

Teacher

White

1975

Confidential Education Department documents in the hands of The Star show that there is a crisis in Transvaal schools.

In off-the-record interviews with teachers, top educationists and university sources, The Star has found that despite what the TED maintains publicly there are not enough teachers to go round.

The Cabinet is examining aspects of the teacher shortage because of the threat to the nation as a whole.

Hardest hit are English-speaking high schools where very few newly-qualified teachers are coming forward in subjects such as science and mathematics.

Afrikaans-speaking schools also are suffering and overall there is a greater shortage of men teachers than women.

Aggravating the situation, 2,095 teachers resigned from the TED last year, despite higher salary structures announced during the year. Only 1,854 new teachers qualified in the Transvaal.

Investigation

A Star investigation into the Transvaal already groaning teaching structure shows that:

- Not one physical science teacher had graduated from Wits — the only training centre for English-speaking high school teachers in the Transvaal — in the past three years.

- Of the total 1,600 English-speaking students needed to take up secondary school training in 1975, according to the confidential TED projections, only 443 students enrolled at Wits.

- Of the 85 Higher Education Diploma students who enrolled for practical teaching subjects at Wits in 1972, only 10 have reached their final year.

- The TED, which has consistently refuted any talk of "crisis" or shortages, privately has urged headmasters to make a "concerted recruiting drive" for new teachers.

Drop-outs

The confidential TED documents show that there is a major shortfall in the projected figures of English-speaking students actually at university this year.

Among the dramatic drop-out rates it quotes is that of every 100 students who enrol for a combined teachers' course (degree and diploma) only 31.4 percent get to their fourth year.

Afrikaans-speaking universities 45.6 percent.

Teacher crisis in Tvl

From Page 1

get to their fourth year and for primary school training the figure is 71.7 percent.

To compensate for staff leaving the service of the TED in 1979, more than 2,000 recruits should have enrolled this year. A further 2,074 new posts will be created by new salary structures which will be under consideration in 1979.

"It is clear that by far not nearly enough recruits to meet the demand in 1979 were recruited. It is therefore imperative that a concerted effort be made for more recruits," the TED document says.

This was followed up recently by a directive to principals making an "urgent" appeal to them to recruit now for students beginning teacher-training next year.

One of the most worrying aspects of the confidential documents is the comparison of TED projections and Wits enrolment figures. It shows:

	TED requires	Wits has
Science	84	12(BSc)
Maths	276	51(BSc)
Geography	70	15(BSc)
Biology	33	39(BSc)
English	160	84(BA)
Commercial	105	160(Cam)
History	91	84(BA)

TOMORROW: Teacher shortage — what the cabinet has been told.

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The Prime Minister's scientific adviser, Dr S Meiring-Naude, flew to Cape Town recently to urge the Cabinet to do something about the "serious" shortage of science teachers and students.

Dr Naude, who is also head of the Council for Scientific and Industrial Research, submitted memoranda.

And now a Cabinet committee is looking into the matter.

Yesterday The Star reported that Transvaal schools were facing a critical teacher shortage, especially in maths and science.

Dr Naude's representations follow a survey by him at South African universities which showed that between 1962 and 1973 students in mathematics had dropped from 10 to five percent of the total intake.

Chemistry students dropped from 7.3 percent to 2.5 percent and physics students from 4.4 percent to 0.8 percent in the same period.

Vicious circle

"This is a serious situation for research work in South Africa when there are teachers who must teach children the subject at school but who are not fully qualified," Dr Naude said.

He added that it was a vicious circle. If there were no qualified teachers teaching science at school, fewer students will enrol in the subject at university. The fewer students there are, the fewer teachers in the end.

(See Pages 3 and 29).

The problem faced both language groups but it was more serious at English-speaking schools. Afrikaans-speaking teachers have had to be used at English-speaking schools.

Dr Naude added, however, that during 1972 and 1973 an indication was that even fewer Afrikaans-speaking students than English-speaking ones were taking chemistry and physics.

● The English Academy of South Africa views the shortage of qualified English-speaking teachers so gravely that it has compiled a report on the situation.

This report has been sent to the Minister of National Education, Senator van der Spuy, and the academy is awaiting a reply.

STAR 17/4/75

Warnings on school crisis

The teacher crisis in the Transvaal has been underlined by three leaders in their respective fields.

Foreigners at universities abroad may be offered bursaries by a semi-Government body, Dr C van der Merwe Brink, head of the Council for Scientific and Industrial Research, has disclosed.

The principal of Witwatersrand University, Professor G R Bozzoli, gave a warning today of the threat posed by the teacher shortage to the Transvaal's English-speaking schools.

Professor A N Boyce, head of Johannesburg College of Education, said yesterday at a Wits University graduation ceremony that there was a crisis in the supply and demand of English-speaking teachers in South Africa.

Dr van der Merwe Brink made his disclosure amid mounting concern over the crisis in South Africa's science education.

He did not name the semi-Government body which he said was considering the bursaries in the hope that foreign students availing themselves of these would work in South Africa after completion of study.

"STAGGERING"

"It is not known how acceptable this idea of bonded bursaries will be to foreign students and the success of such a scheme is unproven," he said yesterday at a Potchefstroom University graduation ceremony.

Professor Bozzoli said today at a graduation ceremony at his university that staffing requirements for English-speaking high and primary schools in the Transvaal were "staggering".

It had been estimated officially that 1 600 trainee teachers had to enrol annually to provide the 500 high school teachers needed to make up for retirements and resignations in the Transvaal, after allowing for those who abandoned the course.

STATEMENT

His university had decided to base initial selection and refusal of applications for admission on school record examinations (mock-matric).

Those whose applica-

tions were not acceptable would be reconsidered if their matric results were significantly better than those of school record examinations.

● The Director of Education for the Transvaal, Dr A L Kotzee, probably will make a statement on Monday on disclosures of a teacher crisis.

HUNSA RD. 13. A. columns 377.
5 May, 1975

MONDAY, 5 MAY 1975

L. Edwards
(2) 308

† Indicates translated version.

For written reply:

Teacher's courses at White universities
266. Mr P. A. PYPER asked the Minister of National Education:

(a) How many (i) male and (ii) female students are enrolled in postgraduate teachers' courses at White universities; and (b) how many of them are taking (i) postgraduate teachers' courses; and (ii) courses for non-graduate teachers in each case.

The MINISTER OF NATIONAL EDUCATION:

(a) (i) 2 605.
(ii) 5 117.

(b) (i) 576 males and 1 704 females.
(ii) 1 429 males and 3 413 females.

Question.....
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HANSARD. 13 - Q. columns. 882-83
6 May 1975.

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Shortage of teachers X

*2. Mr. R. M. DE VILLIERS asked the
Minister of National Education:

- (1) Whether representations were made
to him during the current year in re-
gard to a shortage of teachers; if so,
(a) by whom and (b) what was the

nature of (i) the representations and
(ii) his reply;

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

The MINISTER OF NATIONAL EDU-
CATION:

- (1) Yes; (a) the English Academy of
Southern Africa and the Federal
Council of Teachers Associations of
South Africa; (b) (i) the Academy is
concerned about the shortage of
teachers in general, especially Eng-
lish-speaking teachers and suggests
the recruitment overseas of teachers
for scarce subjects in particular
while the Federal Council is con-
cerned about the decrease in the
number of suitably qualified tea-
chers, especially male teachers; (ii)
those aspects of the representations
which concern my Department and
education policy in general are re-
ceiving attention.
- (2) No.

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Question
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HANSARD. 13. Q. column. 902-03.

6 May 1975.

English-speaking/Afrikaans-speaking
teachers: White pupils

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The MINISTER OF STATISTICS replied
to Question *15, by Mr. G. W. Mills:

Question:

- (1) How many White (a) English-speaking and (b) Afrikaans-speaking teachers qualified at (i) universities and (ii) teacher-training colleges in the past five years;
- (2) how many (a) English-speaking and (b) Afrikaans-speaking teachers qualified to teach mathematics and other sciences in the past five years;
- (3) how many (a) English-speaking and (b) Afrikaans-speaking teachers resigned in the past five years;
- (4) what was the number of White pupils in (a) pre-primary classes, (b) primary classes to Std. V and (c) secondary classes to Std. X in the past five years.

†Reply (laid upon Table with leave of House):

- (1), (2) and (3) Information not collected by the Department of Statistics.

(4) Year	(a)	(b)	(c)
1970	—	543 811	297 368
1971	—	547 810	305 258
1972	—	546 236	314 597
1973	1 206	559 553	325 126
1974	4 476	564 043	326 448

No data on pre-primary pupils are available prior to 1973. Pre-primary pupils in private nursery schools are not included.

Teacher crisis 'not concealed'

574c 13/5/75

Pretoria Bureau

It was a pity the Transvaal Education Department was accused of concealing or even denying its staff shortage, the director of education, Dr A. J. Kotzee, said today.

Dr Kotzee said: "I want to emphasise there is a dire shortage of teachers in the province, but I also want to emphasise that an unqualified generalisation which gives a wrong impression of the real state of affairs must not be made from this. He was opening in Pretoria, the first full-time training of serving teachers.

The one-year course, attended by 297 selected teachers, is being offered by the College of Education for future training.

in co-operation with the University of South Africa. The course has been introduced to help alleviate shortages of teachers for certain subjects. Teachers are attending on full pay. Dr Kotzee predicted the college would develop into an institution with a big enrolment to which teachers would in future stream.

He said the situation in Transvaal schools, Dr Kotzee said, his personnel division reported every week on the number of posts which could not be filled by a certain date—the beginning of the next new term. They followed up by reporting how vacancies could be refilled. It was told of 177 vacancies for teachers in normal subjects for the school term beginning today. By today the position had been improved. There were only 100 class rooms in secondary schools without teachers.

But there were another 110 vacancies for teachers of technical subjects which it had not been able to fill. For a considerable time. Every year the department also determined its needs for new teachers for the next 10 years.

Dr Kotzee said it was a pity that in the course which began today the problem of the direct teacher shortage in the subjects of physical science and chemistry was only being touched on. The department hoped enrolment for these subjects would in future rise.

Mercury Reporter 15/5/75
Pietermaritzburg

In 1967 and 1968, Directors of Education of all the Provinces met the executive of the National several times and had

agreed on an Institute of Education which foresaw joint control of all teacher training.

"However, when this draft Bill was published in 1968, it deviated so far from the broad agreement that it was totally

He said the blame could be laid only at the door of the Government which had made the wrong decisions over its national education policy.

Majority and minority reports were submitted. The result was a compromise between these reports and this became law in 1969," Mr. Whiteley said.

“The effect was to end nearly all teacher training for secondary schools to universities.

No new students would be admitted. The courses had to be phased out.

"This, in fact, has not happened. The universities have not met their obligations and the position of the teachers is not satisfactory," Mr. Whiteley said.

The Minister of National Education at that time had received assurances from the universities that they could and would provide enough teachers to replace those trained at the colleges of education.

The Act was amended this year.

The universities working in collaboration with teacher-training colleges will not be able to train teachers.

The first flow of teachers trained on this basis will not be available until 1976 at the earliest.

The Education Department was doing what it could to meet the situa-

"In view of these devel-

Comments and, of the importance of the universities to have of the universities to meet their obligations, it is ironic that the Vanden Wyk de Vries Commission. How, proposed transfer all teachers training to the universities?"

In the interview, Jantzen, Mr. Whitely said scores of British teachers might have to be imported to fill the vacancies.

Mr. Whiteley said scores

of British teachers might have to be imported to fill the vacancies.

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Siv. Trib
25/5/15 tea

**By JEFF
HENDERSON**

THE NATAL Education Department is using primary-trained teachers in high schools to fill a critical vacuum created by the Government.

In an all-out emergency programme to "hold the fort until 1979", ex-teachers are being re-trained to handle "scarce" subjects such as science and maths, and graduate are being recruited from the private sector.

Behind the crisis is universal six-year-old

decision by the Government to limit secondary school teachers' university degree holders — despite the fact that at the time nearly half the high school staff were non-

An amendment last year means that certain secondary diploma courses can be offered at colleges of education.

And this week, officials of the Natal Education Department met Professor Francis Stock, principal of Natal University, to thrash out terms of such an agreement.

Meanwhile Mr Andrew
Pyper, Opositor
spokesman on education
has urged mass recruit-
ment of British teachers.
His call was echoed by
Mr ...

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Our teacher crisis

against the teacher is that he does not have the last word. He needs to be a proper educator.

Mr. Woodley said that during his school teaching career there were few holidays in which he did no work related to teaching. The sustained working hours of a teacher would be a strain on anybody.

"Five hours in a classroom are equal to 10 hours in a normal working situation."

In Mr. Woodley's view, an ideal teacher needs to be:

- Well-read.
- A psychologist of the highest order.
- Talented in many ways — able, for example, to draw, to teach music and to take sports activities.

● A person who takes an active role in the community he serves.

● A person in contact with the adult world.

Draw-backs

The content of South African education still has its drawbacks although there has been an "improved approach". It is still geared to rote learning and to definitive knowledge.

That there are never

any question marks left after a subject has been taught "makes for easier teaching but is dangerous because it destroys a sense of wonder."

"The systematic destruction of a sense of wonder is a major tragedy for society as a whole."

"Pupils should be taught it is impossible to know everything."

"A sense of wonder leaves a person with a capacity for reverence which makes him a better citizen. If it is destroyed the result is a savage society, one which idealizes intellectualism, cynicism and a materialistic interpretation of life."

"People like this are in control and pupils are learning this approach to life."

The first function of education is training for living. This is getting lost in the wild scramble for qualifications."

Most young people are bored with their discipline problems which, combined with the isolation of schools from the rest of society, has brought an increasing lack of pupil response.

A natural revolt against the streaming system, whereby pupils are divided as superior and

second-class human beings, is developing.

"Our children, and among them are three of the brightest, are being taught that competition is a sense of living in a violent society."

Teacher training is inadequate because educators who should be preparing people for living do not know the world in which they live. The average teacher goes from school to university and back to school again without any outside experience.

Knowledge

Once back in school the teacher pumps back "20th hand knowledge. He is always quoting someone else."

Ideally, for example, women teaching try to should have had their own children.

The neglect of basic skills in our education system is inscribed in the learning of Afrikaans. After 12 years of learning Afrikaans in school, pupils still speak in English whose home language is not Afrikaans can hold a simple conversation in the language. And they know nothing about Afrikaans people.

Potential solutions suggested by Mr. Woodley

are:

● A tremendous campaign through the media to teach society to appreciate the importance of teachers should be playing "teaching has got to be service from the public service as it stands at the moment."

● Teachers should have a greater say in their destiny and parents should be encouraged to pay the real danger in which their children stand under an education system with an economic base.

● Education for living should become the emphasis.

● Schools should be really concerned with the basics of language, science and cultural heritage.

● Science and humanities should be brought together.

● A series of pre-tertiary schools should provide specialized training for students. This way the extension of children too early would stop.

● There should be a system whereby teachers in training and trained teachers could be placed in a number of jobs to give them contact with the world outside the schools. Ideally, they would take on

these jobs over a one year period. Geography teachers should be able to travel, biologists should be able to take the leadership trails which children are now taking, scientists should visit space centres. A trust fund should be established to facilitate this programme.

● The obsession with hours spent in the classroom should be broken down. In particular, children should be given freedom and opportunities to mix with all races and cultures. "Wonders" should never be allowed to die.

● Education for living should be provided by the schools and vocational education should be given later in a pupil's life, this would cut the drop-out rate at universities.

● Teachers should be given professional status.

● Schools should have greater autonomy.

● Headmasters should have administrative assistants to relieve them of the clerking.

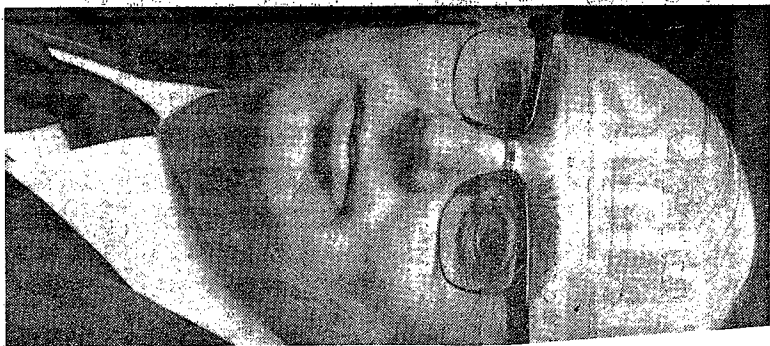
● Teachers should be relieved of the burden of extracurricular activity.

● As professionals, teachers should have higher salaries.

● Schools must not become islands.

● The education authorities should voice their problems.

— Pat Greig



Mr John Woodley — no to "turning off Dr A L Kotze, Director of the Transvaal Department.

17/04/75

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"Burning effigies" of Dr A. L. Kotzee, Director of the Transvaal Education Department, or protest marches will not solve the teacher crisis. The solution lies partly in a civilised demand by teachers for a greater say in their own destiny.

This is the view of Mr John Woodley, an idealist with 14 years of school teaching experience behind him, who wants teachers to come forward and do something about the crisis.

Teachers have been cowed. They have developed into a negative entity, he said in an interview.

Mr Woodley recommends a "tremendous campaign through the media to teach society to appreciate the important role teachers should be playing."

Mr Woodley admits that it is easier for him than for most teachers to express his opinion publicly because he now lectures in English as communication studies at the Witwatersrand College for Advanced Technical Education, a state-aided but autonomous body. It does not come under the directorship of the Transvaal Education Department.

And perhaps the public in general does not realise the climate of fear which

Solving

curbs public expression of opinion in TED-controlled teaching circles.

The fear is rooted in a clause of the 1953 Education Ordinance which provides, at worst, for the dismissal of a teacher who publicly comments on the administration of any department as defined in Section 1 of the Public Services Act 54 of 1957.

A teacher found guilty of misconduct under this clause will at best be reprimanded.

Petty

The April issue of "The Transvaal Educational News," the official organ of the Transvaal Teachers' Association, asks: "Do you, as a teacher, believe that the Director of Education is petty? That his assistants, hundreds of them, will victimise you if you express an opinion on an educational matter?"

"If the answer is YES, then the TTA must do something about it."

Mr Woodley says the teacher shortage and the low standard of teaching is no particular authority's fault.

"The present conditions have arisen as the result of increased numbers in our society, the members of which are geared to earning a living."

He wants an end to society's treatment of schools, as factories and teachers as factory hands.

Education has become an economic utility and people believe erroneously that "the quality of education is directly proportionate to the amount of time spent in the lecture room."

The real basis of education is reflection and there is no time for it.

As long as the teacher, "as factory hand," gets good results his methods are not questioned. His reputation is based on good matric results.

"A teacher becomes another economic proposition and society underpays and ignores him."

"A teacher has no professional status. He is directly controlled by bureaucrats and clerks. He has no say in his destiny."

Classes are too big. It is not possible to educate 40 children at a time. The ceiling put on the pupil teacher ratio by the TEL is not working in practice.

"The traditional role and image of the inspector is unfortunate. The inspector is the watch and judge who can have major influence on career."

Another factor works

Call on State to import teachers

2 308
JTT

STAR 19/5/75

A programme for teacher recruitment overseas should begin within the next 10 days, while the thousands of overseas teachers reported to be facing unemployment are looking for outlets.

The call for recruitment comes from the chairman of the Witwatersrand Council of Education, Dr M. W. Richards, who believes that after the emergence of a severe teacher shortage the Transvaal's only short-term solution is to import teachers.

Dr Richards said: "The whole matter seems to me to have become one of national importance and should be dealt with by the Government in collaboration with the provinces rather than the other way round."

FORTUNATE

"From South Africa's point of view it is fortunate that there is every indication of a surplus of teaching skills in the United Kingdom and other parts of the world at the moment."

The UK would seem to be one of the places from which the Transvaal could import "well-trained teachers of mathematics and science as Natal is apparently considering doing," said Dr Richards.

According to a report carried by The Times Educational Supplement last month about 7 000 British teachers are likely to be unemployed by September due to budget cuts.

Dr Richards suggested: "If active recruiting is undertaken immediately before the schools break up for the Northern Hemisphere holidays there would be a chance of getting some really first-class

Blackboard appeal

STAR 20/5/75

goes to parents

Headmasters of several primary and high schools in Johannesburg are asking parents, trained as teachers, to volunteer for part-time work at their schools.

Although the headmaster of Northcliff Primary School Mr S D G Wilson, agreed he had sent out circular letters to parents asking for volunteers, he denied it was an attempt to alleviate any teacher shortage at his school.

CIRCULAR

"I have a full staff, but from time to time we have illness among teachers. To prevent disruption of classes, I keep a list of who can take on part-time teaching. The list is also

useful for when teachers go on long leave," he said.

Most headmasters were unavailable for comment today. However, the secretary of one primary school said, her daughter, a matric student, attended Bryanston High School.

There were 60 pupils in her daughter's science class and recently, she said, she had received a circular from the school asking for a fulltime mathematics teacher.

She also said the headmaster of Brynneven Pri-

mary School had approached her school today asking for teachers.

Rosebank Primary school which has asked for parent assistance. Parents of pupils in this school have been recruited to help teachers in singing, needlework and music classes.

PERMISSION

King Edward Preparatory School had also asked parents to help teach.

Bryanston High School has also been given per-

mission for parents to take sports. However, legally, a teacher has to be on duty.

Mr John Lambson, president of the Transvaal Teachers' Association, said today that headmasters were not allowed to employ a teacher unless he or she was, in fact, employed by the Department.

Asked to confirm that there was a teacher shortage in the Transvaal, he commented: "Oh boy. Without a shadow of a doubt."

Part-timers in school only by permission

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STAR 2/5/25

Pretoria Bureau

School principals can form panels of suitably qualified parents or other people for use in the event of permanent teachers falling ill or going on long leave — but employment of these people had to be done through the education department.

This was said today in Pretoria by Professor J J Mulder, deputy director of education.

He was commenting on a report yesterday in The Star that headmasters in the Reef area were asking parents trained as teachers to volunteer for part-time work at their schools.

Professor Mulder said the department itself also kept a panel of people on whom it could draw for help when needed.

Such assistants could be paid for their work only if they were employed for longer than 10 school days. And the department had to approve of and appoint the person employed.

If a permanent teacher was away from duty for less than 10 school days, principals normally arranged for their classes to be taken by other teachers on the staff.

IMPORTATION

Outside help with extra-mural activities, such as sport, was appreciated by the department, Professor Mulder said.

But in all cases, arrangements had to be made through the school principal, usually acting in co-operation with the school committee.

Unofficial arrangements were not in the interests of the pupils, nor of the school or department in the event of some mishap.

● Importation of teachers should be used only as a stopgap to alleviate the shortage.

"Something must be done to start the flow again," added the chairman of the Witwatersrand Council of Education, Dr M W Richards.

UNPRECEDENTED

He said that according to the director of the

Transvaal Education Department, Dr A L Kotzee, the Transvaal needed 1600 young people to start their first year at university with the intention of becoming teachers in order to maintain the teaching force in English-medium high schools.

"This large figure is due to the fact that only 31 percent of people who start in the first year with this intention emerge at the end of the fourth year as qualified teachers."

The University of the Witwatersrand has taken the unprecedented step of recruiting teachers "on this occasion because it realises the shortage of mathematics and science teachers, particularly men, is liable to undermine the whole supply of properly qualified engineers and scientists."

(See Page 9)

Plan to ease shortage of teachers

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STAR

21/5/8

The Witwatersrand University is working on a new teacher-training scheme, aimed at easing the Transvaal's critical teacher short-

age.

Professor J. W. Brommert, Dean of the Faculty of Education at Wits, explained today that the so-called teacher shortage was not so much an absence of teachers (although this was beginning to be the case as well) but the absence of teachers qualified to teach certain subjects.

"The real shortage comes in when the Department of Education is forced to place teachers, unqualified in certain subjects, in secondary school," he said.

PART-TIME

To enable teachers to acquire additional qualifications without removing them from their posts, the university was presently negotiating a new part-time "in-service" scheme, he said.

The scheme would require a teacher to attend lectures on a part-time basis for two years. "This would lead, we hope, to some recognized additional qualification."

"At the moment we don't know exactly what this additional qualification would be called or if it would carry salary increase," Professor Brommert said.

COURSES

At the moment, he said, teachers could attend two to three day courses at the university but these only tackled certain facets of a subject.

Professor Brommert said the teacher shortage mainly affected subjects such as Physical Science, Mathematics, English and Biology. The proposed scheme would concentrate on these subjects.

He added that it appeared the English-speaking community in South Africa had paid too little attention to the schooling of its own children.

About one-third of the teachers in English schools were, in fact, Afrikaans speaking, he said.

Women must come out of the kitchen

says Mr ^{STAR} 26/5/75
van Niekerk

The Administrator of the Transvaal, Mr S G J van Niekerk, told members of the Housewives' League that it was "an absolute necessity" for a wife and mother to go outside the confines of her own family and into the community at large.

Speaking at the biennial conference of the Housewives' League held in Bedfordview last week, Mr van Niekerk said women had a significant contribution to make to the economy, and society could "only benefit" from womanpower.

The economic future of South Africa was dependent on the emergence of a labour force with "the requisite education and training, and appropriate incentives and opportunities for economic advancement."

Doubled

Mr van Niekerk said women were going to have to commit themselves to the future of Africa.

They would have to plan towards a contribution in a country which in 25 years would have doubled its population.

At present, women constituted only 32.7 percent of the total labour force.

Yet the 1974 matric results showed that of a total of 3,321 matriculants who passed in the first class, with 1,111 being 83 percent were girls.

University results also supported the fact that women students in general show a higher academic performance than men.

In further analysis the



MR SYBRAND VAN NIEKERK — querying the "kinder, kuche und kirche" role for women.

academic qualifications of women in the Republic indicated that few carried on to achieve top positions in their fields.

Despite their abilities, women made a limited impact in the traditional masculine spheres such as law, natural sciences, medicine, engineering and the like. Instead, they tended to concentrate in large numbers on a limited number of subjects such as literature, education and nursing.

Balance

"No nation or people can rise higher than the standard set by its own womanhood."

date girls to higher levels there was a positive correlation between the educational levels and em-

South Africa has the c to reduce its rate of inf if it can increase the p tivity of its population. is why the call now is to w to "come out and save economy" — instead of th enjoiner to stay at hom rock the cradle.

day industries which were highly mechanised created a large labour market which offered a wide variety of skilled and semi-skilled work. This no longer required physical strength but depended on manual dexterity and speed abilities at which women excelled.

Women should initiate the kind of industry which depended on these skills.

Although the number of working women had doubled during the last 10 years, South Africa still had a large reserve of married women.

ELIZABETH WILSON report

Changed

Mr van Niekerk said that in modern industrial society the family functioned as an economic unit. The traditional roles of members of the family have changed to adapt the mothers' dual role. All members of the family who shared in the family's proceeds now had to do their share of the work in the upkeep of the household — thus enabling the mother to fulfill an economic role.

It was both parents' task to rear and educate the children and not the sole task of the women.

It was the quality and not the quantity of parent-child interaction that was really important.

Said Mr van Niekerk: "An optimum amount of neglect of our children is in the long run healthier than constant overprotection and need fulfilment."

"There is a pressing need that will increase in the future for housewives to contribute to the welfare of the community, and for mothers to bring up their children with similar values."

Influence

Mr Van Niekerk urged women to take an active part in making decisions concerning the future.

"Properly qualified women," he said, "must offer themselves as candidates at all levels of public office to exert any real influence on the national scene."

"They should not only stand as women, but as

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STAR 29/5/78
Pretoria Bureau

A determined effort should be made by the Transvaal Education Department to encourage married women teachers and pensioners to return to active teaching, the United Party's provincial spokesman on education, Major J D R Opperman, said last night.

Speaking in the budget debate, he told the Provincial Council an intensified campaign should also be made to retain the department's teaching staff.

One of the danger areas for education lay in the R4 000 to R5 000-a-year salary group.

Many jobs were advertised for posts with a salary over R5 000 for which people with this type of qualification could apply. It was in this area the department had to try to solve its problem.

RESERVE

Major Opperman urged also that married women teachers be kept up to date on teaching methods and perhaps be retrained in the "scarce" subjects from which education in the province was suffering.

Even if posts could not be immediately found for these married women teachers, they would at least provide up-to-date members of the reserve pool.

● Mr D C B van Zyl (Nat. Maraisburg) asked that the province take over vehicle testing from local authorities.

The bigger local authorities, like Johannesburg and Pretoria, did not have the facilities to permit proper checks to be made of vehicles brought in for roadworthiness tests, he said. They could simply not keep up with the demand.

In Johannesburg the situation was so bad the city's buses could not be handled by the municipal vehicle tests centres.

Sunday Times 8/6/75

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Sanlam deal hits older teachers

By TONY STIRLING

THOUSANDS of older South African teachers will be hard hit by changes in life insurance policies under a group scheme run by Sanlam, the R800-million insurance giant.

Mr B. E. Gouws, 55, vice-principal of the Johannesburg Technical High School, says the revisions to the scheme will mean that teachers retiring at 60 will no longer be entitled to insurance benefits under the scheme.

"This is a deplorable move", said Mr Gouws. "It will affect thousands of older people in the teaching profession who have paid in hundreds of thousands of rands in premiums."

In terms of the amendments to the scheme, membership will cease at 60. Premiums for those above 40 have risen steep-

ly. The members will also lose their post-retirement benefits of half the original life cover at half the premium rate they were paying before retirement.

A Sanlam spokesman that because of "adverse feed-back," a statement had been issued on the revisions.

The number of members of the scheme was confidential, but those reaching

No benefits at age of 60

retirement age could take out normal insurance policies without undergoing a medical examination. Sanlam, as a mutual company with responsibility to its members, could not subsidise the scheme.

Mr Gouws claimed that older members who had been paying into the scheme for years would lose their retirement benefits.

"The premium rates have been drastically increased for older members. In my case the increase is 117.5 per cent, from R5.94 a month to R12.92 a month," he said.

At the same time premiums to those under 40 had been reduced by 21c per R1 000 of life insurance cover.

"The justification given for this was that the younger members would no longer be subsidising the older members.

"In my opinion it is not liable to create hostility among the younger members of the scheme — that is among those still likely to take out insurance. But it hits at those older people who are not likely to take out insurance."

He described Sanlam's offer to give normal policies to those reaching retirement as "eyewash."

"The premium rates for that they are simply not within the budget of pensioners," said Mr Gouws.

According to the chairman of the scheme's trustees, some members would have to pay premiums of up to 1 200 per cent high-

its board

Nats, RP

in 'crisis'

STAR 12/6/75

dispute

Pretoria Bureau

A bitter dispute broke out between Reformists and Nationalists in the council yesterday, over the previous day's plea by Mr Douglas Gibson (RP, Be noni) for a commission of inquiry into improving teachers' conditions.

Nationalists and the Administrator, Mr Sybrand van Niekerk, took it amiss that Mr Gibson had used the word "crisis" to describe the present teaching staff situation.

There were problems, they admitted, in certain subjects and in the numbers of English-speaking teachers.

But to call it a crisis or blame the administration for the lack of English teachers was going too far, they said.

Reformist speakers accused the other side of avoiding the issue and dodging behind clever dictionary definitions.

If he had a child at school who did not have a science teacher, he would call that a crisis, no matter what the administration called it, said Mr Alf Widman, the Reformist leader in the council.

PAT GREIG discusses a magazine article which lists a number of reasons — besides pay — for the shortage of science teachers in South Africa. STAR 9/7/75

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Low pay is not the only reason for the shortage of qualified physics, chemistry and mathematics teachers. Another reason is that these are "intellectually demanding subjects."

A hard-hitting article in the latest issue of the magazine Management, written by associate editor John Collings, collates many reasons for the shortage of natural science graduates and teachers.

"They are intellectually demanding subjects, in which advances in human knowledge are steady." Inability to keep up to date was a major cause of the teacher's stress.

It was also, according to the Transvaal Education Department, the reason why some married women, returning to teaching after raising their own children, insisted on

and, regardless of the severe constraints it would place on their pupils' university careers, recommended them to take biology instead."

Poor schooling was one explanation for a high first-year university failure rate, but, according to the article, another could be "that university lecturers don't teach well enough for any but the most able students to survive."

"The problem of too few science graduates is not caused solely by provincial educational departments and universities. Nevertheless the solution

Suggestions from Professor Derek Henderson, dean of science at the University of the Witwatersrand, on getting more male graduates into teaching were:

- Let them teach for three years or so after graduating.

- Increase the financial muscle of private schools. Many teachers employed by private schools would "probably find them more congenial to work in than State schools." Strengthening private schools would give State schools much-needed competition.

- Create elite schools,

... university lecturers don't teach well enough for any but the most able students to survive.

teaching at primary school.

"Yet it's only recently that the TED has made any attempt to give teachers refresher courses."

The article stated that from 1967, when the physical sciences syllabus was broadened in an attempt to help matriculants cope better at university, "many teachers were unable to teach it,

lies mainly in their hands."

"Parents and business leaders must organise themselves to demand to know more of what is happening in education."

A suggestion put forward in the article was that the South African Broadcasting Corporation "should urgently reconsider its decision not to broadcast school programmes on television."

specialising in the physical sciences for older school children.

- Use new teaching methods such as cassette TV and computer-assisted instruction.

- Not only raise teachers' salaries, but minimise the cost of raising them.

To lower the cost of raising salaries, Professor Henderson recommended:

- Doing away with student-teacher bursaries, since only 15 percent of those entering university as prospective high school teachers actually graduate.

- Parents (and business) should subsidise the salaries of individual teachers, if this is needed to attract them in certain subjects, just as companies sponsor certain university posts.

... many teachers were unable to teach the new physical sciences syllabus.

Teachers set to demand more pay

RDm 16/7/75

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Staff Reporter

THE FEDERAL Council of Teachers Associations is expected soon to demand substantially higher salaries for the country's 45 000 high school and primary school teachers.

According to a spokesman for the council, memoranda from the 10 affiliated associations — Afrikaans and English-speaking — have been submitted to the council complaining of the price spiral and asking urgently for adjustments to restore the buying power of earnings.

The council is expected to submit a joint-demand to the Minister of Education, Senator Van der Spuy.

However, it is unlikely that any decision to increase teachers' earnings

would be taken without Cabinet approval.

It is unlikely, too, that teachers would be given increases in isolation from other groups in the public sector. Speculation is strengthening that the Prime Minister, Mr Vorster, will announce a 10 per cent across-the-board increase for all workers in the public sector — including teachers — probably from the beginning of October.

The president of the Transvaal Teachers' Association, Mr J. R. Lambson, said yesterday that rising living costs had overtaken the increases granted to teachers in July last year.

He said if anything, teachers were worse off now than they were before the July increases were granted. To restore the buying power of salaries he estimated would involve increases of at least 15 per cent.

"We believe we have a strong case for immediate relief, and also that there should be a regular automatic review and adjustment of teachers' earnings related to the rise in the consumer price index.

"We don't think it fitting that teachers should have to go cap-in-hand to the authorities and engage in lengthy and unnecessary wrangling before increases are agreed to", Mr Lambson said.

The rector of the Johannesburg College of Education, Professor A. N. Boyce, said he had come reluctantly to the conclusion that inadequate salaries in the teaching profession were an important reason for the acute shortage of men teachers.

Prof Boyce said only about 10 per cent of the total entry into the Johannesburg College of Education this year were men — 57 out of a total of 498.

teachers

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STAR 21/7/75

A municipal filing clerk with a Standard 8 education starts work at a higher salary than a teacher with a four-year diploma.

This emerged in a Star survey on attitudes of parents to children who would like to become teachers.

A former teacher who works for a local authority told The Star that a teacher's position today compares unfavourably with that of a filing clerk or a meter reader.

A woman teacher with a four-year diploma today starts on a salary of R3 690 a year," he said. "But a filing clerk who preferably but not necessarily is required to have a Standard Eight certificate starts on R200 to R300 more a year.

"A male teacher can be compared with a meter reader who is only required to be able to read and be of neat appearance. If possible a Standard Eight is desirable," he said.

"Although the salary scale for a meter reader begins below that of a teacher with a 4-year diploma he (the meter reader) is often employed at a salary scale comparable with that of the teacher because readers are difficult to get."

The starting salary for the male four-year diploma teacher is R4 110.

HE LEFT

"I left teaching because the pay was so bad. How can you expect a man to remain in the classroom if he has six more years' education than a meter reader yet starts on the same salary?"

"I learnt very quickly after nearly three years in teaching that sentiment does not fill one's pocket."

He pointed out that a chief clerk in local authority with a Standard 10 and no further education can earn more than a male teacher after 10 years in teaching.

STAR 24/7/75

308

An all-round pay rise for teachers of about 20 percent has been called for by the president of the Transvaal Teachers' Association, Mr J R Lambson.

He was commenting on a Star survey this week which showed that teachers' pay compared unfavourably with that of many municipal workers with a far lower standard of education.

A filing clerk with a Standard 8 certificate, for example, could earn R200 or R300 a year more than a woman teacher with a four-year diploma.

NOT ENOUGH

Mr Lambson said last year's rise was "the first reasonable one we've had," but was still not enough to bring teaching into line with commerce.

The rates and categories quoted in the Star survey were correct, but he pointed out that some teachers started at even lower levels, R3 080 for men and R2 430 for women in category D.

One of the first principles of the TTA, said Mr Lambson, was equal pay for equal work — always including extramural activities.

He also attacked the low rates paid to afternoon music teachers and part-time high-school coaches, only R3.50 an hour.

A spokesman for the Transvaal Education Department said pay scales were laid down by the province's executive committee, but no comment could be obtained from Mr D H van der Merwe, Brink, the MEC in charge of education.

New deal for women teachers?

Cape Times
4/8/75

MARRIED women teachers in the Cape Province can expect a new deal from the Department of Education in the near future.

This became clear when Mr F A Loots, MEC in charge of education, said in the Provincial Council that a decision had been taken on the matter and that an announcement

would be made later in the session.

Opposition MPCs believe that this could mean important concessions to married women teachers who in the past have not

been allowed to accept permanent posts at schools in the Cape.

In addition, single women applying for teaching posts have received preference from the education authorities.

There were murmurs of approval in the Council when Mr Loots made the announcement, but Opposition MPCs do not expect him to go the whole way and put the married and single teachers on the same footing.

The announcement came in response to a question by Mr Herbert Hirsch, the PRP MPC for Sea Point.

Miss Annette Reinecke, the United Party MPC for Rondebosch said she was happy that there was to be a new deal for married women teachers.

"I look forward to hearing what concessions are to be made to these teachers who have been discriminated against by the Cape Provincial Administration for far too long."

"I sincerely hope that at least the anomalies in their conditions of service, such as fringe benefits like medical aid, long leave, will be removed," she said.

Opposition members of the council were also surprised when they heard Mr P J Loubser MEC tell the Council that the executive committee accepted the principle of equal pay for men and women teachers.

He said, however, that the province would be unable to implement this decision until the other provinces agreed. The provinces were bound to act together in terms of national legislation.

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2 48

New deal for teachers, and

Sex lessons in Cape schools

Cape Times
9/8/75

be combined with youth preparedness, religious instruction, biology, and physiology.

Parents would be involved through parent-teacher associations or individually.

● The new deal for married women teachers allows married women to be appointed for five-year periods.

Criterion

They will be allowed to apply for any post up to the level of principal or head of a teachers' training college, and appointments will be for five years. After this the post must be advertised but the married woman teacher may reapply for a further five years.

Merit will be the only criterion for temporary posts of one year.

Women teachers who marry within five years of qualifying will need no longer apply for permission to remain in their posts. However, newly qualified unmarried teachers applying for their first post will still receive preference.

Preference will be given to single women whose posts fell away due to circumstances beyond their control, and to women who married during their first five years of teaching and had to move to another town.

Same treatment

Teachers who married during their training period would be treated the same way as unmarried teachers.

In girls' schools 40 per cent of the staff may be married women teachers, but only 20 per cent in other schools.

Mr Lubbe explained that five-year appointments would give married teachers greater permanency and enable them to apply for promotion.

Another advantage was that the young unmarried teacher would be less inclined to change schools as she had to compete with married women if she applied for a new post.

The South African Teachers Association and the Suid-Afrikaanse Onderwysersunie had supported the changes.

IN A major policy statement yesterday, Mr G J Lubbe, MEC in charge of education, announced the start of sex education in Cape schools and a new deal for married women teachers.

The announcements, made during the Education Vote of the Budget debate in the Provincial Council, were greeted with "hear hears" from the Opposition benches.

Mr Lubbe said the Cape would be taking the lead in sex education. The education departments of the other provinces would take a keen interest.

A committee was drawing up a draft programme on sex education. When this has been completed — hopefully by the end of the year — sex education would be introduced in a few schools as an experiment.

A year ago discussions had been held with Cape Town gynaecologists who told of suffering they came across among teenagers because of their ignorance about sex matters.

Literature

A committee of medical experts, nurses, psychologists, marriage guidance experts, principals and education officials was formed to decide whether sex should be taught in schools.

The committee rejected as unsuitable overseas literature on the subject, but decided in favour of a sex education programme.

Mr Lubbe said sex education in Cape schools would include hygiene, relationships between the sexes, between father and son, mother and daughter and the relationship between the sexes as regards the Creator.

The programme would

Married women: new deal welcomed

AR 645 11/8/75

HEADS of schools in the Cape have, without exception, welcomed the announcement last week that married women teachers will now be appointed for five-year periods.

The MEC in charge of education, Mr G. J. Lubbe, announced the change in a major policy statement last Friday.

Mr Lubbe explained that the new policy concerning five-year appointments would give married teachers greater permanency and would enable them to apply for promotion.

Mr Bruce Shepherd, headmaster of Camps Bay High School, said: 'It's certainly a move in the right direction. Older married women are often more stable than younger unmarried teachers,' he said.

And Mr Max Leeuwenburg, head of Cape Town High School, said the new ruling meant more continuity for pupils. 'I'm all for it,' he said. 'I have always felt that married women should have equal opportunity.'

Mr Leeuwenburg said he was more concerned with the benefits to pupils than with women's liberation.

'Married women tend to be more stable and the five-year appointment more or less gives them a permanent post.'

English 'must teach'

RDM 28/8/75

THE TEACHER shortage would be alleviated if more English-speaking parents encouraged their children to become teachers, the leader of the National Party in the Transvaal Provincial Council, Mr D. S. van der Merwe Brink, said yesterday.

Addressing the Transvaal National Party Congress after discussion of a resolution expressing concern at the shortage of teachers, Mr Brink said many Afrikaners were teaching English at English-medium schools.

English-speaking parents had a duty to encourage their children to enter the teaching profession, he

said. If English-speakers were available to take over the posts at English-medium schools, it would help alleviate the shortage at Afrikaans schools.

The Minister of National Education, Senator J. P. van der Spuy, had earlier said many complaints about the shortage of teachers, particularly men, had been raised at the congress, but no solutions had been offered.

The problem was receiving attention at the highest level, he said. Difficulties would increasingly be encountered if a reasonable percentage of men teachers could not be retained.

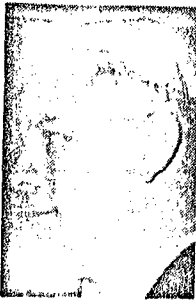
There was a shortage

particularly of science and mathematics teachers. Industrial development was increasingly drawing men with these qualifications away from the teaching profession.

There were, for example, 9 006 engineering technicians undergoing training at present in courses which required science or mathematics as a subject.

It was untrue that the authorities were underestimating the problem or ignoring it, he said. But education departments, in this time of personnel shortage, had to give more attention to their priorities. — Sapa.

Report by J. Venter, 512 Barclays Bank Building, Church Square, Pretoria.



DR STEYL
Daily Dispatch 2/9/75

Teachers defer pay decision

JOHANNESBURG — In view of the Prime Minister's appeal, it was decided yesterday at the congress of the South African Association for Technical and Vocational Education that no decision would be made regarding appeals for the increase of teachers' salaries.

The retiring president of the association, Dr I. Steyl, a former principal of the East London Technical College, said this in an interview after the association ended its congress, attended by 100 delegates from special schools, schools under the Children's Act, technical colleges and institutes, colleges for advanced technical education and commercial and technical high schools.

During the three days the delegates discussed various motions of which the most popular was pay rises for teachers and other members attached to schools.

However, no decision in this regard was made at the congress in view of the Prime Minister's recent appeal that no rises should be allowed in view of inflation.

The reasons for requesting pay rises on behalf of teachers was the increasing cost of living.

Dr Steyl said the matter would be referred to the executive committee of the association, which would use its own discretion.

Mr C. D. Theron of Kimberley, was elected new president of the association. Dr Steyl will remain on the executive committee for a year as retiring president. — DDC.

(1) 150A
(2) Educ - Tech + Voc.
(3) 308

Shortage of science teachers hits schools

MERCURY 4/19/75

NATAL high schools are experiencing a critical shortage of properly trained science and maths teachers and there seems little prospect that this situation can do anything except worsen.

This shortage at school level is but one aspect of a grave problem which in its implications goes far beyond the question of whether Johnny is getting a fair deal in his preparations for matric.

The vicious circle of which this shortage is a part could, without much measure of imagination, be seen to endanger the whole future of South Africa.

NEED

This may seem far-fetched but bear in mind that all our policy makers have repeatedly emphasised the need for growth and increasing technology. Key professions in this, according to Dr. Mering Naude, scientific advisor to the Prime Minister, include engineering, metallurgy, geology, mineralogy and surveying, with medicine and dentistry as vital social back-ups.

These occupations have one thing in common — they are science-based. This is born out by the fact that 90 percent of students doing first-year pure science courses at universities are not aiming for pure science degrees but are heading for one of Dr. Naude's professions.

Those clever enough to tackle pure or applied science at university — and they are far and away the most difficult degrees — are entirely sensible in aiming for the practical professions. The financial rewards

are far greater, in both the private and public sectors. In the latter, the Government has built this into the salary structure, when engineers with four-year degrees start four pay notches above pure scientists with four-year honours degrees.

Fair enough, you may say — the country needs the professions and the bright boys are entering them. What's the worry if pure science is falling behind in the race?

SWING

This is where the vicious circle comes in, for one victim of the swing away from pure science is the teaching profession. To be properly taught, matric maths and science, which include some quite advanced concepts, need university-trained teachers who have studied their subjects for two or three years. If people with less training are used, they cannot put the subjects over properly, they "turn off" their pupils, who then either avoid these subjects at university or if they attempt them have an appalling failure rate.

As long ago as 1971 only half the science teachers in the Republic had adequate qualifications. The position has worsened considerably since.

Some say the swing away from pure science is a sign of disenchantment with technology, a response among younger people showing their concern for the environment. This doesn't hold water. Plenty of people are anxious to get involved in science through technology. Here is where the impact on the environment comes, not in the classrooms or university laboratories.

The effect of the vicious circle is that poor

teaching in schools is drying up the supply of university teachers of pure science, as well as potential school teachers. Lack of the latter causes the poor teaching and we are back where we began.

As one University of Natal physicist put it, we are now living on the fat of the past. But the time is not far off when there won't be anyone to teach future engineers and doctors, let alone school children.

This is why I said earlier that the whole future of this country could be endangered. The very real possibility exists that unless the trend is somehow reversed, our supply of technically trained manpower could dry up.

When I spoke to Dr. G. A. Hosking, Natal's Deputy Director of Education about this, he said quite frankly that the shortage of properly trained maths and science teachers was very serious indeed.

"The problem is how to rectify the situation. We use the granting of loans, as far as possible giving preference to those heading for science degrees. But the failure rate at university is staggering and of those who pass, few ever face classes. They are drawn away by the private sector, for our salaries are just not competitive," he said.

SALARY

"There is nothing the NPA can do about this, since salary structure is a matter for central Government.

"We recognise that the future will be increasingly technological and have planned for this, structuring matric courses accordingly. But implementation of these plans is just not on. We've searched the schools for maths and

science talent and are retraining teachers in this direction through crash courses. But they must have a bent for the work — we can't coerce them," said Dr. Hosking.

All of this certainly seems to spell out a very serious situation and paradoxically, we are already well into the future — according to Dr. van der Merwe Brink, president of CSIR, any dramatic change in the present tendency will have no significant impact before the end of the decade.

And so far, the only dramatic change is that things are getting worse.

NEW DIPLOMA COURSE FOR TEACHERS

Mercury Reporter

PIETERMARITZBURG — A new four-year diploma course for secondary school education at Edgewood College, Pinetown, is among the teacher training courses for which the Natal Education Department is offering loans.

Mr. R. W. Whiteley, MEC in charge of education, said yesterday that loans for selected pupils writing senior certificate examinations this year would be available for courses of training for pre-primary, primary and secondary levels.

The new diploma course at Edgewood, which was still subject to the approval of the Minister of Education, would be offered under the aegis of the University of the OFS.

"It is hoped that the provision of this course will relieve the serious shortage of teachers suitably trained in certain scarce subjects in the junior secondary phase — Standards 6 and 7."

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Natal Mercury
16/9/75

NEW ERA COURSE

Mercury Reporter

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Mercury 11/10/75

A FOUR-YEAR training course for secondary school teachers will be introduced at Edgewood and Durban Teachers' Training Colleges, at the beginning of next year.

This was announced yesterday by the Director of Education in Natal, Mr. P. R. T. Nel, at the Natal Teachers' Union annual congress.

In the past, teachers had to graduate from

university to obtain a secondary school diploma, but from next year, the course will be offered by Durban Teachers' Training College and Edgewood College in Pinetown.

Mr. Nel said he hoped this would be the start of a new era in teaching in this country.

It was decided at the congress, which was represented by 10 districts in Natal, that the NTU would negotiate with the Department of

Education about extending school hours.

Mr. Chris Joubert, a member of the Press Liaison committee, said the idea was to incorporate extra - mural activities into school hours.

This would give teachers time to prepare their lessons at school and at the same time mark pupils' books.

"The mind of the child has to be geared towards the era of television and longer school hours will prevent television from

interfering with homework," he said.

Overseas studies revealed that television had a profound effect on homework and studies.

Mr. Joubert said the congress was in favour of the four - term year and would not be switching over to three terms, as in the case of the Transvaal schools.

Mr. Eddie Bester, principal of Dirkie Uys Hoërskool on the Bluff, Durban, was elected chairman of the union.

Critical lack of school staff

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Nov 9/10/75

Lynne Cornfield

The teaching crisis in the Transvaal has reached a stage where it could threaten the education of the future White schoolgoing population.

This feeling is expressed in a highly confidential preliminary report prepared by a study committee crystallised from members of the governing bodies of certain Afrikaans high schools on the East Rand.

A more polished memorandum is to be presented to the Minister of Education, who is to be urged to impress the gravity of the situation on the Prime Minister.

Statistics quoted show 55.3 percent of staff teaching chemistry at high schools in the Transvaal and about 44 percent teaching mathematics are inadequately qualified for their jobs. In other subjects the percentage of under qualified teachers ranges from 13.3 percent (African languages) to 53.4 percent (biology).

The memorandum claimed that some male teachers are an embarrassment to education. They are being kept only because of the alarming shortage of men.

Over the past 10 years the majority of male

Critical teacher shortage

From Page 1

teachers have been B-stream matriculants. Fewer and fewer of a high academic potential are being attracted to teaching.

The feminising of the profession is felt to be a danger to the personality development of children.

According to the figures given, only 80.7 percent of permanent teaching posts are filled; 33.1 percent by men. This year 509 student teachers are in their final year. Of these 54 are English.

To cater for the needs of 1979, 4 060 first-year students were needed in 1975. At the end of the first term 1 100 were still enrolled.

In 1961 there were 19 054 teaching posts available. In 1974 there were 20 521. In 1971, 1 199 teachers resigned; the loss in 1974 was 1 653.

SWIFT ACTION

The aim of the committee is to motivate parents to take positive action. A letter covering the memorandum requests that the document be kept out of the hands of the teaching corps, the Press and party politicians.

The committee recommends that:

- An immediate investigation be made at top level into the organisation of education.

- A national policy on education be implemented.

- The hand of the Minister of National Education be strengthened.

- A special tax levy be used exclusively for education.

- The teaching profession be separated from the public service and the status of teachers be upgraded.

- An appeal be made to the private sector to stop the erosion in teaching and to make past teachers temporarily available to schools.

- Continual changes in curriculum and teaching methods be halted.

- Administrative staff be appointed to take over all administration tasks so that teachers can be free to teach again.

STAR 10/10/75

308

A drastic improvement in teaching conditions was needed to offset the rumours of mass resignations, teachers from all over the Transvaal were told today.

Mr C S P Herselman, newly elected president of the Transvaal Teachers' Association, said: "The word strike is being freely bandied about.

"We consider it unprofessional and undignified but it is a fact."

He was speaking at the opening of the association's annual conference in Johannesburg.

"The image of the profession needs upgrading, as well as salaries," he said. "There is resentment at ministerial references to the higher professions like law and medicine."

Mr Herselman painted an ideal picture of classes of only 15 pupils fully equipped with desks, books and audio-visual aids.

In reality, he said, teachers often had to contend with 60 pupils all morning and 80 more in the afternoon.

Two aims

Opening the conference the Mayor of Johannesburg, Mr Max Neppe, said education should aim at total happiness as well as academic success.

"Only in school classrooms can pupils be made aware of the relationship between home life and career environment," he said.

It was the educator's job to prepare his charges for marriage and family life as well as a vocation.

"We must put an end to the big business bigamy that drives a wedge between breadwinner and his family," Mr Neppe said.

Teachers angry ^{RDM} over ^{11/10/75} ⁽³⁰⁸⁾ pay freeze

Staff Reporter

TRANVAAL teachers yesterday spoke about mass resignations, militancy and possible strikes because of the salary freeze.

"The salary announcement has left teachers shocked, saddened, disappointed, resentful and bitter", said Mr. C. Herselman, president-elect of the Transvaal Teachers' Association at the association's annual conference in Johannesburg yesterday.

During a tea break one teacher said he knew of almost 20 resignations in a small Northern Transvaal town.

"Perhaps in 20 years, commerce, industry and the public sector will acknowledge the value of the teaching profession when there are just no chemists, physicists or mathematicians — simply because these subjects can no longer be offered at school level", Mr. Herselman said in his report.

The president, Mr. J. R. Lambson said in an interview afterwards: "We agree with the anti-inflationary measures, but why should our salaries be pegged at pauper level? They're been frozen at a grossly unrealistic level — about 17 per cent behind the CoL."

The Minister of Education, Senator Van der Spuy's reference to the higher professions of medicine and law was the height of arrogance. Is that what he thinks of teachers? That alone caused more harm to the profession than any other single factor", Mr. Lambson said.

The demands of married women teachers had been met one week before the due date for a strike during the early 1950s. College students approached to replace them had refused on principle.

"The TTA executive will motivate a strike if this conference agrees to one. But I think it would be unprofessional and undignified", Mr. Herselman said in an interview.

The conference continues today.

Teacher strike called off

SUNDAY TIMES Reporter

STRIKE action by Transvaal teachers was averted yesterday when the Transvaal Teachers' Association decided instead to urge the Administrator, Mr. Sybrand van Niekerk, to appoint a commission of inquiry into the state of education in the Transvaal.

Delegates representing the views of worried and angry teachers spoke about militancy and mass resignations over the "crisis situation" education had reached in South African schools.

Education is going downhill at such a rate that urgent measures are called for," Mr. C. Herselman, president-elect of the TTA, said in an interview during the conference yesterday.

"Teachers cannot continue to administer their duties responsibly in the present disillusioned mood brought about by the teacher shortage, poor salaries and unsatisfactory conditions of service and organisational structure."

Mr. Herselman said teachers were bitter over salaries, which were "completely unrealistic". With the increases last year, the salary of the average teacher was brought to about 8 per cent below the cost of living index. The fact that there had been no salary increases this year meant that teachers were now about 17 per cent below the index.



The Mayor of Johannesburg, Mr Max Neppc, was among the guests at the teachers' conference.

Problems in public role

Star 13/10/75 308

The problems of a teacher wishing to take an active role in public affairs were pinpointed at the conference by Mr Peter Nixon, a Progressive Reform Party Transvaal MPC and teacher at Woodmead School.

The Education Ordinance promised the teacher full civil and political rights, he said. But it precluded him from publicly stating his position on any party political matter.

"There must be safeguards against proselytisation and the use of pupils in political campaigns," Mr Nixon said.

"A teacher must not take sides. But if he is sufficiently motivated to seek any public office, his pupils will know where he stands in any case."

The benefits of seeing their teacher involve himself in civic affairs far outweighed any doctrinaire considerations, he said.

Major J D Opperman, a United Party MPC, and deputy chairman of the Johannesburg management committee, suggested in the same symposium that teachers develop their links with commerce and industry.

"This is an area of civic concern where they can take the initiative without any restrictions," he said.

"They could do invaluable work in discouraging private enterprise from poaching their staff, to the point where it is cutting its own throat."

Dr Harold Holmes, former principal of the Johannesburg College of Education, said the teacher's right of free speech was circumscribed not only in politics, but in not being able to criticise his own department.

"Teachers are afraid to speak out on crucial matters. Yet with their abilities they are ideally placed to bring a note of sobriety into an emotive field," he said.

There were 100 000 mentally handicapped South Africans who had never had the chance of an education, the conference heard.

Mrs Sheila Suttner, director of the Avri Elizabeth Homes, said facilities existed for only one in 10 of these people.

Mrs Suttner blamed apathy among parents, "a sense that you can't change anything," for the

fact that more was not done in this field.

Overseas, parental agitation had given rise to a full network of home-help services and an impressive variety of remedial centres.

"Clearly handicapped children cannot be taught academically," Mrs Suttner said. "But they can be taught the skills of daily living."

"With an IQ of only 25, you can still run errands to the shops, handle money, and understand simple public notices."

At the other end of the scale, Mrs Adele Gordon stressed the needs of the exceptionally gifted child.

"Additional courses should focus on problem-solving rather than fact-finding," she said. "They should challenge the pupil to work on his own and test the weight of his own ideas."

* * *

Black children were born disadvantaged by virtue of their colour, said a delegate and teacher from Riverlea Extension, Mr Gerald Braam.

Their second-rate status placed the severest limits on their motivation, what they could do, and where they could go.

"Yet in a sense White children are equally disadvantaged," Mr Braam said.

'Quality' teachers needed

Roger Dean, Education Reporter

Quality as much as quantity is needed in the teaching profession, the Transvaal Teachers' Association conference was told in Johannesburg at the weekend.

"We must get away from the notion that because there is a critical staff shortage we will take anyone," said Professor A N Boyce, rector of the Johannesburg College of Education.

"The emphasis must be on excellence. This is not a job for intellectual or moral weaklings."

ENTRY QUOTA

The IQs of applicants to the Johannesburg college ranged from 88 to 145, he said. Selectivity was essential even in the present situation.

The college had been given an entry quota of 953, but it was doubtful if half of this would be

filled. Of 703 applicants for next year only 50 were men.

In the current year the proportion was 27 men among 353 students.

"Young people today seem to lack the idealism and sense of commitment to go into teaching," Professor Boyce said.

He also blamed the nerve-racking delays in appointing students. With two weeks to go to examination less than half had provisional offers, and many would be left waiting until almost the start of the term.

Mr Ray Tunmer, head of teacher training at the University of the Witwatersrand, said one of three matriculants would have to enter teaching, the requirements English-speaking were to be met.

"This is clearly out of the question, but the portion could be increased through greater flexibility in the entry requirements."

WORK

"They are brought up to see others at work, and not to work themselves. What possible motivation to excel can there be for them?"

"They too are the victims of this pernicious system."

RDM 14/10/75

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Teachers won't ask for pay rise

Staff Reporter

THE Federal Council of Teachers' Associations in South Africa — the powerful central representative body of all teachers' associations in the Republic — has undertaken not to press for immediate salary increases for teachers.

This was revealed in Pretoria yesterday by Mr H. C. Botha, chairman of the council, who said that at the same time certain decisions to press for better relationships with the authorities had been taken.

The nature of these planned negotiations could not be revealed at this stage because they had not yet been made known to the authorities themselves.

Mr Botha said the decision to fall in line with the appeal on salaries made by the Prime Minister was taken at a meeting of the council earlier this month in Windhoek.

"As a responsible body which also considers the interests of the country, it was unanimously decided to give force to the Prime Minister's appeal.

"But this is done in the serious hope that when economic conditions improve, further attention will be given at the earliest opportunity to the case of the teachers," he said.

No thought for these workers

5-THAR

2/10/75

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Public sympathy is often aroused in support of the underpaid and "hard done by" teaching profession which I fully endorse, especially with regard to men teachers who have families to support.

But never a thought is spared for the loyal and hardworking administrative staff, who frequently devote the best years of their lives to their work at relatively miserable rates of pay.

Most schools' administrative staff are employed on a part-time basis with no prospect or any similar fringe benefits.

No school could possibly function effectively without an efficient administration staff, may it be one, two or three secretaries at the "beck and call" of every teacher, parent and pupil and in most schools, responsible for the confirming of all sports fixtures, not to mention all the rands handled by the school for various functions, school funds, PTA fund-raising etc.

The teaching staff fortunately have the Transvaal Teachers Association who have their interests at heart, but who worries about the administrative staff most of whom are grossly underpaid by "commercial world" standards.

The question of school holidays will be a matter of thought — but after 10 weeks of an eight hour working day crammed

into 5½ hours, one needs those now fewer and further between holidays.

Serviced.

Johannesburg.

Nov 15/10/75

demand better status

Teachers in the Transvaal have called on the Minister of National Education to appoint a commission of inquiry into a situation they say is approaching breaking point.

Professor C P van der Walt, head of the biggest teacher association in the Province, the Transvaalse Onderwysersvereniging (TO), says urgent measures are not only desirable but essential.

In a statement greeted with enthusiasm by the English-speaking Transvaal Teachers' Association, he said the TO had for years warned that there were factors leading to dissatisfaction among teachers.

Teachers' salaries had lagged and undertakings made in good faith had not yet been carried out.

DISCONTENT

The so-called new salary structure which had been awaited for years, brought certain advantages, but also created considerable discontent," says the statement.

A memorandum drawn up in May showed that nearly 60 percent of teachers were worse off on April 1 than they had been on July 1 1974.

The TO said it was not seeking a confrontation with the Government, but it must be realised that it was reacting with the support of 12 000 members and was speaking from a position of strength.

EXCITED

The president of the English-speaking Transvaal Teachers' Association, Mr C F P Herselman, said today. "This means the TO is thinking along almost exactly the same lines as we are."

"They are obviously one jump ahead, but we are tremendously excited. We couldn't agree with them more."

● Last week The Star revealed details of a confidential report on the teaching crisis drawn up by Afrikaners high school authorities on the East Rand. This quoted statistics on the inadequate qualifications of many teaching staff, and claimed that many male teachers were "an embarrassment to education."

(See Editorial—Page 28)

Minister to seek their views

Musary 23/10/75

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PRETORIA—The Minister of National Education, Senator J. P. van der Spuy, yesterday announced that he would meet representatives of the 10 teachers' associations in the country to discuss problems in education.

The Minister issued a statement here following Press reports of teacher dissatisfaction and statements by teaching organisations, to which he said he would not reply specifically.

"It is my considered opinion that the interests of education can best be served by the statutory bodies and the organised profession acting in co-operation with one another," he said.

"In the present circumstances I have therefore decided to extend an invitation through the Federal Council (of Teachers' Associations), to the 10 constituent teachers' associations each to nominate one representative, preferably the chairman, to have discussions with me at an early date on the present state of education."

The Minister said the Committee of Heads of Education would consider the same matter at its next meeting and report to him.

This decision did not affect, nor was it in conflict with, the alleged assent of the Administrator of the Transvaal to a request from the Transvaalse Onderwysers Vereniging for a commission of inquiry.

The Minister said both the private sector and Government departments were contending with staff shortages and increasingly demanding the services of women to ease the problem. Teaching could not be unaffected by this situation.

"However, those who believe that the responsible education authorities and even the Minister are not informed that they are indifferent to the problems and the

Teachers divided on council plan

Education Reporter

Teachers are sharply divided over plans for a council for the profession similar to the medical and nursing councils.

The idea of a Teachers' Council is due to come before Parliament in the next session. It has the support of the Transvaalse Onderwysersvereniging and the Transvaal Teachers' Association.

The arrangements would almost certainly include a register of all working teachers.

A sample survey of school principals in the Johannesburg area revealed that while some saw such a body as raising the status of the profession, others saw it as a potential straitjacket.

"This would present an ideal opportunity for teachers to put their own house in order," said one headmaster.

"It would help make them more autonomous and give them a greater sense of responsibility for their own affairs.

"At present there is a tendency to opt out of these obligations, and leave everything to the powers that be."

The headmaster admitted that existing bodies like the Federal Council of Teachers' Associations would lose some of their powers, but felt some kind of council could prove invaluable.

The opposite view was put by another headmaster, who said: "Anyone thinking this could be the panacea to end the crisis in education is living in a fool's paradise."

"There are real dangers that such a council will result in even more conformity in the profession."

He said doctors, who were in the main self-employed, were not really analogous with teachers, who depended for their jobs, salaries and promotion on the various education departments.

"With free and compulsory education, taxpayers and parents both have legitimate claims for a say in teachers' affairs."

"A Teachers' Council might bring greater status, but those drafting its constitution would have to be very careful not to produce a paper tiger or a legalistic version of a double-edged sword."

Another teacher who mistrusted the make-up of a council also said enforced registration could jeopardise the careers of many long-serving teachers from overseas.

"We have no clear details of the plan," he said, "but we understand it would incorporate a penalty clause for teachers lacking South African qualifications."

"With the present critical staff shortage, it would be ludicrous to disqualify anyone presently teaching."

"We in the private sector recruit widely overseas, and many of our most senior teachers have degrees from Britain and America."

"We would strongly deprecate anything that took them away from us."

Natal's teacher shortage

Mercury Reporter

MORE teachers are expected to resign from Natal schools this year than last year, but the situation is only critical in the "scarce" subjects, Dr. G. A. Hosking, Deputy Director of Education for the province, said yesterday.

Dr. Hosking was reply-

ing to a Press report that 21 teachers in two Afrikaans high schools had resigned. He repeated that he would be "astonished" if this figure was correct but agreed that the shortage of teachers was critical.

"This is particularly so in mathematics and science and to a lesser,

but almost as serious, extent in the commerce and technical fields," he said.

In the present economic climate, the temptation to be lured by the private sector was even greater.

"We have a staff of about 5500 qualified teachers in primary and

high schools and about 220 have resigned this year compared to about 200 last year."

However, this was not a significant increase as so many of the teachers were women and resigned for domestic reasons, said Dr. Hosking.

He admitted that the

department would be embarrassed by the resignation of teachers this year, and although high school would be without teacher, a shortage of subject teachers was not something that would be glossed over.

Referring to recruits expected in the new year from the

'critical'

sities and training colleges, Dr. Hosking said there would be no shortages in languages and history, but there would be a critical shortfall in the "scarce" subjects.

Commenting on the shortage, Mr. C. J. Talbot, president of the Natal Teachers' Society, said it could create a crisis in education "more

disastrous for the country than inflation."

He called on the Government to look afresh at teachers' salaries, not only because of the rising cost of living but also because of the critical effect they were having on recruitment of suitable young people.

Wits 'is doing all it can for school maths'

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Mathematicians at the University of the Witwatersrand are doing everything they can to improve the standard of maths teaching in Transvaal high schools.

The head of the department, Professor D B Sears, said this today in reply to two readers who wrote to The Star questioning what the university was doing to help the situation.

The correspondence was prompted by an article in which lecturers at the university criticised the "new

maths" and the textbooks approved for use in schools.

"The main issue which provoked this correspondence was the matter of textbooks," Professor Sears said.

"Anyone closely associated with school mathematics over the past 20 years will have heard of the Durell series.

"These books were sound and successful and, though they are now old-fashioned, they are still used in some private schools."

The material was still perfectly suitable if it was updated and metricated, he said.

"Next year a new book, the first of a series, will be available for Standard 6."

"One author is a headmaster, the other was a mathematics teacher and headmaster and is now a senior lecturer in maths at this university. The university has encouraged this book to be written be-

cause of our concern over the textbook crisis."

The professor pointed out that his department trained mathematics teachers and ran a course specially designed for them.

Members also gave talks at schools — including talks on errors in textbooks — and to the local branch of the Mathematical Association.

"We are eager and willing to organise in-service training for teachers," Professor Sears said.

"But the initiative for this must come from teachers themselves and from the Transvaal Education Department."

Teachers not clear on call-up plans

STAR 6/11/75

Education Reporter

Plans to call teachers up for compulsory training have thrown the profession into confusion.

There is no indication whether only new teachers will be affected, or whether in-service staff

will be taken out of the classroom.

The Defence Force says merely that all male teachers will "in time" be liable for continuous national service.

The change is to prepare officers for the new school cadet corps which are to be introduced from the beginning of 1977.

In the past prospective teachers have been granted deferments until they completed their studies, and then exempted once they were qualified.

"We have no objection to the change in principle," said Mr C F P Herselman, president of the Transvaal Teachers' Association.

"But we want to know a lot more about it before we commit ourselves. If the intention is to take teachers out of the classroom then we will fight it."

Professor A N Boyce, rector of the Johannesburg College of Education, agreed it would be hard to find replacements for existing teachers in the present critical staff shortage.

DISRUPTIVE

"This could be very disruptive," he said. "A teacher is not like an office worker — he can't just leave his class, even for a short period."

But he stressed this would not affect recruitment. "We are not interested in draft dodgers. It won't improve the image of the male teacher if he is thought of as a protected person."

A prominent school principal questioned the need for cadet training when the boys faced national service after they left school.

"In any case I don't see that a full year's national service is necessary to train the officers. Holiday camps should surely be sufficient."

"If this means it will now take a new teacher yet one more year to qualify, it will turn people right off teaching. They will go to another profession where they can make money fast."

① 308
② 256

PRESS STATEMENT ISSUED BY THE HONOURABLE THE MINISTER
OF NATIONAL EDUCATION

(For immediate release)

In my press statement of 22 October 1975 I envisaged certain consultations on the position in education. On the strength of the talks held with representatives of the organised teaching profession on 7 November 1975 and the discussions of the Committee of Heads of Education at its meeting on 26 November 1975, it is now possible to issue the following statement:

In a unanimous resolution the Committee of Heads of Education, consisting of the Secretary for National Education and the six Directors of Education concerned, stated that in its opinion there were suitable channels throughout the country through which all interested parties could direct their efforts to improve and promote the general cause of education in South Africa without turning their efforts into a public campaign in which justice was often not done to the perspective and the facts of the circumstances, with the result that the wrong image of the education service was projected to the public. The Committee believes that this kind of action is detrimental to education and does nothing to further its cause.

In co-operation with the Committee and the organised teaching profession, I am giving constant attention to a variety of educational matters, including the teachers' conditions of service and their working conditions. Since 1971, for example, this mutual consultation and co-operation has led to salary and structural adjustments which in the case of White teachers entailed additional expenditure of over R106 million per annum. Apart from the sum involved, certain important principles were also recognised for which the profession had long been fighting, e.g. the notch-a-year principle, the rank progression system, the extension of the principle of categorisation to the ranks of senior teacher, vice-principal and comparable ranks, etc. During the past few years, for example, more than a hundred reports were considered and accepted, while a number of important reports which will further improve the teachers' conditions of service are at present under consideration.

It is the Committee's considered opinion that one cannot speak of a crisis in education, but that problems do exist. These are receiving the Committee's undivided attention and some of them are already being dealt with.

After thorough consideration of certain shortages of teachers, which vary in degree from department to department, and the increasing number of resignations from education, particularly in certain male categories, the conclusion was reached that, owing to the country's present economic situation, including inflation, economic considerations and more attractive offers from outside education appear to be some of the most important factors.

As regards the /.....

As regards the status of the education departments, particularly the position of the directors of education and the place of education in the public sector, these are matters which fall under the Administrators and the Minister of the Interior and can be given further attention only after thorough investigation. Although the Government has already considered this matter in the past and the Federal Council of Teachers' Associations is aware of the Cabinet's views, I undertake to put the matter to the Minister concerned again, together with any recommendations which the Federal Council of Teachers' Associations may wish to submit. It goes without saying that a speedy decision on this policy aspect is not possible.

In the light of the discussions of the Committee of Heads of Education I further undertake to have the principles of the posts and salary structures reappraised by the Committee of Heads of Education in conjunction with representatives of the Federal Council of Teachers' Associations. Once this reappraisal has been completed, further steps will be considered.

I am satisfied that certain matters falling under the jurisdiction of the respective education departments will receive attention from the heads of education concerned in co-operation with their respective recognised teachers' associations.

My endeavour has always been, and will continue to be, to secure a better deal for education and the teachers, and the progress made over the past five years is ample proof of this. In the light of the Prime Minister's appeal that salary claims should be left in abeyance for the time being in the vitally important fight against inflation and the positive and much appreciated response of the Federal Council of Teachers' Associations to that appeal, it is not possible, however, to make any announcement about salary increases at this stage. The necessary preparatory work for that must go ahead, however, and in this my whole-hearted co-operation will continue as in the past. In this spirit I intend having a further discussion next year with the organised profession.

In conclusion I want to make an earnest appeal to all concerned to act with great responsibility in the interests of education in our country and confidently to leave matters in the hands of the competent statutory bodies, the organised teaching profession, the Administrators and the Ministers concerned.

Issued by the Department of Information
at the request of the Minister of National Education

PRETORIA
3 December 1975

Action call by teachers on deal

*Sum
S.M. 14/1/5*

Pretoria Bureau
Concrete action should urgently follow the Administrator's statement that a new deal for teachers was in the offing, a spokesman for teachers said today.

The Administrator, Mr. Sybrand van Niekert, said at the weekend he was now more than ever convinced that teachers' pay and conditions of service would be considerably improved.

Mr. J. D. V. Terblanche, the president of the Transvaalse Onderwyservereniging (TO), said in Pretoria

today that his association welcomed the approach that was evident in the Administrator's words, namely that better pay and conditions of service were now more of a certainty than ever.

A new status for teaching in the row of professions was also envisaged.

This represented the point of view expressed by the organised teaching profession through the years, Mr. Terblanche said.

He would not say how this would affect the profession before further particulars were available, and added that the TO felt the next step should follow urgently.

EXPECTATIONS

The general secretary of the Transvaal Teachers' Association, Mr. E. Duncan, said today he was happy with the news, but did not know if it would come up to expectations.

Speaking at the graduation ceremony of the Pretoria Teachers' Training College on Saturday, Mr. van Niekert said the necessity of making teaching a more attractive profession for everyone, but particularly for men, was now being realised by all.

Mr. van Niekert said education in South Africa had always been successful, globally speaking, and with the necessary calmness of spirit, understanding and perseverance, this would remain so. Existing problems would be rectified.

PM urged to

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act 'to save education'

Star 3/12/75

A top-secret report has urged an immediate fresh look at South Africa's White education legislation.

It views the teaching situation in Transvaal schools so seriously that it has called on the Minister of National Education to bring the matter to the attention of the Prime Minister.

The "save education" report, compiled by a committee of Afrikaans high school governing bodies on the East Rand, believes the key lies in:

- Immediate attention at the highest level on the control structure of White education in South Africa;

- Education being separated from the Government Services Commission to give it better status and to make grading of posts more realistic;

- Creating a specific "education tax" to which every taxpayer will contribute;

- Eliminating continuous changes and renewals to the curriculum; and

- Again studying seriously the most effective form of teacher training because present training at universities is causing concern.

The report says: "We as parents make an appeal to the Minister to bring the seriousness of educating our children to the attention of the Prime Minister."

The report is rapidly gaining political momentum among educationists and politicians of different parties.

HARMFUL

"We feel very strongly that this matter be kept above party politics and that those involved in this reappraisal will be prepared to give their dues."

"If every teacher is not handpicked, if the ratio of men to women teachers does not improve, if the teaching corps is not happy with working conditions, immeasurable harm can be done in the classroom to the attitude and viewpoint of tomorrow's nation."

The report concludes: "As parents we have become worried about the visual irritations in the teaching ranks."

"It affects our children directly and we are convinced that teachers do have reasons for frustration and unhappiness."

A faster education report is possible

Any commission of inquiry into the state of education should be able to report back within six months, says the Transvaal Teachers' Association (TTA).

An editorial in the association's latest journal points out this was all the time needed for a recent Australian probe to collect material and prepare its report.

"We should like the same," it says.

The TTA appeals for any commission to be truly representative — "by which we do not mean a committee overloaded with departmental officials and teacher representation kept to a safe minimum.

"There must be representation of other bodies concerned in education — universities, of course, but what about industry and commerce? Parents?"

The article says a probe is needed into the way the department handles the curricular affairs of schools.

Much of the criticism of the schools' work may be traced back to such matters as class size, syllabuses, and lack of autonomy for heads.

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Call to recruit 22/1/76 teachers STAR overseas

308

Education Reporter

A concerted effort to ease the teaching shortage by recruiting overseas has been urged by a leading Rand educationist.

This should be done on a national scale by the Department of National Education, according to Dr Whitmore Richards, former chairman of the Witwatersrand Council for Education.

He recommends that the department should coordinate the needs of the provinces and send a recruiting team to London or elsewhere.

A limited number of well qualified young men could be selected to teach mathematics and science.

Initially, they could be brought out on a three-year contract. The best could be invited to stay.

JOURNAL

The plea appears in Symposium, an annual education journal published by the Johannesburg College of Education.

"The shortage of science and mathematics teachers has become critical, and not only in English schools," writes Dr Richards.

"Unless something is done all our universities are going to run short of students registering in the faculty of science."

"This will quickly be translated into a dearth of these skills in recruits to commerce and industry and to the technical branches of Government service, especially the big new Iscor, Escom and Sasol ventures."

THE CLASSROOM CRISIS If yo

By TONY SPENCER-SMITH

PARENTS AND TEACHERS are to blame for most of the learning problems of South Africa's children.

This startling claim was made this week by a Durban educationist, Mr Railton Loureiro.

It comes as the country's White school education system reels under a shortage of high-school teachers which, as reported in the Sunday Tribune last week, has already reached crisis proportions on the Reef.

Educationists and senior members of the teaching profession have admitted that even when high-school teachers can be found they are often ill-qualified for their jobs, and good teachers are rare.

They warn that if the Government does not introduce changes quickly, such as more realistic salaries and less crippling bureaucracy, the education system could be heading for collapse.

Useless facts

Now Mr Loureiro says South Africa's school education system is undermining pupils' confidence, cramming their heads with useless facts, chopping up profound disciplines into easily memorisable bits of exam fodder, and crushing creativity.

Schools, he says, have tended to become "an industry based on efficient methods of mass production — a 12-year assembly line."

Mr Loureiro was a teacher at Durban High School and a lecturer at the Edgewood College of Education in Pinetown before taking up his present post with the Education Department of the University of Durban-Westville.

Root cause of the problem, he said in an interview, is that parents want instant success at school from their children, and instant proof of that success in the form of test marks and report cards.

Obsession with neatness

Thus there is pressure in turn on the schools for instant success — and this has led to everything being geared to pushing children up to and through matric. This has led to many teachers:

- Killing all creative spontaneity through obsession with neatness.
- Unconsciously undermining the confidence of pupils to "bring them to heel" by inventing a never-ending list of petty rules.
- Drilling pupils in one method of doing things which must be used without any variation.

The rot starts when the children are being taught their basic skills in primary school. Large classes, regimentation, and constant warnings that if they do not watch out they will fail, so undermine the confidence of many pupils that they have increasing difficulty in coping with their weak subjects as the years go by.

"Parents and teachers have made many schools into paces of failure — personal, dignity-wounding failure," he said.



Blame ... and

"How many people do you know who have a mental seizure when confronted with a maths problem? I'm one. There's no longer any time or place for mathematical reasoning in school because of the possibility of wrong answers — and there's the syllabus.

"We settle for mechanical rote learning-formulae and computational tricks. This is the one subject most children dread, because it's the one subject that can make them instant failures. Ten out of 10 sums wrong is zero percent, and how do you react to zero percent? That's mathematics.

"But what about the home language? Again it's the same story. What happens to the composition — the so-called creative writing? Pupils are told to use their imagination — to be creative and interesting.

"But there is no time when you're looking for instant success. Parents want to see that the essays have been marked, so the teachers cover them with red ink.

"Composition is no longer the art of expressing

8/2/76 (308)

8/2/76

(308)

Varsity slates schools for the education gap

S O U T H A F R I C A N universities are having to devote considerable time and money to helping matric pupils over the gap between school and university.

According to the University of the Witwatersrand publication Convocation Commentary, it has "unfortunately... become necessary in South Africa — and no doubt elsewhere in the world — for universities to take a hand in remedying a situation which is causing grave concern."

"The main problem is simply stated — first-year students arrive at university ill prepared

by their schools to fit in with the curricular and study demands of a university.

"The solution is far more complex."

The university recently appointed the country's first director of pre-university training, Professor S. S. Israelstam.

Special

He directed a special one month pre-university school organised by the faculty of science, which ended this week.

He told the **SUNDAY TRIBUNE**: "The school was made necessary by the difficulty many high school scholars have in

bridging the gap between school and university.

"At school they are subjected to fairly rigid discipline, with homework being regularly checked and so on. When they come to us, they don't know how to handle the feeling of freedom they have here.

"Teachers should become less and less rigid in their discipline as the pupils move into the more senior classes."

This year's school — the university's first — was restricted to maths, physics and applied maths, but later they will be broadened to include the humanities.

Professor Peter Tyson,

dean of the faculty of science, said the university felt it was time to mount a major offensive against the problem of adjustment to university level study.

Freedom

"The schools teach for matric. We have much more freedom. When we tell students to go and read in mathematics, they often don't even know what we mean.

"It is tragic that the brightest students are not being attracted to school teaching. The failure rate among first-year students is very high, and obviously this is a cause for concern."

THE CASE OF THE CRYING CHILDREN... AND LATE-NIGHT TV

By **TERRY McELLIGOTT**

SOME TEACHERS have noticed a new phenomenon since late-night television began last month. Pupils suddenly burst into tears in class.

The tears are caused by overtiredness after the children are allowed to watch TV too late.

The principal of Berea West Junior Primary School, which caters for children from five to

eight, has written to parents appealing to them to be very firm with their children and make them go to bed early.

The principal, Mrs M. A. Slabbert, said in the letter: "We had several cases last week where children burst into tears during the morning, saying they were tired."

"On being questioned, it

transpired that some of them had watched the television programme right through to the end — 11pm.

"Children even in Class One have to do a tremendous amount of concentration during the day in order to absorb all the new concepts presented to them. This they find impossible to do if they are too tired."



8/02/76 (308)

us, say teachers blame yourselves too

oneself precisely, it's now a case of avoiding dreary corrections. The more red ink on the page, the lower the mark. No one is interested in the quality or sincerity of the writing."

Because of the obsession with examinations, teachers see the responsibility for learning no longer lies with the pupils but with them.

Distrust and suspicion

From this it follows that the teachers will "do things" for the pupils to get them to "do things" either passive pupils and active teachers, or rebellious pupils and manipulative teachers who resent being manipulated and imposed on.

"This kind of education" becomes quite Machiavellian at times. One finds a rigid, authoritarian system of teaching where distrust and suspicion flourish even to the point where one principal ordered all his staff to leave the classroom doors open when teaching."

Much of the pupils' time, he says, is taken up with memorising heaps of information, "some of which can be called facts".

"We cram them full of knowledge most of which they'll never know how to use. Inert knowledge is useless. It has been said that knowledge keeps no better than fish. And there's nothing worse than rotting fish."

"Much of the teachers' time is taken up with drilling and drilling this knowledge into the minds of their pupils, and then testing them and marking and giving aggregates and positions in class."

"The mark becomes the pupil — his name changes from Tom Brown to 30 percent Brown — he's back-ward, you know."

Meanwhile all the parents' time is taken up with homework — forcing children to memorise, testing them, shouting at them, bribing and threatening.

Teachers, said Mr Loureiro, had by and large failed as a professional body to win the confidence and co-operation of parents.

"How many schools run a short course to explain to parents the thinking behind the various courses?"

Where is there a short course on general education for parents with children at school? Wouldn't many parents want to know what education is all about?

"Is it so hard and proper that we silently imply that school and education are for children only and stops as soon as you're finished with school, so the quicker you pass, the sooner you'll get out into the real adult world?"

Group teaching

Mr Loureiro emphasised that there were some very good schools despite all the problems of the system. This was particularly so at junior primary level — the first three years of schooling — where an enormous amount of good work is going on.

"At this level they use the group teaching method, where small groups of about eight pupils work together, independently of the other groups."

"This is the answer to large classes. Yet when they get to senior primary level and beyond the system is dropped, and then you get this terrible business of

STAR

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Call for 10/2/76 'school crisis' inquiry

Pretoria Bureau

The Administrator, Mr Sybrand van Niekerk, and the present MEC in charge of education, Mr D S van der Merwe-Brink, were sharply attacked in the Transvaal Provincial Council today.

The PRP member for Benoni, Mr Douglas Gibson, said he was not one of those persons who enjoyed being able to say "I told you so," but last year he had given a warning about the education crisis. He said he had been fobbed off with evasions and dictionary definitions.

Speaking in the part appropriations debate, he said it was not enough to blame the English-speaking community for failing to provide enough applicants for teacher training. What was needed was an inquiry into the reasons why the teaching profession was unattractive.

Mr Gibson said he was not the only one to be worried about the state of education. When the Deputy Minister of the Interior, Mr Louis le Grange, also saw fit to get involved, one would have thought that people in the Transvaal would have sat up.

SUPPORT

In a speech punctuated by interjections from the Nationalist benches, Mr Gibson quoted editorials from Afrikaans newspapers which supported what he was saying.

He said teacher bodies and an Afrikaans Church synod had also expressed their belief that there was a crisis in education.

The only people who apparently did not believe there was a crisis were Mr van Niekerk and Mr Brink, Mr Gibson said.

Mr Gibson concluded by appealing for a commission of inquiry which should be instructed to report back within months and not years.

It should inquire specifically into what should be done to make the teaching profession more attractive.

The official opposition — the Progressive-Reform Party — would continue to hammer the subject until some action had been gained.

Mr Gibson said also that the PRP claimed responsibility for having had Senator van der Spuy removed as Minister of National Education through its continued raising of the education crisis.

Moonlighting masters

HARD-UP TEACHERS TALK OF MASS RESIGNATIONS

BY TONY SPENCER-SMITH

HUNDREDS of white have to "moonlight" to supplement "modestly" low salaries of this Durban primary school teachers who took action in a troubled province this week. Enormous bitterness of among teachers over leads and huge work can lead to a small salaries from the province exodus from the profession.

One senior member of the staff, who told me: "Teachers are the only way to move the Government

would be to militant but teachers are too scared to do that. "They already have a strike, so if they don't go Transvaal on they're going to struggle to get teachers at all." The senior teacher and one of the others admitted they were out of the party time work just to keep going. "If the Government doesn't do something pre-

ty, surely a lot of people are going to start looking around for alternative master teaching." Another master told me: "Many are struggling financially, pace with the cost of living. There's a lot of strong feeling about this. "When you see how the pay in teaching compares with private enterprise, it's ridiculous. They work

der why there's the big shortage of masters and science teachers. Well so someone with a B.Sc. can teach these subjects can virtually double his salary outside the profession. Asked about mass exodus possibility of a Hosking, says Dr. G. A. Hosking, deputy director of education in Natal, told me: "I wouldn't like to make predictions like I certainly hope not. Our high schools

are already at full stretch. There is genuine hardship in some cases. The salary in some of the Government line of the grade well aware Salaries, salary probably a cause of concern. "But we are not keen on granting permission for teachers to work part-time, only granted in exceptional cases."

7/2/76 DM
New deal

urged for teachers

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Staff Reporter

THE employment of non-professional people to take some of the administrative load and other non-professional work off teachers was proposed in the Provincial Council yesterday by Mr Peter Nixon, PRP Johannesburg North.

This, he said, would go a long way to easing the shortage of teachers.

At the same time he urged the Education Department to "cut out red tape" and to take the teachers into its confidence, approaching them on an informal basis to find out what their problems were.

He urged more flexible use of the teacher's time and the school day, suggesting extended schooling hours for high school so that greater use could be made of available, expert teachers.

Non-professional staff could relieve the load on teachers, and also give greater flexibility to salary levels.

The National Education Department has a fine staff of teachers. A Witwatersrand University graduate and a Ph.D. in his field, my school's "principle" has been a Ph.D. in his field. The school's teachers will have to be ready to do a lot of extra work.

universities feel extremely in "social" years. The new machinery at schools has been a "complete flop" and has resulted only in the production of "graduates" who have enormous difficulty in adjusting with industrial problems in physics and chemistry.

Professor Felix Sebba, head of the department of chemistry at Wisc, says the future is "very bleak" and it is probable that a shortage of chemists and engineers will be the "major crisis" on S. I. A. Wisc's industrial expansion.

In an article published in the *Chem. Eng. News*, C. W. Oakes states that the "new" C. E. and the Chem-

many systems at schools here in the last year. The new curriculum is being used in only a "pilot school," and we have encountered many difficulties coping with it. I think that problems in physics and chemistry.

