary Thulas Nxes said the union would express its rejection of the retrenchments at a bargaining council meeting today.

The union said it would call for the amendment of the constitution on financial matters — including centralising budgetary processes to prevent the mismanagement of finances marked for education.

Madisha said Sadtu was convinced that the education department was acting unfairly and unlawfully in dismissing the teachers and had deliberately contravened the constitution, the Labour Relations Act and agreements between the two parties.

The union also charged that the department had not consulted labour on the issue and accused it of an unwillingness to drive the transformation of education, rendering the rationalisation and deployment processes chaotic.

"These management plans were the result of top-secret departmental meetings and unilateral decisions — making processes which totally undermined the participation of teacher unions," Madisha said.

A meeting scheduled for today could result in the declaration of a dispute if the education labour relations council was unable to reach agreement.

# Schools pledge funds for court bid

CT 11/12/97  
EDUCATION WRITER

23

ABOUT 300 schools have pledged money — some up to R5 000 — to support a bid to take the Western Cape Education Department (WCED) to court to stop the axing of 8 000 teachers by the end of next year.

At a mass meeting of teachers, principals and parents at Alexander Sinton High School on Tuesday night, the decision was unanimous: Negotiating with the cash-strapped department would "do nothing", and the Cape High Court had to be asked to intervene.

The schools intend to challenge the 35:1 teacher:pupil ratio in primary schools and the 40:1 ratio in high schools because they believe that it was set without consulting parents and pupils.

The WCED intends to enforce these ratios to achieve the cuts — but, despite this, many teachers will next year face classes of up to 80 children and many schools will have lost certain matric subject teachers.

The main reason for this is that the new ratio includes the principal, deputy principal and heads of department, and also because schools will have to offer subject choices and classes like physical education or guidance for which there will be no teacher.

This means that when principals and heads have lessons off to administer the schools, some class sizes will have to accommodate far more than 40 pupils.

Accommodating the subject choices will also force some teachers to teach a class that far exceeds the set ratio.

For example, at Salt River High, the ratio does not allow for the Std 8 A, B, C and D geography pupils to be taught in separate classes. The pupils have to be combined into one classroom.

The estimated cost of taking the matter to court is R300 000.

In the meantime, the WCED will raise their predicament with the National Education Labour Relations Council today. The outcome of this meeting will determine whether or not teacher unions will take the matter to court or opt for industrial action.



# No job, no school — Sadtu

(321)

FRANK NXUMALO

LABOUR CORRESPONDENT

Johannesburg — Thousands of South African schools faced closure in the new year as government prepared to axe more than 43 000 temporary teaching jobs during the holidays, the South African Democratic Teachers' Union (Sadtu) said yesterday.

The union is seeking an urgent court interdict to halt the retrenchments, and said it would launch nationwide strikes if everything else failed.

Sadtu said in many schools, especially in the rural areas, the principal was the only permanent staff member. The union slammed the government for the secretive nature of the meetings at which decisions were taken, for the timing of the retrenchments and for plunging the education system into a crisis.

The union said the hardest-hit province would be KwaZulu Natal, where 20 466 teachers were

facing retrenchment, followed by Gauteng with 8 000, Western Cape with up to 5 000 and Northern Cape with about 1 200.

"All nine provincial education departments have unilaterally decided to implement management plans to deal with the retrenchments of temporary educators," the union said.

"These management plans ... totally undermined the participation of teacher unions."

Willy Madisha, the Sadtu president, said the lay-offs would have serious implications such as the closure of thousands of schools next year, as there would be no teachers to run them; further pressure on the economy because of the already high unemployment figures; and the disruption of learning.

Madisha said the union was convinced government had acted "unfairly and unlawfully", as its actions violated both the new Labour Relations Act and the country's constitution.

CT(BR) 11/12/97

# Unions to discuss plight of teachers

(321)

*Sowetan 12/12/97*

By Victor Mecoamere

## Sadtu accuses departments of not consulting them on retrenchments

**T**HE PLIGHT of more than 40 000 temporary teachers will be discussed at an Education Labour Relations Council meeting next Monday, South African Democratic Teachers Union (Sadtu) president Mr Willy Madisha has said.

Yesterday Madisha did not divulge the venue of the meeting between Sadtu, the National Professional Teachers Organisation of South Africa and the education authorities.

Sadtu has accused the nine provincial education departments of having unilaterally decided to "implement management plans to deal with the retrenchment of temporary educators".

These plans were "the result of top secret department meetings and unilateral decision-making processes which totally undermined the participation of teacher unions".

Madisha said the education authorities disregarded the ELRC resolutions, the Labour Relations Act and also "acted outside (the) provisions of the Constitution".

He said an urgent ELRC meeting last week had failed to reach agree-

ment because all the nine provincial education departments failed to disclose their management plans.

The plans had to show that the retrenchments are necessary as a cost-cutting exercise.

"Disclosure is in line with the LRA. The teacher unions have requested a moratorium for as long as this condition has not been met. There should be no retrenchments until full disclosure has been made," said Madisha.

### Threatened action

Sadtu has threatened to "bring an immediate court interdict against (education departments in) all provinces to stop this process; declare a dispute in the ELRC, consider further legal recourse and consider legal mass action (possibly a strike) as provided for in the LRA".

Madisha said Sadtu will also seek "political intervention at the highest level", which so far has taken place with "premiers and education MEC's in notably KwaZulu-Natal and North

West".

He said 20 000 temporary teachers were facing the axe in KwaZulu-Natal.

"But negotiations have been so positive that the number has been reduced to 5 000 although this is also unacceptable," said Madisha.

"Naptosa is extremely disappointed that schools have closed for the summer holidays with principals and their governing bodies uncertain about their staff for 1998 because of the contemplated mass retrenchment of temporary teachers due to provincial financial constraints," said Naptosa deputy executive officer Dr Willem Boshoff.

Boshoff said Naptosa believed that the proposed "mass lay-off of thousands of temporary employed teachers (put by Sadtu at 43 000)" would lead to chaos in the education system next year.

Government negotiators Mr Duncan Hindle and Mr Kenny Govender were not available for comment yesterday.

They are said to be on leave.

# Teacher union in court bid to stop staff cuts

(321)

Plan to axe 43 000 'temporaries' is  
opposed after Pretoria showdown

OWN CORRESPONDENT  
AND STAFF REPORTER

**T**eacher unions are preparing to apply for an urgent high court interdict during the holidays, to prevent the axing of temporary teachers in certain provinces. If the interdict is granted, 5 000 temporary teachers in Gauteng alone will be allowed to return to work when schools reopen.

