



Revised policy on the minimum requirements for teacher education qualifications.

The Minister of Higher Education and Training published the revised policy on the minimum requirements for teacher education qualifications on 19 February 2015 in Government Gazette No 38487. At the same time he repealed the policy published in July 2011.

This is a very technical policy, primarily used by universities when they develop and submit new teacher education qualification programmes to DHET for approval. The policy is aimed at ensuring that the higher education system produces teachers of high quality, in line with the needs of the country. The policy focusses on qualifications of teachers in the schooling system.

1 + 4 Math Intervention Model (Grade 8 and 9 Math teachers)

A task team comprising representatives of the parties to the Education Labour Relations Council (ELRC) is currently working on the proposed 1+4 Intervention Model (Gr 8 & 9 Mathematics issue) to explore possible options and to look at the impact of the Intervention Model on the conditions of service of teachers.

In preparation for the next task team meeting on Monday, 9 March 2015, NAPTOSA Gauteng this week requested principals of high schools to provide the Union with information that our negotiators can use at the task team meeting to illustrate what the effect of the proposed 1 + 4 intervention model would be.

Until the matter is resolved in the ELRC, the roll-out of the project has been put on hold in all the provinces, with the exception of Mpumalanga.

AT LAST! Progress in the ELRC

Education Management Service (EMS) (office-based educators)

Following a bilateral meeting between NAPTOSA and the employer, the latter effected changes to the EMS assessment instrument for office-based educators and also reworked the job descriptions for the various categories and levels of office-based staff.

The documents served before Council in the meeting of 24-25 February 2015 where the job descriptions for office-based educators were concluded. Parties also worked through the proposed assessment instrument and recommended certain changes. No agreement has been signed.

The position of Circuit Manager will now be subjected to job evaluation to determine at which level (CES, DCES) they should be pitched. The terms of reference for the job evaluation will be determined by the task team.

Quality Management System (QMS) for school-based educators

NAPTOSA Gauteng has been reporting on the review of the IQMS assessment instrument for a long period. At previous ELRC meetings parties gave their support to the "new" Quality Management System (QMS) assessment instrument. The CTU-ATU (of which NAPTOSA is a member) and the Employer have already signed the draft collective agreement. The signature of SADTU is needed and awaited to make it a valid agreement, but it is understood that the union is linking it to the demand to increase pay progression for educators by 0,5%.

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CHIEF EXECUTIVE OFFICER

Revised Personnel Administrative Measures (PAM) and an increase in special leave days for family responsibility and urgent private affairs

On 25 February 2015 parties in the ELRC parties concluded on the revised PAM. It will now be submitted to the Minister of Basic Education for publication in a Government Gazette. It will only become an official document, containing all the conditions of service of educators, once it has been published.

One of the most contentious issues that the PAM Task Team had to deal with was the so called "6% promotion rule". The Department of Basic Education and some of the provincial departments of education interpreted the rule very narrowly, which resulted in educators sometimes getting less than a 6% when promoted. NAPTOSA has always been of the opinion that educators must, in all cases, get at a salary increase of at least 6% when promoted. The employer conceded in February to our interpretation and we could finalise the PAM.

Despite the fact that the Minister of Basic Education, published a government gazette in November 2014 increasing the number of family responsibility leave days (for birth, or illness of a child, spouse or life partner), from 3 to 5 working days (in line with PSCBC Resolution 1/2012) the overall number of days for family responsibility and urgent private affairs remained 12 working days. Following inputs by Labour, the Employer last week agreed to amend the draft PAM to increase the total number of special leave days for family responsibility leave and urgent private affairs from 12 to 14 days.

PLEASE NOTE THAT THIS WILL ONLY BECOME POLICY ONCE THE MINISTER HAS DECLARED THE PAM POLICY. The Gauteng office will at that time advise members on the interpretation of this special leave provision.

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