

The *New* Negotiator

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CELEBRATING YOUNG TEACHERS

By Bernice Loxton



The Teachers Appreciation and Support Programme (TASP) celebrated young teachers on 15th June 2016 at the East Bank Hall in Alexandra. This Youth Summit commemorated the 40th Anniversary of 16 June 1976 and celebrated our young teachers.

The ELRC was the key sponsor of the event. Other stakeholders and TASP members who also participated in the exhibitions and programme of the day include the Department of Basic Education; the South African Council for Educators (SACE); the Education, Training and Development Practices Sector Education and Training Authority (ETDP-SETA); the National Youth Development Agency (NYDA); the Professional Educators Union (PEU), and

the Congress of South African Students (COSAS).

The event appreciated teachers who wrote essays on June 16 or produced works of art reflecting the historic day. Teachers from all nine provinces participated in the Youth Summit.

The year 2016 is a year of recollection and remembrance – it is 40 years after the Soweto Uprisings, a date that marks a momentous shift in the struggle against apartheid. On 16th June we remembered the sacrifices made by the youth in 1976 that shaped the course of our history and paved the way for equal and quality education that recognised the diversity of our nation.

As we continue to strive for quality education, we recognise that our teachers are at the forefront of this battle. We recognise that the positive changes that we have recorded over the 40 years are due to the tireless work of teachers in classrooms across our country.



SADTU TVET COLLOQUIUM 2016

By Bernice Loxton



The General Secretary of the ELRC, Ms NO Foca at the SADTU TVET Colloquium.

The ELRC supported SADTU's TVET Colloquium held on 3rd and 4th June 2016. The theme of the colloquium was, "*Restoring our professional Status within the TVET Sector.*" Lecturers from 50 Technical and Vocational Education and Training (TVET) colleges across the country attended the colloquium to deliberate on issues that affect lecturers in this sector.

The Council's presentation at the Colloquium focussed on higher education within the ELRC.

Until 31 March 2015, most lecturers employed at TVET colleges (former FET colleges) were employed in terms of the FETC Act. The only lecturers that the Council continues to deal with from April 2015 are those lecturers employed by the colleges, and not the DHET, as per section 34 (10) of the FETC Act 3 of 2012.

The Further Education and Training Colleges Bargaining Unit (FETCBU) for lecturers which was established in 2009, continues to exist within the ELRC.

In 2013 a number of agreements were concluded for the sector, particularly Collective Agreement 4 of 2013: *Policy on Selection and recruitment of lecturing staff.*

To realise the vision of a sectoral Council for all educators, DHET and unions as well as other departments (e.g. Correctional Services) would have to decide by agreement if lecturing staff and educators have to be transferred to the ELRC.

PERSONNEL ADMINISTRATIVE MEASURES (PAM)

By Frederick Moloisi



The Revised Personnel Administrative Measures (PAM) was published and gazetted by the Minister of Basic Education in February 2016. This is a noteworthy achievement for the Council, as it is a longstanding item on the agenda of Council that has finally been addressed. The PAM Task Team is in the process of developing programmes for the training and advocacy of the Revised PAM.

The PAM contains all collective agreements and seeks to ensure that there is a uniform interpretation and application of collective agreements. The Revised PAM will also ensure consistent implementation of provisions throughout all nine Provincial Departments of Education.

The aim of the training and advocacy is to highlight the changes brought about by the Revised PAM.

A PAM Workshop was held on 26th April 2016 for Parties to familiarise themselves with the

contents contained in the gazette, so that they could assist with the training.

The training and advocacy will be conducted in all nine provinces in the 2016/17 financial year. HR Officials, Labour Relations Officials, Circuit Managers, Provincial Managers, Provincial Chambers and Fulltime Shop Stewards (FTSS) will be trained on the Revised PAM and this training will also be provided to school principals and teachers.

SEXUAL HARRASSMENT CAMPAIGN AGAINST LEARNERS

By Rose Sefothelo



A Sexual Abuse Campaign Against Learners was held on 19th February 2016 at Mohlakeng Primary School. The activities for the day started with a walk from Madiba Hall, which is at the outskirts of the township, to Mohlakeng Primary School in Villiers. The theme for the sexual harassment campaign was “*Hands off our learners*”.

The purpose of launch was to raise awareness amongst learners and the school community on what sexual harassment is and what should be done to prevent and address incidents related to sexual harassment against children.

Messages of support were delivered by the Commission for Gender Equality (CGE); South African Police Service (SAPS); South

African Council for Educators (SACE); CTU-ATU; SADTU and DoE.

In his opening remarks, the Chairperson requested schools to continue with the campaign beyond the launch.

