



DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

SAOU WEBINAAR

6 September 2021



ANKIA BESTER





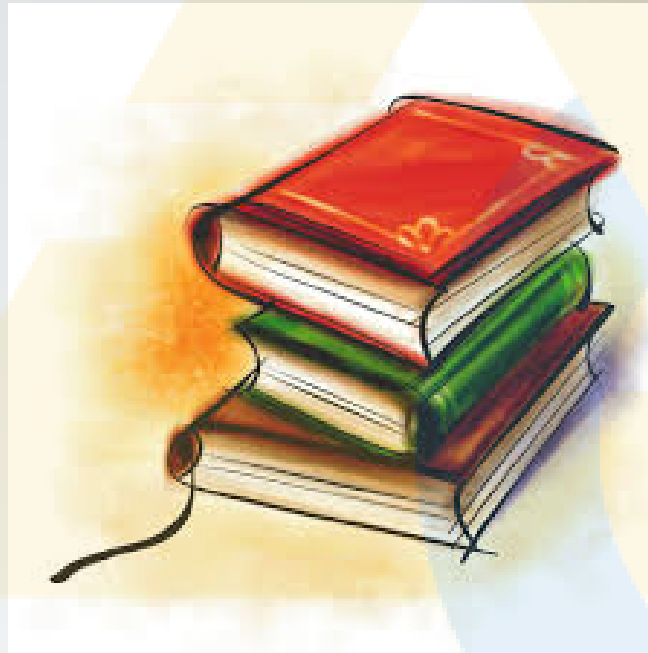
Contract
of Employment

Understanding the terms and conditions of your
contract of employment
will assist you on your journey to success!

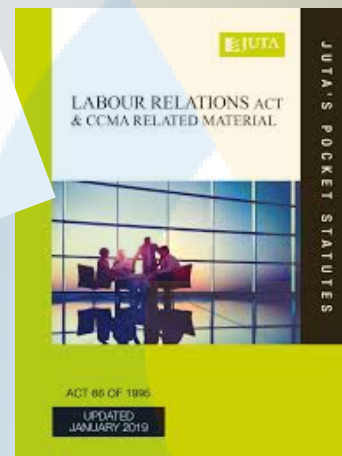
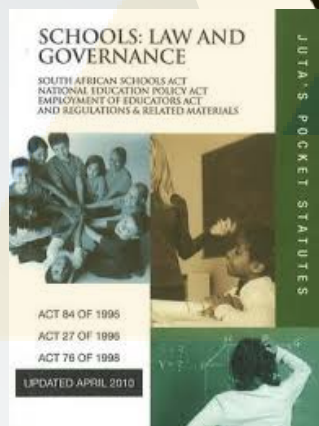
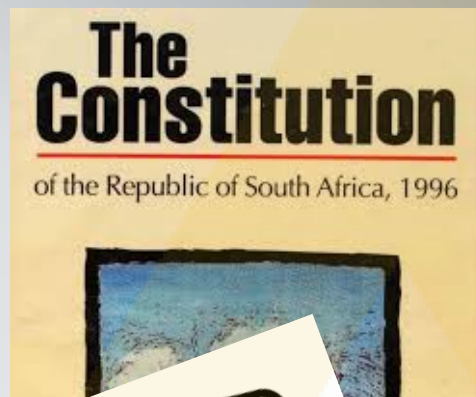
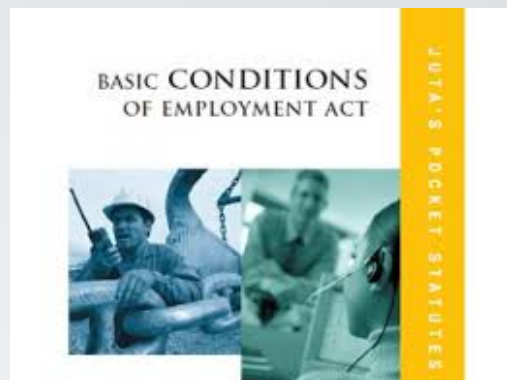


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Understanding the legislation applicable on
you..