Apart from Gauteng, other provinces which intend to axe temporary teachers to ease their debts are the Western Cape, KwaZulu Natal and the Eastern Cape, where the bulk of the country's 43 000 temporary teachers are employed.

The decision to apply for an interdict was made by the South African Democratic Teachers' Union yesterday after a showdown between the National Education Department and teacher unions in Pretoria.

The education department failed to provide plans which unions had demanded to see, to determine if the retrenchments were justified. Teachers also wanted to know how provinces will run schools next year if the teachers were retrenched.

The union also demanded that a moratorium be placed on the retrenchments until the issues surrounding rationalisation and funding had been negotiated with them, but the department's negotiators said they did not have a mandate to impose the moratorium.

General secretary of the 200 000-strong Sadtu, Thulas

Nexi, said: "It is obvious that the provinces are hell-bent on implementing these teacher cuts by targeting the most vulnerable, the temporary teachers."

Sadtu, which is supported by all other teacher unions, also believes that it was unfair to inform schools - days before they were closing for holidays, and after all plans had been set for the new year - that they would all have to cope with up to 16 teachers less per school.

The department is in a difficult position because there is no retrenchment clause in any of the legislation that governs it. Teacher numbers can be reduced only by redeployment and voluntary severance packages. Some of the "temporary teachers" have been working for the department for the past seven years. Legal opinion has it that many of the temporary teachers have a "legitimate expectation" to be re-employed.

Nexi added: "We are not against the cost-saving exercise but that should not compromise educational needs and standards."

The special adviser to the Education Ministry, Thami Mseleku, said the issues would become clear only after task teams, at present in the provinces, handed in their report to the Cabinet.

"We still don't really know what the picture will be. Cabinet first has to approve the task-team report and then we will have a clearer idea," Mseleku said, adding that the issue would be fully negotiated with the unions.

Star 12/12/97

# Mass teacher retrenchment plan deadlocked by unions

Kevin O'Grady

TEACHER unions and the state failed to reach agreement in the education labour relations council yesterday on the plan by provincial education departments to terminate the contracts of about 20 000 temporary teachers.

SA Democratic Teachers' Union (Sadtu) general secretary Thulas Nxesi said Sadtu, the National Professional Teachers' Organisation and the SA Onderwysersunie issued a joint demand for a moratorium on the cost-saving move until provinces could present management plans showing future teacher requirements.

Nxesi said the unions would remain opposed to the departments' plans unless it could be shown the teachers were no longer needed.

The national education department said the plan would affect about 20 000 teachers and save about R1,2bn a year, but Sadtu has claimed it will leave 43 000 jobless.

The unions also wanted the teachers' contracts, which were due to expire

this month, to be extended until the end of the financial year to allow negotiations on the issue to continue and departments to provide details of their management plans, Nxesi said.

He said state representatives were unable to disclose details of the provinces' management plans and it appeared none of the provincial departments had finalised plans showing how many teachers would be needed next year in relation to enrolments.

The state also told the unions that it had noted their request for a moratorium but did not have a mandate to enter into such an agreement, Nxesi said.

Another meeting of the council's bargaining chamber had been scheduled for December 22 at which a response to demands would be tabled.

However, Nxesi said that the union was not hopeful that a positive response would be received and had "no alternative but to consult our legal advisors with a view to bringing urgent legal action against the provinces to prevent them going ahead with the retrenchments".

# Govt faces battle on teaching posts

Business Day Reporter

(321)  
20/5/1997

GOVERNMENT may face a legal battle over its plan to cut loose thousands of temporary teachers next year following the threat by the Association of Professional Teachers to apply for an interdict to prevent it.

Association president Suzanne Rees said yesterday they intended to prevent "the country lurching back into one of the worst examples of a previously undemocratic SA with children being denied a decent education.

"All over the country children will be arriving at schools which will be unprepared and unable to fulfil their statutory obligations to their pupils."

Rees said they would press on with the interdict if government did not accede to the association's demands to suspend its plans to dismiss temporary teachers. It was also planning a day of protest which would involve parents.

Talks were under way with Gauteng government officials to try to resolve the issue, she said.

Rees said the planned action was aimed to win more time to give schools an opportunity to reorganise and look for ways of ensuring continuity.

"It is only fair and reasonable that temporary teachers be given some notice and have an opportunity to plan for their future," she said.

"The timing of the government's action means that for weeks into the first term next year, many schools will be unable to cope and large numbers of pupils will fall behind in their learning."

She said temporary teachers were being penalised because they presented government with a soft target.

Getting rid of them would redress imbalances only in so far as it would help to reduce standards to the lowest common denominator.

# Hope wanes on teachers' job cutbacks

(321)

## *Final decision soon*

**LINDSAY BARNES**  
STAFF REPORTER

Hopes have been dashed that 6 000 teachers axed by the Western Cape Education Department will in fact keep their jobs after urgent union intervention.

Education department head Brian O'Connell announced he would withdraw the department's decision to fire the temporary and permanent teachers but said the reprieve was only temporary.

It was highly likely the cutbacks would ultimately go ahead, he warned.

The announcement that the teachers would have to go was made by Western Cape Education Minister Martha Olckers in November after Finance Minister Trevor Manuel ordered that provinces clear their debts to the central government.

The Western Cape department faces a projected deficit of R458-million for 1998. The national education department said it would no longer bail out ailing provincial departments.

The Western Cape department decided to axe about 6 000 teachers by the end of next year, including 3 300 temporary staff employed after June 30 last year and 2 800 permanent staff. In addition, between 1 000 and 1 500 teacher replacements would not go ahead next year, bringing the total number of posts affected to over 7 000. These include staff to replace those who had applied for sabbatical leave.

After criticism that he had not fully consulted teacher unions about pending staff cuts, Mr O'Connell agreed to withdraw a circular to educational

*ARC 16/12/97*  
institutions in November advising them that temporary teacher contracts expiring on December 31 would not be renewed.

The unions accused the department of making "unilateral decisions".

Mr O'Connell yesterday entered into "genuine consultation" with the SA Democratic Teachers' Union, the Western Cape Council for Teachers Organisation and the Cape Teachers Professional Association.

A decision on the fate of staff should be final within two weeks but he warned that teachers affected not to get their hopes up.

"Teachers must accept there is a huge financial deficit and unless significant resources are found outside of the department, cuts will in all probability take place," he said.

If thousands of teachers were not axed, the department would run out of money and would not be able to pay salaries next month, Mr O'Connell said.

Archie Lewis, president of the Cape Teachers Professional Association, said he was satisfied the department had withdrawn its unilateral proposal. But he warned that given the department's dire financial situation it would be difficult for unions to negotiate the retention of temporary teachers. His union would fight for smaller cuts and the reduction of proposed teacher-pupil ratios.

