



# NAPTOSA GAUTENG



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News Flash 38 of 2018 (9 October 2018)

## NEW PCEO APPOINTED

It is a privilege to announce on behalf of the Chairperson, Mr Thabo Manne, that Mrs Gaylin Bowles has been appointed as the new NAPTOSA Gauteng PCEO, with effect 1 January 2019. Mrs Bowles is currently NAPTOSA's deputy president and principal of Mondeor Primary School. She is also currently a member of the South African Council for Educators (SACE), and represents NAPTOSA on national level in various professional and curriculum matters committees.

In Gauteng she has served at branch level as well as on our Provincial Executive and Standing Committees for many years. NAPTOSA Gauteng is very fortunate to have from the beginning of 2019 a person at the helm of the office who is passionate about the union, thoroughly knowledgeable about the province's culture, functioning and needs of members.

We congratulate Mrs Bowles on her appointment and wish her every success as she embarks on this new phase of her service to education and the members of our union.

## PAYMENT OF 1% SALARY PROGRESSION: EDUCATORS AND LECTURERS

NAPTOSA Gauteng indicated in an SMS sent during the holiday that the 1% salary progression for GDE educators should be paid within two weeks. At a meeting held last week, parties agreed that the progression should rather not be a supplementary payment, but should rather be part of the monthly salary. The basis for this decision is that, in terms of SARS legislation, when a supplementary payment is made, the tax deduction is 25%. If the 1% progression and back payment are included in the October salary, the normal tax rate will apply.

We have not received any confirmation of the date on which DHET will pay employees their salary progression.

As indicated in the SMS, the additional 0,3% due to educators and lecturers will be paid as soon as the implementation problems have been sorted out.

## PROFESSIONAL DEVELOPMENT PROGRAMME: 4<sup>TH</sup> TERM

The professional development programme for the 4<sup>th</sup> term is available on the website. To download a copy of the programme, [click here](#).

School reps are requested to bring the programme to the attention of members. The programme includes topics such as –

- Productive homework
- Developing healthy listening skills
- Teaching and building relationships with 21<sup>st</sup>-century children
- Left and right handedness
- And lots more ....

*Let us serve education and each other with dignity*

### Office bearers

Chairperson: Mr Thabo Manne  
Deputy Chairperson: Mr Tinus du Preez  
Vice Chairperson: Mrs Vicky Kekana

### Contact details: NAPTOSA Gauteng

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## 2019 SCHOOL STAFF ESTABLISHMENTS

In terms of the provisions of the Personnel Administrative Measures (PAM) schools should receive their staff establishments for the next year by at least the end of September of the previous year. Although the PELRC Post Provisioning Task Team had been meeting regularly in order to meet the deadline, there were still a few issues which had to be ironed out and a decision was taken that there will be a special PELRC meeting today to (hopefully) finalise the staff establishments.

Members are reminded that post provisioning/creation of posts is not a matter for negotiation. In terms of the Employment of Educators Act only the MEC for Education has the authority to create posts, i.e. determine the number of posts that will be available based on the province's budget. He only needs to consult with unions in this regard.

The number of posts available for next year appears to have been determined. The distribution of the posts (staff establishments) now has to be finalised.

We will keep members updated on progress in this regard.

## EMPLOYEE INITIATED PACKAGES (SEVERANCE PACKAGES)

The Gauteng office has been inundated with telephone calls from members who have read the many media reports about the excessive public service wage bill and the need to deal with it. Some reports referred to the retrenchment of approximately 30,000 public servants (including educators), while others referred to voluntary severance packages.

The NAPTOSA Gauteng office has not provided members with any information about the so called packages yet due to the lack of official information. However, we understand that members may be anxious to know more about the possibility of severance packages. As we do not wish to speculate, we can only share what we know are factually correct, which is unfortunately at this stage not very much:

- The state cannot retrench any employee (there has been a moratorium on retrenchments for many years).
- The employer (state) has a right to offer employee initiated severance packages. Should the opportunity be offered to employees to apply for the severance package, it would most probably only be offered to employees older than 54 years. It is possible that every department may determine its own criteria, for example age, years of service, position occupied etc).
- In the past the formulae used to determine the monetary value of severance packages has been dealt with in the Public Service Coordinating Bargaining Council (PSCBC). We are not sure whether packages that may be offered, will be calculated using the same formulae as previously.

The Gauteng office will inform members as soon as we have more information.

LOUISE SMIT  
CHIEF EXECUTIVE OFFICER

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