



NAPTOSA GAUTENG

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NF 34 / 2017 (14 November 2017)

2018 POST ESTABLISHMENTS: WHERE ARE WE NOW?

Since August 2017 schools have received three different post establishments, which may have caused some confusion. Please note the following:

1. The ONLY purpose of the August 2017 post establishments (1st version) was for schools to verify the data, i.e. the number of learners (**2017 (not 2016)** 10th day head count) and weighting of learners. In terms of the memo that accompanied the post establishments, principals were supposed to verify the data only and NOT use the information with regard to the number of posts allocated to the school, for planning purposes.
2. NAPTOSA was particularly concerned about the discrepancy between the total number of educator posts in the approved MTEF 2018 budget, and the total number of posts, as reflected in GDE presentations. 1000 posts seemed to have “gone missing”.
3. In October GDE issued Circular 8 of 2017 (*Implementation of the 2018 educator post establishment, grading of institutions and placement of educators additional to post establishments of institutions with effect from 1 January 2018*), as well as the 2018 educator posts establishments for public schools (2nd version). NAPTOSA and the other unions contested these post establishments, primarily due to incorrect data (learner numbers and weighting) used and the increase in the teacher/learner ratio. We reported to members that NAPTOSA's position remained that, at least, the same teacher/learner ratio as used for 2017, had to be retained.
4. NAPTOSA advised schools not to continue with the process as set out in Circular 8 of 2017, as parties were trying to resolve the matter.
5. Unions met with the MEC for Education on 2 November. This meeting resulted in the withdrawal of Circular 8 of 2017 and the 2018 post establishments. GDE also undertook to add the 1000 “missing” posts, as well as 500 growth posts, to the total number of educator posts for 2018, and correct data anomalies as far as possible.
6. The PELRC met on Friday, 10 November 2017, to continue discussions on the process. As unions voiced their continued concern over incorrect data, it was agreed that GDE would correct the data over the weekend and issue schools with revised staff establishments (3rd version) during **this week (13 to 16 November)**. **The purpose of issuing these post establishments is, once again, for schools to verify the data (learner numbers and weighting), and NOT to commence with the implementation process.** Principals will have to sign off on the data and return the signed copies to the district offices.
7. Once unions are satisfied that GDE has used the correct data, and that the teacher/learner ratio has remained the same as for 2017, will post establishments be finalised and issued to schools.
8. Please bring any further discrepancies to the attention of the Gauteng office (infogauteng@naptosa.org.za).

THE DEPARTMENT OF BASIC EDUCATION (DBE) CIRCULAR S1 OF 2017; GUIDELINES TO STRENGTHEN SECTION 4 OF THE CURRICULUM AND ASSESSMENT POLICY STATEMENT, GRADES R-11

(NAPTOSA head office issued the news flash below. Please note the last paragraph. Please refer to NAPTOSA Gauteng News Flash 14 of 2017 as well)

Earlier this year NAPTOSA sent out a communiqué to NAPTOSA members outlining its position on Circular S1 of 2017. All unions and several provincial departments have since appealed to the Director-General to withdraw the circular, but he has not done so. Members are reminded that Circular S1 offers a **guideline** and therefore compliance is **not mandatory**.

Let us serve education and each other with dignity

Office bearers

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NAPTOSA has been assured by senior officials in the Department of Basic Education (DBE) that SA-SAMS unit has been instructed to ensure that those who **do not** wish to follow the guidelines offered in Circular S1 are still able to record learners' marks according to the *Curriculum and Assessment Policy Statement* (CAPS) requirements.

NAPTOSA urges members to keep us informed of whether the instructions given to SA-SAMS by the DBE have been adhered to in provinces. Please alert your NAPTOSA provincial office of any problems or concerns that you may experience, and if necessary, these can then be forwarded to marionj@naptosa.org.za on or before Tuesday, 14 November 2017.

LOUISE SMIT
CHIEF EXECUTIVE OFFICER

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