"We will try to convince the Government the cuts will totally destabilise education in the Western Cape and we will have to look at other ratios."

But it was unrealistic to hope that temporary teachers would earn any respite, Mr Lewis said.

# Unions await new proposals on fate of teachers

By EDWIN MADU

Thousands of permanent and temporary teachers throughout the country could learn their fate three days before Christmas, when the Government is expected to announce its proposed plans for rationalisation.

While teacher unions and government officials have kept a lid on some of the cost-cutting measures discussed in Pretoria this week, it has been learnt that a fresh set of proposals are to be released during negotiations next week.

South African Democratic Teachers Union deputy president Edwin Pillay confirmed that another proposal from the Education Department would be put on the table on Monday.

8 star 19/12/97 (321)  
He said that despite negotiations between teacher representatives and the department, provincial departments were either going ahead with their own rationalisation plans or waiting for direction from the department.

According to information from its branches, the Western Cape Education Department wanted to go ahead with plans to retrench 6 000 temporary teachers next year, while the KwaZulu Natal Education Department was sticking to last year's resolution not to retrench any teachers, Pillay added.

"It would appear that the process of terminating teachers will emerge only after we meet next week to find out whether the department has a national plan."

Meanwhile, Northern Province

MEC Dr Joe Phaahla said some 4 000 teachers appointed in temporary posts before June 30 last year would retain their jobs next year. However, the posts of 2 000 teachers appointed after June 30 this year would be subject to certain conditions.

■ Sapa reports that a Port Elizabeth primary school's case in the Bisho High Court, against the national and Eastern Cape education departments for dismissing three temporary teachers, has been postponed to February 12.

Greenwood Primary School had taken legal action against Education Minister Sibusiso Bengu, Education MEC Nosimo Balindlela and 30 other respondents for firing the teachers, who were appointed in permanent posts but never given permanent status.

## PE school goes to court for axed (321) ARG 14/11/98 temporary staff 19/12/97

Port Elizabeth - A primary school's case against the national and Eastern Cape education departments for dismissing three temporary teachers has been postponed.

Greenwood Primary School has taken legal action in the Bisho High Court against Education Minister Sibusiso Bengu, provincial education MEC Nosimo Balindlela and 30 others for firing the teachers, who were appointed in permanent posts but never given permanent status.

The case was postponed to February 12, with the respondents instructed to file answering affidavits by January 16. - Sapa



## METRO NI

# D-day for teachers

ST(CM) 21/12/97 (321)

AYESHA ISMAIL

TUESDAY is crunch day for thousands of teachers in the Western Cape when unions and education authorities meet in a last-ditch attempt to reach agreement on retrenchments.

"Tuesday is make-or-break day," said South African Democratic Union (Sadtu) spokesman Don Pasquallie.

"Even if our meeting continues until Christmas, we will have to find a solution so that teachers know where they stand when schools reopen next year," Pasquallie said.

The Western Cape Education Department has proposed that the new rationalisation measures exclude permanent teachers and temporary teachers employed before June 30, 1996.

"This means that 3 303 teachers who were employed after this date

will not have their contracts renewed unless the school can motivate in writing why the teacher has to stay," said Pasquallie.

Early this month the department informed schools that, in order to comply with the new pupil-teacher ratios, 4 500 temporary teachers would be axed immediately and a further 1 500 next year.

But the unions did not take this lightly and threatened legal action for what they termed a "unilateral decision" by the authorities.

This saw education head Brian O'Connell withdrawing his circular on retrenchments to schools.

Pasquallie explained that this had been done to facilitate negotiation. He added that each case would be looked at individually and would depend on the needs of the school.

"On Tuesday we will have to decide whether to accept their proposals, reject them, or come up new proposals," said Pasquallie.

# Report on class sizes

## National teacher-pupil ratios to be axed

JOHN YELD  
Staff Reporter

The national Department of Education is today expected to tell provincial education officers to tell provincial teachers that it is dropping aspects of its recruitment process for teachers. This means that the national guidelines

set by the department, whereby provincial departments had to achieve pupil-teacher ratios of 1:35 for high schools and 1:40 for junior schools by 2000, will be scrapped. The decision is expected to be announced at a meeting in Pretoria, where the department is tabling a 28-page "information" document setting out its new proposals.

In place of nationally set teacher-pupil

ratios, provinces will be able to determine their own ratios, based on their budgets.

Mike Reeler of the SA Teachers' Association, who is attending the Pretoria meeting, confirmed early today before going into the meeting that it appeared the state was withdrawing parts of its earlier agreement.

He pointed out that today's session, between the national and provincial depart-

ments and representatives of teacher organisations, was not a bargaining meeting.

"It is purely information being given by the state," he said.

There would still need to be agreement on the proposal between all the parties, either by way of a bargaining meeting or in the form of a final offer by the state.

The new move by the national depart-

ment suggested all education would be let get driven from now on, based on provincial education budgets, Mr Reeler suggested. He believed the Western Cape would be forced to offer retrenchment packages to teachers, as there were still 5 000 to 6 000 many teachers in the region who could be accommodated with voluntary severance packages or redeployments.

AKG 8a/1a/97

(3a1)

# Major changes in store for teachers

*fourteen 33 Feb 97 (331)*

**By Victor Mecomere and Sapa**

**E**DUCATION Minister Professor Sibutsu Bengu yesterday announced two major changes to the employment, placement and redeployment of teachers as tensions heightened between his department and teachers' unions over the impending retrenchment of about 20 000 temporary teachers.

In terms of the changes, tabled in the Education Labour Relations Council (ELRC) in Pretoria last week, provincial education departments would from next year themselves determine how many teachers they could employ with available funds. To date, the number of teachers employed by a province has been determined by the national Education Department.

The other change entailed the termination of the right-sizing process, which had started in 1996, from January 1 next year.

Right-sizing was introduced to tackle the "oversupply" of teachers with offers being offered voluntary severance packages or redeployment to areas where there was a shortage of teachers.

Bengu said the changes were necessitated by budgetary and environmental factors.

"It was possible to synchronise effecting equity in funding with effecting equity in personnel provision," he said.

The Minister of Education, however, no longer has a say in the determination of the budgets of provincial education departments.

"The environment has changed to such an extent that the present measures on educator provisioning and especially how they are applied, do not necessarily harmonise with the budgetary measures," Bengu said.

"Budgets are acts of the national and provincial legislatures."

In effect, in this process, which came into effect last year, the department hoped to achieve teacher-pupil

ratios of 1:35 for "high schools" and 1:40 for primary schools by 2000.

The South African Teachers Union (Sattu) rejected the changes yesterday, saying they failed "to provide information on the provincial departments' management plans, the number of temporary teachers affected and their various categories".

