



NAPTOSA LIMPOPO

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News Flash 8 of 2015 (13 April 2015)

WELCOME BACK!

We trust that you had the opportunity to spend quality time with family and friends and allowed yourself to be reenergised during the past two weeks.

NAPTOSA Limpopo is looking forward to an exciting (and challenging!) 2nd term. We have a programme filled with many development opportunities for members. The Union will be presenting three conferences (**Special Schools' Conference** on 18 April, **Intersen Conference** on 16 May and **Foundation Phase Conference** on 20 June).

We have also not forgotten our public service members! Two information meetings are scheduled for Tuesday, 12 and Wednesday 13 May. More information will be made available before the end of April.

As soon as the revised Personnel Administrative Measures (PAM) is gazetted by the Minister of Basic Education, NAPTOSA Gauteng will commence with information sessions to bring members up to speed with regard to new/amended leave and salary measures.

Most important, however, are the salary negotiations taking place in the PSCBC. We will keep members informed of developments. Detailed information will be made available at your NAPTOSA branch meetings.

On behalf of the Chairperson, Mr Mashudu Manyaga, and the leadership of NAPTOSA Limpopo, we wish you a most rewarding 2nd

Wage negotiation update

Following the declaration of a dispute in the wage negotiations on 27 March 2015 by the Employer (formalised on 30 March), conciliation commenced on 10 April 2015. The first conciliation session yielded no new salary offer from the Employer because the discussions centred on the Government Employees Housing Scheme (GEHS).

The Employer's salary offer at this stage remains at 5,8%. The salary issue will hopefully be dealt with in the next conciliation session scheduled for 14 and 15 April 2015.

As far as the GEHS is concerned, the Employer's latest offer is R1200 p.m. of which R300 p.m. would be diverted to an individual-linked savings account for those employees who do not own houses. Labour's demand remains at R1500 p.m., not linked to the savings account.

Rumours are currently circulating of marches pertaining to the wage dispute. Members should note that these marches are not protected in terms of the Labour Relations Act and that participation could lead to disciplinary action by the Employer, as well as the implementation of the "no work no pay" rule. NAPTOSA does, in any event, not have a mandate at this stage to participate in any form of industrial action.

GEMS: Postponement of family practitioner (FP) nomination and specialist referral rules

Many NAPTOSA members objected to the recent amendments to GEMS' rules regarding the nomination of a family practitioner and specialist referral. After the last NEC meeting NAPTOSA brought members' concerns and dissatisfaction to GEMS' attention. On 26 March 2015 GEMS responded to NAPTOSA's letter. At the same time they issued the following statement:

"Our members are important to us, that is why we carefully considered the feedback received from you during the recent member and stakeholder sessions, and decided to postpone the implementation of the FP nomination and specialist referral rules for 2015.

The 30% co-payment that was implemented from 2 April 2015 will not be applied and a rule amendment to this effect will be submitted to the registrar of Medical Schemes.

The implementation of specialist referral by a nominated FP has also been postponed for Ruby, Emerald and Onyx members. Specialist referral arrangements currently in place for Sapphire and Beryl members will continue unchanged."

1 + 4 Intervention Model: Training of Grade 8 and 9 Math teachers

As reported in NF 15 of 2015, DBE and SADTU decided in the ELRC on the 1 + 4 Intervention Model (NAPTOSA did not support the decision). In terms of the agreement the training of Grade 8 and 9 Math teachers would commence on 1 April 2015.

In Gauteng, however, the matter is still being discussed and finalised in the Provincial ELRC. It seems as if GDE is considering another model that may not be as disruptive as the 1 + 4 model. GDE is also considering 1 May as implementation date. As soon as more information becomes available we will share it with members.

LOUISE SMIT
CHIEF EXECUTIVE OFFICER

Office bearers

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