Professor Felix Sebba, head of the Department of Chemistry at Wits, says the future is "very bleak," and it is probable that a shortage of chemists and chemists will be the "major crisis" on S.A. A.C.'s industrial expansion.

In an article published in the *Mail & Star* on October 17, 1977, he states that the government is "not interested" in the development of the chemical industry.

[illegible]

$\frac{1}{52}$ (7)
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TWO BROWN and STEVE CLARK, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 210, 211, 212, 213, 214, 215, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 227, 228, 229, 230, 231, 232, 233, 234, 235, 236, 237, 238, 239, 240, 241, 242, 243, 244, 245, 246, 247, 248, 249, 250, 251, 252, 253, 254, 255, 256, 257, 258, 259, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 279, 280, 281, 282, 283, 284, 285, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 303, 304, 305, 306, 307, 308, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 332, 333, 334, 335, 336, 337, 338, 339, 340, 341, 342, 343, 344, 345, 346, 347, 348, 349, 350, 351, 352, 353, 354, 355, 356, 357, 358, 359, 360, 361, 362, 363, 364, 365, 366, 367, 368, 369, 370, 371, 372, 373, 374, 375, 376, 377, 378, 379, 380, 381, 382, 383, 384, 385, 386, 387, 388, 389, 390, 391, 392, 393, 394, 395, 396, 397, 398, 399, 400, 401, 402, 403, 404, 405, 406, 407, 408, 409, 410, 411, 412, 413, 414, 415, 416, 417, 418, 419, 420, 421, 422, 423, 424, 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444, 445, 446, 447, 448, 449, 450, 451, 452, 453, 454, 455, 456, 457, 458, 459, 460, 461, 462, 463, 464, 465, 466, 467, 468, 469, 470, 471, 472, 473, 474, 475, 476, 477, 478, 479, 480, 481, 482, 483, 484, 485, 486, 487, 488, 489, 490, 491, 492, 493, 494, 495, 496, 497, 498, 499, 500, 501, 502, 503, 504, 505, 506, 507, 508, 509, 510, 511, 512, 513, 514, 515, 516, 517, 518, 519, 520, 521, 522, 523, 524, 525, 526, 527, 528, 529, 530, 531, 532, 533, 534, 535, 536, 537, 538, 539, 540, 541, 542, 543, 544, 545, 546, 547, 548, 549, 550, 551, 552, 553, 554, 555, 556, 557, 558, 559, 560, 561, 562, 563, 564, 565, 566, 567, 568, 569, 570, 571, 572, 573, 574, 575, 576, 577, 578, 579, 580, 581, 582, 583, 584, 585, 586, 587, 588, 589, 590, 591, 592, 593, 594, 595, 596, 597, 598, 599, 600, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 612, 613, 614, 615, 616, 617, 618, 619, 620, 621, 622, 623, 624, 625, 626, 627, 628, 629, 630, 631, 632, 633, 634, 635, 636, 637, 638, 639, 640, 641, 642, 643, 644, 645, 646, 647, 648, 649, 650, 651, 652, 653, 654, 655, 656, 657, 658, 659, 660, 661, 662, 663, 664, 665, 666, 667, 668, 669, 670, 671, 672, 673, 674, 675, 676, 677, 678, 679, 680, 681, 682, 683, 684, 685, 686, 687, 688, 689, 690, 691, 692, 693, 694, 695, 696, 697, 698, 699, 700, 701, 702, 703, 704, 705, 706, 707, 708, 709, 710, 711, 712, 713, 714, 715, 716, 717, 718, 719, 720, 721, 722, 723, 724, 725, 726, 727, 728, 729, 730, 731, 732, 733, 734, 735, 736, 737, 738, 739, 740, 741, 742, 743, 744, 745, 746, 747, 748, 749, 750, 751, 752, 753, 754, 755, 756, 757, 758, 759, 760, 761, 762, 763, 764, 765, 766, 767, 768, 769, 770, 771, 772, 773, 774, 775, 776, 777, 778, 779, 780, 781, 782, 783, 784, 785, 786, 787, 788, 789, 790, 791, 792, 793, 794, 795, 796, 797, 798, 799, 800, 801, 802, 803, 804, 805, 806, 807, 808, 809, 810, 811, 812, 813, 814, 815, 816, 817, 818, 819, 820, 821, 822, 823, 824, 825, 826, 827, 828, 829, 830, 831, 832, 833, 834, 835, 836, 837, 838, 839, 840, 841, 842, 843, 844, 845

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Hansard 3 col 161 10/2/76

Male/female teachers: Qualifications

206. Mr. P. A. PYPER asked the Minister of National Education:

(a) How many (i) female and (ii) male school teachers qualified at institutions falling under his Department in the Republic during 1974, (b) how many in each case were graduates and (c) how many of the graduates in each case qualified with one or more of the subjects, Mathematics, Physics and Chemistry as major subjects.

The MINISTER OF NATIONAL EDUCATION:

(a) (i) 51.

(ii) None.

(b) None.

(c) Falls away.

Teachers:

DD
Koornhof

16/2/76
promise

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CAPE TOWN — The Minister of National Education, Dr. Koornhof, promised yesterday to do his utmost to ensure that education got its rightful share of the country's resources as soon as conditions warranted it.

He said that when the country's economy could again permit it, a new salary structure would be implemented to the extent that the economy could afford it.

Dr Koornhof's statement follows his discussions with the executive committee of the Federal Council of Teachers' associations in South Africa on February 11.

The president of the Natal Teacher's Association, Mr C. Talbot, said the "thumbs down" statement on pay rises for teachers, made by Dr Koornhof, might lead to further resignations from the profession.

While the statement was not unexpected in the present situation, it had come as a great blow to most teachers who have been experiencing times of increasing economic hardship.

"I am sure it will lead to an acceleration of the exodus from the profession, especially of men and of teachers of mathematics and science," he said. — DDC.

16/2/76

NM

'An exodus to follow' teachers' pay blow

Mercury Reporter
THE "thumbs down" statement on pay rises for teachers made by Dr. Piet Koornhof, Minister for National Education, was a great blow to teachers and might lead to "an exodus from the profession."

That was how the president of the Natal Teachers' Association, Mr. Clive Talbot, saw the situation following Dr. Koornhof's bleak week-end announcement.

Mr. Talbot said that while the statement was not unexpected in the present inflationary situation it had come as a great blow to most teachers who have been experiencing increasing economic hardship.

"I am sure it will lead to an acceleration of the exodus from the profession," especially of mathematics and science teachers.

Mr. Talbot said it would also damage recruitment. "But the Minister's statement is encouraging in that he appears to have recognised the importance of education as the cheapest form of detente and that teachers cannot live by idealism alone."

Mr. Talbot said that realistic salaries were absolutely essential if people of the right calibre were to be attracted to and kept in the profession.

The Department of Education

this afternoon," he said.

Note: In his statement, Dr. Koornhof said he accepted that the present low entry salary caused problems, especially in the case of male teachers, and that, although the economic position meant no increase at the moment, the federal council would work out a new salary structure with the committee of heads of education.

He also said that when the economy permitted, a new salary structure which the country could afford could be implemented.

co-operate in the drafting of a new salary structure. But I emphasise that unless financial relief comes very soon the teacher shortage is likely to leap to truly alarming proportions.

"The Natal Teachers' Association has already taken up this matter with the Director of Education and it will be discussed further by the officers of the society at a meeting scheduled for

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Teachers 'living in sin'

By MARION BARNETT

W/LE Argus 28/9/76

WOMEN teachers in the Cape feel they are being forced to 'live in sin' to avoid the discrimination against married women teachers and to secure their jobs.

This week hate women teachers dismissed by the Cape Provincial Education Department last year as 'no deal at all' and said the situation was 'indicuous' and 'ridiculous'.

It is still not worth our while to get married. We are being forced to live together with our boyfriends because we get married, we lose our jobs,' said one woman who did not want to be named for fear of being blacklisted.

'And we lose them to youngsters straight out of training college. If we are lucky and no pension and medical aid benefits because we are temporary staff'.

Under the new system announced in August last year, married women teachers, previously restricted to one temporary appointments, may now be appointed for up to five years.

Five years after qualifying, however, the post of a woman teacher who has been married must be advertised in the Education Gazette. Preference must be given to a

number of categories of women teachers which include:

- Unmarried women teachers whose posts have been abolished.
- Married women applying for a first post.

Time or who have had to move as a result of her marriage or the abolition of her post.

A primary school teacher for eight years with two children from a previous marriage lived for 21 years with her boyfriend, because of the 'discriminatory' repudiations.

I decided to get married this year because of my children. It was hard for them because they had to refer to him as 'the man who lives with me' and I had to lose my job, she said.

But now my post has to be advertised and I may lose my job, she said.

She added that the situation was 'ridiculous' and 'immoral, because living in sin is being encouraged'.

DIVORCE

A school principal told of a case where a woman had been married for a mere two weeks before she started thinking of divorce — to ensure she kept her post.

'People must work to make ends meet, another teacher said. But if teachers are forced to leave their

posts, they are not really qualified for anything else. After years of studying, must I stand behind a counter?'

The principal of a primary school complained about having to appoint teachers straight out of training college above 'tried and trusted' married teachers.

It is ludicrous, she said, 'and in the end the children suffer'.

The general secretary of the South African Teachers' Association, Mr. J. A. Clarkson, said of the new regulations:

'We did not get all we asked for, but we are grateful for the concessions that were made, and there are some improvements'.

He had no comment to make on the claims that the regulation forcing couples to live together rather than get married forcing couples to live together rather

The Director of Education, Mr. P. S. Meyer, also had no comment on this, but said a recent investigation had proved that the vast majority of married women teachers only wanted temporary appointments.

He added that if a woman was the family's breadwinner, she could compete on the same basis as unmarried women and should inform the Education Department of her circumstances.

'Exceptions to the rule are possible,' he said.

arch 8, 1976.

8/3/76 NM.

Teachers welcome new move

Teachers - With a

Mercury Reporter

NATAL teachers yesterday welcomed new moves that will allow training colleges to train secondary school teachers, but rejected the idea of higher salaries for "scarce" subjects to alleviate the shortage.

Mr. Clive Talbot, president of the Teachers' Society, said that the move to link two of Natal's three training colleges with universities would return the situation to before 1969 when colleges trained secondary school teachers.

Edgewood College of Education in Pinetown has been linked with the University of Natal, and the Durban Teachers' Training College has been linked with the University of the Orange Free State.

"The secondary courses and examinations will be controlled by the universities. They will have representatives on the college syllabus committees."

"We, as a society, welcome this move, but it is going to mean a lot of co-operation between the Natal Education Department and the universities," said Mr. Talbot.

This would mean that students who might not have been able to obtain a degree in science or mathematics could still be trained to teach the subjects for standards 6, 7 and 8.

"Up until now colleges have been forbidden to

train secondary school teachers but the universities have been unable to produce enough. This should alleviate the shortage."

However, his society was utterly opposed to a recent suggestion by Professor F. J. D. Hayward, deputy dean of the faculty of education at Natal University, that these "scarce" subject teachers should have a pay boost to keep graduates in the teaching profession.

"We are against differential salary scales because we feel all teachers are equally doing their jobs. This would cause tremendous dissatisfaction," Mr. Talbot said.

Although the Director of Education, Mr. P. R. T. Nel, was not available for comment yesterday, it is understood that the department is looking at this method of alleviating the shortage.

"Apart from the unrest it would cause, there are also practical difficulties to overcome. At present seniority is based on salaries and unless it was changed, all mathematics and science teachers would become

more senior automatically," explained Mr. Talbot.

TYPE OF FARM EMPLOYEE - DOMESTIC

PAGE - COLOURED

YEAR - 1972/73

AVERAGE MONTHLY KIND WAGE FOR ALL ECONOMIC REGIONS = R 4.69

DEVIATIONS FROM AVERAGE MONTHLY KIND WAGE BY ECONOMIC REGION

EC REGION DEVIATION	1 .23	2 1.17	3 -.02	4 4.74	5 -.95	6 -.50	7 -1.07	8 -1.74	9 -2.05	10 -2.02	11 1.00	12 -.63
EC REGION DEVIATION	13 -.62	14 -.26	15 .37	16 -1.07	17 -1.03	18 -2.05	19 1.06	20 1.26	21 -.57	22 -.94	23 1.97	24 .31
EC REGION DEVIATION	25 .25	26 .00	27 -2.55					2 19	33 .00	34 -2.19	35 1.56	36 2.39
EC REGION DEVIATION	37 2.33	38 .31	39 -1.81					4 00	45 -1.50	46 .03	47 -3.25	48 -2.77
EC REGION DEVIATION	49 -3.24	50 .00	51 11.97					6 26	57 .00	58 -1.12	59 11.83	60 .00

School teachers qualified

410. Mr. P. A. PYPFER asked the Minister of National Education:

(a) How many (i) female and (ii) male school teachers qualified at White universities in the Republic during 1974, (b) how many in each case were graduates and (c) how many of the graduates in each case qualified for one or more of the subjects, Mathematics, Physics and Chemistry as major subjects.

The MINISTER OF NATIONAL EDUCATION:

- | | | |
|-----|---|------|
| | (i) | (ii) |
| (a) | 1295 | 778 |
| (b) | 1050 | 715 |
| (c) | this information is not readily available | |

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Hansard 7
8/3/76
col 490

Whites may teach at schools in Ciskei ^{14/2/76} _{DD}

EAST LONDON — White teachers are going to teach in post-primary schools in the Ciskei. If qualified black teachers are not available.

But the Secretary for Education in the Ciskei, Mr. N. G. Scheepers, said this had not been finalised.

"We have advertised for black teachers. We have always tried to get black staff where possible," he said.

He said white teachers would be used only if the department could not get black qualified teachers.

The Ciskei Education Planner, Mr. K. B. Tabata, said the employment of white teachers in Ciskei high schools was on the cards but he would not confirm or deny whether any had already commenced duties.

A source close to the department said white teachers would not replace black teachers, but would help with the teaching of commercial and science subjects, Afrikaans, English and Mathematics.

St. Matthew's College in Keiskammahoek has a

black principal with a white teacher on his staff.

The teacher stayed on at St. Matthew's when a black principal was appointed to the school at the beginning of the year. — DDR.

(1) 308
(2) 706

THURSDAY, 25 MARCH 1976

Hansard 9 vol 655

† Indicates translated version.

For written reply:

Shortage of teachers

430. Mr. H. H. SCHWARZ asked the Minister of National Education:

- (1) Whether he has received representations from teachers' associations or provincial authorities in regard to a shortage of teachers; if so,
- (2) whether he has been informed of the extent of (a) the overall shortage of teachers and (b) the shortage of teachers in specific subjects; if so, (i) what are the statistics and (ii) what steps are contemplated to overcome such shortages.

The MINISTER OF NATIONAL EDUCATION:

(1) Yes.

(2) (a) As far as the overall shortage is concerned the position varies from day to day.

(b) Yes.

- (i) Statistics of vacant posts for teachers in specific subjects after temporary and part-time appointments have been made are as indicated hereunder. It should be

pointed out, however, that all the posts are not satisfactorily filled and there are no vacancies in primary and pre-primary schools in the Education Departments of the Transvaal, Natal, the Orange Free State and my Department of National Education.

Transvaal

Estimated total number of posts in secondary schools: 8 849.

Vacancies for subjects in secondary schools on 27 February 1976: There were 17 vacancies for the following 10 subjects: History, Mathematics, Physical Science, English, Physical Education, Biology, Commercial subjects, Biblical Studies, Instrumental Music and Art. For technical subjects and industrial arts there were 83 vacancies due to the very rapid extension in the technical and practical fields of study. Total number of vacancies: 100.

Natal

Total number of posts in secondary schools: 2 409.

Vacancies for subjects in secondary schools on 27 February 1976: Physical Science 3; Mathematics 2; Technical subjects 3; Biology/General Science 2; and Physical Education 3. Total 15.

Orange Free State

There were no vacancies on 26 February 1976.

Cape

Total number of full-time posts in secondary and primary schools, respectively, 5 233 and 6 972.

Vacancies for subjects in secondary and primary schools on 20 February 1976: Music 9; Electrician Work 4; Speech and Drama 2; Agricultural Hus-

bandry 1; Library 1; Junior Mathematics and Science 2, and Physical Science 1. Total 20. Three of these posts were in primary schools.

National Education

Total number of posts in departmental colleges and secondary and primary schools: 1 315.

Vacancies for subjects in departmental colleges and secondary schools on 1 March 1976: Physical Education 1; History, Geography and Afrikaans/English 1; Speech Therapist 2; Shorthand and Typing 2; Music 1 and Workshop Teachers and Technical Teachers for Technical Colleges 31. Total 38.

- (ii) The Committee of Heads of Education in conjunction with representatives of the Federal Council of Teachers Associations is undertaking an urgent investigation into the whole salary structure of teachers with a view to making the profession more attractive.

In the past three months various universities and subjects have been designated in terms of the Financial Relations Consolidation and Amendment Act, 1945, in order that provincial colleges of education may render assistance to the universities in the training of students as teachers for secondary schools and in the further training of teachers in the so-called scarce subjects. Further possible collaboration between universities and colleges in the training of teachers is receiving my personal and urgent attention; further improvements of teachers' service circumstances, e.g. improved provision of teachers' and administrative staff for schools.

Co-ordination of the recruitment of teachers throughout the Republic.

Teaching vacancies fewer than 1pc

Political Correspondent

THE ASSEMBLY — There were fewer than one percent teaching vacancies in White secondary schools in South Africa at the end of February this year, according to statistics given yesterday by the Minister of National Education, Dr Koornhof.

Out of 16 491 secondary teaching posts in the Transvaal, Natal and the Cape, only 132 were vacant at the time, he said, replying to Mr Harry Schwarz (PRP, Yeoville).

He did not give the total of teaching posts in the Free State, but said there were no vacancies in the province.

Dealing with the position in schools run by his own department, the Minister said the total number of posts in departmental colleges and secondary and primary schools was 1315. The number of vacancies totalled 38 — less than three percent of the total.

ATTRACTIVE

Asked what steps were being taken to overcome the shortages, Dr Koornhof said the committee of heads of education in conjunction with representatives of the Federal Council of Teachers' Associations was undertaking an

urgent investigation into the whole salary structure of teachers with a view to making the profession more attractive.

In the past three months, various universities and subjects had been designated in terms of the Financial Relations Consolidation and Amendment Act so that provincial colleges of education could render assistance to the universities in training of students as teachers for secondary schools and in further training of teachers in the "scarce" subjects.

Further possible collaboration between universities and colleges in the training of teachers was receiving his personal urgent attention.



DR KOORNHOF

Reports from Parliament by J. M. Paton, C. H. Loquist, R. Griffin, T. Wentzel, L. W. Marshall, F. S. Esterhuysen, J. W. Macdonald and C. E. Barnard, all of the Press Gallery, House of Assembly. Staff material by: M. P. Acott, R. Postma, C. de Roo, D. Pote, R. Davis, J. Kraft and B. Mariens.

1 STAR 9/4/76 (308)

The two major teaching associations in the Transvaal have welcomed with a few qualifications the latest proposals of Dr Koornhof, the Minister of National Education, for improving the position of teachers.

The president of the Transvaal Teachers Association, Mr Cecil Herselman, said "This man has warmed to the needs of education and we're behind him.

"We are thrilled with his efforts and thoughts of the last three months — and we wait with bated breath for further developments," said Mr Herselman.

Dr Koornhof's proposals for improving the position of teachers included:

- Creation of education council, similar to the Medical Council, to look after education aspects and status of teachers — and

- Better pay and salary structures "when the economy will allow it."

THREE TERM HINT

He indicated that the Transvaal three-term system might be dropped.

But Mr Herselman said he had "a funny feeling the Minister is being misinterpreted on this issue."

Mr Herselman said: "It is hard to judge something on one year. The hassles with the mechanics of the calendar will gradually come right and the 1977 calendar is already out."

The association would continue to recommend that the three-term system be given at least a three-year trial.

The Transvaalse Onderwysers Vereeniging has said they were in favour of the changes indicated by Dr Koornhof.

The chairman, Mr J. D. V. Terblanche, said although the association was in favour of the three-term school year they would like to see uniformity.

Many of the difficulties of the three-term year arose from the fact it was not in practice throughout the country.

On the possibility of science and maths students doing only five subjects, Mr Terblanche said: "It is a possible solution few people have thought of, but it must be investigated carefully if it is to prove effective."

"If all teachers get the full professional status they deserve and enjoy conditions of service commensurate with that of their profession, we'll get good teachers," he said.

On better pay and salary structures, Mr Terblanche said he hoped Dr Koornhof would be able to make an announcement soon.

Teacher crisis 28/4/76 STAR. remains

Pretoria Bureau

The shortage of teachers in Transvaal schools, particularly in the science subjects, remains in the proportion of a "national crisis," say sources in the teaching and academic profession.

Following the publication of a Provincial Gazette Extraordinary offering about 5 700 vacant teaching posts, there seems little likelihood that the majority of them will be filled for next year.

A sample of vacancies at Reef secondary schools shows that a third of the unfilled posts are for science and mathematics teachers.

Most of the vacancies are presently filled by people teaching in a temporary capacity.

Particularly worrying to university academics is what they term the "teaching of science and maths at school by people not adequately qualified."

One former academic said some of his colleagues claimed they had to unteach many misconceptions gained while at school through bad science teaching.

Mr William Smith, head of Star Schools, said it was only the selective

university faculties such as dentistry, medicine and engineering that kept science teaching from extinction in schools.

Dr Tim Moelwyn-Hughes, a senior lecturer in physics at the University of the Witwatersrand, said the reasons behind the shortage were low salaries — which could not compare with those offered science graduates by commerce and industry — and poor promotion prospects.

A spokesman for the Transvaal Education Department acknowledged the shortage and the fact that unqualified people were teaching in the sciences, but he stressed that in many cases these teachers were doing very good work.

He said the claim that universities had to "un-teach" science undergraduates was misleading and untrue.

Salary and promotion prospects for science teachers and their colleagues were receiving attention at a high level, the spokesman said.

Mr Cecil Herselman, President of the Transvaal Teachers Association, said the Federal Council of Teachers had recently met the Minister of National Education at Dr Koornhof's instigation. They had been assured that teachers were high on the list of priorities for public service pay rises.

Teachers' council on way

STAR
27/4/76

Political Staff

THE ASSEMBLY. — The Minister of National Education, Dr. Koornhof, is introducing a Bill to provide for a teachers' council for Whites in the Assembly this afternoon.

He gave notice of this yesterday.

The Bill has part of its plan to attract more people to teaching by raising the status and prestige of the profession.

The proposed council will act as a professional watchdog over teaching.

The chief functions of the council will be to:

- Arrange for the registration of teachers who qualify for permanent appointments in teaching posts;

- Draw up a professional code for teachers in conjunction with the committee of Heads of Education;

- Take disciplinary action against teachers, if necessary;

- Advise the Committee of Heads of Education on admission to courses and training of teachers.

PRESTIGE

The Secretary of National Education, Dr. J. T. van Wyk, has said that the proposed council is expected to contribute much to raising the status and prestige of the teaching profession, thereby making it more attractive.

Teachers' salaries were increased last week along with those of public servants.

SUNDAY TRIBUNE, MAY 2, 1976

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Schools grab almost anyone to teach

By TONY SPENCER-SMITH

THE extent of the classroom crisis will be revealed for the first time in a survey by the Transvaal Teachers' Association.

The association's president, Mr Cecil Herselman, calls the implications of the teacher shortage in Transvaal high schools frightening.

And many educationists believe that, unless action is taken quickly the other provinces will be hit as hard as the Transvaal.

Mr Herselman says questionnaires have been sent to the principals of all the English primary and secondary schools in the province, asking the qualifications of the school's teachers, how they are coping with their subjects and in which subjects the school cannot get teachers.

He fears the survey will reveal that:

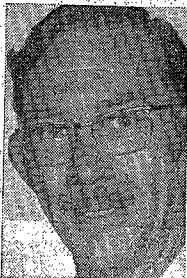
- Two thirds of the matric (9 and 10) teachers of physical sciences, biology, mathematics and geography are not fully qualified to teach their subjects.

- Many high school teachers are inadequately qualified.

- Many teachers are not coping well.

- There is a desperate shortage in the technical subjects, which are specialist courses designed for future engineers, architects and so on.

SURVEY WILL SHOW SERIOUS STAFF SHORTAGE



Cecil Herselman

'Authority'

Mr. Herselman says: "The situation is such that schools will grab almost anyone to teach."

"We consider that the minimum qualifications that matric teachers should have is a bachelor's degree with majors in the subjects they are teaching, followed by a post-graduate teaching diploma."

"Yet now if you have one year of university maths, for instance, you are considered a real authority on the subject."

"And then one has the people with, say, an advanced degree like BSc (Honours), who have no training at all in teaching as such and just cannot get their subjects across to their classes."

"A great many matric teachers have only training college diplomas with perhaps a few university courses, which we consider adequate for up to Standard 8 but not higher."

Research

"Often such people prove themselves at JC level and suddenly find themselves teaching matric."

"This involves the teachers in a tremendous amount of research and extra work if they don't really have the necessary academic background. This is unfair on them and on their pupils."

"If they have four or five really bright students, they can feel insecure and unsure of themselves, and this can lead to discipline problems."

Mr. Herselman says in some cases no teachers can be found. His own school is short of two industrial arts teachers. This means that 14 junior high school classes are sitting idle with "baby-sitters."

Overloaded

"There are so many dissatisfied and disgruntled teachers having to cope with overloaded timetables and large classes."

"Whereas an ideal position would be classes of about 20 to 25 pupils taught by teachers with timetables of 30 periods a week, one finds that the

It's frightening

classes consist of 30, 35, 40 or even more pupils, and some teachers are having to teach as many as 42 periods a week."

"If one has unhappy teachers walking into the classrooms, can you imagine the effect on the pupils?"

Suspicion

With inadequate qualifications and overloaded timetables, many teachers are forced to concentrate on drumming examination techniques into pupils, providing the minimum of factual work."

"That's not education. It's pretty frightening to think what the future of this country may be like with so many schools turning out pupils who have had no real education."

"And all this is creating suspicion on the part of the universities."

"You get university lecturers telling the pupils they know nothing and asking them what on earth they were doing at school. Or telling them that they've learnt everything wrongly. This comes of trying to push people through matric."

New deal

Teaching is the Cinderella profession.

Even Afrikaans schools are beginning to have the same problems and unrest as the English ones. There was a time when the eldest son in an Afrikaans family went into the ministry and the next one into teaching, but that day is dying.

"It's not clear what to do about all this. Certainly we need a new salary deal for teachers," says Mr. Herselman.

"The one advantage is that the new Minister of National Education, Dr Piet Koornhof, has the right attitude: that we must start right now putting things right and see if we can short-circuit the real crisis situation staring us in the face."

CLASSROOM CRISIS

Moonlighting Frank heads for a rocket

By TONY SPENCER-SMITH

MR Frank O'Neill, vice-principal of Mansfield Junior School in Durban, faces disciplinary action by the Natal Education Department for "moonlighting" at the piano of the Athlone Hotel.

But this week he played on to augment his salary, and the National Party candidate in the Durban North by-election, Senator Denis Worrall, promised to keep a watch on what happened to him.

He said there was no doubt Mr O'Neill was having to do part-time work because of economic necessity.

Last week the SUNDAY TRIBUNE reported the strange meeting between the piano-playing teacher and the Minister of National Education, Dr Piet Koornhof at the hotel.

Senator Worrall introduced them. Mr O'Neill told Dr Koornhof he was forced to work at night because of his low salary. Dr Koornhof replied that the Cabinet was working on a new deal for teachers.

This week Dr Worrall said two inspectors had thrown the book at Mr O'Neill following the report.

"Mr O'Neill has explained his circumstances to me and I know they are not peculiar to him. Teachers are underpaid. This is a general phenomenon throughout the Western world."

"It is essential that this be taken into review. I have the greatest sympathy for guys in this position."

Teaching is an extremely important profession. But the main reason why the number of English-speakers going into teaching has fallen off is that the salaries and conditions of employment don't compare with those in the private sector, often even with those for blue-collar workers."

The Director of Education in Natal, Mr P. R. T. Nel, has called for a report on the matter.

'Status'

He said teachers could ask the department for permission to do part-time work for a limited time each week. The department had to be satisfied that the work was compatible with the status of the teacher and that it would take up at the most about five or six hours.

It is believed that last month Mr O'Neill was refused permission by the department to continue playing the piano at the Athlone Hotel or any similar place.

The department is strict about granting permission for part-time work, which could force teachers to "moonlight" on the sly.

Others are leaving teaching for less demanding work that pays better for good qualifications.

Mr O'Neill has been a teacher for more than 30 years and is in a senior position in one of Natal's best-known junior schools. His salary is on a par with today's starting salary in some professions.



Frank O'Neill:
Playing on

320

Hansard No 14
7/5/76

White teachers: Education/qualifications

979

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

- (1) How many White (a) men and (b) women students were enrolled at universities for (i) post-graduate teachers' courses and (ii) non-graduate teachers' courses during the latest year for which figures are available;
- (2) how many White (a) men and (b) women students were enrolled for teachers' courses at (i) training colleges and (ii) colleges for advanced technical education during that year;
- (3) how many White teachers qualified as (a) high school teachers and (b) primary school teachers during that year.

The MINISTER OF NATIONAL EDUCATION:

(1) (a)	(i)	(ii)	(b) (i)	(ii)
	1 057	987	1 726	2 638

(2) (a) (i) (ii) (b) (i) (ii)

2 634 * 8 338 * 355 in total

(3) (a) 2 918.

(b) 2 344.

Note: 1974 statistics for universities.

1975 statistics for colleges.

TEACHERS GET TOUGH

By TONY SPENCER-SMITH

S TR18

9/5/76

SERIOUS discontent among White teachers in the Durban area and the possibility of "militant" action has been disclosed in three shock meetings of teachers organised by the Durban branch of the Natal Teachers' Society.

About 250 primary and secondary school teachers — including many from some of Natal's top schools — were involved in the meetings. The SUNDAY TRIBUNE has exclusively obtained a secret report on the meetings giving full details of the huge range of grievances raised.

The report, prepared by the chairman of the Durban branch, Mr D. W. McKellar, says that the meetings were held to allow teachers to "express their feelings" about their "dissatisfaction so that steps could be taken to act on their behalf."

A separate meeting was held in each of the three regions into which the branch is divided: Durban Central, the Bluff and Amanzimtoti.

• The Amanzimtoti meeting wanted the NTS to conduct a Press campaign on teachers' conditions and salaries, and to "become more militant in their attitude and stop pan-

dering quite so much as they do" to the Natal Education Department.

• A group at the central meeting called for a "militant" reaction to the salary question such as a work-to-rule campaign.

• All the meetings revealed that teachers were very unhappy about the salary position.

• There is widespread discontent, particularly among women teachers, about the discrimination between men's and women's salaries.

Mystery

• It was suggested that keeping salaries down was actually inflationary, because in the near future there would be such a shortfall of teachers that "our educational system would not be able to provide competent adults at the end of the schooling period of a scholar and that it would be industry and thus the economy that will be affected in the long run."

• As far as many teachers are concerned "the department moves in mysterious ways. One principal reported, for example,

that his inspector would not disclose the teacher-pupil ratio figures to him — he was told that he could have X-plus-so-many-fractions of a teacher which equalled Y."

• Teachers feel that the department is saving a fortune at the expense of teachers in acting positions through its "once-a-year" system of promotions.

The teachers made a large number of suggestions for improvements to the present system.

Amanzimtoti region felt that there were too few teachers for the number of pupils and that the ratio was especially high in the primary schools.

The Bluff meeting agreed, saying that the smallest classes should be at infant level, working towards larger classes as the pupils progressed.

They felt that if the children had small classes, there would be less need for remedial teaching at the secondary level.

Teachers "more often than not" taught without a break, especially when a colleague was ill.

The Bluff meeting said that

people who filled very brief teaching gaps often had to wait for considerable periods before they were paid.

Suggestions from the teachers included: Businessmen and parents should be approached to "play a part" in the salaries issue; cost of living adjustments should be made at regular intervals; too much emphasis was placed on qualifications in the primary schools.

Part of the way

Teachers should be paid for doing extra-curricular duties; students should be better used in the extra-mural programme, and transfers should be more easily arranged so that transport costs could be reduced.

The Durban Central meeting was attended by 119 people; the Bluff meeting by 82 and the Amanzimtoti by 51.

While the meetings were held before the recent announcement of 10 percent salary hikes for teachers and others, the general reaction of teachers to this is that the 10 percent will merely go part of the way to compensating for COL rises, and does nothing to change the basic position.

(308)

Teachers' strike action

ruled out

Mercury Reporter

THE NATAL Teachers' Society would not contemplate strike action to improve members' conditions and salaries, its president, Mr. Clive Talbot, said yesterday.

However, it is likely that Dr. Piet Koornhof, Minister of National Education, will come in for a barrage of questions when he opens the society's annual congress in Pietermaritzburg in July. Dr. Alex Boraine (PRP, Pinelands) would also speak at the congress.

Mr. Talbot would not comment on a Press report yesterday that a group in the Durban Central branch of the NTS had called for mili-

tant action on salaries, such as a work-to-rule campaign.

He said his executive had discussed reports from the annual meetings of 14 branches at its own meeting on Saturday. The reports and views expressed were those of individuals and not necessarily the consensus of the meetings.

But a work-to-rule would be unlikely to be sanctioned by the NTS. "We work at getting what we want by negotiations," he said. "We

have never called a strike and would not now."

There was ill-feeling among teachers about the Department of Education's decision to introduce, for a trial period, annual instead of twice-yearly promotion.

Many teachers feel the Department is saving money at the expense of teachers who work in "acting" positions and take responsibility without having the title and the extra pay.

The society had also

registered disapproval of the present high pupil-to-teacher ratio and certain other aspects of the staffing formula, said Mr. Talbot.

All NTS branches had been asked to forward their reaction to the introduction of the "inclusive day."

It was clear that the "inclusive day" could be interpreted a number of ways — that it should include extra mural activities, or "nursemaid-ing" children through their homework or "babysitting" from 8 a.m. to 5 p.m.

It is likely that a memorandum on this controversial issue will be sent to the Director of Education.

Salary NM queries 11/5/76 ruled out

Mercury Reporter

TEACHERS will not get an opportunity to question Dr. Piet Koornhof, Minister of National Education, when he opens the Natal Teachers' Society conference in July, says Mr. Clive Talbot, chairman of the Society.

Mr. Talbot was commenting on a report in the Mercury yesterday which said the Minister was likely to be questioned on the proposed new salary structure for teachers.

"The Minister has been invited formally to open the conference and there will be no debate or question time," said Mr. Talbot.

The theme of the conference, from July 5 to 7, will be the country's education and the manpower needs.

There will be seminars and discussion groups dealing with such subjects as education and the technological age, education, manpower and community living, as well as a visit to Hilton College to examine the school's resources centre.

Mr. Talbot added that Dr. Alex Boraine, MP, would be speaking on education towards wholeness, and not on a political subject.

21/5/76

The Star

Teachers' crisis 'will worsen' unless halted

Pretoria Bureau

A crisis exists in Transvaal education and will worsen unless immediate steps are taken to improve the lot of the teacher.

Spokesmen for both teachers' associations in the province said yesterday that figures coming to light in the Transvaal Provincial Council this week had shown that until teaching was established as an attractive profession, the crisis would not be resolved.

Figures released by the Administrator, Mr Sybrand van Niekerk, showed that an average of 43 percent of the classes in the Province's high schools were conducted by teachers inadequately qualified in the particular subjects.

In addition, in the no-confidence debate, Mr Peter Nixon of the Progressive Reform Party alleged that in the English language secondary schools only half of the teachers held university degrees, that only an eighth of the teachers needed for mathematics, science and biology were being trained.

308

Mr J D V Terblanche, the Chairman of the Transvaalse Onderwysersvereniging, warned that unless positive steps were taken soon, the outflow from the profession would increase at an unprecedented pace.

Teacher units, the average number of periods taken by a teacher in a week, have been accepted as the most accurate measure to determine the adequacy of teacher qualification in the Transvaal.

The percentages of units in which the teachers' qualifications were considered to be inadequate in specific subjects in 1974 were:

Standards 6 and 7 — English 37 percent, Afrikaans 36 percent, mathematics 55 percent, physical science 64 percent, biology 65 percent, geography 49 percent.

Standards 8, 9 and 10 — English 33 percent, Afrikaans 25 percent, mathematics 35 percent, physical science 50 percent, biology 49 percent, geography 25 percent.

Teachers get STAR promise of 24/5/76. pay increase

Own Correspondent

MARITZBURG — Improved salary scales for teachers have been determined and only the details still have to be sorted out, according to a guarded statement issued here today by the Federal Council of Teachers' Associations in South Africa.

The statement, issued by the chairman of the association, Mr. H. C. Botha, said that they could feel satisfied that the profession had been singled out for special consideration.

"They are urgently asked not to allow themselves to be confused by untimely speculations."

Mr Botha said that the association had discussions with Dr Koornhof, the Minister of National Education, on the subject of the training of teachers and the revision of the salary structure for the profession last week.

"It is premature to start speculating on the details of the new scales. Confusion can only be created and irreparable harm done to the interests of the teachers and education itself," Mr Botha said.

"The only thing which

can be said with certainty is that the cause of the teachers is in capable hands and that seldom before have their concerns been considered with so much understanding," he said.

"As soon as the new scales have been worked out in detail an announcement will be made."

Teachers 'need to be separate'

Political Staff

THE ASSEMBLY — Opposition criticism of the "Whites only" basis of the Teachers' Council to be established in terms of the South African Teachers' Council for Whites Bill has been dismissed by the Minister of National Education, Dr Koornhof.

Replying to the Second Reading debate on the Bill, the Minister said it was unlikely that the National Party and the Opposition parties would agree on the matter of membership for other races because this was a policy difference.

There was provision in the Bill for co-operation with other races.

The Minister said he would not be averse to writing into the legislation provision for the establishment of an umbrella council, or a co-ordinating body, to be established when the other races had formed councils of their own.

Earlier, Mr Harry Schwarz (PRP, Yeoville) said the "Whites only" basis on which the council was to be established in terms of the Bill would undoubtedly affect the council's international status. It would also affect the professional status of South African teachers.

The teaching profession

in South Africa did not want to be a trade union but preferred to be organised as a profession. The question should be posed, however, whether the Government, by withholding reasonable remuneration from teachers, was not driving them into the trade union camp.

In Britain, teachers had chosen what was virtually trade union status and they had become involved in strikes and similar action.

Mr Schwarz said the status of the proposed council could not be compared favourably with that of other professional bodies. The Minister should apply his mind to the promotion of teaching as a profession.

Mr P J Clase (NP, Virginia) said it was a gross insult to South African teachers to suggest that they might move towards trade unionism. Mr Schwarz's remarks showed that he had no knowledge of the background of the teaching profession.

He said one of the main aims of the council was to establish a code of conduct for teachers. It would be impossible to embody the interests, cultures and customs of the various racial groups in a single code of conduct.

Mr Clase suggested that councils for the different race groups could be established in due course.

The Bill was read a second time.

PRP wants more status for teachers

25/5/76.
RAM

HOUSE OF ASSEMBLY.—The Government should decide whether it wanted to force teachers into forming trade unions, Mr. Harry Schwarz (PRP, Yeoville) said in the Assembly yesterday.

Speaking in the second reading debate on the South African Teachers Council for Whites Bill, Mr. Schwarz said teachers preferred to be members of a profession, but the council envisaged in the Bill did not have the necessary powers to give teachers professional status.

The Bill spoke glibly of a code of conduct, of training, qualifications and remuneration. But it would only advise the head com-

mittee and the Minister of National Education, and would not have the final say.

A truly professional body which would include qualified teachers of all races, might be the answer.

Though the PRP supported the second reading of the Bill, the party felt the Government had failed to create a true profession for the country's teachers.

Mr. Piet Claas (NP, Virginia) said Coloured and African teachers did not have the same employers as White teachers, so it would be unwise to lump them together in one professional body.

Only 13.6 per cent of Black teachers were suitably qualified to join a professional body such as the Bill envisaged, and it would be discriminatory towards remaining Black teachers were they to be excluded.

An umbrella body could eventually be formed for all races, he said.

The Minister of National Education, Dr. Piet Koornhof, promised that more powers would be granted to the teachers' council.

Practical difficulties involving the Federal Teachers' Council, the heads of education committees and the new council, had caused its powers to be limited at present.

The Bill was read a second time. — Sapa.

Glimmer of hope in school crisis

By TONY SPENCER-SMITH

COULD the White teaching profession be about to take its proper place in the life of the country at last?

Will the new Minister of National Education, Dr Piet Koornhof, be able to achieve the first real breakthrough in the seemingly endless crisis situation in schools?

These are the questions being asked by teachers and educationists as they wait for Dr Koornhof's promised "new deal".

This week the Sunday Tribune looked through its files on education for the past 15 years and came up with an astonishing and dismal picture.

The Government determines teachers' salaries and thus controls the prime factor in the profession's perpetual struggle to attract the sort of high quality — and highly qualified — people vital to a good schools system.

Every now and then over those 15 years salary increases were announced and for a time conditions seemed to be improving.

But teachers continued to lag behind other professionals in status, working conditions and salaries.

It is this sort of record that has made many teachers ask whether the Government really cares about education?

The Government is at last establishing a teachers' council — but for Whites only. In other countries, such a council has helped teachers enormously in their problems of status.

Dr Koornhof has said it will be on a par with, for instance, the Medical and Dental Council. He has also promised not merely another salary increase but a "new deal" financially.

Together, these two factors could transform the profession, but if they do not, the disappointment could cause mass resignations and plunge the schools into their worst crisis.

Here is a record of the last turbulent decade:

1965 DURBAN Parents' Association demanded emergency measures to meet a "desperate and frightening" shortage of teachers.

1966 IN his report, the Natal Director of Education, Mr L. J. T. Biebuyck, said staffing problems in high schools had become acute.

There is a shortage of adequate teachers that is affecting all subjects, and as a consequence some teachers who have been trained at the two training colleges are being called upon to teach up to Standard 10.

1967 THE Minister of Education, Arts and Science, Senator Jan de Klerk, told a National Party congress in Natal that the teachers shortage could not be overcome overnight and it would be a slow process. It would be tackled at its base, the "tragic and chaotic" teacher training position.

1968 MANY teachers came close to taking militant action for higher pay. Tempers ran high in Natal, but strong statements came from other provinces as well. One Press report said 92 Government schools in and around Durban had teacher shortages and many classes had to be combined.

Crisis in the classroom

WHY THE NEW DEAL IS A TEACHERS' MUST

PROFESSOR J. Mc G. Niven of the University of Natal said this week he would not like to contemplate what might happen to the teaching profession if the promised "new deal" did not materialise.

Professor Niven head of the university's Pietermaritzburg Education Department said some teachers were struggling on their low salaries.

"A new deal is very necessary, especially at this time of extremely high inflation. Teachers are not receiving the sort of remuneration due to them and I think society has acknowledged this.

"There is distinct hardship for many

teachers, especially young men with one or two children.

"Society has got to be concerned with security, but in the long term, one must have a well-educated population that can contribute significantly to the economy, making more money available."

Previous salary increases had not been linked with real advances in professional status such as might flow from the council.

Teaching was unfortunately open to "raiding and pirating" by private enterprise, and this applied especially to science teachers whose skills were extremely "saleable."

an inadequate supply of teachers that something really positive will be done about it."

Mr P. R. T. Nel, Director of Education, said only a profound change in the attitude of society towards education and educators could begin to solve the increasingly serious shortage.

1971 MR NEL said that unless his department was able to recruit 1 150 teachers a year, education would be seriously hampered. "It does not seem possible to exaggerate the seriousness of the present teacher shortage.

"It also does not seem possible to exaggerate the extent to which developments, which in the modern context of education are essential, are likely to be curtailed and restricted during the 70s."

1972 A NATAL provincial White Paper said an increasingly serious shortage of secondary school teachers could halt the introduction of the fourth phase of the new system of differentiated education in Natal.

1974 MR ROGER WHITELEY, Natal's MEC for education, said there was a desperate shortage of high school teachers in the essential subjects of physical science and mathematics.

1975 MR ANDREW PYPHER, chief Opposition spokesman on education, called on the

30/05/76

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teachers but they were becoming impatient to learn what it was and when it would come into force.

Tension grew as Senator de Klerk failed to give details.

Mr Donald Young, president of Natal Teachers' Society, said education in Natal would be crippled if the Minister did not make the position clear.

Mr J. H. Thuymsma, chairman of Transvaal High School Teachers' Association, warned: "We will even march through Church Square in Pretoria if necessary."

Natal Teachers' Society found that almost 4 000 teachers in Natal felt that if necessary, all extramural activities at schools should stop: no after-school sport, no plays or concerts and no marking of books and papers after hours. The threats were never carried out.

1969 DR G. A. HOSKING — today still a senior member of Natal Education Department — warned the shortage of teachers in Natal would become catastrophic if something positive was not done.

He said: "It is only when society realises the like-ness of our economic and social life, the survival of our type of civilisation, of our economic system crippled and handicapped by

gramme overseas to make up the growing shortage of secondary school teachers.

1976 IN a series of stories the Sunday Tribune has highlighted almost every aspect of the classroom crisis in White schools, which, although badly off, are well placed in comparison with the terrible difficulties facing education of the other races.

• Mr Cecil Herselman, president of Transvaal Teachers' Association, said "schools will grab almost anyone to teach." A huge percentage of high school teachers were not properly qualified and his own school was short of two industrial arts teachers, leaving 14 classes sitting idle.

• Mr Clive Talbot, president of Natal Teachers' Society, said a new salary deal was essential to prevent an education crisis more disastrous than inflation.

• The Durban branch of the society organised a meeting in each of its three regions to allow teachers to discuss their grievances.

A group at one of the meetings called for a militant reaction to the salary question, such as a work-to-rule campaign. The Amanzimtoti meeting wanted the society to become more militant and stop pandering to Natal Education Department.

Top marks for the untrained teacher

2/6/76 STAR

Pretoria Bureau

The member of the Executive Committee in Charge of Education, Mr D S van der Merve Brink, has defended teachers not academically qualified for the subjects they teach.

Replying to the second reading of the budget debate in the Transvaal Pro-

In the Provincial Council

vincial Council, he said it was ideal to have the best possibly qualified teacher corps.

A man, however, was not made by the letters behind his name but by what he was. Competence and qualifications were not necessarily connected.

His own brother, a tea-

cher of maths, had once had to step into the breach and teach bookkeeping. Although not a qualified bookkeeping teacher, he had become known as one of the best teachers of this subject.

The Transvaal had teachers who were not incompetent, but were

dedicated, Mr Brink said.

He gave details of the number of teachers attending the College of Further Training. Last year the number was 979, and this year 1 115.

The number of teachers on bursaries for further study last year was 391. This year's total of applications had reached 720.

Last year the number of students in training to become secondary school teachers was 3 582, and this year 3 925.

The number of students in training to become secondary school teachers last year was 5 582, and this year 5 937.

Defending the department against opposition allegations of indoctrination at the province's veld schools (in which pupils are taken into rural areas to gain an appreciation of nature), Mr Brink said 60 000 pupils had passed through these institutions.

Only eight complaints had been heard — and not by the department, but by members of the opposition.

He took it amiss that these members had not brought the complaints to him; but had rather raised the matter in the council only, for what he saw as political gain.

'Fight teaching crisis' call

3/6/76

STAR

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Political Staff

THE ASSEMBLY — The Government has been urged to plan a national campaign to fight the crisis situation fast developing in teaching.

Opposition spokesmen in the Assembly said facts and figures proved a crisis was developing and that something urgent had to be done.

Speaking during the resumed budget debate on the education vote they urged the Government to:

- Draw up a national campaign to tackle the problem in which all four provinces would be involved.

- Appoint a dynamic public relations officer to sell teaching as a career to school matriculants.

- Encourage students to take teaching loans.

- Make these loans transferable between provinces.

- Pay incentive bonuses and adopt a more professional attitude towards teaching.

Mr P. A. Pyper, the United Party chief spokesman on education, said national education had received a vast amount for the coming financial year.

This represented an increase of 9.7 percent which was well below what should have been spent to cope with inflation.

He said there was a tremendous delay in carrying out policy and approved plans.

The financial positions of universities also caused problems.

Mr. G. W. Mills (UP Pietermaritzburg North) read out a letter from the wife of a school principal.

After 35 years' service her husband now earned R685 a month.

A SURPLUS

Mr Harry Schwarz (RP Yeoville) said that while there was a serious shortage of mathematics and

ca. He urged the Minister of National Education, to send recruiting teams overseas to bring teachers to South Africa.

Mr Schwarz said South Africa's universities should be free to decide who they wished to admit as students.

They should be allowed to open their doors to all races he added.

Mr P. J. Clase (NP, Virginia) said school syllabuses were overloaded and tended to drive pupils away from certain subjects, such as science which included university level material.

Education authorities, he added, should give serious attention to this problem.

Dr F. van Zyl Slabbert (FRP, Rondebosch) said the impact of teaching should be examined with a view to ending over-emphasis on academic study to the detriment of technical studies.

WIKES, PATIENTLY AMEN!

320

Howard

20

19/6/76

Audio/visuals

White teachers in Coloured schools

942 Dr. F. VAN Z. SLABBERT asked the Minister of Coloured, Rehoboth and Nama Relations:

(1) Whether any White teachers are employed in Coloured schools in the Republic; if so, how many in (a) primary, (b) secondary and (c) high schools in each province;

(2) whether there are any vacant teaching posts in Coloured schools; if so, how many in (a) primary, (b) secondary and (c) high schools in each province.

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:

(1) Yes.

Cape:

(a) 232.

(b) 23.

(c) 408.

Transvaal:

(a) None.

(b) None.

(c) 1.

Orange Free State:

(a) 2.

(b) 4.

(c) 3.

Natal:

(a) 4.

(b) None.

(c) 13.

(2) Yes.

Cape:

(a) 14.

(b) None.

(c) 5.

Transvaal:

(a) 23.

(b) 3.

(c) 13.

Orange Free State:

(a) None.

(b) None.

(c) None.

Natal:

(a) None.

(b) None.

(c) 4.

projected visuals or recorded sound?

Visuals

(a) What equipment will you have at your disposal? Will there be an experienced projectionist available?

(b) Are there any suitable visuals or other aids (e.g. films, videotapes, sound tapes, slides, etc.) already available?

(c) What facilities are there for obtaining or making others you may need?

Budget

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308

Teachers warned of trade unionism

Teachers should guard against trade union tendencies in their profession, according to Mr. P. R. T. Nel, Director of Education in the Natal Department of Education.

Speaking at the congress of the Suid Afrikaanse Akademie vir Wetenskap en Kuns, being held in Johannesburg this week, he said teachers were faced by several problems.

Among these was the question of trade unions.

Mr. Nel said the teaching profession, through its associations and the new teaching council, had to guard against trade union tendencies.

He pointed out that teachers were often expected to do jobs which

could be done by parents or churches. As a result, teachers sometimes found that they did not have enough time to carry out their real tasks.

OUTDATED

There were still schools which attached too much value to many formal internal examinations. It was also true that outdated and negative marking methods were often used.

Mr. Nel pointed to the emphasis paid to sport at some schools. He said teachers should question themselves whether they were not laying too much emphasis on sport.

The attitude of some service organisations, parents associations and even some statutory bodies could give teachers problems, he added. Many people often wanted to ensure that their favourite causes and activities should find a place in schools.

Increase output, teachers are told

Mercury Reporter

PIETERMARITZBURG.
A SUGGESTION that business methods be used to increase productivity in schools was made here yesterday by Mr. John Wilson, president of the Natal Chamber of Industries.

Mr. Wilson was addressing the first open session of the Natal Teachers' Society annual conference. The subject was Education for the Technological Age.

"I am well aware that the productivity of the teaching profession is a very touchy subject, but I see no reason, for excluding it from a scientific style of thinking, a style which has increased the output in

all spheres of human endeavour."

Mr. Wilson said the "techniques of programmed instruction and learner-directed training also need to be examined in an effort to increase the productivity of schools."

"These techniques are in common use in the business world in providing the necessary specialist skills which

employees do not normally learn at schools, colleges or universities. They are important on the job training techniques that enable maximum utilisation to be made of the trainer."

Technical obsolescence in industry was a problem, he said, but it was something that could not be tolerated in education if advanced technology was to grow.

"The problems are basically that very little is known about the teaching and learning process and that we have no real measurements for education."

Mr. Wilson said the impact of the educational explosion — in which the demand for education exceeded the finances, facilities and teachers available — was the realisation that teachers and buildings had to be used as efficiently as possible.

Committees man sacked

GRAHAMSTOWN — The superintendent of works for a township to house 200 000 blacks at Committees Drift claimed yesterday he was dismissed after suggesting an alternative scheme.

He is Mr P. J. Botes, who said he had been construction supervisor on the Sishen-Saldanha project and works inspector for the Department of Water Affairs.

Mr Botes said he was ap-

pointed by the Cape Midlands Bantu Affairs Administration Board to supervise the Committees project. He was dismissed after he suggested an alternative scheme to the Chief Minister of the

Ciskei, Chief Lennox Sebe.

He said that soon after starting work at Committees last July he established that the proposed township was impracticable for various reasons.

They were that it would occupy too much valuable agricultural land, it would be too costly to build and maintain, local inhabitants would be uprooted, there was a lack of permanent jobs for new residents, and it was unacceptable to Grahamstown blacks and others who were to be settled there.

He said the Ciskei Government, to which the scheme would be transferred eventually had not been consulted in its planning.

Mr Botes said he studied other areas such as Grahamstown, Peddie and Fort Beaufort and decided that the best township site was at Breakfast Vlei, near Committees Drift.

There was little chance that Grahamstown would get industries to employ its blacks and Mr Botes said he felt the development of the valuable irrigable land at Breakfast Vlei between the Fish and Keiskamma Rivers was a most suitable place for a township. With several thousand hectares ready to be developed for crop irrigation farming, many job opportunities would be created.

Mr Botes said he took the idea to the chief director of the Cape Midlands BAAB, Mr Louis Koch, who said the South African Government would not accept it.

"My intentions were a positive approach to eliminate the unnecessary confrontation between the governments of South Africa and the Ciskei over the Committees scheme which I could not see being realised economically and politically.

"I then decided at my own expense to see the Deputy Minister of Bantu Administration, Mr Cruywagen, and his

secretary, Mr J. van Onselen, and explained to them the problems with the original scheme. I also put to them my proposal and hoped that their experts would evaluate it in a full-scale investigation which, incidentally, was not done in the original scheme.

"I also contacted Mr Sebe and on a Saturday afternoon he visited me. I flew him and Prof M. Eksteen of Alice, a member of the BAAB, over this area. They were both very impressed with the idea."

Mr Botes said his second alternative suggestion for agricultural development of irrigable land on the farm Glenmore on the banks of the Fish River had since been accepted by the department of Bantu Administration and Development, and negotiations were underway to buy the land.

He said he was later instructed by department officials to tell his superior, Mr Koch, of the work he had done on his own.

At first Mr Koch showed interest in the scheme but later Mr Botes's actions became the subject of a departmental inquiry.

Mr Botes said that at the inquiry he pleaded guilty to several charges of action outside the scope of his employment. He was dismissed at the end of June.

Yesterday officials of the BAAB in Port Elizabeth refused to discuss the issue. A senior administrative official confirmed that Mr Botes was dismissed but would not disclose the reasons.

Prof Eksteen said yesterday he did wish to comment.

Chief Sebe confirmed from his office in King William's Town that he had flown over the Breakfast Vlei area with Mr Botes.

Chief Sebe said: "He is a brilliant man who knows his work and has a sound background in agriculture. I appreciate his efforts." — DDC.

Speculation on new deal for the star

John Patten, Political Correspondent

Nationalist newspapers have started a new round of speculation on higher pay scales for teachers, while the results of an official investigation into giving teachers a better deal is still in progress.

Department of National Education spokesmen were not immediately available for comment on the reports, but the reaction of the Public Service Commission was that "this is not a subject for speculation." A spokesman for the

commission, when asked about certain pay increases mentioned, replied: "That is news to me." Die Transvaler reported today that teachers' salaries would be drastically increased. Some principals' annual income would rise from R12 000 to R16 000; a

year while starting salaries of teachers would rise from R3 500 to R6 000. It also claimed vice principals would be appointed in favour of the principals—one in charge of administration, the

other in charge of academic matters. Teachers would also be appointed to positions as heads of departments for different subjects. Die Transvaler, which claimed to have obtained the information from

Building society scandal

The Star Bureau LONDON — Scandal yesterday rocked one of Britain's building societies, which have always been regarded as among the world's most stable institutions.

18/4/76

'War on minds of the youth'

Pretoria Bureau

Although teachers were grateful for the improvements in education, the authorities should clarify certain matters, the chairman of the 12 500-strong Transvaalse Onderwysersvereniging, Mr J D V Terblanche, said last night.

Addressing the association's annual meeting at Buffelspoort, he said these matters included:

- The distinction between professional and administrative functions in schools;

- The provision of realistic staff complements in schools;

- And the creation of a salary structure similar to those of comparable professions to ensure a relatively worry-free future for teachers that would enable them to prepare the youth for the challenges awaiting them.

The theme of the meeting is youth preparedness, and the introductory speaker on the subject was Dr J S Gericke, former Moderator of the Nederduitse Gereformeerde Kerk.

He said psychological warfare against a nation was more dangerous than military confrontation and the target was commonly its young people.

Time for new blackboard revolution

Own Correspondent

RUSTENBURG — The time had come in South Africa for teachers to be provided with wider freedom in maintaining discipline in schools, the Minister of National Education, Dr Koornhof, said here.

He told the 75th annual Transvaal Afrikaans Teachers Association Congress at a pleasure resort near Rustenburg: "I recently spoke to several Black and Coloured teachers and their main complaint was that they had lost any control they had had over their pupils."

"We must at all costs prevent this happening in White schools or they will be like a ship without a rudder in stormy seas."

Dr Koornhof said he had asked the Secretary of National Education to investigate the possibility of increasing means whereby teachers could maintain discipline in schools.

CONCERN

He said he was concerned about the intellectual and spiritual maturity of South African children in facing the threat of com-

STAR

18/09/76

(320)

will be in your best
interests in the long run.
Don't be too proud to ask
for advice from someone
with more experience than
you. Moral life seems to be
having its ups and downs
a little understanding
should go a long way
Good fortune for four and
red.

SATURDAY PRAYER

Oh Master Planner, this I pray,
So to conduct my life and way
That in all matters I will be
Reliable and orderly.
For all the universe is planned
And disciplined beneath Thy Hand.
Revealing this must be Thy plan,
And will, concerning every man.
A longing in Thy heart to see
In us, Thy perfect harmony.
Lord help me press towards this goal
Of discipline in heart and soul.
And in these days of relentlessness
Strive for enduring faithfulness.

-J A.

Equal pay for women urged

23/6/76

GRAHAMSTOWN

Women teachers who supported families on their own should be paid the same as men, the South African Teachers' Association urged here yesterday.

In a motion put before the association's conference, it was unanimously decided to ask the Department of Education and federal council to pay equal salaries to women who were sole supporters.

Mr R. Algie, headmaster of the Komga Secondary School, who put forward the motion, pointed out that Sata already accepted men and women should be paid equally. The association did not feel men worked harder than women, he said.

The conference decided that single women teachers, who were the sole supporters of dependants, should be paid the same salaries as married men. — DDC-SAPA

Cape Times 19/10/76

Cabinet working on a rosy deal for teachers

Own Correspondent

PRETORIA. — The Cabinet now has before it a far-reaching report on the salary structures of teachers

This was announced here yesterday by the Minister of National Education, Dr Piet Koornhof, when he formally opened the annual conference of the Federation of Inspectors' Associations.

Inspectors of education were told by the Minister that there were many implications in the report and recommendations of a special Cabinet committee. The Government would take some time to reach a decision.

He said the recommendations were in the light of the new salary structure for teachers accepted earlier this year.

Emphasizing the need for a better deal for teachers, he said: "an outstanding structure is being considered".

The country, he said, needed a suitable salary structure for teachers and he urged that rather too much than too little should be spent on education.

In doing this, everything possible should be done to make the education service as attractive as possible for the teachers.

The profession deserved

the best recruits and the highest priority.

"Let it never be said at any future time that our people were driven to their knees because of the neglect of education," he said.

STORM OVER NEW TEACHERS' CODE

THE South African Teacher Council's new draft code of conduct — sent to schools throughout Natal for comment — has provoked a storm of reaction.

However, the general secretary of the South African Teachers' Association, Mr J. A. Clarkson, said he was not aware the draft code was being sent to Cape schools for comment.

When the code is brought into operation in

April next year at the first meeting of the Teachers' Council, it will have the force of the law.

According to the preamble to the draft code, transgression against the spirit of the new code — to which all teachers must subscribe — could lead to an allegation of improper or disgraceful conduct and, on conviction, to disciplinary measures.

Some Natal teachers claim, however, that the

code is too one-sided and reflects too much the views of the Afrikaans-speaking teachers, who form the majority of White teachers in South Africa.

The situation has been worsened by the late receipt of draft copies which were received by some schools only on Tuesday. Comments are supposed to be returned to the Natal teachers by Monday.

The codes have also been circulated at a difficult time, when many teachers are engaged in examinations and marking.

Teachers question such aspects of the code such as that the teacher should promote 'a Christian outlook by word and deed,' which is found in the same section that requires him to respect 'the religious convictions of every child.'



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REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

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Vol. 138]

PRETORIA, 31 DECEMBER 1976

[No. 5368

PROCLAMATION

*by the State President of the Republic of
South Africa*

No. R. 283, 1976

COMMENCEMENT OF THE SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES ACT, 1976

Under and by virtue of the powers vested in me by section 29 of the South African Teachers Council for Whites Act, 1976 (Act 116 of 1976), I hereby declare that the provisions of section 5 of the said Act shall come into operation on 1 January 1977.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Fourteenth day of December, One thousand Nine hundred and Seventy-six.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

P. G. J. KOORNHOF.

PROKLAMASIE

*van die Staatspresident van die Republiek van
Suid-Afrika*

No. R. 283, 1976

INWERKINGTREDING VAN DIE WET OP DIE SUID-AFRIKAANSE ONDERWYSEKRAAD VIR BLANKES, 1976

Kragtens die bevoegdheid my verleen by artikel 29 van die Wet op die Suid-Afrikaanse Onderwysraad vir Blankes, 1976 (Wet 116 van 1976), verklaar ek hierby dat die bepalings van artikel 5 van genoemde Wet op 1 Januarie 1977 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Veertiende dag van Desember Eenduisend Negenhonderd Ses-en-sewentig.

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

P. G. J. KOORNHOF.

Teacher shortage hits the Reef

While there are generally too many teachers for the posts available in Johannesburg, other Witwatersrand towns are experiencing a shortage.

This was revealed during a snap survey among schools on the Witwatersrand to find out if there was a shortage of maths and science teachers — the subjects usually worst hit.

Some of the principals interviewed said their schools were "full up" and that "for the first time in a long while" they had lists of teachers wanting to get posts.

LANGUAGES

These were usually teachers whose subjects were languages, history and even junior maths.

The principals said more married women were returning to teaching — presumably to supplement the family income. Men who had left to enter the business world wanted to teach again because of the present insecurity of the economic climate.

But principals on the East and West Rand reported that they were short of maths, science, geography, industrial arts and technical teachers.

Some said this was because their schools had recently expanded and that they were hoping to fill their vacancies soon.

"The further one is from Johannesburg or Pretoria, the more difficult it is to get teachers unless your school is a boarding school where teachers get free board and lodging once they are appointed duty teachers," said one headmaster.

Masters in short supply

By TONY SPENCER-SMITH

WHITE HIGH schools are still very short of qualified teachers, an education spokesman said this week.

Although the supply of teachers has improved from last year when many classes on the Witwatersrand sat idle on school lawns because teachers could not be found, some schools on the East and West Rand are still struggling to find science, mathematics and industrial arts teachers.

Throughout the country many teachers are having to cope with subjects they are not really qualified in.

While Natal shares this problem, educationists are pleased about what appears to be an upsurge of interest in the teaching profession among young people.

Mr A. L. le Roux, rector of the Edgewood College of Education in Pinetown, said he was thrilled with the intake of first year students this year. It had been far higher than in previous years, enabling the college to be extremely selective. For the 520 applicants there were only 240 places.

A spokesman for the Durban Teachers' Training College said there had been a definite improvement in the quality of applicants but no increase.

But Professor A. N. Boyce, rector of the giant Johannesburg College of Education, said:

"Generally speaking the quality is poor. Of course there are some excellent students, but on the whole it is disappointing."

He said there had been a record number of 1 025 first year applicants but this was partly because of a lowering of minimum requirements.

Mr Jack Ballard, general secretary of the Transvaal Teachers' Association, said there was a mood of pessimism in the profession.

He said it was vital teachers got details as soon as possible about the Government's promised new salary and status deal.

"A lot of teachers are becoming rather cynical about this deal," he said. "The delay in announcing details and actually implementing the schemes is doing real damage. The Transvaal is experiencing most of the problems at present, and more than half the white school-going children are in this province. We have a colossal education department with a colossal load."

"The current conditions in the profession are not encouraging recruits, and the situation is not going to improve until the new deal arrives."

Professor Boyce said the new deal was "on ice" at the moment, and so was having little or no effect. Its implementation would definitely improve the position.

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23/1/77

A. P. B.

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27

BLACKBOARD BLITZ

BY ROLAND STANBRIDGE 23/1/74

MORE THAN 100 white teachers have been fired from Coloured schools in what appears to be a countrywide blitz by the Coloured education officials.

Some have been told their dismissals follow Security Police reports on their activities last year. One Coloured headmaster in Cape Town said: "The severe clampdown on white teachers appears to be a blueprint from the Government."

There is a shortage of qualified Coloured teachers and many of the sacked whites cannot be replaced. All staff at Coloured schools are being subjected to intense official screening according to another headmaster. Yesterday I spoke to four young white teachers who have been refused re-employment. All intend to ask their opposition MPs to take the matter up in Parliament.

Mr Roy Smolian, 27, an accountant teacher who holds Bachelor of Commerce and Master of Arts degrees has taught at Cape Town's Battwood School for the last two years. Recently he was told by education officials they had been instructed not to re-appoint him.

Mr Smolian was unable to get any reason for his dismissal. He telephoned the Cape Director of Education, Mr W. Theron, who said he was sorry for the situation and was told: "I look to your background and past activities for the answer."

Ludicrous

Mr Smolian said he was shocked by the director's remark. "It's ludicrous," he said. "I have never been involved in anything that could annoy the Government nor does the Press or anybody else say anything I can

Mysterious purge of white teachers in Coloured schools

at Coloured schools and the Department did not like it," he said.

More than 100 teachers around the country had been dismissed. Mr Morkel refused to speak to a Sunday Tribune reporter about the matter. One of the white teachers who has been refused re-employment, said he attempts to discover the official reason had been "fruitless".

Another white teacher who inquired about her dismissal was told to think about who her friends were. "This whole business is very odd," she said. "Other-



Mr Roy Smolian . . . dismissed



Mr W. Theron . . . difficult

stamp out Catholic schools that allow integration."

Another headmaster said there was a severe shortage of qualified people to teach in Standards Five to Ten at Coloured schools.

"The training colleges are not producing nearly enough qualified Coloured teachers," he said. "I, for example, need both mathematics and science teachers, and there are no available trained Coloured teachers to fill these posts. "Where are we going to get the teachers from?"

A Coloured teacher who did not want to be identified said CAD officials were particularly concerned about white teachers.

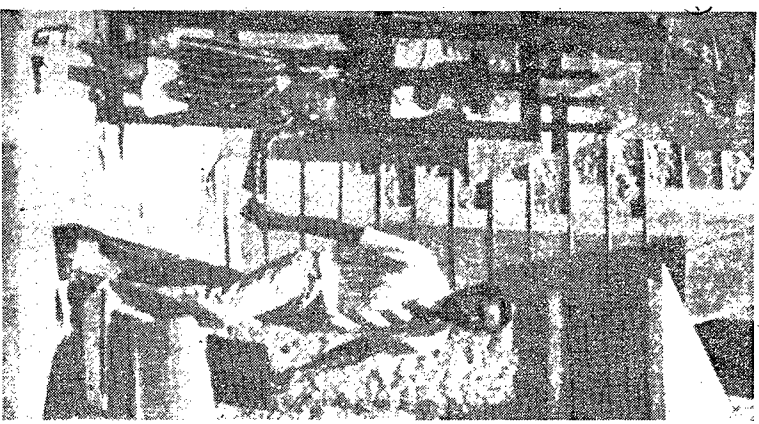
The Press have all sorts of motives — but it is not so. It is our policy that we do not appoint a white unless we have an assurance that no Coloured with suitable qualifications could be found for the particular post, so we actually only appoint whites as a last resort.

Training

"Coloured students who have been training as teachers have only been receiving their results this week — and we have to ensure that no qualified Coloured teachers are unemployed."

"So you can see why I am very protective towards our Coloured teachers and pupils."

Not all Coloured schools in the Cape have reopened, and many white teachers who have been given jobs by headmasters are still uncertain whether they will continue in their appointments.



This young girl leaving Holy Rosary School in Cape Town with her father is one of 32 black children admitted to Catholic schools this year.

23/01/72

(320)

"I think of this that I was friendly with a fairly radical coloured teacher — but he has not lost his job."

Earlier this week, Mr Smollan approached Mr L. Morkel of the Department of Coloured Administration to try to discover why he was being victimised.

"Mr Morkel told me that since the riots there had been a change in attitude in the department — they wanted to get rid of the white teachers," said Mr Smollan. "There were nearly 1 000 white teachers

strong rumour in staff rooms was that Government officials believed liberal white teachers were inciting Coloured schoolchildren to be "good little revolutionaries".

Coloured headmasters who spoke to me cannot be identified as they stand to lose their jobs. One education ordinance states they may not speak to the Press.

Said one: "You must bear in mind that this severe clamp-down is being done by the same officials who want to

"They are pushing very hard to propagate Afrikaans in our schools," he said. "Many scholars are resisting this because they regard Afrikaans of only local importance whereas they see English as a language of world importance."

The Cape Director of Coloured Education Mr W. Theron said he was well aware that some white teachers were "running around making things difficult for the department."

"When they are refused re-appointment they still

He said white teachers were never given permanent appointments at Coloured schools. Their appointments had to be confirmed each year. This was to ensure they did not keep Coloured teachers out of jobs.

"Now we are finding that as soon as some white teachers do not receive confirmation of re-appointment they dream up all sorts of reasons — perhaps this is because of the recent riots," he said.

"My job is to see that Coloured teachers get a square deal and Coloured

Teachers furious over new 'sporting terms'

HH Sun GMP 23/1/77

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TRANSVAAL teachers and headmasters are furious about the new school calendar which they say is educationally unsound and which was dictated by sporting interests.

This year Transvaal schools will once again have a holiday in July, making an abnormally long third term. Because of its length — four months — the third term has been broken by a six-day mid-term holiday. Educationists say this has brought the Transvaal back to the old four-term year, in effect if not in name.

And the reason, they say, is to enable the Transvaal to participate once again in interprovincial school sports contests, particularly Craven Week in July.

Craven Week is the highlight of the South African school rugby calendar. For the past two years Transvaal schools have had to hold their own Craven Week as their holiday was in August.

The main grievance of teachers, headmasters and many parents is the gross discrepancy in the length of Transvaal school terms. This year, the first term is three months long, the second term barely two months (including two long weekends) and the third term a long four months.

Both the Provincial Council and the Transvaal Education Department were known to favour the three-term year as it was applied in the Transvaal over the past two years.

But, allege educationists,

BY JENNIFER HYMAN

pressure at Government and Provincial level was exerted by sports administrators, forcing the TED to reinstate the July holiday.

The Department of National Education also made it known that it wanted all provinces to have a common week of holiday and the Minister, Dr Piet Koornhof, is believed to have personally intervened in the matter.

What teachers, including the Transvaal Teachers' Association, and headmasters oppose most about the new calendar is the uneven length of the terms which they say will cause pupil and teacher fatigue, administrative chaos and an overall lowering of efficiency.

The general secretary of the TTA, Mr Jack Ballard, said the uneven term lengths were totally against sound educational principles.

He said that under the three-term system, terms had to be of approximately equal length to enable teachers to distribute work evenly and pupils to study at an even pace.

"This has been thrown completely out of gear — just after schools had adjusted themselves to the longer terms."

The TED confirmed this week that the school calendar had been redesigned so that at least one week of the second term holiday would coincide with the July holidays of other provinces.

A spokesman for the Department said that while

the rearrangement was made primarily to accommodate parents' wishes for a July holiday, "this arrangement has also made a Craven Week with all provinces participating possible in 1978".

Dr Craven yesterday denied that consideration of Craven Week had prompted the change in the Transvaal school calendar.

"The fact that Transvaal schools can now participate may be a by-product of the change but it is nonsense to suggest that we exerted any pressure."

A leading educationist this week described the new school calendar as a disaster.

He said: "Anyone who thinks teachers and pupils can go for four months with a four-day break in the middle must be mad."

The whole idea behind the three-term year was to have longer terms and longer holidays, he said. "It takes at least a week during any break for teachers and pupils to unwind and start benefiting from the holiday."

Teachers particularly were anxious about the uneven distribution of their work load and the exhaustion factor.

Said one headmaster: "Pupils are going to be totally exhausted by the time the final exams come around — after a solid four-month stretch. When one considers that, in South Africa, these are the exams that make or break their futures, then the whole thing is madness."

Next year the third term will be even longer.

White teachers to aid black schools

By DOREEN LEVIN

WHITE women teachers, on a part-time basis, will be sought for black schools to help upgrade lessons in such subjects as physics and maths, Dr Ken Harts-horne, director of planning for the Department of Bantu Education, told a Women for Peace meeting in Johannesburg yesterday.

"We are looking for professional part-time teachers who can give us a few hours a week — trained women who will be paid for their services, who will work in three or four schools in and outside the homelands," Dr Harts-horne said.

It was not a time for "recreminations, laying the

to warm with rain or thundershowers.

blame or scoring points" with the Bantu Education Department, but a time for "reconciliation", he told the multiracial audience.

He spoke of the department's awareness of the problems of black parents, and of the adult education programmes that were envisaged.

He urged parents not to wait for legislation from Pretoria to solve local problems. He was disturbed by suspicions existing between teachers and

parents, and this had to stop.

Mrs Cecile Cilliers, co-chairman of Women for Peace, spoke of the crash education course for matric students held at the Institute of Race Relations in Johannesburg this week. About 200 pupils attended it yesterday.

Women for Peace co-chairman Mrs Bridget Oppenheimer, said there was much members could do on their own, such as teaching the illiterate and arranging meetings in their homes.

"Share your skills and do things together," she said.

TIDES

Plan for Whites to teach Blacks slammed

By MIKE LOUW

PLANS to employ Whites to teach Blacks in mathematics and science were criticised yesterday by a Soweto educationist, Mr Tmasanga Khambule.

Mr Khambule, principal of Orlando High School, Soweto, was commenting on an announcement at the weekend by Dr Ken Hartshorne, director of Planning in the Department of Bantu Education, of a scheme to employ White subject teachers in the two

ified in teaching various subjects.

"The shortage is an artificial one, caused by the resignation of Black graduates from the teaching profession."

"This is mainly due to the difference in salaries between Black and White teachers, despite their having the same qualifications," Mr Khambule said. "Ten teachers, all with degrees, resigned from Orlando High School last year. They were not paid and comforted, he added. "They were forced to resign because they were being paid too little," he said. Difficulties would be ex-

perienced if white women teachers were employed because Black school principals would have no authority to control them.

Asked for more details of the scheme, Dr Hartshorne, said: "everything was in a planning stage. He emphasised that White women, teachers would not be employed on a permanent basis."

He said the aim of the scheme was for White teachers to operate at centres for Black students in the area of White location. The use of White teachers at schools for Blacks would only be considered if the need arose. Asked to comment on

Black graduates resigning, the Secretary of Bantu Education, Mr G. W. Bosh, said that all over the world libraries and cornered, resigning and tion to offer higher salaries than the teaching profession.

An East Rand educationist who resigned in 1965 identified himself as a civil servant, said that Black teachers were sent due to the overridingly powers of "hiring and firing" by school boards. He also planned the lack of facilities and overcrowding in classrooms.

'Nat' teacher may stand, but not PRP man

A lecturer at the Witwatersrand Technical Education College for Advanced Technical Education was prevented by the college's council from standing for the PRP in Johannesburg's municipal elections.

He is Mr. Ernie Kleyenham's, a lecturer is business, economics, who was to have stood for the PRP in Ward 11 (Wespark). However, the Department of National Education gave permission for

Mr. H. J. G. Mostert, a teacher at the Johannesburg Technical College, to stand as an independent in Ward 39 (Klipriviersburg/Regents Park/The Hill). National Party leader in the city council,

Mr. Carel Verheer, said: "I believe Mr. Mostert is a Nationalist." Asked why Mr. Kleyenham was refused a spokesman for the Witwatersrand Advanced College council, who did

not wish to be named, said: "The case is closed. I have no further comment to make." Mr. M. L. Visagie, deputy director of National Education, said the two cases were different. The Johan-

nesburg Tech was directly responsible to the department. Departmental permission for Mr. Mostert to stand was granted on October 25.

The Witwatersrand Tech was autonomous and its council had the discretion on whether or not to allow an employee to stand for election.

Mr. Alf Widdman, M.P., PRP leader in council, said he was "astounded" by the college council's decision not to allow Mr. Kleyenham to stand. He pointed out that many Transvaal teachers served on town and city councils including Johan-

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White teachers in Coloured schools

(237) Dr. F. VAN Z. SLABBERT asked the Minister of Coloured, Rehoboth and Nama Relations;

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- (1) How many White teachers were employed in schools for Coloured pupils in the Republic in 1976;
- (2) whether any of these teachers were refused reappointment at the beginning of 1977; if so, (a) how many and (b) for what reason.

The MINISTER OF COLOURED, REHOBOTH AND NAMA RELATIONS:

- (1) 994.
- (2) Yes.
 - (a) 8.
 - (b) All the teachers concerned were appointed on a temporary basis as Coloured candidates were not available for the posts. The reappointment of Whites as temporary teachers in Coloured schools is annually reconsidered in the light of prevailing circumstances

with due consideration to the availability of posts, the availability of suitable candidates, etc.

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SIZE GROUP (HECTARE)	ECONOMIC REGION									
	26		27		28		29		30	
	No.	Area	No.	Area	No.	Area	No.	Area	No.	Area
2 -	1.9		4	4	5	5	13	13	-	-
5 -	4.9		67	241	28	93	160	533	3	8
10 -	9.9		241	496	54	404	174	1228	14	114
20 -	19.9		496	3220	53	726	127	1683	4	50
50 -	49.9		3220	7058	156	4653	134	3945	98	3441
100 -	99.9		7058	18131	56	4111	53	4174	52	3551
200 -	199		18131	30959	125	18076	94	13811	141	21098
300 -	299		30959	94981	118	27918	48	11398	129	30939
500 -	499		94981	31292	115	45154	33	12454	103	39382
1000 -	999		31292	13542	118	80155	14	9281	60	40456
2000 -	1999		13542	48106	73	96183	7	11191	23	32916
5000 -	4999		48106	72754	26	82657	4	11411	17	51257
10000 -	9999		72754	96078	6	35798	1	5228	4	29001
OVER			96078		1	12216	-	-	5	87050
TOTAL					934	408149	862	86350	653	339263

Universities for Whites: Qualified teachers

343. Mr. P. A. PYPER asked the Minister of National Education:

(a) How many (i) female and (ii) male school teachers qualified at South African universities for Whites in the Republic during 1975 and (b) how many of the graduates in each case qualified with one or more of the subjects mathematics, physics and chemistry as major subjects.

The MINISTER OF NATIONAL EDUCATION:

(a) (i) 1 755

(ii) 752; and

(b) not available.

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(320)

SIZE GROUP (HECTARE)	ECONOMIC REGION									
	41		42		43		44		45	
	No.	Area	No.	Area	No.	Area	No.	Area	No.	
2 -	1,9				14	42	2	2	-	-
5 -	4,9				37	304	5	17	-	-
10 -	9,9				64	852	21	274	68	602
20 -	19,9				223	6 789	70	2 261	69	985
50 -	49,9				116	8 211	73	5 345	221	6 822
100 -	99,9				107	15 360	96	14 436	132	9 571
200 -	199				53	12 909	79	19 448	113	16 247
300 -	299				76	28 943	81	32 097	70	16 840
500 -	499				80	59 451	81	56 057	66	25 140
1 000 -	999				46	66 620	52	71 308	57	45 688
2 000 -	1 999				31	89 343	47	144 461	53	83 581
5000 -	4 999				8	51 740	15	104 708	6	149 482
10 000 -	9 999				10	217 878	2	34 632	6	40 423
OVER										94 262
TOTAL	2 577	806 648	2 559	2 055 812	865	558 442	629	485 087	927	489 643

Teachers employed by Department of National Education

345. Mr. P. A. PYPER asked the Minister of National Education:

How many teachers (a) were employed by his Department as at 31 December 1976 and (b) (i) resigned from the service of his Department and (ii) retired on account of reaching the retirement age, during 1976.

The MINISTER OF NATIONAL EDUCATION:

	(a)	b(i)	(ii)
Departmental schools, colleges and centres	1 130	30	14
State-aided schools and centres	1 007	41	3

Principal leaves town as probe puts on the pressure

SCHOOL HEAD QUILTS

BY TERRY MCELLIGOTT

SYDNEY Millman, man in the middle of this week's uproar over Durban's Windmill College, has resigned as principal of the cram school.

This was announced yesterday by college registrar, Mr Douglas Drysdale, who said: "In view of the incredible harm which this whole affair has caused Windmill College, Mr Millman has offered his resignation, and this has been accepted."

"In resigning he will also relinquish his financial interests in the college."

The college is being investigated by the Natal Education Department following claims in the Natal Provincial Council that the college was "unscrupulous and deceitful" in its claims.

Mr Millman's qualifications have also been challenged.

Mr John Philson, MPP, told the Provincial Council on Tuesday that the college, which advertised a "legal guarantee of success," averaged a 73 per cent matric failure rate over the last three years.

Mr Philson said he began an investigation because some of the advertisements had "been too good to be true."

Mr Millman, who claims



The sign on Mr. Millman's door at Windmill College in Durban. His claim to have a Ph.D. is disputed.

I'LL BE BACK WITH DEGREE, SAYS MILLMAN

to have a doctorate in psychology, refused to produce proof when I spoke to him at his flat on Friday.

He said he was about to leave for Johannesburg to visit his mother, who had become seriously ill over the controversy, and added: "You needn't worry that I'm going to skip the country. I've done nothing wrong."

"I'll be back in Durban on Monday and will pre-

duce proof of my doctorate during the week."

Mr Millman had a one-third financial interest in the college and Mr Drysdale two-thirds.

Mr Drysdale said Mr Millman had shown him a certificate from the University of Eastern Florida — to back his claim to a doctorate.

"He must have produced his qualifications at the time he joined the college in 1975 and we were satisfied he had a doctorate," said Mr Drysdale.

"Despite what may or may not be true about his



Mr Sydney Millman disconnects his phone after receiving an abusive call

teachers at a Government school and does not lecture at Windmill College, said: "We allow students to enter matric no matter how much money they pay. We allow parents to choose whether they want their children to attempt the exam — even if they've failed standard nine."

He said Mr Millman advertised the college and the "legal guarantee" which the advertisements had been

A spokesman for Dame Lin College in Johannesburg said Mr Millman entered the college as

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one knows for sure. Dr. Millman has in fact performed his duty conscientiously.

"His lectures cannot be faulted and the long hours he has voluntarily put in counselling and assisting students should not be dismissed lightly."

Mr. Drysdale said the college charged R800 a year but sometimes lowered the charge when students could not afford it.

Mr. Drysdale earlier released a Press statement in which he claimed that the high matric failure rate at the cram school was due more to the selection of students who may write the exam rather than bad teaching.

Mr. Drysdale, who

construed

"No man on earth can guarantee a student will pass an examination but we guarantee he will pass or get a year's free tuition."

The college had agreed to "modify and conservatise" advertising to conform with what is considered acceptable.

Mr. Millman said he was taking tranquilisers. He claimed he was victim of a smear campaign. In the past, he said, police had been told he was linked with the infamous Bubbles Schroeder murder and also that he was the notorious cat burglar Raffles.

He believed his present troubles stemmed from the same source, he said.

"Now I am being tor-

matric student in about 1949 or 1950. He passed the examination but did not get a matriculation exemption to qualify him to go on to university.

21, 1977

Rector told to leave over Coloured insult

JOHANNESBURG — Dr Pieter Bingle, rector of the Rand Teachers' Training College for Coloureds, who stirred up a storm after describing Coloureds as "sly, suspicious and dishonest," has been asked to take leave from today.

Prof C. Boshoff, chairman of the board of the college, said last night he hoped to meet Dr Bingle today to discuss the matter.

"It has been decided to ask him to take leave until the matter has been investigated and cleared up."

Dr Bingle told a Rapportyrs meeting in Johannesburg last week, that Coloureds were sly, suspicious and dishonest.

He said because they did not fit in anywhere, this has had a severe influence on them. They also had no sense of responsibility, and to steal was second nature.

Coloured community leaders demanded the immediate dismissal last night of Dr Bingle.

Labour Party leader Sonny Leon said: "We are asking the Minister of Justice, Mr Kruger, if the content of this statement is not tantamount to incitement."

He said a group of educationists and lawyers were working on the possibility of taking legal

action against Dr Bingle.

Dr Clifford Smith of the Transvaal Regional School Board and assistant district surgeon of Johannesburg, said: "The position is explosive. He is inviting people to go and burn down the college. I fear for his life. He must get out for his own safety."

He had sent a telegram to the Minister of Coloured Affairs requesting Dr Bingle's immediate dismissal saying school authorities could not accept responsibility for the consequences.

Mr R. Pesser, a member of the Johannesburg Coloured Management Committee, said he had written to the Minister describing Dr Bingle's comments as insulting and derogatory and could lead to racial hostility.

"For 12 years he has been drawing a salary from the Coloured budget. Coloured money

fed him and educated children.

"Now that he is ending his term as Rector, he is about to become an inspector of schools, he describes us as good for nothing," Mr Pesser said.

Dr W. Bergins, leader of the Federal Party, said Dr Bingle owed the Coloured community and especially his students an apology.

Several students at the college said yesterday they would boycott classes and hold a meeting to discuss action.

Mr W. Theron, director of Coloured education, said from Cape Town last night there would be an immediate inquiry into Dr Bingle's statement. He had asked for a full text of the speech.

Mr H. Smit, Minister of Coloured Affairs said he would be looking into the matter but could not comment since he had seen two varying reports of the speech.

Principal in row may 21/2/77 return

DURBAN — Mr Douglas Drysdale, registrar and major shareholder in Durban's Windmill College, has pledged the school will carry on, despite the resignation of principal, Mr Sydney Millman.

Confirming the resignation last night, Mr Drysdale called it a tragedy — but hinted Mr Millman might return as an ordinary teacher.

Dr. Millman handed in his resignation on Friday night as he felt publicity was harming the college, he said. "At first we refused to accept it, but then after discussing it with our legal advisers, we decided we had no alternative.

"It is a very sad day for everyone concerned with the college. Dr Millman was loved and respected by all the students and I have had many phone calls from parents and pupils pledging their support."

Obviously upset by the incident of the past week, a shaken Mr. Drysdale emphasised: "The college will carry on. My job is to build something from the rubble."

The Natal Education Department is to inspect the R800-a-year college this week, following an investigation which showed it averaged a 73 per cent failure rate over the last three years.

Mr Millman's claims to hold a doctorate are also in doubt and claims made in advertisements were described by Mr J. Phipson, MPC for Berea, as "too good to be true."

Mr Drysdale, a teacher at a Government school, commented: "I think the inspectors are most concerned with Dr Millman's flamboyant advertisements, but these will be modified if necessary."

The advertisements say the college gives a legal guarantee that students will pass matric, but this means if they do not pass, they will be given a year's free tuition.

Meanwhile, Mr Millman flew to Johannesburg at the weekend and said he was going to visit his mother who had become seriously ill over the controversy.

He is due back in Durban today and has promised to furnish proof of his doctorate this week.

— DDC.

Mercury Correspondent
JOHANNESBURG — A Coloured Inspector of education, Mr. I. S. Feldman, took over the keys to the Rand Teachers' Training College for Coloureds yesterday and moved in as acting rector.

The move came after protests from the Coloured community against alleged remarks about Coloureds by Dr. Pieter Bingle who was rector until Friday.

Dr. Bingle was alleged to have described Coloureds as sly, suspicious and dishonest, at a meeting of the Rap-portryers last week.

Mr. Feldman said yesterday: "I met Dr. Bingle today. He had received a note telling him not to present him-

College rector goes

self at the college. He told me where to find the keys."

In another development yesterday the chairman of the college board, Professor C. W. H. Boshoff, visited the college for discussions with Mr. Feldman and two of his fellow inspectors, Mr. C. L. Magardie and Mr. E. W. Hobbs.

