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The Executive Committee of the YET meeting in Johannesburg on Monday evening 24/2/92, mandated me to visit the KWSC to negotiate individual rankings and notches on the agreed salary scales with its paid employees and to enquire generally into the situation at the Hhumbula and chimba sub-centres.

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1 I completed the task of negotiating matches on the appropriate salary scales of all personnel Except one. New positions, that on the scale' approved, have had to be catered for. These include Production Controllers, Bookkeepers, Clerical Assistants, Drivers and Security Personnel.

1.1 The position of Production Controller is a position I am proud of being below that of Manager, for people who are not able to undertake the tasks of Managers as set out in the job description, and more especially technical theory teaching. v

h2. The only person whose salary I did not finalise was onlgf a garage manager, who has a professional qualification but very practical limited experience. I need professional assistance in evaluating his personal capacity to undertake the tasks set out in the job description for MaHaQEFB.

1.3. I am preparing a full list of employees showing positions and notches which I will send separately. This will also show our total salary and wage commitments at present.

1.4. Attached is my new proposed list of salary scales taking in the new positions, for the board's consideration. ;

Student Enrolment, Azggmgc Stgjwiugmggd Eacilitggs.,q

2. The student enrolment' and Khumbula, including returnees, is 120 or so, and at Mthim a plus OFFminyg b5. This means a drop-out rate of at least 70 which was hht Sa%15factorily explained to me and need\$ further investigation. '

2.1. The academic teachers have decided unilaterally not to work after hours and have altered the timetable accordingly, without consultation with production managers, the Acting administrator, myself as Chairperson. or the former Director. They had taken similar, less drastic action last year, to have work and study only on Wednesday mornings, leaving that afternoon free for recreation and sports. This was condoned by the former Director and myself. They had also made a second change, reducing the working day from 8.09 a.m. to 4.00 p.m., on the grounds that students had no transport and no luncheon. This was also condoned for these reasons.

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2.1.1. On Tuesday afternoon (EE/E/WE), I attended a meeting called by the teachers' union at the sub-centre (before my arrival), to discuss the application of their new timetable at both sub-centres, because the staff at Khumbula were divided on the matter.

2.1.2. The Academic teachers claim that they have a greater workload than other Kangwane teachers and need additional payment for this. This was discussed with the former Director and myself last year. He explained that as the teachers were seconded by the Kangwane Administration we could not act without consulting them. The teachers' case was not well motivated but Mr Semposengwe nevertheless met the Hangwane Secretary for Education and Culture, Mr Mbatha, with the Acting CD-ordinator, Mr Monareng, shortly after that meeting, to see if there were provisions for payments for extra workloads in the Department's Salary scales. Failing this, could YET make such additional payments? Mr Mbatha's answer was a categorical "No". He explained that this would result in grievances amongst Mangwahe teachers in general.

2.1.3. At Tuesday's meeting (25/2/92), the teachers said that as they were employed by the administration they were prepared only to work during the same school hours as Kangwane schools, namely from 8.00 a.m. to 4.00 p.m.

2.1.3.1. It was pointed out to the teachers by myself and the Acting Coordinator that the KWSC teachers taught between 14 and 18 periods a week as opposed to 30 and 32 elsewhere, that they had classes of 30 as opposed to 15 in the Kangwane schools, that they had free food and accommodation supplied by the HNSC, and cooked by specially employed staff. I also pointed out that they were not mandated to make decisions that totally changed the work and study programme of the KNEE, and that disrupted production and would prevent the implementation of the Centre's physical development programme. Representatives of the production managers who have no complaints on the time-table also noted their opposition to the teachers' unilateral decision,

2.1.3.2. The teachers said that as their grievances had not been addressed, they took the action to force the Board to deal with their complaints. I said that no Board would act under duress, and urged them not to act unilaterally but to request a joint meeting with the Board and the Kangwane authorities, at which they should motivate their complaints at higher workloads with full details. They nevertheless decided to "work to rule". I asked what their contracts with Kangwane required of them and was told "24 hours a day", which they then ridiculed. There were several other points that they had included in the agenda, including textbooks and proper housing; but after they decided that unless they were paid more for their extra work they would continue to implement their decision, I said that in the circumstances, I had nothing further to say without insulting the Board.