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CONSTITUTION OF
THE REPUBLIC OF
SOUTH AFRICA
BILL OF RIGHTS

BASIC CONDITIONS
OF EMPLOYMENT
ACT

LABOUR
RELATIONS ACT

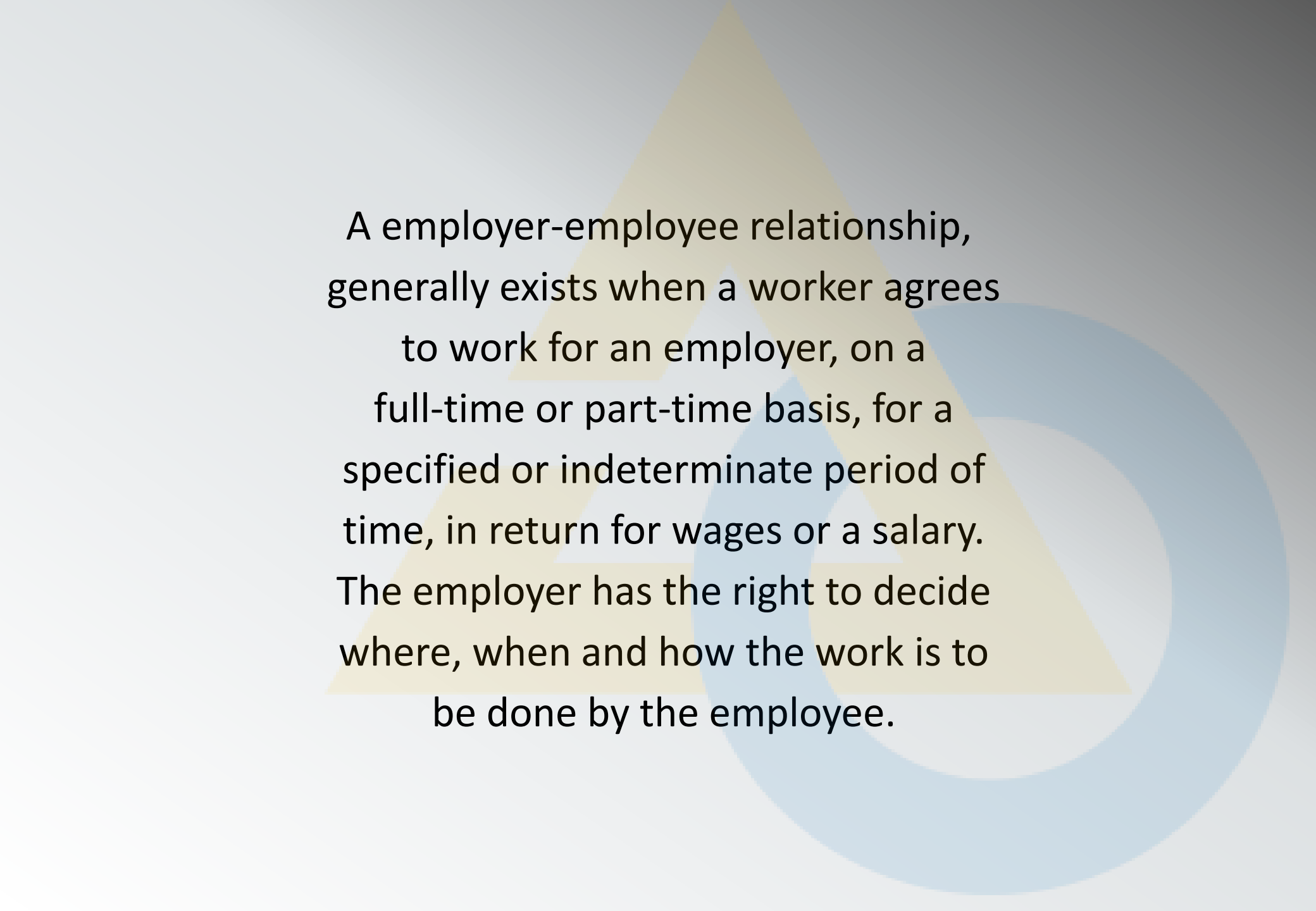
LABOUR

CONTRACT OF
EMPLOYMENT





EMPLOYER-EMPLOYEE RELATIONSHIP



A employer-employee relationship, generally exists when a worker agrees to work for an employer, on a full-time or part-time basis, for a specified or indeterminate period of time, in return for wages or a salary. The employer has the right to decide where, when and how the work is to be done by the employee.



IT IS ALL ABOUT TRUST..

Knowing who your employer is ...



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education

Department of Education
REPUBLIC OF SOUTH AFRICA



Receiving your Contract of Employment..