In a document submitted to the ELRC last week, the department said steps to redeploy "redundant" teachers would continue.

The department last year identified such teachers, whose names were placed on a redeployment list or who were offered voluntary severance packages.

The list currently contained about 15 000 to 16 000 names, according to the department.

Teachers who had been identified as superfluous could still apply for voluntary retrenchment packages, or would be given an opportunity to apply for advertised posts at schools in need of teachers. If they failed to apply, they might be posted to a

school without their consent.

If a teacher refused to accept such a posting, disciplinary steps would be taken. Mr Roelf Du Preez, deputy director-general in the department's human resources division, said yesterday.

Du Preez said Sattu and the National Professional Teachers Organisation of SA walked out of a meeting scheduled to brief them on the changes yesterday.

**Temporary teachers**  
He said the two unions wanted to discuss other matters, such as the future of about 20 000 temporary teachers whose contracts are expected to be terminated.

Referring to the budgetary situation in provincial departments, Du Preez said some provinces were spending up to 90 percent of their education budgets on teachers' salaries.

"There was in some cases very little money left for buying textbooks and upgrading classrooms."

All nine provincial education departments are currently locked in a battle over approximately 43 000 temporary teachers who face unemployment in the new year.

Sattu president Mr Willy Marisha said yesterday that the changes were meant to address the crisis over temporary teachers but his union rejected them.

He said Sattu was therefore going ahead with "an immediate court interdict against all provincial education departments to stop this process of not renewing temporary teachers' contracts next year."

Sattu has also threatened to declare a dispute in the ELRC, "consider legal mass action (possibly a strike)" and to "seek political intervention at the highest level (which involves consulting education MECs)".

The threatened non-renewal of temporary teachers' contracts was unconstitutional and violated the Labour Relations Act, Madisha said. A consultative meeting between the two unions and the department has been scheduled for January 15.

# Teachers walk out over axing of temps

(321)  
ORG 23/12/97

**CHENÉ BLIGNAUT**  
STAFF REPORTER

The education crisis has deepened with teacher unions walking out of a meeting with national education authorities, who refused to discuss the future of 20 000 temporary teachers.

The national Department of Education announced new rationalisation proposals at the meeting in Pretoria yesterday, but unions were upset because it made no reference to the crisis surrounding the retrenchment of temporary teachers.

The fate of some 4 500 temporary teachers in the Western Cape will be determined at a meeting between provincial education authorities and teacher unions today.

If no alternative solution to the department's funding crisis is found, the teachers could lose their jobs next month.

The national proposals announced yesterday include the scrapping of guidelines which called for pupil-teacher ratios of 1:35 for high schools and 1:40 for primary schools by 2000.

However, the SA Democratic Teachers' Union (Sadtu) and the National Professional Teachers' Organisation of South Africa (Naptosa) were angered by the fact that the document tabled at the meeting did not address the retrenchments at all.

They argued that the two issues could not be seen in isolation.

Representatives from the department refused to discuss the issue and said it had to be resolved provincially.

When no agreement could be reached, the unions walked out of the meeting at about 1.30 pm.

A spokesman for the Department of Education said the two unions walked out because they wanted to discuss "other matters", such as the future of the temporary teachers.

"We told them this was not the right place to discuss the matter and they walked out," he said.

Simone Geyer, Sadtu's national negotiator, said the meeting in Pretoria had been "a waste of time".

"Today's (Monday) meeting goes against progress. It flies in the face of the ANC resolution in Mafikeng at the weekend which called for political consultation around the education crisis," she said.

Sadtu provincial spokesman Don Pasquallie nevertheless remained optimistic that a solution to the Western Cape retrenchment crisis could be found today. "At least the department has started to consult with us about the issue," he said.

Mike Reeler of the SA Teachers' Association (a member of Naptosa) said it would be "ridiculous" to treat the axing of temporary teachers and the national rationalisation policy as two separate issues because they depended on each other. Mr Reeler was "pessimistic".

"There is no money, but money has to be found if we do not want to do irreparable harm to our children," he said.

Sadtu will ask the provincial department for a moratorium on the retrenchment of temporary teachers until March 31.

# Govt to abandon set pupil-teacher ratios

(321)

BD 23/12/97

Kevin O'Grady

GOVERNMENT has decided to abandon its teacher rationalisation programme along with prescribed teacher-pupil ratios next year, says Education Minister Sibusiso Bengu.

The education department had tabled its plans for discussion at a meeting of the education labour relations council's bargaining chamber yesterday, he said.

Teacher unions represented on the council walked out of the meeting in protest against the plan and at government's failure to respond to demands for a moratorium on the provinces' planned "retrenchment" of about 20 000 temporary teachers. They said the new plan would further damage prospects of an orderly reopening of schools next year.

SA Democratic Teachers' Union (Sadtu) general secretary Thulas Nxesi said the unions were "outraged" at the plan which, coupled with provincial plans to allow the contracts of temporary teachers to expire, would mean "chaos for education in the country. It (education) will not be available."

The redeployment programme,

which came into effect last year, was intended to raise teacher-pupil ratios to 1:35 in secondary schools and 1:40 in primary schools by 2000 by offering voluntary severance packages and redeploying teachers from overstaffed to understaffed schools.

Redeployment was halted by a court decision in favour of Cape Town's Grove Primary School this year while the payment of packages was suspended because it was too expensive and targeted the wrong teachers. There are 16 000 teachers waiting to be redeployed after the High Court ruled that schools such as Grove Primary should not be forced to employ teachers from government's list of "redeployees".

Bengu said the number of teachers employed by provinces would now be determined "by the budget alone".

In the past, teacher-pupil ratios and post provisioning scales were determined by the national department and implemented by the provinces. Bengu said provincial departments would now determine annually how many teachers could be afforded and then "deploy them on an equitable basis among schools". This was necessary because he no longer had a say in

provincial education budget allocations and current measures for teacher provisioning "do not necessarily harmonise with the budgetary measures".

Bengu said government and the provinces would devise guidelines to help deploy teachers equitably while "special measures" would be implemented to finish redeploying the 16 000 teachers on government's lists.

Nxesi said the plan meant the number of teachers employed would no longer be determined by needs "but according to budget". Instead of "running away from his responsibility to give guidelines to the provinces", Bengu should be "fighting for more money in the education budget". He claimed Bengu was "sacrificing" most disadvantaged schools to please schools like Grove Primary. Sadtu would not co-operate with implementing the plan.

Association of Professional Teachers president Sue Rees said the timing of the announcement was designed to catch the education sector wrong-footed. "While fiscal prudence is to be applauded, the state is showing lack of foresight and planning in its moves. To return to huge class sizes is to guarantee poor education for the masses."