Professor Boshoff said after the meeting: "We

have done everything to remove Dr. Bingle. I do not think he will be returning."

The Director of Coloured Education, Mr. Willie Theron, confirmed that Dr. Bingle had been suspended as rector and that Mr. Feldman was now acting rector.

The Minister of Coloured Affairs, Mr. Hennie Smit, said he approved of the action taken so far.

But Mr. Mylie Richards, Transvaal Leader of the Labour Party, and Mr. Les du Preez, Speaker in the Coloured Representative Council, said: "We are not satisfied. Suspension is not enough. We want him out of our education altogether."

3/2/79

At the college itself there was another short

Mr Theron said: "I will investigate their complaints, but I cannot take any decisions without consulting the college advisory council."

hier, soos die Nederlandse taalkundige J. L. Pauwels aantoon, met 'n oorgetrefte verskynsel te make.

J. A. VERHAEGE, "Ditjige en gemeensame vorme in die sisverband van ou Kaapse taal", *Tydskrif vir geesteswetenskappe*, jg. 5, nr. 3, 1965, pp. 307-323.

J. A. VERHAEGE, "Die hekoms van die verjinding as wat na 'n komparatief en sy verbeelding in Afrikaans", *Tydskrif vir geesteswetenskappe*, jg. 7, nr. 1, 1967, pp. 328-342.

J. DU P. SCHOOTZ, *Taalhist. oorselle*, pp. 162-168.

J. L. PAUWELS, "De volgende van verhogten verbaal vormen in het Nederlands", in *Ditje studies*, pp. 105-110.

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J. A. VERHAEGE, „Die herkoms van die verbinding as wat na 'n kompara-tief en sy verbreiding in Afrikaans“, *Tydskrif vir geesteswetenskappe*, 1967, 10, 27-30.

Jg. 1, Nr. 1, 1967, pp. 328-342.

J. DU P. SCHOLTZ, *Taalhist. opstelle*, pp. 162-168

J. L. PAUWELS, „De volgorde van verbogen verbaale vormen in het Nederlands”, in *Dietsche studies*, pp. 105-110.

1. Teorieë oor die ontstaan van Afrikaans

tions have been made to Dr. Smut, whether he has taken any steps and if not, why not. Dr Van Zyl Slabbert has asked whether Dr Boring is due to retire or whether he has been appointed to the new position at the college itself. There was another short

session on the 25th of November, when the following

ing moes daar binne die eerste dertig jaar van die volksplanting 'n skielike toename van die Kaap plaasgevind het, n' botsing tussen die 17de-eeuse Nederlanders van die vyburgers, soldate en amptenare van die Oostere slawe met Maleis en 'n vorm van gepaard het, of 'n vermenging van albei („Maleis-58 en daarna het 'n groot aantal slawe wat gebroekelike taal het, Kaap toe gekom; dit sou volgens Hesseling 'n kasiepbepom veroorsaak het wat tot 'n vinnige taalverandering geleidelik het. Die resultaat was 'n sterk vermindering van die redeuse in sy grammatika. Wanneer 'n kultuur-kontakstadium deur 'n botsing met 'n sosiaal-hier, n kort tydperk, n drastiese reduksie, struktuurverandering ondergaan, praat 'n mens van kroeisepening en het eger self erken dat die tipiese kenmerke van kroeisepening, daarom kom by tot die konklusie dat Afrikaans beskou moet word as 'Nederlanders wat halfpad by staan het om 'n Kroeisepening taal.

Ongeklug het Hesseling desdys nie oor die nodige direkte taal-gegewens beskik nie; by kon sy teorie feitlik net op sosio-historiese gegewens basies was en was dit nie volledig en korrek was nie. Daar-om was ook sy teorie onontvarekend en emysydig; dit het 'n hipotesis gebly wat hy nie kon bewys nie.

Bingle banned from all Coloured posts

Sun. Express 27/2/77

DOCTOR Pieter Bingle, White rector of the Rand Teachers' Training College for Coloured Students, will never again be allowed to hold a position in the Department of Coloured Affairs.

This was disclosed by the Express yesterday by the Minister of Coloured, Rehoboth and Nama relations, Mr Henrie Smit.

Dr Bingle, who was due to take up a post as inspector of Coloured schools in the Cape later this year, will be axed from the department for describing Coloured people as "sly, suspicious and dishonest".

He is under suspension from the college. But angry Coloured

By HUGH MURRAY
Political Correspondent

Leaders who believe Dr Bingle should also be charged with racial incitement, this week asked the Minister for his assurance that the Rector's appointment to the Coloured Inspectorate be withdrawn.

The Rev Allan Hendrickse, member of the CRC executive responsible for education, told the Express yesterday: "We asked for his appointment to be withdrawn and the Minister has to decide."

But we can give the public the assurance that this man will never be appointed.

Asked to comment on this statement, Mr Smit said:

"Mr Hendrickse is absolutely right. Although Dr Bingle is on secondment from the Department of Coloured Relations to Coloured Affairs administration, he is under their control."

"If they tell me they no longer want this man it is my obligation to them to remove him."

"I can assure you he will never be made available to this department again. Actually, I have no option. It is only fair that I do what they ask me."

Mr Smit said he was now faced with the decision of what to do with Dr Bingle, whose statements he "disapproved".

"The question is should he be asked to resign or should we move him to another department?

"I will have to hear his side of the story before I

Leaders told the Minister: this man must go



• MR HENNIE SMIT
... "no option".

decide what course to take. I should be able to do so this week."

Mr Hendrickse said he welcomed the Minister's statement to the Express: "The speed with which this thing has been expedited shows there is a consciousness about the need for an improvement of race relations," he said.

At the same time he could not escape the impression that there must be many other people like Dr Bingle working for the department.

"Dr Bingle was with the department for 12 years before he showed his colours," he said.

Dr Bingle made his controversial statement at a Rapporteurs meeting in Johannesburg. He said the Coloured people did not fit in anywhere and this had a severe influence on them.

They also had no sense of responsibility and "to steal was second nature to them."

Wide support for twinned schools

320

Argus 3/3/77

MR DAVID BLOOMBERG, former Mayor of Cape Town, who was responsible for the 'twinning' of the city with Haifa and Nice, said today the idea of twinning White, Coloured and Black schools was 'a positive move.'

And the president of the Cape Teachers' Professional Association, Mr Franklin Sonn, has suggested that 'contact between all race groups at an early stage, should be 'normalised' as soon as possible.

This is in response to a suggestion in The Argus this week that as the twinning of cities forges a many-tiered link between communities, so could the twinning of schools promote a healthy mutual interest and trust.

Friendship

'Anything that extends friendship between people — particularly between the different race groups in South Africa — can only be good,' Mr Bloomberg said today.

He said he hoped the idea would be implemented soon.

Mr Sonn, the headmaster of Spes Bona High School, said his school had already made contact with Rondebosch Boys' High School last year.

Although the schools had held discussions, they had not yet tackled a particular project.

'We recommended to the Cillie Commission that part of the situation is that people don't have contact. They should start making contact in their youth and stop thinking of stereotypes and learn to know people as they really are,' Mr Sonn said.

Contact between schools should be made 'carefully and responsibly.' But this did not mean it should happen slowly.

Problems

He suggested that the headmasters first meet, then staff members and student councils to sort out any initial problems.

Students could then meet at various sports events and take part in neutral activities.

'It would be counter-productive if they talked about politics every time they met,' Mr Sonn said.

The vice president of the South African Teachers' Association, Mr M. D. Reeler, said the idea



Mr David Bloomberg



Dr Oscar Wollheim

of twinning schools, 'has very much my support.'

But he hoped it would become the natural thing to do to have contact between schools with a mutual interest, whether the schools were White, Coloured or Black.

Sympathy

Dr Oscar Wollheim, chairman of the Civil Rights League, has also shown sympathy for the idea.

Support has also come from Dr John Gibbon, headmaster of Sea Point Boys High School and Mr

Tony Abbott of Abbots College.

Said Dr Wollheim: 'It is an extremely good idea. He added that when he was a teacher in East London at an African school, visits and exchanges with White schools in the area 'made for improved understanding between Black and White children.'

Handicaps

'For the first time White children began to realise under what handicaps Black children had to study and for the first time Black children began to understand that White children were just children like themselves. It was a very stimulating experience.'

If the blessings of the various departments (such as Coloured and Bantu Education) could be obtained, he could see nothing but good and greater human understanding resulting.

He emphasised the value of informal contact — such as joint photographic expeditions or bird-watching — where the children were more concerned with what they were doing and race consciousness was minimised.

Professional

Dr Gibbon said he was very much in favour of his young people having greater exposure to Coloured young people. But, he added, there should also be closer contact at a professional level between White and Coloured teachers' associations.

Mr Abbott spoke in terms of exchanging teachers for a term or half a term but also emphasised that particularly on a student level, the contact should be on an unstructured basis.

'Things must be allowed to develop gradually,' he said. Students could also on a voluntary basis, exchange schools for a fortnight or two or three days.

'It can only be of benefit to them.'

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10/3/77

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Shortage of teachers

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

- (1) Whether he has been advised of (a) the overall shortage of teachers and (b) the shortage of teachers in specific subjects; if so, what are the figures in each case;

		(a) Number of vacant posts	(b) Subjects for which there are vacancies (The number of vacancies for each subject is not available)
Cape	23		Physical Science Music General Science Biology English Electricians Accountancy Mathematics
Transvaal	104		Mathematics Physical Science Biology Geography English Commerce Physical Education Domestic Science History Religion Technical Subjects Industrial Arts
Natal	0		—
Orange Free State	0		—
National Education	28		Technical Subjects Domestic Science Mercantile Law General Subjects Physical Education Remedial Education Pre-primary Primary Psychology

- (2) Yes,

- (a) The Cabinet approved in principle of a new salary structure for teachers which will be implemented as soon as the country's economy permits;

Improved scales for the provision of teachers were approved and will be implemented gradually with due regard to available funds;

Various universities and subjects were designated by me in

terms of the Financial Relations Act, 1976, in order that provincial colleges of education may render assistance to the universities in the training of students as teachers for secondary schools and in the further training of teachers;

Criteria for the evaluation of qualifications for employment in education were amended and relaxed to enable more students to qualify;

Consideration is being given to the introduction of an integrated education degree but the matter has not been finalized;

Co-ordination of the recruitment of teachers on a national basis is being considered but has not yet been finalized;

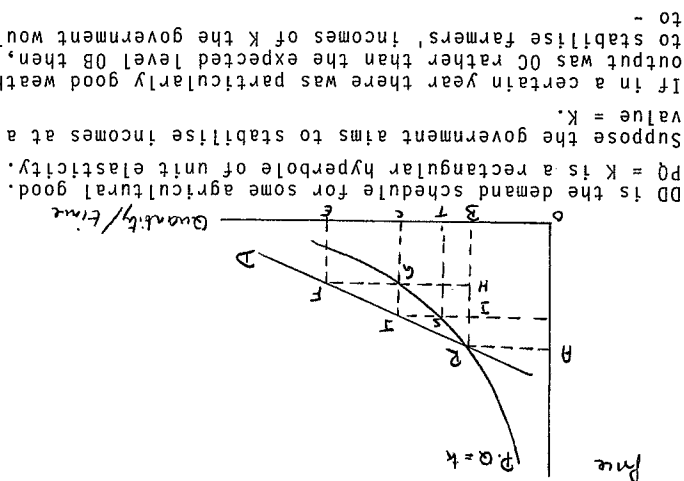
Recently the shortening of the school syllabus for physical science was approved and it is trusted that this measure will contribute to revive the interest in science subjects and thus attract more recruits in these subjects to the teaching profession. Similar measures are being considered in the case of mathematics and biology;

A report on the provision of assistance to teachers in the form of laboratory assistants has been accepted by the Committee of Heads of Education and is receiving attention with a view to implementation with due regard to the availability of funds;

Refresher courses for the further training of teachers have been introduced by education departments with a view to more suitably equip their teachers in the light of the demands of new developments and modern technological advancement; and

- (b) the shortage of teachers has dropped from 174 in 1976 to 155 at present.

38. Consider the following diagram :



Suppose the government aims to stabilise incomes at a value = k .
If in a certain year there was particularly good weather and output was OC rather than the expected level OB then, in order to stabilise farmers' incomes of K the government would have

1. Buy up $HG = BC$ wheat.
2. Buy up $JS = TC$ wheat.
3. Sell $GF = CE$ wheat.
4. Sell $JS = TC$ wheat.
5. Sell BC wheat.

39. Given the diagram above one can see that over a ten year period if it started with no stocks

1. The government scheme would certainly not be self-financing.
2. The government's scheme might or might not be self-financing depending on whether over the period crop surpluses were equal to crop shortfalls.
3. The government would inevitably accumulate vast surpluses. It is theoretically impossible to stabilise incomes.
4. None of the above.

40. In the diagram below (W and D) is the demand schedule for wheat in a bad year, where output is OB , would require the government to

1. Sell JI wheat.
2. Sell $LM = EC$ wheat.
3. Buy $LM = EC$ wheat.
4. Buy $GF = CB$ wheat.
5. Sell $GF = CB$ wheat.

41. Given the diagram shown in a bad year, if it

4. Mr. L. F. WOOD asked the Minister of the Interior:

What is the maximum monthly salary paid to White women principals of primary schools.

The MINISTER OF THE INTERIOR:

The maximum salary applicable to White Female Principals of primary schools is R10 350 per annum plus a 10% pensionable allowance.

*5. Dr. A. L. BORAIN—Reply standing over.

1. The government scheme
2. The government would
3. The government's scheme
4. The scheme whilst stabilising incomes would make prices paid by consumers more unstable.
5. None of the above.

What over a

hyperbole
abilitation
expected

Handed 9 25/3/77

Page 9

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Teachers at schools for White pupils

833. Dr. G. F. JACOBS asked the Minister of Statistics:

- (1) How many teachers were employed in (a) provincial, (b) provincial-aided and (c) private schools for White pupils during the latest year for which information is available;
- (2) how many of these teachers were professionally qualified and had (a) a university degree, (b) no university degree, (c) a university degree without professional qualifications and (d) neither professional qualifications nor a university degree.

The MINISTER OF STATISTICS:

Year 1974.

(1) (a)	39 681
(b)	1 187
(c)	2 882
(2) (a)	12 951
(b)	28 387
(c)	1 080
(d)	1 332

White pupils

834. Dr. G. F. JACOBS asked the Minister of Statistics:

- (a)(i) How many White pupils were attending provincial, provincial-aided and private schools, respectively, and (ii) what was the combined total enrolment in each category, during the latest year for which figures are available and (b) in respect of what year are these figures given.

The MINISTER OF STATISTICS:

- (a) (i) Statistics on attendance are not available.

(ii) Provincial schools	858 793
Provincial-aided schools	18 563
Private schools	415

- (b) First Tuesday February 1976.

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ACT

To amend the Educational Services Act, 1967, so as to regulate, with a view to the requirement of registration of teachers in terms of the South African Teachers' Council for Whites Act, 1976, the consequences of the striking off of the names of certain officers in the register referred to in that Act, or the refusal to register such officers; and to provide for incidental matters.

(English text signed by the State President.)
(Assented to 14 April 1977.)

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

Insertion of
section 32A
in Act 41 of 1967.

1. The following section is hereby inserted in the Educational Services Act, 1967, after section 32:

"Effect of striking off of names of certain officers in register referred to in Act 116 of 1976.

32A. Any officer who is employed in a full-time permanent capacity at a school or subdivided school or that part of such school or subdivided school where full-time education, including pre-primary education, is provided up to a standard not higher than standard 10, to teach, and—

(a) who is registered or provisionally registered in terms of section 15 (1) (a) or 16 of the South African Teachers' Council for Whites Act, 1976 (Act No. 116 of 1976), and whose name is, after the date referred to in section 20 of the said Act, struck off the register, or

(b) in respect of whom registration was refused before the date referred to in paragraph (a), shall be deemed to have resigned from his employment with effect from the date immediately succeeding the day on which his name was so struck off, or, in the case of the officer in respect of whom registration was refused, on the date referred to in section 20 of the said Act, as the case may be: Provided that if, on the date on which his name is struck off the register, or, in the case of the officer in respect of whom registration was refused, on the date referred to in the said section 20, any charge of misconduct in accordance with the provisions of section 29, is pending against the officer concerned, such officer shall not be so deemed to have resigned from his employment until the enquiry into such charge has been concluded and he has not in terms of the provisions of this Act been discharged, or is not deemed in terms thereof to have been discharged, on account of misconduct from his employment.

Short title.

2. This Act shall be called the Educational Services Amendment Act, 1977.

Mansard 14 cal 994 2/s/m

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White teachers

844. Mr. P. A. PYPER asked the Minister of National Education:

- (1) How many White (a) men and (b) women were enrolled at universities

for (i) post-graduate teachers' courses and (ii) non-graduate teachers' courses during the latest year for which figures are available;

- (2) how many White (a) men and (b) women were enrolled for teachers' courses at (i) training colleges and (ii) colleges for advanced technical education during the latest year for which figures are available;

- (3) how many White teachers qualified for (a) high school teaching and (b) primary school teaching during the years concerned;

- (4) in respect of what years are these figures given.

The MINISTER OF NATIONAL EDUCATION:

- (1) (i) (a) 1 104.

(b) 2 510.

- (ii) (a) 616.

(b) 2 036.

- (2) (i) (a) 2 333.

(b) 8 119.

- (ii) (a) 0.

(b) 0.

- (3) (a) 2 885.

(b) 3 108.

- (4) item (1) and (2)—1976; and item (3)—1975

Note to (3)—It is not always possible to distinguish between high school and primary school teachers qualified at universities.

Natal in need of teachers

3/5/77 AM

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Mercury Reporter

NAT. MERCURY 3/5/77

PIETERMARITZBURG — The teacher shortage in Natal has reached serious proportions in specialist education, Dr. Gerald Hosking, the Director of Education, says in a report for 1976 tabled in the Provincial Council last night.

Afrikaans is now numbered among the subjects for which there is a shortage of teachers.

Other subjects include science, mathematics, commerce and industrial arts.

In 1976, bursary loans were granted to 1010 students for training as teachers in secondary schools and to 960 students who are aiming for posts in primary and pre-primary schools.

The total of students at universities and colleges who are studying to become secondary school teachers is 1123, while 1073 are studying at colleges for primary and pre-primary school qualifications.

Moves by the Education Department to relieve the teacher shortage include agreements with two universities for higher education, study at two Natal training colleges, the seconding of teachers for specialist courses, and the opening of an in-service college for teachers in Pietermaritzburg this year.

Dr. Hosking said that negotiations with Natal University had led to the planning of a four-year higher diploma in education.

It was anticipated that the course would be launched next year.

Selected teachers were seconded on full salary at the beginning of 1976 to relieve a serious shortage.

No rise yet for teachers

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HOUSE OF ASSEMBLY —
The present economic situation had remained unchanged from last year, and salary increases for teachers, which had been accepted in principle, could not be granted at this stage, the Minister of Education, Dr. Koornhof, said yesterday.

Speaking on his vote in committee on the Budget, Dr. Koornhof said he sincerely regretted having to make this announcement.

On November 30, last year, he had announced a new dispensation for teachers had been agreed upon in principle, and would be implemented as soon as the economic situation changed for the better.

It had been decided, however, that effect should be given to other aspects of the new dispensation that did not have financial implications.

Dr. Koornhof said the budgets of all Government departments, already cut to the bone, had to be reduced by a further four per cent during the current financial year. —

SAPA

Teachers saw the writing on the wall

Staff Reporter

THE DELAY in implementing salary increases for teachers because of the current economic situation came as no surprise, Mr. E. M. Armstrong, head of the Federal Council of Teachers said yesterday.

The delay was announced in Parliament this week. Teachers' salary increases were approved in principle last year. Mr. Armstrong said he did not envisage a rapid improvement in the situation.

Teachers accepted that the Government did not have the money to implement the increases at the moment. But the same excuse had been given at other times over the last 35 years when the Government could have afforded to pay teachers more.

Teachers last had an increase in 1974, Mr. Armstrong said. That had not been enough to meet the rise in the cost of living since their previous in-

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RACIAL QUESTION

Mercury Mercury Reporter 17-6-77

THE NATAL Teachers' Society will decide whether its membership should be open to all races at the society's annual conference next month. The question was deferred last year to give the teachers time to consider their decision.

It will be one of many subjects to be debated at the three-day conference which opens on Monday, July 4, at the University of Natal, Durban.

Teachers in the Transvaal have also been debating the issue. Those against open membership fear it will jeopardise their membership of the Federal and Joint Councils of Teachers.

But those in favour say that teachers with the same qualifications and experience must not be barred from belonging to a professional association on the grounds of colour alone.

4. Plausibility
In August
acceptance
in November
for R400
penalty

Staff
of an

an extra foreman for R4 000 p.a.

based in Cape Town.
a job in Parow is
beginning January. But
Bellville instead
payment of an agreed

quire the services
at R3 000 p.a., and

The Company's existing workforce of 10 workers, each earning R2 000, will be adequate for both jobs.

Transport The Company has a fleet of 4 lorries bought for R5 000 each 2 years ago. Depreciation is reckoned to be R400 p.a. plus 10c per mile.

It is estimated that the Bellville job will require the lorries to travel an extra 1 000 miles each.

Materials The Company has already bought all the materials for the Parow job:

1 000 units of Type A at R1 per unit
500 units of Type B at 50c each

Type A would not be used for the Bellville job, but could be sold for 50c each.

Type B has no alternative uses and zero scrap value, but 200 units can be used for the Bellville job. In addition it will be necessary to buy 3000 units of Type C at R10 each for the Bellville contract.

Both jobs will take exactly one year.

The Managing Director asks you to consider which of the two alternatives is most profitable.

Draw up a table showing the opportunity costs involved in each.

What advice would you give?

(50%)

4 No. 5467

STAATSKOERANT, 25 MAART 1977

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No. R. 57, 1977

**INWERKINGTREDING VAN DIE WET OP DIE
SUID-AFRIKAANSE ONDERWYSERSRAAD VIR
BLANKES, 1976**

Kragtens die bevoegdheid my verleen by artikel 29 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), verklaar ek hierby dat die bepalings van artikels 1 tot 4 en 6 tot 28 van genoemde Wet op 25 Maart 1977 in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Sestiende dag van Maart Eenduiseid Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

P. G. J. KOORNHOF.

GOEWERMENTSKENNISGEWINGS

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No. R. 57, 1977

**COMMENCEMENT OF THE SOUTH AFRICAN
TEACHERS' COUNCIL FOR WHITES ACT, 1976**

Under and by virtue of the powers vested in me by section 29 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), I hereby declare that the provisions of sections 1 to 4 and 6 to 28 of the said Act shall come into operation on 25 March 1977.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Sixteenth day of March, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

P. G. J. KOORNHOF.

GOVERNMENT NOTICES

CAPE TEACHERS TALK OF STRIKE

Vol. 18/6/77

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By Tony Spencer-Smith
A NUMBER of young men teachers in the Cape were seriously discussing the possibility of striking for better pay, Mr R. C. Davies, president of the South African Teachers' Association — the Cape English-speaking teachers' body — said this week.

He was commenting on an article in the latest issue of Education, the

Sata newspaper, which said that teachers seemed to be becoming increasingly militant.

The article said that the general feeling of frustration among teachers was to be increasingly fed up with the kid-glove approach of Sata, and these teachers are now so disgruntled that they are prepared to resort to militant tactics to achieve their goals.

WARNED MINISTER

Mr. Daniel said he had warned the Minister for National Education, Dr. P. G. J. Koorhof, last year

that some young English-speaking teachers were thinking of a strike.

He said this week: "The disturbing factor is that some teachers are talking very seriously about this possibility in Cape Town."

There is a body of young, well-qualified, industrious and enthusiastic teachers who see no alternative but a strike.

"They haven't much backbone at the moment, but there is a great deal of disillusionment about the

position among the teaching profession as a whole, even among many Afrikaans-speaking teachers."

COME TO NOTHING

Mr. Davies said Dr. Koorhof had done a tremendous amount for the profession and the establishment of the South African Teachers' Council was a step forward.

But, whether teachers had been led up the garden path or Dr. Koorhof had been misled by the Cabinet, he said, it was a completely new salary

deal for teachers appeared to have come to nothing.

"I was not one of those who were initially pessimistic about the new deal. For a long time, until about last December, I supported Dr. Koorhof, and I was right in the majority on Sata's general committee."

Now it seems that the pessimistic ones were right. I fear for the future.

FRUSTRATION

Mr. Mike Reesey, incoming president of Sata and principal of Rondebosch Boys' High School, said that while there was a general feeling of frustration among teachers about salaries, the number who would think of a strike or other militant action was small.

There is great disappointment but most would like to work through the proper channels like Sata. "They feel we must try to approach the Minister and get him to see reason around the conference table," he said.

"There are always people in any organisation at the extremes of the spectrum. Those who want to do nothing at all and those who are militant."

The Sata meeting was attended by only seven people — I suppose because of exams and so on — and cannot be taken as a general expression of Sata opinion.

In fact, something about that is going to have to be published in the next newsletter.

Natal white teachers' society opens to all

DOM 17/17 (325)

Own Correspondent

DURBAN. — Being white is no longer a pre-requisite for membership of the Natal Teachers' Society.

The society has become the first provincial body of its type in South Africa to amend its constitution to include "all people possessing a recognised qualification to teach in Natal."

This amendment was made at the 62nd annual conference of the society which ended its three-day session in Durban yesterday.

The incoming president of the society said the Transvaal Teachers' Association was discussing the

question of multiracial membership and was expected to pass a resolution to this effect in August.

In the Capè Province the South African Teachers' Association was multiracial and had never had a colour restrictive constitution, Dr Dobie explained.

Addressing the delegates yesterday, a black inspector of schools, Mr Godfrey Radebe, appealed to white teachers to volunteer to help their black counterparts—particularly in the field of science.

Mr Radebe said many black teachers had not had the opportunity of

learning how to operate the equipment in their laboratories.

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

He was replying to a query by a delegate about what the society members could do to help improve the standard of education for blacks.

"If we could have white teachers volunteering to help black teachers in an informal way, it would help enormously. It would also motivate our teachers," Mr Radebe said.

NATAL MERCURY
N. MERCURY 7/7/77

Africa is moving claims scientist

Mercury Correspondent

PORT ELIZABETH — Africa was moving northwards by 1.5cm a year and South Africa would be in the region of the equator in about 100 million years, a Canadian scientist said in Grahamstown yesterday.

Prof. D. I. Gough, director of the Institute of Earth and Planetary Physics at the University of Alberta, Edmonton, Canada, said in an interview the mobility of the Earth's surface had become clear in the past 15 years, but it was not known that caused the movement.

Prof. Gough is in South Africa on a Hugh Kelly Fellowship at Rhodes University and is attending the four-day annual conference of the South African Institute of Physics in Grahamstown in the 1820 Settlers' Monument.

He is well known for his detection, with magnetometers, of highly electrically conductive regions 20 to 200km beneath the Earth's surface.

While in South Africa, Prof. Gough will, in collaboration with the Council for Scientific and Industrial Research, probe the whole region south of 30 degrees latitude using an array of 55 magnetometers.

He said the probe would yield knowledge of the Earth under South Africa to a depth of about 400km. It was possible that during this fundamental research that findings with useful practical applications would be made.

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Answer

Name and Address

QUESTION: Which horse won the 1977 Durban July

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

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

WESTERN PROVINCE HOCKEY ASSOCIATION

Southern Africa Labour and

Unit



DR CERFF

D.D. 5/8/77

Teachers' centre (320) praised

EAST LONDON — The newly-appointed Regional Chief Inspector of Education, Dr S. M. Cerff, had no doubt the Teachers' Centre at Hudson Park would become a great success and grow to benefit education in the region as a whole.

Dr Cerff was speaking at a welcoming reception in his honour at the Clarendon High School organised jointly by the South African Teachers Association and the Suid Afrikaanse Onderwysers Unie.

Addressing a gathering of about 70 inspectors and teachers from both organisations, he emphasised that the centre was not an inspectors' centre nor a pupils' centre, "it is a teachers' centre," he said.

He said the meeting was a "memorable occasion" in that the SATA and the SAOU were rarely together.

He said there had been some confusion about his position. He said he was not in direct control of the teachers' centre as was commonly thought, although it did fall under his jurisdiction.

Mr Munnik was in charge of the centre. —
DDR

LABOUR SUPPLY IN

WOMY

Saldru

Cape Town

June 1977

TEACHERS - WHITE

NOV. 1977 - DEC. 1978

HANSARD 10

17/4/75

Q. Column 721-2

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White teachers

202. Mr. P. A. PYPER asked the Minister of Statistics:

- (1) How many teachers were employed in provincial, provincial-aided and private schools for White pupils at the latest date for which figures are available;
- (2) how many of these teachers (a) were professionally qualified and had (i) a university degree and (ii) no university degree, (b) had a university

degree without professional qualifications and (c) had no professional qualifications nor a university degree;

- (3) in respect of what date are these figures given.

The MINISTER OF STATISTICS:

(1)	Number
Provincial schools	40 820
Provincial-aided schools	2 044
Private schools	2 919
Total	45 783

(2)	All schools	Provincial schools	Provincial-aided schools	Private schools
(a) (i)	12 706	11 525	478	703
(ii)	29 436	27 028	1 006	1 402
(b)	1 337	767	154	416
(c)	2 304	1 500	406	398
(3) All figures are in respect of 1972.				

Cape Times 22/11/77 New teachers' official 320

MR ROGER COPE, a senior teacher at Fish Hook High School, has been appointed general secretary of the South African Teachers' Association (Sata).
Sata is the oldest teachers' association in the country and its members are mostly English-speaking teachers of the Cape Province.

person to be appointed to the post. He starts his new duties at the Sata offices in Claremont next year.
He is the editor of Education News and serves on several committees of Sata.
He graduated at the University of Stellenbosch and has an American master's degree in education.
Mr Cope and his wife have one child.



Mr Roger Cope.

Washed seaward with the silt of tree-lined Tagus
When the meadows the price you pay, marked by a stream and we
glance down your high placed friends, read, close at your approach, and to be breasting
the flood a moribund floor, transient prices, unwillingly resigned, cast our eyes,
everything seemed to turn and that these which, best of us, no well as ourselves.
With our millionaires, but remains my special pet aversion,
When we gaze and not mine my words, while cannot citizens, stomach though its structure
is perfectly a Greek strait, Rome is yet that creation of the people, sweeping equal height,
yet it contrives, in fact, from Greece. For years now Syria roof to floor and
left to right, it has purchased its new regime, but native, the cone.
Its lingo and manners, its flutes, its outlandish harps
To sailors with their transverse strings, its native tambourines, so set in the waves
and there and the virgins with hands out around the tower, see only water and
sky - another warlike, that is, to go the conclusion that the senses are shaky guides
on all points, if you fancy a foreign piece in one of those saucy toques.)
Our beloved Founder should see how his homespun rustics
To landsmen behave today, the be their dinner, pump, the chedipne, adding crippled on
The waves, they talk, the pump, to mention their incoherence, projects above the
waterline is decorations to you, hung round their incoherence, that is, but all the sub-
merged parts, well increased, as a matter of course, round the incoherence, and also
as though but from Macedonia, five from Aegean islands -
Andros, say, or Cos - two more from Caria,
At a time when the old legends are for the day's classiest dis-
sky, the space and the night, though the long term plan, along in the
teeth of the old legends, the old legends, the old legends, the old legends, the old legends,
actual course of the gab, the old legends, the old legends, the old legends, the old legends,
These are their characteristics. What do you take
If we press that fellow's profession to be? He has brought a whole bundle
Of personal ties with him, the chequered, meteoric flame, becomes
twin lights, the old legends, the old legends, the old legends, the old legends, the old legends,
and two bodily, the old legends, the old legends, the old legends, the old legends, the old legends,
Is all by turns. Tell him to fly, he's airborne.
When sleep the inventor and win, the old legends, the old legends, the old legends, the old legends, the old legends,
the whole body, the old legends, the old legends, the old legends, the old legends, the old legends,
wake and moving, the old legends, the old legends, the old legends, the old legends, the old legends,
gazing on the scene, the old legends, the old legends, the old legends, the old legends, the old legends,
traverse sky, the old legends, the old legends, the old legends, the old legends, the old legends,
the solemn high, the old legends, the old legends, the old legends, the old legends, the old legends,
a word uttered, the old legends, the old legends, the old legends, the old legends, the old legends,
On these Roman hills, and was nourished on Sabine olives! -
We have many things, the old legends, the old legends, the old legends, the old legends, the old legends,
bent on the old legends, the old legends, the old legends, the old legends, the old legends,
illusion is of the old legends, the old legends, the old legends, the old legends, the old legends,
things not to the old legends, the old legends, the old legends, the old legends, the old legends,
harder than to the old legends, the old legends, the old legends, the old legends, the old legends,
promptly imp, the old legends, the old legends, the old legends, the old legends, the old legends,
Some shrill and scannel voice that sounds like a hen
When the cock gets at her. We can make the same compliments,
but
It's they who convince. On the stage they remain supreme
In female parts, courtesan, matron or slave-girl,
With no concealing cloak; you'd swear it was a genuine
Woman you saw, and not a masked performer.
Look there, beneath that belly: no bulge, all smooth, a neat
Nothingness - even a hint of the Great Divide. Yet back home
These queens and dames pass unnoticed. Greece is a nation
Of actors. Laugh, and they split their sides. At the sight
Of a friend's tears, they weep too - though quite unmoved.
If you ask for a fire in winter, the Greek puts on his cloak;
If you say "I'm hot", he starts sweating. So you see

War blamed for pay rise delays

At a closed meeting in Randburg yesterday, the Minister of National Education told teachers the Angolan war and internal and external insurrection had delayed their new salary increases.

According to a teacher who attended the meeting, which is believed to have been organised by the Transvaal Teachers' Association, Dr Koornhof said the Government had had to find about R500-million to defend South Africa.

He congratulated us for being such good boys and girls by keeping controversial issues out of the Press, but said the new salary structures could not be implemented in the present economic climate, said the teacher.

MERIT FACTOR

But he did say the new pay structures would liberally recognise qualifications, make merit a factor for salary progression, streamline the post structure and allow for bigger increments on all levels.

He also said about R9-million would be spent on "eliminating red tape."

When asked about equal pay for both sexes, he said that in order to increase the number of men teachers, salary differentiation would have to stay.

But the new salary structure would include equal pay, working from

the top down... which could take years, said the teacher.

The teacher reports that several principals spoke out against the quota system being introduced in schools for staff members, saying men in effect now had "sheltered employment" in teaching.

Dr Koornhof said the practical matric was definitely here to stay, although some mistakes may have been made in its implementation.

The teacher reports that those who attended the meeting were mostly English and left saying "we'll probably hear the same excuses next year."

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1976

JOS GERSON

AND

e Balance of Payments.

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PROCLAMATIONS

by the State President of the Republic of
South Africa

No. R. 349, 1977

AMENDMENT OF THE SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES ACT, 1976

Under and by virtue of the powers vested in me by section 26 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), I hereby amend Schedule 1 to the said Act by deleting the name of the following teachers' association:

Transvaal High School Teachers' Association.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-first day of November, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

P. G. J. KOORNHOF.

PROKLAMASIES

van die Staatspresident van die Republiek van
Suid-Afrika

No. R. 349, 1977

WYSIGING VAN DIE WET OP DIE SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES, 1976

Kragtens die bevoegdheid my verleen by artikel 26 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), wysig ek hierby Bylae 1 van genoemde Wet deur die naam van die onderstaande onderwysersvereniging te skrap:

Vereniging van Onderwysers(esse) aan Transvaalse Middele Skole.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Een-en-twintigste dag van November Eenduisend Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

P. G. J. KOORNHOF.

RDM 9/12/77
320

Teachers 'still in doldrums'

Staff Reporter

THE 5% all round pay rise for teachers will not lift the profession out of the doldrums, said Mr Julius Katzke, vice-chairman of the Transvaalse Onderwysersvereniging.

But every little bit helped, added Mr Katzke, a member of the Federal Council of Teachers.

"What we want to see implemented, is a new salary structure," he said.

Other teachers' spokesmen said they had asked for a revised salary structure linked to a revised staffing structure.

Unless the two were introduced hand in hand, they added, the desperate shortage of teachers would not be relieved.

"A 5% increase is an insult," said Mrs Doreen Maree, president of the Transvaal Teachers Association. "It's definitely not acceptable."

"The telegram we sent to the Minister of National Education on November 28 demanded a 25% increase."

"A 5% increase means

R20 a month to many young teachers.

"What difference does that make to a man with a wife and kids to support?"

Another teacher said: "The 5% increase is a thumb in the dyke."

"It just keeps our heads above water, but doesn't improve our position."

"Furthermore it will push some teachers into a higher tax bracket."

Yesterday the Federal Council of Teachers' Associations in South Africa and South West Africa welcomed the announcement of a new salary structure for teachers, reports Sapa.

The announcement by the Minister of National Education said the Government had approved that the structure, which would comply with the teaching professor's minimum requirements, would go into effect on January 1.

The Council chairman, Mr J Terblanche, said: "It's an exceptional gesture of goodwill and clear recognition of the key role education has to fulfil."

Teachers want to see 'code of conduct'

About 30 000 white teachers must join a "Teachers' Council" if they want permanent employment in Government schools.

out for a multi-racial council it would not have come in the foreseeable future under the present Government.

The teachers' objections to not seeing the code before signing were valid, he added.

A Johannesburg teacher objected to the membership fees demanded and questioned what would be done with the more than R500 000 which would be provided if most of the country's 50 000 teachers registered.

The South African Teachers' Council is a statutory organisation in terms of a law enacted last year.

Broadly, its aims are said to be to enhance the status of teachers, to keep a register of professionally qualified teachers and to produce and enforce a code of ethics.

However, although the higher echelons of the teaching profession appear to welcome the council, some teachers are unhappy that they have not yet seen the code of conduct.

"Several of us are faced with the dilemma of whether to join or not," said one Natal teacher. "In effect, we are being forced to join a racially exclusive body before we know what it stands for."

The registrar of the council, Mr J L Lemmer, said if a teacher was not registered with the council, state or state-subsidised schools would not be allowed to take that teacher into permanent employment. Teachers at private schools can register voluntarily — and are doing so, according to Mr Lemmer.

Mr Lemmer said the code of ethics was "in the pipeline" but was being held up by certain legal aspects and translation.

Membership of the council cost R12 a year with a R1 registration fee for voluntary registration.

The only similar teachers' body exists in Scotland.

WHITES ONLY

Teachers are also unhappy about the "white-only" status of the council.

"Every other profession has multi-racial councils — doctors, lawyers, social workers," said one teacher.

Mr George Dale, an executive member of the council and a former principal of the Maritzburg Training College, said if the teachers had stuck

School teachers

322

87. Mr. P. A. PYPER asked the Minister of National Education:

(a) How many (i) female and (ii) male school teachers qualified at South African universities for Whites in the Republic during 1976 and (b) how many of the graduates in each case qualified with one or more of the subjects mathematics, physics and chemistry as major subjects.

The MINISTER OF NATIONAL EDUCATION:

- (a) (i) 1 998
- (ii) 919; and
- (b) not available.

Pollution of the sea by oil

131. Mr. T. ARONSON asked the Minister of Transport:

- (1) (a) Where and (b) when did pollution of the sea by oil occur during 1977;
- (2) what steps were taken to combat the pollution.

The MINISTER OF TRANSPORT:

- (1) (a) and (b) Owing to the volume of administrative work involved, I am not prepared to furnish the required information for each incident individually.
- (2) Kuswag spraying vessels were directed to the positions where the oil was found and the pollution was dispersed by spraying dispersants.

Resistance to white council

Star 9/2/78

322

Many Transvaal educationists are planning private meetings to formulate their opposition to the whites-only South African Teachers' Council — a body they are being forced to join.

They are unconvinced by assurances from Pretoria that the R12 registration fee has been deducted from teachers' salaries only after registration.

There have been deductions before the teachers had registered.

A legality teachers are questioning is the fact that they may be forced to join the council before they had read the code of conduct.

Legislation concerning the teachers' council went through Parliament last year and has been promulgated with the exception of clause 20 (1) which has to do with compulsory registration.

The clause reads that teachers who have not registered will not be appointed to permanent posts.

However, teachers who consider this a loophole that might exempt them for registration will find that the opening is not so last much longer.

ANY DAY

A spokesman in Pretoria said the clause is to be passed "any day now" and then teachers will be forced to belong to the council.

Meanwhile, in Johannesburg, protest meetings are being planned by lecturers and teachers.

The "whites-only" stipulation is being questioned seriously, as well as the question of fees and what the council intend doing with the R500 000 they will collect if all teachers are registered.

Representation on the board of the SATC is also being questioned.

Educationists in Johannesburg are concerned because the English-speaking teachers are represented by seven members against 17 Afrikaans-speaking members.

Hand 3 a cols 157-8, 17/2/78

Constitution of South African Teachers' Council

*9. Mr. J. F. MARAIS asked the Minister of National Education:

322

Vraelys

Whether the South African Teachers' Council for Whites has been constituted in terms of section 4 of Act No. 116 of 1976; if so, who are the persons (a) elected to the

Normmer

Landdro.

Council and (b) appointed by (i) each Administrator and (ii) the Minister.

Grootte

The MINISTER OF NATIONAL EDUCATION (Reply laid upon Table with leave of House):

Soort b

Yes;

wat a

(a) Messrs. J. D. V. Terblanche, J. F. Steyn and J. J. Katze and Profs. H. O. Marce and P. van Zyl—Transvaalse Onderwysersvereniging,

Aantal :

Dr. I. Steyl and Mr. C. D. Theron—South African Association for Technical and Vocational Education, Mr. E. C. Bester—Natale Onderwysersunie,

Aantal :

Mr. G. A. H. Dale and Dr. B. A. Dobie—Natal Teachers' Society,

Aantal t

Profs. A. J. C. Jooste and N. T. van Loggerenberg—Orange Free State Teachers' Association,

Aantal :

Messrs. J. L. Stonier and N. M. Paterson—South African Teachers' Association,

Messrs. H. C. Botha and M. J. Olivier—Suid-Afrikaanse Onderwysersunie,

Afstand

Dr. J. C. Carstens—Saamwérkskolevereniging,

Mr. I. G. du Preez—Suidwes-Afrikaanse Onderwysersunie,

Messrs. E. M. Armstrong and F. H. Salmon—Transvaal Teachers' Association,

Mr. D. van der Spuy—Association of White Teachers in Bantu Education.

- (b) (i) Prof. G. J. du Toit—Transvaal, Mr. A. H. Gous—Cape, Mr. J. A. Meiring—Orange Free State, Mr. A. N. Montgomery—Natal, Mr. S. T. Potgieter—South West Africa.

(ii) Mr. M. L. Visagie.

sentasie van plaasinkomste
egeskrywe moet word}:

vleis

vroue

"

Journal 3 Oct 1978, 17/2/78

X Registration of teachers

(322)

*11. Mr. J. F. MARAIS asked the Minister of National Education:

How many persons were as at 31 January 1978 registered as teachers in terms of section 15 of the South African Teachers' Council for Whites Act.

†The MINISTER OF NATIONAL EDUCATION:

9 204; for the information of the hon. member I mention that a further ±24 600 applications for registration were received by the Council on that date and these applications are at present under consideration.

oontlik, persentasie van plaasinkomste
wat aan elke suikerbedrywigheid toegeskrywe moet word):

Aantal skape

wol

vleis

Aantal permanente werkers : mans vroue

Aantal toevallige werkers : " "

Aantal kontrakarbeiders :

Afstand van naaste dorp (kilometers)

Standard 3 Q cols 158-159, 17/2/78

Code of conduct for teachers X

*10. Mr. J. F. MARAIS asked the Minister of National Education:

- (1) Whether the South African Teachers' Council for Whites has drawn up a

professional code of conduct for teachers; if so,

- (2) whether the provisions of the code will be published; if so, when.

The MINISTER OF NATIONAL EDUCATION:

- (1) Yes;

- (2) yes; since the code has not yet been finalized it is not possible to give a date.

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Teachers back planned code of conduct

Pretoria Bureau

Most of the country's 46 000 white teachers have shown an "overwhelming" response to the new South African Teachers' Council for Whites, Mr J D V Terblanche, chairman of the council said yesterday.

Speaking in Pretoria at the council's first Press conference, he said registration applications were literally streaming in and he was confident that all practising white teachers would register with the body.

"If you look back at what has been accomplished in the last few years, then we can safely assume we will see a stage where all practising teachers will be registered."

Mr Terblanche, rector of the Pretoria Teachers' Training College, reported that almost 40 000 applications for registration had been received at the council's offices. About 9 000 had been processed already.

PROTECTION

Outlining the goals of the SATC, Mr Terblanche said it aimed at protecting the teacher's professional interest and at providing a guarantee to the community of the educational service.

He indicated that the establishment of a professional code of conduct was in its final stages. It would probably be published at the end of April.

Mr Terblanche stressed the code would not demand more of the teachers than already required by the laws and ordinances governing education. Conduct of teachers would be controlled by a disciplinary committee which could, if necessary, strike a teacher off the register.

He said parents could forward written complaints to the council, and they would be dealt with.

STAR 25/2/78
322

Teachers' new pay packet in March?

Pretoria Bureau

Transvaal teachers are almost sure to receive their new salaries at the end of March.

Salaries revised in terms of the new structure would be paid retrospectively from January 1 to the province's 23 000 teachers, the Director of Education, Professor J H Jooste, announced yesterday.

"This involves an improvement in salary of at least 5,5 percent over and above the 10 percent pensionable allowance which was granted with effect from January 1, 1976, he said.

The new salaries would be received at the end of March . . . "if everything goes according to plan," Professor Jooste said.

He also revealed that a new system aimed at giving teachers recognition for meritorious work had been created.

"Discussions to determine the procedure for the evaluation of members of staff will be continued next week."

The new salary structure meant that teachers would reach the top of their scales sooner, and well-qualified teaching staff would receive greater financial benefits.

Staff attached to special schools would enjoy the same benefits, Professor Jooste said.

The salaries for staff at colleges of education would be announced soon, he said.

Sapa reports from Durban:

Mr J N Reddy, executive chairman of the South African Indian Council yesterday announced a new salary structure for South Africa's 7 000 Indian teachers.

The new structure, which takes effect retrospective from January 1, was approved by the executive committee of the SAIC at its "closed door" meeting there yesterday.

Step 11/3/56 932

Teachers link-up

Private school teachers have decided to join the controversial South African Teachers' Council for whites, after a discussion between the council and the Conference of Headmasters and Headmistresses.

This was announced today in a joint statement by the chairman of the teachers' council, Mr J D V Terblanche, and the

chairman of the conference, Mr R G Slater.

According to the statement the discussions leading to the decision took place in a "good spirit of co-operation."

"Both delegations agreed that it was desirable for all practising teachers to register with the professional teacher's council as soon as possible," the statement said.

Teacher pay gap narrows

Mercury Correspondent

PRETORIA — The salary gap between White, Indian and Coloured teachers has been narrowed, but is still substantial, according to a S.A. Indian Council source.

He said one major advance in the new structure for Indian teachers (and Coloured teachers fall into the same category) was that there was now to be one key scale for White, Coloured and Indian teachers.

Under the existing system there are two key scales.

The Indian Council spokesman said particularly at the higher paid level there had been a significant advance.

Under existing scales Indian teachers' salaries at this level are between 75 and 80 percent of White salaries.

"We are reasonably satisfied with the new pay pattern, but will continue to exert maximum pressure for complete parity with Whites," the spokesman said.

26/3/78 Natal Sunday Tribune

NATAL TEACHERS SAY "IT'S DISCRIMINATION"

'They
get
top
jobs
because
of their
background'

DOBIE: Religion counts

HOSKIN: Not true

By MARIAN SHINN

ENGLISH-SPEAKING teachers in Natal claim the Education Department is practising discrimination in favour of Afrikaans-speaking members of the Dutch Reformed Church.

They claim appointments to positions of authority are influenced by language, religion and private activities — and that jukskel players are also favoured.

When deciding a teacher's appointment the department took into account whether they were English or Afrikaans orientated.

The issue has been raised in Mentor — the Natal Teachers' Society Journal — in leading articles by the society's president and a prospective vice-president, but the department says this is not the case.

The society declined to discuss the matter with the Sunday Tribune this week because the issue was under discussion with the

hint that teachers whose ambitions were stumped by inspectors deciding they were from the wrong language group should leave the profession for higher paid jobs.

Dr Dobie, in his article, wrote: "It seems that besides language spoken, the candidate's religious affiliation and willingness to participate fully in the cultural and religious affairs of the community are matters considered important by some parents' advisory committees."

"But we are totally opposed to other aspects of a teacher's private life being taken into account. The Director of Education has been advised of our views in this regard and he has previously noted that promotions should be controlled by professional

Natal Education Department.

The Director of Education, Dr Gerald Hosking, denied the department was involved in discussions along these lines or was looking into the question.

"It's not true. They write an article in Mentor — which is their own affair and really it's something that I am not looking into at all," Dr Hosking said there was no problem with teacher orientation.

In appointing teachers, he said, there were certain factors that had to be taken into account and had always been taken into account "and that is whether a teacher is capable for the post for which he applies."

The November article on orientation was written by the NTS president, Dr Bruce Dobie, and the second was written by Mr Roger Burrows, who is standing for election as a vice-president of the society.

In November teachers were invited to comment on teacher orientation for publication in February.

The report did not appear.

Instead, Mr Burrows wrote a light example of how orientation was applied and ended it with the

educationists."

Row

Mr Burrows said under the policy of orientation the teacher has to label himself, but in some cases an inspector advises him. "Is this a professional way in which to obtain candidates for promotion?" Mother tongue was the deciding factor in labelling teachers.

The English teachers' fear was prompted by the controversy over senior appointments within the department in December 1976.

Dr Hosking was almost passed over for the director's post by Afrikaans-speaking Mr Gabriel Krog, although Dr Hosking had better qualifications. He was eventually given the post because of the controversy.

Mr Krog is Director of Indian Education.

Two highly respected and fully bi-lingual inspectors with English names were passed over for the post of deputy director, which went to Afrikaans-speaking Mr Willie van Rooyen, an Afrikaner with less seniority than either.

HANSEN 8 - 31 March 1978
Question 15 Col. 477.

to catch the eggs. Mr Bekker of Marble Hall came up with the idea of using a concrete tank and putting down cypress branches on the bottom. We tried us the fish died. This was possibly due to lack

Oxygenation

You notice from each dam you get a diff it for the Sp do this with one of these

Draining

EDA: Do you Somet of tin pity with a

Growing season

We can keep o don't actually feed rate is about 0,5% ju feeding our f

Ducks

To begin with would help to of reasons, the We never really about 16 dams, ducks, all at d food. I want to get geese now because they graze the grass.

Mealies as feed

We feed this fish on mealies.

EDA: Don't you get very fatty fish if you use mealies?

Well this is what the people like. Local Africans can't afford

477 FRIDAY 31.

Identity documents incorporating driver's licences

*14. Mr. P. A. MYBURGH asked the Minister of the Interior:

What is the latest date by which applications for identity documents incorporating driver's licences must be lodged.

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

The fixing of this date is a matter that rests with the respective provincial authorities.

Equal salaries for female/male teachers

*15. Mr. J. F. MARAIS asked the Minister of the Interior:

- (1) What progress has been made in raising salary scales for female teachers to those applicable to male teachers;
- (2) what is the estimated cost of paying equal salaries to female and male teachers for the first financial year in which such payments are made.

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

- (1) In the past the ratio between the salary scales for female and male teachers varied from post to post and from population group to population group. The said ratio was however rationalized in the revised structure for teachers which became effective on 1 January 1978 and the same pattern in this connection now apply to all population groups. A basis was thus created in terms of which narrowing of the gap between the salaries of female and male teachers or equalization can be effected should this be decided in future. From the rank of Inspector female and male personnel are now paid equal salaries.

- (2) According to available information the estimated additional cost for the first financial year is R70,1 million.

um pipes off them, running could be a problem in that if spread throughout. We've done event this oxygen problem. We er - each time it comes out of rock.

airs. If you have spent a lot our water just right it's a s best to get the fish out

ight through the year. We winter. The recommended r we cut it right down to pped using pellets for an economical price

he idea that the ducks successful for a number problem was civet cats. ucks to keep. We had e tried to keep about 900

well, they just about cleared the water of

322

Teachers are confused over pay

31/3/28 St
322

Transvaal teachers have finally received their back pay reflecting the 1978 salary increases—but they still do not know the percentage rise of these increases.

One high school teacher

said her colleagues were "absolutely confused" by the salary cheques they had received.

"There have been increases, but we have no idea how they were made up because we still do not

know our new basic scales."

She said a colleague who had been about R30 behind her in salary had jumped to R20 ahead. There seemed to be no explanation for the change.

A primary school principal said no heads had received salary advice slips so it was not easy to work out what teachers were getting, or what their scale was.

He said principals had been told they would receive the salary advice slips within the next two weeks.

He attributed possible errors in the cheques to the human factor and said the Education Department had been working under great pressure to put out both salary cheques and income tax forms.

A Transvaal Education Department spokesman refused to comment on stories published in Afrikaans newspapers that there were many faults in the salary cheques.

He said the Director of Education had ordered that salaries were not to be discussed with the Press.

Teachers flowing back - Van Niekerk

By GERALD REILLY

Pretoria Bureau
MEN and women teachers were flowing back into the profession, the Transvaal Administrator, Mr Sybrand van Niekerk, said when he opened the budget session of the Provincial Council in Pretoria yesterday.

During the past year there had been fewer resignations and retirements, than in previous years.

During 1977, 1 818 teachers or 8% resigned from the department's service, compared with 12.1% and 10.5% respectively in 1975 and 1976. The supply of candidates for chemistry, physics and the technical subjects was causing concern, however, he said.

Concern was also felt because the administration could not keep provincial inspectors. Higher salaries offered by local authorities and the private sector was the main reason.

Computer terminals for motor registration and licensing had been installed at all of the 89 registering authorities and connected to the central computer, but technical problems were still being encountered.

The system would come into full operation on September 1.

A computerised stock control system for hospitals had also been completed. A number of posts at head office would become redundant.

The amendment to provide that learner drivers' licences should be issued to 17-year-olds would be submitted next May.

The slump in the building industry had resulted in sharp competition for provincial contracts. This had benefited the administration.

In the past few years, completion of services was delayed because of bankruptcies among building contractors.

There was a big shortage of doctors at Baragwanath Hospital, estimated at about 31%.

The situation was better at Johannesburg General Hospital, but the shortage of nurses, particularly senior sisters and nursing assistants was considerable.

Student nurse posts were 85% filled.

Hospital fees had been raised during the year, and it was expected that R18-million would be collected in fees. Actual expenditure would be about R180-million.

He stressed the financial plight of local authorities. Costs of services and commodities supplied by them had progressively increased. Many were compelled to raise tariffs.

Teachers' pay increase error

12/5/78
Mercury Reporter

322

PIETERMARITZBURG — Several hundred teachers throughout the country may have to pay back a portion of their recent salary increases as they have been overpaid.

Anomalies have arisen in the new uniform salary structure introduced in March and back-dated to

January 1.

The Natal Education Department has informed the teachers, mostly seniors, that they have been overpaid for the first four months of this year.

It is anticipated that deductions will be made from their salaries over a six-month period.

The Deputy-Director of Education, Mr. S. Levingson, said last night that when the new salary structure was applied certain anomalies arose.

The adjustments to the salary structures were made by the Education Department in the terms issued by the Public Service Commission.

SA officials accused of US 'meddling'

NEW YORK. — The United States State Department is investigating charges that South African officials are attempting to undermine Senator Dick Clark's re-election campaign.

A top SA embassy official was summoned to a senior level meeting and instructed to convey the complaint to his government. Since the SA ambassador, Mr Donald Sole, was out of town, it was his recently appointed deputy, Mr William Retief, who was called in by Under-Secretary of State, Mr David Newsom.

A State Department official said Mr Newsom had "made clear his concern" that if reports in the Iowa press were accurate, "we could consider" this to be an unwarranted intervention into a domestic American political matter". The warning was delivered at such a senior level to underscore the seriousness of the allegations, the official said.

Iowa Senator Clark is a sharp critic of the South African Government and is chairman of the Senate's Africa sub-committee. He faces an election in November.

Embassy economics

Centre of the incident is the Washington embassy economics counsellor, Mr Jan van Rooyen, who visited Iowa recently at the invitation of local senator, Stephen Bisenius, one of three Republican challengers eyeing Senator Clark's seat.

The visit was said to be intended "to enhance trade" between South Africa and the Mid-West.

On May 4, the Cedar Rapids Gazette reported that Mr Van Rooyen was "asking Republicans why their senator finds South Africa such a fine platform rather than dealing with the real problems this state might have".

Mr Van Rooyen insists he did not criticize Senator Clark at his meeting with Iowa trade officials.

Senator Clark reiterated his position that he does not advocate an "extreme" trade pull-out from South Africa, as Mr Van Rooyen had apparently suggested. He favoured "discouraging any new investment", while encouraging US business in the Republic to be "more responsive to the situation blacks in South Africa face".

STAR 24/5/33 (322)

Married women teachers told: jobs are safe

The director of the Transvaal Education Department, Professor J H Jooste, has assured permanently appointed married women teachers that they will keep their jobs.

Urgent talks were held between Professor Jooste and the chairman of the Transvaalse Onderwysers-vereniging, Mr J D V Terblanche, on the status of married women teachers.

A draft amendment to the Education Ordinance published recently has been shelved and the Transvaal Education Department will seek national co-ordination on the issue.

The proposed amendment gave the Director

powers to cause married women to resign from teaching posts in certain circumstances. The issue caused uncertainty among teachers.

Professor Jooste assured Mr Terblanche, however, that married women teachers would retain their jobs. At no time had their posts been threatened, he said.

At a meeting of its standing committee the Transvaalse Onderwysers-vereniging noted that an inter-departmental committee had been formed by the heads of education departments and that the organised teaching profession was strongly represented.

All parties in council attack discrimination

PAY PLEA FOR WOMEN TEACHERS

Weekend Argus: Provincial Correspondent

A QUARTER of all Cape teachers were married women and they were being discriminated against in being paid less, given only temporary posts and being deprived of fringe benefits, the Cape Provincial Council was told yesterday.

pay in the education department.

The leader of the New Republic Party in the Cape, Mr. Fritz Botha, said he hoped the council would be able to make the last time calls would be made for equal treatment of married women teachers because action was long overdue.

DEBILITATE

In reply, Mr. F. A. Loots, MEC in charge of education, said this was a 'belated matter' and that on which decisions could already be taken lightly. There had already been some improvements in conditions for married women teachers.

He added that Dr. P. G. J. Koonhof, Minister of National Education, has recently initiated a new investigation into the matter.

Mr. Ken Andrew, speaking for the official Opposition in the Council, joined with members of all other political parties in calling for equal treatment for women teachers in the Cape.

The first to appeal for equal rights for women in education was the Nationalist member for Namagoland, Mrs. J. G. Louw. Why cannot the women get equal salary for equal qualifications and experience? he asked.

7 769 WOMEN

Mr. Andrew said that of the Cape's 13 104 teachers last year, 7 769 were women, and of these women, 49 percent were employed in a temporary capacity because they were married.

The only woman in the Provincial Council, Mrs. Sheila Linton, South African Party member for Walmer, said: 'A woman does a job equal to a man. She also called for equal conditions of service'.

4/6/78

322

* RAPPORT, 4 Junie 1978

Al meer moet ekstra werk doen vir die pot

322

GELEERDE PLATSAKKE!

AL hoe meer hoogleraars en lektore doen ekstra werk om hul salarisse aan te vul en daardeur word navorsingswerk aan universiteite benadeel, sê prof. Joubert Botha, hoof van die departement ekonomie aan die Universiteit van die Witwatersrand.

Deur
Thinus
Prinsloo

Met die byverdiens kan lektore tot R5 000 per jaar ekstra verdien. Dit hang net af van hul kontakte en watter kontrakwerk hulle van firmas kry.

„Ekonomie, ingenieurs, medici, regsgeleerdes — hulle doen dit almal om die pot aan die kook te hou. Ek het dit ook al gedoen. Dit gebeur ten koste van basiese navorsing,” sê prof. Botha.

Universiteits - personeel begin oral rondkyk vir ekstra werk omdat hul salarisse net nie tred gehou het met die stygende lewensduurte nie. Ander word na oorsese universiteite gelok deur beter salarisse.

In werklikheid is professore vandag R355 per maand in reële terme, slegter daaraan toe as wat hulle in 1970 was.

Prof. Botha sê die top-salaris wat deesdae aan 'n professor met twee kinders betaal word, is R1 077 ná belasting afgetrek is. Die reële waarde hiervan in vergelyking met

1970 is R517. In 1970 was die reële salaris R693.

'n Professor moet R1 471 per maand uitkry ná belasting afgetrek is om dieselfde daaraan toe te wees as wat hy in 1970 was. Om dit reg te kry, moet sy bruto maandelikse salaris R2 349 per maand wees of R28 188 per jaar. Tans is die bruto salaris maar R15 939.

Prof. Botha sê die krimpende waarde van die rand en die groot gesloer om 'n behoorlike salarisaanpassing vir akademiëci te gee, maak dat al meer bekwame manne

deur salarisse na die buitenland gelok word.

Dit word vir die universiteite al moeiliker om met die private sektor mee te ding. „Binne twee of drie jaar haal studente wat ons opgelei het, ons in. Dis belaglik.”

Prof. Botha sê die kring om Suid-Afrika word al nouer en dis ons breinskrag wat gaan bepaal of ons die mas gaan opkom. Tegnologie sal in 'n groter mate ontwikkel moet word en dit kan net van die universiteite kom.

* Volgens syfers wat deur nog 'n lektor in ekonomie

aan die Universiteit van die Witwatersrand, mnr. H. Zarenda, opgestel is, gaan dit met universiteitspersoneel nog goed in vergelyking met werkers in sekere ander bedrywe.

Volgens hom was die gemiddelde salarisverhoging van blanke staatsdiensamptenare van 1970 tot 1977 slegs 71,6 persent teenoor die 105,2 persent vir universiteitspersoneel. Die syfer vir blanke werkers in die vervoerbedryf is 80 persent.



PROF. BOTHA

Teachers to be limited

PORT ELIZABETH — The number of students to be admitted for teachers' training would be limited and carefully selected in future, the Administrator of the Cape, Dr Munnik, said here yesterday.

There was a danger too many teachers might be trained unless the authorities became more selective, he said while opening the new building complex of the Port Elizabeth Training College.

It had become necessary, he said, for the Department of Education to make a scientific study and specify the exact requirements regarding the number of primary school teachers and secondary school teachers needed for each subject. A limit on their numbers had become necessary.

There had been a substantial increase in the number of students wishing to take up the teaching profession and

the new salary structure which came into effect this year would probably bring about a further increase in aspirant teachers.

Dr Munnik said there was a danger that if too many teachers were trained, they would find themselves without teaching posts. — S.A.P.A.

Teacher forms posted

Pretoria Bureau

MORE than 50 000 documents of provisional registration have been posted by the South African Teachers Council to white teachers, who had applied for professional registration.

The council said the documents reflected all the information included in application forms.

Teachers now had an opportunity to check whether their own particulars in the register were correct before the council issued final registration forms.

The certificates were posted after months of hard work. Particulars of all applicants were computerised.

In order to complete the task temporary staff were employed.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. 1958

29 September 1978

SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES.—PROFESIONELE GEDRAGSKODE

Die Suid-Afrikaanse Onderwysersraad vir Blankes het kragtens artikel 15 (1) (d) van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), en in ooreenstemming met die Komitee van Onderwys-hoofde, ingestel by artikel 6 van die Wet op die Nasionale Onderwysbeleid, 1967 (Wet 39 van 1967), 'n professionele gedragskode vir onderwysers, in die Bylae hiervan uiteen-gesit, opgestel.

BYLAE

PROFESIONELE GEDRAGSKODE VIR ONDERWYSERS

WOORDOMSKRYWING

1. Tensy uit die samehang anders blyk, het enige woord of uitdrukking waaraan 'n betekenis by artikel 1 van die Wet geheg is, in hierdie kode dieselfde betekenis, en beteken—

“kode” die professionele gedragskode omskryf in artikel 1 van die Wet;
“onderwyser” 'n geregistreerde onderwyser of persoon, en ook 'n voorwaardelik geregistreerde persoon; en
“Wet” die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976.

AANHEF

2. Die onderwysers—

wie se name in die register van die Suid-Afrikaanse Onderwysersraad vir Blankes ingeskryf is, is bewus van die hoë roeping van hul profesie om die toekomstige burgers van hul land op te voed;

glo dat die ideale en strewende, die opleiding en optrede van die lede van die onderwysprofesie die gehalte van die opvoeding in hierdie land bepaal; en

belowe derhalwe plegtig om as onderwysers die wette van die land te eerbiedig en te gehoorsaam en op te tree in ooreenstemming met die verhewe ideale van hul profesie soos in hierdie kode vervat.

DEPARTMENT OF NATIONAL EDUCATION

No. 1958 6.6.6/65

(322)

29 September 1978

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES.—PROFESSIONAL CODE OF CONDUCT

The South African Teachers' Council for Whites has, in terms of section 15 (1) (d) of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), and in consultation with the Committee of Heads of Education established by section 6 of the National Education Policy Act, 1967 (Act 39 of 1967), drawn up a professional code of conduct for teachers, as set out in the Annexure hereto.

ANNEXURE

PROFESSIONAL CODE OF CONDUCT FOR TEACHERS

DEFINITIONS

1. In this code, unless the context otherwise indicates, any word or expression to which a meaning has been assigned by section 1 of the Act shall have the same meaning and—

“Act” means the South African Teachers' Council for Whites Act, 1976;

“code” means the professional code of conduct defined in section 1 of the Act; and

“teacher” means a registered teacher or person, and also a provisionally registered person.

PREAMBLE

2. The teachers—

whose names are entered in the register of the South African Teachers' Council for Whites, are conscious of the high calling of their profession to educate the future citizens of their country;

believe that the ideals, aspirations, training and conduct of members of the teaching profession determine the quality of education in this country; and

therefore pledge themselves as teachers to honour and obey the laws of the country and to conduct themselves in accordance with the high ideals of their profession as expressed in this code.

CREDO

Die onderwyser en die leerling

3. Die onderwyser—

3.1 oefen sy roeping uit in die erkenning van die beginsel dat die opvoeding in hierdie land gegrondves is op die Bybel. In die toepassing van die beleid met betrekking tot die Christelike karakter van die onderwys eerbiedig hy egter ook te alle tye die geloofsoortuigings van die ouers en leerlinge wat godsdiensonderrig en godsdiensige plegtighede betref;

3.2 aanvaar dat die onderwys 'n breë nasionale karakter het wat beslag moet kry deur die doelbewuste uitbouing van elke leerling se kennis van die vaderland, sy taal- en kultuurefenis, sy geskiedenis, tradisies en nasionale simbole;

3.3 aanvaar dat karakteropvoeding deel van die opvoedingstaak is en stel met woord en daad die voorbeeld vir die bevordering van die hoogste sedelike standaarde;

3.4 onderneem as sy professionele verantwoordelikheid om elke leerling onder sy sorg tot kennis, bedrewenheid en die ontwikkeling van al sy vermoëns te lei, sodat hy 'n selfstandige en verantwoordelike burger van 'n demokratiese land kan word;

3.5 erken die individualiteit van elke leerling, eerbiedig sy persoonlikheid, skep 'n heilsame opvoedings- en onderwysmilieu, oefen gesag met liefde uit en weerhou hom van kwetsende optrede; en

3.6 eerbiedig die reg van elke leerling dat vertrouelike inligting aangaande homself te alle tye weerhou sal word, behalwe wanneer dit deur gemagtigde instansies of by wet vereis word.

Die onderwyser en die ouers

4. Die onderwyser—

4.1 streef na hartlike samewerking met die ouers van die leerlinge wat onder sy sorg is; en

4.2 doen alles moontlik om die ouerlike gesag te handhaaf, om die vertroue van die leerling in sy ouerhuis te bevorder en om die ouers voldoende op die hoogte te hou met betrekking tot die vordering van hul kind.

Die onderwyser en die gemeenskap

5. Die onderwyser—

5.1 aanvaar die beginsel dat die skool in diens van die gemeenskap staan en respekteer die gebruike en kodes van die gemeenskap in soverre dit opvoedkundig verantwoordbaar is;

5.2 aanvaar sy verantwoordelikhede as lid van sy professie wat leiding aan die gemeenskap moet gee in verband met gesondheidsvorming en die bevordering van die opvoeding, asook sy persoonlike betrokkenheid by plaaslike en burgerlike aangeleenthede; en

5.3 erken dat die onderwysprofessie 'n openbare vertrouensposisie beklee waarby nie alleen die persoonlike gedrag van die individuele onderwyser betrek is nie, maar ook die wisselwerkingsverband tussen skool en gemeenskap, en dat sy handelinge en gedrag daarom sodanig moet wees dat dit die agting van die gemeenskap afdwing en die beeld van die professie versterk.

Die onderwyser en sy werkgewers

6. Die onderwyser—

6.1 is lojaal teenoor sy werkgewers deur hulle na sy beste vermoë te dien en al hul wettige opdragte en regulasies te gehoorsaam, en deur professionele aangeleenthede slegs langs die regte kanale te hanteer; en

6.2 weerhou hom daarvan om amptelike en vertroue-like sake met ongemagtigde persone te bespreek.

CREDO

The teacher and the pupil

3. A teacher—

3.1 practices his calling in an awareness that education in this country is founded on the Bible. He shall nevertheless in the implementation of the policy in regard to the Christian character of education at all times respect the convictions of both parents and pupils in regard to religious education and religious ceremonies;

3.2 accepts that education has a broad national character that must be cultivated through the conscious expansion of every pupil's knowledge of the country, its language and cultural heritage, history, traditions and national symbols;

3.3 accepts character development as part of the task of education and promotes the highest moral standards by word and example;

3.4 undertakes as his professional responsibility the guidance of each pupil in his care in the pursuit of knowledge and skills and in the development of his full potential so that he may become a responsible and self-supporting citizen of a democratic state;

3.5 recognises the individuality of every pupil, respects his personality, fosters a healthy environment for education and learning, exercises authority with compassion and refrains from words or actions which are destructive or negative; and

3.6 respects the right of every pupil to have confidential information about himself withheld at all times except when required by authorised agencies or by law.

The teacher and the parents

4. A teacher—

4.1 endeavours to maintain friendly co-operation with the parents of pupils in his care; and

4.2 does everything possible to uphold parental authority, to promote the pupil's confidence in his own home, and to keep parents adequately informed about the progress of their child.

The teacher and the community

5. A teacher—

5.1 accepts the principle that the school serves the community and respects the customs and codes of the community as far as this is educationally justifiable;

5.2 accepts his responsibilities as a member of his profession to give guidance to the community in respect of the development of correct attitudes to and the advancement of education, as well as his personal involvement in communal and civic affairs; and

5.3 recognises that the teaching profession occupies a position of public trust, involving not only the individual teacher's personal conduct but also the interaction of the school and the community, and therefore his actions and conduct shall be of such a nature that he commands the respect of the community and enhances the image of the profession.

The teacher and his employers

6. A teacher—

6.1 is loyal to his employers by serving them to the best of his ability, obeying all their lawful instructions and regulations, and by conducting professional business through the proper channels only; and

6.2 refrains from discussing confidential and official matters with unauthorised persons.

Die onderwyser se verpligtinge teenoor sy kollegas en sy professie

7. Die onderwyser—

7.1 dra sy deel by tot die waardigheid en openbare aansien van die onderwysberoep deur die navolgenswaardige voorbeeld van sy persoonlike optrede en gedrag en deur regverdige en lojale verkeer met alle ander lede van sy professie;

7.2 aanvaar die gesag en opdragte van diegene wat in 'n gesagsposisie geplaas is, sonder om daardeur noodwendig sy eie professionele standpunte te verswyg of sy professionele selfstandigheid prys te gee;

7.3 aanvaar sy verantwoordelikheid gesamentlik met alle ander burgers van die land vir gesonde openbare menings- en beleidsvorming, maar weerhou hom daarvan om sy professionele vertrouensposisie te gebruik om partypolitiek of omstrede oogmerke te bevorder; en

7.4 vereenselwig hom met sy professie en die eise wat dit stel, onder meer deur sy deelname aan onderwysbedrywighede en deur op die hoogte van opvoedkundige denke en ontwikkeling te bly.

VERDERE BEPALINGS TER AANVULLING VAN DIE AANHEF EN CREDO VAN HIERDIE KODE TEN OPSIGTE VAN DIE PROFESSIONELE GEDRAG VAN ONDERWYSERS BEDOEL IN ARTIKEL 15 (1) (d) VAN DIE WET

8. 'n Onderwyser mag—

8.1 geen bepaling van enige onderwysordonnansie of 'n regulasie of enige ander wet wat ten opsigte van die onderwysberoep van krag is, oortree of in gebreke bly om daaraan te voldoen nie indien dit sy plig is om daaraan te voldoen;

8.2 nie 'n wettige bevel wat aan hom in sy hoedanigheid van onderwyser gegee is deur enige persoon of liggaam wat gemagtig is om so 'n bevel te gee, nie gehoorsaam nie of verontagsaam of opsetlik nie uitvoer nie, of hom deur woord of gedrag aan insubordinasie skuldig maak nie;

8.3 nie vertroulike inligting wat hy in die loop van sy professionele pligte as onderwyser bekom het, openbaar maak nie, uitgesonderd in die vervulling van sy professionele pligte;

8.4 hom nie op 'n skandeleke, onbehoorlike of onbetaamlike wyse gedra wat vir sy posisie as onderwyser skadelik is nie, of deur woord of gedrag optree op 'n wyse wat in stryd met dié kode is nie;

8.5 nie uitdruklik of by implikasie toespelings maak op of ten opsigte van enige leerling, ouer, ander onderwyser, persoon of instansie by die onderwys betrokke of die onderwysberoep ten einde afbreuk te doen of enige nadeel te berokken aan die eerbaarheid, doeltreffendheid of bekwaamheid van sodanige persoon, instansie of die onderwysberoep nie;

8.6 nie buitensporige gebruik maak van sterk drank of enige ander bedwelmende middels nie;

8.7 nie 'n kriminele misdryf begaan nie;

8.8 hom nie eiendom van 'n skool of sy werkgewer wederregtelik toeëien of daarvan onbehoorlik gebruik maak onder omstandighede dat sy handeling nie 'n kriminele misdryf uitmaak nie;

8.9 nie van sy posisie as onderwyser gebruik maak om private of partypolitieke oogmerke te bevorder of om ongehoorsaamheid aan of verset teen die wette van die Staat aan te moedig of om by enige deel van die bevolking propaganda te maak om 'n vyandige gesindheid teen enige ander deel van die bevolking te verwek of te bevorder nie;

The teacher's obligation to his colleagues and his profession

7. A teacher—

7.1 contributes his share to the dignity and public image of the teaching profession both by his exemplary personal behaviour and conduct and by his fair and loyal dealings with all other members of his profession;

7.2 accepts the authority and instructions of those who are placed in a position of authority without necessarily suppressing his own professional views or surrendering his professional independence;

7.3 accepts his responsibility together with all other citizens of the country for the development of sound public opinion and policy but refrains from exploiting his professional position of trust to promote party political or contentious aims; and

7.4 identifies himself with his profession and its demands, *inter alia* by participating in educational activities and by keeping abreast of educational thought and development.

FURTHER PROVISIONS IN ADDITION TO THE PREAMBLE AND CREDO OF THIS CODE, IN REGARD TO THE PROFESSIONAL CONDUCT OF TEACHERS AS REFERRED TO IN SECTION 15 (1) (d) OF THE ACT

8. A teacher shall not—

8.1 contravene any provision of any education ordinance or any regulation or any other act which applies to the teaching profession or fail to comply with such provision or regulation or act if it is his duty to comply therewith;

8.2 disobey, disregard or make wilful default in carrying out a lawful order given to him in his capacity as teacher by a person or body having authority to give such order, or by word or conduct make himself guilty of insubordination;

8.3 disclose confidential information, acquired in the course of his professional duties as a teacher, otherwise than in the discharge of his professional duties;

8.4 conduct himself in a disgraceful, improper or unbecoming manner which is detrimental to his position as a teacher, or in a manner contrary to this code;

8.5 make explicit or implicit allusions to or in respect of any pupil, parent, other teacher, person or organisation concerned with education or the teaching profession with a view to causing prejudice or injury to the integrity, efficiency or competence of such person, organisation or the teaching profession;

8.6 make excessive use of intoxicants or any other stupefying drug;

8.7 commit a criminal offence;

8.8 misappropriate or illegally use any property of a school or his employer under circumstances which do not constitute a criminal offence;

8.9 use his position as teacher to further private or party political aims or to encourage disobedience or resistance to the laws of the State or propagate any idea to cause or promote antagonism amongst any section of the population against any other section of the population;

8.10 nie 'n daad wat nadelig is vir die administrasie, dissipline, doeltreffendheid of status van 'n skool, sy werkgewer of enige afdeling of organ daarvan doen, laat doen of toelaat of oogluikend toelaat dat dit gedoen word nie;

8.11 nie bemiddeling in verband met sy posisie en diensvoorwaardes as onderwyser verkry of probeer verkry uit enige bron of ten voordele van sy eie of ten nadele van 'n ander onderwyser se posisie of status nie; Met dien verstande dat geen bepaling hierin vervat 'n onderwyser belet om herself van grieve deur middel van die regte en erkende kanale deur sy werkgewer of erkende verenigings te probeer verkry nie; of

8.12 nie nalatig of traag in die vervulling van sy professionele plicte wees nie.

9. Indien 'n klagte, beskuldiging of bewering van 'n oortreding van 'n bepaling van hierdie kode teen 'n onderwyser ingebring of gemaak word, kan die raad ten opsigte daarvan optree in die uitvoering van die bevoegdhede aan hom verleen by artikel 18 (a) van die Wet.

10. Hierdie kode is ook van toepassing in die gebied Suidwes-Afrika, met inbegrip van die Ooselike Caprivi Zipfel.

8.10 do, or cause or permit to be done, or connive at any act which is prejudicial to the administration, discipline, efficiency or status of a school, his employer or any section or organ thereof;

8.11 secure or attempt to secure intervention from any source in connection with his position and conditions of service as a teacher in favour of his own or to the prejudice of another teacher's position or status: Provided that nothing herein contained shall prevent a teacher from obtaining redress of any grievance through the proper and recognised channels via his employer or recognised associations; or

8.12 be negligent or indolent in the discharge of his professional duties.

9. Should a complaint, charge or allegation of a contravention of a provision of this code be laid or brought against a teacher, the Council may act in terms of the powers vested in it by section 18 (a) of the Act.

10. This code shall also apply in the Territory of South West Africa, including the Eastern Caprivi Zipfel.

No. R. 2129

27 October 1978

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES. — REGULATIONS REGARDING THE ELECTION OF MEMBERS OF THE COUNCIL.

The South African Teachers' Council for Whites has, in terms of section 27 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), and with the approval of the Minister of National Education, made the following regulations:

DEFINITIONS

1. In these regulations any expression to which a meaning has been assigned by the Act, bears that meaning and unless the context otherwise indicates—
"Act" means the South African Teachers' Council for Whites Act, 1976;
"registrat" means the registrar appointed by the council in terms of section II of the Act; and
"returning officer" means a person designated returning officer in terms of regulation 2.

No. R. 2129

27 Oktober 1978

SUID-AFRIKAANSE ONDERWYSEKRAAD VIR BLANKES.—REGULASIES MET BETREKING TOT DIE VERKIESSING VAN LEDE VAN DIE RAAD

Die Suid-Afrikaanse Onderwysersraad vir Blankes het kragtens artikel 27 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), en met die goedkeuring van die Minister van Nasionale Opvoeding, die volgende regulasies uitgevaardig:

WOORDOMSKRYWING

1. In hierdie regulasies het enige uitdrukking waaraan aldus daaraan gehêg is, die betekenis wat anders blyk, beteken—
"kiesbeantpie" iemand ingevolge regulasie 2 as kiesbeantpie aangewys;
"registrateur" die registrateur deur die raad aangestel ingevolge artikel 11 van die Wet; en
"Wet" die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976.

APPOINTMENT OF RETURNING OFFICER AND REQUEST FOR NOMINATIONS

2. The registrar shall be the returning officer for all elections. If the registrar is for any reason unable to act as returning officer or is unable to continue to act as such, the chairman shall, in writing, designate another employee of the council returning officer and he shall exercise all the functions entrusted to the returning officer in terms of these regulations.

3. The returning officer may appoint such other employees of the council to assist him as he may deem necessary.

4. The returning officer shall, not less than nine months prior to the date of expiry of the terms of office of the members of the council elected in terms of section 4 (1) (a) of the Act, draw up a voters' roll in respect of each association and forward it to the association. Copies of such voters rolls shall be available at the offices of the council for inspection by interested persons.

5. The voters' rolls shall close six months prior to the date of expiry of the terms of office of the members of the council elected in terms of section 4 (1) (a) of the Act.

6. The returning officer shall, not more than six months and not less than three months prior to the date of expiry of the terms of office of the members of the council elected in terms of section 4 (1) (a) of the Act, make a request to each association, in the form of Annexure A, to submit nominations.

REQUIREMENTS FOR VALID NOMINATIONS

7. No person shall be eligible for election as a member of the council unless—

(1) a nomination as nearly as possible in the form of Annexure B reaches the returning officer not later than the day fixed by him for the receiving of nominations, which day may vary from association to association;

(2) the nomination states the name or names and the surname of the person nominated as candidate and such other particulars as are mentioned in Annexure B;

(3) the person nominated as candidate has signified his acceptance, in writing or by telegram, and the nomination form is signed by at least 25 registered or provisionally registered persons;

(4) each nomination form proposes only one person as a candidate;

(5) the nomination form reaches the returning officer before or on the date contemplated in regulation 7 (1);

(6) a candidate deposits the amount of R50 with the returning officer prior to the date referred to in regulation 7 (1). Such deposit shall be refunded to the candidate—

(a) if he is elected; or

(b) if he receives votes equal in number to at least one third of the total number of votes received by any successful candidate of his association.

8. A voter may sign nomination forms of any number of candidates to be elected by his association, but if he signs nomination forms for more candidates than the total number of members to be elected by his association, all nomination forms signed by him shall be invalid.

AANSTELLING VAN KIESBEAMPTTE EN VERSOEK OM NOMINASIES

2. Die registrateur is die kiesbeampte vir alle verkiesings. Indien die registrateur om een of ander rede nie as kiesbeampte kan optree nie of nie kan voortgaan om aldus op te tree nie, moet die voorsitter 'n ander werknemer van die raad skriftelik as kiesbeampte aanwys en oefen hy al die funksies uit wat kragtens hierdie regulasies aan die kiesbeampte opgedra word.

3. Die kiesbeampte kan sodanige ander werknemers van die raad aanstel om hom behulpsaam te wees as wat hy nodig ag.

4. Die kiesbeampte moet minstens nege maande voor die verstryking van die ampstermyne van die lede van die raad wat ingevolge artikel 4 (1) (a) van die Wet verkies is, 'n kieserslys ten opsigte van elke vereniging opstel en aan die vereniging stuur. Afskrifte van sodanige kieserslyste moet vir insae deur belanghebbende persone in die raad se kantoor beskikbaar wees.

5. Die kieserslyste sluit ses maande voor die verstryking van die ampstermyne van die lede van die raad wat ingevolge artikel 4 (1) (a) van die Wet verkies is.

6. Die kiesbeampte moet elke vereniging hoogstens ses maande en minstens drie maande voor die verstryking van die ampstermyne van die lede van die raad wat ingevolge artikel 4 (1) (a) van die Wet verkies is, in die vorm van Aanhangsel A versoek om nominasies voor te lê.

VEREISTES VIR GELDIGE NOMINASIES

7. Niemand is tot lid van die raad verkiesbaar nie tensy—

(1) 'n nominasie so na moontlik in die vorm van Aanhangsel B die kiesbeampte bereik voor of op die dag wat hy vir die ontvangs van nominasies vasgestel het, wat van vereniging tot vereniging kan verskil;

(2) die nominasie die voornaam of voornam van die van die persoon aangee wat as kandidaat voorgedra word en sodanige ander besonderhede as wat in Aanhangsel B vermeld word;

(3) die persoon wat as kandidaat voorgedra word, skriftelik of telegrafies sy instemming te kenne gee het en die nominasievorm deur minstens 25 geregestreerde of voorwaardelik geregistreerde persone onderteken is;

(4) elke nominasievorm net een persoon as kandidaat voordra;

(5) die nominasievorm die kiesbeampte bereik voor of op die datum bedoel in regulasie 7 (1);

(6) 'n kandidaat die bedrag van R50 voor die datum bedoel in regulasie 7 (1) by die kiesbeampte deponeer. Sodanige deposito word aan die kandidaat terugbetaal—

(a) as hy verkies word; of

(b) indien hy 'n getal stemme kry wat gelyk is aan minstens een-derde van die totale getal stemme wat enige suksesvolle kandidaat ten opsigte van sy vereniging gekry het.

8. 'n Kieser kan nominasievorms onderteken van enige getal kandidate wat deur sy vereniging verkies moet word, maar indien hy nominasievorms onderteken vir meer kandidate as die totale getal lede wat deur sy vereniging verkies mag word, is alle nominasievorms deur hom onderteken ongeldig.

9. A registered or provisionally registered person who is a member of more than one association may, subject to the provisions of regulation 8, sign nomination forms in respect of the candidates of one association only. If a registered or provisionally registered person signs nomination forms in respect of the candidates of more than one association, all nomination forms thus signed shall be invalid.

10. A nominee may at any time prior to the date referred to in regulation 7 (1) notify the returning officer in writing of the withdrawal of his candidature. After the date referred to in regulation 7 (1) no withdrawal shall be accepted.

DEATH OF CANDIDATES

11. (1) If a duly nominated candidate dies before the date referred to in regulation 7 (1), the nomination shall lapse: Provided that the returning officer shall satisfy himself of the fact of the death.

(2) If a duly nominated candidate dies after the date referred to in regulation 7 (1) but before the date determined in terms of regulation 13 (2) (b), the returning officer shall, upon being satisfied of the fact of the death and if the number of persons nominated is less than the number of representatives to be elected by the members of the association, commence all proceedings anew for the election of representatives of the association: Provided that no fresh nominations shall be necessary in the case of the other candidates who were duly nominated.

NO OR TOO FEW NOMINATIONS RECEIVED

12. If the number of candidates nominated by the members of an association is less than the number of representatives to be elected or if no candidates are nominated by members of an association, the returning officer shall commence all proceedings anew for the election of representatives of the association: Provided that no fresh nominations shall be required in the case of the other candidates who were duly nominated.

NOTICE OF ELECTION

13. (1) If the number of persons validly nominated does not exceed the number of persons to be elected by the members of an association, the persons so nominated shall be deemed to be duly elected.

(2) If the number of persons validly nominated exceeds the number of persons to be elected by the members of an association, the returning officer shall notify the association concerned of—

(a) the names of the persons validly nominated; and

(b) the day appointed by him, which shall not be less than 30 days after the names referred to in regulation 13 (2) (a) have been made public, before which date every voter may complete and transmit or deliver to the returning officer the voting paper described in Annexure C.

TRANSMISSION OF VOTING PAPERS

14. (1) If an election by vote becomes necessary, the returning officer shall, not less than 30 days prior to the date referred to in regulation 13 (2) (b), transmit by post to the registered address of every voter a voting

9. 'n Geregistreerde of voorwaardelik geregistreerde persoon wat lid is van meer as een vereniging mag, behoudens die bepalinge van regulasie 8, nominasievorms onderteken slegs ten opsigte van die kandidate van een vereniging. Indien 'n geregistreerde of voorwaardelik geregistreerde persoon nominasievorms ten opsigte van die kandidate van meer as een vereniging onderteken, is alle nominasievorms aldus onderteken ongeldig.

10. 'n Genomineerde persoon kan te eniger tyd voor die datum in regulasie 7 (1) bedoel, die kiesbeampte skriftelik van die terugtrekking van sy kandidatuur verwittig. Na die datum bedoel in regulasie 7 (1) word geen terugtrekking aanvaar nie.

AFSTERWE VAN KANDIDATE

11. (1) Indien 'n behoorlik genomineerde kandidaat voor die datum bedoel in regulasie 7 (1) te sterwe kom, vervall die nominasie: Met dien verstande dat die kiesbeampte homself van die sterfgeval moet vergewis.

(2) Indien 'n behoorlik genomineerde kandidaat na die datum bedoel in regulasie 7 (1), maar voor die datum wat ingevolge regulasie 13 (2) (b) vasgestel is, te sterwe kom, begin die kiesbeampte, nadat hy hom van die sterfgeval vergewis het en indien die getal genomineerde persone minder is as die getal verteenwoordigers wat lede van die vereniging moet verkies, opnuut met alle verrigtinge vir 'n verkiesing van verteenwoordigers van die vereniging: Met dien verstande dat geen nuwe nominasies nodig is nie in die geval van die ander kandidaat wat behoorlik genomineer is.