TEMPORARY

PERMANENT



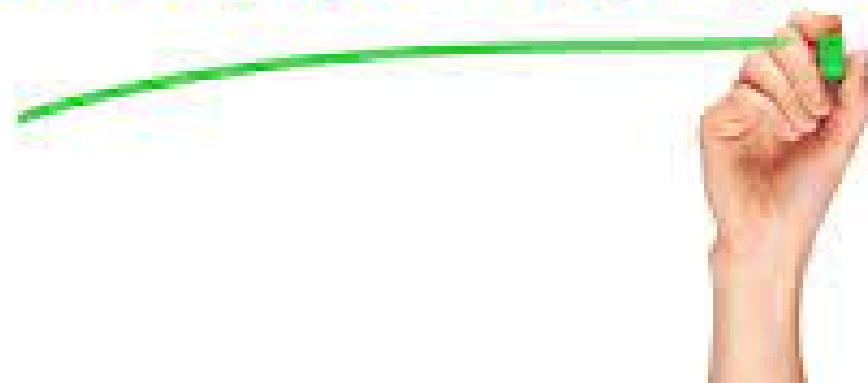
QUALIFIED

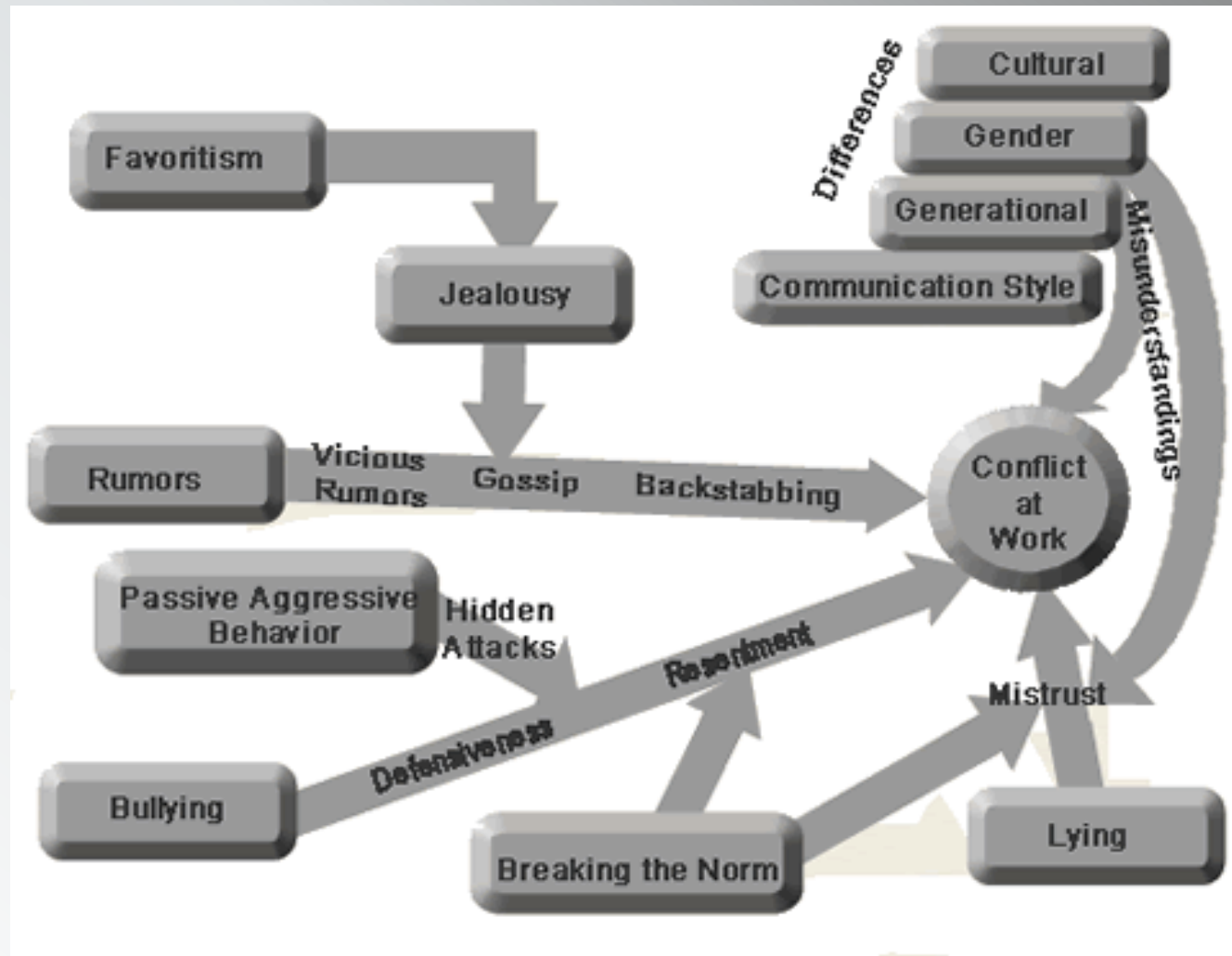


ANNEXURES

- **GRIEVANCE PROCEDURE**
- **DISCIPLINARY CODE AND PROCEDURE (EMPLOYEES)**
- **DISCIPLINARY CODE AND PROCEDURES (LEARNERS)**
- **MATERNITY LEAVE POLICY**

Grievance Procedures





CONSEQUENCES OF CONFLICT IN A WORKPLACE:

- PRODUCTIVITY DRAIN
- WASTED RESOURCES
- NEGATIVE TOLL ON PUBLIC IMAGE
- LACK OF COMMUNICATION

DEADLIEST OF ALL:

**DESTROYS A HEALTHY AND SOUND
WORK RELATIONSHIP!**



Employment of Educators Act,
1998 (Act 76 of 1998)



DO NOT RESIGN!!

GRIEVANCE PROCEDURE





COVID – 19

MANDATORY VACCINATION



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INTRODUCTION:

- ✓ On 11 June 2021 the Consolidated Direction on Occupational Health and Safety, which was initially drafted and issued in 2020, was revised by the Department of Employment and Labour.
- ✓ To provide guideline's on mandatory vaccination policies.
- ✓ Key principle: employers and employees must be treated with mutual respect.
- ✓ A premium is placed on public health imperatives, the constitutional rights of employees and the efficient operation of the employer's business.



THE PURPOSE OF A VACCINATION POLICY

- ✓ Is to safeguard the health of the employees in the workplace;
- ✓ To enable employees to contribute to the efficient operation of the employer's business.



THE IMPLEMENTATION OF THE POLICY

- ✓ Consultation
 - ✓ Risk Assessment: to establish a operational requirement
 - ✓ Right to refuse vaccination
 - ✓ Opportunity to consult with a health and safety representative, section head or trade union
- ✓ Transportation
- ✓ Time off
- ✓ Other reasons for refusal
- ✓ Reasonable accommodation





"EK MIS DIE DAE WAT
POLONY EN ROOIWORSIES
ONS GROOTSTE
BEDREIGING WAS"



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THANK YOU!



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