

CTU-ATU

ELRC INDABA

28 AUGUST 2018

**PRIORITY MATTERS THAT
REQUIRE ATTENTION**

CTU-ATU

CONSTITUTING UNIONS

- Combined Trade Union of Autonomous Trade Unions
- ON BEHALF OF -
 - HOSPERSA
 - NAPTOSA
 - NATU
 - PEU
 - PSA
 - SAOU

Timeous completion of MTEF consultations

- Requirement to complete by [30 September](#)
- Aware that it is a consultation process, but process must comply with administrative law principles -
 - Rational
 - Objective
- CTU-ATU committed to participate in good faith

Post distribution model

- Unions fully aware that it is linked to funding
- But NEPA and PAM requires discipline and concurrence with national norms
- Serious deviations between provinces
- Educators and schools – “raw deal” in majority of provinces

LEARNERS AND EDUCATORS AT SCHOOLS IN THE ORDINARY SCHOOL SECTOR (2016 SNAP SURVEY)

Province	Public			Independent			Public and Independent					
	L/ners	Educs	Sch/s	L/ners	Educs	Schools	Learners	As % of Nat Total	Educs	As % of Nat Total	Sch/s	As % of National Total
EC	1 898 723	58 372	5 469	62 824	3 257	207	1 961 547	15.2	61 629	14.7	5 676	22.2
FS	671 712	22 465	1 214	16 637	1 058	68	688 349	5.3	23 523	5.6	1 282	5.0
Gau	2 048 558	63 092	2 083	278 026	18 986	730	2 326 584	18.0	82 078	19.6	2 813	11.0
KZN	2 808 137	84 810	5 895	69 407	4 989	247	2 877 544	22.3	89 799	21.5	6 142	24.0
Limp	1 706 725	51 650	3 867	58 830	2 768	151	1 765 555	13.7	54 418	13	4 018	15.7
Mpum	1 046 234	34 034	1 725	28 118	370	122	1 074 352	8.3	34 404	8.2	1 847	7.2
NC	287 435	8 841	545	4 080	295	30	291 515	2.3	9 136	2.2	574	2.2
NW	811 340	24 876	1 471	19 207	1 232	63	830 547	6.4	26 108	6.2	1 535	6.0
WC	1 063 349	33 254	1 450	53 223	4 264	237	1 116 572	8.6	37 518	9.0	1 687	6.6
SA	12342213	381 394	23 719	590 352	37 219	1 855	12 932 565	100.0	418 613	100.0	25 574	100.0

POST PROVISIONING: 2017

PROV	No learners	No Posts	Personnel cost (PC) as	L:E ratio			Ad Hoc Pool	No Excess	Membs in excess	ELSEN
				PS (n: 1)	SS(n: 1)	Total(n: 1)				
Gau	1 928 474	61 758	73,00%	33,1	33,1	33,1	1250	845	51	Ratio: 11.76:1
KZN	2 657 917	86 737	85,00%	30,64	30,64	30,64	3420	3320	68	1400 posts
Limp	1 698 741	51 477	91,53%	32,9	32,9	33,00	1200	775	15	Only 1.8% of budget
Mpu	998 039	32 637	85,00%	32,93	28,54	30,58	250	0	0	Ratio: 10.71:1
NC	269 372	8 807	88,00%	30,59	30,59	30,59	250	58	7	Ratio: 12:1
NW	810 412	25 703	86,00%	31,1	29,1	30,1	400	142	3	Weighting' retained: Weghted ratio is 34.1
EC	1 588 046	54 747	90,58%	32,1	27,1	30,1	924	4887	488	866 posts
FS	634 977	20 431	86,87%	33,95	28,32	31,08	450	909	212	Ratio: 10.24:1
WC	655 179	32 039	86,00%	37,5	34,8	36,6	150	395	72	610 posts @ ordinary schools & 1773 @ ELSEN
	11 241 157	374 336	85,78%	32,76	30,57	31,75	8294	11331	916	