GEEN OF TE MIN NOMINASIES ONTVANG

12. Indien die getal kandidate wat deur die lede van 'n vereniging genomineer word, minder is as die getal verteenwoordigers wat verkies moet word of indien geen kandidate deur die lede van 'n vereniging genomineer word nie, begin die kiesbeampte opnuut met alle verrigtinge vir 'n verkiesing van verteenwoordigers van die vereniging: Met dien verstande dat geen nuwe nominasies nodig is nie in die geval van die ander kandidaat wat behoorlik genomineer is.

KENNISGEWING VAN VERKIESING

13. (1) As die getal geldig genomineerde persone die getal persone wat lede van 'n vereniging moet verkies nie te bowe gaan nie, word die aldus genomineerde persone geag behoorlik verkies te wees.

(2) As die getal geldig genomineerde persone die getal persone te bowe gaan wat die lede van 'n vereniging moet verkies, moet die kiesbeampte die betrokke verengings in kennis stel van—

(a) die name van die geldig genomineerde persone; en

(b) die dag wat hy vasgestel het, wat minstens 30 dae moet wees nadat die name bedoel in regulasie 13 (2) (a) bekendgemaak is, voor welke datum elke kieser die stembriefie, beskryf in Aanhangsel C, kan invul en aan die kiesbeampte stuur of andersins aan hom besorg.

VERSENDING VAN STEMBRIEFIES

14. (1) As 'n verkiesing deur stemming nodig word, moet die kiesbeampte minstens 30 dae voor die datum bedoel in regulasie 13 (2) (b) deur die pos na die geregistreerde adres van elke kieser wie se naam in die kieserslys verskyn, 'n stembriefie stuur, so na moontlik

paper, as nearly as possible in the form of Annexure C, accompanied by an identification envelope, as nearly as possible in the form of Annexure D: Provided that voters whose names do not appear on the voters' roll and who are entitled to vote in terms of the Act, shall apply in writing for their voting papers.

(2) If a voting paper or identification envelope is lost, destroyed or spoilt, the returning officer shall, if satisfied of the loss or destruction or spoiling, at the request of the voter to whom it was transmitted, transmit or deliver to him a fresh voting paper or envelope, or both.

MANNER OF VOTING

15. (1) Every voter who wishes to cast a vote shall mark upon the voting paper received by him a cross (X) against the name of each candidate for whom he wishes to vote.

(2) A voter shall place the voting paper, face inwards, in the identification envelope and seal the envelope.

(3) A voter shall—

(a) sign the statement described in Annexure D, which appears on the identification envelope, in the presence of two witnesses who shall certify his signature; and

(b) place the identification envelope in the covering envelope and transmit it by post to the returning officer or otherwise deliver it to him.

SPOILT VOTING PAPERS

16. (1) A voter shall be deemed to have spoiled his voting paper and the votes thereon shall not be counted if he—

(a) votes for more candidates than there are persons to be elected;

(b) votes for a person who has not been validly nominated;

(c) makes a mark or inscription on the voting paper whereby he may be identified;

(d) votes more than once for the same person or returns more than one voting paper; or

(e) votes for the candidates of more than one association.

(2) No vote recorded on a voting paper shall be counted unless the voting paper, enclosed in the identification envelope as described above, is received at the appointed place before or on the date referred to in regulation 13 (2) (b).

MANNER OF COUNTING VOTES

17. (1) The returning officer shall—

(a) examine the identification envelope and the statements thereon to determine whether the statements have been completed in accordance with the provisions of these regulations;

(b) as soon as possible after the date referred to in regulation 13 (2) (b), and in conjunction with the scrutineer appointed from time to time by the council, open the identification envelopes which in his opinion conform to the provisions of these regulations and place the voting papers in a closed ballot box which has an aperture for inserting the papers; and

(c) open the ballot box in the presence of the scrutineer, examine the voting papers, and ascertain the number of valid votes recorded for each candidate of the associations.

in die vorm van Aanhangsel C, vergesel van 'n identifikasiekoevert, so na moontlik in die vorm van Aanhangsel D: Met dien verstande dat kiesers wie se name nie in die kieserslys verskyn nie en wat kragtens die Wet geregtig is om te stem, hul stembrieffies skriftelik moet aanvra.

(2) Indien 'n stembriefie of identifikasiekoevert verlore raak of vernietig of bederf word, moet die kiesbeampte, as hy van die verlies of vernietiging of bederwing oortuig is, op versoek van die kieser aan wie dit gestuur is, 'n nuwe stembriefie of identifikasiekoevert of albei aan hom stuur of oorhandig.

WYSE VAN STEMMING

15. (1) Elke kieser wat sy stem wil uitbring, moet op die stembriefie wat hy ontvang het 'n kruis, aldus X, maak by die naam van elke kandidaat vir wie hy wil stem.

(2) 'n Kieser moet sy stembriefie, met die voorkant na binne gevou, in die identifikasiekoevert sit en die koevert verseël.

(3) 'n Kieser moet—

(a) die verklaring, beskryf in Aanhangsel D, wat op die identifikasiekoevert verskyn, teken in die teenwoordigheid van twee getuies, wat sy handtekening moet sertifiseer; en

(b) die identifikasiekoevert in die omslagkoevert sit en dit deur die pos aan die kiesbeampte stuur of andersins aan hom besorg.

BEDORWE STEM BRIEFIES

16. (1) 'n Kieser word geag sy stembriefie te bederf of te vernietig as hy—

(a) vir meer kandidaat stem as wat daar persone is wat verkies moet word;

(b) stem vir iemand wat nie geldig genomineer is nie;

(c) 'n merk of inskrywing op die stembriefie maak waardeur hy geïdentifiseer kan word;

(d) meer as een maal vir dieselfde persoon stem of meer as een stembriefie terugstuur; of

(e) vir die kandidaat van meer as een vereniging stem.

(2) Geen stem wat op 'n stembriefie uitgebring is, word getel nie, tensy die stembriefie, in die identifikasiekoevert ingesluit soos hierbo beskryf, op die bepaalde plek voor of op die datum bedoel in regulasie 13 (2) (b) ontvang word.

WYSE VAN STEMTEELING

17. (1) Die kiesbeampte moet—

(a) die identifikasiekoevert en die verklarings daarop ondersoek om te bepaal of die verklarings in ooreenstemming met die bepalings van hierdie regulasies ingevul is;

(b) so spoedig moontlik na die datum bedoel in regulasie 13 (2) (b), en tesame met 'n stemopnemer wat die raad van tyd tot tyd aanstel, die identifikasiekoeverte wat na sy mening aan die bepalings van hierdie regulasies voldoen, oopmaak en die stembrieffies in 'n geslote stembus plaas wat 'n opening vir die insit van stembrieffies het;

(c) die stembus in teenwoordigheid van die stemopnemer oopmaak, die stembrieffies ondersoek en die getal geldige stemme vasstel wat op elke kandidaat van die verenigings uitgebring is.

(2) The candidates of the associations for whom the greatest number of votes have been recorded, taking into account the number of representatives who may be elected by members of the associations, shall be regarded as duly elected members of the council: Provided that, if the number of votes cast for two or more candidates is found to be equal and that this equality of votes affects the result of the election, the returning officer shall immediately determine by lot, in the presence of the scrutineer, which of the candidates with an equal number of votes shall be declared elected.

(3) A candidate for election may be present in person or be represented by someone appointed in writing by him at the opening of the ballot box and the subsequent proceedings.

NOTIFICATION OF NAMES OF CANDIDATES AND NUMBER OF VOTES RECORDED FOR EACH

18. As soon as possible after the election has been determined, the returning officer shall in writing furnish each candidate and association with the names of all candidates validly nominated, the number of votes recorded for each candidate and the names of the duly elected members of the council.

SAFE-KEEPING OF VOTING PAPERS

19. The returning officer shall keep all voting papers and identification envelopes relating to an election for a period of six months from the date on which the votes recorded in that election were ascertained in terms of regulation 17 (1) (c).

20. These regulations shall also apply in the Territory of South West Africa and the Eastern Caprivi Zipfel.

ANNEXURE A

NOTICE OF ELECTION

ELECTION OF A MEMBER OR MEMBERS OF THE SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES

Notice is hereby given that an election of (1)..... member/members of the South African Teachers' Council for Whites by members of the (2)..... to serve during the period.....to..... is due.

(1) Insert the number of representatives to be elected here.

(2) Insert the name of the association here.

Each candidate must be nominated on a separate nomination form but any person entitled to vote in the election may sign the nomination forms of any number of candidates not exceeding the number to be elected by members of his association.

Each nomination form must state the first name(s) and the surname of the candidate nominated and must be signed by not less than 25 registered or provisionally registered persons. The person nominated must sign the nomination form confirming that he consents to his nomination. The registered address of each one so signing the nomination form must be appended to his signature.

If the person nominated is unable to sign the nomination form he may inform the returning officer by letter or telegram that he consents to his nomination.

Every nomination form must reach the returning officer at the address given below on or before.....

Nomination forms are obtainable from the returning officer on application.

A deposit of R50 must accompany each nomination.

Every nomination form in respect of which any of these provisions has not been complied with or which is not received by the aforesaid date at the address given below, shall be invalid.

Address.....

Date.....

Returning Officer

(2) Die kandidate van die verenigings op wie die grootste getal stemme uitgebring is, met inagneming van die aantal verteenwoordigers wat deur die lede van die verenigings verkies mag word, word geag behoorlik verkose lede van die raad te wees: Met dien verstande dat indien bevind word dat op twee of meer kandidate ewe veel stemme uitgebring is en dat die gelykheid van stemme die uitslag van die verkiesing beïnvloed, die kiesbeampete onmiddellik in teenwoordigheid van die stemopnemer deur die lot moet bepaal welke van die kandidate met 'n gelyke getal stemme verkose verklaar moet word.

(3) 'n Verkiesingskandidaat kan persoonlik of deur 'n verteenwoordiger skriftelik deur hom aangestel, teenwoordig wees by die opening van die stembus en die daaropvolgende verrigtinge.

BEKENDMAKING VAN NAME VAN KANDIDATE EN GETAL STEMME OP ELKEEN UITGEBRING

18. So spoedig moontlik nadat die verkiesing beslis is, moet die kiesbeampete skriftelik die name van alle geldig genomineerde kandidate en die getal stemme wat op elkeen uitgebring is en die name van die behoorlik verkose lede van die raad aan elke kandidaat en aan elke vereniging bekendmaak.

BEWARING VAN STEM BRIEWE

19. Die kiesbeampete moet al die stembrieffies en identifikasiekoerte wat op 'n verkiesing betrekking het, bewaar vir 'n tydperk van ses maande vanaf die datum waarop die stemme wat in daardie verkiesing uitgebring is, ingevolge regulasie 17 (1) (c) vasgestel is.

20. Hierdie regulasies is ook van toepassing in die gebied Suidwes-Afrika, met inbegrip van die Oostelike Caprivi Zipfel.

AANHANGSEL A

VERKIESINGSKENNISGEWING

VERKIESING VAN 'N LID OF LEDE VAN DIE SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES

Hierby word kennis gegee dat 'n verkiesing ophande is van (1)..... lid/lede van die Suid-Afrikaanse Onderwysersraad vir Blankes deur die lede van die (2)..... om te dien gedurende die tydperk..... tot.....

(1) Vul hier in die getal verteenwoordigers wat verkies moet word.

(2) Vul hier in die naam van die vereniging.

Elke kandidaat moet op 'n afsonderlike nominasiebrief genomineer word maar elkeen wat by die verkiesing stemgeregtig is, mag die nominasievorm van enige aantal kandidate onderteken, dog nie meer as die getal wat deur die lede van sy vereniging verkies mag word nie.

Elke nominasievorm moet die voorname en die van van die genomineerde kandidaat aandui en moet onderteken wees deur minstens 25 geregistreerde of voorwaardelik geregistreerde persone. Die genomineerde persoon moet die nominasievorm onderteken ter bevestiging van sy instemming tot sy nominasie. Die geregistreerde adres van elkeen wat die nominasievorm aldus onderteken, moet by sy handtekening gevoeg word. As die genomineerde persoon nie in staat is om die nominasievorm te onderteken nie, kan hy die kiesbeampete per brief of per telegram mededeel dat hy tot sy nominasie instem.

Elke nominasievorm moet die kiesbeampete voer op of..... by onderstaande adres bereik.

Nominasievorms is op aanvraag by die kiesbeampete verkrygbaar.

'n Deposito van R50 moet elke nominasie vergesel.

Elke nominasievorm ten opsigte waarvan een van hierdie bepalings nie nagekom is nie of wat nie teen voormelde dag by onderstaande adres ontvang is nie, is ongeldig.

Adres.....

Datum.....

Kiesbeampete

Signed in the presence of ⁽¹⁾:Signature.....
Address.....Signature.....
Address.....⁽¹⁾ First name(s) and surname.
⁽²⁾ Two witnesses must sign.Geleken in teenwoordigheid van ⁽²⁾:Handtekening.....
Adres.....Handtekening.....
Adres.....⁽¹⁾ Voorname en van
⁽²⁾ Twee getuies moet teken.

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DEPARTMENT OF NATIONAL EDUCATION

No. R. 2181

3 November 1978

**SOUTH AFRICAN TEACHERS' COUNCIL FOR
WHITES—REGULATIONS FOR INQUIRIES INTO
ALLEGED CONTRAVENTIONS OF THE PRO-
FESSORIAL CODE OF CONDUCT FOR TEACHERS
AND THE CONDUCTING OF INQUIRIES**

The South African Teachers' Council for Whites has, in terms of section 27 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), and with the approval of the Minister of National Education, made the following regulations:

**DEPARTEMENT VAN NASIONALE
OPVOEDING**

No. R. 2181

3 November 1978

**SUID-AFRIKAANSE ONDERWYSEKRAAD VIR
BLANKES—REGULASIES VIR DIE ONDERSOEK
VAN BEWEEERDE OORTREDINGS VAN DIE
PROFESSORIELE GEDRAGSKODE VIR ONDER-
WYSEKERS EN DIE HOU VAN ONDERSOEKE**

Die Suid-Afrikaanse Onderwysersraad vir Blankes het kragtens artikel 27 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), en met die goedkeuring van die Minister van Nasionale Opvoeding, die volgende regulasies uitgevaardig:

DEFINITIONS

1. In these regulations any expression to which a meaning has been assigned by the Act bears that meaning and unless the context otherwise indicates—

“accused” means a registered or provisionally registered person who is being examined on a complaint, charge or alleged offence;

“Act” means the South African Teachers’ Council for Whites Act, 1976;

“complainant” means—

(1) a person who lodges a complaint, lays a charge or makes an allegation of a contravention against a registered or provisionally registered person;

(2) except for the application of regulations 3, 4, 5 and 7, a person appointed *pro forma* complainant in terms of section 19 (5) of the Act;

“contravention” means a contravention of a provision of the professional code of conduct for teachers;

“conviction” means the conviction of an accused;

“inquiry” means an inquiry into a complaint, charge or allegation of a contravention by an accused; and

“registrar” means the registrar appointed by the council in terms of section 11 of the Act.

2. The committee of preliminary inquiry and the disciplinary committee hereinafter referred to are committees appointed by the council in terms of section 10 of the Act and to which the necessary powers have been delegated by the council in terms of the said section in order to function under these regulations.

LODGING OF COMPLAINTS

3. A complainant shall lodge a complaint, lay a charge or make an allegation in writing to the registrar, preferably by means of an affidavit, and must be prepared to bring evidence in support thereof. Such written statement shall contain a clear indication of the alleged contravention.

INQUIRIES BY THE COMMITTEE OF PRELIMINARY INQUIRY

4. The registrar shall submit a written complaint, charge or allegation of a contravention lodged with him to the chairman of the committee of preliminary inquiry: Provided that if the conduct forming the subject of a complaint, charge or allegation of a contravention against a registered or provisionally registered person is connected with the commission of an offence of which such person has been convicted by a court of law, the registrar shall also submit the record of the court proceedings to the chairman of the disciplinary committee: Provided further that the chairman of the committee of preliminary inquiry may, before taking any action, direct the registrar to call for further information from the complainant and/or to inform the accused by registered post of the nature of the complaint, charge or allegation and to ask him if he desires to submit a written explanation, but warning him that such explanation may be used in evidence against him. Such explanation must be submitted within 30 days from the date of the registrar’s letter.

WOORDOMSKRYWING

1. In hierdie regulasies het enige uitdrukking waarvan daar in die Wet ’n betekenis geheg is, die betekenis wat aldus daaraan geheg is, en tensy uit die samehang anders blyk, beteken—

“beskuldigde” ’n geregistreerde of voorwaardelik geregistreerde persoon teen wie ’n klagte, beskuldiging of bewering van ’n oortreding ondersoek word;

“klaer”—

(1) ’n persoon wat ’n klagte, beskuldiging of bewering van ’n oortreding teen ’n geregistreerde of voorwaardelik geregistreerde persoon aanhangig maak;

(2) uitgesonderd by die toepassing van regulasie 3, 4, 5 en 7, iemand wat ingevolge artikel 19 (5) van die wet as *pro forma*-klaer benoem is;

“ondersoek” ’n ondersoek wat ingestel word na ’n klagte, beskuldiging of bewering van ’n oortreding deur ’n beskuldigde;

“oortreding” ’n oortreding van ’n bepaling van die professionele gedragskode vir onderwysers;

“registrateur” die registrateur deur die raad aangestel ingevolge artikel 11 van die Wet;

“skuldigbevinding” die skuldigbevinding van ’n beskuldigde; en

“Wet” die Wet op die Suid-Afrikaanse Onderwysers-raad vir Blankes, 1976.

2. Die komitee vir voorlopige ondersoek en die tug-komitee hieronder genoem, is komitees wat ingevolge artikel 10 van die Wet deur die raad aangestel is en aan wie die raad ingevolge gemelde artikel die nodige bevoegdhede verleen het ten einde ooreenkomstig hierdie regulasies te funksioneer.

INDIENING VAN KLAGTES

3. ’n Klaer moet ’n klagte, beskuldiging of bewering skriftelik, verkieslik by wyse van ’n beëdigde verklaring, by die registrateur indien en moet bereid wees om getuënis ter stawing daarvan te lewer. Sodanige skriftelike verklaring moet ’n duidelike aanduiding van die beweerde oortreding bevat.

ONDERSOEKE DEUR DIE KOMITEE VIR VOORLOPIGE ONDERSOEK

4. Die registrateur moet ’n skriftelike klagte, beskuldiging of bewering van ’n oortreding wat by hom ingedien is, aan die voorsitter van die komitee vir voorlopige ondersoek voorleë: Met dien verstande dat indien die gedrag wat die onderwerp is van ’n klagte, beskuldiging of bewering van ’n oortreding teen ’n geregistreerde of voorwaardelik geregistreerde persoon in verband staan met die pleg van ’n misdryf waaraan so iemand deur ’n gereghof skuldig bevind is, die registrateur ook die notule van die hofverrigtinge aan die voorsitter van die tugkomitee moet voorleë: Met dien verstande verder dat voordat die voorsitter van die komitee vir voorlopige ondersoek optree, hy die registrateur opdrag kan gee om verdere inligting van die klaer aan te vra en/of die beskuldigde skriftelik per aangetekende pos van die aard van die klagte, beskuldiging of bewering te verwittig en hom te vra of hy ’n skriftelike verduideliking wil indien, maar hom te waarsku dat sodanige verduideliking as getuënis teen hom gebruik kan word. Sodanige verduideliking moet binne 30 dae vanaf die datum van die registrateur se skrywe ingedien word.

5. The committee of preliminary inquiry may, before taking any action, direct the registrar—

(1) to call for further information from the complainant;

(2) to obtain such legal advice or to call in such other assistance as may be deemed necessary by the committee of preliminary inquiry; or

(3) if the chairman of the committee of preliminary inquiry has not acted in terms of regulation 4, to inform the accused in writing, by registered post, of the nature of the complaint, charge or allegation and to ask him if he desires to give a written explanation, but warning him that such explanation may be used in evidence against him. Such explanation must be submitted within 30 days from the date of the registrar's letter.

6. The committee of preliminary inquiry may, if it is in doubt as to whether an inquiry should be held, consult with or collect information from any person, including the person against whom the charge was laid, the complaint lodged or the allegation made.

7. The committee of preliminary inquiry shall—

(1) if an inquiry is resolved upon, direct the registrar to refer the case, together with the decision of the committee of preliminary inquiry, to the disciplinary committee; or

(2) if an inquiry is not resolved upon, direct the registrar to submit its written decision for information to the council at its next meeting; and

(3) if an inquiry is not resolved upon and the chairman of the committee of preliminary inquiry has acted in terms of regulation 4 or the committee of preliminary inquiry has acted in terms of regulation 5, inform the person against whom a complaint was lodged, a charge was laid or an allegation was made, as well as the complainant, of the decision: Provided that such decision shall be subject to confirmation by the council.

SUMMONS: ACCUSED

8. If an inquiry is resolved upon, the chairman or the registrar shall issue on behalf of the council a summons to the accused in the form of Annexure A which shall be served on the accused in the same manner as it would be served if it were a summons issued by a magistrate's court, or forwarded to him by registered post to his registered address, to appear before the disciplinary committee on the day appointed.

SUMMONS: WITNESSES

9. (1) If the complainant, the disciplinary committee or the accused desires that witnesses be subpoenaed, the chairman or the registrar shall issue on behalf of the council a summons in the form of Annexure B.

(2) If the accused desires to have a witness subpoenaed, he shall deposit a sum of money sufficient to cover the costs involved and the council may pay such costs from the amount so deposited.

POSTPONEMENT OF HEARING

10. The disciplinary committee may at its discretion or at the request of the accused or his representative postpone the hearing of an inquiry to such time and place and on the terms determined by it. Further postponements may be made.

5. Die komitee vir voorlopige ondersoek kan, voordat hy optree, die registrateur opdrag gee om—

(1) verdere inligting van die klaer aan te vra;

(2) sodanige regsadvies in te win of ander hulp in te roep as wat die komitee vir voorlopige ondersoek nodig ag; of

(3) indien die voorsitter van die komitee vir voorlopige ondersoek nie kragtens regulasie 4 opgetree het nie, die beskuldigde skriftelik per aangetekende pos van die aard van die klagte, beskuldiging of bewering te verwittig en hom te vra of hy 'n skriftelike verduideliking wil indien, maar hom te waarsku dat sodanige verduideliking as getuienis teen hom gebruik kan word. Sodanige verduideliking moet binne 30 dae vanaf die datum van die registrateur se skrywe ingedien word.

6. Die komitee vir voorlopige ondersoek kan, wanneer daar by hom twyfel bestaan of 'n ondersoek gehou moet word, oorleg pleeg met of inligting inwin van enige persoon, met inbegrip van die persoon teen wie die klagte of beskuldiging ingeborg of bewering gemaak is.

7. Die komitee vir voorlopige ondersoek moet, indien—

(1) hy besluit dat 'n ondersoek gehou moet word, die registrateur versoek om die saak, tesame met die komitee vir voorlopige ondersoek se besluit, na die tugkomitee te verwys; of

(2) hy besluit dat 'n ondersoek nie gehou moet word nie, die registrateur versoek om sy skriftelike besluit vir kennisname aan die raad by sy volgende vergadering voor te lê; en

(3) hy besluit dat 'n ondersoek nie gehou moet word nie en die voorsitter van die komitee vir voorlopige ondersoek ingevolge regulasie 4 of die komitee vir voorlopige ondersoek ingevolge regulasie 5 opgetree het, die persoon teen wie 'n klagte, beskuldiging of bewering aanhangig gemaak is, asook die klaer, van die besluit in kennis stel: Met dien verstande dat sodanige besluit onderworpe is aan bekragtiging deur die raad.

DAGVAARDING: BESKULDIGDE

8. Indien daar op 'n ondersoek besluit word, reik die voorsitter of die registrateur namens die raad 'n dagvaarding in die vorm van Aanhangsel A aan die beskuldigde uit, wat op dieselfde wyse aan hom beteken word as sou dit 'n dagvaarding deur 'n landdroshof wees, of wat per aangetekende pos aan hom na sy geregistreerde adres gestuur word; om op die vasgestelde dag voor die tugkomitee te verskyn.

DAGVAARDING: GETUIES

9. (1) Indien die klaer, die tugkomitee of die beskuldigde verlang dat getuiens gedagvaar word, reik die voorsitter of die registrateur namens die raad 'n dagvaarding in die vorm van Aanhangsel B uit.

(2) Indien die beskuldigde verlang dat 'n getuie gedagvaar word, moet hy 'n deposito betaal om die koste daaraan verbonde te dek en die raad kan sodanige koste betaal uit die bedrag wat aldus gestort is.

UITSTEL VAN VERHOOR

10. Die tugkomitee kan na goedgefinke of op versoek van die beskuldigde of sy verteenwoordiger die verhoor van 'n ondersoek uitstel tot 'n tyd en plek en op die voorwaardes wat hy bepaal. Verdere uitstellings kan gedoen word.

ADJOURNMENT OF HEARING

11. The disciplinary committee may at its discretion or at the request of an accused or his representative(s) adjourn the hearing of an inquiry to such time and place and on the terms determined by it. Further adjournments may be made.

HINDRANCE OR DISTURBANCE OF PROCEEDINGS

12. Any person who hinders or disturbs the proceedings during an inquiry, may be evicted by order of the chairman of the disciplinary committee.

RECORD OF PROCEEDINGS AT AN INQUIRY

13. A complete record shall be kept of the proceedings at an inquiry.

PROCEDURE AT INQUIRIES BY THE DISCIPLINARY COMMITTEE

14. (1) Inquiries shall be conducted in public: Provided that the disciplinary committee may order that the whole or any part of the proceedings be conducted *in camera*.

(2) If the disciplinary committee considers it to be in the interest of the proper performance of its duties, it may order that no person shall at any time publish any information which could reveal the identity of a particular person other than the accused.

(3) At the commencement of the proceedings the chairman of the disciplinary committee or the registrar shall read the subpoena.

(4) The accused shall then be asked by the chairman of the disciplinary committee to plead "guilty" or "not guilty" to the complaint, charge or allegation of a contravention against him: Provided that if the accused, by a letter signed by him personally, notifies the registrar before the hearing that he pleads "guilty" to the complaint, charge or allegation against him, this may be entered as his plea in his absence, in which case it shall rest with the disciplinary committee to decide whether or not to hear evidence pertaining to the complaint, charge or allegation. If the accused pleads "guilty" it shall rest with the disciplinary committee to decide whether or not to hear evidence on the complaint, charge or allegation. If the accused pleads "not guilty", the disciplinary committee must hear evidence pertaining to the complaint, charge or allegation. If the accused refuses or fails to plead, the disciplinary committee shall enter a plea of "not guilty" on behalf of the accused and a plea so entered shall have the same effect as if it had in fact been so pleaded.

(5) Where evidence pertaining to any complaint, charge or allegation must be adduced either because the accused has pleaded "not guilty" or because the disciplinary committee has decided that evidence should be adduced, the complainant shall be given the opportunity of stating his case and thereafter of leading evidence in its support. After the conclusion of such evidence the complainant's case shall be closed.

(6) (a) The accused or his representative shall be given the opportunity of stating his case and of leading evidence in support thereof: Provided that the accused shall be allowed to present his defence in writing, should he so wish, in which case such written exposition shall be read to the disciplinary committee.

VERDAGING VAN VERHOOR

11. Die tugkomitee kan na goeëddunke of op versoek van die beskuldigde of sy verteenwoordiger(s) die verhoor van 'n ondersoek verdaag tot 'n tyd en plek en op die voorwaardes wat hy bepaal. Verdere verdagings kan gedoen word.

BELEMMEERING OF STEURING VAN VERRIGTINGE

12. 'n Persoon wat die verrigtinge tydens 'n ondersoek belemmer of steur, kan op las van die voorsitter van die tugkomitee uitgesit word.

REKORD VAN VERRIGTINGE TYDENS 'N ONDERSOEK

13. 'n Volledige rekord word gehou van die verrigtinge tydens 'n ondersoek.

PROSEDURE TYDENS ONDERSOEK VAN DIE TUGKOMITEE

14. (1) Ondersoeke word in die openbaar gehou: Met dien verstande dat die tugkomitee kan gelas dat die hele verhoor of enige deel van die verrigtinge *in camera* gehou word.

(2) Indien die tugkomitee van mening is dat dit in belang van die behoorlike uitvoering van sy pligte is, kan die tugkomitee gelas dat niemand te enige tyd op enige wyse enige inligting wat die identiteit van 'n bepaalde persoon, uitgesonderd die beskuldigde, waarskynlik aan die lig sal bring, publiseer nie.

(3) By die aanvang van die verrigtinge lees die voorsitter van die tugkomitee of die registrateur die dagvaarding.

(4) Die beskuldigde word dan deur die voorsitter van die tugkomitee gevra om "skuldig" of "onskuldig" te pleit op die klagte, beskuldiging of bewering van 'n oortreding teen hom: Met dien verstande dat indien die beskuldigde voor die verhoor die registrateur skriftelik by wyse van 'n brief deur hom persoonlik onderteken, verwittig het dat hy "skuldig" pleit op die klagte, beskuldiging of bewering teen hom, dit in sy afwesigheid as sy pleit aangeteken kan word, in welke geval dit by die tugkomitee berus om te besluit of hy getuienis oor die klagte, beskuldiging of bewering wil aanhoor of nie. Indien die beskuldigde "skuldig" pleit, berus dit by die tugkomitee om te besluit of hy getuienis oor die klagte, beskuldiging of bewering wil aanhoor of nie. Indien die beskuldigde "onskuldig" pleit, moet die tugkomitee getuienis ten opsigte van die klagte, beskuldiging of bewering aanhoor. Indien die beskuldigde weier of in gebreke bly om regstreeks te pleit, teken die tugkomitee 'n pleit van "onskuldig" namens die beskuldigde aan en 'n pleit aldus aangeteken, het dieselfde gevolg asof dit inderdaad gepleit is.

(5) Waar getuienis ten opsigte van enige klagte, beskuldiging of bewering aangevoer moet word of omdat die beskuldigde "onskuldig" gepleit het of omdat die tugkomitee besluit het dat getuienis aangevoer moet word, moet die klaer geleentheid gegee word om sy saak uiteen te sit en daarna om getuienis ter stawing daarvan te lei. Na beëindiging van sodanige getuienis is die klaer se saak afgesluit.

(6) (a) Die beskuldigde of sy verteenwoordiger moet die geleentheid gegee word om sy saak uiteen te sit en om getuienis ter stawing daarvan te lei: Met dien verstande dat die beskuldigde toegelaat moet word om, indien hy dit verlang, sy verweer skriftelik te stel, in welke geval sodanige skriftelike uiteensetting aan die tugkomitee voorgelees moet word.

(b) If the accused is absent and is not represented, any letter, explanation or statement submitted by him in consequence of a request in terms of regulation 4 or 5 or in consequence of a subpoena issued in terms of regulation 8, or both, shall be read to the disciplinary committee and shall be received as evidence.

(c) After the accused or his representative has led his evidence, or his written exposition has been read, his case shall be closed.

(7) The disciplinary committee may, if it considers it desirable, allow further evidence to be led by either the complainant or the accused or his representative or by both after their cases are already closed.

(8) After all evidence has been given, the complainant shall be allowed to address the disciplinary committee on the evidence and the legal position and this shall be allowed irrespective of whether the accused or his representative has led evidence or not.

(9) Thereafter the accused or his representative shall likewise be allowed to address the disciplinary committee.

(10) If it seems fit, the disciplinary committee may allow the complainant to reply on questions of law which the accused or his representative has raised in his address.

15. (1) Members of the disciplinary committee may, with the consent of the chairman of the disciplinary committee, put to the witnesses such questions as they think desirable.

(2) After the evidence of a witness has been given, the opposing party or his representative shall be entitled to question the witness; thereafter the chairman of the disciplinary committee shall be entitled to put to the witness any questions which he wishes to put or which members of the disciplinary committee wish to put with his consent. If evidence has been led, the person who led the evidence shall be entitled to re-examine the witness, but shall confine his re-examination to matters on which the witness was cross-examined or on which the chairman of the disciplinary committee put questions to the witness.

16. (1) All oral evidence shall be taken on oath or solemn declaration, which shall be administered by the chairman of the disciplinary committee, and the disciplinary committee may refuse the evidence of any witness or deponent to a document who is not present for or refuses to submit to cross-examination.

(2) The statement of a person lodging a complaint, laying a charge or making an allegation and who is not present in person, or of any witness in support of the complaint, charge or allegation of a contravention, shall be in the form of an affidavit; the accused or his representative may however object to such evidence if he is not given the opportunity of cross-examining the witness.

PROCEDURE UPON CONCLUSION OF THE INQUIRY

17. (1) Upon conclusion of the inquiry the disciplinary committee shall deliberate *in camera* upon the finding.

(2) Where an accused is charged on various counts, separately or in the alternative, the disciplinary committee shall make a finding on each of the counts.

(3) If the accused is found not guilty of the complaint, charge or allegation of a contravention preferred against him, he shall be advised accordingly forthwith and the disciplinary committee shall report its action to the council.

(b) Indien die beskuldigde afwesig is en hy nie verteenwoordig is nie, word enige skrywe of verduideliking of verklaring wat hy voorgelê het na aanleiding van 'n versoek ingevolge regulasie 4 of 5 of na aanleiding van die dagvaarding uitgereik ingevolge regulasie 8, of albei, aan die tugkomitee voorgelees en as getuieis ontvang.

(c) Nadat die beskuldigde of sy verteenwoordiger sy getuieis gelei het, of, in die plek daarvan, sy skriftelike uiteensetting voorgelees is, is sy saak afgesluit.

(7) Die tugkomitee kan, indien hy dit wenslik ag, toelaat dat verdere getuieis gelei word of deur die klaer of deur die beskuldigde of sy verteenwoordiger of deur albei nadat hulle sake reeds afgesluit is.

(8) Nadat alle getuieis afgelê is, word die klaer toegelaat om die tugkomitee toe te spreek oor die getuieis en die regsposisie en dit word toegelaat afgesien daarvan of die beskuldigde of sy verteenwoordiger getuieis gelei het of nie.

(9) Daarna word die beskuldigde of sy verteenwoordiger insgelyks toegelaat om die tugkomitee toe te spreek.

(10) Die tugkomitee kan na goeddunke die klaer toelaat om repliek te lewer op regspraakstukke wat die beskuldigde of sy verteenwoordiger in sy rede geopper het.

15. (1) Lede van die tugkomitee kan, met die toestemming van die voorsitter van die tugkomitee, sodanige vrae aan getuies stel as wat hulle wenslik ag.

(2) Nadat die getuieis van 'n getuie gelewer is, is die teenparty of sy verteenwoordiger geregtig om 'n getuie te ondervra; daarna is die voorsitter van die tugkomitee geregtig om enige vrae wat hy self of lede van die tugkomitee met sy toestemming wil stel, aan die getuie te stel. Indien getuieis gelei is, is die persoon wat die getuieis gelei het, daarop geregtig om die getuie te herondervra, maar hy moet sy herondervraging beperk tot aangeleenthede waarvoor die getuie gekruisvra is of waarvoor die voorsitter van die tugkomitee aan die getuie vrae gestel het.

16. (1) Alle mondelinge getuieis moet onder eed of plegtige bevestiging, wat deur die voorsitter van die tugkomitee opgelê word, afgelê word en die tugkomitee kan weier om getuieis toe te laat van enige getuie of deponent by 'n dokument wat nie vir kruisondervraging aanwesig is nie of wat weier om hom daaraan te onderwerp.

(2) Die verklaring van 'n persoon wat 'n klagte, beskuldiging of bewering aanhangig maak wat nie persoonlik aanwesig is nie, of van enige getuie ter staving van die klagte, beskuldiging of bewering van 'n oortreding, moet in die vorm van 'n beëdigde verklaring wees; die beskuldigde of sy verteenwoordiger kan egter teen sodanige getuieis beswaar maak indien hy nie in die geleentheid gestel word om die getuie te kruisvra nie.

PROSEDURE BY AFSLUITING VAN DIE ONDERSOEK

17. (1) Na afloop van die ondersoek moet die tugkomitee *in camera* beraadslaag oor die bevinding.

(2) Wanneer die beskuldigde onder verskillende hoofde, afsonderlik of in die alternatief, aangekla word, moet die tugkomitee onder elke hoof tot 'n bevinding geraak.

(3) Indien die beskuldigde onskuldig bevind word aan die klagte, beskuldiging of bewering van 'n oortreding teen hom ingehring, moet hy onmiddellik dienooreenkomstig in kennis gestel word en die tugkomitee moet sy optrede aan die raad rapporteer.

(4) If the accused is found guilty by the disciplinary committee of a contravention, it shall announce its finding in public and the complainant shall adduce evidence of previous convictions of a contravention, if any, of the accused.

(5) Evidence of previous convictions of a contravention shall be adduced by means of a certificate under the hand of the registrar; such certificate shall contain the complaint, charge or allegation preferred against the accused at the time, the complete finding, the penalty imposed and an extract from the minutes of the meeting of the disciplinary committee if the penalty was a reprimand or a caution or a reprimand and a caution, or an extract from the minutes of the meeting of the council at which the finding and penalty were confirmed or amended if the penalty was imposed in terms of section 18 (b) (ii) or (iii) of the Act: Provided that the accused or his representative shall be entitled to challenge the correctness of such certificate, in which case a copy of the minutes of the proceedings at any inquiry at which the accused was found guilty, together with a copy of the minutes of the meeting of the council at which the finding and the penalty were confirmed if a penalty other than a reprimand or a caution or a reprimand and a caution was imposed by the disciplinary committee, shall be produced.

(6) The chairman of the disciplinary committee shall then afford the complainant an opportunity to make representations regarding a suitable penalty to be imposed in terms of section 18 (b) of the Act.

(7) The chairman of the disciplinary committee shall then afford the accused or his representative the opportunity of addressing the disciplinary committee in mitigation of the penalty to be imposed.

(8) (a) Thereupon the disciplinary committee shall, subject to the provisions of section 23 of the Act, deliberate *in camera* upon the penalty to be imposed in terms of section 18 (b) of the Act. If the disciplinary committee decides that the penalty to be imposed shall be a reprimand or a caution or a reprimand and a caution, the penalty imposed on the accused shall be communicated immediately to the accused by the chairman of the disciplinary committee, or at a later date by registered post, as the disciplinary committee may direct. The disciplinary committee shall report its action to the council.

(b) If the disciplinary committee decides that a penalty other than a reprimand or a caution or a reprimand and a caution be imposed, it shall forward all papers, with a record of the evidence and its finding and decision in regard to the penalty to be imposed, to the council, which may vary, confirm or refuse to confirm the penalty. The decision of the council shall be communicated immediately to the parties concerned or within 14 days by registered post to the accused or his representative: Provided that the confirmation of a recommendation that the name of a person be struck off the register in terms of section 18 (b) (iii) of the Act shall take place after consultation with the head of education concerned if the former is employed at a school to teach.

(c) The accused or his representative shall be entitled to make representations to the council regarding the exercise of its discretion concerning the variation or confirmation of the imposition of the penalty. Such representations shall be made by means of a written memorandum only and shall be addressed to the

(4) Indien die tugkomitee die beskuldigde skuldig bevind aan 'n oortreding, moet hy sy bevinding in die openbaar bekendmaak en moet die klaer bewys aanvoer van vorige skuldigbevindings, as daar is, van die beskuldigde aan 'n oortreding.

(5) Bewys van vorige skuldigbevindings aan 'n oortreding moet aangevoer word deur middel van 'n sertifikaat onder die hand van die registrateur; sodanige sertifikaat moet die klagte, beskuldiging of bewering bevat wat indertyd teen die beskuldigde ingebring is, die volledige bevinding, die straf opgelê en 'n uittreksel uit die notule van die vergadering van die tugkomitee indien die straf 'n berisping of waarskuwing of 'n berisping en 'n waarskuwing was, of 'n uittreksel uit die notule van die vergadering van die raad waarop die bevinding en straf bekragtig of gewysig is indien 'n straf ingevolge artikel 18 (b) (ii) of (iii) van die Wet opgelê is: Met dien verstande dat die beskuldigde of sy verteenwoordiger die reg het om die korrektheid van sodanige sertifikaat te betwis, in welke geval 'n afskrif van die notule van die verrigtinge by enige ondersoek waarop die beskuldigde skuldig bevind is, voorgelê moet word, tesame met 'n afskrif van die notule van die vergadering van die raad waarop die bevinding en straf bekragtig is indien 'n ander straf as 'n berisping of 'n waarskuwing of 'n berisping en 'n waarskuwing deur die tugkomitee opgelê is.

(6) Die voorsitter van die tugkomitee moet dan aan die klaer die geleentheid bied om vertoë te rig in verband met die oplegging van 'n straf ingevolge artikel 18 (b) van die Wet.

(7) Die voorsitter van die tugkomitee moet dan aan die beskuldigde of sy verteenwoordiger die geleentheid bied om die tugkomitee ter versagting van die straf wat opgelê staan te word, toe te spreek.

(8) (a) Daarna moet die tugkomitee, behoudens die bepalinge van artikel 23 van die Wet, *in camera* beraadslaag oor die straf wat ingevolge artikel 18 (b) van die Wet opgelê moet word. Indien die tugkomitee besluit dat die straf wat opgelê moet word 'n berisping of 'n waarskuwing of 'n berisping en 'n waarskuwing moet wees, moet die straf aan die beskuldigde opgelê, onmiddellik daarna aan die beskuldigde meegedeel word deur die voorsitter van die tugkomitee, of op 'n later datum per aangetekende pos, al na gelang die tugkomitee gelas. Die tugkomitee moet sy optrede aan die raad rapporteer.

(b) Indien die tugkomitee besluit dat 'n ander straf as berisping of 'n waarskuwing of 'n berisping en 'n waarskuwing opgelê moet word, moet die tugkomitee alle stukke met 'n verslag van die getuienis en sy bevinding en besluit in verband met die straf wat opgelê moet word, aan die raad stuur, wat sodanige bevinding en besluit kan wysig of bekragtig of kan weier om dit te bekragtig. Die raad se besluit moet onmiddellik aan die betrokke partye bekendgemaak word of binne 14 dae per aangetekende pos aan die beskuldigde of sy verteenwoordiger meegedeel word: Met dien verstande dat die bekragtiging van 'n aanbeveling dat 'n persoon se naam in die register geskrap word ingevolge artikel 18 (b) (iii) van die Wet, geskied na oorleg met die betrokke onderwyshoof indien hy by 'n skool in diens is om onderwys te gee.

(c) Die beskuldigde of sy verteenwoordiger is geregtig om vertoë tot die raad te rig ten opsigte van die uitoefening van die raad se diskresie met betrekking tot die wysiging of bekragtiging van die oplegging van die straf. Sodanige vertoë geskied slegs by wyse van 'n skriftelike memorandum gerig aan die registrateur vir

registrar for submission to the council. Such representations must reach the registrar within 30 days after the disciplinary committee has made its finding public.

18. Nothing in these regulations shall be construed as depriving the council of its right and power to refer a case back to the disciplinary committee for further inquiry or to conduct such inquiry itself. The procedure laid down in these regulations shall apply *mutatis mutandis* to an inquiry held by the council.

19. These regulations shall also apply in the Territory of South West Africa and the Eastern Caprivi Zipfel.

ANNEXURE A FORM OF SUMMONS

To.....
(Name of accused and his address)

You are hereby summoned to appear on the day of 19..... at before the disciplinary committee of the South African Teachers' Council for Whites when the following complaint/charge/allegation* which has been preferred against you will be considered:

If you fail to appear the council or the disciplinary committee may consider and deal with the complaint/charge/allegation* in accordance with the regulations concerned.

If you desire that your letter dated (or any further written communication which you wish to submit) shall constitute your explanation or defence, please notify me to this effect as soon as possible and not later than You are, however, hereby warned that any such communication may be used in evidence against you.

A copy of the relevant regulations is enclosed.

Given under the hand of the day of 19..... of the council this.....

Chairman/Registrar*

* Delete whichever is not applicable.

ANNEXURE B FORM OF SUMMONS TO APPEAR BEFORE THE SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES

To.....
(Name and address of person summoned)

You are hereby summoned to appear at (place) on (date) at (time) before the disciplinary committee of the South African Teachers' Council for Whites, established in terms of the South African Teachers' Council for Whites Act, No. 116 of 1976, to give evidence regarding:.....

(if the person summoned is to produce any book, record, document or object, add such item) and you are required to bring with you (specify the book, record, document or object).

A copy of the relevant regulations is enclosed.

Given under the hand of the day of 19..... of the council this.....

Chairman/Registrar*

* Delete whichever is not applicable.

voorlegging aan die raad. Sodanige vertoë moet die registrateur bereik binne 30 dae nadat die tugkomitee sy bevinding bekend gemaak het.

18. Niks in hierdie regulasies word uitgelê as sou dit die raad die reg en bevoegdheid ontnem om 'n saak na die tugkomitee terug te verwys vir verdere ondersoek of om self sodanige ondersoek te hou nie. Die prosedure in hierdie regulasies voorgeskryf is *mutatis mutandis* van toepassing op 'n ondersoek wat die raad hou.

19. Hierdie regulasies is ook van toepassing in die gebied Suidwes-Afrika, met inbegrip van die Oostelike Caprivi Zipfel.

AANHANGSEL A

VORM VAN DAGVAARDING

Aan.....
(Naam van beskuldigde en sy adres)

Hierby word u gedagvaar om op die dag van 19..... om te vir Blankes te verskyn wanneer die volgende klagte/beskuldiging/bewering* teen u ingebring, oorweeg sal word

As u versuim om te verskyn, kan die raad of die tugkomitee die klagte/beskuldiging/bewering* ooreenkomstig die betrokke regulasies oorweeg en behandel.

As u verkies dat u brief van (of enige verdere skriftelike mededeling wat u wil indien) as u verduideliking of verweer moet dien, geliewe my dienooreenkomstig so spoedig moontlik en nie later nie as in kennis te stel, maar u word hierby gewaarsku dat enige sodanige mededeling as getuigenis teen u gebruik kan word.

*n Kopie van die betrokke regulasies is ingesluit.

Gegee onder die hand van die van die raad, op hede die dag van 19.....

Voorsitter/Registrateur*

* Skrap wat nie van toepassing is nie.

AANHANGSEL B

VORM VAN DAGVAARDING OM TE VERSKYN VOOR DIE SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES

Aan.....

(Naam en adres van gedagvaarde)

Hierby word u gedagvaar om in (plek) op (datum) om (tyd) te verskyn voor die tugkomitee van die Suid-Afrikaanse Onderwysersraad vir Blankes, ingestel kragtens die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, No. 116 van 1976, om getuigenis af te lê aangaande:.....

(as die gedagvaarde 'n boek, aantekening, dokument of voorwerp moet voorlê, voeg daaraan toe) en u word gelas om (vermeld die betrokke boek, aantekening, dokumente of voorwerp) saam te bring.

*n Kopie van die betrokke regulasies is ingesluit.

Gegee onder die hand van die van die raad, op hede die dag van 19.....

Voorsitter/Registrateur*

* Skrap wat nie van toepassing is nie.

p 1,42-45



REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

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PRETORIA, 10 NOVEMBER 1978

[No. 6206

PROCLAMATIONS

*by the State President of the Republic of
South Africa*

No. R. 287, 1978

**AMENDMENT OF THE SOUTH AFRICAN
TEACHERS' COUNCIL FOR WHITES ACT, 1976**

Under and by virtue of the powers vested in me by section 26 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), I hereby amend Schedule 1 to the said Act by the substitution for the name Association of White Teachers in Bantu Education of the following name:

Association of White Teachers in Education and Training.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this 27th day of October, One thousand Nine hundred and Seventy-eight.

B. J. VORSTER, State President.

By Order of the State President-in-Council:

P. G. J. KOORNHOF.

PROKLAMASIES

*van die Staatspresident van die Republiek van
Suid-Afrika*

No. R. 287, 1978

**WYSIGING VAN DIE WET OP DIE SUID-AFRI-
KAANSE ONDERWYSERSRAAD VIR BLANKES,
1976**

Kragtens die bevoegdheid my verleen by artikel 26 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), wysig ek hierby Bylae 1 van genoemde Wet deur die naam van die Vereniging van Blanke Onderwysers in Bantoe-onderwys deur onderstaande naam te vervang:

Vereniging van Blanke Onderwysers in Onderwys en Opleiding.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die 27ste dag van Oktober Eenduisend Negehoonderd Agt-en-sewentig.

B. J. VORSTER, Staatspresident.

Op las van die Staatspresident-in-rade:

P. G. J. KOORNHOF.

No. 2504

323

15 December 1978

No. 2504

15 Desember 1978

**SOUTH AFRICAN TEACHERS' COUNCIL
FOR WHITES**

Under and by virtue of the powers vested in me by section 20 (1) of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), I hereby determine 1 April 1979 as the date with effect from which no person who is not registered or provisionally registered shall be appointed in a full-time permanent capacity at a school to teach or teach at a school in such a capacity, except in a post referred to in section 16 of the said Act.

W. A. CRUYWAGEN, Minister of National Education.

**SUID-AFRIKAANSE ONDERWYSERSRAAD
VIR BLANKES**

Kragtens die bevoegdheid my verleen by artikel 20 (1) van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), bepaal ek hierby 1 April 1979 as die datum met ingang waarvan niemand wat nie geregistreer of voorwaardelik geregistreer is nie in 'n heeltydse permanente hoedanigheid by 'n skool aangestel mag word om onderwys te gee of in so 'n hoedanigheid by 'n skool onderwys gee nie, behalwe in 'n pos in artikel 16 van gemelde Wet bedoel.

W. A. CRUYWAGEN, Minister van Nasionale
Opvoeding.

TEACHERS - GENERAL

DEC. 1977 - DEC. 1978

Star 9/12/77
(319)
**Teachers
settle for
'minimum
structure'**

Pretoria Bureau

The Federal Council of Teachers' Associations has accepted that the "ideal structure" worked out for the teaching profession cannot be implemented at this stage.

It has settled for the "minimum structure" as an interim alternative to the changes they had been hoping for but which cannot be implemented at present as a result of the economic situation.

Mr J D V Terblanche of the council, which represents nine teachers' associations, said in a statement after hearing from the Government that it would not be possible to introduce the "ideal system" it was decided to apply the necessary self-control with other sectors.

NEW DISPENSATION

The council believed, however, that the minimum structure placed the teaching profession on the road to a new dispensation.

The decision of the Cabinet to approve it for implementation at this stage, while other sectors of the public administration received merely a percentage increase on the basis of present salaries, was seen as a particular token of goodwill and clear recognition of the key role the teaching profession played.

The council accepted the minimum structure in the knowledge that when the conditions allowed, the ideal structure, which compares with that of other comparable professions, would be implemented as a natural step.

Teachers still waiting for rises

The promised increases in teachers' salaries did not appear on January pay cheques but are expected to be announced soon.

Early in December last year teachers were granted a new minimum salary structure, which will mean an approximate five per cent across the board increase. The structure has not yet been released to teachers.

According to the general secretary of the Transvaal

Teachers' Association, Mr Jack Ballard, certain details of the agreement still had to be clarified. All increases, he said, would be retrospective to January 1 1978.

It was predicted teachers would know the new salary structures within two or three weeks.

An irate teacher complained to The Star: "I'm entitled to know what I earn, yet the Transvaal Education Department expects teachers to work without that knowledge."

"Attached to the cheques was a bilingual note — which contained two grammatical errors — telling teachers that in no circumstances must they telephone or go to the TED or write to them to find out what the new scales are."

Difference in salaries of White/Coloured teachers X

*21. Dr. F. VAN Z. SLABBERT asked the Minister of Coloured Relations:

Whether any steps were taken during

ATTNS ARB NO 4 Col 230/231

24/2/78

321

231

FRIDAY, 24 FEB

1977 to narrow the difference in salaries paid to Whites and to equally qualified Coloured teachers in Coloured schools; if so, what steps; if not, why not.

{The MINISTER OF THE INTERIOR (for the Minister of Coloured Relations):

No salary increases were granted during 1977 but the Public Service Commission, in consultation with the respective education departments, was engaged in a comprehensive investigation into an improved salary structure with a view, *inter alia*, to the rationalization of the salary ratio between White and Coloured teachers.

Cape Times 22/3/78

Merit pay plan for SA teachers

By GORDON KLING

THE GOVERNMENT has agreed to give South African teachers merit pay increases in addition to a recently-awarded salary rise averaging 8,5 percent.

The decision, circulated to the country's 23 000 white teachers, means some will gain a 16 percent jump in pay next year.

The Director of Coloured Education, Mr W Theron, last night told the Cape Times the scheme would also apply to the 9 000 coloured teachers. "An announcement is being drafted by the Administration of Coloured Affairs," he said. The same criteria for assessment of merit would be applicable.

The secretary of the SA Teachers' Association, Mr R C Cope, said the new scheme was very attractive. It increased maximum pay scales and rewarded hard work. Association members are mainly English speaking teachers of the Cape Province.

Final details of the scheme are being prepared, but according to reliable sources, it will enable teachers to gain two salary notches in one year.

In the case of teachers at the start of the D grade category, for example, selection for the merit increase will mean a total salary increase of 16 percent next year. This will apply even if the increase exceeds the salary limit for the category.

A teacher can be awarded the increase only once every two years to a maximum of three times. Selection will also mean automatic classification as a senior teacher.

Existing teachers at the top of this category will receive the rise retroactive to January 1 this year.

All teachers with the exception of promotion posts (principals, vice-principals and deputy principals) will be eligible next year.

The top category senior teachers were given the award this year because they would have lost benefits of the recently announced salary increases, which would have exceeded their scales.

A spokesman for the Federal Council of Teachers' Association yesterday told the Cape Times that the salary scales previously approved, retroactive to January 1, will benefit some teachers by up to 20 percent, depending on qualifications.

"The better the qualifications, the better the increase," said Mr Cope.

"This is only right. The incentive is to train yourself well."

Teachers to get 30 pc pay increase

1/3/78

321

Pretoria Bureau

White teachers stand to gain a salary increase of up to 30 percent under the new pay structure announced by the Minister of National Education, Dr Koornhof, in December last year.

Black teachers can expect increases of up to 15 percent—and in some cases as high as 25 percent.

If the white pay structure is strictly applied some teachers will benefit by less than the 15.5 percent generally applicable to the public sector as from January 1, 1978.

The Federal Council of Teachers' Associations in South Africa, however, has received the assurance that teachers within this category would have their salaries adjusted by means of a personal scale.

"In other instances teachers will benefit substantially under the new structure, and in certain cases gains of up to 30 percent cannot be excluded," said Mr. J. D. V. Terblanche, chairman of the Federal Council.

HOW IT WORKS

In a reaction to the new structure, Mr. Terblanche went on to say: "It is here important for the general public to note that if the percentage gain is calculated on pre-revision scales, it must be remembered that as from January 1, 1978, the entire public sector has scored at least 15.5 percent on the pre-revision salary structure.

If this 15.5 percent is included, percentages in excess of 40 percent are arrived at and a comparison of the position of teachers with that of other members of the public sector creates a false impression if this fact is not taken into



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Teachers' rise confirmed

Pretoria Bureau

321 Teachers will get an average increase on their old salary structure of 18,5 percent. None will get less than 15,5 percent and some will get as much as 30 percent.

The percentages were confirmed today by Mr J. D. V. Terblanche, chairman of the Federal Council of Teachers' Associations, on their 1974 increase, as teachers' and subsequent increases as civic servants.

Teachers' pay

Star 2/3/78 (321)

THE pay rise for teachers is welcome. Society owes it to itself to attract the best calibre of people to the profession. For black teachers the picture is less clear. Salaries are being revised "along the same lines," it is stated. This offers an excellent opportunity to establish, once and for all, the principle of equal pay for equal work.

A uniform pay structure graded according to qualifications would not cost the State a great deal at present. Most

black teachers are grossly under-qualified—often with no more than Standard 6—and obviously their increases are going to be much smaller. But the black teacher who has, say, a degree and a teaching diploma deserves the same as his white counterpart—not a third or more below.

Such an incentive would serve not only to upgrade black teaching; it would help take some steam out of the current crisis over the quality of black education.

New pay scales show just how big gap is

star
30/3/78

Black teachers' salary scales have been put on a par with those of their similarly qualified white colleagues — a step on the way to eliminating the pay gap but also an indication of just how far behind most black teachers are.

The new pay scales — which include a restructuring of promotion posts to bring them into line with those of the white profession — represent a 10 percent decrease in the wage gap over the past four years.

Black teachers will now get, on average, 67 percent of what their white colleagues with the same qualifications earn, according to Mr Cruywagen, Minister of Education and Training, who announced the new pay scales this week.

A Department of Education and Training (DET) official said the new pay scales were an incentive

for teachers to better their qualifications — the higher the qualification the better the pay scale.

"As far as we are concerned this is a starting point for narrowing the pay gap," he said.

Where black and white qualifications are comparable, the percentage increases will now be the same — but the real facts of how much the increases mean to black teachers are in the statistics:

② Only two percent (1300) of the 63 000 black teachers in urban areas and the homelands have a degree and teaching diploma. One-third (13 000) three years ago of white teachers had this qualification.

③ Two-thirds of black teachers — 42 000 — have only standard six or eight with a teaching diploma.

④ One-fifth of black teachers — 12 000 — have no teaching qualifications

at all — against three percent of white teachers (1974 statistics). Another 7 400 black teachers have only matric and a diploma.

In other words the low qualifications of most black teachers will make the effect of the new pay-scale parity minimal.

In all, there are 13 different qualification levels for black teachers against about four levels for whites.

Leading black educationists like Mr T W Kam-bule, former headmaster of Orlando High in Soweto, have criticised the actual pay increases as being negligible for most black teachers.

He said many black teachers earned less than R20 a month and the actual increase they would get next month — from five percent — comes to nothing after taxation.

The first move to bring black pay scales on to the

same levels as whites began in 1974, but was only really felt in 1976 when salaries went up about 20 percent.

With the latest increases black salaries will have gone up by between 25 and 58 percent over the past four years. In some exceptions — those of the 380 black school inspectors — this overall increase will be as high as 88 percent.

Improving the qualifications of black teachers is DET's obvious priority. In Johannesburg a promising start was made last year with Operation Upgrade — an extramural programme which has already helped 2 600 Soweto teachers better their qualifications.

Another move which should filter better qualified — and thus better paid — teachers into schools, was this year's opening of the new Soweto Teachers' Training College at Klipspruit.

Retrenchment in the classroom angers women

Pay rise... then sacked

By Marion Cox

NATAL'S SCHOOL-TEACHERS received their long-awaited pay rises this week but for 48 of them the jubilation was short-lived. The day after they heard of their increases they were told they had been sacked.

The teachers, all women, were given one month's notice because of overstaffing. They are all employed by the Natal Education Department in a temporary capacity.

"I had a feeling something was going to happen," said one of the sacked women, who asked not to be identified. "The school inspector has been perpetually around, telling the head to cut down on staff as the school is apparently overstaffed. What it will mean, of course, is that they will have to cram more children into classes and teachers will have to double up."

"I feel particularly upset as I applied to go on the permanent staff some time ago but my request was ignored. I suppose my place will be taken by a newly qualified teacher straight out of college. That's why it's been done."

to create jobs for them."

Another retrenched teacher complained of the way the department had fired them.

"It was a terrible shock," she said. "To get a pay rise one day and the sack the next takes a bit of getting over. I came into teaching for security but as far as I can see, it's only the men who get that. Women are just disregarded. No doubt those of us that have been sacked are paying for the salary increases of the rest."

Dr Gerald Hosking, Director of Education for Natal, strongly denies that the pay rises are being paid for by the retrenchments.

"That is absolutely not the case. The two have nothing to do with each other," he said. "We are slightly overstaffed and we have to balance our budget. We haven't unlimited purses. After all, 48 is a small pro-

force of teaching staff, which is well over 6 000."

Dr Hosking agreed provision had to be made for new graduates coming into the profession.

"We cannot neglect the new inflow coming into teaching," he said. "And at the moment there are nearly 100 men doing their army training and we are under an obligation to re-employ them when they have finished. It is very difficult to predict the numbers of teachers we shall require at some future date."

Part of the problem of staffing, according to Dr Hosking, is the falling white population and inflation, which is keeping older teachers at work longer. The department had been very careful to retrench only women who were not the sole breadwinners.

"There is no question of making our classes excessively overcrowded," he said. "Even with a smaller number of teachers, Natal still has the smallest classes in the country."

The president of the Natal Teachers' Society, Dr Bruce Dobie, said he had not known the extent of the retrenchments until after the teachers had been served with their

notices.

"We very much regret this action and hope in future more members of the temporary staff will be able to qualify for permanent status," he said. "There is of course a surplus of teachers in many parts of the world. In Britain, for instance, there are 20 000 unemployed teachers. However, it is ironic that while the white sector is laying off staff in South Africa, the black population is crying out for them. There is nothing to stop white teachers applying for posts in black schools."

The pay rises which came into force this month will put up teachers' wages by around R100 a month. With over 6 000 teachers on the payroll, Natal's Education Department bill will rise by around R600 000 a month while the savings from the 48 sacked teachers will amount to around R20 000 a month.



Bruce Dobie ... was not warned about retrenchment

QUOTE

Dr Bruce Dobie
Natal Teachers' Society

IT is ironic that while the white sector is laying off staff in South Africa, the black population is crying out for them. There is nothing to stop white teachers applying for posts in black schools.

Two cheers



FM 7/4/78

African education gets more money this year. It needs it. Real per capita spending on black pupils has grown by R1,13 in the last quarter of a century

Finance Minister Owen Horwood's extra R26,5m for African education is a welcome aspect of his 1978/79 budget. But it is still a far from adequate sum.

Also encouraging is Education and Training Minister Cruywagen's announcement last week that the Bantu Education Act of 1953 is to be replaced by new legislation. However, if African education is to be put on a sound and acceptable footing, the new legislation is going to have to bring in some radical changes.

The budget increase will boost spending from last year's R117,4m to R143,9m, a rise of more than 22%. The effective rise in last year's budget, after allowing for transfers from other departmental votes, was 32%.

But spending on African education continues to lag very far behind that on white education (R824m in 1976/77). Per capita spending on African pupils was R57 last year, according to the Department of Education and Training, as against R42 the previous year. White pupils each had R654 spent on them — nearly 12 times as much.

In 1953, per capita expenditure was R17,08 for Africans and R128 for whites. When inflation over the past 25 years is taken into account, per capita spending on African schoolchildren has grown to no more than R18,21 at 1953 prices — a real increase of a paltry R1,13. The present white per capita expenditure, on the other hand, is worth R209 in 1953 terms.

Says Gerhard Engelbrecht of the Department of Education and Training: "Per capita expenditure on Africans probably isn't really comparable to that spent on whites because the African figure does not include capital expenditure."

The people bear the burden

But that, surely, is precisely the point. The State builds schools for whites, but when it comes to Africans, it generally finances only certain senior secondary schools, such as the two it will build in Soweto this year.

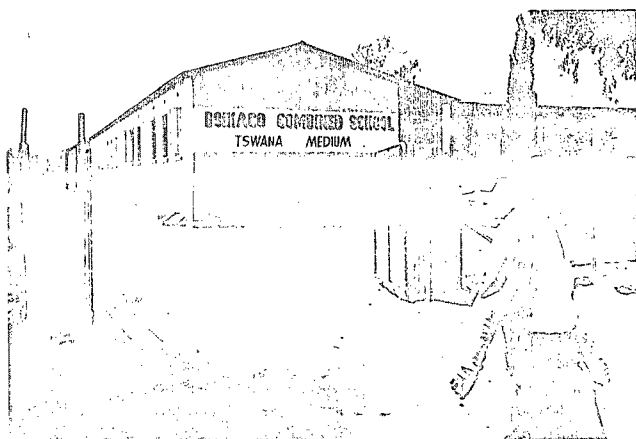
The Bantu Affairs Administration Boards carry the burden of building most other schools. But they receive only loans — not outright grants — from Pretoria, with the result that township residents themselves have to find the money for capital spending. In the Vaal Triangle townships, for example, each household has to pay R1 — over and above house and site rentals — towards the costs of building schools. In the Wrab townships the levy is 38c.

Charities like *The Star's* "Teach" fund have come to the rescue in some townships. But Soweto alone still has a shortage of 40 schools. And a glaring racial discrepancy remains — white schools are built at taxpayers' expense, but black children have to rely on their parents and on charity for school buildings.

Most of the money budgeted for

bracket, earning no more than R100 a month. If a teacher earns only R100 a month, even after many years of service, even a 58% gain hardly makes a difference."

Engelbrecht argues that black teachers earn less than their white counterparts because they are less well qualified. "This has an influence on the figure for per



Evaton school . . . the parents have to pay

schools (R85m) will go on teachers' salaries, with part specially earmarked for the phasing out of the double session system through the creation of new teaching posts. (Under double sessions — which last year affected 913 000 pupils — one teacher takes two classes, one in the morning and the other in the afternoon.)

The changes in salaries announced recently by Cruywagen will narrow the salary gap between black and white teachers: Africans will now earn an average of 67% of the pay of their white counterparts, as against 58% in 1974. Actual salaries of African teachers are to rise by between 25% and 58%. And because the key scale is now identical for all population groups — viz increments are the same for comparable qualifications — the gap cannot widen again, according to the department.

Low salaries are of course one of the major reasons for the severe shortage of African teachers. The department refuses to disclose salary scales. But Thamsanqa Kambule, the prominent Soweto educationist, points out that "the vast majority of teachers fall in the lowest income

capture expenditure on Africans," he tells the *FM*. But, this, of course, is yet another result of the inadequacy of spending on education and the State's failure to train enough teachers. Only about 16% of African teachers have actually matriculated. R3,6m of the budget will go on teacher training.

Another recipient of an increase from the budget is spending on text books — a step towards free compulsory education. The increase here is from R2,5m to R3m. Senior secondary schools will get all their textbooks free, although pupils will still have to buy their own literature networks. Also free are textbooks for about 80% of the subjects taught at junior secondary level, while the lower standards get textbooks in only a few subjects.

"We start providing free books from the higher levels first because senior textbooks are far more expensive," says Engelbrecht. And Joubert Rousseau, Secretary for Education and Training, hopes to provide free textbooks for the rest of the primary school subjects this year.

Marking time on women teachers

Education Reporter

The future of draft legislation which could have given the Transvaal Education Department powers to make married women resign in certain circumstances appears to be uncertain.

The controversial draft amendment to the Education Ordinance published recently has been shelved and the Transvaal Education Department is to seek national co-ordination on the issue. The TED said today it would also obtain the views of other departments.

The proposed amendment gave the Director of Education the power to bring about the resignation of married women from teaching posts.

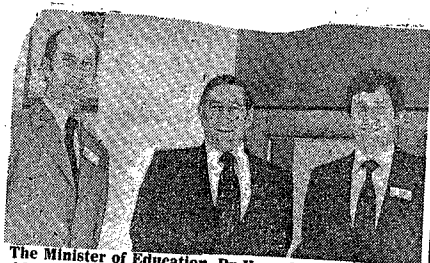
Mr J H S. Ballard, general secretary of the Transvaal Teachers' Association, said today the issue was causing "tremendous uncertainty" among teachers.

He said that any amendment in the form first proposed would be op-

posed even if it went to the Committee of Heads of Education, the body consisting of provincial education directors.

Mr Ballard said that the Director of Education need not have such wide powers as were proposed. The TED should explain what they were aiming at and draft tight legislation to achieve only that aim.

The Federal Council of Teachers' Associations had come out in support of permanent appointments for married women, he said.



The Minister of Education, Dr Koornhof, at the South African Teachers' Association conference in King William's Town. He is flanked by the principal of Dale Junior School, Mr K. Schaefer (right), and a teacher at the school, Mr D. Filmer.

Teachers to join all-race body

KING WILLIAM'S TOWN — The South African Teachers' Association (Sata) which is meeting here for its 81st conference, has decided unanimously to affiliate to the non-racial South African Federation of Teachers' Associations (Safta).

Safta is made up of the Transvaal Teachers' Association (white), the South African Indian Teachers' Association and the Union of Teachers Associations of South Africa (Coloured).

The African Teachers' Association of South Africa (black) is not a member, although it has attended some Safta meetings as an observer.

The decision to join Safta was taken as part of Sata's conference theme of "contact and communication."

The consensus was that affiliation to Safta would encourage mutual understanding and sympathy

with the leaders of teachers of all sections of the South African community.

The president of Sata, Mr M. D. Reeler, said: "South Africa is a divided country by the very nature of the make-up of its population, but there has been a lack of contact process among the groups that make up the population."

"Teachers have played their part in perpetuating this and I believe the time is now ripe for an educational change to take place where contact and communication in physical, face-to-face, small groups is indulged in so that rifts between the various races can be replaced by an atmosphere of mutual respect and understanding," he said.

This morning Sata will be addressed by the secretary-general of Atasa, Mr H. H. Dlamienze. The conference will close tomorrow. — DDC.

Contact is vital teachers told

KING WILLIAM'S TOWN — Education would be still-born, useless and unnecessary if it was devoid of communication, Mr M. D. Reeler, president of the South African Teachers' Association, told delegates to its conference here.

Addressing the conference on its theme of contact and communication, Mr Reeler said communication should take place on a personal contact level and preferably in small, manageable groups for it to have its greatest impact.

Two recent incidents relating to teachers' salaries and registration of teachers by the new Teachers' Council caused considerable resentment and dissatisfaction among teachers, he said.

"In both cases, the prime cause of all the

problems was a serious lack of personal communication between the parties concerned, causing a complete lack of understanding and a feeling of unhappiness when there should have been enthusiastic acceptance and support," he said.

The school, with the natural opportunities that arose there, was the ideal place to start the process of communication that would have far-reaching effects on the entire South African society.

"Bonds and attitudes established at that level are lasting, and much of the spade work can be done through a natural sequence based on sound human relationships."

He said he looked forward to the day when restrictions would not be as offensive and teachers would be allowed to play their part in a vital area of the country's survival.

"I only hope this day occurs before it is too late to be acceptable," he said.

The school situation, whether in the classroom or on the sports field, was the beginning and the end of the teacher's task, said Mr Reeler.

"We must not reconsider the responsibilities and once again encourage the teacher to become a leader in the society in which he lives? He should be an innovator of new attitudes and relationships, in the school and out, and not only a perpetrator of the past or a maintainer of the status quo." — DDC.

Varsity drops behind in pay

Mercury Reporter

LECTURERS at teachers' training colleges are now being paid more than their counterparts at universities — a position which reflects unfavourably on the status of university lecturers who have greater academic demands placed on them," says University of Natal principal, Professor N. D. Clarence.

Prof. Clarence said the Minister of National Education, Dr. Piet Koornhof, had promised the universities the Cabinet was considering a salary increase for university staff.

The principal said the teachers' colleges had overtaken university salaries in May, when they were included in the general teachers' increase.

The universities had a 5 per cent increase in January but the May teachers' rise — which added about 30 per cent to college lecturers' pay packets — as it was weighted in favour of the top end of the scale, had wiped out this advantage.

"A lot of our people are now likely to move to the training colleges, though in the present economic climate there probably won't be a mass exodus as there aren't many posts available," said Prof. Clarence.

He said the colleges for advanced technical education had also been overlooked.

The salary scales for three representative posts at the university are: professor (head of department) R12 993 — R15 939; senior lecturer, R10 187 — R12 993; and lecturer R7 276 — R10 602.

3/5/78 10 (32)

Single teachers first says Loots

CAPE TOWN — The Education Department could not allow unmarried women teachers to be out of work because married women were filling the teaching posts, Mr. A. Loots, MEC in charge of education, said in the Provincial Council yesterday.

Speaking in the Budget debate on the Education Vote, Mr. Loots said the question of married women teachers in the Cape not obtaining permanent posts was a "delicate matter."

"It must not be overlooked that an unmarried teacher is dependent on her salary," he said. "Unlike a married teacher, she is the breadwinner and after she studies, she's obliged to pay back her teaching loan."

Mr. Loots said, however, that although this question was of great con-

cern to his department, it could not allow an unmarried teacher to miss a post because it was filled by a married teacher.

Mr. Ken Andrew (PFP, Pinelands), said it was absurd to refer to the subject as a delicate matter.

"The only thing delicate about it is the widespread dissatisfaction among married women teachers about the treatment they receive from the Cape Education Department," Mr. Andrew said.

Earlier in the debate, Mr. J. Tyers (SAP, Simonstown), said that a minimum charge should be laid down for school books.

Mr. Loots replied he thought it was a sound educational principle that parents should contribute towards the purchase of school books.

Referring to a question by Mr. Robyn Hobbs (NRP,

East London, North), that insufficient funds were being spent on the training of teachers, Mr. Loots said: "The supply meets the demand for the training of teachers." — DDC.

POSTS ALLOCATED AND FILLED - OCCUPATIONAL SAFETY SECTION (FACTORIES)
DEPARTMENT OF LABOUR

INSPECTORATE	POSTS ALLOCATED	POSTS FILLED	FACTORIES	EMPLOYEES
Johannesburg	14	4	5713	268229
Benoni	4	2	2058	132454
Vereeniging	3	1	1401	77823
Germiston	5	2	2337	159534
Durban	10	6	4904	330837
Cape Town	10	5	4753	294301
		3	1892	98664
		2	1195	51440
		3	3214	158331
		1	2620	66393
		29	30097	1598076

Occupational Health, PP 55/76, Table XXI.

Teachers' pay deal wanted

A call for urgent review of the new pay deal for lecturers was made yesterday by the Federal Council of Teachers' Associations in South Africa.

The four percent increase announced recently for lecturers at universities and advanced technical colleges could not provide satisfaction, council chairman Mr. D. V. Terblanche said in a Pretoria statement.

The new deal merely provided for a percentage adjustment this year and the new structure was envisaged for April 1, next year, said Mr. Terblanche.

He urged the authorities to seriously consider implementing the new salary structure immediately instead of next year and backdate it to January 1 this year.

Meanwhile in Johannesburg, Professor Joubert Botha, head of the department of economics at the University of the Witwatersrand, said today: "Academic staff are experiencing their worst financial crisis ever."

"We will have to get a salary increase of 70 percent to put us on a par with the relative salary structure that applied to pay scales of high school principals and professors in 1970."

The professor said the buying power of professors' salaries eight years ago amounted to R604 a month, but by June, this year, it had shrunk to R514 - a drop of 25 percent.

However, the buying power of salaries of principals was R532 in 1970 and was R533 in June this year.

Professors had been impoverished and there was little chance that they would be fully compensated early next year.

It is simply by hiring a new staff that the salary is clear that at this time the salary is being laid down by the government as a result of the recognition of the financial and social conditions of the staff.

to this paper is a result, not of imperfect administration of the Acts, but of the principle underlying them.

The basic principle is that through the enforcement of legislation by statutory bodies, adequate protection can be established in the factories.

Through neutral state agencies a common standard of protection can be achieved and maintained. This standard will be acceptable to both workers and management.

The reason that the principle is wrong is because, like everything else in the factories, adequate protection is not an agreed constant standard plucked from the mutual desire of employers and workers to have good conditions. The status of industrial health in the factories is a result of a process wherein employers and workers have bargained over time. As a general rule it will be possible to show that high standards of industrial protection exist where a. the production process has demanded this and where lack of protection does represent a significant cost to management (some chemical processes or some of the more technical engineering processes, for example) b. where workers organisations have been strong enough to demand adequate protection over a period of time. Where the production process is not overtly highly dangerous and very clearly industrial accidents are a major cost, and where workers are not strongly organised, protection against industrial health hazards will be poor.

It is therefore not adequate to leave the enforcement of industrial health protection entirely in the hands of statutory bodies. It is wrong in principle, because those most intimately concerned in the maintenance of the health of the workers are the workers themselves and their management.

To really obtain good working conditions, they must be seen as one aspect of the collective bargaining process. Clearly, wages and healthy and safe working conditions (e.g. good protective clothing, safety guards on machines, safe but expensive processes) are a cost to management which tend to reduce profits. Both wages and working conditions can only be significantly improved by collective bargaining, not by reliance on the

Noodwendig

„Weens die leierskapsposisie van die universiteit en die onderlinge hierargiese samehang tussen die drie algemeen bekende vlakke van die onderwys — skole, kolleges en universiteite — moes uiteraard 'n prosedure gevolg word waarvolgens nuwe salarisstrukture in die onderwys noodwendig van die onderste vlak boontoe gebou word.

„Uitsluitel oor 'n nuwe struktuur vir die skole se personeel moes dus eers bereik word, waarna 'n vergelykbare struktuur vir kolleges, wat met dié van die skole logies verband hou, daargestel kon word. In die finale stadium is nou vir universiteitspersoneel 'n nuwe struktuur gebou wat op sy beurt weer 'n logiese verband met dié van die skole en die kolleges behels.

„Ek herinner egter daaraan dat in die uiters moeilike ekonomiese omstandighede waaronder die land in die afgelope jaar en meer gebuk ge-

personeel 'n bykomende pensioendraende toelaë van 4 persent van 1 Januarie 1978 sal ontvang — dit wil sê bestaande salariskerwe, plus 'n pensioendraende toelaë van altesame 19,9 persent. Die persentasieverhoging van 1978 is dus in totaal 9 persent, en nie 4 persent soos verkeerdlik beweer word nie.

„Die gemiddelde verhoging in die onderwys in sy geheel vir 1978 was ook 9 persent. Met die bykomende 4 persent wat aan universiteite toegewys is, is hul aanpassings dieselfde as die gemiddelde van die onderwys in sy geheel.

„Dit het voorts nou ook moontlik geword om 'n geskikte nuwe salarisstruktuur vir die universiteite te finaliseer.

„Universiteite en kolleges vir gevorderde tegniese onderwys is pas in kennis gestel dat die Regering goedgekeur het dat die hele salarisstruktuur vir akademiese personeel op 1 April 1979 toegepas sal word.

„Die nuwe struktuur handhaaf raakvlakke met die onderwysstruktuur wat reeds op 1 Januarie 1978 in werking gestel is en waartoe met die universiteitsrektore en die direkteure van die kolleges vir gevorderde tegniese onderwys ooreengekom is.

„Ek wil die absolute verskerping gee dat die nuwe salarisstruktuur nie slegs 'n logiese uitvloeisel van 'n voortbouing is op die struktuur wat reeds in die geval van skole en opleidingskolleges op 1 Januarie 1978 in werking gestel is nie, maar dat die nuwe struktuur terselfdertyd daarin slaag om

KOORNHOF VERDUIDELIK

'76/77. Expendit

(9.04) Stamps
Xeroxing

(20.21) Stationers

(35.10) Prizes:

6/77

1.00)

2.55)

32.10)

Dosente kry*Burger 6/11/78*
nuwe**salarisse**

Van Ons Politieke Redaksie

PRETORIA.

'N NUWE salarisstruktuur vir dosente aan universiteite en kolleges vir gevorderde tegniese onderwys is pas gefinaliseer en sal op 1 April 1979 ingestel word, het die Minister van Nasionale Opvoeding, dr. P. G. J. Koornhof, aangekondig.

Dr. Koornhof het in 'n verklaring gereageer op klagtes van dosente oor die onlangse salarisverhoging van 4 persent en gesê hulle het eintlik in Surpl^y 1978 in totaal 'n persentasie verhoging van 9 persent ontvang, wat ooreenstem met die gemiddelde verhogings in die onderwys.

„Die maatreëls wat nou getref word, is daarop gemik om die universiteite in staat te stel om hul rol van leierskap verder vir die toekoms uit te bou,” het hy gesê.

Accur Die Minister se volledige verklaring lui:

Bala „Luidens koerant berigte S word na aanleiding van die Ejongste salarisaanpassings vir die onderwys die vraag gestel of die universiteitsdosent in Sur^y Suid-Afrika nog 'n toekoms het.

(50.18) Sep „Dit word sterk beklemtoon dat die onderwys in sy geheel die hoogste agting van myself en van die Regering geniet. Wat die universiteite betref, onderskryf ek die volgende bevindinge van die No Kommissie van Ondersoek na die Universiteitswese soos in ofsy verslag gestel:

„Alle onderwys (primêr, sekondêr en tersiêr) vorm 'n eenheid. Die universiteit is die leier van al die onderwys in die land en dus ook die leier in die geheel van die onderwys op tersiêre vlak.

„Ek wil dit kategories stel dat dit onteenseglik my eie standpunt en dié van die Regering bly dat die universiteite die leier op die opvoedkundige gebied is en moet bly.

gaan het, die Regering met die beperkte middele tot sy beskikking nogtans besluit het om 'n nuwe onderwysstruktuur ten opsigte van 'n groot deel van die onderwys van 1 Januarie 1978 af goed te keur.

„Dit moet as 'n bestliste aanduiding gesien word van die Regering se opregte begeerte en vaste voorneme om die onderwys in sy geheel gesien, uit te lig en tot sy onmiskenbare reg te laat kom.

„Salarisverhogings is in alle ander openbare sektore teruggehou, terwyl die onderwys in sy geheel uitgelig is.

„Weens die feit dat dit onmoontlik was om die struktuurveranderinge in die onderwys in sy geheel gelyktydig op al die vlakke te finaliseer, is noodgedwonge besluit om die nuwe struktuur in fases toe te pas.

„Gevolglik kon slegs die betaling van 'n verdere pensioendraende toelaag van 5 persent op die basiese salarisse, benewens die toelaag van 10 persent wat reeds van 1 Julie 1976 af betaalbaar was — dit wil sê 'n totale pensioendraende toelaag van 15,5 persent op bestaande salarisse — van 1 Januarie 1978 vir universiteitspersoneel, en die ander personeel in die owerheidsektor toegestaan word.

Dieselfde

„As 'n verdere tussentydse reëling vir die tydperk 1 Januarie 1978 tot 31 Maart 1979 is goedgekeur dat uni-

ter saaklike knelpunte aan universiteite en kolleges vir gevorderde tegniese onderwys uit te skakel.

„Verder is ek daarvan oortuig dat die nuwe struktuur die amptelike erkenning van die leierskap van die universiteite op onderwysgebied onteenseglik sal beklemtoon.

„Die maatreëls wat nou getref word, is daarop gemik om die universiteite in staat te stel om hul rol van leierskap verder vir die toekoms uit te bou.

„Universiteite is in Suid-Afrika bestem om in die volgende 25 jaar 'n selfs groter deurslaggewende en kardinale rol as ooit tevore te speel.

„Suid-Afrika se beste breinskrag is dus hiervoor aan ons universiteite nodig,” lui die verklaring.

(43.89)

(1.04)

erved for specific purposes:

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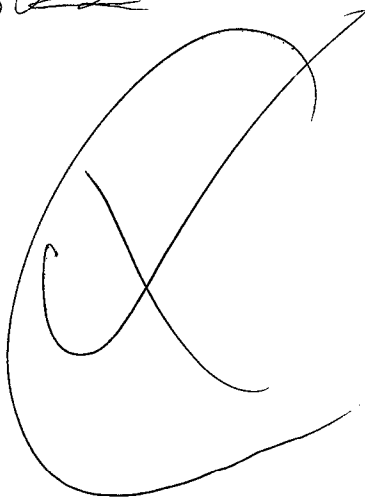
Teachers - white

(322)

12/1/79

~ 30/12/79

~~322~~



DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 39 12 Januarie 1979
SUID-AFRIKAANSE ONDERWYSERSRAAD VIR
BLANKES

REGULASIES BETREFFENDE REGISTER EN GELDE.—WYSIGING

Die Suid-Afrikaanse Onderwysersraad vir Blankes het kragtens artikel 27 van die Wet op die Suid-Afrikaanse Onderwysersraad vir Blankes, 1976 (Wet 116 van 1976), en met die goedkeuring van die Minister van Nasionale Opvoeding, die regulasies in die Bylae hier- van uitgevaardig.

BYLAE

1. In hierdie Bylae, tensy uit die samehang anders blyk, beteken die uitdrukking "die regulasies" die regulasies soos afgekondig by Goewermentskennisge- wing R. 2560 van 23 Desember 1977.

2. Regulasie 5 van die regulasies word gewysig deur subregulasie (6) deur die volgende subregulasie te ver- vang:

"(6) *Jaargeld*.—Die jaargeld wat ingevolge artikel 15 (3) van die Wet betaalbaar is, beloop R12: Met dien verstande dat iemand wat gedurende die loop van 'n boekjaar geregistreer of voorwaardelik geregistreer word, vanaf die datum van sodanige registrasie of voorwaardelike registrasie vir die onverstreke gedeelte van daardie boekjaar 'n pro rata-gedeelte van die jaargeld betaal, en vir dié doel word 'n gedeelte van 'n maand as 'n volle maand beskou."

3. Aanhangel A van die regulasies word deur die volgende Aanhangel vervang:

AANHANGSEL A

SUID-AFRIKAANSE ONDERWYSERSRAAD VIR BLANKES
AANSOEK OM REGISTRASIE OF VOORWAARDELIKE
REGISTRASIE

Die Registrateur
SAOR vir Blankes
Privaatsak X26251
ARCADIA 0007

Vir kantoorgebruik

R

1. Ek, die ondergetekende, doen hierby aansoek om: Registrasie ☐ Voorwaardelike registrasie ☐ met ingang van ☐ (merk toepaslike blokkie met 'n X).

Voorwaardelike registrasie het betrekking slegs op persone wat nie oor professionele onderwyserskwalifikasies beskik nie maar in 'n heeltydse permanente hoedanigheid in spesialiste poste by 'n skool soos in die Wet omskryf, aangestel is. Kyk ook para- graaf 10. (Drukskrif asseblief)

2. Van ☐
3. Voornam(e) ☐
4. Persoons-/identiteitsnommer ☐
5. Posadres ☐

Poskode ☐
6. Geslag (merk toepaslike blokkie met 'n X):
Manlik ☐ Vroulik ☐

7. Onderwysersvereniging: Dui met 'n X in die toepaslike blokkie aan van watter onderwysersvereniging(s) u lid is.

Natalse Onderwysersunie ☐ Saamwerksskolevereniging ☐
Natal Teachers' Society... ☐ Transvaalse Onderwysers-
vereniging ☐

South African Teachers' ☐ Transvaal Teachers' Asso-
ciation ☐

Suid-Afrikaanse Onderwy- ☐ Suidwes-Afrikaanse Onder-
sersunie ☐ wysersunie ☐

S.A. Vereniging vir Teg- ☐ Vereniging van Blanke
niesse en Beroepsonder- ☐ Onderwysers in Onder-
wys/S.A. Association for ☐ wys en Opleiding Asso-
Technical and Vocatio- ☐ ciation of White Teach-
nal Education ☐ ers' In Education and
Training ☐

DEPARTMENT OF NATIONAL EDUCATION

No. R. 39 12 Januarie 1979

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES

REGULATIONS REGARDING REGISTER AND MONEYS.—AMENDMENT

The South African Teachers' Council for Whites has, in terms of section 27 of the South African Teachers' Council for Whites Act, 1976 (Act 116 of 1976), and with the approval of the Minister of National Education, made the regulations as set out in the Schedule hereto.

SCHEDULE

1. In this Schedule, unless the context otherwise indicates, the expression "the regulations" means the regulations promulgated under Government Notice R. 2560 of 23 December 1977.

2. Regulation 5 is amended by the substitution for subregulation (6) of the following subregulation:

"(6) *Annual fee*.—The annual fee payable in terms of section 15 (3) of the Act shall be R12: Provided that a person who is registered or provisionally registered during the course of a financial year, shall pay with effect from the date of such registration or provisional registration a pro rata portion of the annual fee for the unexpired part of that financial year, and for this purpose part of a month shall be regarded a full month."

3. The following Annexure is substituted for Annex- ure A to the regulations:

ANNEXURE A

SOUTH AFRICAN TEACHERS' COUNCIL FOR WHITES
APPLICATION FOR REGISTRATION OR PROVISIONAL
REGISTRATION

The Registrar
SATC for Whites
Private Bag X26251
ARCADIA 0007

For official use

R

1. I, the undersigned, do hereby apply for:

Registration ☐ Provisional registration ☐ with effect from ☐ 19 ☐

(mark appropriate square with an X).

Provisional registration applies only to persons who are not in possession of professional teachers' qualifications, but who are appointed in a full-time permanent capacity in specialist posts at a school as defined in the Act. See also paragraph 10. (Block letters please)

2. Surname ☐
3. First name(s) ☐
4. Identity No. ☐
5. Postal address ☐

Postal code ☐

6. Sex (mark appropriate square with an X):
Male ☐ Female ☐

7. Teachers association: Indicate your membership of a teachers association(s) by marking the appropriate square with an X.