# Bengu washes hands

CT 23/2/87

# of teachers

(321)

**TEACHERS' ASSOCIATIONS** fear that the Minister of Education's decision to leave it to provinces to decide how many teachers they can afford will sabotage standards. Education Writer **TROYE LUND** reports.

**E**MBATTLED Minister of Education Dr Sibusiso Bengu intends to wash his hands of the staffing, financial and rationalisation crises the provinces are facing.

For provincial education departments, crumbling under massive debt and having to cut back on teachers to save money, the tone of proposals tabled by the national Education Department yesterday was hardline.

Provinces must determine, from the funds allocated to them for each financial year, how many teachers they can afford to employ.

Staffing will be budget- and not quality-driven and predetermined national guidelines for teacher-pupil ratios will be scrapped.

Provinces will no longer have to spend more than 90% of their education budget on teachers as they are now doing. This effectively eliminates the national controls put in place to ensure a uniform standard of education.

The National Association of Professional Teachers of South Africa (Naptosa) walked out of yesterday's meeting, saying that if this proposal was adopted education standards would plummet.

It fears that provincial departments will appoint teachers who are "cheaper" in preference to those who are better qualified. It is also afraid that class sizes will increase as provinces continue to over-spend and cut teaching staff.

Another facet of Bengu's new plan is halting the rationalisation he initiated last year. The intention is that the provinces should devise their own plans.

The national department said special measures would be put in place to complete the redeployment of teachers already on the redeployment list. Any further rationalisation that became necessary would be handled by the provinces.

"The timing of this was designed to catch the educator sector on the wrong foot as schools are closed and most teachers on holiday," said Ms Sue Reece, spokesperson for the Association of Professional Teachers (APT).

"This smacks of bad faith.

"Decisions to sack temporary teachers are aggravated by this move.

"Claims about reaching equity are simplistic and misleading since it is the poorest schools that will suffer most. This is another blow to the so-called culture of learning and teaching.

"With schools reeling from a shortage of teachers and delayed planning, how are they supposed to introduce the new Outcomes Based Education?"

The new plan would cause irreparable harm, said Mr Mike Reeler, spokesperson for the Western Cape Council of Teachers (WCCT).

"It is against the constitutional provision that entitles all children to quality education," he said.

"Pupil-teacher ratios in the Western Cape will be far higher than 35:1 in high schools and 40:1 in primary schools."

Bengu was at pains to justify his plan.

"Changes have arisen as a result of budgetary and environmental factors that make it impossible to synchronise, effecting equity in funding and effecting equity in personnel provisioning," Bengu said.

"Negotiation on these measures will commence immediately."

Bengu said he no longer had a say in determining the budgets of the provincial departments, as he had in 1994.

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

"An instrument has been developed by the national Department of Education to assist provinces in deploying educators once it has been decided how many can be employed.

"This instrument, or others developed by provinces, will be used as a guideline to deploy available educators equitably."

The proposals are to be debated by the Educators Labour Relations Council.

In whatever form they were adopted, the education laws would be amended accordingly, Bengu said.

# D-Day for provincial education departments

**TROYE LUND**

TODAY is D-Day for provincial education departments if they want to avoid legal action to prevent their axing about 30 000 temporary teachers countrywide.

The strongest teachers' union has given all provinces until today to agree not to go ahead with their plans to dismiss all temporary teachers before next year as a way of saving money.

The SA Democratic Teachers Union (Sadtu), which has the support of all other teachers' unions, demands the right to be consulted about strategies to reduce salary budgets.

If the provinces do not comply, Sadtu is to apply today to various divisions of the High Court for an order preventing them from dismissing temporary teachers.

This move follows fruitless talks with education departments that culminated with the national Education Department

refusing yesterday to discuss the crisis that unions say will arise if all temporary teachers lose their jobs. The refusal prompted Sadtu to walk out of the meeting.

Instead of talking about temporary teachers, the national department set out proposals to give the provinces full responsibility for staffing and rationalisation.

"There is plenty of time to debate these changes," said Sadtu spokesperson Mr Don Pasquallie.

"The crisis at hand is temporary teachers. We went to the meeting yesterday intending to discuss the temporary teacher crisis. The national department said at the last meeting it could not discuss it and had to go away to get a mandate to do so."

Although the national department has said provinces have to determine their cost-cutting measures, it has agreed to discuss temporary teachers on January 15. Unions say this will be too late as schools in some provinces will have opened.

(321)  
CT 23/12/97

# Temp teachers our deep concern - Bengu

*Sowetan 24/12/97 (321)*  
THE position of temporary teachers was linked to the blocked process of teacher redeployment, which often resulted in education departments paying two teachers for one post, Education Minister Sibusiso Bengu said yesterday.

Bengu in a statement said he wished to clarify his department's position in the light of widespread concern about the future of some 20000 temporary teachers.

The Minister's comments followed the walkout by two teacher unions on Monday from a meeting with the Education Department.

The SA Democratic Teachers Union and the National Professional Teachers' Organisation of South Africa wanted to discuss matters such as the future of temporary teachers whose contracts were expected to be terminated. The unions walked out when the department told them the meeting was the wrong forum for this discussion.

Bengu said yesterday: "As far as I am concerned, no retrenchments can take place at this stage. The

government put a hold on all such discharges from the middle of 1996 and this is still recorded in an agreement of the Education Labour Relations Council."

The position of temporary teachers was a complicated situation, Bengu said.

Many were employed for a specific contract period. Once the contract expired, provincial education departments decided whether or not a new contract was necessary.

A number of temporary teachers also substituted for permanent teachers absent on study, maternity, sick and long leave.

"In such cases two teachers are paid for one post," Bengu said.

Once permanent teachers returned, the services of the temporary was no longer needed.

"This is a situation that occurs at the end of each term and especially at the end of each year."

A significant number of temporary teachers were also appointed to fill posts reserved for the redeployment of teachers.

"The teachers to be redeployed

are still at schools where they are supernumerary and are awaiting redeployment. In this case, again, two teachers are paid for one post.

"We have initiated measures to unblock the redeployment of teachers. This process has been delayed by the Grove Primary School judgment and the delays in the ELRC to reach a new agreement on redeployment. These delays have caused considerable over-expenditure in many of the provincial education departments.

"Last Friday I had a constructive discussion with Sadtu on this matter. After having agreed to a process to obtain further information on the whole matter and to discuss it again early in January 1998, Sadtu undertook to put a hold on contemplated legal action until these processes have been completed.

"I therefore find it surprising that Sadtu is again referring to legal action today (Tuesday). I am convinced that education can be best served by dealing with this matter collaboratively," Bengu said. - Sapa.



