

# Appointments: SGB vs Departmental Aanstellings: SBL vs Departementeel

**PRESENTED BY: NICOLA SMIT**  
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DIE VERANDERING IN ONDERWYS  
THE CHANGE IN EDUCATION

# Who is the Employer?

Is it the School, SGB or Department of  
Education?

## The SGB as Employer:

- ✓ The Basic Conditions of Employment Act 1997
- ✓ Labour Relations Act
- ✓ Constitution of the Republic of South Africa

## The Department of Education as Employer

- ✓ PAM
- ✓ Employment of Educators Act 79 of 1998
- ✓ Constitution of the Republic of South Africa



## Different Employers = Different Contracts

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

- ✓ Know what your contract says about:
  - ✓ Service benefits
  - ✓ Salary
  - ✓ Working Hours
  - ✓ Job Description
  - ✓ Working Over-time
  - ✓ Leave Measures
  - ✓ Termination of Employment
  - ✓ Disciplinary Code and Procedures
  - ✓ Grievance Procedures
  - ✓ Misconduct





An 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.

## EMPLOYER-EMPLOYEE RELATIONSHIP

## Are you SGB-Employed?

- ✓ UIF
- ✓ Over-time or Time-Off
- ✓ Data Base for Unemployed Educators
- ✓ SACE Registration
- ✓ SAOU Membership

**THE ONLY WRONG QUESTION IN LIFE, IS THE QUESTION NEVER ASKED!!!**

SAOUS

# Is the Department of Education your Employer?

- ✓ Permanent vs Temporary Appointment
- ✓ NO overtime!
- ✓ SACE Registration
- ✓ PSCBC Agency Fee is NOT SAOU Membership Fee
- ✓ Transfer / Cross-Transfer
- ✓ Leave measures – PAM Document

## ALWAYS REMEMBER:

- ✓ If you don't know... just ask!
- ✓ Update your SAOU Membership when your employment changes!
- ✓ Stay updated and attend training sessions!
- ✓ Visit our MSM Online!





# SAOU



012 033 1333



saou@saou.co.za



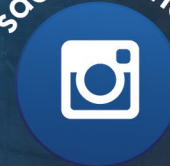
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