Natalse Onderwysersunie ☐ Saamwerksskolevereniging ☐
Natal Teachers' Society... ☐ Transvaalse Onderwysers-
vereniging ☐

South African Teachers' ☐ Transvaal Teachers' Asso-
ciation ☐

Suid-Afrikaanse Onderwy- ☐ Suidwes-Afrikaanse Onder-
sersunie ☐ wysersunie ☐

S.A. Association for Tech- ☐ Association of White
nical and Vocational ☐ Teachers in Education
Education/S.A. Vere- ☐ and Training/Vereniging
niging vir Tegniese en ☐ van Blanke Onderwysers
Beroepsonderwys ☐ in Onderwys en Oplei-
ding ☐

Oranje-Vrystaatse Onderwysvereniging/Orange Free State Teachers' Association ☐ Nie lid van 'n onderwysersvereniging nie. ☐

8. Professionele onderwyserskwalifikasie(s) [Onderwysdiplomas soos die Hoër Onderwysdiploma (HOD), Onderwysdiploma (OD), ensovoorts, sowel as grade soos BA(ED), BSC(ED), B COMM(ED), B MUS(ED), B PRIM ED wat as professionele onderwyserskwalifikasies erken word—gee erkende afkorting in hoofletters sonder punte.]
N.B. Gewaarmerkte afskrifte van sertifikaat moet aangeheg word.

Naam van kwalifikasie Jaar voltooi

9. Akademiese onderwyserskwalifikasies [Kwalifikasies soos BA, BSC, B COMM, B ED, BA (HONS), MA, D ED asook tegniese en ander kwalifikasies van persone wat nie in spesialis-teposte aangestel is nie, soos die Hoër Nasionale Diploma vir Tegnici (HNDDT), Nasionale Tegniese Diploma (N Teg D), Nasionale Diploma vir Tegnici (NDT), ens.]
N.B. Gewaarmerkte afskrifte van sertifikaat moet aangeheg word.

Naam van kwalifikasie Jaar voltooi

10. Ander onderwyskwalifikasie(s). (Dit is kwalifikasies op grond waarvan die aansoeker in 'n spesialis-tepos aangestel is—moet net ingevul word deur persone wat nie oor professionele onderwyserskwalifikasies beskik nie en in 'n heeltidse permanente hoedanigheid in sodanige pos aangestel is.)
N.B. Gewaarmerkte afskrifte van sertifikaat asook 'n bewys van aanstelling in 'n heeltidse permanente hoedanigheid moet aangeheg word.

Naam van kwalifikasie Jaar voltooi

AANVULLENDE INLIGTING WAT DIE RAAD VERLANG

11. Geboortedatum
12. Nooiensvan (indien van toepassing)
13. Taal waaraan voorkeur gegee word (merk toepaslike blokkie met 'n X):
Afrikaans ☐ Engels ☐
14. Onderwys- of ander departement waar in diens (merk toepaslike blokkie met 'n X):
Nasionale Opvoeding..... ☐ Suidwes-Afrika..... ☐
Kaap die Goeie Hoop..... ☐ Onderwys en Opleiding... ☐
Natal..... ☐ Kleurlingbetrekkings..... ☐
Oranje-Vrystaat..... ☐ Indiërsake..... ☐
Transvaal..... ☐ Ander werkgewer..... ☐
15. Vervysingsnommer by departement/werkgewer (salarisnommer)
16. Kategorie-indeling volgens kwalifikasies (A = M + 1, B = M + 2, C = M + 3, D = M + 4, ens.): Dui A, B, C, D, E, F, of G aan in blokkie ☐
17. Werksadres
Naam van skool/inrigting/instansie
Adres
18. Huisadres.
Poskode Telefoon (werk)
Poskode Telefoon (huis)
Beantwoord asseblief vrae 19, 20 en 21 deur 'n X in die toepaslike blokkie te maak.
19. Is u al ooit aan 'n misdryf of aan 'n oortreding van die professionele gedragskode skuldig bevind?
Ja ☐ Nee ☐
Indien Ja, verstrek besonderhede

Orange Free State Teachers' Association/Oranje-Vrystaatse Onderwysersvereniging ☐ Not a member of a teachers' association ☐

8. Professional teachers' qualifications(s). [Teachers' diplomas, e.g. the Higher Diploma in Education (HDE), Diploma in Education (DE), etc., as well as degrees, e.g. the BA (ED), BSC(ED), B COMM(ED), B MUS(ED), B PRIM ED, which are recognised as professional teachers' qualifications—use acknowledged abbreviations in capital letters without full stops.]
N.B. Certified copies of certificates must be attached.

Name of qualification Year completed

9. Academic teachers' qualifications(s). [Qualifications, e.g. BA, BSC, B COMM, B ED, BA (HONS), MA, D ED, as well as technical and other qualifications of persons not appointed in specialist posts, e.g. the Higher National Diploma for Technicians (HNDDT), National Technical Diploma (N Tech D), National Diploma for Technicians (NDT), etc.]
N.B. Certified copies of certificates must be attached.

Name of qualification Year completed

10. Other teaching qualification(s). (These are qualifications by virtue of which an applicant is appointed in a specialist post—to be completed only by persons who do not hold professional teachers' qualifications and who are appointed in a full-time permanent capacity to such posts.)
N.B. Certified copies of certificates as well as proof of an appointment in a full-time permanent capacity must be attached.

Name of qualification Year completed

ADDITIONAL INFORMATION REQUIRED BY THE COUNCIL

11. Date of birth
12. Maiden name (if applicable)
13. Language preferred (mark appropriate square with an X):
Afrikaans ☐ English ☐
14. Education or other department where employed (mark appropriate square with an X):
National Education..... ☐ South West Africa..... ☐
Cape of Good Hope..... ☐ Education and Training... ☐
Natal..... ☐ Coloured Relations..... ☐
Orange Free State..... ☐ Indian Affairs..... ☐
Transvaal..... ☐ Other employer..... ☐
15. Reference number at department/employer (salary number).....
16. Category classification according to qualifications (A = M + 1, B = M + 2, C = M + 3, D = M + 4, etc). Indicate in square A, B, C, D, E, F or G ☐
17. Business address
Name of school/institution/body
Address
Postal code Telephone (business)
18. Residential address
Postal code Telephone (residence)
Kindly answer questions 19, 20 and 21 by marking the appropriate square with an X.
19. Have you ever been found guilty of an offence or of a contravention of the professional code of conduct?
Yes ☐ No ☐
If "yes", furnish particulars

Hansard 4 col 234
Registered teachers
26/2/79

*23. Mr. J. F. MARAIS asked the Minister
of National Education:

322

How many persons were as at 31
December 1978 registered as teachers in
terms of section 15 of the South African
Teachers' Council for Whites Act.

†The MINISTER OF NATIONAL EDU-
CATION:

51 175.

NO CHEQUES THIS YEAR
— SCHOOLS GIVE LOANS

Where's our pay, demand teachers

322
Sun. Exp. 11/3/79

SUNDAY EXPRESS EXCLUSIVE BY JENNIFER HYMAN

SCORES of White teachers in the Transvaal have still not been paid their salaries for January and February — and they have no idea when they will be paid.

Some sources this week put the number of unpaid teachers as high as 700, while the Transvaal Education Department refused to say how many teachers were involved.

Teachers and educationists this week described the situation as scandalous and bitterly criticised the TED for displaying callous negligence in allowing it to happen virtually every year.

And the Transvaal Teachers' Association said it would give its full support to any teacher who decided to take legal action against the department.

Teachers interviewed by the Sunday Express were angry about the delays. However, they were so fearful of losing their jobs that they would not allow themselves to be identified and dismissed the possibility of legal action as being "a sure way of asking to be fired".

The Sunday Express understands that the teachers who have not been paid include high and primary school teachers and lecturers at teacher training colleges.

They are almost all new appointments, or teachers who changed their status this year — for example, temporary appointments who went to permanent staff.

In many cases, schools have come to the assistance of affected teachers by making loans to them out of school funds.

The TTA confirmed that it had received complaints about non-payment of salaries from about 25 teachers.

The Transvaal Onderwysersunie, which represents Afrikaans-speaking teachers, said it had received between 10 and 20 complaints from teachers who had not been paid.

Mr Jack Ballard, general-secretary of the TTA,

TEACHERS ANGERED

New assessment scheme branded a means to pry and police

Tribune Reporter

CONTRÓVERSY surrounds the implementation by the National Education Department this week of a new form of teacher assessment that has been branded as a means to pry into teachers' private lives. Most teachers in the province have not yet been shown the document outlining details of the new scheme, but those shown the document by the Sunday Tribune reacted angrily.

"This is merely a logical follow-on to the teachers' code of conduct. It sounds as if teachers' private lives will be prised into," said one teacher.

Another teacher slammed some of the criteria which will be used to assess teachers as "outrageous."

"They could be used to straight-jacket dissident teachers. While there appear to be a number of positive aspects, the object of the exercise is lost in the policing aspects of many of the criteria to be applied," he said.

"When other teachers see this, many of them are going to be very angry."

"We do want recognition for our hard work, but not this type of surveillance. A teacher could easily be victimised for non-conforming thoughts, behaviour and attitudes," he said.

Controversial points of the new scheme include:

- Professional conduct towards colleagues, employer and the community. This deals with the teacher's loyalty to his colleagues and employer and his endeavours to respect the codes and customs of the community.

- Professional image. According to the document "this is an overall assessment of the total impact of the teacher as a person, his acceptability and the

esteem and respect in which he is held."

Teachers' involvement in extra-mural activities will also be assessed.

While the new system has already angered some teachers — with more likely to follow, a spokesman for the Natal Teachers' Society welcomed the introduction of the new means of teacher evaluation.

He said the Natal Education Department ought to be lauded for its enlightened approach.

"There has always been teacher assessment and this is rather more intensive than previous systems," he said.

The document was sent to Natal school principals last month and was discussed by them on Friday.

Teachers apparently will be briefed this week.

Commenting on the introduction of the new system, Natal's Director of Education, Dr G. A. Hosking, said: "I regard this as an entirely domestic matter between the department and the teachers."

"We tested the criteria in an experimental situation in a few schools. As far as I am aware there were parts that were unacceptable and these have been eliminated."

He said the system, to be introduced country-wide, was modified to suit circumstances in Natal.

"Obviously in the light of experience we might alter the assessment," said Dr Hosking.

Women teachers angry at their lot in Transvaal

STAR 27/3/79

4, Centr
(a)

A petition calling on the Transvaal director of Education to remove all restrictions on women in the profession was drawn up by about 400 teachers in Johannesburg yesterday.

At a meeting organised by the Central Rand branch of the Transvaal Teachers' Association and attended by teachers from as far afield as Rustenburg, it was decided to circulate the petition at as many schools as possible.

The teachers, most of them women, also decided to call more local meetings of the association. One speaker suggested that the director be invited to address teachers at such meetings.

Another suggestion was that representations be made to MPCs so that the deep dissatisfaction among women teachers could be raised in the provincial council.

It was also felt that other organisations such as Rotary should be approached.

The teachers, whose anger and frustration at

their conditions of employment characterised the meeting, also raised the question of quotas.

At present two-fifths of all teachers at high schools and one-third of all primary school teachers have to be men.

A certain number of posts can be filled by temporary teachers. This led, teachers said, to a situation where half a given primary school's staff was temporary.

Married women also had difficulty in obtaining certain posts.

One teacher pointed out that of 65 posts advertised in a recent Government Gazette only six were for women.

Some teachers suggested that women refuse to carry out extra-mural activities and even refuse to go to work.

The first proposal was enthusiastically supported, but the latter was abandoned when it was pointed out that a teacher could lose her job if she did not arrive at work.

The protest meeting was held at the Houghton Primary School.

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- (iii) A brief look at alternative economic systems. Tradition economy; market (private enterprise); economy; mixed economies; planned collectivist economies.

Samuelson: Chapter 43.

5. Circularity of Economic Processes

Circular flow of income and output. At this point, the course branches out into Microeconomics (the determination of relative prices and outputs; study of markets, supply, demand) and Macroeconomics (study of aggregative economic behaviour - national income, employment theory, money & banking)

STAR 28/3/79 (322)

English teachers come under fire

Education Reporter

The powerful Afrikaans-speaking teachers' association in the Transvaal has attacked the "egg-dancing" of English-speaking colleagues and threatened to stop co-operating with them.

In an unusual step the journal of the Transvaalse Onderwysersvereniging, Mondstuk, has addressed an open letter to white English-speaking teachers, accusing them of ambivalence and going in two directions at once.

"Colleagues, you or your leaders are projecting an image which is being interpreted in Afrikaner circles as egg-dancing and it would appear to the independent observer that you are now beginning to trample the eggs," said Mondstuk.

"The Afrikaner teacher, as represented in the Transvaalse Onderwysersvereniging, is not prepared to co-operate on this basis any longer and will make his choice."

Mondstuk said while a Natal teachers' journal contained a plea for one education department for all races, a Transvaal teachers' spokesman said an English-speaking white education department was necessary if justice were to be done to English-speaking teachers.

In white teachers' circles English associations questioned free education but a multiracial body to which they were affiliated unanimously supported free education for children of all races.

English representatives agreed that setting up separate professional teachers' councils for the different races was appropriate, said Mondstuk. But their Natal and Transvaal associations had now supported a multiracial body.

Mr Jack Ballard, general secretary of the Transvaal Teachers' Association, said the association's executive would consider a reply.

Teachers
STAR 30/3/79
to urge
salary 322
inquiry

Own Correspondent

CAPE TOWN. — The Teaching corps is to insist that an independent committee of inquiry examines the profession if the Government refuses to reconsider its position on salaries.

This stand is being adopted because of widespread dissatisfaction among teachers who were excluded from the Budget's announcement of salary increases for public servants.

Professor J. D. V. Terblanche, chairman of the Federal Council of Teachers' Associations in South Africa, describes the exclusion as "disturbing, inexplicable and unacceptable."

He said: "The teaching corps has resolved to embark upon purposeful and appropriate action within the framework of professional behaviour."

"If the Government is not prepared to reconsider its position we will appoint an independent committee of inquiry to examine the state of affairs."

"To say that we are disappointed is to put mildly," said Mr A. P. Botha, secretary of the Suid Afrikaanse Onderwysersunie.

SUPPORTS

The Minister of National Education, Mr W Cruywagen, fully supports the teachers.

He was not available for comment. But in an interview with Die Burger today Mr Cruywagen said

"I find myself in the unfortunate position that the most important Budget decisions had already been taken when I entered the Cabinet.

The teachers' expectations were justified in the light of the slight improvement in the economy, said Mr Cruywagen.

an academic theory. Nowadays the intuitively gifted and persuasive writer and talker on art is regarded as a kind of middleman between art and the consumer. He is the medicine producer and the consumer. He is the medicine man who vulgarizes the emotions of the modern artist and often creates the symbols. The process is a complicated one: because what the beholder really does is to re-interpret the interpretation of the interpreter whose name has become a symbol to the public.

A whole generation in England saw Post-Impressionism through Roger Fry's eyes. And among the most brilliant contemporary interpreters of this movement was Fry's younger brother of an English Lord, Lord Clark, says in his book *Landscape into Art*: 'Personally, I find that Constable's *Hay Wain* remains an eternally moving expression of serenity and optimism [to give one example out of many], we do not hesitate to follow him and make his mood our own.'

Now the professional writer on art as well as

References

- A. Garzetti From Tib
published
R. Syme Tacitus Oxfor
Lewis and Reinhold Re

Extracts from the sou

A. Non-literary.

1. An inscription on the
THE SENATE AND J
WHICH WAS RESTOR
ON THE 18th SEP
OF THE CITY.
2. A gold coin minted
Obverse: Head of
Pontific
second

Reverse: Figure

3. Gold coin minted
Obverse: as above
Reverse: clasped

4. A sestertius minted by Augustus.
Obverse: Head of Augustus.
Reverse: palm tree.

B. Literary

5. Suetonius Domit:
death with indig
tried to hail h
his death, Had
6. Pliny Panegyric
That was a migh
wound on the Re
was besieged, e
stripped of the
the principate,
the emperor.
you to the helm
claiming that t
undetermined, so

[illegible]

LIBERTAS.

was, as in the case with every dissection of unified mental processes, of limited heuristic value. In any event, the "what" can only be perceived through the "how," and the inseparable "how" is what is the primary factor. Art can therefore not dispose with form, but it can dispense with the objective theme, as modern art often does. It is an objective theme necessary to express the artist's own idea, and this is all the more when

secondly, on any particular knowledge of the verbal or textual situation within the work which illustrates what is claimed, the narrow further which we go to the third category. A multiplicity of meanings is accessible only to a relatively small group of people, the minority of contemporaries and to those scholars who carefully scrutinize the text and build up his

[illegible]

• As we proceed from representation to thematic and on to multiple meaning and expression, it becomes more and more difficult to control the objectivity of statements. And the more we try to unravel in depth the meaning of a symbol, the more complex is the approach, and the greater the margin of misinterpretation.

RDM 21/3/79

Budget snub 'will drive off teachers'

Pretoria Bureau

THE shortage of English-speaking men teachers would become even more acute now the profession had been "cold shouldered" in the Budget, educationists warned yesterday.

Some said it would result in an even higher proportion of Afrikaans-speaking men teaching in English-medium schools.

The warnings came as the executive of the Transvaalse Onderwysvereniging prepared to meet in Pretoria today to discuss details of "further action to be taken" following the Budget snub.

A member of the TO yesterday declined to comment on what the action would involve.

And earlier this week Professor J Terblanche, chairman of the Federal Council of Teachers' Associations, warned that the profession had resolved to embark on "purposeful and appropriate" action within the framework of professional behaviour.

Mr Kowie Marais, education spokesman for the PFP, appealed to the Minister of Finance to make emergency provision to include teachers in the increases to be given to public

sector workers from tomorrow.

It was a sad reflection on the pathetic lack of influence of the present Minister of National Education, Mr Willem Cruywagen, and of his predecessor in the Cabinet, when they claimed sympathy for the plight of teachers but yet were apparently unable to persuade their colleagues to agree to increased salaries, he said.

Professor Napier Boyce, rector of the Johannesburg College of Education, said a combination of inadequate salaries for teachers and the lack of provision for increases could only make the recruiting of English-

speaking men teachers — already an extremely difficult task — even more difficult.

This year the college admitted only 455 students. The college had been obliged to keep open a quota of 130 positions for men teachers although only 58 were found suitable for admission.

Professor Boyce, who is also president of the Transvaal Teachers' Association, said this meant English-speaking education in the Transvaal would become even more dependent on women and Afrikaans-speaking teachers.

28

222

Antport 11/4/79

TO sê hy is beledig

PATTY TROU NIE IN ROK VAN HAAR DROME

Van HENNIE PRETORIUS

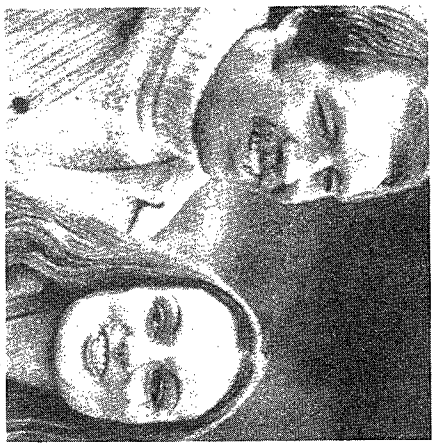
WASHINGTON
EERS onvoer, getrou-
seer, getrou, getrou-
spel, in begins, getrou,
daarna verhoor vir dank-
rool en byna twee
maande in die tronk.
en toe weer in kerk
en toe haar troumonie.
So, maar dit atome yk
m'n geselsogter Patty
Hearst.

Vandag, wanneer sy in
San Francisco met haar
bewaarder, Bernie Shaw,
33, trou, sal Patty, 25,
in 'n rok wat tweede beste
is haar opdragting maak.
Hieroor is sy glad nie ge-
lukkig nie. Haar droom-
trouk van meer as 'n
duisend dollar is deur 'n
munisipale "wreng-
luk". Die rok, ontwerp
deur Frank Masandra in
New York, hang by die
huis omdat haar ouers
besluit het om 'n tweede
rok te laat maak.
Dit blyk dat die eksklus-
siewe regie vir foto's van

Patty in die droomrok en
die hele huwelikseremonie
aan die tydskrif Look ver-
koop is. Maar United
Press International, wat
nie lekker is oor hierdie
soort "geekse jurnale"
tek me, het ontdek hoe
die trouk van haar keuse
lyk en dele daarvan
beskryf.

Vandag die geskiedel-
na 'n ander "kokotrik", het
haar trou "sleg gekom". En
dit was 'n sleg Patty wat
aan die kortste artikel.
Patty was onlangs baie
versteig dat sy nie 'n op-
skudding veroorsaak toe
hulle ha huwelikseunie
moes gaan uitheem nie.
Plek aan in die trou te
gaan staan by die kerk
se kantoor; het sy en Ber-
nie om die gebou gestuip
na die kantoor van die
hoofregter, waar die no-
dige vorms ingevul is.

Patty was kaln en nogal
elegant, maar Bernie was
so semagtig dat by die
verkeerde trouadum
gegee het toe hy daaron-
geva is. Later het hulle
weer ewe terorde onogge-
merk weggesluit vanaf
San Francisco se stadsaal.
„Ons het elke oomblik
by 'n byskop of om 'n
draai daardie TV-geleug-
weg, maar dit het gelukkig
nie gebeur nie." Hulle
hoop hul huwelik vandag
sal net so silt-silt verloop.



PATTY HEARST en die bewaarder, Bernie Shaw, met wie sy verdoog trou.

Maar dit gaan nie so mak-
lik wees nie.
Die wêrelders gaan
haar nie sommer so los
nie, al het party soos die
tydskrif Look nou wel eks-
klusiewe regie. Almal is
nusklerig om meer te
weet en te sien van die
buitengewone trou tussen
n politiebenu bewaarder
en 'n voormalige vlyg-
ling.
Patty, erfgenaam van

die magtige Hearst-ke-
ranterp, wil graag uit
die kerklik probeer bly
vorentoe. Hulle hou hul
loekonsplanne en sulke
dinge voortloppig dig.
Dit gaan bitter moeilik
wes vir nuskleries om
'n leerlike te probeer kry
by vandag se private zere-
monie. Hulle trou in die
hoofkappel van die Angli-
kaanse Kerk op Treasure
Island, 'n vlootbasis in die
baai van San Francisco.

AKSIEPLAN KOM

Van Ons Pretoriase Kantoor
ONDERWYSEERS het met die Begroting 'n beledi-
gende klup in die geel gekry, sê die hoofbestuur
van die Transvaalse Onderwysersvereniging ná 'n
vergadering wat gister in Pretoria gehou is.

Die volledige beplanning
van 'n program van aksie
in verband met salarisse is
afgehandel. Die onderwys- en
opvoeding van die leerlinge
sal nie daardeur geraak word
nie. Besondere tye van die
program kan egter nie bekend
gemaak word nie, sê die TO
in 'n verklaring.

Die rhyne vir „doelgerig-
te en beplande optrede“ is
voort die week deur die fed-
rale raad neergele.

Soos onderwysers die week
landwyd gedoen het, sê die
Transvaalse die land se op-
voeders is stief behandel.
Die TO vra ook 'n kommis-
sê van ondersoek in die Bege-
ring nie oënskynlik om sy besit
te heroorweg nie.

* In die verklaring, na-
mens die hoofbestuur uit-
gerik deur prof. J. D. V.
Terlanche, word gesê onder-
wysers is teleurgesteld en diep
ongelukkig omdat hulle dié
week van 'n algemene salaris-
verhoging uitgesluit is.

TO steun die aangekondigde
optrede en standpunt van die
federale raad teen volke-
aandrang op 'n spesiale
van ondersoek. Dit is versel
van „besonderde“ belang dat
van onafhanklik bepaal word of

RDM 5/4/79
Angry 322
**teachers to
fight for
increases**

Pretoria Bureau

THE PROVINCE'S 25 000 teachers, angry at being left out of public service salary increases, are determined to continue their fight for higher earnings.

Although neither the Transvaalse Onderwysvereniging nor the Transvaal Teachers' Association would comment, it is understood both organisations feel they have been badly let down by the former Minister of National Education, Dr Piet Koornhof.

On November 30, 1976, Dr Koornhof announced the Government had approved a new deal for teachers based apparently on an "ideal structure" which the Federal Council of Teachers' Associations had found acceptable. The new deal was not to be immediately implemented because of the prevailing economic climate.

Last weekend the Transvaalse Onderwysvereniging executive committee claimed the exclusion of teachers from public service pay increases was a "humiliating slap in the face". At an emergency meeting they prepared details of an action plan to force a reconsideration of teachers earnings.

Professor J D V Terblanche said the Government's good faith was suspect and the exclusion of teachers from Budget salary concessions questioned in regard to honest administration of the country.

The secretary of the Transvaal Teachers' Association, Mr J Ballard, said yesterday the TTA intended calling a series of branch protest meetings.

Teachers' pay: Government is accused of bad faith

STAR 5/4/79

322

The leader of South Africa's 55 000 white teachers, Professor J D V Terblanche has made an urgent call for an independent commission of inquiry to look into the growing row about teachers' pay.

Professor Terblanche, chairman of the Federal Council of Teachers' Associations, made the call in

response to a statement from "Government sources" in Cape Town yesterday casting doubt on the validity of the teachers' demands.

The Cape Town statement has aggravated the dispute between teachers and the Government which blew up last week when the teachers were left out of the gener-

al public service pay rise mentioned in the Budget speech.

Only by urgently setting up a commission could it be established whether all parties had passed "the test of honesty" in negotiations over recent years, said Mr Terblanche.

The teachers insist that when they were given a new salary structure from January 1 last year, this was recognised as an interim step on the road to a new deal.

The teachers say they believed the Cabinet had approved, in principle, an "ideal structure" to be implemented when the economic climate improved and other public service workers received pay rises.

They are now casting doubt on the Government's good faith because they were left out of pay rises from April 1.

'BETTER OFF'

But Government sources said yesterday teachers were already better off than public servants and it had never been intended that they should get pay rises on April 1.

Figures provided by the sources indicated that key salary scales of teachers were as much as twice as high for those for the public service after April 1.

But one prominent teachers' representative said today the figures in the Government statement sounded "staggering".

Professor Terblanche said in his statement that teachers' salaries could not be compared with those of the public service because of the unique nature of the profession.

highly unfortunate and it had to be assumed that it was an attempt to play teachers and other public servants off against each other.

"We regard the increases which the civil service have received as well-earned and are happy for them, but the position of the teachers will definitely be weaker after April 1 this year if a comparison of average salary increases is made."

STAR 6/4/79

Minister takes up teachers' pay talks

Education Reporter

The Minister of National Education, Mr Willem Cruijwagen, has opened top-level talks with teachers' representatives as support grows for their higher pay demands.

He said in an interview with The Star today that further talks would follow his meeting in Cape Town yesterday with Professor J D V Terblanche, the leader of the country's white teachers.

Mr Cruijwagen said full details of what would be discussed had not yet been worked out.

White and Indian teachers' associations, university principals and the leader of a 200 000-strong trade union have backed the calls for more money for teachers, who were left out of pay rises announced in the Budget.

The Natal Teachers' Society and the Natalase Onderwysunie have supported the request from the Federal Council of Teachers' Associations for an independent commission to look into the pay dispute.

There was "great dissatisfaction" among Natal teachers about the issue, said Mr G Chater, pre-

sident of the Natal Teachers' Society.

The imbalance between Teachers' salaries and other salaries had been restored by the Government's failure to grant rises this year, said Mr A H Kock, general secretary of the Natalase Onderwysunie.

The SA Indian Teachers' Association, representing more than 7 000 members, has called for more money for all teachers.

"The increase in salaries last year came at a time when a policy of financial stringency was being pursued by the Government and was considered by all teachers to be an intermediate measure towards salary scales commensurate with both effort and worth," said its president, Mr Paul Samuels.

"The promised new deal for teachers was not to be fulfilled."

A protest also came from the SA Association for Technical and Professional Education.

In a call issued in Pretoria, the president of the SA Confederation of Labour, Mr Attie Nieuwoudt, called on Mr Cruijwagen to give "urgent attention to the dispute."

as Artemis or Aphrodite had borne. As Godmother (*Θεομήτορ*), Deipara (*Θειρως*), Pathfinder (*Ὁδηγῆτις*), she was the chief favourite of the Eastern Empire, and her picture was carried at the head of every procession and hung on the wall of every hut and house, as it is still wherever the Greek Church goes. In the year 610, when Heraclius sailed from Carthage to dethrone Phocas at Constantinople, his ships carried the image of the Virgin at their mastheads. In 1143, just before

he was reciting before her statue the 'Ave Maria Stella,' and came to the words, 'Monstra te esse Matrem,' the image, pressing its breast, dropped on the lips of her servant three drops of the milk which had nourished the Saviour. The same miracle, in various forms, was told of many other persons, both saints and sinners; but it made so much impression on the mind of the age that, in the fourteenth century, Dante, seeking in Paradise for some official introduction to the foot of the Throne, found

was founded in 1098, from the first put all its churches under the special protection of the Virgin, and Saint Bernard in his time was regarded as the apple of the Virgin's eye. Tradition as old as the twelfth century, which long afterwards gave to Murillo the subject of a famous painting, told that once, when

and most of her great churches were built in economic centres. The guilds were, if possible, more devoted to her than the monks; the bourgeoisie of Paris, Rouen, Antwerp, Laon, spent money by millions to gain her favour. Most surprising of all, the great military class was perhaps the most vociferous. Of

Heaven more potent than d Bernard's hymns to the milk. To him she was the pable humanity, Christ was, but not even the weakest h his Mother. Her attribute ere infinite. 'Let him deny s ever asked it in vain.' to a certain degree mystical, yms were equally famous, cal poets were not by any ive rights to the Virgin's key were, and wrote hymns ind Albert the Great, the Thomas Aquinas, decided he Blessed Virgin possessed he Church at Chartres had v putting the seven liberal e himself to witness, but t she did, for it is written, and has sculptured seven Virgins; the seven columns fore, had perfect mastery, fact mastery of economics, and most of her great churches were built in economic centres. The guilds were, if possible, more devoted to her than the monks; the bourgeoisie of Paris, Rouen, Antwerp, Laon, spent money by millions to gain her favour. Most surprising of all, the great military class was perhaps the most vociferous. Of

Row over teachers' pay gains momentum

RDM
6/4/79
322

Staff Reporter

THE POWERFUL Committee of University Principals, under the chairmanship of Professor Gerrit Viljoen, yesterday lent its weight to the growing furor over the exclusion of teachers from the recent pay rises for public servants.

In a hard-hitting statement, Prof Viljoen, who is also rector of the Rand Afrikaans University, said the Government's unexpected and inexplicable action had created a "serious credibility gap" about its policy regarding teachers' salaries.

Expressing "disillusionment" with the exclusion of teachers, Prof Viljoen said this negated to a great extent the effect of the policy statements by the former Prime Minister and Minister of National Education that teachers' salaries would be lifted above the rest of the public sector.

They had said teachers' salaries would be raised above those of the rest of the public sector, reports Sapa.

The Government should be in no doubt about the credibility gap created through their "unexpected and incomprehensible" policy over teaching salaries at universities and the whole teaching profession.

GERALD RELLY reports that the Federal Council of Teachers' Associations yesterday demanded the appointment of a commission to determine whether teachers' claims for higher earnings were justified.

Allegations earlier this week which, it is understood emanated from high Government sources in Cape Town, that teachers have had more than their fair share of rises, have angered the profession to a point where teachers are demanding drastic action to get what they believe was promised them by Dr Piet Koornhof.

In December 1977, Professor J D V Terblanche, chairman of the Federal Council, said, the council's executive committee agreed to the implementation of a "minimum" structure on

the understanding that this would be the departure point for the implementation of the principles of the "ideal" structure.

"The Federal Council stands by its view that the salary increases approved for the Railways, Post Office and other Government sectors, represented a general salary increase."

Professor Terblanche said the percentage increases referred to in the council's statement last week — and which was now questioned, apparently by Government sources — came directly from reports which were compiled virtually verbatim during interviews with Dr Koornhof.

It was also not clear to the council why the teaching profession should be compared with the broad public service.

If salary comparisons were made purely on a basis of average salary rises it was unquestionably so that teachers were in a relatively weaker position from April 1.

Top-level talks on teachers' pay row

ARGUS 6/4/79

322

Education Reporter

THE Minister of Education, Mr W A Cruywagen, yesterday held top-level discussions on the teachers' pay row as all university principals — in a joint statement — and a trade union leader came out in support of the teachers.

Mr Cruywagen met Professor J D V Terblanche, chairman of the Federal Council of Teachers' Associations, in Cape Town after Professor Terblanche, the country's top white teachers representative, made an urgent call last week for a commission to investigate the dispute.

At D F Malan Airport yesterday, on his way back to Pretoria, Professor Terblanche said the meeting had been 'open-hearted and friendly' but refused to give details.

He said he had requested an interview with the Minister because he was leaving for abroad on a two-month study tour.

Mr Cruywagen said at Jan Smuts Airport today that he and the teacher's representative would meet again.

Full details of what would be discussed at future meetings had not yet been worked out. But there were matters which would be discussed further.

'CREDIBILITY GAP'

In Pretoria the president of the 200 000-strong South African Confederation of Labour, Mr Attie Nieuwoudt, has pledged support for the teachers.

He urged Mr Cruywagen to give urgent attention to the dispute.

At the same time Professor Gerrit Viljoen, chairman of the committee of university principals and rector of the

Rand Afrikaans University, warned that a 'serious credibility gap' had been created by the Government's 'unexpected and incomprehensible actions.'

He noted that this month university academics had been given pay rises — 15 months after the corresponding increases had been given to teachers.

UCT's VIEW

The University of Cape Town's Press officer, Mr Bob Steyn, said Professor Viljoen's statement, made in his capacity as chairman of the committee of university principals after consultation with the committee's vice-chairman, Sir Richard Luyt, was representative of the feelings of all universities.

CAPE TIMES (322)
7/4/79
**'Consternation' on
civil service pay**

PRETORIA. — Salary increases for public servants had not been enough to reverse the flow of trained personnel from the public service, the Public Servants' Association said in a statement here yesterday.

It said their suspicions after the Budget speech about the flow had been confirmed.

Particulars about the salary improvements had been made available to departments by the Public Service Commission.

"The instructions for the application of the new salary structures consist of a lengthy document at present being studied, but at first glance it is clear

that the Public Service Commission, with the limited amount, could not succeed in creating a satisfactory deal in all respects.

"Taking into account that public servants had built up a backlog of more than 33 percent compared with the consumer price index since July, 1974, and that the salary improvements of many of them now lie between six and eight percent, it is clear why there is such great consternation.

"As soon as the full implications of the application of the new structures are clear, the association will decide on the appropriate steps," the statement said. — Sapa

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men fail to heed the call to "change their consciousness"? Social classes may be overthrown, men cannot (despite wishful thinking on behalf of some). In short, how can this "Sisterhood is powerful" be translated into effective political practice?

It is clear, then, that the UCT Women's Movement cannot have a clear definition of objectives, a systematic analysis of the structural position of women, tying it into the economic, political and ideological levels of society. Instead, it remains in the realm of rhetoric, arbitrary and individual, rather than informed by a critical and objective approach to the totality of society and its forms of oppression.

Contrary to this kind of analysis, we assert that the history of men and women can only be understood in terms of the contradictions that exist between social classes. This is not to deny the importance of the women's struggle against exploitation and discrimination. Indeed the mere fact that half of the exploited and oppressed people of this world are women indicates a central role for this struggle. Instead, while recognising the urgency of this struggle, we assert that to ignore the very real contradictions that exist between bourgeois women who experience their oppression as discrimination, and working class women who experience their oppression as essentially exploitation, to ignore the specific way in which the oppression of women is produced and ensured within the South African social formation, and above

all, to ignore the struggles of other people struggling against exploitation is not only incorrect but will lead to inadequate strategies that could well ensure that women's libera-

'Dissatisfaction' over teachers' pay

CAP6
TIME'S
7/4/79
(322)

KIMBERLEY. — The decision to exclude teachers from the recent public-service salary increases reflects the present disturbing indifference towards the "mother profession", the chairman of the South African Association for Technical and Professional Education, Mr A J Steyn, said here yesterday.

In a press statement, Mr Steyn said the association — as a constituent body of the Federal Council of South African Teachers Associations — associated itself entirely with the attitude of the council's chairman, Professor J de V Terblanche. Professor Terblanche said last week shortly after the Budget that there was a breach of faith against the teaching pro-

fession in that it was not included in the salary increases for public servants. The decision smacked of weak judgment and was unacceptable and indefensible.

Mr Steyn said the salary adjustments of January 1978 could not be used as justification. In any case, they had been two years in arrears and specifically granted as an interim measure after agreement.

As a responsible profession, teachers had, in April 1976, given heed to the appeal by the then Prime Minister to be patient and not demand salary increases in view of the country's economic situation.

"Now while everyone else is having a picnic, the patient step-child has been given a clout or two and is kept at home," Mr Steyn said.

In Durban yesterday, the Natal Teachers Society and the Natal Onderwysersunie both pledged support for the move by the Federal Council of Teachers Associations to call for the formation of an independent committee to examine the state of education in South Africa, with specific reference to salaries.

"Historically there has been an imbalance between the salaries of teachers and salaries in the rest of the national economy," Mr A H Kock, general secretary of the NOU, said in a statement.

"This imbalance has hindered the supply of teachers to such an extent that the public expressed its misgivings in this matter. Public action resulted in the raising of salaries in 1978.

"However, the latest Budget had once more restored this unhappy imbalance, in spite of assurances by the authorities that this would not happen again."

Mr G Chater, president of the NTS, yesterday urged that the whole question of teachers' salaries be "urgently reconsidered for the benefit of the children in South Africa."

"It is clear that there is great dissatisfaction among teachers in Natal on the present salary issue and that something should be done," he said. — Sapa

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THE exclusion of teachers from the recently announced salary increases for those employed in the public sector has caused dismay and disillusionment in the profession.

There has been a breach of faith for during his period of office the then Minister of National Education, Dr Piet Koornhof, repeatedly assured the representatives of the teaching profession with whom he conferred on a number of occasions, that he recognised the key role of the profession in society.

It was to demonstrate this recognition that an ideal salary structure was drawn up and approved at the highest level. However, the unfavourable financial position at that time made it impossible to implement the ideal structure and teachers were therefore persuaded that a less favourable structure would have to be accepted as an interim measure.

All along it was common cause that this interim structure was outside any increases given to the public servants; that the profession must have a salary structure commensurate with its distinctive character and fundamental importance for society; that this structure was not merely a recognition of the escalating cost of living.

This move to a new deal was welcomed by teachers who saw it as the due recognition of the rightful claim of the profession to full professional status. The announced 10 percent salary increase for public servants is nothing more than a recognition of the effects of inflation on salaries and should therefore be effective right across the board.

Teachers cannot accept that the "new deal" was in truth nothing more than a rise and an attempt to keep pace with public service salaries for this would mean that the unique position of the teaching profession has not been recognised.

Why is it there is so much lip-service paid to the importance and

Salaries: why teachers are out In the cold

San Intense



**By
GEORGE
DALE**

**of the Natal
Teachers'
Society and
former Rector
of the Natal
Teachers'
Training Col-
lege**

merits of the teaching profession, and the fine phrases are not substantiated by real rewards? Why are teachers still out in the cold?

The answers lie with the public whom one may well call the consumers. Parents and others take too much for granted. They readily assert that teaching is a calling, that those who practice it show the fine qualities and selfless devotion to duty but ignore the plain truth that economic hardship grinds men years' professional

Teachers are hard put to sustain enthusiasm and idealism with the butcher, the baker and the landlord demanding an inordinate share of their earnings and the taxman standing by to cut down what salaries

role in the community but this they cannot do while they are struggling to keep their heads above water. For too long has teaching been a subsistence profession attempting to meet the needs of a society which compensates them in a niggardly fashion.

Let us honestly accept education is the foundation of society. While it is not necessary to specify the particulars here, it is necessary to remind parents and others of the vital need for an adequate and happy teaching force, and one properly qualified for the task of educating the future citizens of South Africa.

It is our hope the public will appreciate the just demands of the profession and support its claims to a salary structure befitting its role in society. Why is it that the public shows a keen and critical interest in teachers' salaries. Is it because the public which accepts the high financial rewards of the other professions including medicine, does not measure the worth of the teacher by the same criteria?

I suspect society is unable to evaluate the end product of our teaching because our achievement cannot be quantified in concrete terms. It is time we accepted a qualitative measure in assessing the profession's contribution to society.

In one area of education which is open to measurement, namely the administration and organisation of a school the salary of a principal is not comparable with that of a person in a managerial position in commerce or industry. What executive with six years' professional qualification, controlling a highly qualified staff of seventy in an organisation with some thousand employees would accept an annual inclusive salary of R14 000?

If we are not prepared to accept the financial implications of adequately rewarding the key profession, and that means being ready as taxpayers to support the teachers' claims then we may well come to find that we get the profession that we deserve, grown dispirited and disillusioned by their efforts to maintain a suitable standard of living.

It is not enough to pay lip service to the good qualities of our teachers and their dev-

Society today accords its deepest respect and plainest recognition to those who have the material symbols of status. It is time that teachers should be able to play their rightful

tion to their calling for fine words but no payments. The public must tell our legislators in no uncertain terms that they are behind the teachers in their demand for equitable treatment.

11. THE CONTEXT OF THE LABOUR SUPPLY CRISIS ON SOUTH AFRICAN GOLD MINES

A full analysis of the changing context of the political economy of labour supply to the South African gold mines will not be attempted here.^{15/} Only the salient points need be raised.

SIGNIFICANCE OF THE GOLD MINES IN THE ECONOMY

Firstly, it will be useful to re-iterate some basic points concerning the significance of gold mining in South Africa, not only in respect of employment, incomes and production but also foreign exchange and profits. The significance of the gold mines, which were considered until 1970 to be an asset of declining importance, has been transformed (at least in the short-term) by the international agreement to value gold at 'market prices'. The 1970 value of net gold output in South Africa (of R837 million) rose to R1 770 million in 1973.^{16/} Gold mine's share of G.D.P. rose from 5.7 percent to 8.7 percent in

Single women teachers 'get preference' for Province flats

Mercury Reporter *M. M.* 11/6/79

THE Province gave preference to unmarried women teachers in allocating provincial accommodation in growth points such as Newcastle and Richards Bay. Natal's Director of Education, Dr. Gerald Hosking, said yesterday.

He was replying to criticism by Mr. C. F. Grobler, a teacher with 15 years experience, who has been given notice to vacate his provincial flat at Newcastle in favour of two recently qualified teachers.

'We feel absolutely obliged to provide accommodation for single, young teachers in these areas,' he said.

Mr. Jimmy van der Merwe, the Provincial Secretary, said Mr. Grobler — in a letter to a newspaper — implied the Province was discriminating against quality. This was not so.

He pointed out that Mr. Grobler earned R8 100 a year, which put him in line for a house costing R27 410

in terms of provincial subsidies.

The Province paid the full deposit on the purchase of a house up to that figure, and the buyer would pay about 5.5 percent interest.

'It is impossible for young teachers to obtain private accommodation at these growth points. That is why we built flats and houses, and even bought an hotel.'

Mr. van der Merwe said Mr. Grobler should be able to buy a house within his price bracket at Newcastle but if he was able to show he would suffer undue hardship by being moved from his R25-a-month flat his case would be reviewed.

Mr. Grobler could not be reached yesterday.

POSSIBLE FORMS.

ity of supplier state withdrawal from the Agreement could be from two viewpoints: that of 'phased' withdrawal and that withdrawal. Each has a different potential impact, in degree and.

y, it might be anticipated that withdrawal could come under one sets of conditions: those of expansion in the economy of the and those of limited development and/or stagnation.

plies that withdrawal is used as a policy to increase local es, (possibly) keep down local wage rates and ensure that does not proceed under conditions of severe labour shortage.

in labour supply, likely increases in the potential African participation rate, the slow growth in employment in 1975-76, could take for substantial economic recovery from the inter- sion, and even the possible withdrawal of capital that may itical transition, it might appear unlikely that in the 1976-85 ventuality will occur. Even a serious attempt to 'parasitise'

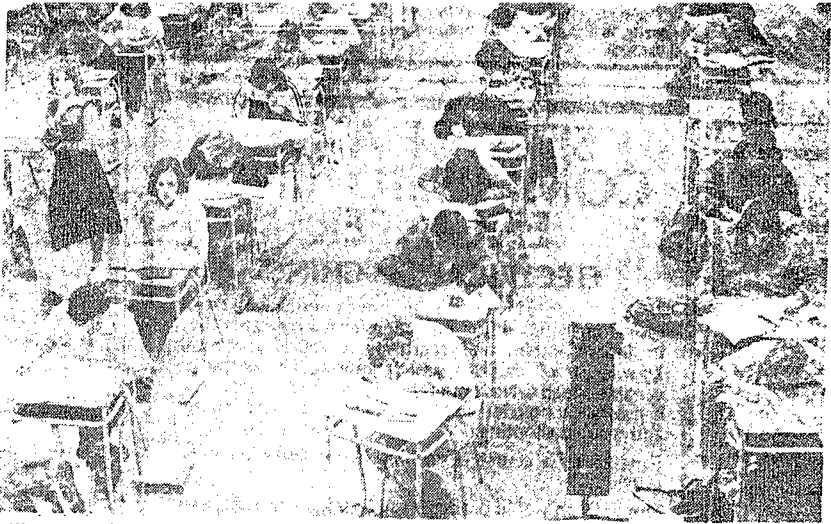
These facts highlight the broad set of interests that employers, the state and key employee groups inside and outside of the mining industry have had in ensuring the on-going viability and long-term expansion of this branch of extractive industry. This 'harvest of gold' has depended on a sustained international 'harvest of cheap labour' from a number of peripheral supplier states. They have also changed inter- nally

The Agreement does however stipulate that a minimum of 20 000 workers be contracted. For (say) 1978-80, the possibility that contract levels could settle around this minimum should not be overlooked. Eventually, however, further reductions could result. Under unchanged structural circumstances this 'shunting backwards' of 'redundant labour supplies' could have substantial socioeconomic implications inside Rhodesia. After 1980, when the Agreement becomes subject to one year's notice by either party, a complete reduction in South African demand for Rhodesian labour is theoretically possible. But, understandably from the South African mine owners' viewpoint, it is unlikely. The prospect of a controlled pattern of 'labour shedding' on an international basis seems more possible. What makes this option serious in its possible consequences is that it might occur without adequate planning having taken place in the supplier state to offset the effects introduced by new conditions.

SUPPLIER STATE WITHDRAWAL FROM THE AGREEMENT :

the latent, unemployed and low-income workers now existing, and who are likely to be greater in number in future, by means of land reform programmes and rural development policies, will not guarantee that the supply of labour will be less than local demand. It is thus more realistic to consider withdrawal primarily from the perspective of an economy in which there will be difficulties in productively absorbing all those contractees who may be affected by a change in policy.

/Both



Women final-year students at the Johannesburg College of Education began their mid-year exams this week knowing that they will have to scramble for a handful of permanent teaching posts available to them next year. Their 27 men fellow students have 155 permanent posts to choose from.

No hope for teachers' lib

Final-year trainee women teachers in the Transvaal have been told to apply for permanent teaching posts usually held by men, but have little chance of getting them.

The rector of the Johannesburg College of Education Professor Boyce, advised the 142 women who will graduate from the college at the end of this year to apply for the men's posts after he had held a meeting with deputy Director of Education Professor G du Toit to discuss the reservation of permanent teaching posts for men.

Of 173 permanent primary-school posts advertised in the latest Provincial Gazette, 155 are reserved for men and the remainder of the posts are not specifically reserved for women. This means the 142 women will have approximately 20 permanent posts available to them but 27 men graduates have 155 posts to choose from.

Professor Boyce said although the women graduates had little chance of being appointed permanently to the posts reserved for men, they would probably get them in a "permanent relieving capacity."

"Professor du Toit has extended his sympathies

to women graduates who have trained for three or four years only to be bitterly disappointed at the lack of permanent teaching posts for them," said Professor Boyce.

The Transvaal Teachers Association does not con-

sider the solution of offering permanent relieving posts as satisfactory.

General secretary of the association, Mr J Ballard, said that women who held permanent relief posts could be posted to outlying areas or transferred.

"If the teacher is not prepared to travel, she could resign and may be lost to the profession. If she marries she becomes a temporary staff member automatically and loses her medical aid and pension scheme benefits."



Miss J MacLennan (21) ... women better in primary schools.



Mr Ron Skeen (29) ... unfair and absurd.



Mr James Bailey (23) ... what about women?



Miss Sherry Derckson (21) ... no hope at this stage.

Students resent job bias

Most final-year students of both sexes at the Johannesburg College of Education feel that job reservation for men should be scrapped.

Many believe that the Department of education's eagerness to accept English men teachers is detrimental to high teaching standards and that admission to teaching colleges and teaching posts should be decided on merit alone.

In a recent survey conducted at the college, final-year student Mr Ron Skeen (29), told The Star that he thought reserving

permanent posts for men was "unfair and absurd."

"In general men, especially English-speaking men, are not attracted to teaching because of the salary. Few are interested in primary-school teaching and I think women are more suitable in junior schools, anyway."

"It is a terrific waste of resources to discourage women from a profession that needs them by reserving permanent teaching posts for men."

Miss Sherry Derckson (21), who is hoping to teach languages at a Johannesburg primary

school next year, said there was no hope of her getting a permanent post.

"I'm assured of a job but it will be a 'man's' post and I'll get it on a permanent relieving basis. Confirmation that the job is mine will be at the very last minute and will come only when the school is satisfied that no man has applied for the post. Women get the jobs that are left after as many posts as possible are filled by men."

"Somehow this takes away a woman teacher's incentive to be dedicated to her profession."

Star 9/5/79

57/322

Teachers reject Govt's pay policy

20m 12/5/79

(320)

Pretoria Bureau

THE FEDERAL Council of Teachers' Associations said yesterday it could not accept the Government's argument that education was a special case in pay considerations.

The reaction is the latest salvo in a running battle over increased wage demands for teachers.

Mr N M Paterson, the council's acting chairman, said its standing committee clearly stated during an interview with the Prime Minister last Friday that it rejected the viewpoint that teaching had been singled out as still being in a privileged position.

He was reacting to a statement by the Minister of National Education, Mr Willem Cruywagen, last week that the Government was not contemplating salary improvements for teachers and that the requested appointment of a commission of inquiry had been

rejected as unnecessary.

Mr Paterson said it became clear during the interview with Mr Botha that the Government was evidently in possession of information over teachers' wages which would account for, and justify, its action.

The standing committee had asked that a controlled information brochure be compiled and sent out to teachers on a confidential basis.

He said the Prime Minister had agreed to the request, and a working committee would probably be appointed in the next week to start on the brochure.

Teachers' associations would wait for the document before taking any action.

The standing committee still maintained the view that the exclusion of teachers from the latest public service salary rises was irreconcilable with the impression created by statements from the former

Prime Minister, Mr Vorster, and the former Minister of National Education, Dr Piet Koornhof.

"Teachers' dissatisfaction, which has been clearly felt after the latest Press statement made by Mr Cruywagen, must be judged in this light," Mr Paterson said.

The Federal Council would only be satisfied with the Government's stance if the new brochure proved unquestionably that education had retained its privileged position, thus maintaining the lead on other public service sections it was to have gained through the minimum structure.

Mr Paterson said the brochure was being eagerly awaited. When it became available, the council's stand would be discussed at a meeting of the executive committee.

The Transvaalse Onderwysersvereniging said it noted with "disillusionment" the

Government's announcement that it could not consider improvements in teachers' pay and the appointment of a commission of inquiry was deemed undesirable, reports Sapa.

In a sharply critical statement, along the lines of the Federal Council's reaction, was issued by Professor H O Maree, the TO's action chairman, after a meeting of its executive committee.

The statement said the TO also recognised the call by the secretary of the Federal Council to await the information document which is being compiled by a committee under the guidance of the Public Service Commission.

It said it appeared the Government had at its disposal certain facts about teachers' salaries and asked why they had not been put to the executive of the Federal Council during discussions.

Teachers
wait, but
artisans
get more

A NEW wage agreement, effective from July 1, has been reached between the 10 trade union parties and employer associations in Seisa, the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industries announced yesterday.

In a statement, the council said the basic wage rates increases for artisans, with guaranteed across-the-board increases, will total 10% with appropriate adjustments being made to the intermediate rates.

Basic wage increases and guaranteed across-the-board increases to general labourers will be about 14%.

The Federal Council of Teachers also announced yesterday that a committee is to study the Government's decision to refuse immediate salary increases for teachers.

In a statement issued in Pretoria the Council said the committee would work with recognised teachers associations in drawing up a report. The council would accept the Government's decision only if the study produced irrefutable proof that the teachers are in a favoured position.

The statement said the Prime Minister, Mr P W Botha, had agreed to such a study and added that the council would await the report before taking any action. — Sapa.

English-speaking teachers on the school staff

At the meeting of the South African Council for English Education held on May 16, one of the guest speakers, Mr P Nixon, the Progressive Federal Party spokesman on Education in the Provincial Council made a statement to the effect that an English school in the southern suburbs of Johannesburg was staffed entirely by Afrikaans-speaking teachers.

As chairman of the South Rand School Board, and governor of two English-medium secondary schools in the southern suburbs, I feel I must correct this information.

There is not school either in the area covered by my school board, or falling under the Alberton school board (thus covering the entire southern areas) where this position exists. I have, after consultation, been unable to find one school in the area where less than 50 percent of the staff are English-speaking.

I feel that before a statement such as the one made is repeated, facts should be ascertained.

Parents in the south have always shown an active interest in the education of their children and are keenly aware of the difficulties that have

been encountered in English-language education. They are also most appreciative of the service rendered to English-language education by the Afrikaans-speaking community. The problems that have arisen have been, and are, the shortage of certain facilities in this rapidly expanding area, such as additional accommodation and sports fields.

Should staffing problems arise, parents at the schools are offered solutions through the Education Ordinance. No teacher or other member of staff can be simply foisted on a school. School committees and or governing bodies have a full say in the selection of their staff. All applications are scrutinised by the committee or governing body (elected by the parents) and they make their own recommendation. The

principal of the school makes his recommendation separately. For senior posts in a school, a preference list is submitted by the selection board of the department.

Should the list of applicants not prove suitable, a request can be made for the post to be re-advertised. When a disagreement has arisen, no difficulty has been encountered in arranging to hold discussions with the authorities in Pretoria, who have always been willing to explain their attitude and to listen to a differing point of view, and if reasonable, act on it.

English-language education is largely in the hands of the parents. They must be motivated to take the interest required.

H. A. Long,
111 Winchester Hills,
Johannesburg

Lives and fuel

Kevin Tunstall asks in his letter ("Sentences a puzzle," May 16) if South African justice cares more about cars than the lives of children. The answer is of course that South African justice certainly does care more about cars (and fuel) than the lives of children, or anyone else for that matter. Just witness the fines for speeding!

Also puzzled,
Florida.

22
(322)

Bursary allocation queried

CAPE TOWN — An investigation into granting bursaries to English and Afrikaans teachers for training has been called for by the South African Teachers' Association.

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

The branch felt that among those turned down was potentially good teaching material and that English-medium high schools suffered a chronic shortage of teachers.

The motion passed calls for the investigation into the proportion of English-speaking students being granted teaching bursaries and whether this proportion will adequately serve the needs of English-speaking scholars. — DDC.

Teachers vote to keep race tag

26/6/77
43

322

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

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

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

A speaker from the floor said the tag was a source of embarrassment to him, but he was told at last year's conference black representatives had

been angered by the removal of the words. They provided a taste of the racial tags blacks had to suffer continuously.

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

The association expressed its dissatisfaction at the rejection by the government of representations made to it recently to increase teachers' salaries.

The teachers will ask the Department of Education to implement a salary scale which does not differentiate between men and women.

Until this is achieved, they will ask the department to reinstate the bread-winners' allowance, which was recently stopped.

"Grossly underpaid" school secretaries are also to have their case put to the department. — DDC.

GENERALLY ACCEPTED ACCOUNTING PRACTICE

APPLIED EXAMPLES

QUESTIONS

DEFERRED TAX

- A. Alpha Limited acquired an item of new plant on 1 May 19.6. Depreciation is provided at straight line. A 25% initial allowance is tax purposes, wear and tear being 20% on the balance. Tax rates were 40% in 19.6 and 42% and taxable income amounted to R45 000 and R respectively, for the financial years ended and 19.7
1. What is the balance on deferred tax account of the plant at 31.12.19.7, assuming
 - a) deferral method
 - b) liability method?
2. Show how the tax charge will be disclosed in income statement for the year ended 31 December assuming
 - a) deferral method
 - b) liability method(assume there are no other items causing timing differences)
3. How will the answer to 2. be affected by the existence of an extraordinary gain on disposal of a division of the company, amounting to R70 000, all of which was taxable, in the 19.7 financial year?
4. How does the answer to 3. change if the R70 000 is now a deductible loss, which can be set off against the taxable income from other sources of R50 000? Draw up the income statement assuming the deferral method is used.
5. Further to Note 4, assume now that the company has a set profit before depreciation of R60 000 in 19.8.

Draw up the income statement for the 19.8 financial year under a) liability method

b) deferral method

Assume the tax rate remains 42%

Concern
over ^{from} 6/1/19
teachers 322

CAPE TOWN. — The small number of English-speaking men training for primary school teaching was a cause for deep concern in the Cape Province, the South African Teachers' association said yesterday.

The association said primary school teaching offered "tremendously attractive prospects". These included the same salary scales as for high schools, attractive side benefits, excellent prospects for rapid promotion and handsome bursaries.

"If a prospective primary school teacher trained before his military service he would receive full salary for the entire period of his military duty, and the two years military service would, in addition, be counted as teaching service for promotion purposes and for bursary redemption."

Of 913 English-speakers training to become primary school teachers in the Cape, only 118 are men, according to the statement. "Fortunately the same is not true of high schools." — Sapa.

c) Ander lede:

Mrs K. Bosman
Professor A. Cupido
Mrs N. Daniels
Mrs Achmat Davids
Professor R.J. Davies
Mrs René de Villiers
Dr I.D. du Plessis
Professor J.J.F. Durand
Professor J.B. du Toit
Mrs A. Fiederman
Professor R.F. Fuggle
Mrs G.J. Gerwel
Escr. D. Guma
Professor A. Paul Hare
Dr Gertrud Heydorn
Mrs F.A. Jacobs
Mrs H.M. Jumba

ina:
sor A.D. Mat'ne
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Bus fare increase appeal for City

Chief Reporter

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

THE NATIONAL Transport Commission in Pretoria yesterday informed appellants against the recent increases granted in bus fares in the Cape Peninsula that their appeal would be heard by the commission sitting in Cape Town, on Monday, August 13.

The hearing will take place in the offices of the Local Road Transportation Board, which on July 3 granted in full an application by the City Tramways Company to increase its tariffs. The increases came into effect immediately.

Four appellants have been named in a notice of appeal lodged with the National Transport Commission last month. They are:

• The Green and Sea Point Ratepayers' and Residents' Association.

• Mr. D. C. Joubert, chairman of the association.

• Mrs. Gwendoline Hardie, a 75-year-old widow living at Three Anchor Bay.

• Mr. J. D. ... secretary of the Kensington Management Committee, who lives at Mitchell's Plain and who now has to spend R2,20 a day on bus fares to and from his place of employment.

The main grounds of the appeal are that the increase in City Tramways' tariffs is "excessive, inordinate, unreasonable and inequitable" and that the attention of the appellants and of the general public was not drawn by adequate application and by the local

d) Twee Ere-Fellows:

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

Lede word na die Algemene Jaarvergadering van die Maatskappy uitgenooi en kies elke drie jaar 'n verteenwoordiger op die Bestuurraad. 'n Verkiesing is in 1978 gehou en die huidige raad is biskop A.M. Mubanga, wat ewel geen verpleegster is, lede van die raad, wat hulle gesondheidspleeg in verband met sake wat die Sentrum se program raak.

NAVORSING

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

A. Mobiliteit en Politieke Verandering in Suid-Afrika
Hierdie projek is 'n paar jaar gelede aangepak. 'n Onderzoek onder die kleuriging bevolking van die Kaapse Skiereiland is onderneem. 'n Aantal tydlike navorsings-

Professor J.L. Boshoff, ere-Fellow van die Konstruktiewe Program, het met 'n aantal instansies, wat universiteite in Natal en Kaapstad insluit, en met verskeie handels- en industriële firmas in Natal, kontak opgebou.

(b) Konferensies

Gedurende 1978 het die Direkteur die volgende konferensies bygewoon:

Jaarlikse konferensie, Nasionale Uitvoerende Komitee- en Handesvergadering van die Suid-Afrikaanse Instituut vir Rasseverhoudinge, Kaapstad (Januarie).

Suid-Afrikaanse Jaarlikse Vergadering van die Religious Society of Friends, Sutterheim (April).

Negende Wereldkongres van Sosiologie, Uppsala, Swede. Verhandelings van die Wereldkongres van Sosiologie bygewoon van die Raad van die Internasionale Sosiologiese Vereniging as die amptelike afgevaardigde van Suid-Afrika (Augustus).

Both white and 'coloured' females have shown an increasing life expectancy at the age of 45, and although this has been small, it contrasts with the downward trend of both white and 'coloured' males.

Although it is apparent that the Expectation of Life at birth for the 'coloureds' has shown a marked improvement between 1941 and 1970, it is salutary to note that neither 'coloured' males nor females, at either 0 or 45, have reached e_{45} in 1970 which are as high as the cause for concern is that allotted to improve indefinitely, expectancy is levelling off at a community.

(1976):
Health Information,
Press, London.

Uses in Health
Education, Oxford

WHITE SCHOOLS Broeder plot?

822
10/18/79

"Does English education have a future in SA?" This, to some, alarmist question is frequently heard from white parents, teachers, and educationists when they contemplate what is happening in Transvaal government schools, particularly at primary level. Some speak of an "Afrikanerisation" of education, or, even more ominously, of the influence of the Broederbond.

On the face of it, the statistics do reflect a situation in which the English: Afrikaans ratio of teachers has become radically unbalanced. There are some 21 400 teachers in the Transvaal. Of these, 16 260 teach in Afrikaans-medium schools, and 4 100 in English-medium schools. Moreover, many English-medium schools are dominated by Afrikaans-speakers.

And, significantly complicating matters, is a sex imbalance: 6 830 men and 14 500 women.

Yet the basic problem is not that there

are too many Afrikaans teachers, since Afrikaans schools are also short of men, but that there are too few men teachers in the urban areas. (The problem is less serious in rural areas.)

A root cause is a circular issued by the Director of Education in 1977 calling for a percentage of male posts in the schools to be reserved according to a quota system. The intention was to redress the male-female ratio in Transvaal schools, and the system calls for one-third of the posts at a primary school to be reserved for men, one-third for women, and one-third for anyone (in practice, women).

The opposite was achieved. Of 173 posts in English primary schools advertised in a 1979 *Provincial Gazette*, 152 were reserved for men. Yet this year 142 women in the senior primary category are expected to qualify at the Johannesburg College of Education (JCE), and only 27 men.

The result? Because schools have to reserve a quota of jobs for men, male Afrikaans teachers get preference over English female teachers even in English schools. Even highly qualified women are not considered if a male is available.

And what if there are no men applicants for the posts? Women are then appointed on a temporary basis — and they stay temporary, with no security of tenure.

This has been a source of tremendous grievance over the past two years; and even a Transvaal Teachers' Association petition to the director, with more than 3 560 signatures, failed to get the quotas abolished.

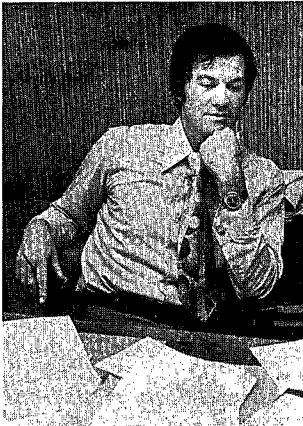
Certain other factors exacerbate the problem. English-speakers generally regard teaching as having a lower social

9. Sadie, J.H. (1970) : S. Afr. J. Economics, 38, 1.

10. Doll, R. (1976) : Monitoring of Government Statistics, in *Seminars in Community Medicine*, Volume 2. Ibid.

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a separate English education department, with its own budget.

PFP provincial council education spokesman Peter Nixon feels that one positive remedy could be a commitment

by the Transvaal Education Department to ensure that, in time, English-language schools are staffed by English teachers. This, of course, entails scrapping the quotas.

Secondly, it should be appreciated that although the important for comparative purposes since they take into underlying population, for the providers of health care are also of importance. This is particularly true for contribute a comparatively large proportion to the total example 'coloured' children 0-4 years old. The difference files of the two communities for 1951 are presented in F vides an indication of the age distribution of whites and The changes in this distribution which occurred between for the purposes of the present study, of relative unimp

The expectations of life for 'coloureds' and whites are Although data has been published for Africans⁵, this is not considered to be of sufficient reliability to warrant different expectations of life have been included: (1) of life at birth, and (2) e_{45} — the expectation of life Characteristically women have a better expectation of life Fig. 6 indicates that this is so for both whites and 'c so marked is this difference that at e_{45} 'coloured' fe expectation of life than white males. What is perhaps that the gap between the expectation of life for males ing. This trend is apparent in both the whites and th ties, although it is particularly marked in the latter deficit of 1.0 years in 1941 at e_{45} has become 6.9 years a deficit of 3.7 years in 1929 has increased to 7.0 ye

current yields little or no commercial value. In South Africa as a whole, however, the trend towards capital intensive industry is natural at this stage in our development and cannot be reversed. While economic arguments can possibly be developed in favour of delaying this process by the maintenance of a comparatively low wage structure, it is quite impossible

Die Universiteit van Kaapstad het benewens 'n bydrae tot die bedryfskoste van die Sentrum, ook vir die Sentrum gesedert sy stigting in kantoorruimte voorsien. Met die uitbreiding van personeel het ons die huisie op die laer

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

Profess
Profess
Profess
Mnr C.S
Profess
Dr J.P.
Profess
Biskop
Mnr E.V
Profess
Ds. W.A

Mr G.K. ~~Way~~ ^{Way}
Sir Richard Luyt
Professor S.J. Saunders
Professor H.W. van der Merwe
Mede-professor D.J. Welsh
Professor Monica Wilson

21/08/79

(322)

WOMEN

At the end of this year 27 men will graduate from the Johannesburg College of Education as opposed to 142 women graduates. Yet 153 of the 173 permanent posts advertised in the provincial gazette are for men. CHARLENE BELTRAMO investigated the situation in which efforts to attract men to the teaching profession result in discrimination against women.

142 women teachers



schools' teacher crisis

Professor Boyce, who is President of the Transvaal Teachers Association, said: "We have magnificent staff and other facilities for students, but we are half full, and the worst thing is going to be no better next year." Conditions were also discouraging women students who felt they were discriminated against. Well qualified English speaking women teachers were squeezed out of permanent posts if a teacher, whether English or Afrikaans-speaking, was available.

A recent news story about teacher crisis in F

Why do they treat them like this

Although women comprise 80 percent of South Africa's 46 000 white teachers, the Transvaal, which has half the teaching force, reserves 36 percent of permanent posts for men.

The Transvaal Education Department claim it is not their policy to discriminate against women. But in January 1978 they introduced post reservations "to normalise the ratio between men and women, appointed in a permanent capacity at schools."

As a result, one third of permanent posts in primary schools are reserved for men, a third for women and the remainder for either sex — preference being given to unmarried women

teachers and men.

In high schools two-fifths of permanent posts are for men, two-fifths for women and the remainder "open."

At the end of this year 27 men will graduate from the Johannesburg College of Education (JCE). Of 173 permanent posts advertised in the provincial gazette 153 are for men.

The 142 women graduates will have to scramble for the remaining 20 permanent posts.

Professor A N Boyce said in his presidential address to the Transvaal Teachers Association recently: "The fact that male teachers have become a protected species in teaching has not enhanced the status of the profession."

It has certainly not attracted more men, and

women are showing increasing signs of dissatisfaction at the discrimination against them.

"Years ago our forefathers said: pay women teachers less and you'll attract more men. The opposite has happened," a highly-placed official in the Department of National Education said.

"The TED seems to have a primitive misconception that men are better teachers than women," he added.

Professor Boyce said the TED seemed uneasy about the "number of married women in teaching and is trying to counteract this by reserving posts for men."

A primary school teacher told Women's Page: "I married soon after qualifying and received a letter from the TED

saying, because of this I had broken my contract. I was put on temporary staff."

"Each term I have to re-apply so I'm leaving teaching."

A married woman teacher with two years' experience, who left to have a baby, said she doubted if she would return to teaching.

"If I go back I'll earn the salary of a newly-qualified teacher. My experience will not count," she said.

Even if a woman teacher doesn't marry her prospects are hardly rosy.

Few women will get a permanent posting after graduation. If she doesn't marry — thereby breaking her three-year contract with the TED — she'll be eligible for a permanent relieving post.

● A woman in a permanent relieving post can be moved, like a piece in a jigsaw puzzle, to schools in the province that need her temporary services — for a month, a year, two years. But at least she receives the same benefits as permanent staff.

● The minute a woman marries — unless she is already in a permanent post — the only positions open to her are temporary.

She can give or be given, 24 hours' notice. Each term she has to re-apply for her post.

● She can apply for a permanent post, but if a man or unmarried woman applied for it, even if they are newly qualified, she has no chance of getting it.

● Teaching is the only profession in the

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Teachers will scramble for 20 jobs

The higher you go the worse it gets

The higher a woman rises in the teaching profession the more she is discriminated against on the salary scale. The following salary figures are the latest put out by the Department of National Education.

A male lecturer, falling under categories D and E, for example, starts at R6 660 a year and can rise to R8 460. Women lecturers earn R720 less — starting at R5 940, rising to R7 740. Their qualifications are identical. An assistant teacher falling under category D — (four years post matric training): men start at R4 520 and

women at R3 900 a year. They can rise to: Men R6 660 and women R5 880.

Differences in teachers' salaries are staggering. A man category matric rises to R11 724, while a woman (with training) to category D — men earn R3 600 a year more.

This is three notches higher than women in A and B and two notches higher in C and D. In categories E to G (usually a doctorate) men are two notches above women and earn R450 a year more.

Married men receive an annual bonus of R246, the bonus for married women and unmarried persons is exactly half that sum.

The TED has provided the following interesting statistics that highlight the disparity in numbers between men and women teachers in the Transvaal.

31/7/79	Permanent Posts	Permanent Relieving	Temporary
Women	11 984	1 809	5 132
Men	17 136	The majority are women.	
	8 271	See above.	547

The ratio of women to men teachers in the Transvaal in March 1977 was 78:22 — the gap is probably even wider now. Of these teachers, 76 per cent were Afrikaans speaking, 18.8 per cent were English and 4.3 per cent were bilingual.

The following graph is interesting because it shows the high number of women entering teaching, compared to the trickle of men.

	1969	1974	1979
Men	6 966	7 104	8 271
Women	10 895	12 866	17 136
Posts to be filled	18 169	21 051	24 359

above, about the English schools.

is?

vice where there is no equal pay. We're trying to introduce parity but it will cost millions. The money we want got the money to get right overnight." The National Education Department spokesman said.

"Equality is being introduced from the top ranks downwards — inspectors are now paid the same," he said.

● The breadwinner's allowance was removed from the entire civil service in September 1970. Hardest hit were women breadwinners who were entitled to this allowance, which raised their salary to "the level of a male teacher's income."

Both the Department of National Education and the TED said there was no chance of this being reintroduced.

Teachers look at alternative to CNE policy

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ST42

10/9/79

Transvaal
Teachers'
Association
jubilee
conference

By John Allen,
Education Reporter

English-speaking teachers in the Transvaal are considering drawing up a new "philosophy of education" to serve as an alternative to Christian National Education.

A working paper outlining a suggested "Philosophy of Education for South Africa" was discussed by teachers yesterday after they were told the Government's 1967 legislation laying down educational policy principles was being abused.

The paper was presented

to delegates at the jubilee conference of the Transvaal Teachers' Association, which represents 3 300 teachers at English-medium schools in the province.

In a preamble to the paper, Mrs Honey Gluckman, a lecturer who headed the sub-committee looking into the issue, said Christian National Education (CNE) supporters claimed the 1967 law laid down CNE principles for all South Africans.

But the restatement of a philosophy in the paper was both in keeping with the spirit of the law and was acceptable to teachers not subscribing to "a sectarian philosophy like CNE."

The implementation of the law did not reflect the views of all groups in South Africa, she added. Citing Transvaal Education Department measures, she said there was "a growing suspicion that this sectional interpretation of the Act (of 1967) is being imposed on all, even those who disagree with the CNE philosophy."

The TTA committee's suggested philosophy emphasised the importance of the individual rather than the State.

It also laid stress on the development of intergroup understanding and of tolerance for other cultures.

Educational methods had to lead children to judge for themselves rather than conform, the working paper said.

The conference accepted the paper as a working document to be discussed further.

Top-level talks held on pay

By Sheryl Raine
Education Staff

Negotiations concerning teachers' salaries are taking place at top Government level, but teachers concerned are unlikely to be told anything for some time.

"The Federal Council of South African Teaching Associations has met with the newly appointed Minister of Education, Mr. Punt Janson, to discuss salaries and matters of serious concern to the teaching profession," Mr. B. Armstrong, a representative on the council for the

Transvaal Teachers' Association told the conference.

"In keeping with the diplomatic attitudes of both negotiating parties all matters under discussion including salaries, will be treated as confidential until resolved."

Mr Armstrong could give no indication of when teachers could expect to be told of any new developments but said the salary issue was being treated "as a matter of urgency."

At a closed session of the conference, delegates

were addressed by two members of the Transvaal Education Department on salaries and other issues. The session was closed to the Press and to TTA members who were not delegates.

Mr Armstrong expressed hope that teachers' salaries would be brought into line with civil servants salaries which were increased by 10 percent in April. He said that to date two committees had been set up to investigate the status of educationists in South Africa as a result of negotiations.

"We have almost reached the stage in South Africa where we will no longer need to launch salary campaigns."

There is hope that a committee will be set up to periodically review teacher's salaries and adjust them accordingly.

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

The higher
they go 322
the worse STAR
it gets... 13/9/79



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

Discrimination!

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

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

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

My resolution, which is to be passed at each level and then at national council level before it could go forward for discussion at congress.

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

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

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

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

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

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

improved until the equal pay principle is accepted."

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

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

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

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

Mrs van der Spuy has been working on the issue

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

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

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

"If they can't afford to do the whole spectrum of education then they must at least do the groups of teachers into action to see what is at the top, but at the bottom in the same way you build a house."

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

Teachers 'have had enough pay'

Political Staff

PRETORIA. — Teachers should stop asking for more pay — they had received enough, the Minister of Finance, Senator Owen Horwood, said yesterday.

He also attacked doctors for wanting fee increases averaging 50 percent, which, he said, the economy could not stand.

In a speech to the Transvaal congress of the National Party, Senator Horwood said it was often alleged that white teachers had a pay backlog compared with the Public Service.

White public servants had received an average 6.9 percent more in April, which, with the five percent they received at the beginning of last year, amounted to a cumulative increase of 12.5 percent.

Teachers by contrast received an average of 15.73 percent at the beginning of last year, or 3.48 percent more than the public sector.

There is thus no substance at all to the allegation that since April teachers have a pay backlog. The contrary is true.

MISTAKES CONDONED

There is also the fact that 90 percent of teachers received another five percent due to mistakes the Government had to condone, he said.

Dealing with doctors' fee demands, the Minister said he hoped members of the most important professions would retain their sense of responsibility and not tend towards the militant methods of overseas trade unions.

Delegates lashed the Government and demanded that teachers be placed on a higher pay level than other civil servants.

Mr Piet Kruger, chairman of the Delmas National Party divisional council, said it was teachers and not other civil servants in the Department of Education who worked hardest for the party.

Mr Koos Steyn, secretary of the Federal Council of Teachers' Associations of South Africa, said: 'We want to see the Prime Minister.'

State-teachers clash feared over Horwood

Education Reporter

A HEAD-ON clash between the Government and the white teachers is threatening to erupt following remarks by the Minister of Finance, Senator Owen Horwood, at the Transvaal National Party congress.

Senator Horwood said teachers should stop asking for more pay. He denied that white teachers had a pay backlog compared with the Public Service.

White public servants had received a 12.5 percent increase and teachers an average of 15.73 percent at the beginning of last year.

INVESTIGATION

The Federal Council of Teachers' Associations, who met the Prime Minister, Mr P W Botha a few months ago, has again written to Mr Botha requesting an interview to try to break the deadlock created by the teachers' demands for salary increases and the Government's apparent refusal to comply.

After the council's first meeting with Mr Botha a report was commissioned to investigate teachers' salaries.

According to informed sources, the report —

which has not been issued — shows that teachers' salaries are, in fact, behind.

'The teaching profession takes exception to some of the statistics given to the congress by Senator Horwood,' said a council member who did not want to be named.

'The statistics he gave have changed since those he gave in April this year, when he said teachers

were 0.5 percent behind the public sector.

'Now he says we are 3.48 percent in front. The teaching profession would like to know what new information has come to light.'

STATE MISTAKES

In his speech Senator Horwood also said 90 percent of teachers received another five percent due to mistakes

(Continued on Page 3, col 1)

Teachers' pay

(Continued from Page 1)

the Government had to condone.

'Putting right anomalies has nothing to do with increases,' the council member said.

'All that is happening is that in January 1978 some provinces were paid more than others and now the teachers who were behind are being paid out.'

'The teachers would not be 'fobbed off' with this explanation.

'The teaching profession invites the Minister to prove that 90 percent of teachers benefited by this,' he said.

In Port Elizabeth some teachers have started talking about protest marches.

'Some teachers are making comments on militancy,' said Mr Brian Gilbert, president of the South African Teachers' Association, (Sata), a body for white English-speaking teachers in the Cape.

'But Sata does not believe in militancy. However, if the Government wants us to act responsibly, they must give

us the information we are entitled to.'

Mr Gilbert said there was unrest among the teachers because questions were being asked and nobody seemed to know the answers.

'It's the silence about the report that has been compiled about our salary situation that worries us.'

'If it proves that the Minister of Finance is correct in saying we are ahead of the public sector, then we don't have a case.'

'But let them release the report.'

The secretary of the Suid-Afrikaanse Onderwysersunie, Mr A P Botha, refused to comment. He said it was up to the federal council to make a statement.

Professor H O Maree, vice-chairman of the Federal Council of Teachers' Associations, issued a sharp warning yesterday that teachers would consider 'alternative methods' if the differences about salaries were not satisfactorily settled.

The Government misun-

derstood if it thought the teachers could be fobbed off with worn-out cliches and promises which had not been kept over a period of many years, he said.

Professor Maree said the dissatisfaction was disquieting — and the most serious he had seen during his 20 years of service. 'The teachers are more united over this issue than they have ever been before.'

Teachers stand firm on tough pay demands

Education Staff

Teacher groups throughout South Africa are backing the Federal Council of Teachers' Associations to the hilt in its hardline negotiations for immediate salary increases.

Mr. J. Ballard, general secretary of the Transvaal Teachers' Association, said that teachers' associations had never before been so united over an issue.

"Every association is now represented on the federal council executive and all are solidly behind the president.

"Until our grievances are cleared, we cannot negotiate future salary scales because present discrepancies between teachers' salaries and those of public servants will be carried over into next year."

The president of the Natal Teachers' Society, Mr. M. Jarvis, accused the Government of "denial and backtracking on the issue of salary increases."

He said the former Minister of Education, Dr. Piet Koornhof, had promised a new salary scale, which had been approved by the Cabinet, but now the Government was backtracking.

"For the Minister of Finance, Senator Owen Horwood, to tell teachers at the National Party congress to stop asking for more pay because they already get three percent more than public servants, is a betrayal of education in South Africa.

"He obviously does not regard the education of children as more important than any clerical task."

Mr. B. Gilbert, president of the South African Teachers' Association in the Cape, called on the Government to make public a report drawn up to establish the relative positions of teachers and public servants.

"If the report proves that teachers are ahead of

the public sector with salaries, then we do not have a case — but let them release the report."

Informed sources however, believe the report shows that teachers' salaries are behind public servants.

In Port Elizabeth, dissatisfied teachers are talking of staging protest marches. The general feeling round the country is that confrontation between teachers' associations and the Government is inescapable.

The federal council has withdrawn from a committee, which makes recommendations to the Government for next year's budget, until present grievances are settled.

It is believed the council will meet the Prime Minister and three Cabinet Ministers on October 5.

● Herstigte Nasionale Party (HNP) sources say students at the Pretoria Teachers College may stay away from the Prinsloo by-election next month in protest over the salary row between teachers and the Government.

Teachers set to



can Horwood over pay

Tribune Reporter

A HEAD-ON confrontation between South Africa's 55 000 white teachers and the Government seems inevitable following the Minister of Finance, Senator Owen Horwood's rejection of teachers' salary demands at the Transvaal National congress this week.

The Senator's statement that teachers should stop asking for pay increases comes as a slap in the face for members of the profession, who were left out in the cold when public servants received a R257-million handout in pay increases on April 1 this year.

In his speech at the congress, Senator Horwood denied that white teachers had a pay backlog compared with civil servants. He said that while white civil servants had received a 12.5 percent increase, white teachers had received an average of 15.73 percent at the beginning of last year — or 3.48 percent more than the public sector.

Senator Horwood also said that 90 percent of teachers received another

'We
want
the same
pay as
civil
servants'

consider the education of
children as more import-

HOT BUTTERSCOTCH SAUCE

1 T syrup
2 T brown sugar
squeeze lemon juice

Mary Snelling, Ridgeworth

1/2 oz butter/margarine
1/2 Pilsner water
1 d custard powder mixed with
1 T water

Put butter, sugar, syrup into a pan and cook to a rich brown toffee, draw aside, add water carefully, then the lemon juice. Boil up, sauce and pour onto custard powder, reboil till mixture thickens. Serve hot with ice-cream.

BRANDY SAUCE (For Steamed Puddings)

Make a white sauce with 1/2 oz butter, 1 oz flour, 1/2 pt milk, add 1/2 oz sugar and 2 t brandy.

K.U.V. Paarl

HOT CHOCOLATE SHERRY SAUCE (For Ice-Cream)

K.U.V. Paarl

1 cup hot cream
1/4 cup dry white wine
3 T butter

Melt butter in saucepan. Add flour; cook till brown. Beat in cream and wine. Whip very well. Boil for 5 minutes. Add salt and pepper to taste and chopped parsley.

1 T flour
salt and pepper
1 t chopped parsley

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ernment corrected anomalies between the provinces.

Reopened

In an attempt to break the deadlock created by teachers' demands and the Government's apparent refusal to comply, the Federal Council of the Teachers' Associations, who met Prime Minister P. W. Botha soon after teachers' exclusion from the public service increases, has again opened negotiations with the Prime Minister.

The vice-chairman of the council, Mr Neil Paterson, said yesterday that teachers were up in arms after the Government's most recent rebuttal of their pay demands.

"In January last year we accepted a minimum salary scale — a scaled down version of an ideal salary structure — projected by the then Minister of Education, Dr Piet Koornhof.

"The reason for this was the country's economic position — but we understood that as soon as a general salary increase came about, we would be first in line."

However, when public servants received a 10 per cent increase in April, teachers were excluded from the deal.

"We want the same treatment the civil service has received," Mr Paterson said. "From there, we want to press for the teaching profession to have its own, discreet identity and not be allied to the civil service. We do not consider ourselves civil servants."

Support

Meanwhile, provincial teachers' associations, throughout the country have come out in full support of the Federated Council's actions.

Pledging his society's support, Mr Mike Jarvis, president of the Natal Teachers' Association, described

tant than any other. "This inability to see the unique position of education in the infrastructure of the modern state is saddening, and frightening in its implications," he said.

Mr Brian Gilbert, President of the South African Teachers' Association, a Cape body representing 3 000 white teachers, yesterday lashed out at Senator Horwood's statements — describing them as "misleading and inaccurate".

"We would like to know where the Minister got his information from. According to our sources, very few teachers benefitted from the Government's correction of the anomalies — which in any case has nothing to do with increases."

He said the comparison of percentage increases granted to teachers and civil servants since January 1978 was misleading.

"Such a comparison would only be valid if both groups were on the same level previously — which they were not."

Pity

It was a great pity that teachers should again be seen to be shouting for pay increases — but it was a situation they had been led into by the Government's breach of confidence.

He said he had pleaded with SATA members, many of whom were demanding positive action, that they act with restraint and responsibility.

The General Secretary of the Transvaal Teachers' Association, Mr J. H. S. Ballard, said that members of the association were understandably furious.

"We have tried to keep them in line for months now with assurances that matters are going ahead, but they are getting restless."

Another bone of contention among teachers is that a report, commissioned to investigate teachers' salaries after the Federal

• Voorval met ontevrede skoolhoof

Punt duld g'n stories

Hy sal nie toelaat dat van sy leiers of kollegas in die Kabinet as verraafters en leuenars gepraat word nie, sê min. Punt Janson na aanleiding van 'n voorval op 'n openbare vergadering in sy kiesadeling.

Twee weke gelede het 'n onderwyser op 'n vergadering op Balmoral, naby Witbank, gesê die onderwysberoep is verraaft.

Volgens mense wat op die vergadering was, het die onderwyser, 'n laerskoolhoof van Balmoral, gesê dit kom op dieftal meer dat onderwysers geen salarisverhoging gekry het nie toe staatsamptenre in April verhoging ontvang het.

Dié onderwyser, mnr. H. J. Erasmus, son gesê het die Berste Minister kan nie lojaliteit van mense verwag wat in die openbaar gedreig word nie.

As voorbeeld noem hy die publikasie van die salarisstrukture van onderwysers sodat die staatsdepartement kan sien hoe bevoorregte die onderwysers dan son wees.

Min. Janson het aan RAPPORT gesê by het op die vergadering, geëgteer op wat mnr. Erasmus gesê het as NP-lid en as 'n mense wat aktief vir die

teen sy kollegas van verraad



MNR. H. J. ERASMUS

party geseek het.

Hy het beweringe gemaak en woorde gebruik wat daarop dui dat die Berste Minister en lede van die Kabinet onderwysers verraaft en leuens vertel het.

„Toe het ek aan hom gesê ek sal dit van niemand duld om enige van my kollegas as 'n verraaft te praat nie. Ek het die mense ook gedreig nie en ek het nie van plan om hulle te dreig nie, sê mnr. Janson

Berigte deur MARISSA VAN NIEKERK

ne aanleiding van beweringe dat hy aan mnr. Erasmus son gesê het 'n mense wat sulke uitslatinge maak, hoort nie in die onderwys nie.

Ek het hom ook by niks en niemand geraspoteer nie. Ek het vir hom op die vergadering gesê hoe ek daarmee, wat my betref, afgehandel.”

Mnr. Erasmus wou geen kommentaar lewer nie, maar sê dat hy steeds lid van die NP is.

● RAPPORT verneem dat die nuwe voorstier van die Balmoral-ak van die NP, mnr. T. G. de Jager, na Disdaggaand se sifting van die Transvaalse kongres van die NP besluit het om te bedank.

1 April g'n grap! sê onderwysman

Dié onderwysberoep en die Regering het nou by 'n waarheidsmoment gekom. Die Regering moet nou aandui of die onderwysberoep 'n volwaardige vennoot is in die totale aanslag teen Suid-Afrika, en of onderwysers net minderwaardige werkmense is wat telkens om 'n mededingende salaris moet beding.

Só sê prof. H. O. Maree, ondervoorsitter van die TO en lid van die Federale Raad van Onderwysersverenigings. Hy sê die grootste teleurstelling by die onderwysberoep is dat met eenouwerreëlmaat beding en die weg van verandering gevolg moet word, terwyl onderwysers hulpe besig moet hou met die

MIN. PUNT JANSON — hy sal nie toelaat dat van sy leiers as verraafters gepraat word nie.



Die Regering moet op die kort termyn eers die „ontwerptelike werking“ van die verhoging van salarisse sedert 1976 regstel, asook die agterstand wat betref die verdeling van die res van die staatsdiens op 1 April vanjaar aanspings gekry het, sê hy.

Prof. Maree het gesê as die onderhandelinge met die Regering misluk son die onderwysberoep in belangrike opvoeding en onderwys na alternatiewe metode moet kyk om die situasie, wat tans skadelik is vir die kind- en ouergemeenskap, reg te stel.

Hieroor sal die Federale Raad, indien

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Prof. Maree het aan RAPPORT gesê: As die Regering nie met die georganiseerde onderwys wil onderhandel op die basis van 'n aanpassing aan salarisskale van 1 April vanjaar af nie, sou dit „jammerlik” wees, want dit is die enigste vertrekpunt wat die onderwysberoep sal aanvaar.

Prof. Maree het die „fair deal” waarvan sen. Owen Horwood, Minister van Finansies, dié week op die NP-kongres in Pretoria gepraat het, verwerp as nog 'n „cliché wat nie te verkoop is nie.” „Dit klink te veel na die sogenaamde „ideale struktuur” wat sedert 1976 voor- gehou is en nooit gerealiseer is nie.

wanneer hy vergader.

Die Federale Raad sal nooit iets doen wat die kind- en ouergemeenskap skaad nie, en daarom sal 'n vakbond of stakings glad nie oorweeg word nie, voeg prof. Maree by.

