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Employment of Additional Academic Staff

The HNSC had some 300 students at the start of the vacation in December 1991. Of this enrolment, so were returning exiles. The Centre had 14 academic teachers at its two eubecentree at Khumbula and Mthimba, one for each of the seven subjects in the new educationvwitheproduction (ewp) curriculum, at each. In addition, five production units were in operation, each functioning at both eub-centree.

This year the HNSC will admit another 300 students, including 200 returning exiles, divided between the two subncentree. Another 14 academic teachers are needed to cover the ewp curriculum. Dur teachereetudent ratio is much lower than that of other schools in Hangwane, but given the pioneering character of the project, with a new curriculum and a half-work and half-study programme, a less favourable ratio would put this important initiative at risk and undermine its replicability. Moreover, the productive work of the students has already proved its value, in terms of savings on the costs of the centre's physical infrastructure, and in terms of supplying the community with needed goods and services and eerVw ing it in other development. It is also providing the students with vital skills and, backed up by the curriculum, with new ath titudes towards production and development.

The production programme needs to be expanded and diversified to absorb the new intake, and to ensure that they are fully involved and that proper theoretical and practical training takes place. The existing production units needed to be separately managed at both eub-centres, and new ones need likewise to have adequate management capacity and staff at both eub-centree. The YET Board has approved a programme of development of production unite, and a recruitment programme. In addition, on the basis of feasibility study, high level supervisory and mangement staff are being recruited. Job descriptions have being drawn up for all the eenie or level staff, and salary scales prepared related to qualificav tione, experience, responsibility and functions, and performance. The YET is responsible for funding of the production units and financing all salaries until the units prove capable of generating the necessary revenue. We are looking for funding for this purpose, and are making reasonable progress in our search for funds, but remain short of our target. Some of the units have ale ready shown themselves to be financially viable. -

To date the Hangwane Administration has borne the costs of the academic staff and seconded the initial 14 teachers. Their own financing is greatly constrained by inadequate funding from Pretoria and they may not be able to fund the additional teaching staff now needed. As a matter of urgency we are looking for the necessary funding from other sources. Problems may arise for the YET if half its academic teachers are employed by the Hangwane M.

Administration. with full benefits, including provident fund contributions, and half by Trust. It may be necessary for the donor involved in this funding, the Administration and the Trust, to agree on a jointly acceptable formula to overcome any possible problems.

In addition to 14 academic teachers for the ewp curriculum, an agriculture teacher will also be necessary to cover theory lessons, which the managers of the various production units specialising in different branches cannot handle.

Furthermore, an Academic Coordinator is needed at Mthimba as well as two boarding masters and matrons, one of each at each sub centre. Discipline outside of classroom and productive work hours needs serious attention.