# Deadlock on jobs leaves temp teachers hanging

CHEMÉ BLIGNAUT  
STAFF REPORTER

**It will be an uncertain Christmas for 4 500 temporary teachers in the Western Cape after education authorities and teacher unions failed to agree on a deal to save their jobs.**

A final decision on their fate had been expected at a meeting of the provincial education labour relations council yesterday, but no agreement could be reached.

The meeting ended at 4pm and will resume on Monday. The unions had to table alternative proposals to the department's controversial plan to axe the teachers in an

attempt to pay off its R458-million debt.

But the SA Democratic Teachers' Union (Sadtu) refused to submit a proposal, because it said the department's information was "incorrect" and "insufficient". The department's list says only 358 temporary teachers are members of Sadtu, whereas the union said it was bargaining on behalf of more than 1 000.

Sadtu spokesman Don Pasquallie blamed the inconsistency on the "way in which the department has been treating the teachers", who were required to renew their contracts every month. The renewals had to be punched into the computer system manually and could lead to mistakes.

The union will try to prove the validity of its membership base on Monday. It called on all members to get in touch before then to confirm membership.

"The department's wish to proceed with this matter through the holiday period is making it very difficult for us," he said. He asked why the department had only begun to act in November when the financial crisis became evident in March.

If no agreement is reached on Monday the department can legally implement its plan, because it has complied with the law by consulting the unions. The unions could then either declare a dispute and opt for arbitration, or start industrial action.

SCHOOLS CRISIS TALKS LAST INTO NIGHT

# Last-ditch bid to reach deal on temp teachers

CT 24/12/97

(321)

**LEGAL EXPERTS** say axing temporary teachers will not be straightforward as many have been in the same post for a year. Education Writer **TROYE LUND** reports.

**T**HE fate of about 30 000 temporary teachers — 4 500 of them in the Western Cape — was still on a knife edge last night as unions and education departments sweated it out trying to reach an 11th-hour deal before Christmas.

In the Western Cape, teacher unions and representatives of the provincial Education Department talked late into the night.

Their goal is to find a way of cutting costs so the cash-strapped department can repay its R458-million debt — without having to axe thousands of teachers, a step that schools say would cause havoc and destroy the education system.

Educators have warned that if Western Cape schools open next year, class sizes will swell to unmanageable numbers. Some

schools would have to open with as many as 16 fewer teachers, and others would not have teachers for Grade One or for certain matric subjects.

The balancing of financials with education responsibilities is complicated by the Western Cape department's spending more than 100% of its budget on teacher salaries.

The bottom line for the department, as it is for those in all the provinces, is that less must be spent on salaries.

The country's largest teacher union, the South African Democratic Teachers' Union (Sadtut), consulted its lawyers yesterday in preparation to apply for interdicts against all provincial education departments.

None of the nine departments had told Sadtut yesterday, the deadline of its ultimatum, that they were prepared to

scrap plans to dismiss all temporary teachers.

The departments say their financial predicament leaves them no choice but to axe teachers — and temporary staff are the easiest targets as they need be given only 24 hours' notice.

However, finding a way out of their predicament may be trickier than the departments have expected because of temporary teachers' status under the labour laws.

Most temporary teachers have been serving their departments continuously for more than one year. Some have been in the same temporary post for up to eight years.

Legal and labour experts have advised teacher unions that temporary teachers who have been in a post for more than a year have a "legitimate expectation" of re-employment by the department.

They say that these teachers cannot be treated merely as temporary employees who need

only be given 24 hours' notice.

If the education departments don't agree to thrash out a deal with unions and if the High Court grants Sadtut the interdicts, temporary teachers will have jobs to return to next month — and the departments would have to negotiate with the unions anyway.

It seems likely, from the legal advice given to the unions, that the High Court would grant the interdicts.

Shelving the moves to dismiss temporary teachers and continuing to negotiate with the unions may be the only way out for the beleaguered departments.

If, however, they take a hard line, disregard the unions and declare the teacher cuts as policy, the unions will take them to court.

Meanwhile, thousands of temporary teachers are destined to spend Christmas under a cloud of uncertainty about whether they will have jobs when the school year begins.

## Two teachers paid for one post — Bengu

et 24/12/9 (321)  
JOHANNESBURG: The position of temporary teachers was linked to the blocked process of teacher redeployment, which often resulted in two teachers being paid for one post, Education Minister Dr Sibusiso Bengu said yesterday.

There was widespread concern about the future of some 30 000 temporary teachers.

Bengu's comments followed the walkout by two teacher unions on Monday from a meeting with his department.

The SA Democratic Teachers Union and the National Professional Teachers' Organisation of South Africa wanted to discuss matters such as the future of temporary teachers

□ Turn to Page 3

# Bengu reacts on temp teachers

□ From Page 1

whose contracts were expected to be terminated. The unions walked out when the department told them the meeting was the wrong forum for this discussion.

Bengu said: "As far as I am concerned, no retrenchments can take place at this stage. The government put a hold on all such discharges from the middle of 1996 and this is still recorded in an agreement of the Education Labour Relations Council."

The position of temporary teachers was complicated, Bengu said.

Many were employed for a contract period. Once the contract expired, provincial educa-

tion departments decided whether or not a new contract was necessary.

A number of temporary teachers also substituted for permanent teachers absent on study, maternity, sick and long leave. "In such cases, two teachers are paid for one post."

Once permanent teachers returned the services of the temporaries were no longer needed.

A significant number of temporary teachers were also appointed to fill posts reserved for the redeployment of teachers.

"The teachers to be redeployed are still at schools where they are supernumerary and are awaiting redeployment. In this

case, again, two teachers are paid for one post.

"We have initiated measures to unblock the redeployment of teachers. This process has been delayed by the Grove Primary School judgment and the delays in the ELRC to reach a new agreement on redeployment. These delays have caused considerable over-expenditure in many of the provincial education departments.

"In October it was calculated that provincial education departments were spending an extra R94 million per month because the redeployment could not take its course," Bengu said.

The department had

received a request from the teacher unions for a moratorium to be placed on the process relating to temporary teachers.

"I am requesting all provincial education departments to indicate their position, and will then respond to the unions.

"Last Friday I had a constructive discussion with Sadtu on this matter. After having agreed to obtain more information and to discuss it early in January, Sadtu undertook to put on hold contemplated legal action till these processes had been completed.

"I therefore find it surprising that Sadtu is again referring to legal action today (Tuesday)," Bengu said. — Sapa

*Provincial education authorities have to pay off a R458-million debt, and intend to do this by axing teachers – but even this sorry solution has run into problems, reports Chéné Bignaut*

# Last-ditch scramble to save teachers' jobs

ARGENT/12/97 (321)

Monday will be D-Day for 4 500 temporary teachers in the Western Cape when unions and education authorities will again try to thrash out a deal to save their jobs.

