

SAOU

INDEPENDENT

SCHOOLS



WHO ARE WE

The SOUTH AFRICAN TEACHERS' UNION (SAOU) is a politically independent Union built on the principles of freedom, equality and respect for fundamental human rights, in order to enhance and protect the individual and collective interest of its members within any existing or future labour relations dispensation and assure the delivery of quality education to the learners in their care.

The SAOU is a strong professional body having in excess of 36 000 members and thus has the power to negotiate salaries and conditions of service with the employer and to represent members in grievance disputes within both the public and independent school sectors.

The South African Teachers' Union (SAOU) is currently the only Teachers' Union in South Africa that can boast a history and tradition dating back to the middle of the 1800s.

The profile of the teacher as a truly dedicated professional nurturer and educator of the nation is endemic to our Mission. At the same time the SAOU recognises the importance of protecting the individual rights of the teacher to work in an environment that allows and enhances the opportunity to fulfil that vocation.

WHAT WE BELIEVE IN

SOUTH AFRICAN TEACHERS' UNION CHARTER

The SAOU believes:

- In the supremacy of quality education as a powerful agent of change in the world; and that
- High quality education is the inalienable right of every learner within an equal, non-racial, non-discriminatory education system.

To realise these beliefs the Union strives towards:

- The highest professionalization of all educators;
- The continual improvement of all aspects of working life in the education sector.

To that end the Union:

- Manages relationships between employees and employers;
- Opposes any form of unfair discrimination in education based on race, gender, ethnicity, political or religious beliefs;
- Forms alliances with national as well as international organisations that share the same value system, principles and goals as the Union;
- Provides in-service and further training to fully support educators in their professional accountability to guide and prepare learners to become responsible citizens of a democratic state.

WHY US?

Why belong to a union?

- Education has become and continues to be an extremely challenging sector in which to work. Legal disputes with either the employer, learners or parents are frequent and incidents are on the rise.
- By becoming a member of the SAOU you automatically have a "safety net" on which you can rely for legal and professional protection.

The SAOU provides the following services

Provincial Offices

The SAOU has nine provincial offices providing services to employees working in the education sector anywhere in South Africa. Each office is managed by a provincial secretary assisted by an assistant provincial secretary and full time shop stewards.

A National Service Centre

The SAOU's Service Centre provides effective and prompt advice and information to members regarding:

- Membership
- Service Conditions of service and benefits
- Legal advice
- Pension funds
- The Curriculum
- School management
- MSM – Online School Management Guide

CALL US: (012) 023 1333

EMAIL US: SAOU@SAOU.CO.ZA

Legal Services

The main function of the legal services is to provide professional legal advice, empowerment training and representation to the SAOU as a union and its members, regarding labour relations. This includes disciplinary hearings, disputes and negotiations.

Services are obtained through referral.

All queries, disciplinary matters and disputes should initially be reported to the relevant provincial SAOU office.

When a matter cannot be dealt with at provincial level, the National Legal Services will be contacted for further assistance.

Members are; however, welcome to make urgent legal enquiries with the National Legal Services.

CALL US: (012) 436 0900

EMAIL US: REGSDIENSTE@SAOU.CO.ZA

Professional Development

- PROFESSIONAL SERVICES offers support that includes the following:
- Interpreting and distributing policy documents regarding all aspects of pre-tertiary education and teacher training.
- Empowering school management teams and teachers through in-service by training and sharing support material.
- Representing school management and teachers on departmental, statutory and other educational structures.

CALL US: (012) 436 0900

EMAIL US: SAOUPOD@SAOU.CO.ZA

Professional Representation

- **REPRESENTATION ON ALL DEPARTMENT OF BASIC EDUCATION COMMITTEES**
- Education Labour Relations Council (ELRC)
- Public Service Co-ordinated Bargaining Council (PSCBC)
- In-house Legal Service (Advice and Representation)

EASTERN CAPE	FREE STATE	GAUTENG
(041) 364 0500	(051) 340 1543	(012) 436 0900
KZN	LIMPOPO	MPUMALANGA
(031) 312 8853/3839	086 072 3795 (012) 436 0900	086 072 6843 (012) 436 0900
NORTERN CAPE	NORTH WEST	WESTERN CAPE
053 832 2727	086 072 3795 (012) 436 0900	(012) 914 2441