Hangman work and Study Centre

Proposed Monthly Salary Scales and Benefits

Project Director: R4000 x R200 - RSQO 10% benefits;
Business Manager: R3000 x R200 w R4000 10% benefits;
Production/Training Manager: R3000 x R200 - R4000 # 10% benefits;
Financial Controller: '3000 u R200 - R4000 10% benefits;
Academic Coordinator: R3500 m '200 - R4000 10% benefits;
Assistant to the Director: R1800 x R180 M R2700 10% benefits;
Production Manager: R2500 x R180 - R3400 10% benefits;
Production Controller: R2000 x R180 - R2800 \$ 10% benefits;
Assistant Manager: R1500 3 R160 w R2400 # 10% benefits;
Assistant Instructor: R1400 x R120 - R2000 # 10% benefits;
Production Team Leaders: R900 x R120 m R1356 10% benefits;
Production Assistant: R750 \$ W90 - R1200 10% benefits;
Bookkeepers: R1200 R90 m R1650
Administrator/Bursar: R1500 x R160 w R2400 10% benefits;
Clerical Assistant: R1000 # R100 - R1500 10% benefits;
Boarding Master: R1500 x R160 m #2400 10% benefits;
Matron: R1500 x R150 w R2400 10% benefits;
Driver: R900 R90 m R1350 10% benefits;

Security Personnel: R950 90 - R1350 % 10% benefits;
Benefits include provision for (a) medical aid (2.5%) and (b) pension contributions (5%) by YET, and (c) cover all other allowances (2.5%), be it transport, housing or any other subsidies, preferred by the individual employees.

The amounts under (a) and (b) will be paid into approved schemes and the amount under (c) paid to the employee or deducted from charges, such as rent far hanging provided by YET, which will be fixed at 5% of the salary of any tenant, or transport provided by YET, which will be fixed at 3% of the salary of the beneficiary of transport.

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2.1.3.3. I called separate meetings at both sub-them to continue to implement the timetable had worked out from the beginning and all, had accepted without complaint, and to machinery and process. Otherwise we could claeroonma, laburatoriee and librariee institutions according to plan. I n not be covered in the time available in their revised timetable. I added that without the approval of SADTU theirs was a 't' t I would have tn urge the Board to take centres to urge that they themselves including students. agree on a negotiating not build the housing, and otherwise develop the eted that the curriculum would wildcat" action, and tha'

2.1.3.4. The teachers agreed to have a joint meeting in the afternoon, but kept me waiting fer two hours before they met me, and then 45 minutes while they caucused, knowing full well that I had to leave for Johanneeburg and Gaborone. I finally left at 6.30 p.m., without their having informed me of their decieien.

3.2. I am new convinced, and am euppported by the Acting Coordinae ator and the Acting Academic Co-ordinator at Khumbula. that five of the academic staff currently seconded to us are not fully competent in the curricuium and will continue ta undermine the proper functioning ef the project. I have also seen their salary statEment and all are reasonably paid by any standards.

2.2.1. Whilst there are supportive teachers at Nhumbula, they seem to be intimidated by three teachers at Mthimba where the situation amongst teachers is cleee to anarchy. It is urgent te addrese the situation before we recruit Academic Co-ordinaters.

2.3. I propose that we ask the Kangwane Department of Education to require all teachers at the KNEE to sign a statement acknew- ledging that whilst at the KWSC they are under the authority of YET, and that in the event of failure to de en they be transfer- red elsewhere. There were 50 Hangwane teachers at the FEP course in the curriculum and we should be able to find replacements. we need to resolve this matter bef mre the dmnore' centerence we are planning, before we send teachers ah etudy toursand before we take Facilitators for the subjecte in the curriculum to Hangwane.