This follows a marathon meeting of the provincial education labour relations council on Wednesday, where no agreement could be reached on the fate of the teachers.

As many as 30 000 temporary teachers countrywide stand to lose their jobs in the new year as provincial education authorities try desperately to cut costs in their cash-strapped departments.

At Wednesday's meeting in the Western Cape the unions tabled alternative proposals to the provincial education department's plan to axe teachers in an attempt to pay off a R458-million debt. A final decision on the teachers' fate was expected to be taken at the meeting.

However, the South African Democratic Teachers' Union (SadtU), the biggest teacher union in the country, refused to submit a proposal after a dispute arose over how many teachers it represented.

According to the department's list of temporary teachers only 558 were members of SadtU, whereas the union said it was bargaining on behalf of more than 1 000.

The meeting was postponed until Monday to give the union an opportunity to prove the validity of its membership.

But SadtU spokesman Don Pasquallie said it would be difficult for the union to get hold of members to confirm membership at this time.

The unions have accused the department of trying to increase the pressure on them by scheduling the crisis meetings for the holiday peri-

od, especially because they had known about the funding problems as early as March.

The Western Cape Council of Teachers (WCCCT) reiterated a demand that a moratorium be declared on the freezing of temporary posts until March 31.

"In the light of everything that has happened we believe that is the only logical solution," said WCCCT spokesman Mike Reeler.

However, he remained "pesimistic" that a deal could be reached to prevent the retrenchments. WCCCT was not only fighting on

## As many as 30 000 temporary teachers stand to lose their jobs in the new year

behalf of temporary teachers, but also to protect those members who stayed behind and had to cope with the ensuing crisis if the teachers were axed, said Mr Reeler. The axing of teachers would do "irreparable harm" to the education system.

The Cape Teachers' Professional Association also tabled a proposal at the meeting.

The department has declined to comment until after Monday's meeting.

If no agreement is reached on Monday the department may "declare policy" in terms of the law, which means it would be legal to implement the controversial proposal.

Legally, the unions can then

decide to declare a dispute and opt for arbitration or take industrial action.

However, labour experts have advised the unions that temporary teachers who had been in their positions for more than a year could have a "legitimate expectation" of re-employment by the department and could not be given only 24 hours' notice.

Earlier this week teacher unions walked out of a national meeting with education authorities after they refused to discuss the future of the temporary teachers as part of their rationalisation plans.

The national Department of Education announced new rationalisation proposals at the meeting in Pretoria, but refused to link it to the retrenchments.

The new proposals include the scrapping of national guidelines which call for pupil-teacher ratios of 1:35 for high schools and 1:40 for primary schools by the year 2000. SadtU and the SA Teachers' Association argued that the retrenchment issue could not be seen in isolation.

However, the department passed the buck to the provinces, saying retrenchments had to be resolved on provincial level.

When no agreement could be reached on this issue the unions walked out of the meeting. In reaction to the state's proposals, the National Party (NP) has called on Education Minister Shibusko Bengu to convene urgently a summit of all stakeholders to discuss the crisis in education.

The party said the national department's decision that "the problem simply be passed on to the provinces was definitely not a solution and would not promote equity or equality in education".



**We won't go:** teachers protest against budget cuts. As many as 30 000 temporary teachers countrywide stand to lose their jobs in the new year

# 'Unaffordable policies' blamed for chaos in KwaZulu Natal schools

OWN CORRESPONDENT

Durban - Pupils and teachers in KwaZulu Natal were able to get on with the serious business of learning during 1997, which was quiet for schools compared to many previous years. But as usual in this turbulent province, poor management, politics and lack of resources plagued education.

Evaluating the year, Ndaba Gcwabaza, KwaZulu Natal president of the South African Democratic Teachers' Union, said progress in education had been made on several fronts. "But achievements were undermined by problems, so education is as chaotic as ever."

The year began inauspiciously, with nearly 2.8 million pupils trying to squeeze into too few schools. Overcrowding and lack of basic resources such as books and stationery delayed the academic year at many schools by several weeks.

The introduction of 10 years of compulsory schooling, plus population growth, increased pupil numbers by nearly eight percent.

Added to this was a dismal failure to build new schools and lack of money, which resulted in a shortage of 14 534 classrooms.

It also ensured that KwaZulu-Natal's average class stayed above the national goal of 40:1 pupils to each teacher in primary and 35:1 in

secondary schools.

Later in the year there was more bad news. Research conducted for the national School Register of Needs revealed that 1 237 of the province's 5 400 schools were in poor condition, 34% had no telephones, 3 311 no electricity, 47% no sports facilities and 66 921 pupils had no toilets.

Nevertheless, the provincial building and maintenance budget was reduced by R400-million to R100-million.

Although KwaZulu Natal has the largest number of pupils and has conditions among the worst in South Africa, it faces a declining education budget.

Its R5.8-billion for education in 1996/97 rose to R6.1-billion for 1997/98 - 38% of the province's total budget - but inflation and increased pupil numbers meant a serious real-terms decline.

By August it was clear that the education department would overspend by R500-million and drastic cost-saving measures were implemented, including suspending the employment of new teachers - even those meant to replace 3 800 who had taken voluntary severance packages.

By the end of the year the overspend had risen to R800-million.

Mike Jarvis, who took over as director-general of KwaZulu Natal education at the end of the year fol-

lowing the forced retirement of Sidney Shabalala, blamed the shortfall on the province's huge salary bill and on unaffordable policies.

"Our budget is simply too small to carry out our obligations in terms of the constitution, the Schools Act and other legislation. New policies are adopted but not budgeted for," he said.

National Education Minister Sibusiso Bengu accused education department officials of failing to deliver and said that if he had the authority he would sack many of them.

By the end of the year parents, teachers and education workers were on the march against education department decisions.

Teachers protested against the loss of 20 466 teaching jobs and parents bemoaned the financial mess, school resourcing and increased pupil fees, among other things.

Mr Gcwabaza said that despite huge problems, progress was made in 1997 in four areas.

Promotions after two years' delay got management teams firmly placed in schools. Eight regions were established - an important step.

Teachers expressed commitment to Curriculum 2005 and, finally, relative stability in schools enabled education to take place at all levels of the system.

AKG 27/12/97 (321)

# Crucial talks on 6 000 KZN *Sowetan 29/12/97 (321)* teachers' fate

MEC Dr Zulu said to be sympathetic but the department of education has no money

By Sipho Khumalo

**T**HE cash-strapped KwaZulu-Natal education department is scheduled to hold a crucial meeting with teacher unions to discuss the future of more than 6 000 temporary teachers who are facing the threat of retrenchment.