Learners were encouraged to report each and every incident of sexual harassment to their friends; parents; teachers and principals.

Learners were strongly urged to “speak out” and report all acts of uninvited and unwelcome verbal or physical conduct of a sexual nature that tends to create a hostile and offensive environment.



Schools are supposed to be the safest place for learners and as a result, abuse of learners should not be tolerated nor accepted.

Stakeholders pledged their support to eradicate sexual harassment against children at all costs.

The launch ended with a vote of thanks to all the stakeholders who honoured the invitation and formed part of the programme. Principals

in Villiers were also thanked for releasing educators and learners to attend.

SAPS pledged to continue preaching the message of the campaign. They pledged to continue working with the schools in Villiers around the issues raised by the campaign.

NORTHERN CAPE DEPARTMENT OF EDUCATION PROVINCIAL EDUCATION LEGOTLA 2016

By Franklin Ngcaba



The Northern Cape Department of Education held a Provincial Education Lekgotla on 1st to 3rd March 2016, the theme of the said event was *“Back to Basics – Every Child Matters”*.

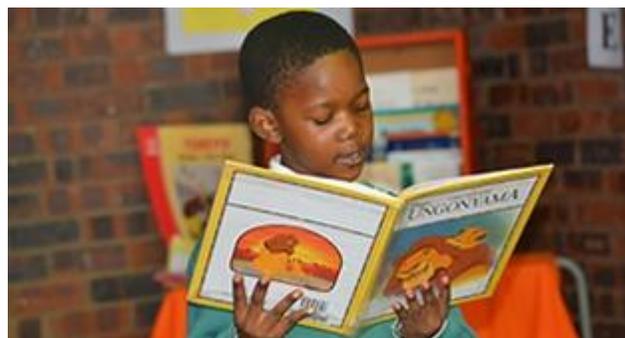
The Northern Cape Provincial Education Lekgotla started in earnest at Horseshoe Inn Motel in Kimberley with more than 300 delegates, made up of a representative from the Provincial Education Labour Relations Council and representatives from various stakeholders and teacher unions who were part of the event. Through this lekgotla, the department objective was to identify all the challenges that have led to a decline in the 2015 NSC result and other education priorities.

The Department Superintendent General, Mr. Tshepo Pharasi challenged all delegates in his opening remarks to remain committed to the improvement of learner achievement and a better education system. He also indicated that the LTSM provision is one of the basic functions of the provincial department and that it was their model that was taken to national as a model to be rolled out nationwide.

He further pointed out that school management, time on task and low literacy levels remain a challenge in many schools and it needs to be resolved. He said that retrieval management of textbooks is worrying, and that the provincial education lekgotla is an inter-departmental session where challenges facing the department's performance in NSC results ought to be looked into and to come up with proper remedial action to address challenges that resulted in the poor NSC results.

SADTU's Provincial Secretary, Siphon Mayongo, applauded the provincial department for hosting the first education lekgotla.

COSAS Provincial Secretary, Thato Gaosekwe, also weighed in behind the provincial education lekgotla and indicated that their stance is that school libraries should be revived as one of the means to assist learners who want to remain behind after school. His outcry was that most libraries in schools are not in a good state and there is a shortage of books.



During the three days, senior officials of the provincial Department of Education and key sectoral partners reflected on the state of education wherein the following items were presented and deliberated on:

- Presentation and analysis of the 2015 NSC results.
- Overview of the state of performance in the province.
- Reflection on weakness in the system that contributes to the underperformance.

- Reflections on the weaknesses in the system that contribute to underperformance from the perspective of education stakeholders.
- Curriculum technical report on the strategies and interventions to improve learner outcomes (10-point plan).
- Using learner support and teacher development.
- Subject improvement plan on the following subjects; Life Science, Mathematical Literacy, Business Studies and Geography.

Subsequent to the presentation and deliberations there was a breakaway session wherein six commission were established and undertook the following tasks:

- **Commission One:** To establish if the plans in the current system yield expected results.
- **Commission Two:** To look into professional and personal development for educators and subject advisors.
- **Commission Three:** To deal with leadership and management support for school management teams (SMT).
- **Commission Four:** To look into the management of school based assessment (SBA) and examinations.
- **Commission Five:** To look into strategies to improve performance and participation in MST.
- **Commission Six:** To look into strategies to improve performance in languages and the advocacy strategy for the introduction of African languages.

After the Commissions completed the tasks assigned to them, they gave feedback to plenary on the findings and engagement took

place around the said findings which resulted in resolutions and a way forward.

A decision was then taken that the outcomes of this three-day education lekgotla will form the basis of the Education Summit that will be held in 2016.



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