

Newsletter 18/2020

18/09/2020

## SAOU KEEPS MEMBERS UP TO DATE WITH SAOU TELEGRAM!

Stay strong colleagues! The last 3 months of 2020 are around the corner!

Do you want to keep up to date and ensure that you do not miss out on exceptional opportunities? As easy as 1-2-3! With this initiative we give you the opportunity to obtain first-hand information regarding training and empowerment opportunities. [SAOU Telegram](#) is similar to WhatsApp but you become part of this communication channel by following the link. If you click on the link, you will receive information regarding training opportunities. It is treated as a "broadcast" channel. Only SAOU can post information, thus, you will not be bothered with an overload of unnecessary internal conversations. SAOU will also upload relevant documentation that can be helpful to our members on this channel - with the advantage that it remains stored and will always be at your disposal. [Click here](#) to join **SAOU Telegram**.

Do not miss the following exciting SAOU training opportunities still planned for 2020:

### #SAOU Student Week

12-23 October

### Flambojante 0-9 Middag

10 November

### Workshop for School Management Teams

9-12 November

### Mini-MBA November

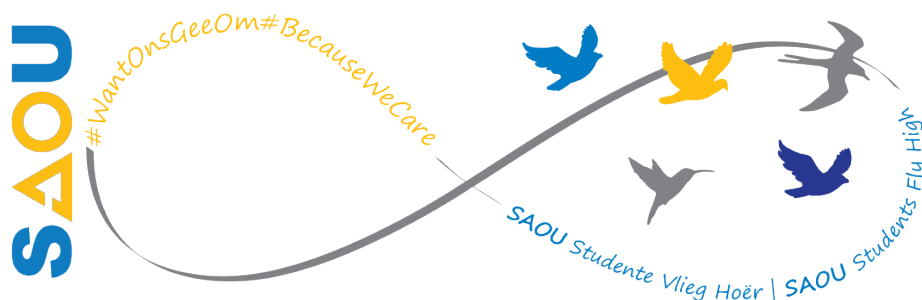
16-19 November



## #SAOU Students - Join us today to spread your wings!

The SAOU would like to invite every student, intern and assistant to join us for the **#SAOU Student Week** initiative. We will be hosting a webinar daily at 16:00 from 12 - 23 October 2020, to prepare you for the wonderful world of teaching.

Follow the [SAOU Students](#) Facebook today for more information on the virtual **#SAOU Student Week**, as well as other relevant information. [Click here](#) to join the group **SAOU Students**.



## SAOU EVALUATION

SAOU is currently in the process of reviewing our service delivery model with a fine comb. We would like to give our members the opportunity to share their SAOU experience for 2020 with us. Please click on the link to give your input. We appreciate our members' feedback.

[EVALUATE US | EVALUEER ONS](#)

## REGISTRATION WITH THE SOUTH AFRICAN COUNCIL FOR EDUCATORS (SACE)

**Principals, School Governing Bodies and Educators must take note of the following:**

Another principal was recently charged and found guilty because he brought the teaching profession into disrepute, as well as transgressed relevant legislation and policy by appointing students with provisional registration in SGB posts at his school. During the hearing SACE made it clear that they will in future act decisively against principals who violate these directions and that the proposed sanction should be the principal being removed from the educator roll.

In the light of the above the SAOU would once again like to bring the following important information to the attention of all principals and educators:

The principal has a responsibility to inform and advise the SGB in the light of existing law and policies: **Students may not be appointed in SGB posts, regardless of the fact that they are provisionally registered with SACE.** Such appointments also have financial implications for schools and therefore there is **a legal duty** on the principal to report the SGB to the provincial education department if the SGB continues with illegal SGB appointments despite being cautioned by the principal.

The SAOU reminds members that unqualified educators may not be appointed to independently teach a class, except under the supervision of a qualified educator. The requirements stated in the Personnel Administration Measures (PAM) are applicable: In order to qualify for appointment as an educator, a person must have at least a recognised three-year qualification (REQV13) which must include appropriate training as an educator. This includes SGB-appointments and educators at private schools.

As you are aware there is a list of educators who are evaluated as REQV 13 (s) according to the "*Criteria for the Evaluation and Recognition of Qualifications for Employment in Education*" for teaching purposes. They are not professionally qualified, yet may be appointed in teaching positions if they are registered with SACE. Please read PS newsletter 17 of 2020 that deals with SACE's special registration categories. [Click here](#) for access to this newsletter.

For the complete list of the exceptions we refer you to the [PAM, Chapter B.3.2.1.3 of the Employment of Educators Act](#).

**Academically qualified but professionally unqualified persons** who are in possession of a degree qualification can be registered with SACE on condition that they study and complete a Post Graduate Certificate in Education (PGCE) within two years. If they fail to complete the PGCE within the two years, a grace period of one year will be granted to allow an educator to complete the PGCE. Failure to provide SACE with proof of a completed PGCE after the three years will result in the educator's name being removed from the SACE register of educators. These educators may be appointed, **if conditionally**

**registered with SACE.** The difference between graduates' conditional registration and students' provisional registration is that the registration letters of students have a disclaimer that reads: "Not for employment purposes", whereas the conditional registration letters that graduates receive, do not have such disclaimers.

Members are advised to strictly adhere to all these conditions. Remember, exactly the same conditions, that are applicable to educators who are appointed in the service of Provincial Education Departments, apply *mutatis mutandis* to educators who are appointed by School Governing Bodies and Private schools.

The SAOU once again refers you to the SACE document which provides clear guidelines with regard to the employment and utilisation of students who are provisionally registered with SACE. This document was signed by Mrs Ella Mokgalane, the CEO of SACE, on 15 November 2018. Please take note of the contents of the final 4 paragraphs of page 2 of this document.

[Click here](#) for access to the document.

### REVISED SACE PROFESSIONAL DEVELOPMENT POINTS SCHEDULE TO ACCOMMODATE VIRTUAL TRAINING OPPORTUNITIES

On Monday 7 September the SAOU had a virtual meeting with SACE with regard to reviewing and updating the SACE PD points schedule to accommodate virtual development- and training opportunities. The SAOU made several inputs and suggestions and SACE was comfortable accommodating these as part of the new normal. [Click here](#) for access to the revised, adjusted SACE PD Points schedule. Note that the original points schedule, that was applicable to contact (face-to-face) training- and development opportunities, has not changed.

Members are encouraged to accumulate points by participating in teacher-initiated activities, as well as school-initiated activities and employer/provider-led activities. SACE has emphasized the following: **"It is important to maintain a balance between different types and categories of activities"**. Remember that educators are expected to earn 150 PD points during a period of 3 years.

When the SAOU organises training opportunities, all contact (face-to-face) sessions will still be considered type 3 provider-led activities. The SAOU will thus forward the attendance registers to SACE. However, during virtual training opportunities members will be informed whether the occasion will be dealt with as a type 1 teacher-initiated activity (i.e. the teacher will be responsible for logging the detail of the training on his/her profile) or whether it will be dealt with as a type 3 provider-led activity. If you need evidence of your attendance for your CPTD-file, you are requested to print a copy of the invitation to the webinar or workshop and place it in your file.