Mnr. Punt Janson, Minister van Nasionale Opvoeding, het aan RAPPORT gesê 'n ontmoeting met die Federale Raad sal gereël word op die vroeë moontlike datum ná die kongresseisoen. Die datum moet die Eerste Minister, wat ná die kongresseisoen heelwat verpligtinge gaan hê, die Ministers van Finansies en Binnelandse Sake, vir hom en die Federale Raad pas.

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New pay deal for teachers

PRETORIA — The Prime Minister, Mr P. W. Botha, last night announced a service benefit package for all public sector workers, including university and teachers.

Next year's package will include an annual bonus of a month's basic pay to replace the holiday bonus, and a likely increase in salaries. The Public Service Commission is still working on details of the package.

And although he made no specific announcement about improvements in teachers' salaries, Mr Botha said that the Government was "entirely committed" to the improvement of the public sector.

The Prime Minister's statement came after a meeting yesterday afternoon in Pretoria.

put a number of points of policy in connection with salaries and conditions of service in the public sector within the framework of an endeavour towards orderly administration.

The government undertook to continue to improve salaries in the public sector, while at the same time the public sector would be contributing to the improvement of the public sector.

The Minister of Finance had stated clearly that the government was considering the financial implications of proposals for improvements in salaries and conditions of service for public sector workers in next year's Budget.

The global problem of the public sector was made very clear by the Prime Minister. He said that the package would be a "service benefit package" and not a "salary package".

Mr Botha said that the package would be a "service benefit package" and not a "salary package".

Notwithstanding other urgent demands on the Government, the Prime Minister said he was committed to the improvement of the public sector.

structures were announced for the public sector.

In a statement issued after his talks with the Prime Minister — also attended by the Minister of Finance, Senator Owen Horwood and the Minister of Education, Mr

equity and justice, the government would be committed to the improvement of the public sector.

The government would be committed to the improvement of the public sector.

The executive was assured by the Prime Minister that the government would be committed to the improvement of the public sector.

A satisfactory structure

in the public sector, however, was a necessary precondition and the attention being given to this by the government was another indication of its intention to regard teachers as a separate entity.

The reason for yesterday's meeting, the executive said, was the serious dissatisfaction in the teaching profession in the public sector. The government was committed to the improvement of the public sector.

The serious concern among teachers over the increasing disappearance of men from the profession was also discussed.

The Prime Minister said that the government would be committed to the improvement of the public sector.

PW's statement, page 2.

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Protest on teachers' award

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Education Reporter

THE South African Teachers' Association (Sata) has written a strongly-worded letter to the Director of Education, Mr P. S. Meyer, protesting against the exclusion of senior teachers from a second merit award in 1979 and the way in which it had been handled.

The decision not to pay senior teachers a second merit award until 1980 was made known to teachers in October.

It comes as a direct contradiction of the decision taken in 1978 that principals and inspectors of education would, in the early parts of this year, evaluate senior teachers for a second merit award for backdated payment to January 1 this year.

REASSURED

Senior teachers were reassured in the intervening months that although there would be a delay, they would receive their awards this year.

The decision to reverse the 1978 announcement comes more than 1½ years later and has been a cause of widespread shock and disillusionment, said the

letter, written by Sata's general secretary, Mr Roger Cope.

He said senior teachers' anger and indignation had been occasioned more by the backdown from the 1978 statement than by the financial loss of the merit award for one year.

SECOND AWARD

In spite of having received the information as early as May or June 1979, that senior teachers would not be eligible until 1980 for their second merit award, the department did not communicate this to its officials, with the result that they continued to reassure senior teachers that they would receive their awards in 1979, he said.

● The system of merit pay increases which is applicable to white and coloured teachers has caused dissatisfaction ever since it was introduced at the beginning of this year.

Some teachers have felt that although the idea is good, the method of assessment — based on curriculum efficiency, extra-curricular efficiency, personality, character and dedication — is vague and unfair.

HONEY CAKE

Jan

- 1 cup flour
- 4 t baking powder
- 2 T butter
- 1 egg
- $\frac{1}{2}$ cup sugar
- $\frac{1}{2}$ t salt
- $\frac{1}{2}$ cup milk

Sift dry ingredients. Heat milk and 2 tablespoons butter until melted. Beat egg and add to milk and butter. Mix with dry ingredients and bake in buttered fairly deep pie dish approximately 20 minutes at 350°F or 180°C.

Melt honey and $1\frac{1}{2}$ tablespoons butter and pour over hot cake before serving. Serve with whipped cream.

NUT CAKE

Margaret

- 4 eggs
- $\frac{1}{2}$ lb sugar
- $\frac{1}{2}$ lb ground almonds (or hazelnuts)
- $\frac{1}{2}$ t baking powder
- $\frac{1}{2}$ T flour
- $\frac{1}{2}$ grated lemon (skin & lemon)

Beat yolks with sugar until creamy, then add nuts, flour, baking powder and lemon. Fold in stiffly-beaten egg-whites. Bake at 350°F for $\frac{1}{2}$ hour. Serve with whipped cream.

if it is too thick. Chill in a large bowl. Before serving pour on sour cream and sprinkle with chopped chives.

BEAN SOUP (Serves 8)

Cat

- 1 pkt sugar beans
- 1 slice beef shin or soupmeat
- 1 Kassler rib or bacon bones
- handful soup celery chopped
- 2 bay leaves
- 1 onion studded with 8 cloves
- 2 carrots, chopped
- 2 $\frac{1}{2}$ litres water
- salt & pepper to taste

Bring to boil

Appeal to white teachers

Staff Reporter

THE headmaster of Sacs, Mr N Paterson, yesterday called on white teachers to join recognized teachers' associations in South Africa.

Addressing a graduation ceremony at the University of Cape Town, he said that being members of the teaching profession "obviously entails active membership of a recognized teachers' association".

"There are many teachers working in our schools today who have denied themselves, for whatever reason, membership of a teachers' association, and they are, I am afraid to say, the losers."

Mr Paterson said he regretted the fact that the latest figures released by the South African Teachers' Council showed that only 14 996 out of 57 743 white South African teachers were members of a recognized teachers' association.

"Why should any teacher not be active in an association of and for teachers?"

Mr Paterson also thanked the vice-chancellor of UCT, Sir Richard Luyt, for maintaining the continued close ties between UCT and Sacs, both of which celebrated their 150th anniversaries this year.

PRESERVED BRINJALS

Sue J

- brinjals
- white vinegar
- olive oil
- garlic
- fresh marjoram

Peel brinjals and cut into Julienne strips. Put into enamelled pot and cover with white vinegar and bring to the boil. Cook for as short a time as

S. Express 16/12/79

MONTHLY DEDUCTIONS FOR COLLEGE STAFF

Pay it all back, TED tells pay rise teachers

322

CHRISTMAS holds no joy, only exasperation, for the lecturers at the Johannesburg College of Education.

They have been informed that the increases they received at the beginning of 1978 were all a big mistake.

Some of them must repay R2 400, and will have up to R155 a month deducted from their salaries until their "debt" is eliminated.

"We didn't ask for the increases, or steal the money. It's not right — we didn't make the mistake," said one young woman who did not want to be named.

More than 120 people in the Transvaal are affected, she said.

She was told in a confidential letter at the beginning of 1978 that she would receive an increase of R200 — bringing her monthly salary to R950.

For nearly two years she had made good use of the extra money and now had a number of hire-purchase accounts.

After some heavy Christmas spending she received another letter from the Transvaal Education Department. In it she was informed that deductions of R155 had to be made from every salary cheque she received — the increase was a mistake.

The deductions are effective from January.

A spokesman at the Transvaal Education Department said anybody who could explain the mix-up would be "quite a magician".

"I think these are just acceptable human errors. The Treasury instructions are frequently so intricate.

"Mistakes were made, but the extent of them I can't tell you," he said.

The lecturer told the Sunday Express the amounts owed by persons involved in the issue varied considerably.

"Some owe more, some owe less than me — it's terrible.

"You live on your salary. I never felt overpaid in any case, but I made a lot of purchases and I am in debt.

"My salary is effectively down to below R800 now — just R50 higher than before the 1978

By JEREMY THOMAS

increase. What can I do?"

Another lecturer I contacted who also did not want to be named told me she had gained promotion at the beginning of 1978, and was advised she would receive an increase.

But her first cheque after promotion was just the same as the one from the month before.

"I had trouble then as well. They simply refused to pay me my extra money."

"I told them I had just been promoted to a senior post. After a lot of palaver I eventually got the increase.

"My salary went up from R11 400 to R12 000 a year.

"Now, just one week ago, I got another letter from the Education Department telling me it was all a mixup.

"I have to pay back two years of increases — R1 200. I can't believe it!

"Paying them back is going to hit me hard."

**NOW FOR STAGE 2 AS
BUS GIANTS TRY AGAIN**

BLACK commuters, backed by lawyers, have set back efforts to represent the T-201 route.

D. J. H. 30/12/79

Applications for fare increases on the Witwatersrand, in Pretoria, Cape Town, Port Elizabeth, King William's Town and Grahamstown have been thrown out by the courts on legal points in a series of actions that are likely to become a co-ordinated national campaign by commuters.

By PETER FABRICIUS

This week the Legal Resources Centre, representing a conglomerate of organizations including the Committee on the Road Transportation Boards are expected to decide on them early in the New Year.

Both companies applied after the 15-cents-a-litre fuel price increase in June. All five applications were turned down. The Consumer Watchdog Association, lodged opposition to the application.

The notice of opposition said Puto did not give information in its application about its income and expenditure and profits.

The notice of opposition said Puccio did not give information in its application about its income and expenditure and profits.

Issue

Last month a coloured Labour Party member, Mr. V. J. Hall, wrote:

"If the fare increases are granted, Putco is likely to make profits which are excessive in relation to the capital actually invested."

Mr. A. S. Jones, Chairman of the consumer and civ-
ility bodies involved will now combine to form
a national committee
of national committees
of consumers

The commuters reckon the increase will average 15 percent to 20 percent. But they say fares have claimed 80 percent in a series of increases since

Putco claims it is losing R391 000 a month because of the setback.

Putco said the latest fare increase was...

Putro, notice of application for a fare increase in the Government Gazette was only five lines long. Last week, when it re-applied for an increase, the notice in the gazette

If the mortality in

increase proposal could not be calculated as a percentage. A spokesman said the increase was an average of five cents a trip for daily tickets and between one cent and three cents a trip for five-day tickets.

circulatory diseases. The successful action in these diseases are against Pulco's far-aparent inconsistent increase was the fifth of its kind in the country this year.

City Tramways applied for fare increases in Cape Town in June but has still not got them approved. Its first application

When it re-applied recently it did so to the National Road-Transportation Commission in-

This is the ambition of Mr. Mohammed Dargor, acting chairman of the Communist Watchdog Association and a member of the Johannesburg Coloured Management Committee. He has described the proposed force increases as a political bomb and has accused Puto of showing lack of concern for possible political repercussions.

This is the ambition of Mr. Mohammed Dargor, acting chairman of the Communist Watchdog Association and a member of the Johannesburg Coloured Management Committee. He has described the proposed force increases as a political bomb and has accused Puto of showing lack of concern for possible political repercussions.

Most major black urban organizations and leaders on the West Coast belong to the watchdog association.

Members include the Somocho Circle, Association of Dr. Martin Luther King, Transcendental Temple, Bishop Desmond Tutu, General Secretary of the Council of Churches; the Rev Sam Bhatti; and Rev Sam Bhatti.

Lalson

Though opposition to the Puteo fare increase is based on doubts about officering, some of the leaders in the watchdog association see it as a government problem.

TEACHERS - WHITE

25 JAN. 1980 — 30 April 1980

Clarke suggests a community development approach to malnutrition aimed at the reduction of the social problems which are at its root. In this she

Teachers to pay for R1m TED bungle

322

RDM

25-150

By CHRIS MARAIS

SENIOR Transvaal teachers have been told to pay for a R1-million Transvaal Education Department bungle — and to expect a 12-month salary freeze on top of that.

The TED has informed more than 1 000 senior teachers — many of them heads of departments — that they have been overpaid from 1978, because of an administrative error and would have to pay back about R1 500 each.

"This is the final straw," Mr Jack Ballard, secretary of the Transvaal Teachers Association, said.

"We lost 300 male teachers last year and I would not be surprised if there is a mass exodus this year because of this issue," he commented last night.

"This is typical of the chaos in the TED. The mistake lies in the very complicated formula devised for adjusting the salaries of teachers.

The error was traced back to 1978 when teachers were granted a new post and salary structure, but was only discovered recently.

Mr Z.F. Annandale, head of the TED communications section, would not comment on the matter last night. He said he knew nothing about the case although senior TTA officials suggested an approaching him for comment.

Mr Peter Mundell, president of the TTA, said he was personally affected and that his own case was being considered by the TED at present.

"I cannot discuss individual cases right now because of an undertaking between our members and the TED not to publicise the matter until each one has been dealt with. A regional director of the TED will have a

face to face discussion with each member concerned to sort out the matter. The TTA members have honoured this agreement," he said.

"But in general terms, this is totally unacceptable to the TTA. I know for certain that most of the teachers affected feel nothing short of despair about having to pay back all that money.

"It also means that the teachers concerned do not get the next salary notch due to them. These will be held over for a year because the teachers are now on a salary scale they are not supposed to be on. So some teachers due for increases this year won't get them.

"This is indeed a great burden for any working man," Mr Mundell said. "We as teachers were hoping this would be a year of great improvements in our salary structures and to have to pay back all this money is distressing."

Another point of concern was that it took the TED two years to find the administrative fault.

"We cannot understand how the TED, with the formidable computer facilities

available to them, can take so long to find such a fault," Mr Mundell said.

An official letter from the TED, dated November 27, 1979, reached most of the teachers involved last week.

The teachers were told that if they could not pay back the lump sums owed, they were allowed to pay them back in monthly instalments.

The department stated that the instalments would be deducted from their monthly salary. Teachers owing amounts of R1 500 will have about R55 taken off their salaries each month.

The TED ended the letter by expressing its "deep regret for the inconvenience" and said it "had no choice".

Neither unmarried

labeled not p

Father is migr2

labourer

Father deserted,

not supporting

Father unemployed

Low income

No. in household

Availability of

Guardian's educat

Health knowledge

XXX : Strongly related

R : Related

r : Weakly related

Blank spaces show relationship was not tested

* : Factor tested & no relation

** : Malnutrition was found related

parity greater than 7

Blank spaces show relationship was not tested

Sources:

1. Thomas (*46); 2. Clarke (*59); 3. Westcott & Stott,

S A Med.J. vol. 52:962 (1977).

recovery. But studies from Transkei (Frankish, Vol. 2) showed that education alone after discharge did not lower the number of deaths occurring

5, JANUARY 27, 1980

Civil Service circular costs teachers R187 500

Tribune Reporter

A GROUP of 125 Transvaal teachers are facing a bill of about R187 500 — the result of a vaguely worded Civil Service Commission circular issued more than two years ago.

In a move described as "a severe blow to teachers" by Jack Ballard, secretary of the Transvaal Teachers' Association, the Transvaal Education Department has informed the teachers that they have been overpaid for two years — and will have to refund the money.

Mr Ballard said the teachers concerned were from all walks, and included college lecturers, inspectors of education, members of the psychological services and teachers in schools.

Blow

He said the blow would mean, in effect, about R100 a month off the salaries of the teachers concerned — R50 resulting from the drop to the correct notch plus R50 to correct the error.

"Teachers are by no means satisfied with their salaries and anything like this could be the straw to break the camel's back."

He said the error lay with the Transvaal Education Department.

"But their task wasn't made easy. The Civil Service Commission didn't issue a very explicit circular when the new salary scales were introduced in 1978 — then they amended the circular which led to greater confusion."

According to Mr Ballard, the amount due from each teacher was about R1 500.

1. INTRODUCTION.

The allocation and finance of health care, in the sense of decisions about resource use, about implementation and methods of payment, connote a wider field than is covered in this paper. From the secondary literature I have selected questions I judge of interest to the South African debate of which this conference forms part. A predisposition to choose as important certain issues over others should be acknowledged. Clearly such a ranking must attend any serious thinking about an area of enquiry like health care and its social priority. The subject has a political economy dimension integral to it, and to presume that choice is dictated entirely by non-normative considerations is gravely misleading.

It will be useful to think of health sector allocation as falling under three headings: (1) "the place of the health care system in the total economy... [and its] appropriate share of national resources..." (2) the allocation of resources within the health care industry itself... [and] (3) the distribution of output between consumers" (Scottson 1974:5).

This is not a complete categorisation but the middle sections of this paper are arranged around similar topics. I make no attempt to describe the allocative and financing system in our own country on the understanding that it will be treated in other papers presented at this conference. However, the last two sections deal with certain broad issues of policy which need intensive debate in South Africa. To gain an initial perspective we should look at evidence concerning the historical role of health measures in their widest sense.

2. HISTORICAL PERSPECTIVES

Although "health care" and "medical care" tend to be used interchangeably, the former denotes a much wider range of goods and services which contribute to the maintenance or restoration of the healthy state. Medical

For anyone born into the antibiotic age, it is salutary to look at the historical record concerning the efficacy of medical care. There seems provisional agreement that in the aggregate, for whole populations as distinct from individual cases and treatments, medical inputs had little effect until the closing years of the nineteenth century. The spectacular decline in death rates and infant mortality (the number of deaths in the first year of all live-born babies per 1 000) together with improved life expectancy, are all associated with the coming of industrialisation. And the causation apparent is non-medical; that is, improvements in nutrition, water, sewerage, housing, working conditions and education.

"The lesson of history? For most of history medical care was largely ineffective or even harmful, and whatever comfort it gave to individuals, and whatever its role in promoting increasing medical knowledge, it was irrelevant in the determination of social aggregates. Medical care was important socially and intellectually, relatively unimportant economically, and unimportant for vital statistics" (Hartwell 1974: 16-17).

Coming down to our own times, while measures of health status are notoriously ambiguous if used uncritically, the rough gauges we have do indicate for developed countries considerable gains during this century, particularly after 1930. It is argued that the foundation for these advances occurred much earlier with a transformation in the methodology of medicine itself. The habit of "creating everything with something" was supplanted round about the 1830s by the realisation that certain diseases were self limiting, and that "meticulous, objective, even cool observations of sick people" were necessary to learn the natural history of disease (Thomas 1971: 164). What resulted a century later was "the development in medicine for the first time of a 'decisive technology'" in the antibiotic period, 1930-1960 (Fuchs 1973: 183). Recalling what went before conveys the novelty and revolutionary nature of what occurred in our own lifetime.

any increases granted in 1978 were met, not only were they able to repay the department, but they would also have to revert to lower salary policies.

These affected each one R1 200. Jack Ballard, secretary of the Transvaal Teachers' Association says: "The confusion resulted from the fact that the original circular from the Civil Service Commission to heads of educational departments was ambiguously worded and was interpreted in different ways by different departments. This mistake was only recently discovered by the auditors and everyone is very apologetic."

But no one is as sorry as the teachers themselves. As a result of the bureaucratic blunder, they will have to shoulder a debt of R50 a month to the department and, since their salaries will be lowered as well, they will be R100 a month out of pocket until their next raise.

Surprisingly, the department's cock up seems to have been philosophically accepted. Says Ballard, "Teachers are very unhappy about this, but there is no way out. After all, it's taxpayers' money and at the moment it looks like they will have to pay it back — even if they resign."

Salaries are presently the biggest gripe among teachers. There are chronic shortages of English speaking teachers in the Transvaal, and the latest blunder has done little to increase the attractiveness of teaching as a career.

There is also considerable resentment about the discriminatory income differentials between men and women.

"Teachers were pissed out when the civil service was given its increases in April 1979," says Ballard bitterly. "But," he adds, "when the Federated Council of Teachers Associations saw the Prime Minister last year and voiced their grievances, we were given the assurance that the situation would be rectified in April this year when the new budget is tabled."

TEACHERS' PAY

Adding it down ^(3.2) m/1/76

For many teachers, 1980 will certainly be a year of change — but not in the direction of the long overdue salary increases. It will bring for some a substantial drop in both income and living standards.

Last week 125 teachers received an official letter from the Transvaal Education Department informing them that sal-

A lesson in parsimony for no-pay teachers

Own Correspondent

A number of Pretoria teachers have not been paid this month — and the Transvaal Teachers' Association (TTA) says this delay in receiving salaries is a regular occurrence.

A teacher's wife, who asked not to be identified, said: 'she knew of five teachers — four from the same school — who had not been paid this month.'

'My husband is one of them, so we are really feeling the pinch. He has worked at the school for years — it is not as if he has changed schools this year and his salary has gone astray.'

'Luckily we have been thrifty in the past, and can live off our savings this month, but we will have to do without luxuries. There are other teachers, though, who do not have savings, and will be financially embarrassed this month,' she said.

COMPLAINTS

Mr Peter Mundell, president of the TTA, said his organisation handled up to 30 complaints a month from teachers who had not received their salaries.

'The TTA has a fund from which any financially distressed teacher may take an interest-free loan until he receives his salary.'

'Alternatively, the teacher can go to the accounts section of the Transvaal Education Department (TED) with a letter from his school principal. He can also complain to the communications service of the TED, but both these approaches take time.'

'Some schools even pay their teachers out of school funds,' he said.

Notes:
In addition, much research grants constituted only Additional costs are

In the latter category worth R17 million for

to workers off sick; health care provided by the industrial sector.

These figures include only direct costs to government, private persons or firms. Indirect costs: loss of productivity, inconvenience etc. which can be measured in money terms would probably be far greater; e.g. Wynand Louw (*20) estimated the cost of alcoholism and problem drinking in the Western Cape alone to be R33 million, of which R14-15 million was accounted for by loss of production. Oosthuizen (*63) estimated the cost of peptic ulcers in South Africa to be R50,8 million p.a., of which R31,9 million p.a. was loss of production. Thus, these direct expenditures are not the only, or the main economic loss to be avoided by improved health care and prevention. Added to this, are the unquantifiable costs of inconvenience, pain and bereavement.

McGrath (Ch.5) pointed out that health expenditure in South Africa has not kept up with the growth of GNP since 1959/60 and is now below the average proportion of GNP for other countries with the same income level. This is associated with a falling proportion of government expenditure allocated to health services. (See Ch.5, Table 4).

The overall impact of health expenditure on health status is limited, McGrath shows, by an extremely uneven allocation. The racial distribution of health expenditure (insofar as this can be judged from official statistics) is more uneven than that of either income or total consumption. 73% of Whites are covered by medical aid, but very few Blacks. There are disparities in both quality and quantity of hospital beds in relation to population. The geographical differences in population per doctor (1969/1 in the 13 largest urban areas and 23 037:1 in 'homelands' in 1970) are representative of the differences in the availability of health services by area, and this further accentuates racial and income inequalities.

vice in South Africa and illustrate health-service based research. It in the light of some historical experience, as described by Kants, i Gluckman Commission and the Health Commission⁹ investigated the structure and found it fragmented, posed alternatives for future development in Israel and other countries, but which failed at that time to gain wide acceptance in South Africa.

The Commission advised the establishment of a National Health Service, 'based on a modern concept of health', an integrated preventive, promotive and curative service at grassroots level, using a team approach.

3.3 URBAN SERVICES

Although the Day Hospitals (in the Cape Province) have been seen in the light of the health centre experiment, Raine (Ch.15) points out that the comparison is tenuous: the Day Hospitals have no preventive role at present and operate with conventional staffing patterns; they treat those who attend without attempting to work directly in the community. This is the work of the district sisters organisation and health educators employed by the Cape Divisional Council.

Despite the impressive improvements in health status in the Cape cited by Smith in support of the Day Hospitals Organisation (DHO), Raine shows the difficulties in relating such benefits to the nature of health services when so many other variables are involved.

Transvaal
teachers
hit by
pay delay

Staff Reporter

WITWATERSRAND teachers are not the only ones who have to live off their savings because of a pay delay.

A number of teachers in Pretoria and other areas outside the Reef have also not yet received their January pay.

The Transvaal Teacher's Association (TTA) said such a delay in receiving salaries was "a regular occurrence".

Teachers and school principals complained that:

- Particularly unmarried women teachers could not pay their rent and feared evictions from their flats;
- Expensive medical treatment — there were several serious diabetes cases — could not be paid for;
- It was embarrassing to ask school heads for loans — department regulations allow for emergency loans of up to R100 per person; and that
- They were being "shunted around" by officials when asked for an explanation.

Mr Peter Mundell, president of the TTA, said his organisation handled up to 30 complaints a month.

The TTA had a fund for interest-free loans to financially distressed teachers.

Notes:

In addition, much research at universities is funded privately. MRC grants constituted only 21.5% of UCT medical research funds.

Additional costs are: disability grants; compensation for industrial accidents; compensation for occupational disease.

In the latter category, the mines alone accounted worth R17 million for occupational diseases:

sick pay funds; unemployment to workers off sick; health to the industrial sector.

These figures include only direct costs to government, private firms. Indirect costs: loss of productivity, inconvenience, can be measured in money terms would probably be far greater. Low (*20) estimated the cost of alcoholism and problem drinking Western Cape alone to be R33 million, of which R14-15 million was accounted for by loss of production. Oosthuizen (*63) estimated the cost of peptic ulcers in South Africa to be R50,8 million p.a., of which R31,9 million p.a. was loss of production. Thus, these direct expenditures are not the only, or the main economic loss to be avoided by improved health care and prevention. Added to this, are the unquantifiable costs of inconvenience, pain and bereavement.

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3.2 HEALTH STRUCTURES IN SOUTH AFRICA

Papers discussed:

The Transvaal Education Department is sending out batches of cheques daily to teachers who have not yet received last month's pay.

In a statement released in Pretoria today, the Director of Education, Professor J H Jooste said he was aware that a small number of teachers had not received their salaries, but because the Department had to send out 28 000 cheques a month, they could not be sent simultaneously.

Some teachers were apologetic towards the end of the month, and the TED had not yet received their documents, which meant their names could not be put on the computer yet, he said.

Professor Jooste asked any teacher who still had difficulties to speak to his principal, who would take up the matter with the regional head.

Teachers' salary cheques on the way

Own Correspondent

...possibilities of simple is useful to consider these studies ...tical experience with alternative health

described by Kanis, in Chapter 8, where he discusses the structure and found it fragmented, poorly distributed in relation to health needs, and excessively oriented to curative medicine. It proposed alternatives for future development, which were later practised in Israel and other countries, but which failed at that time to gain wide acceptance in South Africa.

The Commission advised the establishment of a National Health Service, 'based on a modern concept of health', an integrated preventive, promotive and curative service at grassroots level, using a team approach.

3.3 URBAN SERVICES

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Despite the impressive improvements in health status in the Cape cited by Smith in support of the Day Hospitals Organisation (DHO), Raine shows the difficulties in relating such benefits to the nature of health services when so many other variables are involved.

FLOW CHART

However, there is an alternative perspective of immediate relevance. A sub-set of these inputs X are those influences mentioned at the beginning of this paper as, on historical evidence, of great potential in raising a given population's mean health status. "In the nomenclature of our age, the industrial and agricultural revolutions resulted in a nutritive while health revolution, and only

X_1, \dots, X_n
Non-medical inputs

R_1, \dots, R_n
Resources in the economy

"Preliminary discussions were held with the TED yesterday to try to improve appointment and payment procedures.

"Already, the TED has acted on advice from teachers' associations and decentralised its offices. There has also been a change in the system of appointing permanent and temporary teachers."

Although teaching posts will be advertised in all six Provincial Gazettes in 1980, permanent appointments made will only become effective from January 1981.

"This means that all permanent appointments will be dealt with simultaneously," said Mr Ballard, "and this cuts down on paper work. Should a teaching post fall vacant during the year, temporary teachers can now be appointed to fill those posts until the end of the year.

"Previously, temporary teachers had to be appointed each term. Temporary teachers can now be employed for longer than six months and they can contribute to a pension fund."

Although Mr Ballard expected much co-operation from the TED, he said he did not expect an announcement concerning further revisions of the system for another two or three months. During that time, other pertinent issues concerning the interests of teachers would also be discussed.

Conte
the
coll.

TED streamlines pay system for teachers

STAR
8/2/80
322

By Sheryl Raine

The Transvaal Education Department has revised and hopes further to reorganise its system of appointing and paying teachers in an attempt to streamline administrative work and to get salary cheques to teachers on time.

About 2 000 teachers had received no salary cheques by the end of January. Among those not paid on time were three newly appointed lecturers at Johannesburg College of Education who had to raise loans with the college to meet commitments.

A sketch of alterations that to raise the need to push again would be a efficiency allocation, it can be just- already been made with care within the

ments.

Mr Jack Ballard of the Transvaal Teachers' Association believed late payments were a result of "teething problems" with a new system of payment.

"From January this year, appointment and payment of teachers was decentralised from Pretoria to six regional offices," he said.

"A new spirit of co-operation and close consultation has begun this year between the TED and the English Transvaal Teachers' Association and Afrikaans Transvaalse Onderwysersvereniging.

Y for pre-education, who really since, I arise where tional

e passage

S
Social code

P_1, \dots, P_n
Non-medical inputs into Z_1, \dots, Z_n

M
Medical care

Z_1, \dots, Z_n
Services ancillary to medical care

or have gone to perspective of an entire economic system, then alternative questions become central. So long as political economy is left off-stage, we will fail to see the true alternatives and forego the promise of achieving a health care regime both rational and socially just in South Africa. 10

Utility

SOURCE: DUPUY-FUCHS (IEA 1974: 529)

2 000 quit

the TED

Alarming statistics on the resignation of Transvaal teachers over the past two years were revealed in the Provincial Council yesterday.

The Administrator, Mr Cruywagen, said that 190 male teachers and 1 408 women teachers had resigned in 1978.

Last year 367 men and 1 717 women teachers resigned.

In 1978 206 men and 954 women teachers took up appointments with the Transvaal Education Department. Last year 210 men and 902 women teachers joined.

Teacher crisis hits schools

By John Allen, Patrick Devine and Michael Crooks
Hundreds of Transvaal high school pupils are sitting idle in their classes because of a desperate teacher shortage.

Parents and sources at schools have told The Star that pupils have had up to 12 free periods a week this term because of the teacher shortage.

The shortage, particularly in subjects such as maths, science, accounting and industrial arts, was particularly bad this year, Mr Peter Mundell, president of the Transvaal Teachers' Association, said today.

Until last year, he said, schools had "patched over" their problems.

"Practically every English-medium high school has had to use teaching staff who have not been fully qualified to teach in certain subjects," Mr Mundell said.

But the struggle by headmasters this year to fill vacancies indicated that "we've now reached rock bottom."

A pupil told The Star that at Edenvale High School — which is short of about five teachers — more than 200 pupils sat idle in the school hall yesterday.

The school is urgently trying to fill the vacant posts and might be able to secure a maths teacher soon. It will get a vacancy for an accounting teacher filled only next term.

The Transvaal Teachers' Association has begun a major recruitment campaign to try to overcome the problem.

The Administrator of the Transvaal, Mr Willem Cruywagen, said yesterday he would give attention to the question of English

Boksburg High School has been short of five teachers for the last year. A school source said no replacement teachers were available.

"The pupils are sitting around and teachers have to supervise them as well as take other classes. It is an extra burden for the teachers," he said.

Florida Park High School on the West Rand is short of three teachers in maths, science and geography.

Two school principals said the situation would become critical in April if the Budget did not provide higher salaries for teachers.

A spokesman for one school's parents' association said teachers had told him they would leave the profession if pay was not increased.

Mr Mundell said he had found deep concern among governing bodies of schools.

"Even schools which are happy about the situation this year are worried about coming years," he said.

"If they lose the teachers they have now they're in trouble. You will not find a school head who is not deeply anxious about the future."

STUFFED CABBAGE SALAD

1 fresh green medium size cabbage
onions
carrots

tomatoes
fresh pineapple
dishes

May Bennett, Ridgworth

43

Cut the centre from the cabbage, leaving the outer leaves to form a bowl. Wash well. Chop onion. Peel and cube the carrots and pineapple. Cube tomatoes. Thinly slice some of the inner leaves of the cabbage leaving the stalks. Place the carrots, pineapple, tomatoes, sliced cabbage and the finely chopped onion in a bowl. Add 1/2 cup of tomato sauce, 1/2 cup of vinegar, salt and black pepper to taste. Toss well. Then pile the salad into the cabbage "bowl". Garnish with radish roses and a small bowl of mayonnaise for those who like it. To make the radish

SPRING GREEN SALAD

1 medium size lettuce
2 onions
parsley

44

May Bennett, Ridgworth

Wash and shred the lettuce, chop onions finely and parsley. Keep a few pieces for garnishing. Wash cucumber, peel and cube. Green scallions, and cut tops off leaving a short piece of the green left on. Toss the lettuce, parsley, cucumber, onion and scallions together, salt and pepper. Pour over a little French dressing and serve in a glass bowl. Garnish with a few sprigs of mint and parsley.

CURRIED GREEN BEAN SALAD

2 lbs sliced green beans
2 chopped onions

1 d salt, level
2 cups water

Mrs Futter, East London

Boil the beans (sliced) with salt and onions till cooked, then pour off the water.

Sauce:
1 1/2 cups sugar
1 d curry powder

1 heaped T. flour

Orange sections, drained
1 6 1/2 or 7 oz can tuna, drained
and broken in large chunks.
1 lemon juice

1 t lemon juice

'The answer is more pay for teachers'

Pretoria Bureau

THE simple answer to the acute and worsening shortage of men teachers in Transvaal schools, particularly English medium schools, was higher pay, the secretary of the Transvaal Teachers' Association, Mr Jack Ballard, said yesterday.

He was reacting to an announcement in the Provincial Council this week by the Administrator of the Transvaal, Mr W. Cruywagen, that during 1978 and 1979, 557 men, and 3 115 women teachers resigned.

Appointments during the two years totalled 416 men teachers and 1 856 women teachers.

In 1977 about 4 000 Afrikaans-speaking men were teaching in Transvaal schools and about

800 English-speaking men, Mr Ballard said.

The total teacher force in Transvaal schools was about 26 000.

He pointed out there was always a big turnover of women teachers for purely family and domestic reasons.

"But with men teachers the basic and only reason why they drift away from the profession is pay. Simply stated they can earn more with their qualifications in other sectors of the economy."

The only move which could prevent a continuation of the drain would be an announcement in the March 26 Budget of substantial pay rises for teachers.

Teacher crisis: call for action

By John Allen and Michael Crooks

School governing bodies have called for a meeting with the Director of Education in the Transvaal, Professor J H Jooste, to find ways of ending the critical teacher shortage.

The call follows the establishment of a special committee of the Transvaal Teachers' Association to investigate ways of supporting a campaign for recruiting more teachers.

In another development the South Africa Foundation journal has appealed to the Government to relax immigration requirements to allow for easier recruitment of teachers from overseas.

The chairman of the governing body of the Edenvale High School, Mr Jack Coleman, told The Star that a meeting between East Rand school governing bodies and the director would probably be arranged soon.

"The schools have got to stand together," he said. "The governing bodies have the parents of pupils in the schools clamouring for better service but our hands are tied."

The latest issue of the SA Foundation News notes in an editorial comment that there appeared to be a surplus of teachers overseas.

It says it hopes the Government's relaxation of immigration would also apply to Government posts.

(5)

... said they were able to go home every weekend and the ... they went home 'sometimes' at weekends.

... rers ?

... answered questions about the problems they had finding ... at all complained of a shortage and without exception they ... age in future. Four Beaufort West farmers complained that ... shortage of local shearers because farmers from the Boland and ... could come and fetch them in Beaufort West, take them back to ... shearing and then keep them to do other work.

... are learning to shear, the farmers said, because the work was ... unpleasant. One farmer pointed out that it took up to a ... to shear competently and that the learner found it hard to ... farmers refused to let inexperienced workers handle their ... and low wages.

... would cope with the future shortage, several farmers said ... to be raised to encourage young men to learn to shear and ... ble should be done to make shearing attractive employment. ... ested that it should be registered as a trade and that trade ... be set up and many farmers said that all shearers should be ... teams run by agents who could ensure steady work and a steady ... at the year, collect 'voorskotte' and 'agterskotte' and ... r wages and bonuses.

... ers expected to have to rely increasingly on shearers from ... nd perhaps from Lesotho. One farmer planned to teach his ... ers to shear, two talked about chemical methods of inducing

the wool to fall off the sheep, and three were considering switching the focus of their activity from wool to mutton sheep, which needed less or no shearing.

RDM 23/2/80 (322)

Teacher shortage is serious, say heads

By GERALD REILLY
Pretoria Bureau

HEADMASTERS are fighting a losing battle to fill key teaching posts in their schools and the quality of education is suffering.

And the teacher shortage is most serious at English-medium schools.

This is the view of headmasters interviewed yesterday who say the decrease in the numbers of student teachers — particularly men — is alarming.

A Pretoria headmaster said all headmasters were aware of the gravity of the problem.

"What concerns us is that the problem is only just beginning to surface. Educationally it could be catastrophic in the next few years, unless drastic action is taken to attract more recruits to the profession."

"He did not know of classes where pupils sat idle because of the shortage, but this was 'infinitely possible'."

Senior educationists, he said, were not optimistic that the April salary increases the Government had in mind would be enough to draw ex-teachers back into the profession or to stimulate recruiting.

There was not only a shortage in English-medium schools, he stressed.

Afrikaans-medium schools

also had severe staff problems.

Over the past three years the number of teacher students at Pretoria University had decreased by more than 50%, and only 12% of students were men.

The Administrator, Mr Willem Cruywagen — a former Minister of National Education — said the province was aware of the problem — "the other problem is how to solve it".

Part of the solution was better salaries — "but this is something out of the control of the province. It rests with the Government."

It was a tragedy, the Administrator said, that at a time of economic growth, when demand for skilled workers escalated, the public sector had to compete on unequal terms with the private sector for staff, and this included teachers.

The leader of the PFP in the provincial council, Mr Douglas Gibson, called for a commission of inquiry into English education "which has been in a decline for many years".

The commission should give special attention to recruitment and to retaining teachers.

Mr Gibson said the Government had announced a recruiting drive for immigrant skilled workers.

"Why can't we recruit teachers in the UK where, according

to reports, there are hundreds of teachers looking for posts," he asked.

The secretary of the Transvaal Teachers Association, Mr Jack Ballard, said the shortage of maths and science and industrial arts teachers, and of English teachers in Afrikaans medium-schools, was acute.

The only way the Transvaal Education Department could ease the problem would be to second teachers qualified in these subjects, even if they were vice principals, to schools where the shortage was most serious.

This, however, would be an "extremely unpopular move".

"But the children cannot be left without teachers, and every possible avenue to relieve the shortage must be explored."

Mr Ballard emphasised that pay was the basic reason for the developing crisis — "if you want teachers, you have to pay them adequate salaries. If you don't you won't get them — its as simple as that."

Shortages had been reported in, among others, the Pietersburg High School, the Sunwood High School on the East Rand, the Edenvale High School, the Northcliff High school, and Queens High School in Kensington, Mr Ballard said.

Overseas teachers may fill Tvl gap

Education Reporter

A meeting to discuss the serious teacher shortage in Transvaal English-medium schools will be held in Johannesburg on March 6.

The meeting will be attended by members of the Transvaal Teachers' Association, the South Africa Foundation, the South African English Academy, the South African Council for English Education, the Association of Government-Bodies of the Transvaal and representatives from commerce and industry.

SURPLUS

A possible solution to the teacher crisis which will be discussed at the meeting is the recruiting of overseas teachers, especially from Britain, Canada and Australia.

Mr Peter Mundell, president of the TTA, said there was a surplus of teachers in these countries.

"If we launch an effective recruiting drive, they may be persuaded to emigrate to South Africa and fill our many vacant teaching posts," he said.

SITTING IDLE

The subjects for which the most acute teacher shortages exist are maths, science, English, Latin, commercial subjects, French, biology, agriculture, technical subjects and industrial arts.

Dr Mundell said that at three Johannesburg high schools pupils were sitting idle during some classes because there was no one to teach them.

At other schools teachers who were not fully trained to teach certain subjects were taking classes because there was no qualified teacher available.

Stan 2/4/80
322

The Transvaal Education Department (TED) predicted more than a year ago that it would be short of nearly 100 new teachers of maths, physics, chemistry, accountancy and economics this year.

In a prediction of the supply and demand of education recruits in provincial high schools, the TED estimated that this year it would be short of 43 recruits to teach chemistry and physics.

- 29 recruits to teach mathematics
- 19 recruits to teach accountancy and economics.

The TED predicted that the supply of physical science teacher recruits would exceed demand by 14. But in a breakdown of the figures according to language groups, it forecast a shortage of eight physical science recruits to teach in English.

The predictions are contained in a document obtained by The Star which estimated supply and demand of education recruits in specific subjects for the years 1979 to 1981.

The Star is awaiting replies to questions about the current teacher shortage in high schools from the Department. It is hoped the replies will give up-to-date statistics on the shortage this school term.

The TED estimates forecast a gradual improvement in recruitment of teachers in areas of critical shortage.

But they also often indicated that the situation was worse in English-medium education than in the Afrikaans.

There were exceptions to this trend, however. An overall shortage of 37 teachers of English was predicted for this year — with the shortage more acute in Afrikaans-medium schools.

The TED forecast a demand for 60 new physics and chemistry teachers

Behind a small country of only 56,481 square miles of land area. From the point of view of language, four languages dominate the country: Chona, Lenka, Xao and Mlabie, in that order. All are Bantu languages and have a number of similarities in structure and vocabulary, and it is usual that the speaker of one language will have little difficulty in acquiring a working knowledge of another. As with the much more complex and larger country of Zaireland, which uses Shilluk as its *lingua franca*, Malawi could easily have a *lingua franca*, and this would be Chona. A *lingua franca* understood

Language Policy and the Rise of Regionalism

IV

themselves, and partly because of the existence of a *ra'y* literature in 110
Such a decision was made easily, for although the *R.* and were
pride of their language, it was rapidly dying out as early as 1890. 111
The importance of *Yup'ik* within the protectorate was signified by the
government's subsidizing the civil service language examinations in only
Yup'ik and *Seashik*. 112 By the turn of the century the Russian was determined
that *Yup'ik* should be the lingua franca of their work, and a correspondent
reported in 1901 that with a view to thoroughly effective teaching, the
missionaries are trying to adopt the *Yup'ik* as a common ground or *lingua*
franca, enriched by such words as may be adopted from the other languages. 113

21

was particularly true in the northern Nyasa District, where the language was "Limbika" — responded to the Hissany, quickly enough by the Krombo. The Hissany learned the teachers in the local schools, and by 1909 it was noted that Limbika was being used in local schools in the district, having largely displaced other languages. At By 1914, then, the use of Limbika was almost complete in the Mission establishment outside West Nyasa District, where Lohor Selo Tonga was used, and in the Northern Provences of Nyasaland as a possible lingua franca was in full vogue.

to land
there
114
went two
most
pr unity
using Nyanja
before
use of
to Frelimo

In order to assess the extent to which the phenomenon discussed here has become more significant on plantations, it is necessary to consider the character of farm labour supply and its changing contractual forms in recent years. Here data is incomplete, but it is sufficient to enable perception of some relevant tendencies.

The number of Af the 28 year period rate of employment whilst agricultural labourers (falling industry has maintain in this period.

Tar-and-feather teachers carry on

Pretoria Bureau
Two high school teachers from Brits who took part in the "tarring and feathering" incident in Pretoria last year were today found to have contravened the professional code of conduct for teachers, but are to be allowed to continue teaching.

Since 1956 the number of agricultural labourers has risen to 84,556 in 1975, to 11,9 per cent to 24, have been 'drawn' from the rural labour force. This has taken the female labour force appears to be an increase in the casual labour force. It constitutes a casual labour force of 17 992 women employed in agriculture. This was 26,9 per cent of all employers have placed casual labour during the latter form of African women workers

The disciplinary committee of the South African Teachers' Council for whites today found that Mr Martinus Hermanus Johannes van der Merwe (29), and Mr Herman Francois Victor (29), contravened the code of the profession which prohibits teachers from being convicted on criminal charges.

Juveniles also became a significant part of the labour supply. In 1970-75 period.

Mr van der Merwe and Mr Victor were last year convicted of crimes of injury and malicious damage to property after they took part in the tarring and feathering incident at which historian Professor F. J. van Jaarsveld was molested.

It can thus be shown that the rates applied to the total data are not broken down by race.

Professor van Jaarsveld had advocated that the

that the juvenile/female component constituted an even greater element of the labourers in the industry - because most skilled/semi-skilled and service jobs have been held by adult men. This proportion has most likely increased since 1969 as employers have become more dependent on non-permanent/female labour supplies.

Day of the Covenant should no longer be a public holiday.

Mr van der Merwe and Mr Victor, together with 11 other members of the Afrikaanse Weerstandsbeweging (AWB), took part in an incident in which Professor van Jaarsveld was tarred and feathered while addressing a meeting in March last year.

The disciplinary committee decided to recommend to the Teachers' Council that the names of Mr van der Merwe and Mr Victor be removed from the teachers' roll. But the recommendation will be that this sentence be suspended for six months on condition that the two men are not convicted on a criminal offence during this period.

The two men have the right to make representations to the Teachers' Council within 30 days.

Both men maintained they had not taken part physically in the tarring and feathering of Professor van Jaarsveld.

ent to 358,000 in the annual average while recording that of African wage-t in 1974), the per worker employed

edly, from 29,450 this source from these workers of 'labour stabilization' of the basis, but this The vast majority instance, there were in plantation the time and is the fact that labour vis-a-vis the lower price element whereby n.

m 1961-69. Data from 12,4 per cent use of juvenile ist for the

both groups paid 28,3 per cent though the above correct to state

Another relatively cheap source of labour supply, provided through African labourer contractors, should also be noted. This has been another important form of labour contract which has been used to reduce labour costs. The annual average number of African-hired contractees rose from 7.200 in 1967 to approximately 22,000 in 1975. As a portion of total employment, the supply from African contractors has risen from 2,6 per cent in 1967 to 4,7 per cent in 1975. In some intervening years (e.g. 1969 and 1972) it has been even higher.

These supply shifts have been accompanied by changes in the relative significance of different elements in the ownership structure of plantation agriculture. The most important shift in the status of employer for 1961-69 has been in the greater number and proportion of workers falling under the control of limited liability companies. This reflects two basic tendencies: the expansion of the agricultural operations of large (multi-national) corporations, e.g. Triangle Ltd, Hippo Valley Estates, Liebig's, Mazoe Citrus Estates Ltd, etc., and the greater extent of incorporation of smaller-settler producers into private limited

Experts ⁶²² tell how to solve teaching ^{RDM} crisis ^{26/2/80}

By GERALD REILLY
Pretoria Bureau

SENIOR educationists believe there are only two ways of solving the critical shortage of teachers — a big pay hike or importing teachers from Britain.

And in spite of indications given last year by the Prime Minister, Mr P W Botha, to the Federal Council of Teachers Associations, teachers are not optimistic that their salaries will be raised to a level which will block the drain of teachers to the private sector or significantly raise the recruitment rate.

At last year's meeting with the Prime Minister the federal council stressed that teachers were excluded from increases given to all other public sector workers in April last year.

The council came away from the meeting satisfied that the salary backlog since April was taken into account when salary structures were determined.

Public sector increases are expected to be announced in the Budget on March 26.

Meanwhile the dwindling number of student teachers, especially men, is causing alarm.

If the trend continues, education in the Transvaal at least, if not nationally, will be dumped into a crisis of sub-standard teaching norms at high schools.

This, educationists point out, could have serious and far-reaching effects on the cultural and economic life of the country.

Efforts are being made to arrange meetings between governing bodies of schools and the Director of Education in the

Transvaal, Professor J H Jooste.

It is pointed out, however, that the Province — and this was confirmed by the Administrator, Mr Cruywagen, in an interview last week — is acutely aware of the problem and all its disturbing consequences.

The Administrator pointed out that pay was at the root of the problem — and the Province had no say in the fixing of teachers' salaries.

The leader of the PFP in the Transvaal Provincial Council, Mr Douglas Gibson, said immigrant teachers could be part of a solution to the problem.

And in the latest issue of SA Foundation News it is pointed out there is a surplus of teachers overseas.

Educationists say the Government is trying to recruit skilled workers abroad to ease the growing shortage in South Africa.

Mr Gibson and the foundation say immigrant teachers could only be appointed to schools on a temporary basis — a condition calculated to frighten off prospective immigrant teachers.

The secretary of the Transvaal Teachers Association, Mr Jack Ballard, said the TTA supported the appeal for immigrant teachers, but there were difficulties in the way.

"We would support bringing out teachers on short-term contracts for, say, three years," he said.

At the end of the period the contract could be renewed. This was done with official authority with other workers needed in key areas of the economy like scientists.

The ultimate solution, however, Mr Ballard said, lay in salaries competitive with those being paid in the private sector.

AWB members Contravened teachers' code

JOHANNESBURG. — Two high school teachers from Brits who took part in the tarring and feathering incident in Pretoria last year were yesterday found to have contravened the professional code of conduct for teachers, but will be allowed to continue teaching.

The disciplinary committee of the South African Teachers' Council found that Mr Martinus Hermannus Johannes van der Merwe, 29, and Mr Herman Francois Victor, 29, contravened the professional code, which prohibits teachers convicted on criminal charges from continuing in their profession.

Mr van der Merwe and Mr Victor were last year convicted of *crimen injuria* and malicious damage to property after they took part in the tarring and feathering of historian, Professor F. J. van Jaarsveld.

Professor Van Jaarsveld had advocated that the Day of the Covenant should no longer be a public holiday.

Mr Van Der Merwe and Mr Victor, together with 11 other members of the Afrikaanse Weerstandsbeweging (Afrikaans Resistance Movement) took part in the incident.

The disciplinary committee yesterday decided to recommend to the teachers' council that the names of Mr Van der Merwe and Mr Victor be removed from the teachers roll.

Merely part of the group

But it also recommended that this sentence be suspended for six months, and that they be allowed to continue teaching, on condition that they are not convicted on a criminal offence during this period.

The two men have the right to make representations to the teachers council within 30 days.

Both men maintained they had not participated in the actual tarring and feathering but had merely been part of the group.

The disciplinary hearing followed a complaint by a member of the public, Mr Alan Fanaroff, a University of the Witwatersrand law student, who became involved in heated argument with the AWB members at the hearing.

Mr Victor told the hearing he was sorry he now had a criminal record.

He stressed he had nothing personal against Professor Van Jaarsveld but had taken part to show his support for the retention of "the holiest of Afrikaaner holidays".

All-out bid to find 256 teachers

The Transvaal Education Department needs enough new teachers to fill six average-sized schools. There are 256 vacant teaching posts in the province.

4. Cash

In its first comment on the current teachers' crisis, the TED issued assurance that it was making all-out efforts to end the critical shortages.

As in the past, no effort is being spared to ensure the maximum recruitment of teachers to the profession," it added.

Where practical, it was taking emergency measures such as seconding teachers to posts.

The TED acknowledged that some children did not have a teacher for every period of the school day.

REVIVAL

However, every effort is being made to fill all vacant posts. In addition, many heads and teachers have arranged for supervision and tuition in the classrooms concerned.

The TED said it was difficult to pinpoint the cause of the shortages, which prevailed in subjects such as maths, physical science, accountancy, industrial arts, physical training and other technical subjects.

But it pointed to the present economic revival as one of the reasons for current problems.

Asked for details of where there were shortages, the department said it was impracticable to list schools because the situation changed from day to day.

the camps at night).

, farmers generally provided

meat (either free or at subsidised

fruit and vegetables when available,

ed retired workers grazing rights

farmers would bank workers' old age

and would take some of the money.

items they provided.

a costs and benefits, to both farmers

a large part of payment in goods rather

licated. Yet at first glance it seems

d be allowed to organise their own

all their income in cash and then to

elsewhere, as they choose. They

higher rents on bigger houses if they

t and less clothing if they choose,

k entirely and pay to graze 30 goats

Anything else, it seems, is either

the farmer thinking he can arrange

r than the worker himself - or an attempt

costs down by off-loading on to workers

cost to the farmer is lower than their

er, measured in terms of retail prices.

made sure workers had enough meat to

sheep would disappear without trace from

The conclusion of this argument is that if a man chooses

Tvl needs 256 more teachers,

says TED

29/2/80
Pretoria Bureau

THE Transvaal Education Department estimates the number of vacant posts in Transvaal schools at 256, according to a statement issued in Pretoria yesterday.

"Consequently some of the children do not have the benefit of a teacher for every period of the school day," a departmental spokesman said.

At present, he added, a number of headmasters in Afrikaans as well as English medium high schools were having difficulty in filling empty posts.

Meanwhile, the president of the Transvaal Teachers Association, Mr. Peter Mundell, said currently there were 2 500 Afrikaans speaking teachers in English medium schools.

"This is the shortage of English speaking teachers — a frightening total of 2 500."

He stressed that the teacher crisis "placed the quality of education in our schools at grave risk."

The crisis will be discussed at a meeting called by the TTA on March 6 in Johannesburg to investigate barriers in the way of recruiting an adequate number of English teachers.

Concerned organisations invited to attend include the English Academy of South Africa, the SA Council for English Education, the SA Foundation and representatives of commerce and industry.

2/103/40

322

The Brits High School teachers — Herman Victor and Marthinus van der Merwe — were two of the 10 members of the radical right wing Afrikaanse Weerstandsbeweging convicted of criminal injury and malicious damage to property last year. Between them the group paid fines totalling R4 200.

Teachers convicted of criminal charges, face having their names struck from the roll and a possible life ban from the classroom in terms of the profession's code.

They were found guilty by the disciplinary committee of having contravened the professional code of conduct for teachers.

The nine-man committee decided to recommend to the Teachers' Council that the names of Van der Merwe and Victor be removed from the teachers' roll but that it be suspended for six months on condition that the two men are not convicted of a criminal offence during this period.

Not sorry

The full council, which meets on April 1 has the right to vary, refuse or confirm the penalty.

Speaking outside his classroom in Brits this week, 29-year-old Herman Victor said he was not sorry for what he'd done. He said he was sorry about his criminal record and although he did not like violence, he firmly believed the attack on the elderly professor was justified as it had achieved the desired results.

He said the group decided to take the law into their own hands to focus attention on the strong feelings of the traditional Afrikaner.

They tarred and feathered the Pretoria University professor last year after he said the Day of the Covenant should lose its Sunday clause.

"We know the Afrikaners are to a great extent employees. So if the law concerning this day were abolished, the Afrikaner as an employee would not get a chance to commemorate it."

"The day would lose its meaning and the Afrikaner would lose some of his heritage," said Mr Victor.

He said they chose the professor as their victim not because they hated him but because he was a good publicity vehicle.

sentence had been recommended.

"I'm very sorry for them. They are decent teachers and good teachers. They are not criminals."

"They don't try to indoctrinate the pupils. They do good work and the pupils like them."

Peter Mundell, president of the Transvaal Teachers Association, said there was possibly some truth in the allegations of the English-speaking teachers that the two men were dealt leniently because they are Afrikaners.

He said there was a tendency for the right wing to get away with things while the left wing got hammered.

Leniency

However, he would rather the Teachers' Council erred on the side of leniency than over-reacting.

"To have over-reacted to a disgraceful situation would have done no good. I feel the Teachers' Council is a young body and it was better for the disciplinary committee to have set a moderate sort of precedent."

"A very stiff sentence would have martyrs out of the pair. They abused professional status for political reasons and too stiff a sentence could spur them to revel even further in their cause."

Alan Fanaroff, the Wits law student who laid the written complaint to the Teachers' Council which resulted in their appearance before the disciplinary committee, said he felt he had achieved his aim.

"I lodged the complaint because I believe children in the classroom are at the most impressionable stage of their lives and I did not feel that teachers guilty of such an offence should be allowed to teach."

"However, I do not feel I am in a position to comment on their sentence."

Professor van Jaarsveld said he did not see why there had been such a delay in taking disciplinary action against the teachers. He did not feel it should have been left to the public to lodge the complaint.

However, in his mind the incident was over.

"I have no grudges against them. There is such a shortage of teachers it might be just as well that they're carrying on teaching," he said.

□ Herman Victor, 29, one of the "disciplined" Brits teachers

English-speaking teachers
slam disciplinary committee's
sentence on tar-and-feather men



TOO SOFT!

BY WANDA EDKINS

ANGRY English-speaking teachers this week slammed the leniency of the sentence imposed by the disciplinary committee of the South African Teachers' Council on two Afrikaans teachers who took part in the tarring and feathering of Professor Pieter van Jaarsveld last year.

Many said the teachers' behaviour had shed a bad light on the teaching profession and they should be barred from the classroom.

They also believed that the only reason a "lifer" sentence had not been recommended was because the teachers were Afrikaans.

"I'd like to see any English-speaking teacher involved in a similar, politically-motivated offence get off virtually scot-free," said an angry Natal teacher.

"We realised that as an inflexible historian he would have a wide audience. It was not a personal thing. We used him as a means of focusing attention on our cause."

The whole thing boiled down to a question of which was the highest law — an oath to God or an earthly law.

"Both are important but for our higher ideals we believed our actions were right and I stand by them."

He said he was sorry the professor had suffered. "I don't like violence," he felt the proposed suspended sentence was harsh.

He was a member of the Council. Marthinus van der Merwe refused to comment.

The school's headmaster, Rudolf Nienke, said although he disapproved of the men's actions, he could defend their feelings on at the school.

He was sorry that even a soft

Call for men at training college

7/3/80.
C. Times Staff Reporter (382)

TEACHERS who held a meeting at the University of Cape Town last night called on the Cape Education Department to open the Cape Town Teachers' College to male students.

The meeting was organized by the South African Teachers' Association, in response to the serious shortage of English-speaking male primary school teachers in the Cape Province.

It was disclosed that only 17 percent of teachers at English-medium and parallel-medium primary schools in the Cape were English-speaking, while the home language of 90 percent of the pupils was English.

The SATA said that one of the reasons for the shortage was that the only two English-medium colleges for male primary school teachers in the Cape were at Graaff-Reinet and Port Elizabeth.

These two colleges were unable to fill their quotas this year. They were too far away from Cape Town, and this discouraged men from taking up the profession.

The attitude of the Cape education department was that the opening of the Cape Town Teachers' College to men was not warranted because there were still vacancies at the Port Elizabeth and Graaff-Reinet colleges.

The SATA said the problem could be alleviated if the CTTC college was opened to men.

Meeting on Tvl teacher crisis

RDM 8/3/80
329

By GERALD REILLY
Pretoria Bureau

ENGLISH education in the Transvaal is in a state of near crisis and urgent remedial measures must be applied.

This was the unanimous view of a number of concerned organisations at a meeting in Johannesburg earlier this week.

They included the Transvaal Teachers Association, the National Council of Women, the Council for English Education, the English Academy of Southern Africa, the Witwatersrand Council of Education and organised commerce and industry.

The president of the TTA, Mr Peter Mundell, said of the meeting: "We all realise we are staring at something which touches the very foundations of the structure of the English speaking community."

The shortage of English-speaking teachers was at the root of the crisis, he said.

Two approaches to the problem were stressed.

The long term solution included the upgrading of recruiting methods and a bigger effort to attract more national servicemen to the profession.

In the short term, it was stressed, the only option was immigrant teachers.

A major handicap, however, was the standards laid down by the National Evaluation Committee.

"We have found that highly qualified and acceptable teachers from other countries fail when tested against the criteria laid down by this committee."

And some of the criteria, the meeting decided, "did not make much sense". It was recommended they be reviewed.

It was decided that the question of immigrant teachers should if possible be discussed with the Minister of Interior.

"We are not suggesting that the doors should be thrown wide open," Mr Mundell said.

What was intended, was that immigrant teachers should be selected with great care.

Mr Mundell stressed that any effort, campaign or plan to recruit teachers must have the total commitment of the English speaking parent community behind it.

Without this, he added, any effort launched would founder.

RDM 11/3/80.

THE country's leading English-speaking education organisations are to ask the Minister of National Education, Mr Punt Janson, to launch a campaign to attract immigrant teachers, the President of the Transvaal Teachers' Association, Mr Peter Mundell, said in Pretoria.

Represented at the meeting were the Transvaal Teachers' Association the English Academy of Southern Africa, the SA Council for English Education.

Mr Mundell said the meeting was unanimous in its view that English education in the province was in a crisis state.

Without drastic remedial measures, like the immigration of qualified teachers, a "totally hopeless" situation would develop.

The long-term solution included the upgrading of recruiting methods and a bigger effort

It was pointed out that industry and commerce had successfully recruited among national servicemen.

A major handicap, however, was the standards laid down by the national evaluation committee.

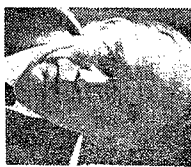
"We have found that highly qualified and acceptable teachers from other countries fail when tested against the criteria laid down by this committee," Mr Mundell said.

And some of the criteria, a meeting decided, "did not make much sense". A review of the criteria was recommended.

IN FACULTY ARTS		YEAR : 1		AS AT 29 02 60		PAGE 1	
NAMES	COURSE	DESCRIPTION	SYMBOL	15016			
KURAN	105105	LATIN ELEMENTARY	UP	1	1542230R		
	117101	POLITICAL SCIENCE I	UP	(59)	1	1517795R	
	102104	AFRIKANS	UP	(50)	1	1555620	
	117101	POLITICAL SCIENCE I	UP	(57)	1	156581X	
	105105	LATIN ELEMENTARY	ABE		155002F		
WES	117104	POLITICAL SCIENCE I	UP	(56)	1	1570555W	
	105105	LATIN ELEMENTARY	UP	(59)	1	1543950W	
	102101	AFRIKANS	F		155023Y		
	117104	POLITICAL SCIENCE I	UP	(56)	1	156314F	
	105104	LATIN I	UP	(50)	1	156503L	
	105104	LATIN I	UP	(50)	1	038176d	
	107101	ENGLISH I (PRE-1980)	ABE		159727K		
	105105	LATIN ELEMENTARY	UP	(47)	1	162559W	
	117101	POLITICAL SCIENCE I	UP	(55)	1	161080M	
	105105	LATIN ELEMENTARY	ABE		155185X		
	105105	LATIN ELEMENTARY	UP	(51)	1	156056d	
	102101	AFRIKANS	F		150563Z		
	102101	AFRIKANS	UP	(50)	1	153752X	
	004202	ROMAN LAW & JURISPRUDENCE II	(49)	1	156337F		
	105104	LATIN I	F	(34)	1	1547450	
	102101	AFRIKANS	UP	(59)	1	156056d	
	105104	LATIN I	UP	(50)	1	154272M	
	105104	LATIN I	UP	(50)	1	154272M	



SENATOR HORWOOD



MR JACK BALLARD

S TAR 13/3/80 322

Transvaal education faces crisis over low salaries Teachers threaten a go-slow

By Sheryl Raine

Hundreds of white teachers are threatening to resign or work to rule if they do not get 10 percent more in pay rises than civil servants at the end of March.

Sources in the teaching profession estimate that about 700 male teachers in the Transvaal alone could resign from their posts if satisfactory salary increases are not announced in Senator Horwood's Budget on March 26.

It is not known how many women teachers are considering resigning, but some are thinking of withdrawing from extra-mural

activities in protest if substantial increases are not granted.

These facts emerged from two meetings held in the Johannesburg area this week. Such a drain of teachers would increase significantly the already critical shortage of teachers in the Transvaal, in particular in South Africa in general.

At a meeting called by concerned parents at Wynridge High School near Broedepoort, early this week it was estimated that about 700 male teachers in the Transvaal intended to resign if their salaries were not increased to their satisfaction.

Wynridge High School is one of the few schools on the West Rand that

have a full complement of teachers.

Teachers who attended a branch meeting of the North Rand section of the Transvaal Teachers' Association last night decided that, if satisfactory salary increases did not come into effect after the Budget, they should refuse to perform afternoon duties.

Mr Jack Ballard, general secretary of the Transvaal Teachers' Association, said he did not think the school would resign. "Those who 'unpleasantly' resign," he said, "will be replaced."

"Since April last year when teachers were not given the 10 percent increase granted to civil servants, about 300 English-speaking teachers have resigned. We don't know how many more will

leave if they are disappointed with this year's salary increases. But I do know that dissatisfaction runs deep and wide," he said.

Runners of what teachers can expect in the way of increases this month vary from four percent to 25 percent.

Mr J F Steyn of the Transvaal Onderwysersvereniging also believed that 700 teachers might well resign if their dissatisfaction continued.

"There are about 26 000 English-speaking and Afrikaans-speaking teachers in the Transvaal and many of them are unhappy with their salaries," he said.

● Page 11: Alarm bells over teacher exodus.

More teachers will resign warns TTA

PRETORIA — A spate of teacher resignations can be expected in the middle of the year if salary undertakings given the Federal Council of Teachers Associations (FCTA) by the government are not honoured.

This is the view of senior educationalists, including the president of the Transvaal Teachers Association, Mr Peter Mundell.

Mr Mundell said: "If the increases are unsatisfactory, there will be an unprecedented outcry from teachers. The reaction of the TTA will also be nothing less than dramatic."

At a meeting in Johannesburg last night, teachers said they would regard increases of between 30 and 50 per cent as adequate.

Another group, Mr Mundell said, would be satisfied with smaller increases combined with an upgrading of scales to make their long term prospects more attractive.

Increased resignation following unsatisfactory rises would deepen the education crisis in the

province, particularly in English-medium schools.

After a "crisis" meeting with the FCTA last year, the Prime Minister, Mr P. W. Botha said in future teachers' salaries would be increased simultaneously with the rest of the public sector.

Having been excluded from the public sector increases last April, the council has been hoping that the new increases on March 26, would take this discrepancy into consideration.

Mr Mundell said that expectations had been aroused and if they were not realised an angry reaction from teachers was certain.

"We are in a crisis now," said the leader of the PPP in the Provincial Council, Mr Douglas Gibson. And if teachers were not given substantial increases a new flood of resignations was certain.

He pointed to one English-medium school in the Transvaal which had not had a qualified science teacher for eighteen months. An accelerated resignation rate, he said, would be disastrous for education in the Transvaal. — DDC.

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EXAMINATION RESULTS IN FACULTY ARTS									
AS AT 29 02 80									
PAGE 1									
13010									
STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL				
15	ABRAMS	MARLEY	004101	PSYCHOLOGY I	2	(61)	1	0659153	
17	ACKERMAN	KATHRYN JANE	115101	FRENCH I	F	(34)	7	152249N	
18	ACKERMAN	GARRY JOHN	908101	PSYCHOLOGY I GEOGRAPHY I	UP	{ 54 }	1	154500B	
21	ADAMS	ZULEICA	911101	MATHEMATICS I M102	F	{ 44 }	1	157349G	
25	ALLIE	FUAD	104101	ARCHAEOLOGY I	UP	(55)	1	155374K	
27	ANGAS	MARIA JOAO CAROLINA	115101	FRENCH I	F	(39)	1	153845R	
29	ARCHER	CLIVE ANTHONY	107101	ENGLISH I (PRE-1980)	3NX		1	162594H	
31	ATKINSON	HENRY MICHAEL	114101	CULTURAL HISTORY OF W.E. I	AB3		1	117046Z	
33	BAIDINGS	CRAIG KEIN	004101	PSYCHOLOGY I	UP	{ 53 }	1	157724P	
35	BAILEY	LINDA JEAN	101103	SOCIAL ANTHROPOLOGY I (PRE 1UP RESEARCH I)	UP	{ 51 }			
37	BAILEY	LINDA JEAN	101103	AFR LANG INTENSIVE (XHOSA)	AB3		1	142809N	
39	BARNARD	CAROLINE ALISON JANE	106104	ECONOMICS I	UP	(61)	1	153940B	
41	BARONS	CLIVE CARL	107101	ENGLISH I (PRE-1980)	F	(37)	7	115210D	
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Pay up or we will resign, RDM say teachers

322
13/3/80

A SPATE of resignations by teachers can be expected in the middle of the year if salary undertakings given to the Federal Council of Teachers' Associations by the Government are not honoured.

This is the view of senior educationists, including the president of the Transvaal Teachers' Association, Mr Peter Mundell.

Mr Mundell said: "If the increases are unsatisfactory, there will be an unprecedented outflow from teachers. The reaction of the TTA will also be nothing less than dramatic."

At a meeting in Johannesburg last night, teachers said they would regard increases of between 30% and 50% as adequate.

Another group, Mr Mundell said, would be satisfied with smaller increases combined with an upgrading of scales to make their long-term prospects more attractive.

Senior educationists agreed with Mr Mundell that as the economy picked up, the pull of the private sector would be come stronger.

Teachers, with their low salary ceilings, were vulnerable, Mr Mundell said. This had been shown by the rate of resignations last year.

After a "crisis" meeting between the Prime Minister, Mr P W Botha, and the federal

council towards the end of last year, at which the Government was accused of bad faith, Mr Botha said that in future teachers' salaries would be increased simultaneously with the rest of the public sector.

After the meeting the council said it was satisfied that as teachers were excluded from public sector increases last April, this would be taken into account when the new salary levels were determined.

The implication clearly was, according to senior educationists, that teachers would get bigger rises than the average public servant.

Expectation had been aroused and if they were not realised, an angry reaction from teachers was certain, Mr Mundell said.

The leader of the Progressive Federal Party in the Provincial Council, Mr Douglas Gibson, said two previous Ministers of National Education -- Dr Koorhof and Mr Cruywagen -- had given pay undertakings to teachers which had not been fulfilled.

"We are in a crisis now. One well-known English medium high school in Johannesburg has not had a fully-qualified science teacher for 18 months. So an accelerated resignation rate could be disastrous for education in the Transvaal," Mr Gibson said. — Sapa.

POLITICS

Teachers intervene

The Transvaalse Onderwysersvereniging (TO) — the most powerful body of teachers in SA — helped kibosh Prime Minister P W Botha's plan to axe Dr Andries Treurnicht by threatening to go on strike.

At issue was a relatively unimportant matter, namely the proposal to invite a Coloured schoolboy side to play the winners of the Craven Week rugby tournament. But, giving credence to the belief that Treurnicht has substantial support in the bureaucracy, the TO made it clear it was not prepared to back such a move. Then it went further, apparently threatening to have its members walk out of their jobs for six weeks if Treurnicht lost his Cabinet post.

In doing this, they gave firm backing to the NP's recalcitrant Transvaal leader, and polarised opposition to the Prime Minister, who favours the Craven plan.

current affairs

At last week's meeting of the TO's *dagbestuur* (management committee), members confirmed their opposition to Coloureds playing in Craven Week. The chairman, Professor H O Maree, said a survey of members had shown overwhelming opposition against any form of mixed school sport.

Moreover, he said the Association could not accept that the South African Rugby Union should dictate to schools their attitude on matters such as Craven Week.

Maree is said to be an unrelenting protagonist of the ultra-conservative policy of Christian National Education, and a staunch personal ally of Treurnicht.

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 3

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCR
1331002	WILJOEN	ADELE	116317	DRAMA
1131166	WANDERHUIS	MOIRA MARIA	908307	GEOSRAI
0961466	WERCHOWE	CAROL TESSA	110301	HISTOR
0965606	WILLIS-SMITH	GRANT	908205	GEOSRA
103278J	WYNGAARD	GAIL ESTELLE	110301	HISTOR
114463M	ZOELLER	CHRISTOPHER HANS	102101	AFRIKA

* TOTAL NUMBER OF STUDENTS 29

JEAN

Teachers consider pay row go slow

322

RDM
15/3/80

By GERALD REILLY
Pretoria Bureau

THE executive committee of the Transvaal Teachers' Association will consider a resolution today calling for a teacher go-slow campaign if the expected salary increases are considered to be inadequate.

The resolution was passed at a meeting of the North Rand branch of the association earlier this week, and is an indication of the unrest in the profession in the Transvaal, and the angry mood of most teachers.

The Minister of National Education, Mr. Punt Janson, said he had no idea what the extent of the salary increase would be. He hoped they would be adequate. However, to some people nothing is adequate.

The Minister said it would be completely out of character for the teaching profession to adopt go-slow or other semi-strike tactics.

The secretary of the TTA, Mr. Jack Ballard, said yesterday that the whole future of education and of the profession in the Transvaal hinged on the extent of salary increases.

These are expected to be announced by the Minister of Finance, Senator Owen Horwood,

in his Budget on March 26.

Other senior educationists agreed that education was balanced on the knife-edge of a crisis from which, unless arrested, it could take a decade or more to recover.

Mr. Ballard said he agreed with an assessment made at a meeting of parents at the Westridge High School this week that 700 men teachers would resign if the increases were unsatisfactory.

"This, against a background of the growing discontent, is not an unreasonable forecast," he said.

The president of the TTA, Mr. Peter Mundell, said: "We are already in a state of crisis, and pay is at its root — and it can only get worse unless the Government appreciates the seriousness of the situation."

Mr. Mundell said the TTA sent a letter to the Minister of Finance last week stressing the desperate state of the teaching profession and asking for a special deal for married women teachers.

"They are the backbone of the profession and we must do all we can to keep those we've got and to attract others back into the profession to relieve the crisis."

1500 ^{STAR} teachers ^{12/18} to meet ³²² on pay

By Sheryl Raine

While more than 1500 English-speaking Transvaal teachers prepare to discuss salary grievances this week, the Transvaal Education Department is "unaware" of widespread dissatisfaction concerning pay.

A spokesman for the department was asked if the department knew of widespread dissatisfaction among teachers over their salaries, of teachers who intended to resign if salary increases were not satisfactory and that some teachers were considering withdrawing from extra-mural duties if salary increases were not satisfactory.

He replied: "No."

This week the Transvaal Teachers' Association called a mass meeting of teachers in the province for Friday at the Johannesburg Girls' High School. About 1500 teachers, some from as far away as Pietersburg and Witbank, are expected to attend.

The TED spokesman said there was no regulation that forced teachers to perform extra mural duties but there was a regulation which gave principals the right to order teachers to perform these duties. Once a principal gave this instruction it was illegal to refuse.

He said the TED was doing everything in its power to ensure maximum recruitment and retention of teachers.

"A concerted effort involving all sectors of the department is being made," he said. "Methods employed in the department are constantly re-examined and if required, adapted to cope with the practical demands and circumstances of the day."

● Page 21: Schools face winter of discontent.

Janson's attitude angers teachers

STAR
19/3/80
322

The Minister of National Education, Mr Punt Janson, had seriously misjudged the angry mood of teachers concerning salaries, educationists said today.

Mr Janson said last night in a panel discussion on the television programme Spectrum that a "pitch black picture" had been painted of the teachers' salary situation and he did not believe responsible teachers would stage a walk-out or resign en masse.

Mr Jack Ballard, general secretary of the English Transvaal Teachers' Association said he could not say whether teachers in the province would stage a walk out, go slow or resign but he said the Minister was not fully in touch with the teaching body and has misjudged the mood of teachers.

He said there was talk of strike-type action among his members.

He invited Mr Janson to attend a mass meeting of English-speaking teachers in Johannesburg on Friday so that he could see for himself the mood of dissatisfied teachers.

On Spectrum last night, Mr Neil Paterson, chairman of the Federal Council of Teachers' Association, which represents all white teachers in South Africa, said the salary

Janson angers teachers

From page 1

South Africa's giant civil service population estimated at more than 1-million, are also adopting a wait and see attitude and are hoping for pay increases of at least R700-million over the next year.

Pay hikes for the country's 266 000 railway workers have already been announced as was the R41-million bonanza for the country's 76 000 postal workers.

Still waiting for their increases to be announced in the March 26 Budget are 315 000 central government workers. The country's 242 000 provincial workers also expect increases.

Last Thursday The Star reported that teachers in the Transvaal were threatening to resign in their hundreds or to refuse to perform extramural duties if satisfactory salary increases were not implemented. Teachers expect to get 10 percent more in salary than civil ser-

man of the TO said yesterday his association was well aware of widespread dissatisfaction concerning salaries and was concerned about the shortage of well-qualified teachers. But the TO did not go along with go-slow or strike action, he added.

"There is absolutely no doubt the pay situation is as bad as it has been painted," said Mr R Cope, general secretary of the South African Teachers' Association in Cape Town.

"It is impossible to pluck a figure from the air to suggest a suitable minimum wage, but salaries definitely need a substantial increase to avert a crisis situation."

Mr Cope felt that teachers would soon start resigning.

"Teachers are professional people and should be able to live as such," said Mr M Jarvis, president of the Natal Teachers' Association. "Our last salary increase was two years ago — that doesn't even cover inflation."

Mr Jarvis felt that most teachers would wait for the budget before "making any drastic moves."

To Page 3, Col 7

● Page 2: Teacher shortage will go on.

problem was "nationwide and not restricted to English teachers."

While the TTA prepares to meet 1500 of its members on Friday, the powerful Afrikaans Transvaal Onderwysersvereniging has adopted a wait and see policy.

Prof H O Maree, chair-

SYLVIA MARITA

MARK DAVID

LOKELLE

KIM

MICHAEL CLIFFORD

MARTIN FRANCIS CORNELIUS

155052K REGLEY

158311N HELL

161780V REVAN

157700N BONGSTROM

153399N BOIHA

162250J

150215C

153399N

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Teachers' angry mood 'misjudged'

By the 19/3/80

Angus Correspondent

JOHANNESBURG. — The Minister of National Education, Mr Punt Janson, has seriously misjudged the angry mood of teachers concerning salaries, educationists said today.

Mr Janson said last night in a television interview on the programme Spectrum that a "pitch-battle" picture had been painted of the teachers' salary situation and he did not believe that these "idle" teachers would stage a walk-out or mass resignations.

Mr Jack Ballard, general secretary of the English Teachers' Association said he could not say whether teachers in the province would stage a walkout, resign or resign but he said the Minister was not teaching the Ministry and has been in touch with the teachers. He said there was talk of strike-type action among his members. He invited Mr Janson to attend a mass meeting of

English-speaking teachers in Johannesburg on Friday so that he could see for himself the mood of dissatisfied teachers.

On Spectrum last night Mr Neil Paterson, chairman of the Federal Council of Teachers' Associations which represents all white teachers in South Africa, said the salary problem was "nation wide and not restricted to English teachers."



Mr Punt Janson

Unhappy debate for teachers

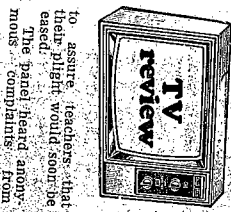
By Robin Parker

THE teaching profession last night made a desperate last-ditch attempt to better itself.

And they obviously had a sympathetic host in S. A. Spectrum producer/producer Carole Chantwood.

The profession set up its big night at the Mansel Hotel, Mr. Peter Mundell of the Teachers' Association and

Mr Neil Paterson, chairman of the Federal Council of Teaching Associations, in an effort to secure answers from the Minister of National Education Mr Punt Janson. But I feel they left the studio sadly disillusioned.



to assume teachers' that their plight would soon be eased. The panel heard anonymous complaints from teachers and the panel painted a dark picture in predicting a breakdown in English education, a possible walk-out and an exodus from the profession.

THE COMMENTS

But Mr Janson preferred rather to seize the opportunity of a parent who called for an adjustment in the national service for children and science teachers so

that they could contribute fully in an area where the shortage was most acute.

His attack virtually amounted to accusations of a lack of patriotism. He pointed out that the battle of South Africa and voiced his regret at the use of words like crisis. At no stage did Mr Janson make any direct promises to the profession which for so long has made concessions in an effort to curb inflation.

More pay or Natal may face teacher shortage

Mercury Reporter

IF teachers' salaries are not increased sufficiently the department could be faced with an embarrassing number of resignations from Natal teachers, the Director of Education, Dr G. A. Hosking, said in Pietermaritzburg yesterday.

We have not had any more resignations from teachers in the past year than usual, Dr Hosking said, but I do know that there are a number of teachers who are clearly just waiting to hear the results of the Budget on

March 26 before deciding whether or not to resign. Teachers are expecting an increase of at least 15 percent and their Federal Council has threatened to call a general meeting and a Press conference if the increase does not meet with their satisfaction.

Commenting on the proposed action of the Federal Council, Dr Hosking said: The council is a totally autonomous organisation to which all registered teachers' societies are affiliated and it is up to them to conduct their own affairs.

1300

EXAMINATION RESULTS IN FACULTY ARTS
STUD NO 10090001
SURNAME HENRY
FIRST NAMES HENRY
COURSE 1
DESCRIPTION DRAMA
SYMBOL 116311
PAGE 1
AS AT 29 02 80
13130

REGISTRAR (ACADEMIC)

* TOTAL NUMBER OF STUDENTS

DEAN

Tvl teachers say Afrikaners get top jobs

STAR
20/3/80.

322

By Sheryl Raine
Transvaal English-speaking teachers maintain that their opportunities for promotion are limited in the Transvaal Education Department partly because of discrimination in favour of Afrikaans-speakers.

This complaint has been made by an inspector and a school principal as well as many English-speaking teachers employed by the TED who do not wish to be named for fear of losing their jobs.

Only one of the 14 senior posts in the TED is held by an English-speaker.

directorships are held by Afrikaners.

No top posts are held by women.

English educationists and teachers say there are two reasons why Afrikaans-speakers hold so many top-level posts: the Transvaal teaching force is about 86 percent Afrikaans-speaking and more Afrikaans-speaking men teachers remain in the profession long enough to achieve substantial promotion.

At last year's annual Transvaal Teachers' Association conference mem-

bers suggested that a special post of assistant director of English education be created in the TED to protect the interests of English-speaking teachers but a motion to this effect was not carried.

The lack of top-level English-speakers has been evident in the TED for decades, according to one well-respected educationist. He believes that although it is difficult to prove there is a powerful Broederbond influence in the TED which could largely account for a blocking of English-speakers.

COMMUNICATION

The complaint emerged this week when several teachers approached The Star after the publication of articles relating to teachers' salaries and other grievances.

The director of education, Professor J H Jooste, his two deputy directors and three of the senior heads of departments in the TED are all Afrikaans-speaking. Only the post of head of communications services is held by an English-speaker, Mr Z Annandale, who will retire in June.

The seven assistant

STU13-9	EXAMINATION RES	
15026	N.A./LL-8.	
STUD NO	SURNAME	
133011C	SCHWEITZER	ANTO
134965B	SMITH	ROSE
135195B	SMUTS	PEITE
100311J	SNYMAN	GRAH
1322884	SOMMERBERG	GRAH
136545T	STRAUSS	JENIFER SUSANNE
133262A	TEE	RICHARD JOHN
139650U	THOMAS	HELEA CAREN
101563V	WILLERS	JOHAN MARITZ
* TOTAL NUMBER OF STUDENTS		28
-----		DEAN

27 companies wanted all races on buses

Political Staff

HOUSE OF ASSEMBLY. — A total of 27 bus companies, including the South African Railways in Bloemfontein, have applied for permission to convey members of all race groups in unsegregated buses during the last three years.

But six of the applications were rejected by local road transportation boards. Three of the unsuccessful bus companies were from Johannesburg, two in Cape Town and one in Port Elizabeth.

These details were given yesterday by the Minister of Transport, Mr Chris Heunis, when he replied to a question which had been tabled by Mr Rupert Lorimer (PFP Orange Grove).

The 27 applications for desegregated buses were made between 31 March 1977 and 31 March 1980.

The successful applicants included the Railways in Bloemfontein, Impala Tours, Putco, Durban Transport, the Municipality of Grahamstown, the City Council of East London and City Trams.

322

20/3/80
CT

Blackmail? That is ludicrous - teachers' leader

By Sheryl Raine

Any suggestion by the Minister of National Education that a teachers' mass meeting tonight constituted blackmail or was irresponsible is "ludicrous," according to the president of the Transvaal Teachers' Association.

Mr Peter Mundell strongly objects to Mr Janson's saying on SABCTV news last night that he was not prepared to attend any "protest meetings by teachers which gave the impression of being demonstrations."

Mr Mundell said the meeting was intended as an exercise of "analysis" only. "We wish to investigate the grievances of our members."

"Any suggestion of blackmail or irresponsible action on the part of teachers is ludicrous."

The urgency of the teachers' salaries question might have caused Mr Janson to feel his options had been limited, but it was not the intention of the TTA to blackmail him.

Although Mr Janson did not receive an official invitation to attend the meeting, the TTA would welcome him.

The TTA had considered inviting the Transvaal Education Department to send a representative, though the salary issue was not a provincial one, but the TED refused to be represented on Tuesday's television programme "Spectrum" and the idea was dropped.

Our Correspondent in Cape Town reports there were calls for a widespread school boycott and the dismissal of "inept" principals and teachers at two coloured schools at a rowdy meeting in Hanover Park last night.

Page 2: 1 000 teachers for meeting

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL
102531	ROSEMARY	KATHERINE	102101	AFRIKAANS	UP

* TOTAL NUMBER OF STUDENTS

REGISTRAR

DEAN

UCT

1 000 teachers expected at pay protest meeting

STAR 21/3/80 322

By Sheryl Raine

At least 1 000 teachers from all over the Transvaal are expected to arrive by the busload at a mass meeting tonight to discuss more realistic pay scales.

The president of the Transvaal Teachers' Association, Mr Peter Mundell, has called on all teachers to show their solidarity on the question of pay by attending the meeting at 7.30 pm at the Johannesburg High School for Girls in Berea.

Mr Mundell will open the meeting and Mr M Armstrong, a representative of the Federal Council of Teachers' Associations, is expected to address the teachers.

"Our aim is to inform teachers of latest deve-

lopments and to establish their salary needs," Mr Mundell said. "We want to find out exactly what teachers consider 'satisfactory' salary increases and to discuss courses of action if increases announced later this month are not adequate.

"Although held under the auspices of the TTA, all teachers are welcome to attend the meeting," said Mr Jack Ballard, general secretary of the TTA. The Afrikaans Transvaalse Onderwysersvereniging was invited to attend but declined the invitation, saying the organisation was already fully aware of its members' feelings and needs.

About 50 teachers from Pietersburg and several

from Pretoria have hired buses to get to the meeting. The Johannesburg office of the TTA has been inundated with calls from teachers based all over the Reef.

While teachers prepare to meet, several English-speaking educationists have expressed concern for the future of English education, particularly in the Transvaal.

"It would seem the question of pay is related to the shortage of English-speaking teachers in the province, but the English community has let itself down by not producing teachers," said Mr J de Villiers, chairman of the Johannesburg branch of the South African Council for English Education.

STUD NO	SURNAME	FIRST NAMES	YEAR	ARTS
17000	DEPALEP	SHEILA JOSEPHINE HONAN	N/A	
1017935				
1207760	MUBIN	VIVIENNE		
* TOTAL NUMBER OF STUDENTS			2	
DEAN				
BRADFORD, H J				

STAR
21/3/80

322

Any suggestion by the Minister of National Education that a teachers' mass meeting tonight constituted blackmail or was irresponsible is "ludicrous," according to the president of the Transvaal Teachers' Association.

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Mr. Mundell said the meeting was intended as an exercise of "analysis" only. "We wish to investigate the grievances of our members."

"Any suggestion of blackmail or irresponsible action on the part of teachers is ludicrous."

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Our Correspondent in Cape Town reports there are calls for a widespread school boycott and the dismissal of "inept" principals and teachers at two coloured schools at a public meeting in Hanover Park last night.

● Page 2: 1,000 teachers for meeting

EXAMINATION RESULTS IN FACULTY ARTS				AS AT 29 02 80	
13200 BACHELOR OF ARTS		YEAR : 2			
SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYN	
133849N BEANCE	CARLEY SUSAN	114101	RELIGIOUS STUDIES I	3	
140639U PETERSEN	BENIRAND SYDNEY	102201 110201	AFRIKAANS EN NEDERLANDS II F AFRICAN HISTORY I		
133499H PLAATJES	NANCY	101105	AFRICAN LANG INTENSIVE (SOT2-		
137501H PLAGIS	JOHN ACHILLES	601303	COMPANY LAW		AS

1392716	REUMAN
0528928	KUSS
121461Y	SANDGROUND
133333C	SKAKIANUS
133034C	SHAPIRO
137998Y	SHAPIRO
134302F	SOLMON
135878U	STIGLING

~~DEVON-CLARE~~

004101	PSYCHOLOGY I	2-1	25
101103	AFR LANG INTENSIVE (XHOSA)	2-1	61
107101	ENGLISH I (PRE-1980)	2-1	61
101101	HISTORY I	2-1	61

* TOTAL NUMBER OF STUDENTS		37
1	2	3
4	5	6
7	8	9
10	11	12
13	14	15
16	17	18
19	20	21
22	23	24
25	26	27
28	29	30
31	32	33
34	35	36
38	39	40
41	42	43
44	45	46
47	48	49
50	51	52
53	54	55
56	57	58
59	60	61
62	63	64
65	66	67
68	69	70
71	72	73
74	75	76
77	78	79
80	81	82
83	84	85
86	87	88
89	90	91
92	93	94
95	96	97
98	99	100

DEAN

REFUGEE JOURNAL

דעם

Two Pretoria teaching colleges will cost R80-m

Own Correspondent

Work will start in January on the first of two new teachers training colleges planned for Pretoria at a cost of R80-million.

The two institutions — the R50-million Onderwyskollege and the R30-million Teachers Training College — will be on adjacent sites in the Fountains Valley.

Together with the University of South Africa buildings they will eventually form a belt of educational facilities running through the valley and on to Klapperkop

beyond.

