



NAPTOSA GAUTENG

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POST ESTABLISHMENTS: 2018

The position concerning the post establishments for 2018 continues to cause a great deal of concern for NAPTOSA Gauteng as well as the other educator unions in the PELRC. We have kept you informed about the developments and our interaction with the GDE in this regard. In News Flash 32 NAPTOSA reported that a meeting was scheduled for 24 October at which we expected the GDE to supply us with a set of data relating to enrolments, number of teachers, PS staff and the various learner/educator ratios for primary, secondary and special schools.

The GDE has supplied the information requested by the educator unions. In summary:

- There is an expected increase in the number of learners for 2018, particularly in primary schools;
- The GDE proposes to increase the number of teachers in primary schools slightly but nowhere near the number required to meet the increase in learner numbers. In effect the learner educator ratio for Primary schools will increase from 36,9:1 to 37,5:1;
- In secondary schools despite the increase in learner numbers the GDE proposes to reduce the number of teachers by nearly 700. The effect of this will be to increase the learner educator ratio from 29,8:1 to 30,9:1;
- In special schools the same situation exists, viz an increase in learner numbers but higher learner educator ratios (also increases of at least 1 in the ratios); and
- No decrease in the actual number of persons employed in departmental offices.

NAPTOSA Gauteng fully appreciates the fiscal and budgetary constraints that have been imposed on the education department. However it is our firm belief that to increase class sizes will impose an additional and unacceptable load on teachers who are already at breaking point. The result will be harm to the education of children. The loss of teachers with valuable expertise cannot be supported.

Schools have been issued with post establishments for 2018 (revised from drafts supplied to them earlier). These were not agreed to by the unions. The educator unions are still in discussion with the GDE concerning the data on which the post establishments were based. In addition to the unacceptable ratios the post establishments have numerous obvious errors. *NAPTOSA is seeking an URGENT meeting with the MEC to put the concerns and position of our members to him.*

Schools are STRONGLY advised not to proceed with any identification and declaration of teachers additional to the establishments (ie excess processes) until we have obtained clarity and agreement.

LOUISE SMIT
CHIEF EXECUTIVE OFFICER

Let us serve education and each other with dignity

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