3. At Mthimba, 19 cubiclee which could house boarders are near to completion with electric lighting in each. Each cubicle could eat cemmodate four students cnmfortably and will be of an ecaeptahle standard with finiahing. These have been erected by the carpentry unit. They have alee made 170 hede and are prmducing desks tegetw her with the metal fabricatimn unit. Over 200 mattrreesee were purchased an the ordere of the former Director and have been de- livered. an ablution block and septic tank at Mthimba are in an advancee etage of menetructien. A black at three claesromms i5 nearing completion at Mthimba. None have been started yet at Khumbula. Conetructimn could preceed rapidly of claeeruome and housing at bath sub-centree if teachere' disputes are resolved.

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4" A Boarding Master has been employed at Khumbula and a matron, Mre Bertina Sebonyane, but there is some dispute about her appointment which the Board is asked to settle. There are four security personnel, two at each centre working day and night. Production Unit

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4. All production units are functioning well at Mthimba but there is still no proper production at Hhumbula, though during my visit we agreed an action to remedy the situation. Some additional facilities are required in the garage and by the agricultural unit at both centres and have other units at Khumbula to start active production.

4.1. From my own observations of their work and discussions with students, and from reports of managers, the student body is happily and actively engaged in working, with the only complaint being that they should be fed lunch at least three days. Students are at Hhumbula. An adequate temporary kitchen is almost complete at Mthimba and there are some institutional structures in it. I asked the Acting Co-ordinator to get quotations on fully equipping the kitchen there. We had an application from a Shanaian - the only one, and an answer a good one - for the post of catering manager. I suggest we interview him with a view to setting up a proper catering unit with training at both subcentres.

Qgheral

There are other matters I wish to raise both about my visit and as a follow up to the last Executive Committee meeting, but I will do so tomorrow as I want to get this to the ExCo so they can consider urgently the proposals I have made in this report about raising the teaching staff problem with Mr Mbatha and about interviewing the Ghanaian catering manager applicant. Mr Seuposangwe informed me this morning that he was quitting tomorrow. Ede Tikly had informed me that he had a suitable candidate for the programme officer post. Would it be inadvisable to interview the person and make a temporary appointment on the understanding that he/she be considered finally along with other appointments, if that is acceptable to the person concerned.

There is a mountain of WDFH to be dealt with.

Please call me on 09 267 314311 as soon as you receive this.

Patrick van Rensburg 27 February 1992

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KANGNANE WORK AND STUDY CENTRE

Continuation af Cha;mpersnn nggprrtm - 29/2/92

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I have today received by Fax tha att&ched latter frmm five acav
demic teachers at Mthimha and two at Khumbula. It will ba noted
that twa teachers at Mthimba and five at Khumbula have not signed
the letter. I am infwrmed by the Acting Cohordinator that these
seven refused t0 sign it because they do nut agree with the ac-
tion of the othera, and are happy tn COHTiHUE with the present
time-table.

I informed Mr Hbathag the Kangwane Searetary for Edumatium and
Culture, about my meetings with the teachers, and the unilateral
decision of seven teachers ta wmhk only mornings. Mr Mbatha's
view is that the teachers seconded jqined the Project on the un-
derstanding that they would work to'the Centre's agreed time-ta-
ble, and that nnne has the right t0 suapend it, and unilaterally
replace it with one that effectively undermines the wrck and
study programme. His Department is hat satiafied that the KNEE
teachers have a greater workload than Hangwane 5schools generally.
Mr Mbatha remains unwilling to pay the teachers at the KWSB more
and advises ua against dming \$0 on the grnunds that it would
spark a Chain reaction from overloaded teachers in the Depart'
ment's schools.

Mr Mbatha is willing to tranafar taadhars who are unhappy at the
HWSC to other schomls in the territmry and ta assist us urgently
in finding replacements.

I am of the opinion that the Board Should nmt meet teachera who
have taken action on their own and expwtt Lha Buard tm act under
duress. The action of the teachers is nut approved by SADTU. I do
nut believe, given Mr Mbatha's stand, that there.is anything that
we can in any cage offer theta teacherg.

I am awaiting the reaction of mther mmmmbmrs at the Executh?
chmittee before contacting Mr Mbatha further. Whatever we do in
reaction tn this letter should include full consultation with Mr
Mbatha, in my viaw.

Incidentally, the Dapartment is willing to aassign a further 14
teacherg to us if we deqida ta take additional studentg this
yearn

Patrick van Renaburg

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