The Pretoria Onderwyskollege, which will be tackled first, will be the biggest teachers college in the Transvaal. It will be built for 2 500 students but can be expanded to accommodate 3 500.

The Pretoria College of Education for English-speakers will originally be built for 1 000 students but can be expanded to take 1 200.

CONTRACT

It is hoped to start the college for English-speaking students during 1982 and to have both institu-

tions ready for occupation about 10 years after building commences.

The first contract for the laying out of sportfields has already been awarded for the Onderwyskollege.

Some of the sportfields, which should be ready for use in about 18 months, will be on land now serving as a municipal dumping ground at Kirkness. The dump will eventually be moved to a new site near Wingate Country Club.

The first buildings to go up will be six hostels for men and women students. The hostels plus dining halls, kitchens and a service building will cost about R24-million and will be built to accommodate 1 980 students.

This part of the programme will start in January 1980, and it is hoped it will be completed in about 5 years.

CONNECTED

Other buildings that will be constructed in a second phase development will include an administration block, four lecture blocks, student centre, physical education block, media work centre, utility hall for 1 200, great hall for 600, music and arts block, domestic science and manual blocks, pavilion for 2 000 at the sportfields and residences for the rector and two caretakers.

Sports facilities will include a soccer field, four rugby fields, two cricket grounds, three hockey fields, one athletics track, eight netball courts, 12 tennis courts, a shooting range and an Olympic swimming pool.

The two campuses will be connected by a road link running under George Storrer Drive, which will enable students to share some facilities.

Preliminary plans for the college for English speakers will be ready by June, and it is hoped to start building operations in 1982.

The college will be about the size of the Goudstad Onderwyskollege and will be on a 35 ha site against Klapperkop. It will overlook the campus of the Onderwyskollege.

Teacher shortage will go on for at least 4 years'

By Sheryl Ratne

It would take at least four years to resolve the shortage of well-qualified teachers in the Transvaal even if salaries and conditions of service were improved overnight.

"It takes four years to train a teacher," says Mr Jack Ballard, general secretary of the Transvaal Teachers' Association.

"And even if all Transvaal teachers' grievances were resolved immediately, the serious shortage of English-speaking teachers and the not-so-serious shortage of Afrikaans-speaking teachers in the province could not be alleviated for at least four years."

Although the relatively few teaching posts advertised in the six annual provincial gazettes of the Transvaal do not reflect an acute lack of teachers, educationists say that there is a very serious shortage of teachers who are fully qualified to teach certain subjects, especially at higher levels.

The shortage of maths, science and technical subject teachers is well-known

and common to English and Afrikaans medium schools.

In many cases, teachers with excellent qualifications in one subject but poor qualifications in maths, science and technical subjects are forced to teach these subjects because there are no other suitably qualified teachers.

Similarly, teachers qualified to teach certain subjects at a junior level are forced to teach senior classes.

English education is at present faced with a lack of English-speaking teachers and is relying on Afrikaans-speaking teachers to fill posts at English-medium schools.

"About a quarter of all the English teaching posts in the Transvaal are held by Afrikaans-speaking teachers," said a Johannesburg primary school principal.

"We are extremely grateful to have them in our schools, but I question the effect that Afrikaans-speaking teachers have on the standards of English education," he said.

'No objection' to foreign teachers

Arg. 24/3/80

(322)

Political Correspondent
THE Minister of National Education, Mr T N H Janson, said today the Government would have no objection in principle to immigrants being used to relieve the teacher shortage, but he did not think that this

would solve the problem.
The possibility of using immigrants was raised in this week's television programme on the teacher crisis, but the Minister did not then deal with this.
When he was approached today Mr Janson said there would be problems with the use of immigrants as teachers in

provincial schools as a knowledge of Afrikaans as well as English was required.
He did not think this was an insurmountable problem but thought the answer lay within South Africa in the first place.
More English-speaking people should enter the teaching profession, he said.

On the other hand, he wondered if South African parents would not prefer an Afrikaans-speaking teacher with a good command of English to an overseas teacher.
In the case of immigrant teachers there was in any case the problem that overseas salaries were much higher.

Referring to the demands for substantial salary increases, Mr Janson said he could not speculate on this on the eve of a budget.
Mr Janson called on teachers not to take part in protest actions.
He was referring to plans in the Transvaal to hold a protest meeting of teachers.
He said such action would demonstrate a spirit foreign to teaching in South Africa and it could also become a phenomenon that could spread to other sections of the public service.

EXAMINATION RESULTS IN FACULTY ARTS YEAR : 3

STUI13-9
15036 P.A./LL.B.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION
101834P	HACK	BRYAN-CECIL	602101	PUBLIC-INTERNATIONAL-LA
1150740	HANPER	GREGORY MARK	602101	PUBLIC INTERNATIONAL LA
114334P	MACGOWAN	DEWISSE ELLEN	604201	ROMAN-DUTCH-LAW-I
1030696	LEWIS	DIANE	602202	ROMAN LAW & JURISPRUDEN
101344P	LOVE	BRIAN ANTHONY	602202	ROMAN LAW & JURISPRUDEN
094440P	MAYO	HENRY	602202	ROMAN LAW & JURISPRUDEN
102254P	PHILLIPS	MICHAEL DAVID	604202	ROMAN LAW & JURISPRUDEN

* TOTAL NUMBER OF STUDENTS 7

DEAN

Afrikaner join mass

By JAYNE LA MONT

AFRIKANER teachers have joined forces with their English colleagues to swell the number of teachers expected to stream into Johannesburg today for their biggest protest meeting in 40 years.

Busloads of teachers from all over the Transvaal, which includes the powerful Reef contingent, will attend the Transvaal Teachers Association (TTA) 7.30pm protest meeting at the Johannesburg Girls' High School in Berea.

Teachers of both language groups phoned the Rand Daily Mail yesterday to voice their support for the meeting, which, they say, is the "only way open to us now to make our feelings known".

EXAMINATION RESULTS IN FA		
STUD NO	SURNAME	FIRST NAME
13010	BACHELOR OF ARTS	YE
152163V	VAN NIEKERK	MURIEL DIANNE
1597572	VAN WAGENINGEN	ANNEMARIE
155815P	VISSER	ANNELEIZE
153767N	WACHER	GUY STEVEN
160280L	WESSELS	CHARLENE
158400Z	WHITAKER	ANDREW
115228V	WHITING	

The main protest will be against low salaries paid to the teaching profession, but topics to be discussed will also include:

- More pay for extramural activities;
- Smaller classes so that pupils' potential can be developed;
- Equal pay, or at least a narrowing of the salary gap, between white and black teachers with the same qualifications.

A Pietersburg primary school teacher, whose husband also teaches, described the situation as "like looking down the barrel of a loaded gun".

"My husband and I have decided that to attend the TTA meeting might be compromising our principals. We are dedicated Nationalists but when we have to choose between our future and that of a Minister, there is no choice. We will be at the meeting," she said.

A male teacher at an Afrikaans Vanderbijlpark high school said yesterday he was "totally disillusioned by the meek attitude of the Transvaalse On-

derwysvereniging".

The TO seem to be more concerned with the Minister's reputation. That is important as he is our man in Government but we are dealing with teachers' very lives and dignity here.

"The TTA seems to realise the seriousness of this explosive situation. I have never been to their meetings before but now the TO leaves us no hope. I and at least a dozen of my colleagues are coming to Johannesburg. That is where our only hope lies," he said.

Another Afrikaans teacher, employed at an English-medium school, who telephoned likened the present situation to that in the then Department of Bantu Education just before the Soweto riots in June 1976.

"It is just the same. The Cillie Commission says (Dr Andries) Treurnicht (then the department's Deputy Minister) didn't know what was going on because he wasn't being informed by his senior officials.

"The present Minister of National Education, Mr Punt Janson, isn't being told what is going on now. And the outcome, for English education anyway, will be a complete collapse at this rate," she said.

Although the TTA told newspapers they would welcome Mr Janson at the meeting, Mr Janson has said he does not pay attention to such invitations.

Mr Jack Ballard, secretary of the TTA, which looks after the interests of English teachers in the province, said last night he had received "a flood" of calls from teachers wishing to attend the meeting.

"We initially only sent notices of the meeting to our members, but now we have thrown the meeting open to all teachers."

The TTA president, Mr Peter Mundell, and a member of the Federal Council of Teachers' Associations, will address the meeting but Mr Ballard said discussion from the floor would

Command storeman had stolen and sold Defence Force weapons and ammunition because he was afraid a man would reveal his relationship with a coloured woman, the Durban Regional Court heard yesterday.

Johannes Hendrik Vorster, 58, pleaded guilty before Mr X Odendaal to stealing eight R1 rifles, one pistol and 136 bullets from the command's stores and from national servicemen based there between March last year and January this year. He was sentenced to six years' jail. He also pleaded guilty to two other counts of illegally dealing in, and supplying weapons to, unauthorised

No more TV debates for Janson

Political Staff

THE Minister of National Education, Mr Punt Janson, who faced severe criticism for his performance on a television programme dealing with the present teacher crisis, yesterday vowed he would not participate in any future TV debates.

Mr Janson also said he had no idea what would be granted to the teachers in the Budget, due to be tabled in Parliament on Wednesday.

"I cannot tell the teachers before the Budget whether they are receiving a salary increase or not."

Mr Janson denied that the information was being withheld until the Budget speech so that teachers would be on holiday and unable to organize concerted protest action.

"The increases are always announced in the Budget which is traditionally read on the Wednesday before April 1.

"This certainly is not a deliberate move. It is based on tradition," he said.

On his performance in the TV programme Spectrum, screened earlier in the week, he said: "I won't be led into that sort of thing again, that sort of discussion does no credit to the teaching profession."

STUD-9				EXAMINATION RESULTS IN FACULTY ARTS			
PERFORMERS DIPLOMA IN SPEECH & DRAMA				YEAR : N/A			
STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	PAGE	13100
1633214	STEEA	JOSELYN NEELA	110113	PRACT ACT I	AFRIKAANS LOWEJAARS	1	1633214
			110117	PRACT ACT I	AFRIKAANS LOWEJAARS	3	1633214
TOTAL NUMBER OF STUDENTS				1			
DEAT				REGISTRAR (ACADEMIC)			

UCT

1 500 angry Rand teachers demand rise

JOHANNESBURG. — More than 1 500 teachers attended the biggest meeting held in 40 years at the Johannesburg High School, Berea, here last night to discuss salaries.

Mr M A Armstrong, a representative of the Federal Council of Teachers' Associations, was given a mixed reception by angry teachers who demanded to know when their salaries would be increased and what had been allotted to them in the Budget, due to be announced in Parliament on Wednesday.

The purpose of the meeting, according to a panel representing the Transvaal Teachers' Association (TTA), was to measure the extent of teachers' dissatisfaction.

The teachers expressed discontent with the meeting and the fact that no motions were passed. Constantly interrupted by teachers demanding to know what arrangements had been made with the government on restructuring of salaries.

Mr Armstrong said: "I can't tell you the new scale. If it is known far in advance of being announced, the negotiations might collapse and be bandied about, but the new structure is far in advance of anything we had anticipated."

The meeting, held by the TTA — which represents only white teachers — was attended by English and Afrikaans teachers from Johannesburg, the Reef, Pietersburg, Witbank, Potchefstroom and Pretoria. Many had come by bus during the day to attend.

Mr Peter Mundell, president of the Transvaal Teachers Association, said that newspapers had "labelled the meeting a protest meeting."

"But we are not here to jeopardise children in the classroom," he said. "We would do nothing to harm children by holding a meeting."

The meeting was open to the floor for teachers to air their grievances so that the Federal Council could gauge their dissatisfaction when dealing in future with the government, Mr Mundell said.

Objectives

Repeated references were made to a statement by the Minister of National Education, Mr Punt Janson, who said yesterday that he was "not prepared to attend teachers' protest meetings — not now, or in the future."

Mr Janson has said that he brought teachers' dissatisfaction to the attention of the government in the course of his duties, and "we are fully conscious of how teachers feel about the matter."

The initial objectives of the meeting — to discuss salaries, extramural activities, smaller classes, equal pay for black and white and equal pay for the same qualifications — were discussed, but the main theme was salaries.

Teachers insisted repeatedly that they were not being paid for doing a professional job.

"We have been let down by the government for 10 to 15 years."

"Why do we get appointed and then at the end of the month there is no salary?" one teacher asked.

Another said that if he continued attending "meetings like this and adopt the wait-and-see attitude suggested by Mr Janson, then I'll be old and still

attending these meetings."

After several questions, Mr Armstrong said the FCTA had been holding round-table talks on salary increases with the government since 1944, "and each time we are told the government doesn't have the money."

"The government says education has problems and that there is no crisis. I have been told that the country is in a crisis and the money must be used for defence, not teachers' salaries," Mr Armstrong said.

He said teaching was the only branch of the civil service which required professional qualifications.

Teachers were being exploited by the government, he said.

"By following official channels since 1974, we have been through four ministers with no results."

An uproarious meeting, it ended with teachers walking out voicing dissatisfaction with the FCTA.

Several hundred stayed behind to air their grievances. Some talked of striking, others said they were being pressured by the government into acceptance.

"I have been teaching for 17 years and get R460 net salary a month. I think this is despicable. Merit awards are just window-dressing and this meeting was a sham," one teacher said.

She said she had gained similar impressions from most of her colleagues — that "if any other meetings like this are held, nobody will turn up. It is a total waste of time."

The Budget on Wednesday will be the deciding factor for many teachers who cannot afford to teach for a living.

STUD NO.

SURNAME

FIRST NAMES

YEAR : 1

COURSE

DESCRIPTION

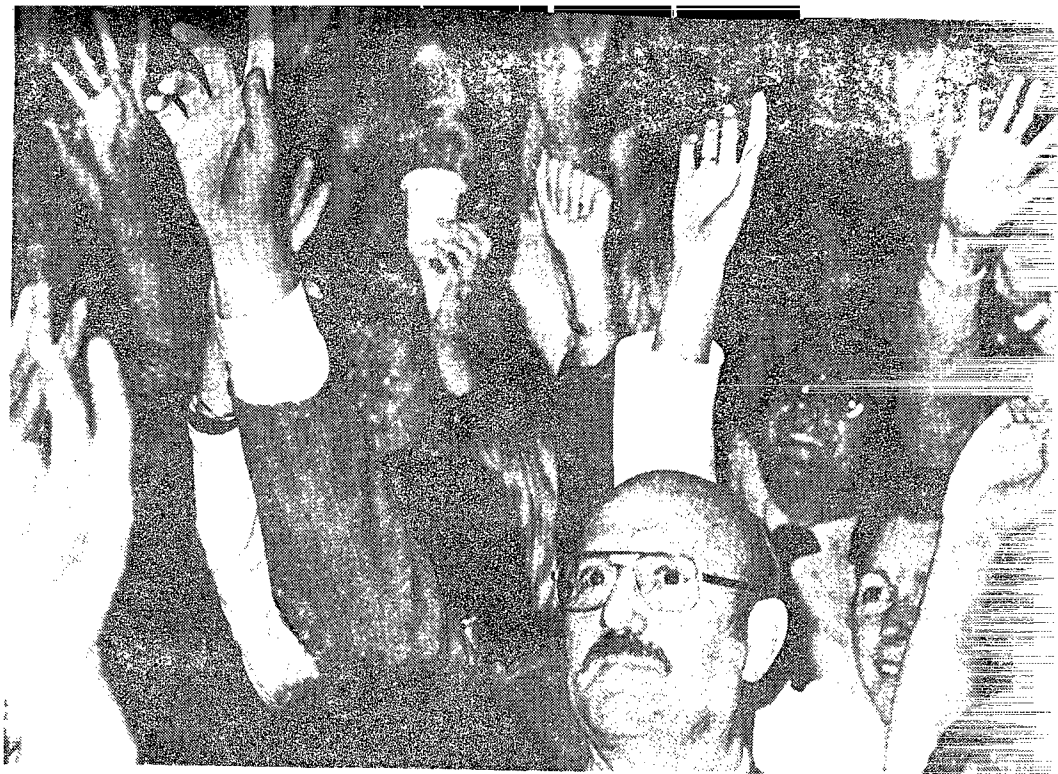
AS AT 29 02 80

SYMBOL

PAGE 1

15016

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UP	(50)	1	1535620R
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UP	(50)	1	1550422F
UP	(56)	1	1578555G
UP	(59)	1	1543954H
UP	(56)	1	1556237J
UP	(56)	1	1541966J
UP	(51)	1	1563144F
UP	(50)	1	1565032L
UP	(64)	1	0381764N
UP	(55)	1	1550492R
UP	(47)	7	1597274K
UP	(47)	1	1625294M
UP	(51)	1	1570368M
UP	(50)	1	1551555X
UP	(50)	1	1564632Z
UP	(49)	1	1537522X
UP	(34)	1	1547458Y
UP	(59)	1	1560566Z
UP	(50)	1	1542724Z
UP	(50)	1	1548335Z



Teachers show their support of the TTA and Federal Council of Teachers' Associations. Many had to monitor the meeting from

By Sheryl Raine

Hundreds of Afrikaans-speaking teachers rallied to support their English-speaking colleagues in their demands for more pay at a mass meeting attended by more than 2 000 teachers last night.

About a third of the teachers who attended a meeting organised by the Transvaal Teachers' Association at the Johannesburg Girls' High School indicated by a show of hands that they were Afrikaans-speaking or from Afrikaans-medium schools.

Telegrams and letters of support from teachers and parents came from as far afield as Swakopmund, SWA/Namibia.

Among the issues raised by teachers at the meeting were:

- A rejection of unequal pay for equal work for women and black teachers.
- A request for the implementation of the "ideal" salary structure promised to teachers and accepted in principle by the Cabinet in 1978.
- A call for a larger slice of the gross national

Afrikaans teachers rally to pay call

STAR
22/3/80
322

product to be spent on education.

- The need for public support from the electorate and a request that voters approach their MPs to raise the education question at all political levels.
- The need for teachers to be given special civil service status. Teachers expressed their full confidence and support for the TTA and the Federal Council of Teachers' Associations, and requested that after

the budget announcement these organisations present members' views and organise a nationwide course of action if increases were unsatisfactory.

There were mixed feelings about a teachers' strike.

Mr C. Morton of the TTA's northern branch felt that any form of strike would harm children, particularly those in boarding schools but he suggested that if further negotiations with the

Government failed, teachers should effect a "tools-down" on administrative duties. He also suggested that teachers refuse to act as substitute teachers in their free periods for unattended classes.

A leading educationist said a refusal to answer official letters and to perform paperwork could bring the administrative functions of the Transvaal Education Department to a halt and could result in "complete chaos" for months.

Mr John Lambson, chairman of the rebellious Northrand branch, suggested stopping afternoon sport, and was met with thunderous applause, as was another suggestion that a teachers' week-long strike would do less harm to children than the drain of many good teachers in recent years had already done.

Teachers in general felt that the Government was exploiting their patience, dedication and sense of professionalism.



side the packed hall.

"The teachers' salary question is the most colossal blackmail this country has ever known," declared a teacher with 44 years' experience who had travelled 150 km to be at the meeting.

Scathing attacks were made on the Minister of Education, Mr Janson, who teachers felt was not in touch with basic educational issues.

Mr Peter Mundell, president of the TTA, said teachers who were looking for confrontation but consideration. "No programme of action adopted by the TTA will jeopardise the position of children in the classroom," he said.

Mr Malcolm Armstrong, the TTA's Federal Council representative, pointed out that teachers had been negotiating for pay rises since 1944 and in the last 10 years the situation had reached crisis proportions.

"We have never accused the government of spending too much on defence, only of spending too little on education," he said.

Percentage increases called for by teachers ranged from 10 percent to 40 percent.

● Page 3 — Teachers' decade of desperation.



The tensions of last night's meeting are reflected on the face of this teacher. She was one of the 2,000 Afrikaans and English-speaking teachers who gathered to demand an adequate salary increase.

STAR
22/03/80
(322)

For 10 years teachers have fought to get their salary scales revised and to keep up with the public sector.

Newspaper reports concerning teachers' grievances in 1970 could have been written last week. Minor details differ, but the issues remain the same.

While white English and Afrikaans-speaking teachers have consistently commanded more pay, bilingual teachers have reportedly called for the narrowing of the pay gap. Educationists, parents and teachers believe that as professional people teachers should not have to

agitate for salary increases but a pattern has been set up during the past decade of pay demands, agitation, despatchment, salary increases and temporary satisfaction on the part of teachers.

SHORTAGE

After a 10 percent salary increase in 1969, the profession was able to woo back many who had intended to resign from their posts.

By 1971 the 10 percent increase had been forgotten. The shortage of English-speaking teachers in the Transvaal particularly, and a shortage of trainee teachers once again gave cause for concern. The 750 students who enrolled at the Jo-

Teachers' decade of desperation

5-14K 22/3/80

322



Mr Jack Ballard

For years teachers have been patted on the head, praised for their dedication and have been expected to live on their sense of professionalism. SHERYL RAINE takes a look at the last 10 years and presents the case for the teachers.

hannesburg College of Education constituted 100 less than in 1970. But despite their needs, the white teachers' body, the Federal Council of Teachers' Associations (FCTA) decided not to ask for salary increases in October 1972, because of the economic slump.

RESTRICTURING

Teachers were behaving as true professionals and as responsible civil servants in the eyes of the Government.

It was in 1973 that teachers became really agitated and called not only for increases but for the restructuring of their salary scales. They

At that time there was no shortage of teachers except for the need in the maths and science fields.

There was a surplus of primary school teachers and experienced married women teachers began to lose their jobs to newly qualified contract teachers indebted to provincial education departments.

The provinces imposed the quota system to limit the number of entrants to teacher training colleges. Only 450 of the 700 applicants could be accepted at the Johannesburg College

of Education for 1973 and government officials had no idea how drastically this situation would change in less than five years.

NO REVISION

The announcement that teachers, like civil servants, would get 15 percent increases in 1974 was welcomed but there was no revision of teachers salary scales.

By May 1974, teachers were once again pressing for increases. They gained that then, 15 percent increase had been announced by a jump of at least 15 percent in the cost of living.

Mr Jack Ballard, president of the Transvaal Teachers' Association (TTA) warned that teachers' salaries were "lagging too far below the level of those of other professions." The shortage

of men teachers increased as resignation figures for 1974 grew.

The deputy director of the TED, Professor J J Mulder warned teachers to be careful and that it was "not always easy to get back into teaching after resigning."

INFLATION

Good salary increases were announced in August 1974. No white teachers received less than R350 a month increase, (one percent) and some principals earned R3 000

In spite of this inflation and the rise in the cost of living, the forced teachers to start comparing their salaries with those of other professions.

A male teacher (with a BSc degree and teaching diploma and seven years' experience) was earning

R500 a month while a pharmacist (with a four-year degree and seven years' experience) was earning R550 a month.

Despite the fact that the 1974 increases were regarded as the first real increases in 20 years, Mr John Lambson, then president of the TTA claimed they were "a year too late."

And as if to bear him out, 700 teachers resigned in the first nine months of the year.

MERIT

In 1976 teachers, together with civil servants, received a 10 percent increase. Then

teachers to start comparing their salaries with those of other professions. A male teacher (with a BSc degree and teaching diploma and seven years' experience) was earning

award system which offered teachers the opportunity of double increments in a single year.

The Government claimed that teachers' salaries were increased by "20 to 30 percent," but Professor J V D Terblanche, at that time chairman of the FCTA, was at pains to point out that these percentages included possible merit award increases and those of 1976.

Today, the merit award system is considered a fraud. Due to a lack of provincial funds, the system is not being fully implemented and nominations for awards are said to be made on grounds which are too subjective.

Last year when teachers were let out of the budget altogether and no merit award was given 10 percent increase, both

English and Afrikaans-speaking teachers felt they had been given a resounding "slap in the face"

Teachers maintained that the Government had failed to honour undertakings to ensure the upgrading of the profession and to keep teachers' salaries in line with those of the public sector.

A round of talks began with the Minister of Education and the Prime Minister.

The Government refused to increase teachers' salaries but reaffirmed that it "still considered the teaching profession a key one with a priority position in South Africa."

Teachers were asked to adopt a more positive attitude towards their already dependent teachers throughout the country.

"ENOUGH"

"Stop asking for more pay — you've already received enough," he told them. He maintained that teachers had received a 15,72 percent increase at the beginning of 1978 which he said was 3,48 percent more than the public sector.

He said most teachers had also received another

5 percent due to a R10-million Government bungle, during a reshuffle of teachers' salary structures.

Soon after the 1979 shock it was revealed that there had been a 40 percent drop in applications to Transvaal teacher training colleges for both

The drop was directly linked to pay.

This drop has continued into 1980 with the 'opening' of the Transvaal Training College (Afrikaans) unable to meet its 1980 quota of 330 entrants for the first time in five years. In the last two years the college has met quotas of 360. At the Johannesburg College of Education, entrants for 1980 numbered 361. The quota was 470.

NEW DEAL

The Prime Minister, Mr P W Botha, has promised a new pay deal for all state workers and has said that teachers would be included in the package. The government sector as far as increases are concerned.

As feelings over teachers pay rise to boiling point, the words of Professor Terblanche, now an assistant director of the TED's Staff and Conditions of Service division, have particular relevance.

"Teachers' salaries cannot be compared with those of the public service because of the unique nature of the profession."

At the same time, the

UNITE OVER PAY

W/Argus
22/3/80

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Weekend Argus Correspondent

JOHANNESBURG. — Hundreds of Afrikaans-speaking teachers last night backed English-speaking colleagues in their demands for more pay.

The show of solidarity came at a mass meeting of more than 2 000 teachers organised by the Transvaal Teachers' Association at Johannesburg Girls' High School.

The meeting was the largest organised by the TTA since 1944 and telegrams and letters of support from teachers and parents came from as far afield as Swakopmund, South West Africa.

Among the issues raised by teachers at the meeting were:

- A rejection of unequal pay for equal work for women and black teachers.
- A request for the implementation of the 'ideal' salary structure promised to teachers and accepted in principle by the Cabinet in 1978.
- A call for a larger slice of the Gross National Product to be spent on education.
- The need for public support from voters and a request that the electorate approach their MPs to raise the education question at all political levels.

Strike

- The need for teachers to be given special civil service status.
- Teachers expressed their full confidence and support for the TTA and the Federal Council of Teachers' Associations.

They requested that after the Budget announcement these organisations

present members' views and organise a nationwide course of action if increases were unsatisfactory.

There were mixed feelings about a teachers' strike.

Mr C Morton of the TTA's northern branch felt that any form of strike would harm children, particularly those in boarding schools.

He suggested, however, that if further negotiations with the Government failed, teachers should effect a 'tools down' on administrative duties. He also suggested that teachers refuse to act as substitute teachers in their free periods for unattended classes.

Mr Mundell, president of the TTA, said teachers were not looking for confrontation but consideration.

'No programme of action adopted by the TTA will jeopardise the position of children in the classroom,' he said.

TEACHERS

UCT

SYMBOL

9 02 80

PAGE 1

13100

163216

No teacher, so a parent takes over

By MARILYN ELLIOTT

THERE is such a shortage of teachers at Sir John Adamson High School in the south of Johannesburg that a mother is being left to supervise a class of children while the teacher takes another lesson.

Parents with children at the school said in interviews yesterday they were worried about the standard of education their children are getting as a result of the teacher shortage. They

intend to mount a campaign against the salaries paid to Transvaal teachers.

The parents hope to mount a petition which would be sent to the Minister of National Education, Mr Punt Janson, protesting about the shortage of teachers at high schools in the south of Johannesburg. They hope other parents of children at Transvaal Education Department schools will join their protest.

Mrs Phyllis Knocker, who

wants to head the campaign, is a member of the Sir John Adamson PTA. She has called on all parents interested in joining the "Pay Teachers More" movement to get in touch with her at telephone number 21-7155 (JHB).

A parent whose son attends Sir John Adamson said his boy's class has had a teacher in accountability for only two weeks so far this year.

Last Wednesday, the class had a free period be-

cause there was no teacher for them. They spent the time messing about on the rugby field, the parent said.

The Rand Daily Mail understands that Sir John Adamson is short of eight teachers this month but by April 1, the figure could reach 12. Parents who did not want to be named said there were insufficient teachers to cope with the pupil load and blamed the shortage on poor salaries.

STUD-3-9
13010 BACHELOR OF ARTS
STUD CO SURNAME

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

AS AT 29 02 80

PAGE 5

13010

FIRST NAMES	COURSE	DESCRIPTION	SYMBOL		
MELISSA JANE	911102	MATHEMATICS IA	3 (50)	1	159454V
ANNETTE ELISABETH INGRID	100102	GERMAN INTENSIVE	ABS	7	152965H
	915103	HISTOLOGY (HALF COURSE)	F { 27 }		
GIANCARLO	110101	HISTORY I	ABS	1	1570930
KAREN	003101	SOCIOLOGY I	ABS (50)	1	1557470
	107101	ENGLISH I (PRE-1980)	SNX		
JANE	11A101	CULTURAL HISTORY OF W.E. I	UP (50)	1	158469Z
CATHERINE MARIA	004101	PSYCHOLOGY I	UP (50)	1	157815N
	107101	ENGLISH I (PRE-1980)	F { 48 }		
MELISSA RUTH PRINCE	114101	RELIGIOUS STUDIES I	UP (62)	1	150180P
SUSAN FLORENCE	110101	HISTORY I	UP (50)	1	150783V
ESTELLE	116120	DYNAMIA I	ABS	1	157521U
MOSAMAT TOYER	107101	ENGLISH I (PRE-1980)	SNX	7	137983G
JENNIFER ANNE	004101	PSYCHOLOGY I	F { 47 }	1	157560L
	115102	FRENCH INTENSIVE			
JENNIFER ANN	011401	MATHEMATICS I 4402	UP (55)	1	155924H
HANSJUNG	117101	POLITICAL SCIENCE I	UP (52)	1	157913V
SHIRLEY ANNE	114401	RELIGIOUS STUDIES I	UP (57)	1	155476H
JONATHAN RICHARD	004101	PSYCHOLOGY I	3 (52)	7	162116N
IAN JAMES STEWART	110101	HISTORY I (PRE-1980)	SNX (40)	1	154618V
DESIREE SHIRLEY	102103	AFRICAANS EN NEDERLANDS I	UP (50)	1	156286C
FREDI CHRISTIAN	104100	CHEMISTRY IM	F (49)	1	156134L
FELICITY ANGELA	110101	HISTORY I (PRE-1980)	SNX (50)	1	150154L
ROBERT STEPHEN	115102	FRENCH INTENSIVE	F (40)	1	133406G
	115103	ITALIAN INTENSIVE	UP (54)		

UCT

2 000 flock to teachers' pay protest

By JAYNE LAMONT

AT LEAST 2 000 teachers of both language groups from throughout the Transvaal last night packed the hall and grounds of the Johannesburg Girls High School, Berea, "to fight for our careers".

The teachers, who arrived from as far as Ogies, Pietersburg and Sabie, were at the school to attend the Transvaal Teachers' Association protest meeting on salaries.

As the relatively smaller contingent of Afrikaans teachers were asked to

show their presence in a show of hands, they were received with thunderous applause.

Mr Simon Chilchik, the PFP MPC for Hillbrow, said before the meeting opened: "We believe teachers should be paid in accordance with their status."

"Too many promises in the past have been broken."

The teachers are also pressing for:

- More pay for extramural activities;

- Smaller classes so that pupils' potential can be developed.

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22/3/80

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 1

AS AT 29 02 80

PAGE 5

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	GRADE
13010	GACHELOR OF ARTS					13010
159454V	MCCARTHY	MELISSA JANE	91102	MATHEMATICS IA	3 (50)	159454V
152965K	MEL	ANNETTE ELISABETH INGRID	908102	GERMAN INTERNSIVE	ABS (27)	152965K
157093D	MEACURIO		916105	ANIMAL BIOLOGY (HALF COURSE)	ABS (36)	
1557470	MICHAELS	KAREN	110101	HISTORY I	ABS	157093D
158449Z	MITCHELL	JANE	003101	SOCIOLOGY I	ABS (50)	1557470
157815M	KOMRIS	CATHERINE MARIA	107101	ENGLISH I (PRE-1980)	3NX	
150180P	MORI	MELISSA RUTH PRINCE	110101	CULTURAL HISTORY OF W.E. I	UP (50)	158449Z
150783V	MULLER	SUSAN FLORENCE	004101	PSYCHOLOGY I	UP (59)	157815M
157521U	MURRAY	ESTELLE	112103	ENGLISH I (PRE-1980)	3NX (48)	
137983G	NAKIDEN	MOGAMAT TOYER	110101	RELIGIOUS STUDIES I	UP (62)	150180P
157560L	NASH	JENNIFER ANNE	116120	HISTORY I	UP (50)	150783V
			107101	ENGLISH I (PRE-1980)	3NX	137983G
			000101	PSYCHOLOGY I	2-	157560L
			115102	FRENCH INTERNSIVE	1	
			111101	MATHEMATICS I (HAE)	UP (55)	155924H
			117101	POLITICAL SCIENCE I	UP (52)	157913V
			114101	RECREATION STUDIES I	UP (57)	155478M
			004101	PSYCHOLOGY I	3 (52)	162116N
			104101	ENGLISH I (PRE-1980)	3NX (40)	154167V
			110101	HISTORY I	UP (50)	154206C
			102103	AFRIKAANS EN NEDERLANDS I	UP (50)	156134L
			105104	CHEMISTRY IM	F (49)	150194L
			107101	ENGLISH I (PRE-1980)	3NX (50)	
			110101	HISTORY I	UP (50)	1334066
			115102	FRENCH INTERNSIVE	UP (54)	

UCT

[illegible]

Natal teachers keep low profile over pay

NATAL LEADERS 22/3/80 (222)

Mercury Reporter

WHILE teachers in the Transvaal flocked to a protest meeting on low wage scales in Johannesburg last night, Natal teachers are maintaining a 'low-profile' until the contents of the Budget are disclosed on March 26.

Mr Michael Jarvis, president of the Natal Teachers' Society, said yesterday that neither he nor the secretary of the

society had received a single request for a protest meeting to discuss salaries.

'We feel that a meeting would not serve any purpose,' he added. 'The Budget has been prepared and the minister has promised that we will get a fair deal.'

Mr Jarvis said that after Budget day the Federal Council of Teachers' Associations would be shown details of the new scales.

ST13-9
15026 U.A./LL-B.

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 2

YEAR : 2

15026

FIRST NAMES	COURSE	DESCRIPTION	SYMBOL	
ANTONY GIDEON	604201	ROMAN DUTCH LAW I	2- (61)	1 133011C
ROBERT TRAVENS	105104	LATIN I	F (41)	3 134965B
PETER WFSISIEH	604202	ROMAN LAW & JURISPRUDENCE IUP	(54)	1 135195B
GRAHAM THEODORE	604202	ROMAN LAW & JURISPRUDENCE IUP	(51)	1 100311J
GRAHAM JOHN	604201	ROMAN DUTCH LAW I	UP (66)	1 134288R
JENNIFER SUSANNE	105104	LATIN I	UP (62)	1 136545T
RICHARD JOHN	105104	LATIN I	F (47)	3 135262A
HELEA GAREN	105105	LATIN ELEMENTARY	ABS	7 139650U
JOHAN MARITZ	105104	LATIN I	F (40)	1 101563V

OF STUDENTS 28

REGISTRAR (ACADEMIC)

UCT

EXPRESSCOPE

ON THE EXPLODING SITUATION OF



• Teachers attended Friday's mass meeting in strength ... and gave the executive committee a free hand to fight for better pay and conditions

Teachers turn their guns on Craven Week

Although the committee came out strongly against any strike action, senior executive members told me after the meeting there were still a few who could show they meant business:

- Withdrawing from all extramural activities — possibly during Craven Week in April when non-participation would have the most effect.

Craven Week would not be crippled by the action, because of the predominance of Afrikaans schools, whose teachers have not so far supported the pay protests, but the action would also highlight discontent over the Transvaal's three-term system.

- Withdrawing from the 17 advisory boards to the Transvaal Education Department on which teachers serve.

- Refusing to act as substitute teachers — standing in during their free periods for classes left without teachers because of the teacher shortage.

- Refusing to handle "red tape paperwork" — correspondence with administrators in the Department of National Education.

The executive has not yet committed itself to any of these actions and was given a free hand by Friday's meeting to respond to the Budget as its members decide.

But the angry militancy of the 2 000-plus teachers — which included support for strike ac-

tion — virtually ensures that the TTA will take one of these options if Senator Horwood's Budget speech is not to their liking.

Although teachers did not specify an exact increase demand, they demanded a complete change of the present pay structure and grading system, plus an increase substantially higher than the 10% they are expecting.

Executive members said afterwards they would concentrate on getting the support of the Afrikaans teachers' body, the Transvaalse Onderwysvereniging.

"Once that happens we can take any action we like — although I promise you we won't do anything that will harm the children's education," another executive member said.

"But withdrawing from the TED's advisory boards and not answering their paperwork wouldn't harm the kids at all."

About 200 Afrikaans teachers attended the meeting — one adding his voice to the discontent by calling for a vote of no confidence in Minister of National Education Punt Janson. Despite loud support, the call was not put to the vote.

Many ordinary TTA members told me after the mass meeting they were angry at the executive committee's refusal to put to the vote proposals from the floor for definite plans of action.

Many of these, strike calls, were loudly applauded.

Teachers in the packed hall said that a week-long strike would harm pupils less than the present chronic teacher shortage.

But two proposals calling on the TTA to "use all means at its disposal" to put the teachers' case and to fight for country-wide action to support their claims were unanimously supported.

A senior TTA member, who asked not to be named, said Craven Week had been a bone of contention since the introduction of the three-term school year in the Transvaal.

Other members of the executive, however, opposed any sport boycott.

Mr Chris Morton, speaking for the TTA's Far North branch, said Government education administrators would be "hit where it hurts if teachers stopped handling the sea of red tape paperwork that makes us into clerks. Nothing could hurt that bureaucracy more."

He also supported the refusal to work as substitute teachers.

He warned, however, that if these actions failed he would support further action by the executive.

"We will do anything legal as long as it does not harm the kids".

23/03/86
(327)

By DAVID NIDBERIE

A senior executive member of the Transvaal Teachers' Association said after Friday's mass meeting of English-medium school teachers that withdrawing from extramural activities for a week would not harm pupils' education.

"And if that week coincided with Craven Week, all the better," he said.

"During the meeting broad hints were made about possible withdrawal from all extramural activities during Craven Week."

"We do not want to aim only at rugby, but Craven Week is responsible for our distorted,

three-term year, so it is an obvious double target."

Friday's meeting of well over 2 000 teachers was unanimous in backing a call on the TTA executive committee to "use all means at its disposal to present the views of its members on salaries".

"We will do anything legal as long as it does not harm the kids".

Moonlighting the only way to keep going

JOHN is a teacher at a White school in northern Johannesburg — but he must work five four-hour shifts a week in a gymnasium near his Berea flat to add an extra R70 to his monthly salary. Without that booster, he says, he could not come out.

"The teenage butcher's apprentice in the flat next-door to me brings home around R450 a month. After tax I end up with R561 — R111 more — and I've been a teacher for 13 years.

"He didn't believe me when I told him what I earned. I had to show him my salary slip," John told me this week.

John — not his real name — is in his early 30s and teaches Standards eight and nine and matric pupils. He is separated from his wife, but supports her and their 13-year-old daughter, and lives in a sparsely furnished, one-bedroomed flat in Berea.

"I run the gym from 3pm to 7pm to add about R70 to my salary. It takes all my free time — I have to mark in the evenings — but it is the only way I can come out," he says.

"Most of the people I know earn pin money somehow to add to their salaries.

"We all do this in what other people consider their free time. It's absolute rubbish to say we only work half days.

"High school teachers only get home after three in the afternoons — if they're not taking sport, which they usually are — and have to

mark and prepare lessons for about two hours after that. Ours is a very full working day," John told me.

He does his marking and preparing after getting home from the gym. His working day often ends at 11pm.

"In a couple of years the apprentice next door will be earning more than me — and all he's doing is cutting meat. I am teaching your children.

"We can survive on my salary, but it means no holidays — I can't afford to go anywhere, I can't afford the books I would like to read. The gym job, and before that extra lessons, have enabled us run the cars, buy books and a hi-fi."

John is financing two households — his own and his wife's — but even if they were living together life would be difficult without his moonlighting job at the gym.

This is John's monthly budget:

● Rent.....	R150
● Groceries.....	R150
● Petrol (his, wife's cars).....	R119
● Car servicing, repairs.....	R30
● Medical costs.....	R20
● Insurance (cars, home etc).....	R40
● Daughter (school fees, clothes).....	R125
Total.....	R825

His total net income is R561 + R70 = R631, leaving R6 for "those little extras".

THE angry dispute over teachers' pay could spill over into Craven Week if the Government does not meet teachers' demands.

If next week's Budget does not feature substantial increases in teachers' pay scales, teachers at English-medium schools in the Transvaal will consider withdrawing from school sports for a week — possibly during Craven Week.

The sport boycott would be a way of showing the Government that teachers have the muscle to fight for their salary claims.

322
Sun 6412 23/3/80

TEACHERS AND

By EDWINA COLLIER

SOME 40 students among the 300 aspirant teachers completing their final year at the Johannesburg College of Education have already decided to enter other professions — although it will mean paying back hefty amounts to the Transvaal Education Department.

Their decision has been made because of strong dissatisfaction over pay and working conditions for teachers.

And although the majority of final year students at the College are planning to continue with their career, many of them too harbour dissatisfaction — mainly against the TED.

According to final year students, the drop-outs represent a fairly high proportion, considering that most of them are "agreement students" sponsored by the TED and are obliged to pay back their loans.

Those who do enter other professions will be paying the department R50 a month, plus interest, over four years.

A member of the SRC, Maria Snyder, a senior primary student who is to join the SABQ next year, said:

"I took into account the expenses I would face next year, such as moving into my own flat and furnishing it, and realised I couldn't afford to teach."

She would reconsider her decision only if salary scales improved — a view expressed by other teacher "drop-outs".

"We spent four years studying but we're paid less than typists," another student said.

However, many students felt it would take more than poor salaries to force them out.

"Salary or no salary I'm going to teach," said one final year student. "I've always wanted to teach and it will take a lot to kick me out," he said.

Although pay was the biggest bugbear, students had other grievances.

Female students complained bitterly of discrimination when it came to posts and promotions. Most advertised posts were for males only.

"Every year there is a mass scramble among hundreds of women students for the very few jobs advertised for females. About 200 of us have already applied for the same six jobs which were advertised in the Government Gazette."

Practically all the students regarded the TED with suspicion, even hostility. A widespread view was that the department had adopted a deliberate policy of "Afrikanersing" the profession.

"We think English-speakers are deliberately being squeezed out," said one, who has decided against teaching. Another said: "We can't say that for sure, but it seems like it."

They cited the fact that although until recently the JCE was the only college for English-speaking teachers in the Transvaal, its annual quota was far less than the three Transvaal Afrikaans colleges.

For instance the quota laid down for JCE was 470 compared with Goudstad's 700.

But the deputy Director of Education for the TED, Professor G J du Toit, said any allegations of an anti-English bias on the part of his department were "not true" and "unfair".

"I really don't think I can comment on such unproven statements. My department is extremely anxious to recruit English-speaking students," he said.

Professor A N Boyce, Rector of the JCE, said that the students' expression of their opinions was not authoritative. "The quotas are not common knowledge so the students couldn't possibly know who is getting what. There have been cuts but these have affected all the colleges."

All the students supported teachers in their agitation for more pay, although some disagreed on the methods used to pressure the Government.

SRC president Anthony de Souza did not know of any student who had decided to leave the profession because of poor salaries.

"But," he said, "we definitely support the teachers in their demand for higher salaries. We are still to determine what action to take," he said.

'STAPPE GEDOEN OM DIE SAAK REG TE STEL'

ONDERWYS-S-KRISI

(RAPPORT 23/3/80)

PUNT PRAA

(322)

van JOHAN DE WET

MIN. PUNT JANSON het gister die versekering gegee dat „baie deeglik gekyk word” na die onderyskrisis. „Masjinerie is geskep wat deurlopend aandag aan

die saak gee sodat ons geen herhaling sal hoef te hê van die ongelukkige gebeure van die afgelope jaar nie”, het hy gesê.

Die Minister van Nasionale Opvoeding het in 'n onderhoud met RAPPORT baie reguit gepraat oor die onvrede van die land se 56 000 onderwysers wat dié nuweek uitgelopen het op 'n protesvergadering in Johannesburg waarby 3 000 onderwysers teenwoordig was.

Oor die vlag van protes wat gevolg het op sy twee ongelukkige verslymings vandeeweek op televisie, het min. Janson gliser gesê: „Klipping het gesê 'n mens moet kophou ertvylstmaal om jou hulle s'n vertoer”.

Hv het bygevoeg: „Ek pro- beer my werk na die beste van my vermoë doen. Vir die res kan mense maar lawaai.”

Dat daar rede is vir onte- vredenheid in die onderwys- heriep, is 'n feit. Daaroor moet nie eens geredeneer te

tehort aan Engelssprekende onderwysers binnekort ook deeglik onder die vergrootglas geplaas sal word.

Tog het min. Janson gliser weer eens volstrekt geweer om aan die duisende onderwysers in die land 'n aanduiding

is nie, het die universiteits- mense teeg beswaar gemaak. Verlede jaar is die onderwys- sers toe weer uitgelat. Om sulke situasies in die vervolg uit te skakel, is die drie komi- ttees van deskundiges nou in die lewe groep.

Comitee of Onder-

JOHAN DE WET	3	(50)	5	1022572
S EN NEDERLANDS IIF			5	033909H
11 (HALF CRSE)	UP	{ 51 }	4	1011042
12 (HALF CRSE)	F	{ 34 }		
13 (HALF CRSE)				
14-204	UP	(55)	4	1121050
	UP	(50)	4	116606W
		(67)		1144002

UCJ

23/03/80

322

teit dat stappe nou gedoen word om die saak reg te stel. En dit sal jammek wees as alles wat reeds vermag is, nou vanweë die protesbeweging afgebreek word, het min. Janso gesê.

* Die Eerste Minister, min.

P. W. Botha, vertelde jaar die Minister van Finansies, sen. Owen Hunscho, gevra het om in 1980 se begroting te kyk wat by vir die onderwysers kan doen."

* Drie komitees van deskundiges, aangevoel is, om deuntlopend ondersoek in te stel na probleme rakende die onderwys, selfs wat die volgende twintig jaar betref.

* Kneipunte soos te veel kategorieë; die posisie van die vrou in die onderwys en "n

sigte van salarisverhogings in Woensdag se begroting kan verwag.

"Ek mag nie die begroting vooruitloop nie en ek gaan ook nie. Dis die voorreg van die Minister van Finansies om die begroting aan te kondig."

Mense probeer hom uitlok. "As ek niks sê nie, dan sê hulle ek ken nie my werk nie. En as ek wel iets sê, sê jou ek uitgeskop word."

Min. Janson sê hoewel hy geen reëlaksie werp op sy belangers nie, is dit ongetwyfelde dat die onderwysers in 1978 verhogings gekry het en desende aan universiteite nie. Omdat die onderwyseroep nie in sy geheel behandel

Wysings, die Nasionale Adviserende Komitee op Onderwysstrukture en die Nasionale Projek-komitee. In die advieskomitee dien byvoorbeeld die direkteur van onderwys, ~~verteenwoordigers~~

VERVOLG OP BL. 6

Janson sê stappe word gedoen

RAPPORT
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322

* VERVOLG VAN BL. EEN *

van die onderwysberoep, die onderwys-hoofde en universiteitshoofde en senior amptenare van die Departement van Nasionale Opvoeding.

„Dit is dus nie sommer net 'n adhoc-komitee nie. Dit moet deurlopend aandag gee aan die status van die onderwyser en verwante probleme.”

Die projekkomitee moet die onderwysbehoefte vir die volgende twintig jaar op wetenskaplike grondslag bepaal, en hyvoorbeeld vasstel hoe onderwysvoordele op ouderdom dertig vergelyk met salarisvoordele op ouderdom dertig in die ander sektore van die ekonomie.

Vergelyking vir ander ouderdomme tot met aftrede en daarna moet ook gemaak word, het min. Janson gesê. Die eerste van sowat sewe verslae is reeds gereed. „Dit sal nie net in 'n hokkie geplaas word nie, dit sal deurlopend opgevolg word.”

Min. Janson sê daar is mense wat nou daarop aandring dat hy bedank. Selfs al doen hy dit, sal die onderwysberoep goed kan klaar

kom sonder hom. „Want die komitees is daar en is reeds so goed gevestig dat hulle sal kan voortgaan al kom ook wie in my plek.”

Hy is egter nog nie tevrede nie. Daar is ander probleme waarna ook nog gekyk moet word. By hom en die res van die Kabinet is daar byvoorbeeld kommer oor die baie kategoriee in die onderwys, die posisie van die vrou en die tekort aan Engelssprekende onderwysers.

„Dit sou onverantwoordelik van my wees om te beweer dat die probleme nie bestaan nie. Maar met die beste wil ter wêreld kan ek dit nie in 'n kort tydjie oplos nie. Daarom het ek op televisie gesê Rome is nie in een dag gebou nie.

„Hoe moet ek Engelssprekende onderwysers maak in 'n dag se tyd? Waar kry ek duisend onderwysers? Ek kan hulle nie in drie maande oplei nie, ook nie in een jaar nie.”

Min. Janson het gesê dit help nie om die skuld op hom te pak nie. Hy doen sy bes, selfs al verloor ander

mense nou kop.

Die Eerste Minister het in die laaste paar maande twee keer met die onderwysgroep samesprekings gevoer. Die eerste keer was oud-min. Willem Cruywagen teenwoordig, die tweede keer min. Janson.

By laasgenoemde onderhoud was ook teenwoordig die Minister van Finansies, senior amptenare van die Tesourie, die Reserwebank, Nasionale Opvoeding en die Federale Raad van Onderwysersverenigings.

Nadat die „hele ongelukkige geskiedenis” aan die Eerste Minister oorgedra was, het die Eerste Minister aan min. Horwood gepra hy moet kyk wat gedoen kan word in 1980 se begroting — binne die raamwerk van die land se dra vermoë, sê min. Janson.

* Mnr. N. M. Patterson, van Kaapstad, een van die lede van die Federale Raad, het gister aan RAPPORT gesê hy wil graag bevestig dat die samesprekings met min. Janson te alle tye reguit was, maar ook altyd in 'n goeie gees. Daar was nooit tekens van kwaadwilligheid by min. Janson te bespeur nie.

EXAMINATION RESULTS IN FACULTY ARTS

AS AT 29 02 80

PAGE 1

17000

DESCRIPTION

SYMBOL

LATIN HOURS

2

(70)

101795X

HEBREW HOURS

3

4

120776D

REGISTRAR (ACADEMIC)

NOUW HSF. HWS 1 80/8

UCT

teachers didn't know

1974-75 23/1/75

By DOREEN LEVIN

rs, which were discussed with the Minister of Education. He told the 300 teachers who overflowed the Johannesburg High School for Girls gymnasium.

"The salary scale is no longer negotiable. It is confidential. I know it but I can't tell you."

But what he could tell was that: "We (the federal council) considered it to be far in ed-

ness of teachers. Sensitive issues caught momentary in the spotlight of what we ever asked for."

But the whole thing will relapse if banded about beforehand," he warned. Although only one official subject, salaries, was allowed on the agenda, strong words littered through about the dis-

crimination. Unquali-

Mr. John Bourne, headmaster of Sandown Primary School, said: "Injustices. Nonpayment of salary, overtime for extra-curricular activities, category improvement salary increases only given to certain teachers, not all who qualified for them, lower salaries for English and Afrikaans and a disaster in terms of supply" for maths and science.

The meeting was unanimous: "No programme of action will go through that will harm our children. We are not on strike. We won't go on strike."

A secret



MR CHRIS MORTON
Same problems

ONE man held a secret he dared not divulge at the teachers mass meeting on Friday.

Mr Malcolm Armstrong, the Transvaal Teachers' Association representative, of the Federal Council of the Associations, had inside information about the council's proposed salary scales for teach-

ers. Mr. Morton, chairman of the TTA Northern branch of the TTA, said English and Afrikaans teachers were fighting the same problems.

After the meeting, Mr. Chris Morton, chairman of the TTA Northern branch of the TTA, said English and Afrikaans teachers were fighting the same problems.

Mr. Morton would not comment on allegations that teachers in some Afrikaans schools were being intimidated into not publicly supporting the TTA. An Afrikaans primary school headmaster, Mr. J. du Toit, of Alberton, who attended the



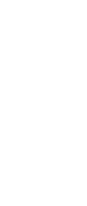
meeting, said he had left convinced that Afrikaans teachers would follow the lead of their English counterparts.

Afrikaans teachers face the same problems and we feel the same about finding answers," he said.

Mr. Mundell yesterday said that instead of stifles teachers must bombard the Minister of National Education with telegrams spelling out to him the minimum percentage salary increase that they want, send the same message to the chairman

of the Federal Council of Teachers' Associations.

That's what Mundell did yesterday.



Mr. Mundell, who is also headmaster of Robert Hicks Primary School in Pretoria, sent a telegram to the Minister, Cape Town, to Mr. Pieter Maritzburg, TTA at Stellenbosch, Newlands, Cape Town.

The telegram to the Minister, said Mr. Mundell, was to assist him to establish the order of priorities in national life.

The telegram to the chairman of the FCTA was to carry out the mandate given to him at the meeting of almost 3,000 teachers on Friday night.

A resolution was passed expressing full confidence in the FCTA and requesting that body, after the Budget, to use all means at its disposal to present the views of its members on salaries.

That's why I want every responsible and patriotic teacher, school, parent or parent body that has given this matter



Some of the 3 000 teachers who attended the Transvaal Teachers' Association's meeting on Friday night

Telegram swamping planned for Janson

By GERALD REILLY
Pretoria Bureau

TEACHERS throughout the country have been asked by the Transvaal Teachers' Association to fire off telegrams to the Minister of National Education, Mr Punt Janson, before the Budget is tabled in the Assembly on Wednesday.

In their telegrams they will state merely their names and percentage salary increases they would regard as satisfactory.

This is a follow-through from the mass meeting of 3 000 teachers in Johannesburg on Friday night.

Teachers have also been asked to send off telegrams to the president of the Federal Council of Teachers' Associations, Mr Neil Patterson, containing the same information.

The president of the TTA, Mr Peter Mundell, said yesterday that the federal council would then have a background of

teachers' expectations when details of the coming salary increases were released.

Although reference will be made to the increases in the Budget, details are not likely to be given.

The federal council is expected to convene an emergency meeting after the details have been released. If the rises fall short of teachers' expectations the federal council will ask for an urgent meeting with the Minister of Education or the Prime Minister, Mr P W Botha.

However, Mr Mundell conceded, the die was probably cast and decisions about increases taken weeks ago and could not now be changed.

"What we hope is that the Budget news will be the first part of a new dispensation — a definite programme of upliftment for the profession," Mr Mundell said.

At Friday's meeting a mem-

ber of the federal council, Mr Malcolm Armstrong, said the new salary scale was no longer negotiable.

"It is confidential. I know what it is, but I cannot tell you."

Mr Mundell said the overwhelming success of Friday night's meeting indicated the depth of frustration and grievance among Transvaal teachers — both English and Afrikaans speaking.

"We expected about 300. We were astonished when we saw the size of the crowd."

Meanwhile, Mr Janson gave an assurance at the weekend that the teacher crisis was being carefully looked at.

Machinery had been established which provided for continuous attention to be directed at the problems affecting education "so that we will have no repetition of the unfortunate happenings of the past year".

Problem areas, like too many teacher categories, the

position of women in the profession and the shortage of English-speaking teachers, would soon come under close study.

Educationists say that Mr Janson is "carrying the can" for the former Minister of National Education, Dr Piet Koorhof, who they say made promises and gave undertakings which had not been fulfilled.

● In an interview with the Afrikaans Sunday newspaper, Rapport, Mr Janson said he was trying to do his job to the best of his ability. "As far as the rest is concerned, people can just make noises."

"That there is reason for dissatisfaction amongst teachers is a fact. Over that nobody can argue. But it is also a fact that steps are busy being taken to rectify this matter. It will be a pity if everything achieved is broken down because of a protest movement."

Teachers angry over 'secret' negotiations

By JAYNE LA MONT

TEACHERS have reacted angrily to the decision by the Federal Council of Teachers' Associations to keep secret details of the new "ideal" salary scales they are negotiating.

Mr Malcolm Armstrong, a representative of the Federal Council, said at Friday night's Transvaal Teachers Association mass meeting in Johannesburg, attended by more than 2 000 teachers, that the council was working out a complete new salary scale structure.

He said he was unable to give examples of the proposed salaries, but added they were far in advance of anything they had asked for before.

Many teachers felt this attitude "unfair", as negotiations were on their behalf. They telephoned the Rand Daily Mail yesterday and called for "at least some hint" of what could

be expected.

At the meeting Mr Armstrong said this new mechanism had been set up to avoid future salary campaigns.

"Mr Willem Cruywagen (previous Minister of National Education) set up a committee of representatives from the Civil Service Commission, Federal Council, universities and economics to review teachers' salaries on a regular basis."

He said the system, already in operation in Britain, involved calling on "the experts" to introduce scales, not a new increment or new salaries for each teacher, but "a whole new concept of salaries".

"We considered it far in advance of anything we have ever asked for, and it was accepted in principle by the Government. But in any negotiation between an employer and employee that is a matter between

them only. The whole thing will collapse if it is banded about beforehand."

To shouted questions of when this system could be expected to begin, Mr Armstrong's reply that it "has been in operation for a year now," was met with cynical laughter.

But teachers feel they have a right to know what their council is fighting for.

One teacher said there was no reason for the information to be banded about.

"Surely they could have informed us by letter of the negotiations — we are responsible adults. Mr Armstrong took us all by surprise when he refused to give us information concerning our livelihoods," she said.

Several others condemned the Federal Council for "playing God" with their future without even advising them or asking for opinions.

STU12-9	13010	HACHELOR
STUD 40	152163V	VAN NIE
159757Z	VAN WAB	
155815P	WISSER	
153767N	WACHER	
160280L	WESSELS	
15R400Z	WHITAKE	
115228V	WHILLING	
157399L	WILLSHE	
154404X	WOLFE	
159697J	WOUDE	
155058L	WYNGAR	
DEAN		

Punt is facing a barrage of telegrams

STAR 24/3/80

322

By Sheryl Raine

The president of the Transvaal Teachers' Association has called on all teachers to send telegrams to the Minister of Education suggesting suitable salary increases for the profession.

Mr Peter Mundell also urged teachers to send duplicate telegrams to the chairman of the Federal Council of Teachers' Associations.

"The telegrams will serve to communicate teachers' feelings to Mr Janson and will help to give some tangible idea of

teachers' expectations," he said.

Mr Janson has given his assurance that a thorough investigation into teachers' salaries is being carried out. He said in an interview with the Afrikaans newspaper, Rapport, that the machinery had been created to give thorough attention to the teacher issue so that unfortunate salary situations of previous years would not be repeated.

"Three committees made up of experts have been set up and their findings could have far-reaching significance for the teaching profession even for the next 20 years," he said.

The excessive number of categories in salary scales, the position of women in the teaching profession and the acute shortage of English-speaking teachers are some of the aspects being investigated.

Mr Janson said it would not help to blame him, as present Minister of National Education, for the teacher crisis.

"I'm doing my best. How can I make English teachers in a day? Where do I get 1 000 teachers? I cannot train them in three months or even a year.

"It would be irresponsible for me to deny the existence of the problems but with the best will in the world I can't solve them overnight," he said.

STU13-9 EXAMINATION RESULTS IN FACULTY ARTS

14210 B.A./PERFORMERS DIP (SPEECH & DRAMA) YEAR : 1

PAGE 1

14210

SYMBOL

DESCRIPTION

COURSE

FIRST NAMES

SURNAME

STUD NO

ABC

DRAMA-1

110120

DUMITRE

MAGCULA

JENNIFER SOLANGE

POGRUND

115101

FRANCIS

* TOTAL NUMBER OF STUDENTS 2

DEAN

Own Correspondent

PRETORIA. — Teachers throughout the country have been asked by the Transvaal Teachers' Association to fire off telegrams to the Minister of Education, Mr Punt Janson, before the Budget is tabled in the House of Assembly on Wednesday.

In their telegrams they will merely state their names and percentage salary increases they would regard as satisfactory. This is a follow-through from the mass meeting of 3 000 teachers in Johannesburg on Friday night.

The president of the Transvaal Teachers' Association, Mr. Peter Mundell, said yesterday that the Federal Council of Teachers would have a background of teachers' expectations when details of the coming salary increases were released although reference will be made to the increases in the Budget details are not likely to be given.

The council is expected to convene an emergency meeting after the details have been released. If the rises fall short of teachers' expectations the council will ask for an urgent meeting with the minister of education or the Prime Minister, Mr P W Botha.

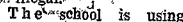
● Meanwhile, Mr. Janson gave an assurance at the weekend that the teacher crisis was being carefully looked at.

Problem areas like too many teacher categories, the position of women in the profession and the shortage of English-speaking teachers, would soon come under close study.

157519R	KENYON	GERDA-MARIE	004101 107101	PSYCHOLOGY I ENGLISH I (PRE-1980)	UP 3UX	(58)	1	157519R
160448A	KOBY	CAROLYN MAY	110101	HISTORY I	UP	(57)	1	160448A
157025E	KOTZE	MONIQUE RUTH	102103	AFRIKAANS FN NEDERLANDS I	F		1	157025E
160168W	KRAMER	JANINE MARIETTA CAROLINE	107101 115101	ENGLISH I (PRE-1980) FRENCH I	3UX F	(48)	1	160168W
157458L	LAWCASTER	DEBORAH ANNE	115202	SOCIAL ANTHROPOLOGY I (PRE-1980)		(50)	1	157458L
159478W	LE ROUX	KAREN JEANETTE	908101	GEOGRAPHY I	ABS		1	159478W
156404P	LOUN	RIHAN	102103	AFRIKAANS FN NEDERLANDS I	UP	(50)	1	156404P
130847A	MAHOED	RIYANI	004101 102101 107101	PSYCHOLOGY I ENGLISH I (PRE-1980)	F F	(43) (45)	1	130847A
137330X	MALHERGE	VIVIANNE NORAH	102101 908101	AFRIKAANS GEOGRAPHY I	ABS ABS		2	137330X
159321A	MALHERBE	GODEUN JOZUA	105103	GREEK & ROMAN LIT & PHIL	ABS		1	159321A
150182R	MARSHALL	JENNIFER MARY	106103	ECONOMICS IA	ABS		1	150182R
155800Y	MARTIN	JENNIFER ANN	004101 103202	PSYCHOLOGY I SOCIAL ANTHROPOLOGY I (PRE-1980)	UP UP	{ 52} { 50}	1	155800Y
157722R	MARY	ADRIAN	011101	COURTESIAL LAW I	ABS		1	157722R
156259W	MASSARI	RICCARDO EDUARDO GREGORIO	115103	ITALIAN INTENSIVE	F	(45)	1	156259W
156326V	MATTHEE	SANDRA ROGHEL	116103	ECONOMICS IA	ABS		1	156326V
157549Z	MC CRAE	CECILIA AGNES	107101	ENGLISH I (PRE-1980)	3UX		1	157549Z
159454V	MCCANNIN	MELISSA-JANE	911101	MATHEMATICS I N102	F	(48)	1	159454V

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25/3/80
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Percentage increases



PAGE	2	15016
399	1	155902X
500	1	1565290
744)	7	153547Z
399	7	156036H
500	1	157915X
CADEMIC)		

U	C	T
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Statistics spotlight Tvl teacher crisis

322 WM 27/3/50

Pretoria Bureau

THE crisis in education in the Transvaal is underscored by the latest teacher statistics, the president of the Transvaal Teachers Association, Mr Peter Mundell, said yesterday.

The statistics also show that Afrikaans-speaking teachers are playing an increasingly important part in the education of English-speaking children.

Mr Mundell said that of the province's 21 000 permanent teachers, less than 4 000 were English-speaking and about a quarter of the teaching staff in English-medium schools was Afrikaans-speaking.

About 2 500 more English-speaking teachers would be needed to fill all posts in English medium schools, he said.

However, Johannesburg College of Education statistics —

the province's only English teacher training college — indicate an almost total lack of interest in a career of teaching among English-speaking men.

The rector of the college, Professor Napier Boyce, said the number of applicants had declined progressively over the past nine or ten years.

Total enrolment was 1 011, marginally more than half the total which could be accommodated, of which only 14.5% or 236 were men.

The province limited the total intake this year to 470 students and only 361 were admitted. At a stretch, the college can accommodate 1 000 first-year students.

There were only 600 applicants this year.

STAR 27/3/80
(322)

They are jubilant, bitter, cautious and pessimistic

The man in the street was jubilant today over Finance Minister Horwood's good news" budget.
NURSES: do not yet know how much more they will take home, but are pleased the Government has taken notice of their complaints.
TEACHERS: were optimistic about improved conditions of service, but guar-

ded pending details of salary scales.
SOCIAL PENSIONERS: had little to smile about, and black leaders expressed bitterness at the "usual racist ratio."
MARRIED WOMEN: condemned Senator Horwood's dismissal of separate taxation and called their extra R300 a year concession a "laughable

token."
CONSUMERS doubted that the savings from the dropped import surcharge would ever filter down to them.

PUBLIC SERVANTS expressed "cautious optimism," but said there was still too wide a gap between the public and private sector.

FARMERS were satisfied that most of their requests had been met.

SINGLE PEOPLE were dismayed at lower rebates and a 20 percent surcharge in comparison to married persons, but were pleased they would still be paying less tax.

FINANCIAL EXPERTS expressed surprise and delight at a Budget built on growth, but said the Minister had been too "timid."

Among the good points noted were incentives for labour training, encouragement of small businesses, government monitoring of administered price increases and increased subsidies for foodstuffs.

But the public reacted strongly against the increase in the price of bread which will hit blacks hard.

AS AT 29 02 80

EXAMINATION RESULTS IN FACULTY ARTS

YEAR : 2

STUD13-9
15026 N.A./LL.8.

STUD NO	SURNAME	FIRST NAMES	COURSE	DESCRIPTION
123011C	SCHWEITZER	ANTONY GIDEON	604201	ROMAN DUTCH LAW I
134965B	SMITH	ROBERT TRAVERS	105104	LATIN I
135195B	SMITH	PETER REASIER	605202	ROMAN LAW & JURISPRUDENCE
100311J	SNYMAN	GRAHAM THEODORE	605202	ROMAN LAW & JURISPRUDENCE
132286K	SOMMERBERG	GRAHAM JOHN	604201	ROMAN DUTCH LAW I
138505T	STRAUSS	JENNIFER SUSANNE	105104	LATIN I
133262A	TEE	RICHARD JOHN	105104	LATIN I
139530U	THOMAS	WELFN CAREN	105105	LATIN ELEMENTARY
101563V	WILLERS	JOHAN MARITZ	105104	LATIN I

* TOTAL NUMBER OF STUDENTS 28

REG

DEAN

Teachers score in civil service pay increases

STAR 27/3/80 (322)

Political Staff
THE ASSEMBLY — Civil servants, particularly teachers and nurses, are to receive "significant" salary increases and other benefits, the Minister of Finance, Senator Horwood, announced yesterday.

Presenting his Budget Senator Horwood did not disclose the extent of the increases and benefits but said details of the improvements would be made available shortly to departments and individuals by the Public Service Commission.

He said he was reluctant to give details of increases as he regarded them as a private matter which preferably should not be dealt with in public and because "all sorts



of comparisons and conclusions, which will not necessarily be complete and relevant, will be drawn."

The only examples he gave affected teachers. These increases ranged from an unmarried beginner taking home an extra

R95 a month to someone in a top post, married, with two children taking home an extra R450 a month.

However it is understood that overall the increases will average out at a little over 10 percent but with many people receiving a significantly higher percentage.

The increases will go to all people in the public service, provincial administrations, statutory bodies, black states and to those who hold statutory posts.

Apart from teachers and nurses, blacks will also receive larger increases, as part of the Government's programme to close the wage gap.

The existing civil ser-

vanis' holiday bonus scheme is to be scrapped and replaced by a service bonus which will be equivalent to a full month's salary.

However seven percent of the bonus will be deducted which together with a threefold contribution from the Government will be used to augment the pensions of retired employees.

The salary increases will basically consist of "a notch-for-notch adjustment on an improved key scale with further increases for staff who qualify in terms of vocational differentiation."

The further increases for nurses will apply only in the grades of sister and lecturing staff.

By JAYNE LA MONT

TEACHERS were in a state of limbo yesterday after the salary rises announced in the Budget. They said the announcement only heightened their "confusion and dissatisfaction".

While official teaching organisations in the Transvaal reserved comment until the new salaries have been calculated, several teachers telephoned the 'Mail' seeking details.

The Minister of Finance, Senator Horwood, gave these examples of the rises after allowing for the big tax cuts:

- An unmarried "beginner" teacher's take-home salary would rise by R1 168 a year (R55 a month).
- An experienced teacher, married with two children, would take home an extra R1 792 a year (R150 a

Teachers confused over salary rises

month:

- A senior teacher married with two children, would get R2 530 more annually (R210 a month).
- A teacher occupying a senior educational post, married with two children, would be getting R3 426 a year more (R450 a month).

Mr Peter Mundell, president of the Transvaal Teachers Association, said on first appraisal the Budget, not only for teachers, seemed to be a good one.

He said while a rise of R35 a month for a new teacher might seem a good increase, one had to take

into account that within the grade of "new teacher" there were several different categories.

At this stage we only know what the Minister announced in Parliament. We do not know which salary scales these figures refer to so we are in the dark as far as trying to comment whether the rises are adequate," he said.

Professor H O Maree, president of the Transvaalse Onderwysvereniging, said he would not comment on the rises as he would like to "keep my options open until we know

given us anything firm to hope for.

"At the moment it is just a jumble of meaningless figures thrown at us," she said.

An Afrikaans teacher at Johannesburg school said the Budget for teachers had been "a let-down".

"How can we go home tonight and tell our families we have good news.

"We have fought for better salaries and I feel it would have been only courteous of the Minister to have researched the levels and then given us examples based on those and not just vague figures," he said.

● All the Budget news — Pages 7 — 10

Teachers wait for details of salary rises

STAR 27/3/80

322

By Sheryl Raine

Teachers have welcomed their pay increases but are waiting for a detailed breakdown of improved salary scales before rejoicing.

It could be months before actual salary increases appear on teachers' salary cheques, as the Federal Council of Teachers' Associations and the Government take time to work out the permutations of the new salary scales.

But, despite teachers' guarded enthusiasm, the Government's recognition of the teaching profession as "distinctive" in the public sector is considered

a major breakthrough and has been welcomed by teachers' associations, teachers and educationists throughout the country.

The words "strike" and "go-slow" have disappeared from teachers' vocabulary but only a detailed breakdown of improved salary scales will determine the exact meaning of Senator Horwood's vague "take-home" pay examples given yesterday.

Apart from the announcement of a 13th cheque, improved notch-for-notch salaries and better key salary scales, Mr Horwood gave specific examples of what men teachers

could expect in the way of pay rises. It is not known whether his example of an unmarried "beginner male teacher" taking home R95 more a month, or that of a "senior teacher," a married man with two children, taking home R210 plus a month extra, included the thirteenth cheque.

IMPOSSIBLE

Percentage increases are impossible to determine from his figures as the figures include general tax concessions granted nationwide. It is widely thought that the examples he gave conveniently omitted to mention that women teachers can expect less than their male counterparts unless discriminatory scales are altered.

Teachers in general were pleased with the announcement and felt the Government had gone out of its way to deal specifically with their salaries in the Budget.

"Now we are anxiously awaiting detailed salary scales, which should be presented to the FCTA in the near future," said Mr Peter Mundell, president of the Transvaal Teachers' Association.

The Federal Council will scrutinise salary increases as soon as they are made available but until then a thick cloud of uncertainty is likely to hover over the teaching profession.

The FCTA is expected to meet for preliminary discussions before Tuesday.

BREAKTHROUGH

Commenting on the Budget announcement in his personal capacity, Mr Mundell said the Minister's reference to vocational differentiation was a major breakthrough which the profession had been waiting for "for years." The restructuring of salary scales was also "most welcome" and a priority among teachers, he said.

Mr Mundell expressed

concern, as did other educationists, that national education had not formed part of the "National Strategy" section of the Budget announcement. "We want education to be a cornerstone priority and I don't think it has reached that position even now," said Mr Mundell.

He said the separation of the teaching profession from other sections of the public sector could not be seen in isolation and formed the first step towards perhaps an even more favourable Budget announcement next year.

UCT

STUD 5-9
13110
STUD NO
EXAMINATION RESULTS IN FACULTY ARTS
YEAR : 1

AS AT 29 02 80

PAGE 1

REGISTRAR (ACADEMIC)

Teachers' pay rise 'no lure'

AGM 27/3/80 322

Education Reporter

THE R1 000-a-year extra promised to young single teachers in yesterday's Budget would not induce people to take up teaching, because it was in this specific area that there was direct competition from the private sector, Mr Roger Cope, general secretary of the South African Teachers' Association, said today.

In terms of the Budget, a single beginner teacher's take-home pay will be increased by R1 148 a year, or R95 a month. A married teacher with two children will take home R1 792 a year or R150 a month more.

A senior teacher, married with two children, will get R2 530 a year or R210 a month more and a teacher, married with two children in a top post will get R5 426 a year or R450 a month more.

Mr Cope said that on the whole, however, the

increase in teachers' salaries looked promising.

'If the Minister of Finance has singled out teachers for special attention in his Budget, they will be well gratified,' he said. But he warned that if they had been treated in the same way as the rest of the public sector, there would be a great deal of dissatisfaction.

If last year's Budget, teachers were left out when it came to pay increases for the public sector and this year felt they should be compensated by being given increases over and above those given to the public sector.

Mr Cope said Senator Owen Horwood's singling out of teachers in his Budget speech had been a 'clever bit of salesmanship' but it was difficult to see how well the teachers had done because the figures the Minister mentioned included the new tax dispensation.

DETAILS

'I would like to reserve judgment until specific details of the increases have been studied,' he said.

Mr N M Paterson, chairman of the Federal Council of Teachers' Associations, refused to react to the few examples given by the Minister of Finance.

'We must have the full facts before we comment. A very important thing for us, of course, is the relative position of teachers to other sectors,' he said.

Mr Franklin Sonn, chairman of the Cape Teachers' Professional Association, said he was disturbed by the fact that coloured teachers had not been given parity with white teachers, in spite of there being so much money available.

HARDSHIP

He added that the feel-

Both men pointed out that inflation would remain a major problem and further steps should be taken to contain it.

The South African Party welcomed the Budget concessions but had reservations about the position of the pensioner.

among coloured teachers was that they had wanted to see a Budget affecting the structure of the system as a whole, rather than one which alleviated the situation of the middle class only.

'For example, we are dismayed about the increase in bread prices, because this means hardship for the poor while the situation of the middle class is alleviated,' Mr Sonn said.

Mr H H Dlamlenze, secretary-general of the African Teachers Association of South Africa, said that so long as there was a disparity between black and white teachers, black teachers would not be happy.

PHASES

According to Senator Horwood, parity in salaries between black and white teachers was being introduced in phases, working from the top posts downwards.

Last year's Phase 2 affected inspectors' salaries. Yesterday, Senator Horwood announced the introduction of Phase 3. Neither Mr Sonn nor Mr Dlamlenze knew what this entailed, although Mr Sonn said he suspected it would only affect principals of schools.

This means there will still not be parity throughout,' Mr Sonn said.

EXAMINATION RESULTS IN FACULTY ARTS

STUDIOS 9
13130 PERFORMERS DIPLOMA IN SPEECH & DRAMA
STUDIO NO
FIRE SURNAME
100060L HUGG
HENRY CALE
* TOTAL NUMBER OF STUDENTS
DEAN

Failure

(Continued from Page 1)

are likely to occur, are avoided.'

However, Mr Schwarz welcomed the civil service salary increases, the reduction in personal income tax and pensions.

Both parties were dismayed that Senator Horwood had pushed up the price of bread which would hit the lower income group and the unemployed.

NOT ENOUGH

Mr Schwarz and Mr Sutton both felt that not enough had yet been done for the elderly and the increases in pensions although welcome were not sufficient.

The two spokesmen also pointed out that more could have been done for blacks, particularly in the spheres of housing, hospital treatment, training and education.

On salary increases Mr Schwarz adopted a wait-and-see attitude as it would not be possible to decide whether they were adequate until the scales were made available.

Mr Sutton felt the increases would barely keep

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(322)

The students had also called

The principal of the school, Mr Fortuin, would not speak to the Cape Times yesterday.

1997

Angry teachers plan fighting all-race body

SUN EXPRESS 30/3/80

By DAVID RUSSELL

A GROUP of teachers and educationists are to meet next week to form a new council to fight the Whites-only policies of the South African Teachers' Council.

The plan has been welcomed by both Black and White teachers.

The group believes there is enough anger among White, English-speaking teachers over their pay to ensure massive support for the proposed new council.

The move comes after months of antagonism among White teachers against the SATC's race policies. It already has the support of a member of the Transvaal Provincial Council, the head of the Department of Education at the University of the Witwatersrand, a Johannesburg school vice-principal and lecturers at the Johannesburg College of Education.

"The move is long overdue, but very, very welcome. It couldn't have happened at a better time," the secretary of the Black Teachers Action Committee, Mr Fanyane Mazibuko said yesterday.

"I would be very eager to serve on such a council."

Mr J L Lemmer, registrar of the SATC, claimed this week the council was racially exclusive only because of South Africa's segregated education system.

"There are different education departments for all race groups, and one council could not possibly serve them all," he said.

Asked about opening the SATC to all races, he said there were already moves under way to enable Black teachers to set up their own council if they chose.

Mr Jack Ballard, secretary of the Transvaal Teachers' Association, supported the idea of a non racial council, but not at the expense of the SATC. "The council is a statutory body, created by Parliament, and we do not want a second organisation. We would rather see the SATC open its doors to teachers of all race groups."

But he saw little chance of the SATC doing that "for the moment".

White teachers have opposed

BLACKS
AND
WHITES
TO FIGHT
SATC

must tell us why, when apartheid signs are being taken down all over South Africa, they are being nailed up in the teaching profession."

"It shames and disgusts me to admit it, but I and my colleagues do not know any Black teachers. We know not more about their problems than they know about ours. It's about time we started working together and found out."

○ Progressive Federal Party MPC, Mr Peter Nixon, himself an ex-teacher, has come out in favour of an alternative council. "The idea of bringing Black and White teachers into the same organisation can only benefit teaching in South Africa," he said.

○ And the head of the Department of Education at Wits, Professor D R White, has also declared his concern over the racial approach of the SATC.

○ Mr Jonathan Paton, a senior lecturer in the English Depart-

Does a Broederbond hand guide English children?

MANY English educationists fear the sinister hand of the Broederbond in what is happening to English education in the Transvaal at present.

Dr Peter Mundell, president of the Transvaal Teachers' Association, in an interview with the Sunday Express.

Other education experts, who did not want to be quoted by name, supported his remarks and referred me to the aims and objectives of the Broederbond as set out in books such as "The Super-Afrikaners".

The Sunday Express conducted the interviews in investigating what might be called the "other" crisis in Transvaal teaching — a crisis that revolves not around teacher's salaries but around the growing Afrikanerisation of English education.

This Afrikanerisation was a reality in the Transvaal and it was developing very quickly, Mr Mundell says.

Mr Mundell said that although much of the responsibility for this belonged to the English community itself, the TED had contributed to the process by adopting policies which were not only seemingly illogical, but had a traumatic effect on English medium schools.

The rift between the education establishment and English-speaking teachers and institutions was "enormous" — and a great number of educationists had an uneasy feeling that the sort of thinking on education "exemplified by the writings and statements of the Broederbond" had gained the upper hand.



● A unanimous show of hands over salaries the other crisis aarg.

SUNDAY EXPRESS INVESTIGATION

BY EDWINA COLLEIER

THE Broederbond's policy on Afrikanerising English education was spelled out clearly by its long-serving chairman, Dr Piet Meyer, who is quoted in the book, "The Super-Afrikaners", as saying:

"The Afrikanerising of the English-speakers is an educational task; it must start in the schools. It entails the English-speaker accepting the Afrikaner outlook and philosophy as his own, integrating his ideas and life-style with that of the Afrikaner, embracing the Afrikaner's history as his own, and regarding Afrikaners as his national language next to English as the international language of the two groups, while both remain official languages... We will then talk of Afrikaans-speaking and English-speaking Afrikaners."

more than 2 500 were occupied by Afrikaans-speaking teachers, most of them women.

● The inflexible rules governing the admission of men and women in an apparent attempt to reach some sort

tic, colonial attitude which is quite sure it knows what is best for us.

"This certainty is based on the conviction of educational establishment that Christian National Education is not a narrow, sectarian philosophy, as we see it, but something that is good for all."

"So strong is this attitude," he added, "that in many quarters it is regarded as unparitidic to contest this assumption."

"There is," Dr Hartshorne said, "a growing and dangerous alienation between the educational establishment and English-speaking teachers and institutions in the Transvaal."

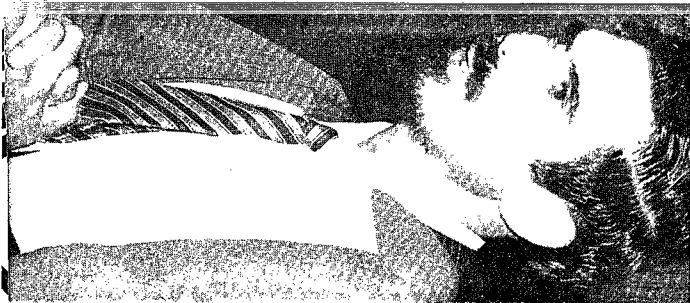
"I trust that wisdom will prevail and that the TED will begin to listen to what the English-speaking community is saying before the gulf widens further."

Dr Hartshorne said it was too easy a solution to place all the blame on the community which should produce its teachers.

He needed asking so few men are interested in teaching in the Transvaal. English-speaking teachers do not feel comfortable or at home; they are aware of ideological constraints, perhaps most overt in Youth Preparedness programmes and at certain vield schools."

In view of all this, English educationists are giving serious consideration to the establishment of a separate division for English education.

Although many have expressed themselves against this, on the grounds that there is enough separation in our education systems without adding another component there is no doubt that English-speakers feel their identity is being



30/03/90

TED, then the belief grows that there must be a deeper reason. When the immediate light of new policy cannot be explained or justified, then the reaction among English speakers is very often that there must be a deeper motivation. "It gives rise to a sinister interpretation."

Mr. Mundell cited three main areas where the policies of the department had contributed directly to an educational imbalance: in favour of the Afrikaans teaching profession.

Until very recently there were three Afrikaans teachers' training colleges to one English college and this had in fact resulted in an over-representation of Afrikaans teachers. At present there were roughly 7,500 posts at English medium schools in the Transvaal. Of these,

it gets to be a bit nightmarish. One would have thought they would have turned to providing training for English high school students and established a university college instead. It was extremely difficult for English-speaking teachers to "follow the ultimate reasoning behind all these policies".

Mr. Mundell's comments were echoed by other English educators approached by the Express.

Dr. Ken Hartshorne, president of the English Academy and closely associated with the South African Council for English Education and a noted educationist, said: "By a strange reversal of history we English speakers are now being 'Mlinder'."

"We are faced with a paternalism."

swamped. "The TED is Afrikaner-dominated and the English-speaking teachers feel their particular style and approach is being completely swamped," said Mr. Mundell.

"This is not an idle posture. English-speaking education as it has been known to date is on the wane. The people who have exerted great influence in the past, such as Abernethy, Chapman, Whitecross and Hudson, are no longer there and their place in the hierarchy has been taken over by Afrikaners."

The English-speaking liberal public school tradition which laid stress on individual qualities was being pushed out in favour of a strongly nationalistic, authoritarian type education which exalted the value of group cohesiveness and loyalty to paternalistic or father figures.

● Peter Mundell, president of the TTA. Afrikanerisation looms.



Students felt a sense of outrage

FINAL year students at the Johannesburg College of Education are to submit a memorandum to the Transvaal Education Department expressing grave misgivings about the overall policy of the TED in regard to English-speakers.

It will be submitted through the Transvaal Teachers' Association.

The students sent a denatured of their move. The memorandum, it is expected, will be presented to the TTA next month, and the association, in turn, will submit it to the department.

According to the president of the TTA, Mr Peter Mundell, the students' move is an expression of their "sense of outrage" after a meeting they had with officials of the department last month.

Top officials of the TED visited the college last month to address students and answer their questions.

Mr Mundell said their visit caused a "storm of outrage", so disturbed were the students by the officials' answers.

The students felt the officials evaded their questions and gave non-committal replies to questions on issues about which the students felt deeply.

"The TTA spoke to officials after the meeting and they were convinced they had answered the students' questions adequately."

"There is a very distressing

communication gap."

Mr Mundell said the situation was symptomatic of how "astonishingly out of touch" the department was with the needs and feelings of the English teaching profession as a whole.

The students' memorandum expresses grave misgivings about the overall policy of the TED with regard to the status of English speakers, in terms of English speakers, in terms of English speakers, in terms of English speakers.

Among the main grievances listed is the system of reserving posts for men, which has made it impossible for 120 out of 140 newly qualified students to obtain permanent posts in the Transvaal, despite the crying need for English-speaking teachers.

Other grievances mentioned include the quota system by which the number of students admitted to colleges is restricted year by year in accordance with computer calculations of the need for teachers.

The students have also objected to the inefficiency of appointment procedures.

The president of the Johannesburg College of Education SRC, Mr Anthony de Sousa, confirmed that the first draft of the memorandum had already been compiled.

"At present we're just revising the draft before we submit it to the TTA."

He refused to elaborate as this "would take the punch out of what we have to say".

30 103 / 90

322

● Questions concerning unlawful game hunting.

In assessing the problems the Sunday Express also obtained assessments, permissible within the Defence Act, from informed Defence sources.

They believe the problems highlighted in the "psychological action document" could perhaps also be seen in a different perspective.

But senior officers agreed it was "strategically and militarily wrong" to have considered tampering with the political process and manipulating news media in a propaganda campaign with political motives.

"We would like to believe it was an unfortunate usage of words," was the comment.

● Recruitment of Blacks:

Action plan document: Unsatisfactory recruitment of Blacks, Indians and Coloureds is due to the fact that Whites enjoy advantages. SADF chiefs wanted future recruitment drives to glamorise the lives of

plaintiffs are still streaming in from those who have not yet received special payments, such as camp and border allowances. Chief of Staff, Finance, must implement his programme to take the sting out of the matter.

While not over-emphasising the squalid surroundings, cramped quarters and personal problems of the Chief Paymaster, an attempt must be made to gain sympathy.

What the SADF says: Everything possible is being done to stamp out late or non-payments, especially for national servicemen. Instructions have gone out from General Malan to rectify the situation as a matter of top priority.

It is hoped that the backlog will be wiped out within the next four months.

The cramped quarters of the Chief Paymaster are being investigated.

Opposition viewpoint: Again, says Mr Schwarz, striking contradictions. In reply to a ques-

Teachers angry at treatment by principal

CAPE TIMES 1/4/80

322

Staff Reporter

FIVE teachers expressed anger yesterday at the manner in which they say they were treated by the principal of a Hanover Park school — the centre of a coloured education row.

The principal of Crystal Senior Secondary School, Mr C I Fortuin, on Friday dismissed three of the teachers allegedly without giving reasons.

Students at both Crystal and Mountview Senior Secondary School, the other school involved in the "gutter education" protest in Hanover Park, this week called for their unconditional reinstatement when school re-opens on Tuesday.

They will consider calling for a boycott of all schools in the Western Cape if their demands are not met.

Told for first time

The three teachers, Ms Elizabeth Everett, Ms Brenda Lieberwitz and Ms Barbara Houghton, were told, for the first time, of their dismissals in the presence of 48 other teachers at an end-of-term staff meeting on Friday.

"It really came as a shock to us when Mr Fortuin announced that we would be dismissed so that happiness would be restored to the school," they said yesterday.

They claim he said that the school had been a happy one last year but this had changed when these teachers arrived.

"I don't know what it is that I have done this year that was

different to what I did last year," one of the teachers said. "Besides, I handed in my resignation on the day before I was told of my dismissal because I felt that I could no longer teach under existing conditions."

Two other teachers, Ms Bridget Pitt and Ms Paula Leyden, had applied for jobs at the school and were shocked by Mr Fortuin's behaviour when he interviewed them at the school last week.

"He told me that I was not a fit model to teach the children when I honestly stated that I was inexperienced in teaching religious instruction but was prepared to do so," said Ms Pitt who has an honours degree in psychology with English as a major subject.

Ms Pitt has since written to the Department of Coloured Relations describing the interview.

She said that they were both told that they were not suitably dressed to be teachers. "I was wearing a skirt, blouse and corduroy jacket," she said.