The meeting, to take place this week, is a follow-up of other meetings which ended last week without agreement being reached between the unions and authorities.

Several similar meetings involving provincial Premier Ben Ngubane had been held with unions.

The department, which is set to overspend by a whopping R67 million in this financial year, is considering retrenching close to 6 000 temporary teachers.

However, some unions, including the Natal African Teachers' Union (Natu) and the South African Democratic Teachers' Union (Sadu), have objected and raised concerns at the possibility of the retrenchment of teachers.

KwaZulu-Natal education spokesman Mr

Nagoor Bissetty told *Sowetan* yesterday that the meeting this week was crucial in seeking a solution to the problem.

Bissetty described the MEC for education Dr Vincent Zulu as a "compassionate man" who was trying to do the best he can to avoid the retrenchment of teachers.

"The MEC acknowledges that these teachers have been serving a useful purpose in those schools where they have been working," he said.

"Most of the teachers come from rural areas. Dr Zulu will hate to see them being thrown out. But he is faced with a problem, there is no money in the budget to sustain so many teachers.

Bissetty said 93 percent of the education budget was used for salaries and the idea was to see if they could cut down on the number of teachers employed.

"This is inevitable but the minister is very reluctant to do that. However, his hand has been forced because of shortage of money," he said.

In all there are 20 488 temporary teachers in the province but only 6 000 are facing immediate threat of retrenchment.

# Western Cape temporary teachers still in the dark

(321) ARG 30/12/97  
*Unions, department resume talks soon*

**CAROL CAMPBELL**  
STAFF REPORTER

Western Cape temporary teachers still do not know whether to report for work when schools open on January 20, but talks between unions and the provincial education department will continue on January 9.

About 3 300 temporary teachers were told last month that the Western Cape Education Department no longer had the money to pay their salaries and their contracts would not be extended into the new year.

The department is R458-million in the red, an amount which leaps by millions every month as the province fails to find a way to decrease the number of teachers.

Yesterday, in last-ditch talks, the department and teacher unions still were desperately trying to find a way to stop the mass axing of teachers, whose contracts expire tomorrow.

The South African Democratic Teachers

Union (Sadtu), led by Don Pasquallie, was asked to come up with a new option to preserve the teachers' jobs and it is understood that the union held the floor at yesterday's talks.

Mr Pasquallie said the department proposed a new plan to freeze the temporary teachers' posts once they were dismissed. "This would mean schools would be required to motivate for any vacant positions which temporary teachers hold."

He would not elaborate on the talks and journalists waiting for news of the negotiations were barred from entering the department building.

Sadtu, the Cape Teachers' Professional Association and the Western Cape Council of Teachers' Organisations, which together represent about 25 000 teachers in the province, have demanded that the education department places a moratorium on the mass axing, at least until March, to give principals time to rearrange staffing schedules and teachers a chance to find new jobs.

The unions' unanimous call for a moratorium was rejected by the department, which called it "unrealistic".

Come what may, said department spokesman Tony Eaton, they would have to cut spending.

■ This year's matriculation examinations have been approved by the South African Certification Council, which certified them in spite of papers being leaked.

Certification council head Fred Calitz said: "If I had to put a figure on it, I'd say the administration of the exams had improved 800% since last year."

He has just completed an exhaustive tour of provincial education departments, cross-checking results for irregularities.

"We're satisfied the leaks were isolated," said Dr Calitz. "The leaks were very local and the departments are taking care of them."

The Western Cape Education Department will be the last to undergo the checks when officials verify results today.

NEW PROPOSAL TO RESOLVE CRISIS

# Teachers, officials agree to further talks

CT 30/12/97 (321)

**THE WESTERN CAPE** Education Department and unions reached a tentative agreement to resolve the teacher crisis, **CLAUDIA CAVANAGH** reports.

**T**HE Western Cape Education Department (WCED) and two teachers unions last night moved closer to resolving the acrimonious impasse surrounding the education crisis and the loss of 4 500 teaching posts after the WCED tabled a new proposal which could lead to a freezing of teachers' posts.

The department owes the central government R458 million and has proposed axing the teachers by January 19 to cut costs.

Following a marathon meeting lasting well into the night, the WCED, the South African Democratic teachers' Union (Sadtu) and the Western Cape Council of Teachers (WCCT) agreed to hold further talks on January 9 to resolve the weeks-old teacher crisis.

During a break in the negotiations, Sadtu spokesman Mr Don Pasquallie said that the WCED had submitted a new proposal which would lead to the temporary teachers posts being frozen if they are dismissed.

"This would mean that schools will be required to motivate for any vacant positions which temporary teachers currently hold."

Pasquallie said Sadtu was "not in a position" to disclose further details about the proposal, saying it

would first have to consult with its broader membership.

However, he slated the department over its bargaining methods saying: "Everytime Sadtu and the department meet to find a solution, the government comes up with new proposals."

Alternatives were tabled by the three unions engaged in the discussions, which began yesterday morning and were a continuation of talks held on Wednesday. Members of the press were barred from the Department of Education building for the duration of the talks.

The department rejected calls for a moratorium until March 31 on the freezing of temporary posts by the biggest union, the South African Democratic Teachers' Union (Sadtu), and the Western Cape Council of Teachers (WCCT).

Sadtu had presented a counter-proposal. "If the (department) rejects this, decides on policy and goes ahead ... (it) will have to take responsibility for what will happen ... as a result of its actions."

Mr Mike Reeler, spokesman for WCCT, said, "the department's plans are ad hoc, unworkable and fraught with problems. They will lead to more chaos. If, for instance, school A has 15 temporary teach-

ers, it will lose 15 posts. School B may only have one temporary teacher. The way this sort of non-uniform, unfair and discriminatory plan will affect schools is unacceptable."

The Western Cape Education Department's intention to cut temporary teacher posts was announced after a crisis debate in the provincial legislature last month. There were only three possible ways the department could meet the R458m debt and two of these were ruled out.

"We could have been bailed out by the central government, but Minister of Finance Mr Trevor Manuel categorically refused.

"Our second option — salary cuts — cannot be considered ... as this is a matter for central government negotiation. The only other option was to look at temporary teachers."

● The National Party called on the national Education Department yesterday to convene an urgent summit to discuss the crisis in education.

"The latest decisions by the national Education Department (about) the retrenchment of teachers and so-called right-sizing are not unexpected, as the NP warned from the start that these proposals were not feasible," it said. "The proposal ... that the problem be passed on to the provinces (is) not a solution and will not promote equity or quality in education."