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KZN	2 616 855	86 637	85,00%	30,2	30,2	30,2	3420	100	2	1100 posts
Limp	1 698 741	51 477	92,00%	32,9	32,9	33,0	1 200	775	15	Only 1.8% of budget
Mpu	993 750	32 637	85,20%	32,6	28,4	30,5	550	350	35	Ratio: 10.50:1
NC	272 389	8 905	76,00%	30,6	30,6	30,6	250	67	17	12:1, 214 poste, 2150 leerdere
NW	822 058	26 518	86,00%	32,0	29,0	31,0	603	0	0	Ratio 10:1
EC	1 621 178	54 026	89,71%	31,0	29,0	30,0	250	0	0	1200
FS	646 934	20 460	87,00%	31,6	31,6	31,6	400	0	0	Ratio: 10.24:1
WC	1 012 785	32 594	86,00%	37,8	35,1	36,9	1504	344	53	1674 posts + 119 additional to staff establishment
	11 704 935	373 281	84,43%	32,64	31,32	32,09	8177	3367	424	

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Post Provisioning: 2019

PROV	No learners	No Posts	Personnel cost (PC) as	L:E ratio			Ad Hoc Pool	No Excess	Membs in excess	ELSEN/ Notes
				PS (n: 1)	SS(n: 1)	Total(n: 1)				
Gau										Bud: R3,5 bn/ Expen: R37.1 bn/ Deficit: R1.64 bn
KZN										Proposal: To retain 2018 PPN
Limp										Suspect: Retain 2018 PPN
Mpu	1013226	31843	89.00%	34.07	29.60	31.82	550	217	22	Educators posts reduced by 794 in '19 and 793 in '20
NC	273603	8919	79.00%	35.00	32.00	32.00	495	0	0	
NW										Budget increase only 2.3% - insufficient
EC										Proposal to retain 2018 number of posts
FS	650271	20460	88.00%	32.00	32.00	32.00	400	0	0	Ratio: 10:24:1
WC	1 035 567	33 095	85.00%	38.3	35.4	37.3	1660			1846
	2 972 667	94 317	85.25%	34.84	32.25	33.28	3105	217	22	

TEMPORARY EDUCATORS

- Annually a problem
- Serious problems with advent of 2017 – improved wef 2018
- Universal principle: *“No classroom without a teacher”*
- **Require:**
 - Proper planning for end of 2018
 - **Expedited process to finalise draft collective agreement**

BELA / COLLECTIVE AGREEMENT

APPOINTMENT IN VACANT PROMOTION POSTS

- Volmink Report – catalyst
- All unions accepted responsibility to revise collective agreements
- In principle – all unions have a mandate to complete process to ensure compliance with –
 - Fairness
 - Equity
 - Transparency
 - Ensure best and suitable candidate is appointed
 - Role of SGBs

NEW UNIONS

- New unions in Education
 - SALIPSWU
 - SOLIDARITY (fronting – School Support Centre/ Helping Hand)
- Concourt Judgement on minority unions:
 - 23 August 2018
 - *Police and Prisons Civil Rights Union v South African Correctional Services Workers' Union and Others*

IQMS/ SALARY PROGRESSION 2018

- NB: Educators entitled wef July 2018
- 2018 – 1% + 0.3%
- 2019 – 1.3% + 0.2%
- Limpopo – granted 1% wef July 2018
- Urgent need to finalise asap

Assessment and Chapter 4 of CAPS

- **NCATT Process: Must be transparent and participative**
- **OVERARCHING PRINCIPLE: Assess to identify problem areas and to improve**
- Serious influence and effect on employment conditions and administrative work load
- Unions aware that SA Education requires an educationally accountable assessment policy that ALL can take ownership
- Virtual agreement on systemic assessment
- Unions have commenced with work on a position paper on-
 - Diagnostic assessment
 - Summative assessment
- Subject committee phase – potential to become contentious – principals must meet asap

TUC Project

- Initial objective in MOA
 - Unions partners in INSERT
 - Required to establish Institutes as vehicles for training projects
 - Focus on areas of biggest need
 - Adequate funding by DBE
- Project characterised by
 - Impasses
 - Faltering decisions = stop-start
- Imperative to conclude updated or new MOA

CONCLUSION

- CTU-ATU – willing and able partner
- Time is not on our side
- Partners need to take initiative and not wait for politicians to decide obo Education Community