Bad taste

Teachers and students yesterday told the Cape Times that Mr Fortuin mentioned the incident at the school assembly the following morning, saying that the two teachers were dressed like factory workers.

One teacher explained this was in bad taste since many of the children's parents were factory workers.

All three dismissed teachers were informed yesterday by the Department of Coloured Relations that their dismissals did not amount to sacking, but rather "a termination of services" at Crystal Senior Secondary School and that they could apply for other jobs.

Mr Fortuin was not available for comment last night.

CALL TO PROTECT IDENTITY OF AFRIKANER



Mr P W Botha

ONE of the points to be discussed at this week's 75th annual congress of the Suid-Afrikaanse Onderwysersunie (SAOU), is an appeal to member teachers to adopt a 'strong stand' when 'the identity of the Afrikaner is being threatened.'

The entry on the agenda is listed under the name of the Union's Mirko branch — one of the 58

registered branches of the 8 500-member organisation.

Among the 76 other entries are several dealing with teachers' salaries and service conditions, and at least three concerning the position of married women in the profession.

One entry reads: 'Congress requests that breadwinners (widows or divorced women with dependants) should be entitled to salaries equal to those of men.'

SALARIES

An agenda entry concerning salaries — listed under the Oudtshoorn branch's name — reads, in part: 'Congress is urgently requested to insist through the relevant authority, that teachers' salaries be adjusted to the cost of living index.'

The four-day congress will be addressed by the Prime Minister, Mr P W Botha, at a dinner to-night.

New methods in education are predicted

THE face of education in South Africa may be radically altered in the next decade if 'individualised education', with its emphasis on allowing pupils to develop their 'full potential', should be introduced.

This was evident last night from an address by the chairman of the Suid-Afrikaanse Onderwysersunie (SAOU), Professor A Taylor, when he opened the union's 75th annual congress in the city.

Professor Taylor said if there was to be significant progress towards individualisation and more precise differentiation in South African education, this would have to be done in a systematic and purposeful manner.

'To some extent we will also have to break away from traditional organisational structures, teaching methods, testing and promotion procedures,' he said.

OTHER MOVES

Other approaches to education were, firstly, 'classical education' — described by its critics as 'the lockstep approach' aimed at a mythical 'average student' — and secondly, the various types of differentiation.

Most education authorities in South Africa and abroad were moving away from rigid applications of the classical system towards greater differentiation — between schools and classes (through 'streaming' or 'ability grouping'), and within classes.

Among the reasons for considering the interclass individualised method in South Africa were: Greater knowledge about differences between pupils; the greater emphasis now placed on education as a continuous process; a renewed interest in gifted children; and the requirements of the country.

THE INDIVIDUAL

'Individualisation means taking account of the differences between pupils and the individual nature of each child in order to help everyone to become the individual he can and ought to be, bearing in mind his potential,' Professor Taylor said.

Within this system the task of the teacher was no longer primarily the personal teaching of factual material, but he became an 'assistant (hulpverlener) to the child' — regularly monitoring his progress, diagnosing learning problems, making available alternative material to overcome these, and evaluating progress.

The methods of individualised education could possibly 'teach pupils to learn', by requiring them to work through teaching modules independently, regulate their own progress through self-tests, and make other decisions.

In the case of pupils who proceeded to higher education, Professor Taylor said, this could contribute to a more successful transition.

Research had shown individualised education had a positive effect on the attitude of pupils to school, their teachers, studying, and the subjects studied in this manner.

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1.2
1.1
6

BLADSY

Natal teachers say merit system is total disaster

Mercury Reporter
TWO thirds of Natal teachers have called for the abolition of the merit assessment system which they have described as an 'unmitigated disaster'.

This announcement was made in the latest edition of Mentor, the official journal for the Natal Teachers' Society, where the results of a questionnaire sent to all members of the NTS, asking their opinion of the merit system, were printed.

In response to the key question - should the NTS press for the total rejection of the merit-award system? - 67 percent of teachers polled wanted nothing to do with it.

Many teachers felt the system was unfair and led to a breakdown of teacher morale.

But a majority felt the present system could provide the framework for recognition of teacher excellence if improved.

Evaluation
Sixty-one percent of teachers agreed that there should be some evaluation linked to an application for promotion.

Some suggestions for improvement of the present system were that a panel of assessors be appointed to visit each school and standardise the results throughout Natal, and that assessors should have to attend a course on how to assess.

Teachers should be judged by the progress of their pupils. Headmasters and staff should assess together and arrive at democratic decisions.

The NTS executive has studied the results of the questionnaire and accepted them as NTS policy. The rejection of the merit-award system has been communicated to the Federal Council of Teachers' Associations and the Natal Education Department.

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NEW DEAL NEEDED

Hopefully the salary increases announced by the Minister of Finance will prove to be substantial enough to prevent any repetition of the recent clamour over teachers' pay. Yet the Government cannot escape the charge that through its previous neglect to improve teachers' salaries it

In that event we would suggest that the Government looks beyond the mere question of pay scales, for it should be clear enough that there are many other problems in the profession that are being dealt with through 'fragmented decision-taking'. The Government should consider endowing the profession with a charter enshrined in legislation, thus bringing it into line with other professions and creating the framework for a more organised and tasteful administration of its affairs.

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9/4/80 20 221

Teacher associations form joint council

CAPE TOWN — At a joint meeting held at Jan Smuts airport during the Easter weekend the Union of Teachers' Association and the African Teachers' Association formed a joint council called the Joint Council of Teachers' Associations of South Africa. Mr F. A. Sonn, vice-president of the new association, announced here yesterday.

Mr Sonn said the major objectives and policy of the joint council would be to take united action towards a free and open

educational system in a non-racial society in South Africa.

Mr Sonn said the immediate aims of the council were to hold a joint conference in East London in January 1981; to combat all discriminatory measures in education; to work towards the improvement of the status of women in the teaching profession; and to plan the establishment of joint subject committees at regional level.

Teachers reject Minister's reason for their dismissal

322
257

Edward Argo
9/9/80



Miss Elizabeth Everett

TWO of the teachers dismissed at Crystal High School in Hanover Park last month today rejected the reason given for their dismissal by the Minister of Coloured Relations, Mr Marais Steyn, and said they could prove it was untrue.

Mr Steyn said the three white teachers were dismissed to make way for suitably qualified coloured teachers.

RE-APPLIED

He said they were subject to a 24-hour notice clause but could re-apply for other posts in the Administration of Coloured Affairs.

Miss Elizabeth Everett, one of the dismissed

teachers, said she and her colleague, Miss Brenda Lieberwitz, had re-applied for teaching posts at the administration's regional office in Wynberg last week.

'The person who interviewed us didn't realise we were recently dismissed and offered us a number of posts at Crystal High School, including our previous posts.

'If they did find teachers to fill our posts it could only have been during the Easter weekend but definitely not at the time of our dismissal,' she said.

LEAVING

Miss Everett said it was unlikely that all the vacancies at the school could have been filled because a number of other teachers resigned

at the end of the first term last month.

'Even before we received our notices of dismissal it was generally known at the school that we were leaving.

'We have tried to obtain interviews with the regional inspector of schools, Dr F Quint, and the director of Coloured Education, Mr A J Arendse, to get clarification about our dismissals but both of them refused to see us,' she said.

Miss Everett said in her letter of complaint about her dismissal, lodged with Mr Arendse, she outlined the conditions at the school including the 'irregular' application of corporal punishment.

Miss Lieberwitz said she had a BA degree and

failed to see why she should be replaced by 'suitably qualified teachers'.

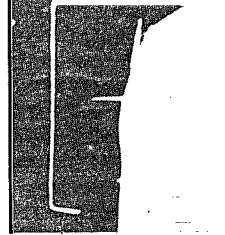
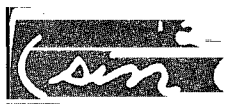
INSINUATIONS

'So many insinuations were made against us that the reason given for our dismissal can't possibly be true,' she said.

The third teacher, Miss Barbara Houghton, who had resigned before she received her notice of her dismissal, left yesterday to take up a post at a school in Benoni.

Mr Arendse referred all Press queries to the Commissioner of Coloured Affairs, Mr A De V Kempen, who was not available for comment today.

Mr C I R Fortuin, who took up a new post today, was also not available for comment.



What is happening to women teachers?

IN a profession rumbling with discontent, married women remain the category of white teachers least satisfied with their status. In spite of new regulations in force since January of this year, very few married women teachers in the Cape are able to find permanent employment. What action are they taking to improve their lot? By THELMA SHIFRIN

THE STRUGGLE for women's rights in the teaching profession is currently being waged largely by men. "Women have accepted their circumstances pretty demurely," says Mr Roger Cope of the SA Teacher's Association (SATA). "Many married women are not members of SATA. It is ironical that they are not supporting campaigns waged on their behalf."

Women far outnumber men in the teaching profession, yet few come forward to stand for election and few get nominated to governing committees. On the national Federal Council of Teachers' Association, only two of the 33 members are women — representatives from the Transvaal and Natal.

In the Cape three out of 20 general committee members of SATA are women, one of whom is married. No women are on the governing committee of the SA

Onderwysers Unie (SAOU), and few participate in their annual conferences.

"Not many women are interested in professional matters or service regulations," says Mr Visser of SAOU. "We would welcome a competent lady to the committee who could give us the woman's view on matters affecting girl pupils as well as women teachers."

Individual women in the past have played a more active role in both Cape teachers' associations and some are involved in local branches today, but on the whole women are reluctant to accept responsibility and remain passive and apathetic. Many teachers admit that they "sit and grumble among themselves and do nothing."

Married women teachers' associations, active in the Cape for about 17 years from 1957, are now defunct but they were successful in

changing the climate of opinion amongst headmasters and professional bodies. Today the Cape Joint Council is committed to a policy of equal pay, but divided on the issue of married women teachers.

SATA continues to press for appointments on grounds of merit only, regardless of marital status, whereas SAOU is content to "give the new regulations a chance".

Under these regulations a small percentage of permanent teaching posts in each school is reserved for married women — a revolutionary step forward for the

however, are staffed by one teacher only — often a married woman. In such a single-unit school entitled to a reserved post? Five-year appointments held since 1976 will be reviewed at the end of 1980. Will these appointments be renewed? Married teachers with long years of experience and service wait anxiously for this departmental decision.

Nursery school teachers form a very small proportion of the total number of women teachers employed by the department. The outlook in the primary and secondary schools is far less encouraging.

Fifteen percent of the total number of permanent posts in each of these schools may be reserved for married women. This applies equally to boys' girls' and co-educational schools, in spite of the fact that women are not employed in equal numbers in these schools.

While 15 percent may prove an adequate quota in the boys' high schools, it is progressively inadequate in the boys' primary; co-educational high and primary and girls' schools. As most Afrikaans-medium schools are co-educational, it is the English-speaking girls' schools who are the worst hit by the new regulations in the Cape — particularly as



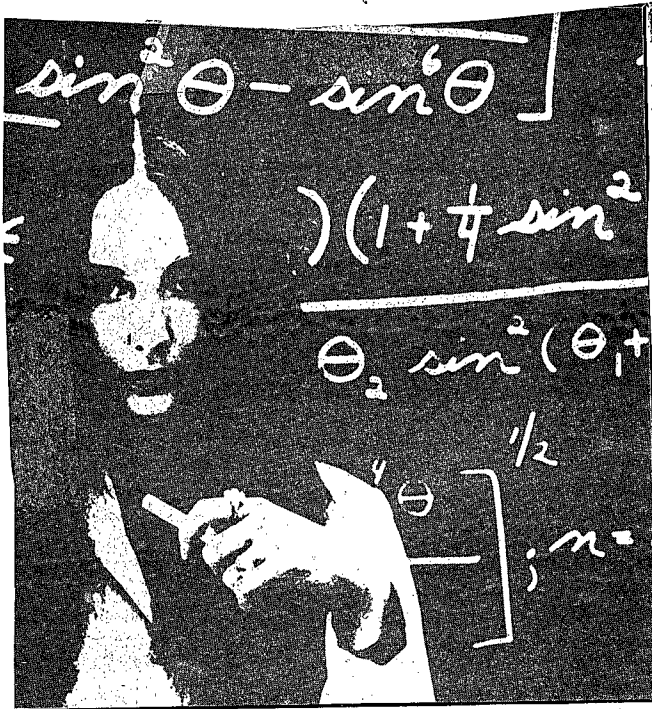
Cape, however small it may be in practice.

However, all other appointments of married women (apart from those completing their first five years of service) are temporary; for one year only. This leaves those who do not make the quota in a worse position than before since it withdraws the concession in force since

ing enough (or the boon of catching more than enough) fish to pay for the day's rent and have at least four fish. If the boat owner hires the

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where married women have been allowed to hold permanent appointments before, the new system is undoubtedly a retrogressive step since the number of permanent positions available for married women is now restricted.

In the OFS the new policy has not been implemented at all. At least in the Cape

the principle of giving married women permanent teaching jobs has been established for the first time. Those few appointed are as delighted as their principals. Their permanent posts promise security for themselves and stability for their schools.

One step forward, one step back makes little over-

all progress for the married woman teacher and the child is hardly considered. Job reservation for newcomers to the profession spells instability for women and for children. What education needs is an open labour market and more selective entry to training colleges and education faculties.

year appointments of experienced married women.

Who then is eligible for permanent appointment?

The nursery school teachers fare best under the new system. Fifty percent of the posts in any pre-primary school falling under the department may now be reserved for married women on a permanent basis. Those appointed will have all the benefits of pension and security enjoyed until now by men and single women teachers.

Small nursery schools,

followed since 1976, to 711,40 percent of their posts with married women on five-year appointments.

As one headmistress puts it: "85 percent of the staff of a girls' school face the possibility of losing their posts should they marry. If reappointed, they would only get a one-year appointment. Too large a turnover of staff is detrimental to the education of pupils."

The new regulations affect married women teachers in white schools throughout the country. In the Transvaal and Natal,

Teacher pay talks in EL 18/4/80

EAST LONDON — While teachers countrywide are awaiting details of promised salary increases the Federal Council of Teachers' Associations meets here tomorrow.

A local Federal Council representative, Mr J. L. Stonier, said yesterday it was expected that the government would have released details of salary rises to the council yesterday.

"But there will almost certainly be some debate about the salary issue at the meeting.

"If it hasn't been released we have a long agenda of official business," said Mr Stonier.

The meeting, the first of the council's biannual meetings this year, will be attended by the full council.

It is the first council meeting to be held in East London and Mr Stonier, who is also the principal of Selborne College, said the meeting was therefore a "unique occasion" for East London.

To date council meetings were restricted to the bigger centres, but the council has accepted East London as a venue at the invitation of Mr Stonier.

The local branch of the Cape teachers' body, the South African Teachers'

Association, will treat council members to a braai at Selborne Primary tonight.

Tomorrow's meeting will be held behind closed doors and is expected to last the whole day.

The council has insisted on keeping secret details of the new "ideal" salary scales it was negotiating with the government.

The council is expected to convene an emergency meeting after the details have been released.

If the rises fall short of teachers' expectations, the council will ask for an urgent meeting with the Minister of Education or the Prime Minister. — DDR

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A relatively stable business will have less risk in providing such assurance. A firm that makes a larger variety of products with higher probability of offsetting fluctuations in the demand for its various products can give more employment security by transferring employees from one product line to another.

Governments and some nonprofit enterprises which respectively derive incomes from taxes or investments rather than from customer sales give greater security of employment for lower wages. Initially government jobs with greater security paid less, as in the post office. But recent legislation requiring pay equal to that of private firms will create an excessive demand for those jobs if that equality of pay is not offset by disadvantages in other features of the more secure job.

Other resources employed by the firm, even the initial capital, are hired on a similar variety of terms, though usually with more explicit contracts. Firms hire (that is, borrow) capital funds for investments in plant and equipment. The stated interest rate on longer-term loans is constant over a long period and the firm continues to employ the funds even during recessions when the rate on new loans is lower. The firm also uses short-term loans, usually bank loans, of a few months' duration at interest rates that are more sensitive to short-term business conditions than are the long-term borrowing rates. These short-term loans are paid off ("laid-off" or "unemployed") when the firm reduces output in transient recessions.

There is an understanding that despite the usual transient shocks, misfortunes, and events, each would stay with the other, with the employer bearing the risks of those fluctuations and assuring a relatively steady income to these "tenured," higher-security employees over the longer interval. During short recessions, the firm would not so quickly lay off those employees and would maintain their wages. Other unemployed people would, of course, like to get those maintained jobs during that transient recession. But the employer would not hire them, even at lower wages, to observe many employers retaining workers at wages higher than those asked by other people seeking those jobs during transient decreases in demand for the firm's product. He honors his

less of the firm's fortunes. They agree to more assured employment at an assured (but slightly lower than otherwise) return. The employer then bears more of the risks of the future transient fluctuations in the net value of the products, not of the relatively constant, assured costs of those inputs. The employer maintains the wages and employment by using fluctuation-smoothing buffer inventories of goods and borrowed funds. When demand for products of the firm fall temporarily (the owner hopes), he retains those employees—transferring them to less-useful tasks. And during these arrangements have tacitly agreed on their part not to leave the firm for transiently higher wages that might be available elsewhere.

Teachers will get news of pay rises soon

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CAPE TOWN. — Teachers, at the centre of a stormy row on State employees' salaries, will learn this week how much more they will have in their pay packets.

Dr P. S. Meyer, Director of Education in the Cape, confirmed yesterday that schools, colleges, school boards and principals would be notified this week of the increases.

It is thought that South Africa's 52,000 teachers may receive as much as 16% but Dr Meyer could not confirm this.

He said teacher's associations had asked that salary scales should not be disclosed.

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The Federal Council of Teachers' Associations met in East London for their quarterly meeting at the weekend and discussed the new salary scales.

Mr Roger Cape, of the South African Teachers' Association, said yesterday after he returned from East London that the increases would be kept confidential until teachers had been notified.

This could be early this week.

The federal council would issue a statement on their weekend meeting at midnight today and a Press conference would be held in Pretoria on Thursday.

A month ago, more than 1,500 teachers attended the biggest teachers' meeting in 40 years to discuss salaries.

The meeting, held shortly before the Budget speech, became a forum for teachers to express grievances.

The 16% is a rough estimate calculated from figures released during Senator Owen Harwood's Budget speech, but teachers, spoken to yesterday said the figures released then were "misleading".

The figures took the new tax reductions into account and except in the case of an unmarried beginner, assumed the teacher was married with two children.

In his speech, the Minister said he was reluctant to furnish particulars as he regarded salaries as a private matter.

"The controversy over teachers' salaries and the general concern of parents in this regard, however, have led me to provide the information," he said.

The 16% figure was calculated from a beginner's salary because it was impossible to calculate increases for other teachers.

The Minister said an unmarried beginner could expect a R95 a month increase in take-home pay.

The estimated teachers' salary increases, coupled with those indicated for nurses and police, point to a massive amount being spent on pay hikes.

Reliable sources indicate the police will get basic increases of about 13% and these, coupled with 13th monthly pay cheques and tax reductions, mean their actual increases could be as high as 20%.

Nurses will soon receive increases of between 17% and 19%.

Police will be told today what their increases will be, according to the Police Directorate of Public Relations.

Nurses will soon receive increases of between 17% and 19%.

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The expected-utility rule is of course a very specific and

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- (d) All the plant needed for Southampton owned for some years. £1,6000 is the ciation (straight-line) in the finar If the Hull job is taken, less plant required, and the surplus items will for the year on similar work at a r Interest is based on a memorandum e original cost, in the cost records.
- (f) Office and general expenses amount £1,800 every year.

Required:

A revised budget (if you think revisions are call as far as possible to the same order as that used showing which job you (as a director) prefer, wit explaining your guiding principles and any calcul would last 12 months; no other jobs are being do to be offered.

as he had to reply to the Budget speech in Parliament tomorrow. "Anything I may say must first be said in Parliament."

He denied that the figures he used to reflect teachers salary increases in the Budget speech had been misleading. But he would not say whether the figures included general concessions granted countrywide or for the 18th century proposed for the civil service.

Teachers reject pay rises

By Sheryl Raine

White teachers have found the Government's proposed salary increases "unacceptable" and rejected them at a meeting of the Federal Council of Teachers' Associations in East London at the weekend.

Details of the increases will not be released to the Press until later this week, when teachers will have been told about them, said a spokesman for the Federal Council.

Mr Peter Minnelli, president of the Transvaal Teachers' Association said that the total average increase for men at post level number one was 13.4 percent and for women at this level 12.7 percent.

"These increases are below the 14 percent inflation rate quoted by the Minister of Finance in his Budget speech. It is impossible to expect teachers to accept these increases, especially when we were not given increases in 1979. The proposed salary increases in 1980, in my opinion, are a long term sense of disappointment of teachers during the past four years."

"The figures, quoted by Senator Horwood, were misleading. He mentioned three different categories and it is obvious from salary details that the figure he used did not apply to teachers at all but to an administrative post in education."

Interviewed in Johannesburg today, Senator Horwood would not say whether teachers' organisations would be able to negotiate for revised salary increases and better pay scales this year.

"The Minister told the Star that he could not say whether negotiations will be successful."

Teachers' organisations would take place whether there was a possibility that salary increases could be revised this year.

"It is up to the teachers' organisations to reject the Budget. I am aware of the possibility of negotiations and to discuss the possibility of negotiations on this salary question at this stage would be hypothetical," he said.

Senator Horwood said he could not discuss details of teachers' salaries.

Handwritten notes: 5-11-80, 21/11/80, 32

Salary rises unacceptable, say teachers

By GERALD REILLY
Pretoria Bureau

THE critical teacher shortage will continue despite the new salary scales.

Senior educationists, including the Transvaal Teachers' Association president, Mr Peter Mundell, said this yesterday. And the Federal Council of Teachers' Associations has called the increases "unacceptable".

Though details have not been released, it is understood the average increase at "post level 1" (most teachers) is 13.4% for men and 12.7% for women.

Lower on the scale, men will get 14.7% more and women 13.7%. At top level, men go up 12.9% and women 11.6%.

It is understood that in some grades in which there are small numbers of teachers,

the rises will be substantially below average.

The council will hold a Press conference in Pretoria on Thursday to give its standpoint.

It has also accused the Minister of Finance, Senator Horwood, of creating misunderstanding among teachers when he announced in his Budget that their take-home pay would go up from between R95 to more than R400 a month. Teachers claim the Minister included the tax relief given to all taxpayers.

Last night, Mr Mundell said that as far as the TTA was concerned, the increases were a purely interim relief measure.

TTA branch meetings will be held on the Rand and in Pretoria this week after the increase details are released.

Many men from the Ciskei and Transkei now work on the farms of the Western Cape some only in terms of the 1970 census are particularly well on the farms of double the number employed and employers and necessary officials or his b workers - or his b bureaucracy is in search of a job likely that a large Recruiting for the vineyards migrants from north

on the same time government policy made it particularly difficult for black labour to move into the Western Cape to replace the labourers moving to town. The problem was partially solved, as has been described elsewhere, by the use of long-term prisoners housed in jails built by the farmers. However this did not completely meet the shortage and so groups of farmers came together to form special recruiting organisations, very similar to - though much smaller than - the Gold mines Native Recruiting Corporation. For example the Hex River Boere group employs a full-time recruiting manager who through Khosa agents recruits some 3500 labourers each year from the Transkei and Ciskei on contracts which vary from 3 months to a year. When recruiting first began in the mid 1960's labourers travelled by train but in 1971 the Boere group was granted a licence by the National Transport Commission to transport their workers by lorry. One reason for this change was that it ensured that workers actually turned up for work on the farms which had paid the transport cost instead of absconding - illegally - into more happily paid manufacturing industry as had previously been the case.

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"Teachers were hoodwinked with honeyed words," Mr Gibson said. "When there was talk of a strike at a mass meeting in Johannesburg before the Budget speech, the situation was defused by promises from Mr Janson and by the subsequent Budget speech made by

"It seems to me the authorities are unwilling or unable to do anything concrete. It is now over to the teachers and the public who back them to see something is done."

Members of the Transvaal Teachers Association will meet this week to discuss the salary crisis and the Afrikaans Transvaalse Onderwysersvereniging will meet on Friday to debate courses of action.

"The Federal Council of Teachers' Associations rejected the new pay scales after very careful consideration, and their

Commenting on police pay, the Progressive Federal Party MP for Musgrave, Mr Ray Swart, said the increases showed scant appreciation of the services of policemen and of the need to build up and maintain the force.

Organization and Coordination of Joint Production 209

New pay 'won't attract staff'

ARGUS 22/4/80 (322)

THE new scale of teachers' salaries would not retain teachers in the profession, Mr Brian Gilbert, president of the South African Teachers' Association, said today.

Although he had not seen the revised salary scales in full, he had seen sufficient to show the salaries were inadequate.

He said SATA supported the Federal Council's statement released in Pretoria last night which found the new salaries unacceptable because they would not attract teachers; they would not retain present teachers and they would not cause a happy and contented profession.

In its statement the Federal Council announced it would be convening a Press conference in Pretoria on Thursday afternoon to explain its stance.

Mr Gilbert said the conference would be significant. At least eight people were working 'flat out' in Pretoria in preparation for it.

ARRIVE TODAY

The new salary scales are expected to arrive at schools today. They were posted by the Cape Department of Education yesterday.

Mr Gilbert said SATA had already held an emergency committee meeting to discuss the salary situation. He called on all branches to hold similar meetings next Wednesday to inform

SATA members of the association's reaction and to determine whether they supported their action.

Mr Gilbert also appealed to teachers to wait until the Press conference in Pretoria before they reacted to their salary increases because "information that I am not in a position to talk about will be disclosed."

Average pay for teachers goes up by 10 to 30pc

STAR 23/4/80

322

By Sheryl Raine

The average salary increase for teachers ranges between 10 and 30 percent, but many school principals believe they will receive increases of only seven percent.

However, a preliminary analysis of the new salary scales indicates that at certain levels the pay gap between men and women has been eliminated.

A primary school principal with more than 30 years' experience told The Star that he would receive only a 7,6 percent increase.

A head of department at the same school, with 12 years' experience, said she would receive a 14 percent increase.

Confusion as to exact increases for teachers is still rampant.

Individual notifications are expected with the April salary cheques.

Despite the fact that the majority of women teachers will still earn less than their male colleagues, there appear to be two levels at which the pay gap between men and women teachers have been eliminated.

They are: head of department post at a senior school (minimum salary level for men and women is R362,50 a month and maximum R1 062,50) and high school principal (R1 062 a month minimum for men and women and R1 237,50 maximum).

"At a glance this seems very encouraging," said one woman teacher.

"But it still does not solve the problem of the majority of women teachers who will receive increases of 12,7 percent as compared with an increase of 13,4 percent for men."

SCALES

The new teachers salary scales in certain schools.

Punt told to pay more—or go

The Progressive Federal Party in the Transvaal Provincial Council has unanimously called for the resignation for Mr Punt Janson, Minister of National Education, unless acceptable salaries can be negotiated for teachers immediately.

Other matters raised at a meeting of the PFP caucus in Johannesburg last night were:

- That dissatisfied teachers should make use of all channels open to them, including teachers' organisations, MPs and MPCs, regardless of political affiliations, to press for a new salary package.

- That if Mr Janson really cares about the education of South Africa's children he must persuade Senator Owen Horwood, Minister of Finance, to reconsider his Budget proposals before the end of the Budget debate in Parliament.

"There is no doubt that the education of whites, coloureds and blacks is in a state of crisis," said Mr Douglas Gibson, leader of the Opposition in the Provincial council.

On behalf of his party's

caucus he said: "The situation requires imaginative action at the highest level of Government to bring radical improvement to the education of all races.

"Just as the Defence Vote received greatly increased allocations during past years, so must education receive a far larger share of the national product.

"Our aim must be to pay all teachers, irrespective of race, salaries commensurate with their professional status and qualifications.

"The purpose of creating a contented body of teachers is to ensure that they help us to improve our standard of education."

As concern for the future of white education mounts, several branches of the Transvaal Teachers' Association are planning to involve school committees in their fight for salaries which will serve to attract and retain teachers.

This will be the first time in recent years that parent bodies have been called on to back teachers' pay demands.

tions are as follows.

Teacher with matric and three years' training: men R462 to R712, women R382 to R622.

Teacher with matric and four years' training: men R542 to R812, women R462 to R712.

Head of department, primary school: men R762 to R962, women R712 to R912.

Head of department, senior school: men R862 to R1 062, women the same.

Principal of primary school with less than 600 pupils: men R912 to R1 112, women R862 to R1 062.

Principal of primary school with more than 600 pupils or high school with less than 600 pupils: men R962 to R1 112, women R912 to R1 062.

Principal of high school with more than 600 pupils: both men and women R1 062 to R1 237.

In the case of heads of departments and principals, the lowest salary scales were used for these categories.

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Pay reports were 'sensational seeking'

Political Staff

HOUSE OF ASSEMBLY. — The government would not be pressured into pay increases by agitators, the Minister of Finance, Senator Owen Horwood, said yesterday.

Commenting on the disgruntled reaction of teachers to recent salary increases, he said it would be a sad day if the teaching profession allowed itself to be turned into a "militant trade union" by a "small group of militants".

Survival

Replying to the second reading of the Budget, he said he hoped people would realize that the country was facing various issues and priorities and that "in fact, it is not an exaggeration to say that we are dealing today with some issues which affect our very survival".

The amount of space newspapers had devoted to the salary increases before the Budget had been "unprecedented" and some of the comments had been "sensational-seeking".

The impression seemed to have been created that the government had yielded to sus-

tained pressure. This was erroneous. Agitation had played no part in the matter.

"The government will continue to take pay decisions soberly and objectively and will not allow itself to be swayed by agitation."

The government had shown its concern for the public service over the years and it was unfortunate that some teachers had arranged a big protest meeting on the eve of the Budget to put pressure on the government.

They had been in the minority and pay decisions had been taken well before the meeting.

He hoped people would realize that there were a number of priorities facing the country and that the government spent hours ordering them to the best advantage of the country.

Satisfaction

The government was extremely concerned about achieving the greatest measure of general satisfaction within the constraints of the country's capacity to finance it.

A striking feature of the dissatisfaction was that people seemed to be more upset about what other people were receiving.

Achieve a Plan: Exchange and
Invest

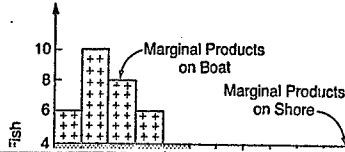
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● In the case of heads of departments and principals the lowest salary scales were used for these tables.

Breakdown of salary scales—old and new

Teacher (matric + three years training)	Men	Women	Men	Women
Teachers (matric + four years training)	R390 to R637	R330 to R562	R462.50 to R712.50	R382.50 to R622.50
Head of department (primary school)	R390 to R712	R330 to R562	R462.50 to R712.50	R382.50 to R622.50
Head of department (senior school)	R525 to R800	R390 to R730	R542.50 to R812.50	R462.50 to R712.50
Principal, primary school (less than 600 pupils)	R525 to R800	R390 to R730	R542.50 to R812.50	R462.50 to R712.50
Principal, primary school (more than 600 pupils) or high school (less than 600 pupils)	R800 to R1 000	R712 to R900	R862.50 to R1 062.50	R712.50 to R912.50
Principal, high school (more than 600 pupils)	R850 to R1 050	R800 to R1 000	R912.50 to R1 112.50	R862.50 to R1 062.50
	R950 to R1 150	R900 to R1 100	R1 062.50 to R1 262.50	R912.50 to R1 062.50
			R1 062.50 to R1 262.50	R1 062.50 to R1 262.50



Teachers' leaders to talk to Press

57AK
24/6/80
(322)

Representatives of all English and Afrikaans teachers' associations will meet in Pretoria today to release full details of unacceptable salary scales.

A Press conference has been called by the Federal Council of Teachers' Associations to which all newspapers have been invited.

Leading educationists and those chairmen of teachers' associations who have so far refused to comment on teachers' salary increases are expected to issue statements.

The Afrikaans Transvaalse Onderwysvereniging will meet again tomorrow.

Although many teachers feel that go-slow action and the refusal to perform extra-mural duties

would be the best form of protest, many English-speaking teachers believe they will not get the support of their Afrikaans-speaking colleagues.

There are about 4 000 English-speaking and about 20 000 Afrikaans-speaking teachers in the Transvaal. Without the support of Afrikaans-speaking teachers a go-slow action on the part of English-speaking teachers would lose a lot of impact.

The council has rejected the salary increases because they would not help "recruit an adequate number of recruits to the profession, keep qualified teachers in the profession or satisfy the importance of a positively motivated teacher corps."

time.

To isolate essentials, assume that 1000 similar people in a community do nothing but fish from the shore, each always catching four fish daily no matter how many people fish. A boat is found; some can now fish out on the ocean. Everyone is interested only in how many fish are caught; fishing from shore or a boat is equally pleasant or arduous. Table 9-1 summarizes the details. The discoverer and sole user of the boat catches

Teachers' pay outcry is expected to escalate

3227

NDN 24/4/68

Pretoria Bureau
THE outcry against the new salary scales for teachers, as expected to escalate when full details become known.

A thorough computer assessment of the new scales has been made and this shows that the average increase for the mass of the teaching force in categories A to G in post level one — about 90 000 teachers are involved — is less than 14%.

At the promotion post category level — senior educationists — the increases are particularly unsatisfactory.

The computer printout shows that in the post level one, A to G categories, the average in-

crease at the beginning of the scale is 14.7% and at the top level is 12.9% — an average of 13.49%.

For women, the starting percentage rise is 14.92% and at the top is 11.94% — an average of 13.38%.

The percentage rises in the A to G categories, giving bottom and top ends of scale and average rises, are:

17.4% men — 19.4% 11.3%
17.4% women — 21.4% 8.3%
B. men — 17.5% 10.5%
17.5% women — 25% 10.1%
C. men — 18.6% 11.8%
17.9% women — 19.9% 10.7%
17.4%

Examples of percentage rises in the promotion posts category indicate that senior educationists, including head-

D. men — 20.6% 14.0%
18.5% women — 18.6% 11.3%
E. men — 19.5% 15.0%
18.8% women — 19.6% 12.9%
F. men — 18.6% 14.1% 19%
18.2% women — 20.5% 14% 18.5%
G. men — 17.8% 13.2%
18.1% women — 19.5% 15%
18.8%

It is pointed out that only a small percentage of teachers are at the lower level of scales and will not, therefore, benefit by the big percentage rises at those levels.

Examples of percentage rises in the promotion posts category indicate that senior educationists, including head-

masters, have been given relatively small increases.

For instance, a D category principal of a large boys' high school with about 1 000 pupils, who is at the bottom of his scale, gets an 11.9% rise. At the top of his scale, the rise is 9% — an average of 10.45%.

Principals of large preparatory schools at the beginning of the C scale will get rises of 13.2% and at the top, 5.95% — an average of 9.56%.

At high school principal level, women will earn the same as men.

Bitter criticism of the increases given at the senior end of the scales is expected.

The salary of a primary school headmaster in the C category will go up by R750 a year to R13 350 — a rise of R62 a month.

The salary of a principal of a C category high school will go up by R1 650 a year to R14 650 — a rise of R87.50 a month.

Those of headmasters in the D category go up by R1 350 to R14 350 — R112.50 a month.

At the top, the salary of a principal will go up by R1 350 to R14 350 — R112.50 a month.

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Teachers set to quit over rises

ST 2/4/80
322

By NEVILLE FRANSMAN

THE president of the South African Teachers' Association (SATA), Mr C B Gilbert, has warned that many teachers would leave the profession because they found the salary increases just announced totally inadequate.

In an interview yesterday Mr Gilbert said his organization, representing white teachers in the Cape Province, had "enough information" that many teachers, who were aware of the latest salary figures, would resign because the increases fell far short of expectations.

He felt that percentage increases as announced, although correct, were misleading. For instance, a category A woman teacher — with matriculation plus one year training — would receive 29 percent more, raising her monthly starting salary from R180 to more than R230.

"But," said Mr Gilbert, "I have not come across a category A teacher in my experience. If there are any around, there must be very few. This fantastic sounding increase of 29 percent is therefore meaningless."

He pointed out that a number of teachers were receiving an increase of only six percent so that even the average (between 29 percent, the highest increase, and the lowest) meant little.

Asked what he thought a fair increase would have been, Mr Gilbert said teachers had expected an improvement amounting to a real average of more than 20 percent.

SATA 'supports rejection of new deal'

He added that SATA fully supported the stand of the Federal Council of Teachers' Associations in its rejection of the new salary deal on the grounds that it would not attract newcomers to the profession, would not retain the existing teaching force, and would not lead to a contented and motivated teaching corps.

Meanwhile, from figures which have come to hand, it has been calculated that the average increase at "post level 1", which includes the majority of teachers, is 13,4 percent for men and 12,7 percent for women.

"Post level 1", as is the case with other "post levels", comprises seven categories from A to G. This classification is based on the number of years of training: Category A applies to those with the qualifications matric plus one year, category B matric plus two years, etc.

Examples of the new salary scales at "post level 1" are as follows (with old scales in brackets).

Category D (matric plus four years, for example a teacher with a B A degree and a university teacher's diploma): Male R6 510 x R480 - R7 950 x R600 - R9 750 (R5 400 x R450 - R8 550). Female R5 550 x R480 - R7 950 x R600 - R8 550 (R 4680 x R360 - R5 400 x R450 - R7 650).

● The executive of the Federal Council of Teachers' Associations will today hold a press conference in Pretoria to explain in greater detail its rejection of the new deal.

Teacher outcry expected

24/4/80

322

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PRETORIA — The teacher outcry against the new salary scales is expected to escalate when full details of the new scales become known.

A thorough computer assessment of the new scales has been made and this shows the average increase for the mass of the teaching force in categories A to G in post level one — about 50 000 teachers are involved — is less than 14 per cent.

This, Transvaal Teacher Association sources said yesterday, must be seen against a background of the fact that these are the first teacher rises for two years. Teachers missed

of his scale gets an 11.9 per cent rise, and at the top 9 per cent — an average of 10.45.

Principals of large preparatory schools at the beginning of the "C" scale will get rises of 13.2 per cent and at the top 5.95 — an average of 9.95 per cent.

Discrimination has been rubbed out at the high school principal level, where women will earn the same as men.

Bitter criticism of the increases given at the senior end of the scales is expected.

A primary school headmaster in the "C"

Teachers call

for inquiry

D.D.

25/4/80

(322)

PRETORIA — The Federal Council of Teachers' Associations has called on the government urgently to appoint a commission to inquire into the growing education crisis in South Africa.

At a press conference held yesterday, the council pointed to the settling of the country's 50 000 teachers with their new salary increases and with the state of the profession.

The Minister of Finance, Senator of Horwood, was accused of leading teachers about the head in their increasing salaries and referring to Senator

Horwood's budget announcement that teachers' take-home pay would be increased from between R80 and R400 a month, the chairman of the council, Mr Neil Paterson, said. "This was simply not true and he should have written it. The expectation was that top teachers would benefit by R400 a month. Teachers have taken exception to this misleading statement. We are forced to make a question — was this done with a purpose? Teachers are coming to the conclusion that owing to long years of inefficient handling of the profession, the government is directly responsible for the situation in which the teaching profession now finds itself."

The trust between teachers and the govern-

ment had been badly shaken and unless drastic and significant action was taken immediately taken this trust would be completely shattered and irreparably shattered.

The profession, Mr Paterson said, was a crossroad. Serious dissatisfaction was being taken of growing unemployment which could do the country no good.

Quick and effective action was called for and the government, the education authorities, as well as the professional teaching profession, would have to realise that no further time could be wasted.

Mr Paterson said serious problems would be experienced in recruiting student teachers if resignations were causing serious concern.

The recent salary increases meant that in real terms many teachers had developed an even greater backlog.

Promises made to representatives of the council at an interview with the Prime Minister and other cabinet ministers last year had not been kept, he said.

At present teaching was placed last out of 21 professions requiring degrees. All indicators pointed to the fact that the new salary structure would not improve this situation.

Nothing of the seriousness of the problem in the profession that in the past year said there were more than 250 vacant posts for which 250 suitably qualified teachers could be found.

This meant that every day more than 50 000 children

were not receiving adequate education.

The secretary of the council, Mr J. F. Steyn, said if the government refused to appoint a commission, then a second phase plan would be proposed. This would be a "co-operation with teachers' associations and a special congress might be held."

The president of the Transvaal Onderstepoort Teachers' Association, Mr H. O. Maree, said it had been said that a small group of militants had been responsible for the strike. This was not so.

Mr Steyn said at this strike teachers could not part of the country's essential services. — D.D.C. **Boraine warns, page 7.**

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ceived their last increases in 1978: inflation over the intervening period is up to 25%; and for this they have certainly not been compensated.

"It will work as a relief measure," says Peter Mundell, president of the Transvaal Teachers' Association, "but not as a solution."

The clear lesson: more trouble this time next year. There is no clarity as to whether teachers' pay will now be reviewed annually. Mundell feels acceptance of this principle would go some way towards giving education that high national priority he, and others in the profession, feel it deserves.

The FM understands that in some categories there has been a move towards equalisation of male/female salaries, but nothing is happening across-the-board. Entrenched inequalities, many of which

senior students teach juniors. "Bantu Education," it is generally held, has collapsed. Coloured and Indian systems are now in the firing line. Is it not time for a commission of educationists to get together to work out a unitary system for SA?

Many see the wastefulness inherent in the current quadruplication of resources, new schools having to be built because of Group Areas removals, and resettlement; and enormous training facilities, such as the one at Parktown, standing half empty when it could be full if it enrolled blacks.

The trouble is, SA's educational systems are run by Broederbonders. One of the few hopeful signs in recent months has been the coming forward of Afrikaans teachers in solidarity with their English colleagues on pay and status issues. It is brave of them even to buck the establishment to such an extent as to be visible at public meetings.

Still, they will have to bring even harder pressure for change at the top. And that means exposing the degree of influence the Broederbond carries in education, and to speak out openly against it.

Piet Meyer, former Broeder chief, once spelled out (in a secret document) the aim of SA's educational system as follows: "The Afrikanerising of the English speakers is an educational task: it must start in the schools. It entails the English-speaker accepting the Afrikaner outlook and philosophy as his own, integrating his ideals and life-style with that of the Afrikaner, embracing the Afrikaner's history as his own, and regarding Afrikaans as his national language next to English as the international language of the two groups, while both remain official languages. We will then talk of Afrikaans-speaking and English-speaking Afrikaners."

Unless that attitude is rooted out utterly, white national education will fail, and become as divisive as the other forms of ethnic education imposed on the various groups by Pretoria.



Piet Meyer . . . Afrikanerising the English speakers

WHITE TEACHERS Not half a solution

The white teachers have not taken off their hats to Horwood. The new salary scales — details of which were not available as the FM went to press — have been rejected by the Federal Council of Teachers' Associations as "unacceptable."

Depending on qualifications and length of service — not to mention sex — improvements will range from 12%-15%, or around the rate of inflation for the past year. But as educationist Franz Auerbach puts it, "When you increase pay by only the rate of inflation, you're not going to make people all that happy."

The situation is that the teachers re-

stem from a 1977 circular reserving a percentage of posts in schools for male teachers, have not even been considered. The ratio system has the effect that an ill-qualified Afrikaans male will often get preference over a highly-qualified English-speaking woman. And if the reserved post is given to the woman — because of the national shortage of men teachers — she will be taken on a temporary basis.

Sexism rules.

So, of the 21 400-odd white teachers in the Transvaal, 16 260 teach in Afrikaans-medium schools; 4 100 in English-medium schools, and many of these are in fact Afrikaans. In some "English" schools English is rarely heard in the staffroom. The principle that children should be taught by people of their own home language has completely broken down.

Though conditions in the white schools hardly compare to those in black ones (witness the current spate of boycotts), the essence of the problem is similar: low and declining standards. It can happen that an Afrikaans women history teacher is called in to take maths; or even that

BIGGEST FM

This week's FM is, together with the *Top Companies Survey* and the *Kruggerand Special Report*, the most voluminous production ever put together in one week by our staff.

The 1980 *Top Companies Survey*, at 232 pages, is the biggest single publication ever by the FM, while the weekly FM and the *Kruggerand Special Report* this week contribute 156 and 40 pages, respectively, to the total of 428 pages.

Classroom crisis

NM 25/4/80

(322)

Mercury Correspondent

JOHANNESBURG—The Federal Council of Teachers' Associations yesterday called on the Government to appoint a commission to inquire urgently into the escalating education crisis.

The seething discontent among the country's 50 000 white teachers at their new salary increases and at the state of the profession generally was emphasised at a Press conference in Pretoria yesterday.

The Minister of Finance, Sen Owen Horwood, was accused of misleading the profession about increases and aggravating discontent.

The chairman of the council, Mr N M Paterson, said the trust between teachers and the Government had been badly shaken and unless drastic and significant action was taken immediately it would be shattered completely and irreparably.

The problem had developed into a crisis requiring immediate and effective

action.

Mr Paterson emphasised that the salary problem was merely a symptom of a far more serious disease 'eating out the heart of the profession'.

Serious problems would be experienced in recruiting student teachers and resignations were causing serious concern.

Referring to negotiations with the Government, Mr Paterson said great expectations had been created and in spite of firm promises 'great disappointment had been experienced'.

Mr Paterson said there were more than 250 vacant posts in the Transvaal for which no suitably qualified teachers could be found.

The fact that parents were having to arrange extra classes for their children indicated there was something seriously wrong.

This year in the Transvaal only about 1 000 final-year students had been appointed to fill more than 2 200 vacancies.

Many teachers were forced to teach subjects for which they had not been trained at all or had been inadequately trained. Sen Horwood's Budget announcement that teachers' take-home pay would be increased from between R90 and R400 a month, Mr Paterson said, 'was simply not true and he should have known it'.

The president of the Transvaal

Underwyservereniging and deputy chairman of the federal council, Prof H O Maree, said it was not true that a small group of militants had been responsible for the discontent.

Our parliamentary correspondent reported from Cape Town that the Minister of Education and Training, Dr F Hartzenberg, said yesterday the latest pay increases for teachers had brought parity between the pay of black and white teachers in the top brackets and had narrowed the gap in the lower brackets.

Teacher got paid out of petty cash

COMMUNIST PARTY

A TEACHER who says she knows that the Communist Party is in the school system, and that she has been paid out of the school's petty cash fund, has been paid out of the school's petty cash fund.

On the first of February she has not been paid in cash for her work, but she has been paid out of the school's petty cash fund.

When the term ended in March, she had still not been paid, and she said she did not have funds to pay her debts.

She telephoned the district

board on the 1st, but after several telephone calls, she had not been paid.

She said she had been paid out of the school's petty cash fund, and that she had been paid out of the school's petty cash fund.

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When the term ended in March, she had still not been paid, and she said she did not have funds to pay her debts.

the school board, but was told that she had not been paid.

She said she had been paid out of the school's petty cash fund, and that she had been paid out of the school's petty cash fund.

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She said she had been paid out of the school's petty cash fund, and that she had been paid out of the school's petty cash fund.

Teachers call for inquiry into profession

STAR
25/4/80

322

By Sheryl Raine

The Federal Council of Teachers' Associations has called for a commission of inquiry into the position of education and the teaching profession, including teachers' salaries.

At a Press conference in Pretoria yesterday Mr Neil Paterson, chairman of the council, said: "Education in South Africa needs a searching investigation and this should have taken place years ago."

The council will wait until May 31 for the Government's reply, but negotiations for improved salaries will begin on Saturday with the Minister of Education, Mr Jan-son.

The council wants:

- An effective salary structure for teachers.
- An assessment of the changing educational needs of the country.
- An assessment of new educational challenges.
- An estimate of the cost of revised educational needs.
- The definition and redefinition if necessary of both long-term and short-term educational goals.
- The definition of the teacher's role in education.

Strike illegal

Mr Paterson, replying to questions about a teachers' go-slow or strike, said he did not believe teachers would go to these lengths.

Professor H. Maree, vice-chairman of the council, said teachers should not underestimate the seriousness of a request for a commission of inquiry.

It would be illegal for teachers to strike, but they would be within their legal rights to refuse to perform extramural duties if they had the con-



Mr Neil Paterson ...
"Investigation needed."



Professor H Maree ...
"Within legal rights."

Equal pay 'only for 20 headmistresses'

The fact that women principals of large senior schools will be paid the same as their male counterparts is good news but, in reality, only about 20 women will be recognised as "equal."

Most women teachers — and 70 percent of all South Africa's teachers are women — will have to be satisfied with discriminatory salary scales.

Mr Malcolm Armstrong, who represents the TTA on the Federal Council of Teachers' Associations, confirmed that principals of senior schools with more than 600 pupils would earn between R1 062 and R1 237 a month regardless of their sex.

But women teachers with a matric and three years' training will start on R382 a month while men with the same qualifications will start at R462 a month.

Mr Neil Paterson welcomed the recognition of the principle of equal pay for equal work and said the Federal Council had been calling for the adoption of this principle throughout the teaching profession for about 10 years. He pointed out that in the public service women in specialised posts all received the same salaries as men.

sent of their school principal.

Mr Paterson said the Government's "inefficient and clumsy handling of matters" was directly responsible for the situation in which the teaching profession found itself today. Trust between teacher and the Government had been badly shaken and unless drastic and

significant action were taken immediately this trust would be irreparably shattered.

It emerged from the Press conference that the need for a better deal in the teaching profession was so great that the council had, at certain levels, considered converting itself to a fully fledged trade union with

stronger negotiating powers and control over its membership. The only reason it had not done so was because of the more "professional" nature of teachers in South Africa.

Not qualified

Some other facts that emerged.

● On April 16 this year there were 270 vacant posts in Transvaal high schools. Some 50 000 pupils sat idle because daily there were no teachers.

● There were more than 500 high-school teachers in the Transvaal teaching subjects in which they were not properly qualified. This affected at least 100 000 children.

● In the past three years enrolment figures in the faculty of education at the University of the Witwatersrand had dropped from 1000 to 400.

● During 1978 1 598 teachers (190 men and 1408 women) resigned from the TED. Last year 2 137 teachers (390 men and 1 747 women) resigned.

● In the Transvaal there was a shortage of more than 200 maths teachers and about 300 English teachers.

● The teaching profession came last on a profitability rating compiled by the Human Sciences Research Council.

● The cream of the teaching profession was being enticed to better-paid jobs in other sectors.

● Parents were having to arrange extra lessons for their children in certain subjects to an increasing extent.

● This year about 1 000 final-year students were appointed to posts in the Transvaal while vacancies exceeded 2 000.

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Teachers

salary ^{5-10%}
25/4/80

figures ³²²

'mislead'

Figures released by Government sources were "misleading and were issued deliberately to discredit teachers' justified pay demands," according to a spokesman for the Federal Council of Teachers' Associations.

"This is not the first time that figures have been released to make light of the teachers' salary issue," said Mr. J. F. Steyn general secretary of the Federal Council. "The same type of action was taken in 1977."

Mr. Steyn said that although Federal Council was not prepared to comment on details of the figures released, "because then we would be divulging secret information discussed at closed meetings with the Government," he believed that the figures had been used out of context.

Claims that the Federal Council had called for an increase of R107-million in September last year and had now received R122-million were not entirely correct. "Federal Council asked for R107-million in an entirely different context."

Details released by an official but unnamed source had not been made available to Federal Council. "We have no idea which Cabinet Minister is responsible for the claims. The Government has broken yet another trust and further damage has been done to the relationship between it and teachers."

"No matter what figures the Government has issued we are concerned with the actual salary increase of teachers, not their take home salaries which include general tax concessions granted nationwide nor the thirteenth cheque which was granted to all civil servants."

"Teachers still feel they have been given a raw deal in their real salary increase percentages are examined."

Mr. Steyn dismissed percentages of 18.7 to 26.4 saying that anyone who examined the revised teachers' salary scales would see that these percentages were misleading.

Teacher (300) 10-11-74 pay gap

may be narrowed

By PATRICK
LAWRENCE

Deputy Political Editor

A MAJOR step towards equalising the salaries of coloured and white teachers is expected to be announced today, according to a source close to the Department of

Education. The source said that the Department was planning to announce that teachers in the coloured sector would be paid the same as their white counterparts. This would mean that teachers in the coloured sector would receive less than their white counterparts.

Equalisation of teacher pay scales is one of the objectives for which the Department has been campaigning for some time. It is expected that the Department will announce that teachers in the coloured sector will be paid the same as their white counterparts.

The expected announcement will come on the heels of the Department's decision to announce that teachers in the coloured sector will be paid the same as their white counterparts. This would mean that teachers in the coloured sector would receive less than their white counterparts.

The Theron Commission, which reported to Parliament on the situation of the coloured community, found that coloured teachers in promotion posts received 60% to 80% of whites' salaries in equivalent posts.

Salaries for coloured assistant teachers — the majority of teachers — amounted to about 76% of their white counterparts, the commissioner found.

It also found that the gap between coloured and white salaries widened in the first 25 years of National Party rule, and that it was only in 1974 that there was a "marked improvement" in the case of senior posts.

One problem in equalising salaries is that a large proportion of coloured teachers are less well qualified than white teachers. More than 60% of coloured teachers are not matriculated, according to figures supplied to Parliament last year by the Minister of Coloured Relations.

Teacher pay now grows

1957 25/4/58 (222)

CAPE TOWN. — The Government did not realise a crisis was developing within the teaching profession and was allowing the status of the profession to decline, Dr Alex Boraine, the official opposition spokesman on education, said yesterday.

In a statement he said that most teachers were getting increases of about 13.4% in the case of men and 12.7% for women.

"This is the first scale adjustment since January 1973 and should be compared with

an increase of more than 30% in the cost of living over the same period," he said.

"The Government does not seem to acknowledge the crucial role played by our teachers in the educational system.

"The teaching profession has every right to be disappointed by the salary increases announced this week.

"In 1973, the then Minister of National Education, Dr Piet Koorndorp, intimated that as part of a 'new deal' the teaching profession was to be singled out for special consideration

with respect to salaries and other conditions of service. That this has not happened is a cause for grave and justified dissatisfaction amongst teachers."

He said the Government had allowed the status of the teaching profession to decline.

"I appeal to the Government to recognise the gravity of the situation and immediately to set about implementing the pledges made to the profession in 1973," Dr Boraine said. — Sapa.

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Angry teachers demand Govt inquiry

By GERALD REILLY
Pretoria Bureau

THE Federal Council of Teachers' Associations has called on the Government urgently to appoint a Commission to inquire into the escalating education crisis in South Africa.

Seething discontent, among the country's 50 000 teachers, with their new salary increases, and the state of the profession, was stressed at a Press conference in Pretoria yesterday.

The Minister of Finance, Senator Owen Horwood, was accused of misleading the profession in the Budget over the teachers' increases, and of aggravating discontent.

The chairman of the Federal Council, Mr N M Paterson, said: "Teachers are coming to the conclusion that due to long years of inefficient handling of the issues involved, the Government is directly responsible for the situation in which the teaching profession now finds itself".

Quick and effective action was called for, and the Government, the education authorities as well as the organised teaching profession would have to realise that no further time could be wasted.

The Riekert and Wiehahn Commissions had shown commissions could be effective.

Mr Paterson stressed that the burning salary problem was merely a symptom of a far more serious disease "eating out the heart of the teacher profession".

Serious problems will be experienced in recruiting student teachers and resignations were causing serious concern.

Mr Paterson said great expectations were created and despite firm promises made to representatives of the profession "the great disappointment had now once again been experienced".

The Federal Council and the teachers had good reason to feel they had been badly let down.

Promises made to representatives of the Federal Council at an interview with the Prime Minister and other Cabinet Ministers last year had not been kept.

The recent salary increases meant that in real terms many teachers had developed an even greater backlog.

At present teaching was placed last out of 21 degree professions. All indications pointed to the fact that the new salary structure would not improve this situation.

Outlining the seriousness of the problem, Mr Paterson said in the Transvaal there were more 250 vacant posts for which no suitably qualified teachers could be found. This meant that every day more than 50 000 children were not receiving adequate education.

This year in the Transvaal about 1 000 final year students were appointed to posts while vacancies exceeded 2 200.

Teachers to discuss a trade union

By Sheryl Raine

The largest and most powerful teachers' association in the country, the Transvaalse Onderwysersvereniging is to consider becoming a trade union to deal with teachers' service conditions.

This follows the impasse resulting since the Federal Council of Teachers' Associations broke off negotiations with the Government and cancelled a meeting with Mr Janson, the Minister of National Education.

In a Press statement, Mr Neil Paterson, chairman of the Federal Council, said that until the Minister officially repudiated data given to the SABC and the Press by an official "Government source," the Federal Council would not resume negotiations.

Interviewed at Jan Smuts Airport today, Mr Janson said:

"I have no knowledge of the contents in the document leaked this week but it is clear that it did not come from my department."

Mr Janson said he hoped that talks would resume soon and that he hoped to make friends with the council.

The information included claims that the Federal Council requested an increase of R107-million for teachers last year and had received R122-million this

year, the majority of teachers had received actual salary improvements of 26.4 percent and in terms of real money the increases for the profession generally amounted to 19.5 percent, the vacancy situation for white teachers was 0.9 percent for the whole country.

"In view of developments, Federal Council cancelled a meeting with Mr Janson which was to have been held at Jan Smuts Airport this morning," said Mr Paterson. The council's standing committee would meet to discuss further action.

Professor H O Maree, chairman of the TO, called for an early emergency meeting of the general membership of the TO to discuss turning it into a trade union.

Required:

A revised budget (if you think as far as possible to the same c showing which job you (as a dir explaining your guiding principle) would last 12 months; no other to be offered.

(f) Office and general expenses amount to about £1,800 every year

(d) All the plant needed for Southampton has been owned for some years. £1,600 is the year's depreciation (straight-line) in the financial accounts. If the hull job is taken, less plant will be required, and the surplus items will be hired out for the year on similar work at a rental of £750. Interest is based on a memorandum entry, at 5% of original cost, in the cost records.

(b) Manual labour is hired locally from week to week.

Inmenging dryf onderwys tot krisispunt

RAPPORT

27/4/80

322

Van HENNIE PRÉTORIUS

INMENGING deur ander instansies as die Departement van Nasionale Onderwys het die ontevredenheid tussen die Regering en die onderwysers tot 'n krisispunt gedryf.

Onderwyslui beskuldig onder andere tesuriemanne as die bron van 'n „geheime dokument“ wat aan sommige koerante en die SAUK gegee is.

Die dokument, met verkeerde salarissyfers en ander besonderhede, het min. Punt Janson en sy Departement van Nasionale Opvoeding in 'n geweldige verleentheid geplaas.

Dit het daarop uitgehoop dat die minister en die dagbestuur van die Federale Raad van Onderwysersverenigings nie gister op die lughawe Jan Smuts beraadslaag het soos die plan was nie.

Pleks daarvan was elke groep in sy eie hoek in die lughawe-gebou — die minister met sy amptenare in 'n vertrek vir BBP's, en die dagbestuur van die Federale Raad — mnr. Neil Paterson, (voorsitter), prof. Hennie Maree (ondervoorsitter), en mnr. Koos Steyn (sekretaris) in 'n koffiekamer.

Min. Janson het aan RAPPORT bevestig dat 'n dokument met foutiewe inligting aan die pers en radio gegee is, — maar nie deur hom of sy departement nie.

Onderwysleiers hou die Perssektariaat van die Eerste Minister se kantoor en tesuriemanne van min. Owen Horwood daarvoor verantwoordelik.

Min. Janson sê hy het Vrydagmiddag laat by die perssektariaat navraag gedoen, maar daars is ontdek dat hulle iets met die dokument te make had.

Nadat min. Janson sekere nligting van sy amptenare ontvang het wat verskil van dié in die gewraakte dokument, het hy sover gegaan om die dagbestuur van die Federale Raad in die hotel sy die lughawe te gaan soek. Die bestuur was toe al voort.

Vanweë moeite het die minister byna sy vliegtuig na Bloemfontein verpas — hy noes daar optree by die prys-

Kommissie kan kom oor onderwys

DIS feitlik 'n uitgemaakte saak dat die Regering teen middel Mei sal aankondig dat 'n Presidensiële kommissie van ondersoek na die hele onderwysopset in Suid-Afrika aangestel sal word.

Topmanne van die Regering en die onderwysberoep is dit eens dat dit die enigste doeltreffende manier sal wees om die saak uit die strydperk te kry.

uitdeling van die nasionale skietkampioenskappe. Hy moes gisteroggend al daar gegaan het — maar omdat hy die dagbestuur van die Federale Raad op Jan Smuts wou ontmoet, het hy sy Bloemfonteinse afspraak tot laatmiddag uitgestel.

Toe die Federale Raad Vrydag beswaar maak teen die „geheime dokument“, wou min. Janson eers die kans hê om die betrokke berig — dit was in Die Burger — te bestudeer. Daarvolgens sou die totale verbetering van die salaris — en diensvoordele aan blanke onderwysers R122 miljoen bedra; heelwat meer as die R107 miljoen wat die onderwysersberoep verlede September sou gevra het.

Toe spring die lughawesamesprekinge met die onderwysmense af, omdat die minister die dokument nie onmiddellik wou repudieer nie.

Gisteraand laat het die minister wel so gemaak. Hy sê die onderwysersverenigings het bv. nooit 'n bedrag van R107 miljoen verlede September gevra nie. Sy departement het nooit sulke insette ontvang nie.

Woordvoerders van die Federale Raad het gisteraand gesê hulle het eintlik niks

teen min. Janson nie. Hy is 'n goeie man wat sy bes doen. Van ander Regeringsinstansies kan hulle nie dieselfde sê nie.

Die hele kwessie van die geheime dokument is 'n herhaling van gebeurtenisse in 1979, toe hulle ook beswaar gemaak het. „Toe was daar 'n soortgelyke geheime dokument met 'n amptelike onthulling van persentasies en foute wat vandag nog 'n verleentheid vir die regering is. Daarvoor sal verskeie amptenare kan instaan“, is aan Rapport gesê.

Die sekretaris van die Federale Raad, mnr. Koos Steyn, het ná die dagbestuursvergadering op die lughawe gesê: die huidige stand van sake en probleme met die minister en so aan is baie deeglik in oënskyn geneem.

„Die belangrikheid dat 'n bevredigende basis vir verder onderhandelinge of samewerking met min. Janson verkry moet word, is besonder beklemtoon. Dus is besluit om die week bepaalde versoekte en standpunte skriftelik aan die minister oor te dra. Afhangende van wat daaruit voortvloei, sal ons oor verdere optrede besluit.“

deliberately depressed salaries for white teachers, claims council

S. Luma 21/4/80 (3/2)

executive of the FCTA when the Minister outlined the economic pressures facing South Africa, and said that from the State President down salary increases of only five per cent would be implemented for the public service from January 1 1979.

BY NEIL HOOPER

He had also been informed by the Minister of Finance that the public service was unhappy that teachers had been singled out for a bigger increase than the rest of the public service.

The following month, James Kruger, the Minister of Education, announced that the salary increases for teachers would average about eight per cent.

According to the minutes of the meeting, the Public Service Commission had in general approved the new deal for teachers, but objected to changes to the salaries

of education inspectors, assistant directors of education, deputy directors and directors of education, whose salaries the commission maintains should remain unchanged.

Eight days later the FCTA executive passed a resolution reflecting this ruling and that member associations be informed of this.

It also resolved that a request be made for a meeting with the Public Service Commission and that the Minister of Education be requested to attend.

Nats face the big pay-backlash

THE National Party is facing a major withdrawal of support from Afrikaans teachers over a lengthy and bitter pay dispute which came to a head over new salary scales this week.

BY COLLEEN HENDRICKS

deal is out of touch with the teachers," said Professor Hendriks Maree, rector of the Potchefstroom-Ondersteprookse and deputy chairman of the Federal Council of Teachers' Associations.

Simmering antagonism on the pay issues first surfaced at the NP's Transvaal congress last year.

In a stormy debate, delegates expressed their disapproval that "idealism paid the bills" were over.

Dr. Andries Treurnicht, the NP's Transvaal leader, is reported to have threatened at the congress a series of by-election setbacks.

About half of the country's 47 000 white teachers live in the Transvaal.

Well-placed sources told the Sunday Times that many Afrikaans teachers, long the backbone of the party, would withhold their support for the NP in a general election if salary and post structures were not revised satisfactorily.

Sympathetic

Dr. Andries Treurnicht, the NP's Transvaal leader, is reported to have threatened at the congress a series of by-election setbacks.

Educationists believe the Government seriously underestimated the mood of teachers.

"Anybody who believes that it is only a small group of teachers agitating for a better

formation and leader of the National Conservative Party, claiming that some brande

of teachers. The Hertzog National Party maintains it is getting a far

from teachers than in the past. The trust between the teaching community and the government has been badly shaken," said the chairman of the FCTA, Mr. Neil Paterson.

"Unless drastic and significant action is taken immediately, this trust will be completely shattered."

The FCTA this week called for a commission of inquiry into the position of education and the teaching profession in South Africa.

Door open

Though the FCTA only represents the country's white teachers, it has left the door open for an inquiry into education for all races.

Said Mr. Paterson: "Serious dissatisfaction is brewing and cognisance must be taken of a growing unrest which can do this country no good."

Mr. Paterson emphasised, however, that the salary problem was merely a symptom of a far more serious disease eating out the heart of the teaching profession.

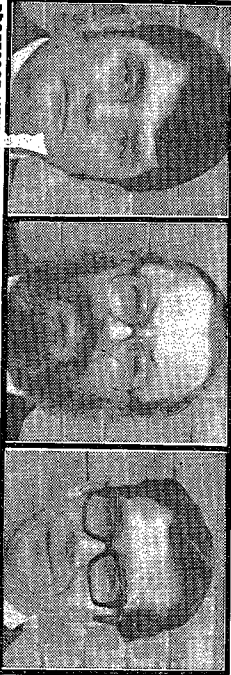
It is now called for and the Government must take action on the issues, as well as the financial ones, if the teaching profession is to have a realistic chance of survival.

Mr. Paterson emphasised, however, that the salary problem was merely a symptom of a far more serious disease eating out the heart of the teaching profession.

PROFESSOR HENDRIKS MAREE
Not a small group

NEIL PATERSON
Trust at stake

KOOS STEVEN
Education first



Meanwhile, rightwing opposition parties are trying to cash in on the discontent among teachers, with Dr. Connie Mulder, former Minister of In-

formation and leader of the National Conservative Party, claiming that some brande

of teachers. The Hertzog National Party maintains it is getting a far

from teachers than in the past. The trust between the teaching community and the government has been badly shaken," said the chairman of the FCTA, Mr. Neil Paterson.

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27/04/80

322

Government

THE Federal Council of Teachers' Associations of South Africa has accused the Government of deliberately depressing the salaries of white teachers so that it can narrow the wage gap with their black counterparts.

The council says that in doing so, the salary structure of whites has been levelled to a position "somewhere between the old scales of the other population groups and where white education by rights should be".

This was the council's reaction to a "confidential Government document" last year in which reasons were given why white teachers had not received salary increases along with the rest of the public service on April 1 1979.

The council's reaction is included in a series of documents dealing with negotiations with the Government for teacher salary increases, and which have been shown to the Sunday Times.

On Friday night the council issued an ultimatum to the Minister of Education, Mr Punt Janson, saying it would implement an "action plan" if the Government did not renegotiate the latest increases in teachers' salaries.

The file on the negotiations for salary increases — which include the minutes of meetings held with Mr Janson and his predecessors as Minister of Education — makes remarkable reading, and tends to explain the frustration in teaching circles over the latest increases.

On October 14 1975, the Transvaalse-Onderwysvereniging which was demanding salaries based on merit, issued a statement warning that "in a period of so-

called unrest in education, the vereniging does not make any secret of the fact that for years it has been warning that certain factors are causing increasing dissatisfaction among teachers and in time are going to reach a flash-point".

Eight days later the then Minister of Education, Senator Johan van der Spuy, issued a statement in an attempt to reassure teachers and invited the FCTA to hold talks with him.

They started in Pretoria on November 7 1975.

In February the next year the executive committee of the FCTA had discussion with Senator van der Spuy's successor, Dr Piet Koornhof.

Dr Koornhof agreed that the teacher salary issues were causing serious problems.

Eight months later, on November 30, Dr Koornhof, announced that the Government envisaged a new deal among all population groups for the



DR PIET KOORNHOF
Serious problem

educational profession, but that the implementation could not be considered at that time in view of the existing economic situation.

The FCTA met again with Dr Koornhof in August the following year when it was made clear that salary increases were impossible at that time.

In December 1977 there was a further meeting between Dr Koornhof and the

meet on the salaries paid by the SAP," the officer said.

Wives'

earnings

number of men had actively started looking for jobs outside the police force and would soon leave.

"The constables and sergeants in my command will receive between R12 and R13 a month more after deductions and they are just not prepared to work for this kind of money any longer."

Many policemen's wives earned "substantially" higher salaries than their husbands and were in fact "subsiding" their husbands, an officer said.

"The majority of senior men under my command earn less than their wives. The main reason why they are prepared to put up with the salaries and working conditions is their realisation that the job and a realisation that the entire system would collapse if they walked out."

"The bulk of them could easily double or treble their incomes if they joined private enterprise," he said.

Police morale, especially in the lower ranks, was at its lowest ebb, another officer said.

Lower

standards

"Certain officers have received increments of R150 and more. This, by police standards, is fairly substantial but the problem remains that after deductions, the increment is not worth the paper it is written on."

The wife of a serving police sergeant said her husband brought home R350 a month after deductions — after 15 years in the SAP.

"We are already living like poor whites and unless my husband leaves the police we will be forced to drop our standard of living even further this year."

One side-effect of the salary structure was a low crime-solution rate.

"We are no longer keeping the men we have and we are not maintaining the number of

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STAR
28/4/80
322

CAPE TOWN — The Minister of National Education, Mr Janson, today repudiated some official figures about the size of teachers' pay rises.

Mr Janson agreed today with the chairman of the Federal Council of Teachers' Associations, Mr N M Paterson, that teachers had never asked for a specific amount in negotiations for increases.

The Government figures claimed they had asked for R107-million and had received R122-million, which included a 13th-month bonus cheque.

The Federal Council of Teachers' Associations hopes to meet Mr Janson today to resume pay negotiations.

Mr Paterson said he welcomed Mr Janson's official repudiation of some of the figures released by the Government, and said negotiations for a better deal for teachers would probably be resumed later today.

"Mr Janson behaved in the manner we expected of him. The federal council's dealings with him and his department have always been characterised by honesty and straight dealing," Mr Paterson said.

In the latest development in the row between the Government and teachers, Mr Janson virtually put himself in the camp of the teachers by describing the official figures as "incorrect and unfair."

The Government figures — leaked to the Press — claimed much higher percentage increases for teachers than those worked out by the Federal Council of Teachers' Associations.

They caused angry teachers to call off talks with Mr Janson on Saturday.

It cannot be established who drew up the figures in a document handed to the Press by a Government official.

Mr. Janson said today they were definitely not from his department, and efforts by him to find out where they came from had been unsuccessful.

"Nobody I have spoken to accepts responsibility for these figures," he said.

"The teachers' objection to the figure of R107-million, which they are said to have asked for, has my fullest understanding. At no stage did they bring up this figure."

"But I am not in a position to agree with or dispute the percentage increases given in the document. These are only now being evaluated by me and the Department."

The official who handed out the figures said today he had just been a messenger and he did not know who drew up the figures.

There has been speculation that the figures may have been drawn up by either the Prime Minister's office or the

Ex-teacher gets double pay, half responsibility

STAR 28/4/80

322

By Sheryl Raine
Gerry Wernars became a teacher because he "was crazy about sport and wanted to work with kids."

But Mr Wernars, who has a higher education diploma, taught for only three years. He has become a rep for a sports equipment company and the size of his salary cheque explains why.

"I'm earning double the salary I was earning as a physical education instructor and the responsibility of being a rep is not half as much as that of a teacher," he says.

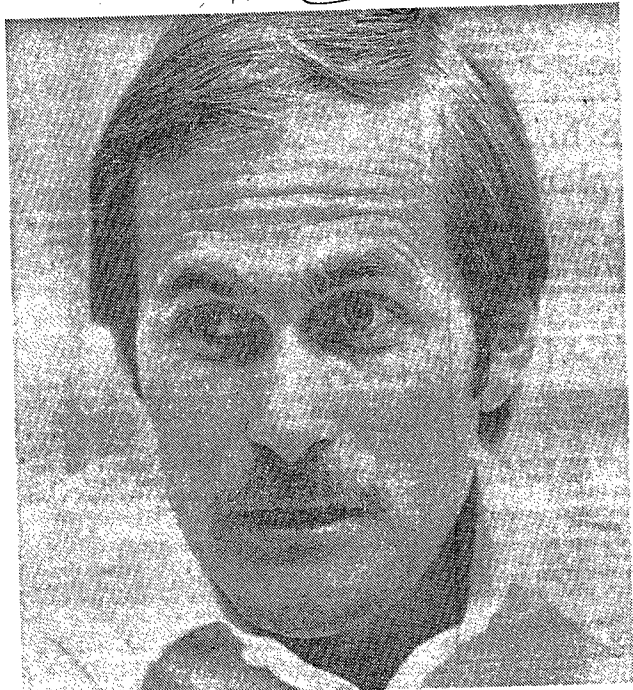
It may sound glib until he tells you a few facts and figures.

He resigned as a teacher in August last year when he was clearing R425 a month. Mr Wernars says it took eight months for the Transvaal Education Department to acknowledge receipt of his letter of resignation.

In fact it was last week that he received a letter from the TED telling him that they'd only be paying his salary until December 31 1979.

"As a rep my basic take-home salary, without commission, is R450 a month more than I received as a teacher. With commission, I'm earning far more than the vice-principal of a school and I don't have the load of administrative duties on top of my normal job that he has."

Mr Wernars can think of at least 10



Mr Gerry Wernars . . . gave up teaching to become a rep.

teacher friends, all men, who have resigned and are unlikely to return to the classroom.

"Young guys don't stay in teaching. Only the older and more senior men stay on because they are dedicated or think that it's too

late to start afresh in another field. I phoned The Star because I feel my case is one of thousands of similar ones.

"The Minister of Finance spoke in Parliament recently of a 'small group of militant teachers' protesting

against inadequate salaries.' I don't know so much about the smallness or the militancy of the group. Step into any staffroom at an English or Afrikaans medium school and the teachers are all talking about their poor salaries."

'Help us teach' call by schools

By Sheryl Raine

The shortage of teachers, particularly science teachers, in the Transvaal is so serious that certain high schools have appealed to parents to do piecemeal teaching to relieve the situation.

The Transvaal, which is usually the first province to be hit by a teacher shortage, has 250 vacant posts at high schools alone. Many educationists believe the situation makes a mockery of teachers-shortage figure of 0.9 percent for the whole country, which was released recently by a Government source.

Schools which have contacted The Star revealed that science and maths teachers were taking classes of 70 or more pupils in an attempt to make up for an acute shortage of teachers in these subjects.

One school which has 1100 pupils has advised Standard 7 pupils that they will be unable to take science for matric unless they achieve A or B symbols for science at the end of the year.

© Page 3: Janson repudiates official figures on teachers' pay

"I have no choice but to eliminate certain pupils from science classes because one teacher just cannot cope," said the distraught school principal.

He added his school was short of six teachers in subjects which included geography and physical education.

A school on the East Rand has written to parents appealing to those with maths and science ability to come forward and teach. "The school is so desperate that it is prepared to accept unqualified parents," said a neighbouring principal.

Many parents who are concerned that their children should learn maths and science have considered putting them into private schools.

The situation at private schools is better than at Government schools but the problem of teacher shortages has spread in recent years.

The Star was told that at three Government schools on the East Rand 12 teachers had resigned since the start of the second school term and more resignations were expected.

Mr Jack Ballard, general secretary of the Transvaal Teachers' Association, said he was aware of widespread teacher shortages in the Transvaal and believed the problem would reach crisis point in other provinces soon.

© Page 8: Ex-teacher doubles pay.

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Some rates ease, but owners still in clover

THE MARKET continues to favour owners, although the edict may be easing, reports Aframar.

In the North Atlantic grain trade rates have dropped from \$21.50 from US Gulf to the Continent to \$19.50.

The Mississippi draught has fallen 2ft and this has had an effect on the market. However, other trades have remained strong, with good demand for coal from Hampton Roads to Japan for which \$26.50 was paid. Owners have been forcing charterers to take tonnage on time charter in the larger sizes to cover some cargoes.

The Far East, although still good, seems to have lost steam. There is still active inquiry for grain from Australia to various destinations, including Russia.

In the time charter section, period employment demand remains strong, with owners tending to look for cover for two to three years.

Good Panamax types can expect to obtain about \$7 a ton for this kind of period and the handy bulkers are probably getting about \$9 000 a day.

South Africa is firm, with fairly good inquiry in most trades.

Grain charterers are thought

SA FREIGHT MARKET

to have fixed a 14 000-tonner to Japan for an April/May position at an undisclosed rate. There is still further inquiry to the East.

Coal charterers came into the market for 25 000 to 35 000 tons from Durban to the Continent for any May position, and the anthracite producers still want to cover a small parcel to the Far East.

A total of 11 000 tons of chrome was arranged from Maputo to Trieste at \$40 for an early May vessel. Several ferroalloy cargoes came into the market for the US and Mediterranean.

Sugar charterers paid \$37.50 for 14 000 tons from Durban to Japan for a May vessel, and there was inquiry from Durban to the US.

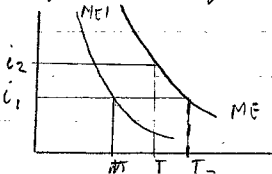
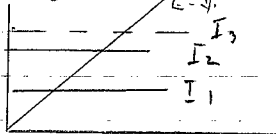
Time charterers took an active interest in bulk carriers for trips to the Continent, and in the smaller sizes one charterer withdrew an order to the East after finding it not readily available for his requirement.

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But if interest rates are high there will be more people trying to buy those bonds because return on the bonds is much higher than on low interest rates and demand for money will be low under the conditions of high interest rates where it is expected that the interest rate is going to increase.

Thus with an increase in the money supply people will hold their money until the price of bonds drops and it is thought that interest rates will increase in the future and then only will they invest. Thus the interest rates play a dominant role in the Keynesian view due to their emphasis on speculative demand.



Minister defuses teaching bomb

SAT 28/4/80

322

Political Correspondent
CAPE TOWN — A damaging state of confrontation between teachers and the Government was defused last night.

The executive of the Federal Council of Teachers Associations, which angrily broke off pay talks with the Minister of National Education, Mr Janson, on Saturday, had two hours of talks with the Minister in Cape Town.

The Minister said today that he had had a long and open discussion with teachers. He had no further comment.

Teachers still feel wronged by the Government — and are calling for militant action — despite a repudiation of inaccurate salary figures leaked by the Government to the Press last week.

Sheryl Raine reports that at a meeting of English-speaking teachers in Johannesburg yesterday about 250 teachers called for the cessation of extramural duties in

protest against poor salary increases and called for salaries which would attract and retain teachers of suitable calibre.

The teachers also supported a request from the Federal Council of Teachers Associations for a commission of inquiry into the general state of education in South Africa and suggested that a judge be made chairman of the commission.

The Federal Council is also to ask the Prime Minister through Mr Janson to investigate the source of untrue statements about teachers' salaries and take the necessary action.

They are to ask him to investigate the source who leaked the information.

It is believed, by some in the council that the document saying the council had asked for R107-million and had received R122-million was a deliberately timed ploy which had "obviously been premeditated."

● Page 27: Teachers' unions "a logical step."

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Raw: Who leaked this document?

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JDM
24/4/80

HOUSE OF ASSEMBLY. — The Leader of the New Republic Party, Mr Vause Raw, yesterday called on the Prime Minister, Mr P. W. Botha, to disclose the source of a reportedly official document on the teachers' pay dispute.

The leaking of the document to the Press was "a blatant manipulation of the media", Mr Raw said in the debate on the Prime Minister's Vote.

The document contained information on pay demands by teachers and the salary rises granted to them which, the document stated, exceeded their demands.

Publication of the document was followed by official denials of knowledge of such a document, Mr Raw said.

No Government department seemed to know where it came from.

"I now ask the Prime Minister whether he or his department knows anything about it."

"None of his other Ministers seem to know about it."

Mr Raw said earlier that the debate on the Prime Minister's Vote heralded the end of a whole series of honeymoons for Mr Botha.

The Prime Minister's 12-point plan had been widely applauded.

Unfortunately it was proving to be all glitter and no gold.

Even National Party parliamentarians were admitting that the plan was nothing new. It was just National Party policy from 1912 all over again.

Following the Prime Minister's meeting with the private sector, businessmen were now laying down conditions for co-operation with Mr Botha.

Radicals were eroding the leadership of black moderates because high expectations were turning to doubt and frustration.

The 72-hour pass law experiment in black townships had faded and disappeared after the outcry that followed its announcement earlier this year.

The Government caused disillusionment and loss of expectation among blacks through its failure to provide community councils with more muscle.

The presence of the Minister of Tourism and Public Works, Dr Andries Treurnicht, in the Government could only lead to

all involved or concerned because because personal deposits in income then mean that income is no income decisions No diagram I, savings income in savings bank - all No life insurance a closed economy

alienation and conflict — "and ultimately, divorce".
The official Opposition was as racked with tension as the NP.
Both parties maintained a fragile unity. The NRP was the only party that held out hope for a peaceful solution to South Africa's problems.
Since the announcement of the 12-point plan little had changed in South Africa.
The Government was fiddling on the fringes of problems.
It governed by permit and exemption while the basis of apartheid remained.
Changes on the fringes would not remove the root causes of South Africa's problems. — Sapa.

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61

Teachers' unions, a logical step

Star 21/4/60

322

74

By Shevill Kane
Both English and Afrikaans-speaking teachers and their associations are eventually considering turning their negotiations into "unions" as the negotiations for better salaries begin again for the unemployed time.

In the Transvaal the Transvaalse Onderwysers-Vereniging met today to convene an extraordinary meeting of all its members. One of the matters it wishes to discuss with them is whether the TO

should become a trade union and whether its members would benefit from such a move.

To date South African teachers have preferred to stick to the "professional" stage of their work in the classroom, but speculation among educationists and in many cases, fear, is growing that the Government's recent and previous handling of educational matters, and especially teachers' salaries, may precipitate the birth of teachers' trade unions.

"It would be the start of a new chapter in South African education if trade unions set in motion," said Mr. Peter Middel, president of the TO.

Another educationist did not find the TO's wish to discuss trade unions unexpected.

"Until recently there was a strong political liaison between Afrikaans teachers' associations and the Government. There was a sense of 'Volkseenhede' among the teachers of education could be trusted to do their best for teachers and education. Then, matters changed, promises were broken, and everything became a matter of economic survival."

Teachers negotiating pay raises seemed to lose some of the strength they had previously had. The consideration of converting to full trade union status is a logical step, he said.

Among the advantages of a united trade union would be:

- Better bargaining power, since almost certainly, improved salaries and other conditions of service.
- Greater control over members in the event of an increase with the Government.
- More militant action if teachers pay demands were not met.
- The thought of greater strength appeals to many teachers, but senior educationists side with Mr. Middel and set out the following disadvantages of the trade union system:
- It would alter the professional character of teaching.
- A trade union could be controlled by a small clique who would not represent the majority of members.
- A strike by teachers union could have a harmful effect on children's education in the event of a strike or go-slow and could alienate public sympathy.

Teachers talk to Janson

By GERALD REILLY
Pretoria Bureau

NEGOTIATIONS between the Minister of National Education, Mr. Punt Janson, and the Federal Council of Teachers' Associations have been resumed in Cape Town.

The council broke off negotiations last week after the Minister refused to repudiate statistics released by a "Government" source, which said teachers got more than they asked for in their salary increases.

Late on Sunday night, the Minister told the Rand Daily Mail that the claim that teachers had asked for R107-million and in fact got R122-million, was misleading and wrong.

This apparently satisfied the council's demand for a repudiation.

The statistics were leaked to an Afrikaans morning newspaper by an official who said he was acting as a messenger.

Speculation is that they emanated from either the Prime Minister's Department or the Treasury.

Yesterday Mr Janson indicated that the negotiations could

lead to further adjustments before next year's Budget.

Mr Janson said he would be discussing teachers' demands for a commission of inquiry into education on May 12 with the four administrators.

The president of the council, Mr. N. M. Paterson, said the Afrikaans Press report had placed the Federal Council in a most unfavourable light.

"We therefore welcome the Minister's repudiation. His action is what we expected of him as the Federal Council's dealings with him and his department have been characterised by honesty and straight dealing."

Meanwhile, the Secretary of the Transvaal Teachers Association, Mr. Jack Ballard, said: "Dissatisfaction among Transvaal teachers had never been greater, and the disturbing rate of resignations is expected to continue."

It was clear that the increases were a complete let-down. Although teachers had had no increases for two years, the increases for most teachers were below the 14% inflation rate of the past year, he said.

Government to blame — teachers

Argus Correspondent

PRETORIA. — The Government is directly to blame for the severe shock and mistrust felt by teachers over the salary issue, the Transvaalse Onderwysersvereniging said today.

The union said that unless the Government sorted out the problem in the best interests of the teaching profession, the credibility gap between the two could widen to the extent where it might not be bridged in the future.

It also expressed its disappointment that the assurances given by the Prime Minister last October on salaries had not been fulfilled.

The organisation has sent a telegram to the Prime Minister outlining its point of view and stating its grievances.

It is to convene a meeting as soon as possible to discuss salaries and the profession's relationship with the Government.

The meeting will consider:

- The possibility of the organisation becoming a trade union.
- The continued participation of the association in inter-departmental committees to discuss conditions of service for teachers.
- Its continued representation on the South African Teachers' Council.
- The evaluation of the relationship between the teaching corps and the Government.
- The drawing up of an information programme directed at parents to keep them informed of the present state of education and how it affects their children.
- An evaluation of the history and consequences of the new salary structure.

Document: Teachers want PM to answer

By NEVILLE FRANSMAN

THE FEDERAL Council of Teachers' Associations is to ask the Prime Minister, Mr P W Botha, to uncover the source of a "government" document which claimed that white teachers had received more than they asked for in the new salary scales, council chairman Mr Neil Paterson said.

He said the document had revolted the teaching profession, and the council had strongly expressed its "distaste" about the issue during talks with Mr Punt Janson, Minister of National Education, on Monday night.

He believed that Mr Janson was as much hurt and put in as difficult a position as the teach-

ing profession.

The minister had reiterated that neither he nor his department had been responsible for the controversial document, and had repudiated the facts and figures given in it. Because of this repudiation the teachers had regained confidence in future negotiations with the government, Mr Paterson said.

Approached yesterday, Mr Janson confirmed that he was "happy that confidence had been restored".

However, the conciliatory tone following Monday night's talks has not stopped the council from deciding to forward a letter to Mr Janson — for transmission to the prime minister — requesting an investigation into the origins of the offending document, and for action to be taken.

"Till the root of this problem has been uncovered, we will always have a problem," Mr Paterson said.

Meanwhile, Mr Janson was taking active steps to see what could be done to redress grievances in the teaching profession.

On May 12 the minister plans to have talks with administrators of the four provinces. Also in the offing is a national conference, to be arranged by the Department of National Education, to thrash out the problems of white education.

Rumblings about forming teacher trade unions were

symptoms of the unrest among members of the profession, and the Transvaal Teachers' Association had in fact included the trade union issue on its agenda for a special meeting tomorrow night, Mr Paterson said.

Meanwhile, the secretary of the SA Teachers' Association (SATA), Mr Roger Cope, has confirmed that all 15 branches of his organization, representing 3 000 English-speaking teachers in the Cape Province, would meet today to be fully informed about the salary dispute.

Teachers call for 'modified' strike

Pretoria Bureau

A GROUP of teachers in Johannesburg's northern suburbs have called for modified strike action to pressure the authorities into "more realistic" salary increases, and into a sharper appreciation of teachers' problems.

But the president of the Transvaal Teachers Association, Mr Peter Mundell, said yesterday he believed those demanding some form of strike action were a minority group.

"However, they are there, and a surprisingly large number of parents support them in their view."

This was clear from a number of parents' meetings he had attended in the past week.

Although none of the Provincial Teachers Associations has

recommended strike action to support demands, the militant group of teachers who believe this is their only option, is growing, according to senior educationists.

Meanwhile, the Minister of National Education, Mr Punt Janson, will meet the four administrators on May 12 to discuss the teaching profession.

Mr Janson said yesterday, the discussions would cover a much wider field than salaries, and would include married women teachers, the acute shortage of men teachers, and the shortage of English speaking teachers.

They will also discuss teachers' demands for a commission of inquiry into education in South Africa.

The demand comes from the Federal Council of Teachers' Associations and follows the increasing dissatisfaction throughout the teaching profession.

The Transvaal Teachers Association executive will meet in Johannesburg at the weekend to make a detailed review of the shortcomings of the recent salary increases.

Yesterday afternoon, the executive of the Transvaal Onderwysersvereniging met in Pretoria, and among other issues discussed the possibility of converting to a trade union.

A section of the membership believes a trade union would be more effective in negotiating better salaries and service conditions.